

How to File a Short Term Disability or FMLA Claim



DSM understands the importance of income protection for you and your family. That's why they offer Short Term Disability (STD) Insurance to qualified employees. If you are unable to work due to a disabling illness or injury, you may qualify for your company's STD Plan.

FAMILY MEDICAL LEAVE (FML) BENEFITS

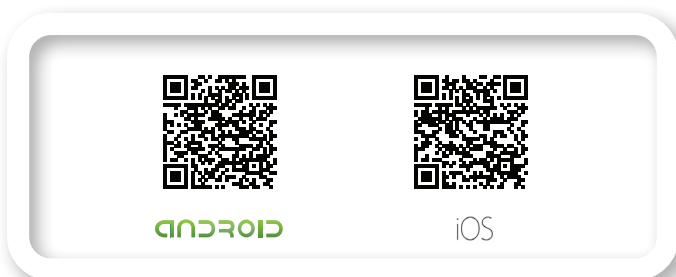
In addition to your STD benefits, you may qualify for FML benefits if you or a family member has a serious health condition that is disabling. To be eligible, you must have been employed a total of 12 months (excluding any 7 year gap in employment) and have worked at least 1,250 hours in the 12 months preceding your leave start date. You are allowed to take up to 12 weeks of unpaid leave for yourself or if you:

- ▶ Are caring for a family member;
- ▶ Have an approved intermittent leave of absence;
- ▶ Are approved for a military exigency leave; or
- ▶ Have an approved leave of absence for the purposes of baby bonding with a newborn/placed/adopted child.

If available, Family Medical Leave may be applied "after a period of incapacity lasting more than three consecutive full calendar days."

Matrix makes it easy for you to file a claim 24 hours a day, 7 days a week.

To file a claim, download the Matrix eServices Mobile App by snapping the correct QR code below or search Matrix eServices Mobile on your smartphone or tablet's app store (iOS or Android).



RELIANCE STANDARD
LIFE INSURANCE COMPANY
A MEMBER OF THE TOKIO MARINE GROUP

MATRIX
ABSENCE MANAGEMENT
A MEMBER OF THE TOKIO MARINE GROUP

Earnings and eligibility are defined per the policy and/or the summary plan description filed with and/or by your employer. Reliance Standard Life Insurance Company is licensed in all states (except New York), the District of Columbia, Puerto Rico, the U.S. Virgin Islands and Guam. In New York, insurance products and services are provided through First Reliance Standard Life Insurance Company, Home Office: New York, NY.

Matrix Absence Management

- ▶ **Medical Record Release**
- ▶ **Short Term Disability and Family Medical Leave**

(Print Name)

By signing this card below, I hereby authorize my medical provider to release my medical records to Matrix Absence Management to assist in the review and processing of my STD or FML claim.

Date Employee Signature

FOLD HERE

STD – If you are absent from work due to an illness or injury or have a scheduled absence for reasons such as a hospital stay or scheduled surgery, you will need to contact Matrix Absence Management to report your claim. You can report your claim up to 30 days in advance of your absence. Your eligibility for benefits will be based on your company's certificate of insurance.

FML – If you or your family member have a serious health condition that is disabling, you may be allowed to take up to 12 weeks unpaid leave for your own serious health condition or to care for a family member with a serious health condition.

To file a Short Term Disability (STD) or Family Medical Leave (FML) claim, download the Matrix eServices Mobile app, go to matrixabsence.com or if you don't have Internet access, you can call (877) 202-0055.