

Short-term Disability

Q: What are the disability pay qualifications?

A: You will qualify for STD pay and an STD Payment Period will begin if:

- you become Disabled while you are eligible;
- you are under the Regular and Appropriate Care of a Physician;
- you have applied for a medical leave of absence; and
- the STD claim requirements are satisfied as described in this document.

Approved STD has a three (3) day unpaid Elimination Period. STD pay starts on day four (4) and can go to a maximum of 26 weeks.

Q: Who decides if I get STD pay?

A: The Standard, Simplot's third-party provider, will notify you in writing by mail of its decision, within a reasonable period of time, but typically not later than 5 business days after receipt of the claim. However, this period may be extended if necessary. You will be advised of any extension.

Q: When does my STD pay start?

A: Your STD Payment Period will begin on the effective date of Disability as determined by The Standard.

Q: How is my STD pay calculated?

A: STD pay is calculated based on the following percentage(s) to your Basic Weekly Compensation. STD Pay will be processed through the regular payroll cycle and is considered as taxable income subject to all authorized deductions.

	Salaried Exempt and Non-Exempt	Hourly
Days 1-3	Unpaid Elimination Period	
Days 4-90	100%	60%
Days 91-183	60%	

Your STD pay will be reduced by the amount of Other Income Sources. You must disclose to the Leave & Disability Administrator information related to Other Income Sources when you apply for STD pay or as soon as applicable thereafter, including:

- the source and amount of such income;
- proof of application for all such income for which you are eligible; and
- if applicable, proof that your application for such income has been rejected.

If you live in California, Colorado, Hawaii, Oregon, Washington or any state with a paid disability program, an Other Income Source will be assumed, and STD pay will be offset with an estimated amount, until proof of payment amount or application rejection is received.

Q: Can I use vacation/PTO and/or sick pay to supplement my STD Pay?

A: You may choose, but are not required, to use accrued and unused vacation/PTO and/or sick pay (Company provided and/or federal, state, or locally mandated paid sick days) to supplement STD pay during the Elimination Period and/or when STD pay or worker's compensation pay is less than 100%. If you choose to be paid vacation/PTO and/or sick pay and any of the day(s) paid are later determined to be eligible for STD pay or worker's compensation pay, the hours of vacation/PTO and/or sick pay or will not be added back to your accrual. However, you will receive the STD pay or worker's compensation pay for all eligible days in addition to the vacation/PTO and/or sick pay. Use of vacation/PTO and/or sick pay does not extend the maximum STD Payment Period.

Q: Do I get STD pay if I am getting pay from worker's compensation?

A: Yes, if your worker's compensation pay is less than your approved STD pay, you will receive the difference.

Q: Do I get paid Company holidays while getting STD pay?

Yes, you are eligible for Company paid holidays in addition to any STD pay. Company paid holidays do not extend the maximum STD Payment Period.

Q: Can I get STD pay if I return to work on a reduced schedule?

A: If you are medically unable to return to a full work schedule, you are expected to return on a partial basis with certification of your Physician and management approval. Any income earned from active work will be treated as an Other Income Source and will be used to offset your STD pay. This will not extend the maximum STD Payment Period.

Q: When does STD pay end?

A: STD pay ends if any of the following occur:

- when you are released to return to work full-time;
- if you terminate your employment while on leave;
- if your leave continues beyond the maximum amount of leave available to you as outlined in the Leave Policy;

Q: Do I get STD Pay while on an Intermittent Family Medical Leave?

A: You are not eligible to receive STD pay when missing scheduled work due to an approved intermittent Family Medical Leave for your own health condition. However, you may choose to be paid accrued and unused vacation/PTO and/or sick pay.

Q: What is excluded from STD Payments?

A: No STD payments will be paid for any Disability that:

- continues beyond the termination of your employment;
- continues beyond the maximum amount of leave available to you as outlined in the Leave Policy;
- is a new Disability that begins after a prior STD Payment Period has ended and before you have returned to Active Work;
- is a continuation of a Disability for which a 26 week maximum STD Payment Period has ended;

- results from elective cosmetic surgery not required to correct any Injury or Illness;
- results from intentional self-injury;
- results from war or an act of war;
- results from Disability sustained while in the armed forces of any country;
- results from your voluntary participation in Criminal Activities;
- results from an Illness or Injury arising out of or in the course of employment for wage or profit other than for the Company;
- or is caused or contributed to by the loss of a professional license, occupational license or certification.

Q: What happens if I am overpaid STD?

A: If you receive excess STD pay for any reason, the Company will have the option to:

- reduce future STD payments by the amount of the excess payment;
- reduce future compensation by the amount of the excess payment;
- recover from you the excess payment; or
- if necessary, bring formal legal action against you.