

GROUP SHORT-TERM DISABILITY CERTIFICATE SUMMARY



This summary describes some of the terms and conditions of the Policy. For a complete description of the terms and conditions of the Policy, refer to the appropriate section of the Certificate, available from the Policyholder. A person is not necessarily entitled to insurance because he or she received this summary. A person is only entitled to insurance if he or she is eligible in accordance with the terms of the Policy. This summary was published on July 15, 2024.

POLICY INFORMATION

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| Policyholder: | Mitutoyo Research & Development America, Inc. |
| Policy Effective Date: | January 1, 2022 |
| Policy Anniversary: | January 1 |
| Policy Number: | GUG-BZ9R |
| Group Number: | G000BZ9R |
| Classification: | All Eligible Non-California Employees |
| Minimum Work Hours Required: | 24 hours per week |
| Eligibility Present Waiting Period: | None |
| Eligibility Future Waiting Period: | None |
| When Insurance Begins: | The first day of the month that coincides with or follows the day the Employee becomes eligible. Additional eligibility conditions apply as described in the Certificate. |
| Premium Contribution: | Non-contributory |
| Elimination Period: | |
| Injury: | 14 calendar days |
| Sickness: | 14 calendar days |

BENEFITS

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| Weekly Benefit Percentage: | 60% |
| Maximum Weekly Benefit: | \$1,500 |
| Minimum Weekly Benefit: | \$25 |
| Maximum Benefit Period: | 11 weeks |
| Reasonable Accommodation Benefit: | The lesser of 100% for covered services expenses, \$1,000 or an amount equal to the total Gross Weekly Benefit. |
| Vocational Rehabilitation Benefit: | Voluntary 10% |

WHEN INSURANCE ENDS

Insurance ends:

- a) the day you are no longer eligible for insurance under the Policy;
- b) the day you begin active duty in the Armed Forces, National Guard or Reserves of any state or country (except for temporary active duty of 31 days or less), unless otherwise stated or allowed in the Policy;
- c) the day the Policy terminates; or
- d) in accordance with the GRACE PERIOD provision.

You are no longer eligible on the last day of employment with the Policyholder.

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If you are Disabled on the day the Policy terminates, benefits will continue subject to the WHEN DISABILITY BENEFITS END provision in the Schedule.