

2023 RETIREE BENEFITS for Salaried and Non-Bargaining Hourly Employees

Review the information contained in this guide to help you understand the retiree health care benefits offered to Stanley Black & Decker retirees. Note that the retiree health care benefits available to you will differ based upon whether you have reached your Medicare eligibility date when you retire. Your Medicare eligibility date is the first of the month in which you reach age 65. If your birthday is the first of the month, your Medicare eligibility date is the first of the prior month. Please refer to the table of contents below to locate information pertaining to your particular scenario.

If you are preparing for retirement, be sure to notify your human resources representative of your intention to retire with as much advance notice as possible.

Table of Contents

IF YOU ARE UNDER AGE 65 AT THE TIME OF RETIREMENT	2
A. ELIGIBILITY	2
B. MEDICAL/DENTAL BENEFITS	2
C. SPLIT FAMILIES – YOU ARE UNDER 65 AND YOUR DEPENDENT IS OVER AGE 65	3
D. ENROLLMENT	4
E. PAYMENT PROCEDURE	4
F. COMMUNICATION WITH THE STANLEY BLACK & DECKER BENEFITS CENTER	5
G. 2023 PRE-65 RETIREE HEALTH BENEFITS MONTHLY RATE SHEET	5
H. HEALTHCARE COVERAGE CHANGES WHEN YOU TURN 65	6
IF YOU ARE AGE 65 OR OLDER AT THE TIME OF RETIREMENT	6
A – POST 65. ELIGIBILITY	6
B – POST 65. BENEFITS	7
C – POST 65. SPLIT FAMILIES – YOU ARE OVER 65 AND YOUR DEPENDENT IS UNDER AGE 65	7
D – POST 65. ENROLLMENT	8
E – POST 65. PREMIUM PAYMENT PROCEDURE	8
F – POST 65. SOCIAL SECURITY – MEDICARE	8
G – POST 65. COMMUNICATION WITH MERCER MARKETPLACE 365+ RETIREE	8
SURVIVING DEPENDENT BENEFITS	8
OTHER BENEFITS	9
MERCER SMART CONNECT	9
HELPS OUR MEDICARE ELIGIBLE EMPLOYEES	9
RETIREE PERKS	10
COBRA	10
ACCESSING ADP POST-RETIREMENT	11
RIGHT TO AMEND	11
IMPORTANT CONTACT INFORMATION	12

IF YOU ARE UNDER AGE 65 AT THE TIME OF RETIREMENT

A. ELIGIBILITY

If you are under age 65 at the time of your retirement, you must be at least age 55 with 10 or more total years of service, based on your adjusted service date, on your last day paid to be eligible for retiree health benefits. If you meet the eligibility requirements, your retiree health benefits offered through Stanley Black & Decker begin on the 1st of the month after your last day paid. Your last day paid is not the date you receive your last check. For example, if you receive your last check on May 2, but your last day paid is actually April 27, your active benefits will end on April 30 (the end of the month of your last day paid), not May 31. If you elect Pre-65 retiree or COBRA benefits, they will start as of May 1.

If you are receiving separation pay, your age and service for retiree eligibility is determined by your last day paid, not your last day worked.

NOTE: If you are involuntarily terminated due to job elimination and have 20 or more years of service and are at least age 55 on your last day paid and you elect to continue your medical and dental benefits at retirement, you qualify for a 50% COBRA rate subsidy (*whether you elect retiree or COBRA coverage*) for up to 18 months or until the first of the month in which you turn age 65 (*whichever is earlier*). If you turn 65 and still have a spouse/domestic partner who is under 65, your spouse/domestic partner can continue with the 50% subsidy until the spouse/domestic partner turns 65 or 18 months, whichever is earlier. Refer to your separation agreement for more details.

You have 31 days from your retirement effective date to make your retiree elections.

