



# Memorandum

**To:** All Employees of Lam Research Corporation Working in the United States Other Than Those Working in California

**From:** Lam Research Corporation

**Subject:** Short-Term Disability Plan Amendments Effective January 1, 2024

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**Short-Term Disability (STD)** is provided to you through a Short-Term Disability Benefit plan. Your cost for the STD plan effective January 1, 2024, is 0.5% of the first \$159,000 of base annual earnings (or a maximum contribution of \$795).

If you are an employee working at least 20 hours per week, disability benefits will be paid under the STD plan at 75% of your basic weekly earnings up to a maximum weekly benefit of \$4,800, regardless of your length of service with Lam Research Corporation.

When you are unable to work or you reduce your work hours because of sickness, injury, or pregnancy, you may be eligible to receive disability benefits.

The claim administrator for STD is TRISTAR. Here are key details about filing a disability claim:

- You can file your claim for disability benefits with TRISTAR by calling 844-610-1885.
- You will need to provide a signed copy of the Authorization to Release Information form to your attending physician. You should urge your attending physician to provide the medical information necessary to complete your claim.
- File your claim for disability benefits within 20 days of the first day of your disability to avoid losing benefits.

Your STD benefits begin on the first day of your disability.

**Paid Family Leave (PFL)** is provided to you through the Short-Term Disability Benefit plan. Your cost for PFL is included in the STD cost.

When you stop working or reduce your work hours to care for a family member who is seriously ill, bond with a new child, or military assist to participate in a qualifying event because of a family member's military deployment you may be eligible to receive Paid Family Leave (PFL) benefits.

The amount of weekly PFL benefit that you may receive under the plan will be equal to 100% of your basic weekly earnings, up to a maximum weekly benefit of \$4,800, beginning on the first day of PFL. Your PFL benefit begins on the first day of your leave.

The claim administrator for PFL is TRISTAR. Here are a few key details about filing a request for Paid Family Leave:

- You can file your leave request with TRISTAR by calling 844-610-1885.
- TRISTAR will provide you with the necessary additional forms and/or information required to complete your request at the time you file your claim.

- File your claim for PFL benefits within 20 days of the first day of your family leave to avoid losing benefits.

For more information regarding the Short-Term Disability Plan, visit <https://www.lambenefits.com/financial/disability>.

Contact the Benefits Help Desk at [benefits@lamresearch.com](mailto:benefits@lamresearch.com) or 877-291-9494 with any questions.