

Kaiser Medical Option

In addition to the medical options described in the enclosed Annual Enrollment Guide, you may also have access to the Kaiser Traditional HMO, described here.

One key difference in how the Kaiser option works is that **you must use Kaiser doctors and facilities for all care**, except emergency and urgent care. There is no out-of-network coverage in this option.

More About Kaiser

Scan the QR codes below to watch a video with more information about how Kaiser works.



brainshark.com/kp/
StanleyBlackDeckerKP101



En Español
brainshark.com/kp/
StanleyBlackDeckerKP101SP

To see all the medical options available to you, go to ALEX at start.myalex.com/sbd and enter your home ZIP code in the ALEX benefits counselor tool.

Here's what **you pay** when you get care.

Kaiser Traditional HMO

Annual Deductible	\$0
Out-of Pocket Maximum Individual Family	\$3,000 \$6,000 (or \$3,000 for any one individual under the family coverage)
Routine Preventive Care	\$0 (including preventive X-ray and/or lab services)
Primary Care Office Visit (including mental health/substance abuse visits and physical therapy)	\$30 per visit
Specialist Office Visit (including OB/GYN)	\$30 per visit
Emergency Room	\$150 per visit
Urgent Care	\$30 per visit
Hospital Services	\$500 per day

PRESCRIPTIONS

Retail (30-day supply)	Generic	\$10
	Preferred Brand Name	\$30
Mail Order (100-day supply)	Generic	\$20
	Preferred Brand Name	\$60
Specialty (30-day supply)		\$30

Stanley Black & Decker will offer a medical option through Kaiser Permanente — the Kaiser Traditional HMO Plan — to employees in California who reside in a Kaiser coverage area. For additional terms of eligibility, please refer your 2024 Annual Enrollment Guide.

BENEFITS MADE FOR YOU

Contributions

You and Stanley Black & Decker share the cost for your health care coverage, with the Company paying most of the cost. The amount you contribute depends on the coverage you choose, the number of people you cover, your base pay and whether or not you are a tobacco user.

For more information on how you pay and the cost of your other medical options, see the enclosed Annual Enrollment Guide.

Medical:

Weekly Costs¹

Annual Base Pay ³	Employee Only	Employee + Spouse/DP ²	Employee + Child(ren)	Employee + Family
Less than \$50,000	\$41.90	\$92.19	\$75.43	\$129.90
\$50,000–\$100,000	\$44.91	\$98.80	\$80.84	\$139.22
More than \$100,000	\$47.91	\$105.41	\$86.25	\$148.53

Monthly Costs¹

Annual Base Pay ³	Employee Only	Employee + Spouse/DP ²	Employee + Child(ren)	Employee + Family
Less than \$50,000	\$181.58	\$399.48	\$326.84	\$562.90
\$50,000–\$100,000	\$194.61	\$428.13	\$350.29	\$603.27
More than \$100,000	\$207.63	\$456.78	\$373.73	\$643.65

¹ Costs are for tobacco-free users. There is a \$50 additional required monthly contribution for tobacco/smoking use (applies if any covered family members are tobacco users). If you are paid weekly, your paycheck deductions will be based on your weekly pay frequency. The tobacco surcharge may be removed upon completion of participation requirements in the Quit For Life on Rally Coach program.

² Coverage of domestic partners and their children will be subject to additional costs resulting from taxation of the company-paid benefit (e.g., imputed taxable income).

³ Your Annual Base Pay as of October 1, 2023.



For more detailed plan information, please refer to the Kaiser Traditional HMO Summary of Benefits and Coverage (SBC) at sbdbenefitscenter.com/welcome.

Enrolling & ID Cards

Before you enroll, use ALEX at start.myalex.com/sbd to help you choose the option that's right for you.

And remember to enroll from **November 8–22** to get the benefits you need in 2024. For more information on how to enroll, see the enclosed Annual Enrollment Guide.

If you are already a Kaiser member, you will continue to retain your current member number. If you newly enroll in Kaiser coverage, an ID card will be mailed to you in December. However, ID cards are not required for services with Kaiser; you can verify your coverage by providing your social security number (SSN).

Contacts

Stanley Black & Decker Benefits Center

1-800-795-3899

Monday through Friday,
8 a.m.–8 p.m. ET

sbdbenefitscenter.com/welcome

Kaiser

Kaiser Main Number: 1-800-464-4000

Enrollment Services: 1-800-324-9208

Away from Home: 1-951-268-3900

kp.org/thrive