



**Your Health.  
Your Wealth.  
Your Choice.**

**Stanley Black & Decker U.S.  
Employee Benefits\***

***StanleyBlack&Decker***



**Among the perks of being a Stanley Black & Decker employee: having access to a generous menu of benefits.** Of course, no two employees are alike. That's why we offer employees the flexibility to customize health, wealth and well-being benefits that work best for you, as well as your spouse or domestic partner, children and dependent family members.

Benefits begin the 1st of the month following your date of hire, provided you enroll. Temporary employees and interns may be eligible for the Medical and Prescription Drug coverage, the Employee Assistance Program and LifeCare Work/Life Services after a 90-day waiting period. Comprehensive benefits information, decision support tools and benefit costs may be found on the Stanley Black & Decker Benefits Center website at [www.sbdbenefitscenter.com/welcome](http://www.sbdbenefitscenter.com/welcome).

Here's a snapshot of the benefits available to employees in the U.S.:



## Your Health

---

### **MEDICAL**

Three options to choose from through Cigna – traditional Open Access and Health Savings Accounts (HSA) options.

### **SUPPLEMENTAL HEALTH BENEFITS**

Critical Illness insurance, Accidental Injury insurance and Hospital Care options.

### **PRESCRIPTION DRUG COVERAGE**

Brand name and generic options plus cost-savings programs like Rx Savings Solutions.

### **DENTAL**

Three options to choose from through Cigna – traditional PPO options and a dental HMO.

### **VISION**

In- and out-of-network provider options through EyeMed.

### **SHORT- & LONG-TERM DISABILITY**

Paycheck protection if you're unable to work due to illness or injury. Buy-up LTD coverage options.





## Your Wealth

---

### **RETIREMENT ACCOUNT PLAN - 401(k)**

50% match on the first 7% of pay contributed on a pre-tax or Roth basis. An automatic 3% pre-tax contribution will occur if an eligible employee doesn't make an affirmative election 45 days from date of eligibility.

### **FLEXIBLE SAVINGS ACCOUNTS:**

#### **HEALTH CARE & DEPENDENT CARE**

Use pre-tax dollars to pay for eligible health and dependent care needs.

#### **LIFE AND AD&D INSURANCE**

Company-paid Basic Life and Accidental Death & Dismemberment insurance, Supplemental Life and Dependent Life and AD&D options.

### **STUDENT LOAN MANAGEMENT & COLLEGE FINANCIAL PLANNING RESOURCES**

Concierge advisory services on student loan management and repayment. Helpful college financial planning resources and tools through IonTuition™.

### **ARAG LEGAL INSURANCE**

Legal insurance for serious issues and everyday legal needs including consumer protection, debt-related matters, wills and estate planning, real estate and home ownership, family matters and more.

### **ADDITIONAL BENEFITS**

- Employee Stock Purchase Plan
- Transit Commuter Benefits



## Your Well-Being

---

### **PAID TIME OFF**

Includes paid time off in addition to 10 U.S. paid holidays and two paid diversity days (subject to eligibility and local requirements).

### **MATERNITY AND PARENTAL LEAVE BENEFITS AND ADOPTION/FOSTER REIMBURSEMENT**

Paid time off following delivery to care for a newborn or adopted child. Up to \$5,000, taxed, to offset legal adoption charges, fees and transportation.

### **EDUCATION AND TUITION ASSISTANCE**

Reimbursement (up to \$5,250 tax free/calendar year) for costs associated with courses, programs and degrees (subject to one-year full-time employment and approval).

### **VOLUNTARY BENEFITS**

Access discounts with convenient payroll deduction options on home, auto and pet-care insurance and identify theft protection through Makers' Marketplace.

### **EMPLOYEE ASSISTANCE PROGRAM**

In-person, virtual and text-based confidential counseling and life coaching, including five free sessions.

### **EMPLOYEE RESOURCE GROUPS**

Nine inclusive global workplace communities to share experiences and ideas. Women's Network, African Ancestry Network and more.

### **LIFECARE WORK/LIFE CONCIERGE SERVICES**

24/7 personal concierge services to help make life easier – from child/elder care options to career and financial assistance to home improvement referrals and more.

### **ADDITIONAL BENEFITS**

- Children's Scholarship Program
- Employee Discounts & Store
- Helping Our Makers in Emergencies (HOME) Program
- Quit for Life Tobacco Cessation
- Volunteer Opportunities & Charitable Giving Matches
- WW® PersonalPoints™ - Weight Loss/Lifestyle Program



# Our Commitment to Diversity, Equity and Inclusion

We strive to build and nurture a culture where inclusiveness is a reflex, not an initiative. Where there is a deep sense of pride, passion and belonging that transcends any role, business unit, language or country. And where all employees feel valued, heard and positioned to do their best work every day. We are pleased to offer benefits and programs that support these ideals.

---

\*You are eligible for Stanley Black & Decker’s health and group benefits if you are a U.S. salaried or non-union hourly employee regularly scheduled to work at least 20 hours per week. Also, temporary employees or interns working 30 or more hours per week are eligible for Medical, Prescription Drug, EAP benefits and LifeCare only. (Agency workers, casual, irregular and independent contractors are not eligible for benefits. Part-time employees working less than 20 hours per week are also not eligible.)

Employees who work under a formal agreement between employee representatives and Stanley Black & Decker, Inc. receive benefits in accordance with that agreement. Additional conditions, limitations, exclusions and eligibility requirements may apply. Consult with your HR representative for more information.