At retirement, if you choose not to be covered by Stanley Black & Decker's (SBD) retiree medical/dental options because you and/or your spouse/domestic partner have coverage through your spouse/domestic partner's active employer, you and your dependents can enroll in SBD's Plan when you are no longer eligible to be covered by your spouse/domestic partner's active employer Plan as long as you are under age 65. This must be done by contacting the SBD Benefits Center within 31 days of losing coverage through your spouse/domestic partner's active employer Plan.

If for any other reason, you and/or your dependents do not enroll in the SBD Retiree Plan initially at retirement or you cancel coverage at a later date for any reason, you and/or your dependents may not rejoin the SBD Plan.

You may only add coverage for dependents who were eligible dependents as of your retirement date. Therefore, you may not add any new dependents to the retiree medical/dental Plan after your retirement date. You can disenroll dependents at any time.

B. MEDICAL/DENTAL BENEFITS

The SBD Benefits Center administers the retiree benefits program. The toll-free number is **1-800-795-3899**. Representatives are available weekdays 8:00 a.m. – 8:00 p.m. Eastern Time.

Retirees and their dependents under age 65 are eligible to elect the same Cigna medical and dental options Stanley Black & Decker offers to active employees. If you are a Hawaii or California resident enrolled in an

HMSA or Kaiser medical plan option, you must elect a pre-65 retiree medical option with Cigna if you choose pre-65 retiree medical coverage. Only COBRA continuation is available if you wish to continue your HMSA or Kaiser medical option through SBD (*see COBRA section on page 10 for additional details*).

If you opted out of medical or dental as an active employee, but wish to enroll in retiree medical or dental at the time of retirement, you may enroll. You are not eligible for COBRA unless you had coverage as an active employee. At retirement, you may choose a new Pre-65 retiree medical option. You don't have to continue the same option that you had as an active employee. Deductibles met under the active option will be credited to the retiree option.

If elected, Pre-65 medical and dental coverage ceases the first of the month in which you or your spouse/domestic partner turn 65 or for dependent children, the end of the month in which they turn age 26. If you have a dependent child, at the end of the month in which they turn age 26, your dependent child will be eligible to continue coverage through COBRA for up to 36 months. If your dependent child is disabled, pre-65 coverage is available until they turn 65 or are no longer disabled.

If you are enrolled in an HSA option as an active employee, your HSA bank account will convert to an individual account in your name. Once your active coverage ends, no employer or additional employee payroll contributions will be deposited into your bank account. A new HSA bank account will be established for you by the bank and your current balance will automatically be transferred (*important note* - monthly banking fees will apply¹). You will receive information directly from the bank after your active coverage ends. Please keep in mind that you can't contribute to your HSA once your Medicare coverage begins. However, you may use money that's already in your HSA after you enroll in Medicare to pay for deductibles, certain premiums, copayments, or coinsurance. If you contribute to your HSA after your Medicare coverage starts, you may have to pay a tax penalty. Remember, premium-free Part A coverage begins 6 months back from the date you apply for Medicare (or Social Security benefits), but no earlier than the first month you were eligible for Medicare. To avoid a tax penalty, you should stop contributing to your HSA at least 6 months before you apply for Medicare. If you have any questions or concerns regarding your HSA and Medicare coverage, please contact Medicare at 1-800-MEDICARE.

¹*If you maintain an average HSA Bank cash account daily balance at or above \$3,000, the monthly fee is waived.*

If you elect to enroll in any retiree medical option and/or the Dental HMO option, you will receive a new ID card from Cigna. ID cards are not provided for those who enroll in the Cigna Dental Basic PPO or the Cigna Dental Plus PPO.

Benefit summary documents are available at the SBD Benefits Center, sdbbenefitscenter.com/welcome.

If you are under age 65 and you are disabled and eligible for Medicare, please contact the SBD Benefits Center to notify them of your Medicare status.

