
Short-Term Disability Plan Updates for Flex Employees and Interns

Beginning April 1, 2026, flexible employees or interns, will be eligible for Short-Term Disability (STD) and Parental Leave benefits after completing 12 months of cumulative service with Wells Fargo within the last 7 years.

STD benefits, if approved, will replace 65% of covered pay for up to 12 weeks after the completion of the STD waiting period when you're unable to work due to a medically certified health condition.

Parental Leave, if approved, provides 65% of covered pay for up to 12 weeks for primary caregivers (up to 4 weeks for non-primary caregivers) to bond with a newborn or newly placed adopted child.

Learn More

Visit [Short-Term Disability \(STD\): Overview](#) and [Parental Leave](#) beginning April 1, 2026 to learn more.

To file a claim for Disability or Parental Leave, call MetLife at 1-866-549-2320, Monday through Friday from 8 a.m. to 11 p.m. Eastern Time.

Legally Required Notice:

To reflect upcoming changes to the Wells Fargo & Company Short-Term Disability Plan and Short-Term Disability Top-Up Plan ("Plans"), this notice is being distributed to all affected participants of the Plans. This notice is a summary of material modifications (SMM) for the Plans. This notice is now part of the Plans' summary plan description and should replace any information to the contrary. This SMM should be read in combination with the 2026 Benefits Book to comprise the applicable SPD for the Plans.