

Supplemental Long-Term Disability (LTD)

Employee monthly LTD premium per \$100 of covered monthly payroll (Rounded bi-weekly premium shown also)		
Eligible Class	Monthly premium	Bi-weekly premium (monthly rate * 12 / 26, rounded to the third decimal)
Lumen Non-Union Employees and Qwest Union Represented Retail/Outside Sales Representatives, CenturyLink Union Represented Employees, and Qwest Union Represented Employees hired, rehired or transferred on or after Jan. 1, 2018	\$0.291	\$0.134
Qwest Union Represented Employees hired prior to Jan. 1, 2018	\$0.233	\$0.108

Note: Supplemental LTD premiums are calculated using eligible pay (base pay + anticipated short-term incentive).