C. SPLIT FAMILIES – YOU ARE UNDER 65 AND YOUR DEPENDENT IS OVER AGE 65

If you and your covered dependents are not all over age 65 or all under age 65, that is called a split family. If you are under 65 and your eligible dependent (a spouse, domestic partner or disabled dependent child) is over age 65 at the time of your retirement, they will be offered a choice of individual coverage options for Medicare-eligible individuals, including medical, dental, vision and prescription drug options through Mercer Marketplace 365+ Retiree.

You will be eligible to remain with the current Stanley Black & Decker medical and prescription option if you are at least age 55 with 10 or more total years of service, based upon adjusted service date, on your last day paid. You are subject to the eligibility requirements of the Plan until you age out of the Plan. Upon reaching age 65, you will be offered a choice of individual coverage options for Medicare-eligible individuals, including medical, dental, vision and prescription drug options through Mercer Marketplace 365+ Retiree. Benefit information pertaining to your pre-65 retiree coverage will be viewable on the SBD Benefits Center Enrollment Site (www.sbdbenefitscenter.com). Any inquiries regarding post 65 coverage should be directed to Mercer Marketplace 365+ Retiree at 1-855-216-3809.

D. ENROLLMENT

To enroll for Pre-65 retiree healthcare benefits, you may visit www.sbdbenefitscenter.com and complete your retiree enrollment or, if you don't have web access, you can contact the SBD Benefits Center by phone after your termination date.

The SBD Benefits Center's toll-free number is 1-800-795-3899. Representatives are available weekdays from 8:00 a.m. to 8:00 p.m. Eastern Time.

The SBD Benefits Center will send you a Pre-65 retiree enrollment worksheet outlining your retiree costs and options after your termination has been processed, approximately two weeks following your last day paid. You don't have to wait for your retiree worksheet to enroll; however, you must wait until your active benefits have been terminated and this status change has been updated in the SBD Benefits Center System.

You cannot use your single sign-on (SSO) network credentials when logging directly into the SBD Benefits Center enrollment site at www.sbdbenefitscenter.com. You must use a separate benefits username and password. Click the *Did you forget your User ID or Password?* link if you need to reset your username or password or call the SBD Benefits Center.

You **cannot** enroll in retiree benefits in advance of your active benefits coverage end date.

NOTE: When you and your spouse/domestic partner are under age 65, you must both be enrolled in the same retiree medical and dental options. You cannot drop retiree under 65 coverage and continue with spouse/domestic partner only coverage, unless your spouse or domestic partner is covered under COBRA.

E. PAYMENT PROCEDURE

Your options for payment of Pre-65 retiree and COBRA medical/dental benefits are:

- 1) Automatic monthly debit from your personal bank account** – visit <https://mybenefits.WageWorks.com> or call HealthEquity|WageWorks to set up Automatic Clearing House (ACH) direct debit from your personal checking or statement savings account. Direct debit is done on the 15th of each month for the current month. This is the recommended payment option since it is the most convenient and easiest way to pay for your benefits. This ACH process will ensure that your retiree health care benefits do not terminate for non-payment of premium. The automatic monthly debit is convenient if you travel or you don't want to worry about writing a check in a timely manner each month.

If you want this automatic payment option, complete the required HealthEquity|WageWorks direct debit ACH authorization form as soon as possible. Due to timing issues, you may be direct billed

until the debit from your bank account is activated. Please note that it could take 2-3 weeks to establish the ACH connection with your bank. You can also change your payment option at any time in the future by contacting HealthEquity|WageWorks at 1-866-747-0039. ACH cannot be set up by phone, this must be completed either on-line or by completing the enrollment form and returning to HealthEquity|WageWorks.

- 2) **Pay by check or online** – you will be billed monthly by HealthEquity|WageWorks. The bill is sent on the 10th of the month for the following month. You may pay by check or you may choose to pay on-line. Visit <https://mybenefits.WageWorks.com> for on-line payment information. Payments are due on the 1st of the month and will be returned if not postmarked within 30 days of the due date.

