

**NEW JERSEY STATE TEMPORARY DISABILITY INSURANCE FOR JULY 1, 2020
NOTICE TO EMPLOYEES**

KELLY SERVICES INC., KELLY SERVICES GLOBAL, KELLY SERVICES USA and KELLY GLOBAL BUSINESS SERVICES LLC HAS ESTABLISHED A SELF-INSURED SHORT-TERM "PRIVATE" TEMPORARY DISABILITY BENEFIT PLAN WHICH IS A STATE APPROVED REPLACEMENT FOR OUR NEW JERSEY EMPLOYEES' PARTICIPATION IN THE NEW JERSEY STATE TEMPORARY DISABILITY BENEFIT (TDB) PLAN. THE COMPANY'S PLAN WENT INTO EFFECT ON JANUARY 1, 1984.

SCOPE OF THE PLAN

THIS PLAN PRIMARILY COVERS DISABILITIES CAUSED BY NON-OCCUPATIONAL (OFF-THE-JOB) ILLNESS, INJURY OR PREGNANCY. PLEASE SEE YOUR MANAGER OR SUPERVISOR REGARDING AN OCCUPATIONAL ILLNESS OR INJURY.

ELIGIBILITY FOR BENEFITS

BENEFIT CLASS 1 EMPLOYEES MAY BECOME ELIGIBLE FOR BENEFITS UNDER THIS PLAN ON THE 8TH CALENDAR DAY OF DISABILITY, OR THE 1ST DAY OF ACCIDENTAL INJURY.

BENEFITS EFFECTIVE JULY 1, 2020

- BENEFIT CLASS 1 ALL EMPLOYEES ARE PROVIDED A WEEKLY BENEFIT OF 66 2/3% OF YOUR "AVERAGE WEEKLY WAGE", SUBJECT TO A \$881.00 MAXIMUM WEEKLY BENEFIT.
- THE MAXIMUM DURATION OF WEEKLY BENEFITS IS 26 WEEKS FOR BENEFIT CLASS 1 EMPLOYEES
- THE EMPLOYEE COST IS THE SAME AS THE COST FOR THE STATE PLAN (I.E., 0.26% OF EARNINGS UP TO \$134,900 PER YEAR).
- VALID AND COMPLETE CLAIMS ARE PROCESSED BY OUR OUTSIDE CLAIMS ADMINISTRATOR (SEDGWICK) WITHIN 5 WORKING DAYS OR LESS OF RECEIPT OF THE CLAIM.

CLAIMS

THIS IS ONLY TO ADVISE YOU OF THE GENERAL PROVISIONS OF THIS PLAN. THE SPECIFIC DETAILS OF THE PLAN CAN BE OBTAINED FROM YOUR MANAGER OR THE PLAN DOCUMENT IF YOU BECOME DISABLED, PLEASE NOTIFY YOUR SUPERVISOR AND CALL SEDGWICK AT **800-495-2318** TO FILE A CLAIM FOR YOUR BENEFITS. YOU WILL NEED TO **HAVE YOUR PHYSICIAN CALL THE 800 NUMBER AS WELL** OR HAVE HIM/HER FILL OUT THE ATTENDING PHYSICIAN'S STATEMENT THAT YOU CAN REQUEST FROM SEDGWICK. PLEASE ENCOURAGE YOUR PHYSICIAN TO CALL SEDGWICK. THIS WILL HELP SPEED UP THE CLAIMS PROCESS. IF YOU DID NOT RECEIVE OR HAVE LOST YOUR SHORT-TERM DISABILITY BENEFIT I.D. CARD, PLEASE SEE YOUR HUMAN RESOURCES DEPARTMENT. (PLEASE DO NOT CONTINUE TO USE THE STATE PLAN CLAIM FORM. THIS COULD CAUSE A DELAY IN YOUR BENEFIT PAYMENT.) YOU MUST FILE A CLAIM NO LATER THAN THE 30TH DAY AFTER THE FIRST DAY FOR WHICH BENEFITS ARE PAYABLE IF YOU ARE TO RECEIVE CREDIT FROM THE TIME YOU FIRST BECAME DISABLED. EARLIER FILING WILL SPEED UP YOUR PAYMENT. CLAIMS SHOULD BE FILED PROMPTLY. EARLIER FILING WILL SPEED YOUR PAYMENT. CLAIMS SHOULD BE FILED PROMPTLY. YOU MAY LOSE BENEFITS TO WHICH YOU WOULD OTHERWISE BE ENTITLED IF YOU DELAY FILING OF YOUR CLAIM.