



Short-Term and Long-Term Disability Plans Overview*

Short-Term Disability (STD)

Short Term Disability (STD) is a company paid disability benefit available to full-time, eligible employees. McClatchy will pay up to 60 percent of an employee's base salary (plus direct sales commissions) up to \$2,500.00 per week for a maximum of 25 weeks for approved disability claims. STD is integrated with State Disability Insurance (SDI) where applicable. There is a seven-day waiting period before STD benefits begin. Employees may be required to use any available sick leave, vacation time or PTO during the seven-day waiting period and can use available sick/vacation/PTO to supplement STD payments up to 100 percent of pay. Employees on workers' compensation leave are not eligible for STD benefits.

Aetna administers the STD program, and employees should report a claim directly to Aetna either through Aetna's website or by phone, after they have notified their People department of their need for leave. STD checks will be issued by McClatchy on regularly scheduled pay days. Taxes and appropriate deductions (e.g., health care deductions) will be withheld from STD checks.

Enrollment is automatic for full-time, eligible employees. Generally, new employees become eligible for the benefit on the first of the month following 30 days of employment. However, in some non-daily markets, the eligibility period is one year.

Long-Term Disability (LTD)

For eligible full-time employees, McClatchy will provide LTD insurance equal to 50 percent of an employee's base salary (plus direct sales commissions) up to a maximum benefit of \$15,000 per month. Employees may purchase ("buy-up") an additional 10 percent of LTD coverage during the initial enrollment period or annual open enrollment for a total of 60 percent of salary, up to the maximum benefit of \$15,000 per month. LTD benefits will be reduced by other sources of income such as social security disability benefits.

Payroll deductions for the LTD buy-up coverage will be taken on an after-tax basis and are taken twice a month or 24 pay periods per year.

Evidence of Insurability (EOI)

Upon initial eligibility, new hires may elect to purchase the additional 10% LTD coverage without providing EOI. Any employees who wish to elect the additional 10% LTD coverage during a family status change event or during annual open enrollment will have to provide EOI.

* All benefit provisions described are subject to the terms of applicable collective bargaining agreements.