If benefits are terminated for non-payment or if payment is not postmarked within 30 days of the due date, coverage will be cancelled retroactive to the end of the last month for which payment was received and coverage cannot be reinstated. Any claim payments made after the retroactive termination date will be considered an overpayment and refunds will be requested on overpaid amounts.

F. COMMUNICATION WITH THE STANLEY BLACK & DECKER BENEFITS CENTER

If you move after retirement and you are enrolled in a Pre-65 medical supplement plan through Stanley Black & Decker, contact the SBD Benefits Center to process your address change. The SBD Benefits Center will then send the address change to Cigna (if enrolled) on your behalf. Do not call Cigna directly for an address change.

If you are enrolled as a COBRA member through HealthEquity|WageWorks and move, call HealthEquity|WageWorks to notify them of your new address.

G. 2023 PRE-65 RETIREE HEALTH BENEFITS MONTHLY RATE SHEET

<u>Coverage Options</u>	<u>Single</u>	<u>Retiree & Spouse/DP</u>	<u>Retiree & Child(ren)</u>	<u>Family</u>
<u>Medical</u>				
Basic Health Savings Account (w/Rx)	\$1,208	\$2,415	\$1,810	\$3,622
Plus Health Savings Account (w/Rx)	\$1,428	\$2,855	\$2,140	\$4,282
Open Access Plus (w/Rx)	\$1,587	\$3,173	\$2,378	\$4,759
LocalPlus Open Access Plus (w/Rx) ¹	\$1,461	\$2,921	\$2,189	\$4,381
<u>Dental</u>				
Dental HMO	\$15.88	\$29.49	\$31.80	\$49.57
Dental Basic PPO	\$40	\$80	\$76	\$124
Dental Plus PPO	\$60	\$120	\$114	\$186

These rates and coverage options are guaranteed through December 31, 2023. Retiree coverage options and premiums are subject to change each January 1st. You will be notified of any changes during the Annual Enrollment period in the fall of each year.

¹ LocalPlus OAP is only available in certain ZIP codes where there are enough network providers. Visit the SBD Benefits Center Enrollment Site to determine if you are eligible for the LocalPlus OAP option.

H. HEALTHCARE COVERAGE CHANGES WHEN YOU TURN 65

When you turn 65, your healthcare coverage through a Stanley Black & Decker-sponsored plan will end and you will be offered a choice of individual coverage options for Medicare-eligible individuals including medical, dental, vision and prescription drug options through Mercer Marketplace 365+^{SM*} Retiree. You will pay the full cost of the individual coverage and will need to enroll in Medicare Part A and B to be eligible. Or, if you prefer, you can get your own individual supplemental Medicare coverage through an insurance agent or insurance company.

Mercer Marketplace 365+ Retiree is a service that provides access to a variety of comprehensive healthcare coverage options and additional services for you and your Medicare-eligible dependents. Mercer Marketplace 365+ Retiree will assist you in choosing coverage that best meets your individual health needs and your budget.

Mercer Marketplace 365+ Retiree will send a packet of materials to your home providing instructions on how to connect with one of their benefits counselors who will work with you to enroll in health insurance that fits your healthcare needs and budget. Once you receive your packet of information, you can schedule your benefits consultation by going online at <http://retiree.mercermarketplace.com/SBDAccess> or by calling **1-855-216-3809**. Mercer Marketplace 365+ Retiree benefits counselors are available Monday through Friday from 8:00 a.m. to 5:30 p.m. Eastern Time; deaf or hard of hearing individuals should dial 711 for Telecommunications Relay Service.

If you enroll in individual coverage through Mercer Marketplace 365+ Retiree, the effective date for the coverage you choose will generally be the first day of the month following the date that you complete your enrollment. Your Medicare effective date is generally the first of the month in which you become age 65 (or, the first of the month prior if your birth date is on the first of the month).

