SHORT-TERM DISABILITY PROCEDURE

This document is a supplement to Current's Short-Term Disability (STD) policy as outlined in the MetLife Summary Plan Descriptions (SPD). The Hourly and Salary Summary Plan Description documents can be found on the Company Intranet (my.currentlighting.com), or by requesting a copy from your HR Manager.

Program Administration: The STD program is administered by MetLife. Current does not make payments without the authorization and claim approval from MetLife. It is your responsibility to ensure that all claims and required documentation, including medical information from your providers, are submitted to MetLife in a timely manner to avoid delays or possible denial of STD.

Further, you are responsible for maintaining appropriate contact with MetLife and your Human Resources Manager concerning your ability to return to work either with or without reasonable accommodation. Failure to respond to requests for information either from MetLife or your Human Resources Manager may jeopardize your continued eligibility for STD.

Please note that all other leave (e.g., local, state, and federal medical or disability leave), whether paid or unpaid, run concurrently with approved STD to the extent permitted by applicable law.

Maximum Leave: The maximum STD leave duration that may be approved with appropriate medical documentation is 26 weeks. MetLife will notify you when your approved maximum STD leave period expires, which will trigger your obligation to return to work. You are responsible for communicating with your Human Resources Manager to facilitate your successful return to work, including determining whether and what reasonable accommodation(s) may be necessary for you to return to work.

If you are unable to return to work, with or without reasonable accommodation, or if the business is unable to reasonably accommodate you, then your employment will end at the conclusion of your maximum STD period.

Business Actions:
It is our expectation that all employees will successfully return to work following a disability-related absence either with or without reasonable accommodation(s). For those who near the maximum 26-weeks of STD leave, the business will do the following to support your transition from STD:

1. Thirty (30) days before the expiration of the 26-week STD period, you will receive a notice of expiration and request to provide information concerning whether you can return to work before STD expires, or within a reasonable time thereafter[1], either with or without reasonable accommodation(s). The Company shall interactively engage with you to determine your ability to return to work, as well as whether and what reasonable accommodation(s) may be needed. Your failure to cooperate in the interactive process may result in loss of your employment.
2. If you are unable to return to work either with or without a reasonable accommodation before or within a reasonable time after the end of your 26-week STD period, the Company will notify you that your employment, along with associated benefits, have ended. You will at that point be eligible to continue your medical coverage through COBRA.
3. If you can return to work at a later point, but within 6-months of your employment being severed, the business will make every effort to place you into an open position and your Company service credits will be restored for the purposes of vacation, personal time, and layoff benefit calculations only.

[1] Current, at its sole discretion, will define a 'reasonable time thereafter' based on individual circumstances related to business necessity and the interactive process, which includes whether Current is able to reasonably accommodate any medically defined conditions of return.