

GREEN DIAMOND RESOURCE COMPANY

Washington & Oregon Employees Only

Short Term
Disability - 100%
Employer Paid

- All full-time active non-union employees working 30 hours or more excluding temporary, leased or seasonal employees, are eligible and automatically enrolled.
- Your weekly Short Term Disability benefit will be 55% of your weekly pre-disability base pay, up to the maximum of \$1,923.08, less deductible sources of income.
- If you meet the definition of disability, your benefits will begin on the 8th day following a non-occupational accidental injury or the 8th day following a non-occupational sickness.
- Once you are approved for coverage and your initial disability date is determined by Prudential, you will be placed on Short Term Disability (STD) leave. When you go on leave, you will first be paid using any Sick hours that you have available, then any Floating Holiday hours that you still have available. This is paid based on a regular 8-hour work day. After you have been paid your accrued Sick time and Floating Holiday pay, you will be paid using available Vacation hours, again based on a regular 8-hour work day. However, you are allowed to retain up to 40 hours of your Vacation time in your available bank. You will complete a form when you first go on leave, identifying any Vacation hours that you wish to retain.
- Once you have exhausted your Sick, Floating Holiday, and designated Vacation hours, you will receive 55% of your base pay, based on an 8-hour day. You will receive the STD pay for the remainder of your approved leave period. The maximum leave period is 26 weeks.
- Benefits may be paid for up to 26 weeks. However, if you are confined to a hospital due to your non-occupational disability before benefits would otherwise begin, benefits will begin on your first day of hospital confinement.
- During the elimination period, which is the waiting period until benefits begin, you are considered disabled when, because of injury or sickness, you are under the regular care of the doctor, are unable to perform the material and substantial duties of your regular occupation, and you are not working at any job. After the elimination period, you are considered disabled when, because of your injury or sickness, you are under the regular care of the doctor, you are unable to perform the material and substantial duties of your regular occupation, and your disability results in a loss of weekly income of at least 20%.
- Deductible sources of income may include benefits from statutory plans, Social Security, workers' compensation, unemployment income, salary continuation, and other income.
- The minimum weekly benefit is \$25.
- You are not covered for a disability caused by war or any act of war, declared or undeclared, an intentionally self-inflicted injury, occupational sickness or injury, active participation in a riot, and commission of a crime for which you have been convicted. Benefits are not payable for any period of incarceration as a result of a conviction.