



Memorandum

To: California Employees of Lam Research Corporation
From: Lam Research Corporation
Subject: California Voluntary Disability Plan Amendments Effective January 1, 2026

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's SDI. Your cost for the VDI plan, effective January 1, 2026, is 0.5% of the first \$159,000 of base annual earnings (or a maximum contribution of \$795).

All California employees are eligible for this coverage and 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. 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.

Beginning January 1, 2026, the claims administrator for VDI is New York Life (NYL). Here are key details about filing a disability claim. Please note important details regarding the appropriate claim administrator to contact depending on the *date you file your disability claim*:

- If you file a disability claim *prior* to January 1, 2026, call TRISTAR at 844-610-1885 to file your claim for disability benefits. If your last day worked will be on or after January 1, 2026, or if you have an approved VDI claim on January 1, 2026, and remain disabled, your claim will transition from TRISTAR to NYL. If your claim is impacted by this transition, you will receive a letter from NYL that outlines what you need to do. Beginning January 1, 2026, your disability claim will be administered by NYL. If you need to contact your claims administrator on or after January 1, 2026, about your disability benefits, call NYL at 888-842-4462. You can file up to 30 days before your disability begins.
 - 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.
- If you file a disability claim *on or after* January 1, 2026, contact NYL to file your claim for disability benefits. You can file up to 30 days before your disability is to begin.
 - **Online:** go to myNYLGBS.com to file your claim through NYL's website. Allow 1-3 business days for your claim to appear on myNYLGBS.com.
 - **By phone at (888) 842-4462** or (866) 562-8421 (Español) and a representative will help you.

Remember to have the following information readily available when you file your claim:

- Your social security number, date of birth, home address, phone number and email address. Dates of health care provider or hospital/clinic visits and their contact information.

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.

Beginning January 1, 2026, the claims administrator for PFL is NYL. Here are a few key details about filing a request for Paid Family Leave. Please note important details regarding the appropriate claim administrator contact depending on the *date you file your request for leave*:

- If you file your request for leave prior to January 1, 2026, call TRISTAR at 844-610-1885 to file your request for leave. If your last day worked will be on or after January 1, 2026, or if you have an approved leave on January 1, 2026 and remain on leave, your leave will be transitioned from TRISTAR to NYL. If your leave is impacted by this transition, you will receive a letter from NYL that outlines what you need to do. Beginning January 1, 2026, your leave will be administered by NYL. If you need to contact your leave administrator on or after January 1, 2026 about your leave, call NYL at 888-842-4462.
- TRISTAR will provide you with the necessary additional forms and/or information required to complete your request at the time you file your request for leave.
- When taking a bonding leave, the minimum increment of time allowed is one (1) week.
- If you file your request for leave on or after January 1, 2026, contact NYL to file your request for leave.
 - **Online:** go to myNYLGBS.com to file your claim through NYL's website. Allow 1-3 business days for your claim to appear on myNYLGBS.com.
 - **By phone at (888) 842-4462** or (866) 562-8421 (Español) and a representative will help you.
 - NYL will provide you with the necessary additional forms and/or information required to complete your request at the time you file your request for leave.

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.

Lam Research Corporation CA VDI vs. CA SDI

Our California employees are enrolled in Lam's self-insured California Voluntary Disability Insurance (CA VDI) Plan, which serves as an alternative to the California State Disability Insurance (CA SDI) Plan. While no action is needed unless you wish to update your disability plan election, we want to keep you informed. Let's take a moment to compare the 2026 Lam CA VDI Plan with the 2026 CA SDI Plan.

	2026 Lam CA VDI Plan	2026 CA SDI Plan
Cost to Participants	0.5% of earnings Maximum Annual Contribution: \$795	1.3% of earnings Maximum Annual Contribution: unlimited
Maximum time to file a claim	60 days (Disability & PFL)	49 days : disability 41 days : Paid Family Leave
New: Filing process	Contact New York Life at 1-888-842-4462 or file online at www.myNYLGBS.com	File a claim through the EDD https://edd.ca.gov
Additional Resources	https://www.lambenefits.com/financial/disability Benefits Help Desk at Benefits@lamresearch.com or 877-291-9494	CA SDI Disability DE 2515 CA SDI PFL DE 2511

Disability Insurance provides benefits to individuals who are unable to work due to illness, injury, or pregnancy.

Benefits Begin	No waiting period	8th day of disability
Weekly Benefit Amount	75%¹ of earnings Weekly Maximum: \$4,800	70%¹ of earnings Weekly Maximum: \$1,765
Maximum Benefit Amount	52 x Weekly Benefit Amount Maximum Benefit Payable: \$249,600	52 x Weekly Benefit Amount Maximum Benefit Payable: \$91,780

Paid Family Leave (PFL) provides benefits to individuals who take time off work to:

1. Bond with a new child entering their life through birth, adoption, or foster care placement
2. Care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner
3. Support a child, parent, spouse, or registered domestic partner in the US armed forces who is deploying to a foreign country

Benefits Begin	No waiting period	same
Weekly Benefit Amount	100% of earnings Weekly Maximum: \$4,800	70%¹ of earnings Weekly Maximum: \$1,765
Maximum Benefit Amount	16 x PFL Weekly Benefit Amount Maximum Benefit Payable: \$76,800	8 x PFL Weekly Benefit Amount Maximum Benefit Payable: \$14,120

If you are enrolled in the CA VDI Plan, you have the right to discontinue your coverage under this Plan within ten (10) days following the effective date of any amendment to the Plan or at the beginning of any calendar quarter. If you choose to opt out of the CA VDI Plan, you will have more withheld from your pay as required by the CA SDI Plan but receive less benefits.

¹ Employees who earned less than 70% of the state average quarterly wages will receive 90% of their weekly wages. When you report a claim to New York Life, the EDD will notify you in writing of the minimum weekly benefit amount you are eligible to receive. You will never receive less than what you would have received under CA SDI.