

Applicable to Full-time employees:

Benefit	Description	Effective Date	How to Enroll	Who Pays
Short Term Disability <i>Replaces a portion of your salary when you have a medical provider-certified disability due to pregnancy, illness or injury and are unable to work.</i>	<ul style="list-style-type: none">• Hourly: Begins on the 8th day of physician-certified disability; pays up to 180 days (including waiting period) at 60% of base pay up to \$500 per week; benefits may be offset by state disability.• Salaried: Begins on the 8th day of medical provider-certified disability; pays 100% of base pay for the first 12 weeks and 60% of base pay for weeks 13 through 26; benefits may be offset by state disability.	Hourly: Following one year of full time employment Salaried: 1st of month following date of hire	Automatic	EssilorLuxottica
Long Term Disability <i>Replaces a portion of your salary when you have a physician-certified illness or injury and are unable to work for an extended period of time.</i>	<ul style="list-style-type: none">• Begins after 180 days of disability• You may elect 40% or 60% of monthly base pay• Benefit amount reduced by Social Security payment, if any• An Executive LTD option may be available, depending on your eligibility. Contact the EssilorLuxottica Human Resource Service Center for information.	181st day of full time employment	Enroll before effective date; for Qualifying Status Changes, enroll within 30 days	You, if you choose to enroll (group rates)