

Veolia North America provides this valuable benefit at no cost to you.

All Employees Represented by a Collective Bargaining Agreement that Includes the Company Standard Short-Term Disability Benefit Plan
(Excluding Gum Springs)

Short-Term Disability Plan

Protect your paycheck when you can't work.

Many medical conditions can keep you out of work. Short-term disability insurance helps you meet your financial obligations while you're recovering from an injury, illness, surgery, or childbirth. Veolia North America's short-term disability plan provides partial income replacement if you are unable to work due to a qualifying illness or injury.

AT A GLANCE:

- A cash benefit percentage of your weekly salary, as shown below, when you are out of work for up to 26 weeks due to injury, illness, surgery, or recovery from childbirth

Days at 100%	Days at 60%
0 - 91	92 - 182

- A partial cash benefit if you can only do part of your job or work part time
- A prompt, responsive claims process

ADDITIONAL DETAILS

Elimination Period: Benefits are payable immediately for disability due to injury or due to hospitalization (if admitted for 24 hours or more). For benefits due to sickness, benefits will be paid retroactively to day 1 if you are out for 7 consecutive days.

For complete benefit descriptions, limitations, and exclusions, refer to the plan document.

Please see your Human Resources department or Benefits department for additional information.

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