## **Busco, Inc. dba Arrow Stage Lines**

## Short-term disability

Estimated employee semi-monthly premium amounts

End of the rate guarantee period: 12/31/2025

| Benefit<br>amount | Minimum<br>annual salary<br>required | 24 & under | 25-29   | 30-34   | 35-39   | 40-44   | 45-49   | 50-54   | 55-59   | 60-64   | 65-69   | 70 & over |
|-------------------|--------------------------------------|------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-----------|
| \$100             | \$8,667                              | \$2.05     | \$2.15  | \$2.05  | \$2.45  | \$3.10  | \$2.70  | \$3.55  | \$5.10  | \$6.20  | \$5.95  | \$7.50    |
| \$150             | \$13,000                             | \$3.08     | \$3.23  | \$3.08  | \$3.68  | \$4.65  | \$4.05  | \$5.33  | \$7.65  | \$9.30  | \$8.93  | \$11.25   |
| \$200             | \$17,333                             | \$4.10     | \$4.30  | \$4.10  | \$4.90  | \$6.20  | \$5.40  | \$7.10  | \$10.20 | \$12.40 | \$11.90 | \$15.00   |
| \$250             | \$21,667                             | \$5.13     | \$5.38  | \$5.13  | \$6.13  | \$7.75  | \$6.75  | \$8.88  | \$12.75 | \$15.50 | \$14.88 | \$18.75   |
| \$300             | \$26,000                             | \$6.15     | \$6.45  | \$6.15  | \$7.35  | \$9.30  | \$8.10  | \$10.65 | \$15.30 | \$18.60 | \$17.85 | \$22.50   |
| \$350             | \$30,333                             | \$7.18     | \$7.53  | \$7.18  | \$8.58  | \$10.85 | \$9.45  | \$12.43 | \$17.85 | \$21.70 | \$20.83 | \$26.25   |
| \$400             | \$34,667                             | \$8.20     | \$8.60  | \$8.20  | \$9.80  | \$12.40 | \$10.80 | \$14.20 | \$20.40 | \$24.80 | \$23.80 | \$30.00   |
| \$450             | \$39,000                             | \$9.23     | \$9.68  | \$9.23  | \$11.03 | \$13.95 | \$12.15 | \$15.98 | \$22.95 | \$27.90 | \$26.78 | \$33.75   |
| \$500             | \$43,333                             | \$10.25    | \$10.75 | \$10.25 | \$12.25 | \$15.50 | \$13.50 | \$17.75 | \$25.50 | \$31.00 | \$29.75 | \$37.50   |
| \$550             | \$47,667                             | \$11.28    | \$11.83 | \$11.28 | \$13.48 | \$17.05 | \$14.85 | \$19.53 | \$28.05 | \$34.10 | \$32.73 | \$41.25   |
| \$600             | \$52,000                             | \$12.30    | \$12.90 | \$12.30 | \$14.70 | \$18.60 | \$16.20 | \$21.30 | \$30.60 | \$37.20 | \$35.70 | \$45.00   |
| \$650             | \$56,333                             | \$13.33    | \$13.98 | \$13.33 | \$15.93 | \$20.15 | \$17.55 | \$23.08 | \$33.15 | \$40.30 | \$38.68 | \$48.75   |
| \$700             | \$60,667                             | \$14.35    | \$15.05 | \$14.35 | \$17.15 | \$21.70 | \$18.90 | \$24.85 | \$35.70 | \$43.40 | \$41.65 | \$52.50   |
| \$750             | \$65,000                             | \$15.38    | \$16.13 | \$15.38 | \$18.38 | \$23.25 | \$20.25 | \$26.63 | \$38.25 | \$46.50 | \$44.63 | \$56.25   |
| \$800             | \$69,333                             | \$16.40    | \$17.20 | \$16.40 | \$19.60 | \$24.80 | \$21.60 | \$28.40 | \$40.80 | \$49.60 | \$47.60 | \$60.00   |
| \$850             | \$73,667                             | \$17.43    | \$18.28 | \$17.43 | \$20.83 | \$26.35 | \$22.95 | \$30.18 | \$43.35 | \$52.70 | \$50.58 | \$63.75   |
