

Reliance Standard

Bank OZK recognizes that most of us rely heavily on our income for everyday living expenses, short-term savings goals and the future financial security of our family. That's why we offer you the opportunity to purchase Short-Term Disability (STD) benefits and provide the extended Long-Term Disability (LTD) benefit at no additional cost to you.

Disability Insurance can help protect your income through benefit payment in the event that you are sick or seriously injured (car accident, cancer, stroke, etc.) off the job and are unable to return to work for an extended period of time.

Important!

Other income sources such as Social Security disability, retirement benefits, pensions, etc. may reduce your benefits under this plan. Please refer to your benefits certificate for details regarding the effects of other income.

Employees must use any available paid time off during the Short-Term Disability elimination period.

Voluntary Short-Term Disability Benefit Highlights	New York Employees State Mandated Short-Term Disability (DBL)	California State Disability Insurance (SDI)
Benefits begin after you have been unable to work for a continuous 14 days due to a covered illness or injury. Your benefit will pay 60% of your base earnings not to exceed \$2,500 per week for up to 24 weeks.	NY employees will receive the NY state mandated DBL benefit – Benefits begin after you have been unable to work for a continuous 7 days due to a covered illness or injury. Your benefit will pay 50% of your base earnings up to \$170 per week – for up to 26 weeks OR You have the option to buy-up to the bank offered voluntary benefit.	CA employees will receive the CA SDI benefit via payroll deduction – Benefits begin after you have been unable to work for a continuous 7 days due to a covered illness or injury. Your benefit will pay 60% of your base earnings not to exceed \$1,252 per week – for up to 52 weeks.

Your STD benefit and premium are based on your salary. Follow the formulas below to determine what this looks like for you:

Weekly earnings x 60% = Your weekly benefit amount (capped at \$2,500)

Weekly benefit amount x 0.039 x 12/26 = Your cost per pay period

Employer Paid Long-Term Disability Benefit Highlights

Benefits begin after you have been unable to work for a continuous 180 days due to a covered illness or injury

Your benefits will pay 60% of your base earnings not to exceed:

Officers: \$20,000 per month

Non-Officers: \$10,000 per month

Benefits are payable for the period during which you continue to meet the definition of the disability and if necessary, may continue to your Social Security Normal Retirement Age (SSNRA)