IF YOU ARE AGE 65 OR OLDER AT THE TIME OF RETIREMENT

A – POST 65. ELIGIBILITY

If you are 65 or over, you will be eligible to continue healthcare coverage offered through Mercer Marketplace 365+ Retiree effective the 1st of the month after your last day paid, as long as you were enrolled in healthcare coverage as a Stanley Black & Decker employee. Mercer Marketplace 365+ Retiree is a service that provides access to a variety of comprehensive healthcare coverage options and additional services for you and your Medicare-eligible dependents. Mercer Marketplace 365+ Retiree will send you a packet of materials with instructions on how to connect with a benefits counselor to review the benefit coverage options available to you. The benefits counselor will assist you in reviewing coverage options based upon where you live that best meet your individual health needs and your budget. You will pay the full cost of the individual coverage and will need to enroll in Medicare Part A and B to be eligible.

If you enroll in individual coverage through Mercer Marketplace 365+ Retiree, the effective date for the coverage you choose will generally be the first day of the month following the date that you complete your enrollment.

Under Medicare rules, you will have a “special enrollment period” when you retire that begins the month after you are no longer actively employed or when your active medical coverage ends, whichever happens first.* If you miss the “special enrollment window,” you may end up paying higher premiums.

**Important Note: Receiving pay and benefits during a separation period does not extend your active employment status. You should contact a Mercer Marketplace 365+ benefits counselor to understand your enrollment timing and options.*

At retirement, if you choose not to select healthcare coverage through Mercer Marketplace 365+ Retiree because you and/or your spouse/domestic partner have coverage elsewhere, you and your dependents may contact Mercer Marketplace 365+ Retiree to discuss your healthcare coverage options once you no longer have coverage elsewhere. You can contact Mercer Marketplace 365+ Retiree at <http://retiree.mercermarketplace.com/SBDAccess> or call 1-855-216-3809 (TTY 711) to speak with a benefits counselor to review your healthcare coverage options.

B – POST 65. BENEFITS

If you retire from SBD and are age 65 or over, you will be offered a choice of individual coverage options including medical, dental, vision and prescription drug options through Mercer Marketplace 365+ Retiree. You will pay the full cost of the coverage.

If you or your spouse/domestic partner are currently over age 65 and are registered with Social Security and have waived your Medicare Part B coverage while being covered as an active employee, to ensure you do not have a gap in health care coverage, you must notify Social Security before you leave active service that you want to be enrolled in Medicare Part A and Part B to ensure your coverage is effective at the time of your retirement. Contact your local Social Security office with questions on Medicare enrollment procedures or contributions. If you are provided with a form by Social Security to confirm you were covered as an active employee over 65, SBD Corporate Benefits can complete it so that a late enrollment fee is not applied. Scan a copy of the form and send it to: hrbenefits@sbdinc.com.

To enroll in healthcare coverage when you are age 65 and over, Mercer Marketplace 365+ Retiree will send a packet of materials to your home providing instructions on how to connect with a benefits counselor and how to enroll in a benefit coverage that fits your needs and your budget. Once you receive your packet of information, you can schedule your benefits consultation by going online at <http://retiree.mercermarketplace.com/SBDAccess> or by calling 1-855-216-3809 (TTY 711).

C – POST 65. SPLIT FAMILIES – YOU ARE OVER 65 AND YOUR DEPENDENT IS UNDER AGE 65

If you and your covered dependents are not all over age 65 or all under age 65, that is called a split family. In this situation, you must have 10 or more years of service, based upon your adjusted service date on your last day paid, in addition to being over age 55, for your eligible dependents (a spouse, domestic partner or dependent child) to be eligible for pre-65 coverage. You must enroll them in coverage within 31 days after your active coverage ends. Any eligible dependents are subject to the eligibility requirements of the Plan until they age out of the Plan. Upon reaching age 65, your dependent spouse (or domestic partner or disabled dependent child) will be invited to select from the healthcare and prescription options available through Mercer Marketplace 365+ Retiree. At the end of the month in which they turn age 26, your dependent child will be eligible to continue coverage through COBRA for up to 36 months. If your dependent child is disabled, pre-65 coverage is available until they turn 65 or are no longer disabled.