| \$900             | \$78,000                             | \$18.45    | \$19.35 | \$18.45 | \$22.05 | \$27.90 | \$24.30 | \$31.95 | \$45.90 | \$55.80 | \$53.55 | \$67.50   |
| \$950             | \$82,333                             | \$19.48    | \$20.43 | \$19.48 | \$23.28 | \$29.45 | \$25.65 | \$33.73 | \$48.45 | \$58.90 | \$56.53 | \$71.25   |
| \$1,000           | \$86,667                             | \$20.50    | \$21.50 | \$20.50 | \$24.50 | \$31.00 | \$27.00 | \$35.50 | \$51.00 | \$62.00 | \$59.50 | \$75.00   |
| \$1,050           | \$91,000                             | \$21.53    | \$22.58 | \$21.53 | \$25.73 | \$32.55 | \$28.35 | \$37.28 | \$53.55 | \$65.10 | \$62.48 | \$78.75   |
| \$1,100           | \$95,333                             | \$22.55    | \$23.65 | \$22.55 | \$26.95 | \$34.10 | \$29.70 | \$39.05 | \$56.10 | \$68.20 | \$65.45 | \$82.50   |
| \$1,150           | \$99,667                             | \$23.58    | \$24.73 | \$23.58 | \$28.18 | \$35.65 | \$31.05 | \$40.83 | \$58.65 | \$71.30 | \$68.43 | \$86.25   |
| \$1,200           | \$104,000                            | \$24.60    | \$25.80 | \$24.60 | \$29.40 | \$37.20 | \$32.40 | \$42.60 | \$61.20 | \$74.40 | \$71.40 | \$90.00   |
| \$1,250           | \$108,333                            | \$25.63    | \$26.88 | \$25.63 | \$30.63 | \$38.75 | \$33.75 | \$44.38 | \$63.75 | \$77.50 | \$74.38 | \$93.75   |
| \$1,300           | \$112,667                            | \$26.65    | \$27.95 | \$26.65 | \$31.85 | \$40.30 | \$35.10 | \$46.15 | \$66.30 | \$80.60 | \$77.35 | \$97.50   |
| \$1,350           | \$117,000                            | \$27.68    | \$29.03 | \$27.68 | \$33.08 | \$41.85 | \$36.45 | \$47.93 | \$68.85 | \$83.70 | \$80.33 | \$101.25  |
| \$1,400           | \$121,333                            | \$28.70    | \$30.10 | \$28.70 | \$34.30 | \$43.40 | \$37.80 | \$49.70 | \$71.40 | \$86.80 | \$83.30 | \$105.00  |
| \$1,450           | \$125,667                            | \$29.73    | \$31.18 | \$29.73 | \$35.53 | \$44.95 | \$39.15 | \$51.48 | \$73.95 | \$89.90 | \$86.28 | \$108.75  |
| \$1,500           | \$130,000                            | \$30.75    | \$32.25 | \$30.75 | \$36.75 | \$46.50 | \$40.50 | \$53.25 | \$76.50 | \$93.00 | \$89.25 | \$112.50  |

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Estimated employee semi-monthly premium amounts

End of the rate guarantee period: 12/31/2025

| Benefit<br>amount | Minimum<br>annual salary<br>required | 24 & under | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65-69 | 70 & over |
|-------------------|--------------------------------------|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----------|
| amount            |                                      |            |       |       |       |       |       |       |       |       |       |           |

Rates are estimated due to rounding of numbers when calculated.

If your age changes to a different rate band during the guarantee period, your premium will change to reflect the new rate band effective on the next policy anniversary date.

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