

● U.S. Benefits Overview Notes

Agilent Disability Plan

- The Agilent Disability Plan provides financial assistance when you become disabled due to injury or illness and are unable to work.
- Offered to employees at no cost.
- Eligibility to receive disability benefits is subject to approval by Agilent's third party administrator, VPA, Incorporated.
- Two types of disability coverage:
 - **Short Term Disability:** available to regular employees who work at least 20 hours per week, provides approximately 75% of an employee's monthly pay for a maximum 52 weeks, payment starts on the 8th day of disability.
 - **Long Term Disability:** follows short term disability, at a reduced level of benefit. After 52 weeks of Short Term Disability, approved employees receive approximately 75% of the first \$3000 of their monthly pay and 50% of their monthly pay above \$3000.
- Employees working in California are also covered under the **California Paid Family Leave Program**.
 - Eligible employees can take up to 6 weeks of paid time off in a 12-month period to bond with their newborn, newly adopted or newly placed foster child, or to care for a seriously ill parent, child, spouse or eligible domestic partner.
 - The **California Paid Family Leave Program**, which is part of California state law, is paid for through payroll contributions made by employees working in California.