

6.2 Workers Compensation

1. Scope and Purpose - Workers' Compensation (WC) is a state-mandated program that provides benefits to any employee who suffers a work-related illness or injury. Benefits can include lost wages, medical expenses, and permanent disfigurement and/or disability payments. For the avoidance of doubt, workers' compensation coverage does not extend to an employee's voluntary participation in any off-duty recreational, social, or athletic activity sponsored by the Company.
2. Eligibility – All employees are covered by workers compensation coverage.
3. Reporting a work-related illness or injury – Employees are required to immediately report a work-related illness or injury to their manager. Failure to do so may preclude an employee's eligibility for coverage under a Workers' Compensation program.
4. Coordination with Company short-term disability benefits - On occasion, the determination that a disability is work-related may be delayed. If an employee receives short-term disability benefits for the same period of time that is ultimately deemed to be a work-related condition, repayment of some or all of the short-term disability benefits will be required.

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