

Mattel, Inc. Benefits At-A-Glance

All employees working a minimum of 30 regularly scheduled hours per week, excluding American Girl retail non-exempt employees

Supplemental Long-Term Disability Insurance

The Lincoln Long-term Disability Insurance Plan:

- Provides a cash benefit after you are out of work for 180 days or more due to injury, illness, or surgery
- Starts with a “core plan” that is paid for by Mattel, Inc.
- Offers a simple “buy-up” option that lets you enhance your benefit at affordable group rates
- Features group rates for eligible Mattel, Inc. employees
- Includes *EmployeeConnect*SM services, which give you and your family confidential access to counselors as well as personal, legal, and financial assistance

Core Plan (paid by Mattel, Inc.)

Monthly benefit amount	50% of your monthly salary, limited to \$30,000 per month
Elimination period	After the end of your short-term disability or a period of 180 days of disability, whichever is greater

“Buy-Up” Option LTD (paid by you through payroll deduction)

Monthly benefit amount	Option 1: 55% of your monthly salary, limited to \$35,000 per month Option 2: 60% of your monthly salary, limited to \$35,000 per month Option 3: 65% of your monthly salary, limited to \$35,000 per month
Elimination period	After the end of your short-term disability or a period of 180 days of disability, whichever is greater

Elimination Period

- This is the number of days you must be disabled before you can collect disability benefits.

Maximum Coverage Period

- This is the total amount of time you can collect disability benefits (also known as the benefit duration).
- Mental illness and substance abuse benefits are limited to a combined period of 24 months

Age at Disability	Maximum Benefit Period
Less than age 63 -----	To Normal Retirement Age or 42 months, if greater
63 -----	To Normal Retirement Age or 36 months, if greater
64 -----	30 months
65 -----	24 months
66 -----	21 months
67 -----	18 months
68 -----	15 months
69 and over -----	12 months

Additional Plan Information

Evidence of Insurance

- When you are first offered this coverage (and during approved open enrollment periods), you may be able to take advantage of this important coverage with no evidence of insurability (proof of health).

Pre-existing Condition

- If you have a medical condition that begins before your coverage takes effect, and you receive treatment for this condition within the three months leading up to your coverage start date, you may not be eligible for benefits for that condition until you have been covered by the plan for 12 months, unless you have not received treatment of the condition for any six consecutive months.

Benefit Exclusions & Reductions

Like any insurance, this long-term disability insurance policy does have some exclusions. You will not receive benefits if:

- Your disability is the result of a self-inflicted injury or act of war
- Your disability is the result of cosmetic surgery, unless related to a disabling condition
- Your disability occurs while you are committing a felony or misdemeanor or participating in a riot

Your benefits may be reduced if you are eligible to receive benefits from:

- A state disability plan or similar compulsory benefit act or law
- A retirement plan
- Social Security
- Any form of employment
- Workers' Compensation
- Salary continuance
- Sick leave

A complete list of benefit exclusions and reductions is included in the policy. State restrictions may apply to this plan.

This is not intended as a complete description of the insurance coverage offered. Controlling provisions are provided in the policy, and this summary does not modify those provisions or the insurance in any way. This is not a binding contract. A certificate of coverage will be made available to you that describes the benefits in greater detail. Refer to your certificate for your maximum benefit amounts. Should there be a difference between this summary and the contract, the contract will govern.

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Supplemental Long-Term Disability Insurance Calculate Your Premium

Use the employee buy-up long-term disability premium rate table provided below to calculate your cost and benefit. The following example calculates the monthly cost for an employee with annual earnings of \$35,400, electing the 55% Option.

Note: The maximum monthly covered earnings are equal to the maximum monthly benefit divided by the benefit percentage.

Calculation Example – 55% Option		Example	You
Step 1	Enter the Buy-up monthly rate per \$100 of monthly covered payroll.	\$0.224	
Step 2	Enter your monthly earnings. <i>Divide your annual earnings by 12.</i>	\$2,950	
Step 3	If your monthly earnings are greater than the Buy-up maximum monthly covered earnings of \$63,636, indicate \$63,636. <i>Otherwise, indicate the amount from Step 2. *\$58,333 for Option 2 and \$53,846 for Option 3*</i>	\$2,950	
Step 4	<i>Multiply Step 1 by Step 3 and divide by 100.</i>	\$6.61	
Step 5	Enter the Core monthly rate per \$100 of monthly covered payroll.	\$0.137	
Step 6	Enter your monthly earnings. <i>Divide your annual earnings by 12.</i>	\$2,950	
Step 7	If your monthly earnings are greater than the Core maximum monthly covered earnings of \$60,000, indicate \$60,000. <i>Otherwise, indicate the amount from Step 6.</i>	\$2,950	
Step 8	<i>Multiply Step 5 by Step 7 and divide by 100.</i>	\$4.04	
Step 9	Your premium for the Buy-up is equal to <i>Step 4 minus Step 8.</i>	\$2.57	

Buy Up Options	Buy Up Premium Rate	Core Premium Rate
55%	\$0.224	\$0.137
60%	\$0.347	\$0.137
65%	\$0.464	\$0.137

This worksheet allows you to approximate your monthly contributions for buy-up long-term disability insurance coverage. Cost of insurance may change in the future due to age and/or coverage amount elected.