



Memorandum

To: California Employees of Lam Research Corporation
From: Lam Research Corporation
Subject: California Voluntary Disability Plan Amendments Effective January 1, 2025

State Disability Insurance (SDI) is provided to you through a Voluntary Disability Insurance (VDI) plan, which is a state-approved replacement for your participation in the state SDI. Your cost for the VDI plan, effective January 1, 2025, is 0.5% of the first \$159,000 of base annual earnings (or a maximum contribution of \$795).

If you are a full-time or part-time employee working a minimum 20 hours per week, benefits will be paid under the VDI 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. Beginning in 2025, qualified lower wage earners may be eligible for benefits under the VDI plan up to 90% of basic weekly earnings subject to a maximum weekly benefit of \$4,800. Your VDI benefits begin on the first day of your disability.

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 VDI is TRISTAR. Here are key details about filing a disability claim:

- Call TRISTAR at 844-610-1885 to file your claim for disability benefits. You can file up to 30 days before your disability is to begin.
- TRISTAR will provide you with the necessary forms and/or information required to complete your request at the time you file your claim.
- Provide a signed copy of the Authorization to Release Information form to your attending physician. Urge your attending physician to provide the medical information necessary to complete your claim.
- File your claim for disability benefits within 60 days of the first day of your disability to avoid losing benefits. You may apply for VDI benefits up to 30 days prior to your date of disability.

Paid Family Leave (PFL) is provided to you through the Voluntary Disability Insurance (VDI) plan, which is a state-approved replacement for your participation in the state PFL program. Your cost for PFL is already included in the VDI 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:

- Call TRISTAR at 844-702-2352 to file your leave request.
- 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 disability benefits within 60 days of the first day of your disability to avoid losing benefits. You may apply for VDI benefits up to 30 days prior to your date of disability.

- When taking a bonding leave, the minimum increment of time allowed is 1 week.

In accordance with the California Unemployment Insurance Code, employees who are participating in the California Voluntary Disability Plan have the right to discontinue their coverage under this plan by notifying the company, in writing, of their decision within 10 days following the effective date of any amendment to the plan. In addition, employees may change their election between the VDI and SDI plans at any time; such change will become effective the first of the next quarter following the new election.

For more information regarding the California Voluntary Disability Plan, visit [Disability | Lam Benefits](#).

Contact the Benefits Help Desk at benefits@lamresearch.com or 877-291-9494 with any questions.

If you have rejected coverage in the VDI plan or are a part-time employee, you are covered under the state plan and are required to make contributions to the state plan, currently set at 1.1% of annual taxable wages. Contact a Disability Insurance Customer Service Center Representative at 800-480-3287 for more information or to submit a claim, or access www.edd.ca.gov/Disability/More_Disability_Insurance_Information.htm for more information and to submit a claim online.