



## GROUP LONG TERM DISABILITY INSURANCE

Group Long Term Disability insurance from Standard Insurance Company helps provide financial protection for insured members by promising to pay a monthly benefit in the event of a covered disability.

The cost of this insurance is paid by FIVE BELOW, INC.

| Eligibility                       |   |
|-----------------------------------|---|
| <b>Definition of a Member</b>     | You are a member if you are a regular employee of FIVE BELOW, INC., actively working at least 30 hours each week, and a citizen or resident of the United States or Canada. You are not a member if you are a temporary or seasonal employee, a full-time member of the armed forces, a leased employee or an independent contractor. |
| <b>Class Definition</b>           | Class 2: Home office Employees (including District Managers), Regional Directors and Salaried Distribution Center Members<br>Class 3: All other members   |
| <b>Eligibility Waiting Period</b> | Class 2: You are eligible on the date you become a member.<br>Class 3: You are eligible on the first day of the month that follows or coincides with 60 days as a member.   |

| Benefits                       |   |
|--------------------------------|---|
| <b>Monthly Benefit</b>         | 60 percent of the first \$10,000 of monthly predisability earnings, reduced by deductible income (e.g., work earnings, workers' compensation, state disability, etc.) |
| Benefits Continued             |   |
| <b>Maximum Monthly Benefit</b> | \$6,000   |
| <b>Minimum Monthly Benefit</b> | \$100   |
| <b>Benefit Waiting Period</b>  | 180 days  |

## Definition of Disability

For the benefit waiting period and the first 24 months that Long Term Disability benefits are payable, you will be considered disabled if, as a result of physical disease, injury, pregnancy or mental disorder:

- You are unable to perform with reasonable continuity the material duties of your own occupation, and
- You suffer a loss of at least 20 percent of your predisability earnings when working in your own occupation.

You are not considered disabled merely because your right to perform your own occupation is restricted, including a restriction or loss of license.

After the own occupation period of disability, you will be considered disabled if, as a result of physical disease, injury, pregnancy or mental disorder, you are unable to perform with reasonable continuity the material duties of any occupation.

## Maximum Benefit Period

If you become disabled before age 62, Long Term Disability benefits may continue during disability until age 65, or to the Social Security Normal Retirement Age (SSNRA) or 3 years, 6 months, whichever is longer. If you become disabled at age 62 or older, the benefit duration is determined by the age when disability begins:

| <b>Age</b> | <b>Maximum Benefit Period</b>   |
|------------|---|
| 62         | 3 years, 6 months To SSNRA, or 3 years, 6 months, whichever is longer |
| 63         | 3 years To SSNRA, or 3 years, whichever is longer                     |
| 64         | 2 years, 6 months To SSNRA, or 2 years, 6 months, whichever is longer |
| 65         | 2 years   |
| 66         | 1 year, 9 months  |
| 67         | 1 year, 6 months  |
| 68         | 1 year, 3 months  |
| 69         | 1 year  |

## Other Features and Services

- 24 hour coverage, including coverage for work-related disabilities
- Conversion of Insurance Provision
- Employee Assistance Program
- Family Care Expense Adjustment
- Reasonable Accommodation Expense Benefit
- Rehabilitation Incentive Benefit
- Rehabilitation Plan Provision
- Return to Work Incentive
- Survivors Benefit
- Temporary Recovery Provision
- Waiver of Premium while Long Term Disability benefits are payable

This information is only a brief description of the group Long Term Disability insurance policy sponsored by FIVE BELOW, INC. The controlling provisions will be in the group policy issued by The Standard. The group policy contains a detailed description of the limitations, exclusions and when The Standard and FIVE BELOW, INC. may increase the cost of coverage, amend or cancel the policy. A group certificate of insurance that describes the terms and conditions of the group policy is available for those who become insured according to its terms. For more complete details of coverage, contact your human resources representative.



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