



memo

To: HII Corporate Employees
From: Bill Ermatinger, Executive Vice President and Chief Human Resources Officer
Date: April 9, 2020
Subject: Short-Term Disability Update

Dear HII Corporate Employees:

On March 16, HII announced that the seven-day elimination period for receiving short-term disability (STD) benefits would be waived until April 15. Due to the extended nature of the coronavirus (COVID-19) pandemic, we have extended this waiver until May 15.

Per this update, the seven-day elimination period for receiving STD benefits is being waived for all eligible illness and injuries through May 15 as long as employees submit appropriate medical documents to their leave of absence department and the STD benefits service provider Prudential. This waiver not only applies to employees who contract COVID-19, but to all illnesses and injuries normally covered by the STD plan.

A handwritten signature in black ink that reads 'Bill Ermatinger'. The signature is written in a cursive style with a large, sweeping flourish at the end.