



GROUP SHORT TERM DISABILITY BENEFIT PROGRAM

Group Short Term Disability benefit helps provide financial protection for covered members by promising to pay a weekly benefit in the event of a covered disability.

The cost of this benefit plan is funded by Stifel Financial Corp.

Eligibility	
Definition of a Member	You are a member if you are a regular associate of Stifel Financial Corp., 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 associate, full-time member of the armed forces, leased associate or an independent contractor.
Class Definition	<p>Class 1 Members with 90 days or more and less than one year of service with the employer</p> <p>Class 2 Members with at least one year of service with the employer</p>
Eligibility Waiting Period	If you are already a member on the date the group plan is effective, you are eligible on the first day of the calendar month that follows 90 consecutive days as a member. If you become a member after the group plan effective date, you are eligible on the first day of the calendar month that follows 90 consecutive days as a member.
Benefits	
Weekly Benefit	<p>Class 1 60% of your weekly predisability earnings as of the date of disability, reduced by deductible income (e.g., work earnings, workers' compensation, state disability, etc.)</p> <p>Class 2 100% of your weekly predisability earnings as of the date of disability, reduced by deductible income (e.g., work earnings, workers' compensation, state disability, etc.)</p>
Maximum Weekly Benefit	\$4,800

Benefits **Continued**

Benefit Waiting Period	Your weekly benefit becomes payable after you have been continuously disabled for 7 days for disability caused by accidental injury, physical disease, pregnancy or mental disorder.
Definition of Disability	<p>For the benefit waiting period and while the Short Term Disability benefits are payable, you are considered disabled if you:</p> <ul style="list-style-type: none">• Are unable, as a result of physical disease, injury, pregnancy or mental disorder, to perform with reasonable continuity the material duties of your own occupation; and• Suffer a loss of at least 20% of your predisability earnings when working in your own occupation. <p>You will no longer be considered disabled when your earnings from any occupation meet or exceed 80% of your predisability earnings.</p> <p>Own occupation means the job you're regularly performing for your employer when disability begins.</p>
Maximum Benefit Period	180 days

Other Features and Services

- Return to Work Incentive
- Temporary Recovery Provision

Stifel Financial Corp. has retained Standard Insurance Company to act on its behalf as Claims Administrator for the Plan with respect to all claims for benefits submitted to The Standard for administration and management. The Standard shall receive, process, investigate and evaluate claims for benefits. The Standard has authority to make initial decisions to approve, deny or close claims for benefits. The Standard is also authorized to review and decide appeals of denied or closed claims, if requested by claimants as provided in the appeal provision of the Plan. Thereafter, Stifel Financial Corp. may elect to hear and decide any further appeals by claimants. In each case, Stifel Financial retains the right of final review and decision on all claims and appeals.

The Standard will also perform certain administrative services for the Plan, including advising and assisting Stifel Financial Corp. with preparation and revision of the Plan and providing actuarial services. The Standard has no authority or obligation with respect to management or investment of the assets of the Plan or Stifel Financial Corp. right of subrogation under the Plan.

This information is only a brief description of the Short Term Disability benefit plan provided by Stifel Financial Corp. and administered by Standard Insurance Company. The controlling provisions will be in the Plan Document adopted by Stifel Financial. The Plan Document contains a detailed description of the limitations, reductions in benefits, and exclusions. The Plan Document that describes the terms and conditions of the coverage is available for those who become covered according to its terms. For more complete details of coverage, contact your human resources representative.



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