Benefit information pertaining to your dependent's pre-65 retiree coverage will be viewable at www.sbdbenefitscenter.com. Any inquiries regarding post 65 coverage should be directed to Mercer Marketplace 365+ Retiree at 1-855-216-3809 (TTY 711).

More details on split family coverage is available in Section D – Enrollment.

D – POST 65. ENROLLMENT

To enroll for Post-65 retiree healthcare benefits, you will first receive a packet of information from Mercer Marketplace 365+ Retiree. The packet of materials mailed to your home from Mercer Marketplace 365+ Retiree will provide instructions on how to connect with a benefits counselor to review your options and how to enroll in benefit coverage. Once you receive your packet of information, you can schedule your benefits consultation by calling 1-855-216-3809 (TTY 711).

Your packet will provide details on your Special Enrollment Period opportunity to enroll in individual coverage. The special enrollment period runs for approximately two months from the date your SBD benefit coverage ends. The enrollment effective date of your individual coverage cannot be retroactive and would begin no earlier than the first of the month following the completion of the enrollment.

E – POST 65. PREMIUM PAYMENT PROCEDURE

When you enroll in healthcare coverage through Mercer Marketplace 365+ Retiree, you will pay your premiums directly to the insurance carrier for your retiree medical coverage. You may contact a benefit counselor at 1-855-216-3809 (TTY 711) to further discuss your payment options.

F – POST 65. SOCIAL SECURITY – MEDICARE

Special Enrollment Period for Part A or B

You can sign up for Part A or B during the 8-month Special Enrollment Period that begins the month after you are no longer actively employed or your medical coverage ends, whichever happens first. This is the only way you can avoid paying a higher premium, which happens if you sign up after the Special Enrollment Period. To learn more, go to www.medicare.gov or call 1-800-MEDICARE (1-800-633-4227). TTY users can call 1-877-486-2048.

G – POST 65. COMMUNICATION WITH MERCER MARKETPLACE 365+ RETIREE

Be sure to contact Mercer Marketplace 365+ Retiree if you (or your dependent) are age 65 or older and lose benefit coverage under the Stanley Black & Decker Medical Plan. Call 1-855-216-3809 (TTY 711) to speak with a benefits counselor, Monday through Friday from 8:00 a.m. to 5:30 p.m. Eastern Time.

If you move after retirement, contact Mercer Marketplace 365+ Retiree to process your address change.

SURVIVING DEPENDENT BENEFITS

If an active employee dies who is 55 or older with at least 10 years of service at the time of death, their covered surviving spouse/domestic partner and eligible dependents will have continued, active health coverage until the end of the month following the month of death and then will be offered COBRA and Pre-65 retiree health care continuation at the full cost.

OTHER BENEFITS

Basic and Supplemental Life/AD&D insurance ends upon retirement. There is **no** retiree life insurance offered to Stanley Black & Decker retirees. You may convert your basic or supplemental life insurance to an individual whole life policy, provided you apply for conversion and make the required premium payment within 31 days of the loss of active coverage. You cannot port your basic or supplemental life insurance if you are leaving employment due to retirement. If you were not in active service at the time of your retirement, you may apply for conversion of your Supplemental Life Insurance. Securian Financial will mail you a Notice of Conversion. The Notice of Conversion will provide instructions on how to obtain an application as well as information needed to complete the application. The conversion application and your premium payments must be remitted directly to Securian within 31 days of your coverage termination.

