

**LAM RESEARCH
NEW YORK STATE SUPPLEMENT
TO GLOBAL HUMAN RESOURCE POLICIES**

Effective 2013

This Supplement, along with the policies contained in the Global Human Resource Policies, apply to employees who work in the State of New York. Neither the Global Human Resource Policies nor the New York Supplement is intended to create a contract of continued employment or alter the at-will employment relationship. If you have any questions about these policies, please contact Human Resources.

EQUAL EMPLOYMENT OPPORTUNITY (HARASSMENT AND DISCRIMINATION)

As set forth in the Global Human Resource Policies, the Company is committed to equal employment opportunity. In addition to the categories listed in the Global Human Resource Policies, New York employees and applicants are also protected from discrimination or harassment based on the following legally protected characteristics: age (18+), sexual orientation (actual or perceived), military status, marital status, arrest or conviction status, genetic information or testing, or domestic violence victim status. Discrimination and harassment are unlawful and will not be tolerated.

MEAL PERIODS

An employee who works more than 6 hours in their workday which extends over the noon meal period (11 a.m. to 2 p.m.), is entitled to a 30 minute meal period to be taken between 11 a.m. and 2 p.m. If an employee starts his or her workday before 11 a.m. and continues after 7 p.m., the employee is entitled to the 30 minute noon meal period and an additional 20 minute break between 5 p.m. and 7 p.m. An employee who works more than 6 hours in their workday starting between the hours of 1:00 p.m. and 6:00 a.m. is entitled to a meal period of at least 45 minutes in the middle of his or her workday.

EMPLOYEE INFORMATION PRIVACY

In accordance with New York law, the Company will not, unless required by other applicable law:

- publicly post or display an employee's Social Security number;
- visibly print a Social Security number on any identification badge or card (including time cards);
- place a Social Security number in files or documents with unrestricted access; or
- communicate an employee's personal identifying information (Social Security number, home address/telephone number, personal e-mail address, Internet name/password, parent's surname prior to marriage, or drivers' license number) to the general public; or
- permit any unlawful disclosures of an employee's social security number.

ADOPTIVE PARENTS LEAVE

Employees who are adoptive parents will be permitted to take the same leave and upon the same terms as natural parents, for the adoption of a child upon the start of the parent-child relationship. Adoptive parent leave will only be permitted to employees who adopt children of preschool age or younger, or who are under the age of 18 and deemed to be “hard to place” or handicapped under the New York Social Services law.

MILITARY SPOUSAL LEAVE

An employee working an average of twenty or more hours per week, who is the spouse of a member of the United States armed forces, national guard, or reserves who has been deployed during a period of military conflict (to a combat zone of operations or a combat theater) may be allowed up to ten days unpaid leave to be used when the employee’s spouse is on leave. An employee who seeks leave under this section may be required to provide documentation to support their request for leave.

For purposes of this policy, “period of military conflict” means a period of war declared by the U.S. Congress, or in which a member of a reserve component of the armed forces is ordered to active duty. The Company will not retaliate or tolerate retaliation against an employee for requesting or taking military spouse leave.

BLOOD DONATION LEAVE

New York State law permits employees who work an average of 20 or more hours per week to take a leave period of up to three hours per calendar year during their regular work schedule for off- premise blood donation. Employees seeking leave to donate blood must give reasonable notice to their supervisors of at least three working days prior to taking leave for blood donation, and employees must provide documentation to their supervisors immediately after such leave is taken. The Company will not retaliate or tolerate retaliation against an employee for requesting or taking military spouse leave.

BONE MARROW DONATION LEAVE

Employees will be granted leaves of absence if they seek to undergo a medical procedure to donate bone marrow. While under New York law, leave is unpaid, the Company will provide paid leave at this time. Employees who work for the Company for an average of twenty (20) or more hours per week are eligible for leave under this policy. The total length of the leave for each employee will be determined by the physician, but may not be longer than twenty-four work hours without Company approval. An employee who seeks leave under this section must provide verification from a physician of the purpose and length of the leave.

The Company will not retaliate nor tolerate retaliation against an employee for requesting or taking bone marrow donation leaves.

DOMESTIC VIOLENCE VICTIM LEAVE

The Company will allow a victim of domestic violence who requests to use PTO in order to attend to issues pertaining to the domestic violence, such as court appearances, doctor's visits, and seeking other assistance.

If you wish to take such leave, please contact Human Resources. All requests for such leave will be treated confidentially on a need-to-know basis and no employee will be retaliated against for requesting or taking leave under these circumstances.

LEAVE TO APPEAR AS A VICTIM OR WITNESS IN A CRIMINAL PROCEEDING

An eligible employee may take time off from work, without pay, for any of the following reasons:

- To comply with a subpoena to testify in a criminal proceeding (including time off to consult with the district attorney);
- To give a statement at a sentencing proceeding;
- To give a victim impact statement at a pre-sentencing proceeding; or
- To give a statement at a parole board hearing.

LEAVE ELIGIBILITY

An employee is eligible for time off under this policy if he or she is:

- The victim of the crime at issue in the proceedings;
- The victim's next of kin;
- The victim's representative if the victim is deceased as a result of the offense;
- A "Good Samaritan"; or
- Pursuing an application or the enforcement of an order of protection as provided under relevant law.

For purpose of this policy, a "Good Samaritan" is someone who acts in good faith to apprehend a person who has committed a crime in his or her presence, to prevent a crime or an attempted crime from occurring, or to aid a law enforcement officer in effecting an arrest. A victim's representative is a person who represents or stands in the place of another person, including but not limited to, an agent, attorney, guardian, conservator, executor, heir or parent of a minor.

NOTICE AND CERTIFICATION

An employee must provide advance notice that is reasonable under the circumstances to his or her supervisor of the need to take a leave under this policy, and no less than the day before the absence. In addition, the employee must provide the supervisor with verification of his or her service upon request. The Company will not retaliate, nor tolerate retaliation, against any employee who takes leave under this policy.

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