

Long Term Disability Income Insurance

Explore Your Benefits & Costs



Group Name: Krispy Kreme Doughnuts Corporation
Group Number: 740403
Class: All Active Full Time Hourly employees

It can take time to recover from a disabling illness or injury. When that time extends past your Short Term Disability coverage, **Long Term Disability Income Insurance can help.** This document includes cost and coverage information about Long Term Disability Income Insurance. As you explore, keep in mind:



Payroll deduction means you don't have to worry about another bill



Group pricing makes coverage more cost-effective



Work with your own dedicated claim analyst throughout your leave

The probability of becoming disabled between age 20 and normal retirement age is 25 percent.¹ Help to keep a portion of your income protected with the Long Term Disability Income Insurance that's available through your employer.

¹ 2022 OASDI Trustees Report, Social Security Administration, 2022

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Add coverage based on your needs

Your employer is giving you the option to enroll in Long Term Disability Income Insurance. This means that if a disabling illness or injury prevents you from working, and your Short Term Disability coverage has run out, you'll still be able to replace a portion of your income.

Coverage Amount

60% of your monthly earnings (> \$100 Or
10% minimum monthly benefit/\$1516.67
maximum monthly benefit)



Waiting period

Waiting period: 180 consecutive days within 360 calendar days.

Any days that you are able to work after the start of your disability will not count toward your waiting (elimination) period. You may be eligible for Short Term Disability payments during this time or you may use your available time off and/or sick time during this waiting period.

Evidence of Insurability (health questions)

If you are a late entrant, you must provide evidence of insurability for any coverage elected.

When evidence of insurability is required, the insurance company will need to approve it before coverage becomes effective.



How long benefit payments last

Long Term Disability Income benefits are available until you recover from your disability, or until you reach the maximum period of payment listed below.

Age when Disability begins	Maximum period of payment
Less than 64	36 months
64	30 months
65	24 months
66	21 months
67	18 months
68	15 months
69 and over	12 months

How much does it cost?

Rates shown are guaranteed until: 1/1/2027. Your contributions are deducted on a post-tax basis.



Long Term Disability monthly rates	
Coverage	Rates per \$100 of monthly salary
60% of basic monthly earnings (Benefit percentage)	\$.433

Use the steps below to calculate your premium payments:

To calculate your cost:		
1. Divide your eligible annual earnings by 12.	\$	Your <u>eligible annual earnings</u> are the salary or wage you receive from your employer. It does not include: <ul style="list-style-type: none"> • Bonuses • Commissions • Overtime pay
2. If your answer in Step 1 was lower than \$8,333.33, enter that number here. If higher, enter \$8,333.33 here.	\$	
3. Divide your answer from Step 2 by 100.	\$	
4. Multiply your answer from Step 3 by the rate from the table above. This is your total monthly cost.	\$	
5. Multiply your total monthly cost by 12 for your annual premium amount. Then, divide by your number of paychecks per year for your payroll deduction amount.	\$	

What else is included?

The Long Term Disability Income Insurance available through your employer includes the following additional benefits. For a complete description of your available benefits, along with applicable provisions, exclusions and limitations, see your certificate of insurance and any riders.

 <p>Maintain coverage at no cost</p>	<p>Waiver of Premium</p> <p>While you're receiving Long Term Disability Income Insurance benefits from us, you won't need to pay premiums.</p>
 <p>Get help filing for Social Security</p>	<p>Social Security Disability Income (SSDI) filing assistance</p> <p>When appropriate, we will help you file for SSDI benefits, which can be a very difficult process.</p>



Leave a benefit behind for a loved one

Survivor Benefit

If you pass away while receiving Disability benefits, we may pay your eligible survivor a lump-sum benefit equal to three times your monthly payment.



Receive a cost of living increase

Cost of Living Adjustment

After you have received one full year of monthly benefit payments, the Cost of Living Adjustment (COLA) will increase your benefit to correspond with normal cost of living increases.



Prepare for a return to work

Vocational rehabilitation

We have vocational rehabilitation services available to assist you in returning to work when possible. If applicable, we will provide you with a written plan developed specifically for you.



Get support during rehabilitation

Family Member Care Expense Benefit

If you are receiving monthly benefits and are participating in a vocational rehabilitation plan, you may be eligible for a benefit for incurring expenses to care for an eligible family member.

Exclusions & Limitations

Benefits are not payable if your disability is caused by, contributed to or resulting from:

- Loss of a professional or occupational license or certification
- Commission of or attempt to commit a felony
- Intentionally self-inflicted injuries
- Attempted suicide, regardless of mental capacity
- Being legally intoxicated or being under the influence of any narcotic, unless taken under the direction of and as directed by a doctor
- Participation in a war, declared or undeclared, or any act of war
- Active military duty
- Active participation in a riot
- Engaging in any illegal or fraudulent occupation, work or employment

- Commission of a crime for which you have been convicted
- Elective surgery, except when required for your appropriate care as a result of your injury or sickness

Traveling or flying on an aircraft operated by or under the authority of military or any aircraft being used for experimental purposes

Pre-existing conditions: A pre-existing condition is a sickness, injury or physical condition that led to medical treatment, consultation, care or services (including diagnostic measures) during the 3 month period before your coverage effective date. Benefits are not payable if your disability begins in the first 12 months after your coverage effective date, and your disability is caused by, contributed by, or the result of a pre-existing condition.

Your benefits may be limited to a shorter time period, such as 24 months during your lifetime, if:

- The disability is due to a mental illness, alcoholism or drug abuse.

Your benefits will be reduced by other income (deductible sources of income) you are eligible to receive while disabled. These include but aren't limited to:

- Income received from any form of employment
- Unemployment benefits and any type of income replacement provided by your employer
- Workers' Compensation benefits or benefits from similar programs
- Judgments or settlements you receive related to disability
- Disability or retirement payments under Social Security or other federal and state plans
- Disability income payments under automobile liability insurance benefits
- Disability income payments payable under any other group insurance policy and certain retirement payments provided under your employer's retirement plan

*Limitations and exclusions will vary by state and by your employer's benefit plan.

This offer is contingent upon participation requirements being met.



Questions?

Enrollment instructions will be provided by your employer. If you have additional questions before you enroll, please call:

- Voya Employee Benefits Customer Service at (800) 955-7736 or go to <https://presents.voya.com/EBRC/KrispyKremeDoughnuts>

This is a summary of benefits only. A complete description of benefits, limitations, exclusions and termination of coverage will be provided in the certificate of insurance and riders. All coverage is subject to the terms and conditions of the group policy. If there is any discrepancy between this document and the group policy documents, the policy documents will govern. To keep coverage in force, premiums are payable up to the date of coverage termination. Disability Income Insurance is underwritten by ReliaStar Life Insurance Company (Minneapolis, MN), a member of the Voya® family of companies. Policy form HP08GP and/or HP13GP (may vary by state).

GRP-LTD

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