



Memorandum

To: All Employees of Silfex Working in the United States Other Than Those Working in California

From: Silfex

Subject: Short-Term Disability Plan Amendments Effective January 1, 2025

Short-Term Disability (STD) is provided to you through a Short-Term Disability Benefit plan. Your cost for the STD 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 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 Silfex. There is no waiting period before your STD benefits begin.

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:

- Call TRISTAR at 844-702-2352 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 20 days of the first day of your disability to avoid losing benefits.

Paid Family Leave (PFL) is provided to you through the Short-Term Disability Benefit plan. Your cost for PFL is already 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. There is no waiting period for Paid Family Leave.

The claim administrator for PFL is TRISTAR. Here are 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.
- If you are filing a claim for bonding, a 30-day advance notice is required.
- When taking a bonding leave, the minimum increment of time allowed is 8 weeks.

For more information regarding Short-Term Disability, visit [Disability | Lam Benefits](#).

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