

## GROUP POLICY AMENDMENT NO. 2

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

Effective September 1, 2023, and subject to the **Active Work Provisions**, the Group Policy is amended as follows:

1. The Other Provisions portion of the **Coverage Features** is amended to delete the following:

Predisability Earnings based on:	Earnings in effect on your last full day of Active Work.
Earnings Period for Scheduled Overtime Pay in Predisability Earnings:	The preceding 52 calendar weeks.
Scheduled Overtime Maximum:	16 hours per week.

2. 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 will not affect your Predisability Earnings.

Predisability Earnings means your weekly 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), 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 weekly rate of earnings is one fifty-second (1/52nd) of your annual contract salary.

If you are paid hourly, your weekly rate of earnings is based on your hourly pay rate multiplied by the number of hours you are regularly scheduled to work per week, but not more than 40 hours plus the Scheduled Overtime Maximum shown in the **Coverage Features**. If you do not have regular work hours, your weekly rate of earnings is based on the average number of hours you worked per week during the preceding 52 weeks (or during your

period of employment if less than 52 weeks), but not more than 40 hours plus the Scheduled Overtime Maximum shown above.

STANDARD INSURANCE COMPANY

By



President and CEO



Corporate Secretary