

## GROUP POLICY AMENDMENT NO. 2

Attached to and made a part of Group Policy 164657-C issued to  
Lee County Board of County Commissioners as Policyholder.

Effective September 1, 2023, and subject to the **Active Work Provisions**, the **Predisability Earnings** section is amended to read as follows:

### PREDISABILITY EARNINGS

Your Predisability Earnings will be based on your earnings in effect on your last full day of Active Work. Any subsequent change in your earnings after that last full day of Active Work will not affect your Predisability Earnings.

Predisability Earnings means your monthly rate of earnings from your Employer, including:

1. Contributions you make through a salary reduction agreement with your Employer to:
  - a. An Internal Revenue Code (IRC) Section 401(k), 403(b), 408(k), 408(p), or 457 deferred compensation arrangement; or
  - b. An executive nonqualified deferred compensation arrangement.
2. Shift differential pay.
3. Amounts contributed to your fringe benefits according to a salary reduction agreement under an IRC Section 125 plan.
4. Scheduled overtime pay, subject to a Scheduled Maximum Overtime Limit of 70 hours per month.

Predisability Earnings does not include:

1. Bonuses.
2. Commissions.
3. Unscheduled overtime pay.
4. Stock options or stock bonuses.
5. Your Employer's contributions on your behalf to any deferred compensation arrangement or pension plan.
6. Any other extra compensation.

If you are paid on an annual contract basis, your monthly rate of earnings is one-twelfth (1/12th) of your annual contract salary.

If you are paid hourly, your monthly rate of earnings is based on your hourly pay rate multiplied by the number of hours you are regularly scheduled to work per month, but not more than 173 hours plus the Scheduled Overtime Maximum shown above. If you do not have regular work hours, your monthly rate of earnings is based on the average number of hours you worked per month during the preceding 12 calendar months (or during your period of employment if less than 12 months), but not more than 173 hours plus the Scheduled Overtime Maximum shown above.

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STANDARD INSURANCE COMPANY

By



President and CEO



Corporate Secretary

10/19/2023