

**Mattel, Inc. provides this valuable benefit at
no cost to you.**

All employees working a minimum of 30 regularly scheduled hours per week

Short-Term Disability Plan

Protect your paycheck when you can't work.

Many medical conditions can keep you out of work. Short-term disability insurance helps you meet your financial obligations while you're recovering from an injury, illness, surgery, or childbirth. Mattel, Inc.'s short-term disability plan provides partial income replacement if you are unable to work due to a qualifying illness or injury.

AT A GLANCE:

- A cash benefit percentage of your weekly salary, as shown below, when you are out of work for up to 173 days due to injury, illness, surgery, or recovery from childbirth

Days of Disability	Percentage of Earnings
8 - 60	100%
61 - 120	80%
121 - 180	70%

- A partial cash benefit if you can only do part of your job or work part time
- A prompt, responsive claims process

ADDITIONAL DETAILS

Elimination Period: Benefits are payable after a period of seven calendar days due to injury or sickness.

For complete benefit descriptions, limitations, and exclusions, refer to the plan document.

Please see your Human Resources department or Benefits department for additional information.



ASO products are funded entirely by the employer. Lincoln Financial Group provides administrative and/or claims payment services only.

©2019 Lincoln National Corporation
LCN-2681220-081319