Upon retirement, the Employee Assistance Program (EAP), EyeMed Vision, Cigna Supplemental Health (Accidental Injury, Critical Illness, and Hospital Care), Well-being programs, including Quit for Life Tobacco Cessation, WW (Weight Watchers), Livongo by Teladoc Health, Torchlight, Flexible Spending Accounts, discounts through Makers' Marketplace including any enrollments in home, auto and/or pet insurance and identity theft protection benefits, Long and Short Term Disability, Securian Life and AD&D insurance, ARAG Legal Insurance and Cigna Global are discontinued. If currently enrolled, contact the carriers directly for Makers' Marketplace coverages, Cigna Supplemental Health (Accidental Injury, Critical Illness and Hospital Care) and ARAG Group Legal continuation options. COBRA continuation is available for Cigna EAP and EyeMed Vision, as well as the Health Care Flexible Spending Account. For more details, please see Section F – COBRA.

MERCER SMART CONNECT HELPS OUR MEDICARE ELIGIBLE EMPLOYEES

In our continued efforts to bring innovative solutions to your evolving health care needs, we offer free Medicare resources, guidance and enrollment services to our Medicare eligible employees through a program called Mercer SmartConnect. SmartConnect is an exclusive program created specifically for working or retiring adults (and family members), who are Medicare-eligible and may not have fully explored the benefits of Medicare coverage.

When transitioning to Medicare, the number of choices and new terms can feel overwhelming. Mercer SmartConnect is here to clear the confusion and help you understand your coverage options and help you find your balance in Medicare.

- Watch the Medicare 101 video (smartmatch.com/connect/medicare101/) at any time, at your convenience. Learn the basics of Medicare and be better prepared to make decisions about your health care coverage.
- Visit the online tool and educational website, SmartConnect Benefits GPS (gps.smartmatch.com/mercer), to learn more about Medicare options available to you.
- You may also connect with a licensed insurance agent to help you compare the costs and benefits of Medicare against your current coverage (even if you're not covered by Stanley Black & Decker or already have Medicare). Call 1-877-374-2705 (TTY: 711), Monday through Friday, 7:30 a.m. – 5 p.m. CT.

RETIREE PERKS

Retirees from Stanley Black & Decker can continue to receive discounts on tools into retirement. Retirees may also participate in the Matching Gifts program for a 5-year period following your date of retirement. If you wish to take advantage of the employee/retiree discount, send an email request (prior to retirement date) to onlineemployeestore@sbdinc.com. Please include your personal email address, date of retirement, facility worked at and position held. Shortly after retiring you will receive an email invite to activate your account which will allow you continued access to the employee store. For Matching Gifts, please request access to MyGiving from Abby.Sannizzaro@sbdinc.com prior to your last day of employment.

COBRA

Under the federal law, Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA), your loss of active coverage is a COBRA qualifying event (even if you are over 65 at the time your active coverage ends). Therefore, you and your dependents may continue your active health care benefits through COBRA for up to 18 months. Keep in mind, should you become eligible to enroll in Medicare at any time during your COBRA continuation period, your COBRA coverage would end. However, if you are on Medicare and then experience a COBRA qualifying event, you can maintain your COBRA coverage.

Note: You can enroll in an SBD retiree health option and enroll your spouse/domestic partner in COBRA coverage.

The COBRA mailing is separate from the retiree enrollment worksheet mailed from the SBD Benefits Center. If you elect SBD retiree coverage, you can disregard the COBRA notice. If you are eligible for a subsidy, the COBRA rate sheet will not reflect these rates; however, your first invoice will accurately reflect the subsidized rates.

To enroll for COBRA, you may either log on to <https://mybenefits.WageWorks.com> or complete the COBRA enrollment worksheet, which HealthEquity|WageWorks, the COBRA Administrator, will mail to your home two weeks after your termination date. To enroll for COBRA on-line, you will need your Birth Date and Social Security Number to log in. Contact HealthEquity|WageWorks at **1-866-747-0039** for more information.

