



Short-Term Disability Insurance: *included free for all employees*

Short-term disability insurance is meant to cover you for a short period of time following an illness or injury that keeps you out of work. You are automatically enrolled in the Short-Term Disability benefit, paid for by your employer.

Short-Term Disability for Hourly Employees

Benefit Period	Weekly Disability Income Benefit ¹
Week 1	Your PTO or Sick/Disability Bank if available ²
Weeks 2-26	70% of current weekly earnings ² Company-paid maximum: \$1,500 per week

1. Your payment may be reduced by deductible sources of income and disability earnings.
2. "Weekly earnings" means your gross weekly income from the company, not including overtime or shift differential.
3. Excludes Monument Chemical Brandenburg Union.
4. The hourly benefit is paid through Unum.
5. The hourly benefit received is tax free while you pay tax on the company-paid premium.
6. Hourly benefit deduction will not be collected while on leave.

Questions? Contact HR Shared Services at hrss@thgrp.com or 1-800-303-0408.