If you continue benefits through COBRA, you will not be eligible for any retiree coverage when your COBRA coverage ends. So, if you want retiree coverage, which will continue beyond the 18-month COBRA period, you must elect retiree benefits, not COBRA, at the time of retirement.

If you elect COBRA and have an address change, notify HealthEquity|WageWorks, SBD's COBRA administrator.

Once COBRA coverage ends, there is no conversion policy offered.

If you were enrolled in the HSA as an active employee and elect COBRA, HSA funds can be used to pay for COBRA premiums, but not under 65 retiree option premiums. You cannot use HSA funds to pay for Medicare or other health insurance premiums until the HSA bank account holder is 65 or older. Once you are 65 or older, you cannot use HSA funds to pay Medicare Supplement premiums, but you may use HSA funds for Medicare A, B, D (MAPD) and D premiums. The company does not make HSA contributions to COBRA or retiree participant accounts.

If you were enrolled in a Flexible Spending Account (FSA) as an active employee, you can submit claims for eligible expenses incurred after your retirement date if you continue COBRA FSA on an after-tax basis. The claim filing deadline with WEX is March 31, 2024 for eligible claims incurred in 2023. You can only submit health care expenses with a date of service prior to your coverage end date. Dependent care expenses, if applicable, can be incurred through December 31, 2023. For FSA questions, contact the SBD Benefits Center at 1-800-795-3899 (option 2).

ACCESSING ADP POST-RETIREMENT

You may access the ADP portal directly at portal.adp.com. Select **Create Account** under First Time User. Enter the registration code for Stanley Black & Decker when prompted “**SBANDD-Register**” and click “Go.” On the next screen, click the radio button next to “SSN, EIN, or ITIN” and enter your SSN. You will need to verify your SSN by typing it a second time. Click Confirm and follow the remaining prompts. Once logged in to ADP, you’ll be able to print past pay statements or your W-2. If you need help resetting an ADP Self Service password or have any questions, call the SB&D Payroll Service Center at 1-855-671-9980.

RIGHT TO AMEND

The Company, under authority of the Board of Directors, reserves the right to terminate or change the retiree health or COBRA Plans at any time. The Company's decision to terminate or amend the plan may be due to changes in federal or state laws, the requirements of the Internal Revenue Code or ERISA, or any other reason. SBD regularly reviews benefits and makes changes to meet industry standards, practice patterns or cost control needs. Any plan design changes will apply to both active, COBRA and retiree plans. As a participant in the retiree or COBRA plans, you will be notified of any changes.

IMPORTANT CONTACT INFORMATION
(listed alphabetically after the SBD Benefits Center)

Provider	Phone	Web Site
Stanley Black & Decker Benefits Center - Enrollment Services	1-800-795-3899 M-F, 8-8 ET	sbdbenefitscenter.com
Stanley Black & Decker Payroll Service Center	1-855-671-9980	Portal.adp.com
Cigna Medical, Health Savings Account, Rx, Dental, Supplemental Health, EAP	1-800-243-3280 – 24/7	myCigna.com
HealthEquity WageWorks – COBRA/Direct Billing	1-866-747-0039	mybenefits.WageWorks.com
Kaiser (California)	Main: 1-800-464-4000 Enrollment Services: 1-800-324-9208	kp.org/thrive
Mercer Marketplace 365+ Retiree For retirees/dependents age 65 or over	1-855-216-3809 (TTY: 711) M-F, 7:30 a.m. – 5 p.m. CT	Retiree.mercermarketplace.com/SBDAccess
Mercer SmartConnect – For actively working Medicare eligible employees	1-877-374-2705 (TTY: 711) M-F, 7:30 a.m. – 5 p.m. CT	gps.smartmatch.com/mercerc
Securian Financial Conversion	1-866-293-6047	LifeBenefits.com/SBD

Last updated 03.2023