



## Workplace Accommodations Notice

Lam Research is an equal opportunity employer and does not discriminate based on race, religion, color, sex, age, national origin, disability, veteran status, sexual orientation, gender identity, gender expression, or any other classification protected by law.

Lam Research will make reasonable accommodations for known physical or mental disabilities of an applicant or employee as well as known limitations related to pregnancy, childbirth, or a related medical condition, such as lactation, unless the accommodation would cause an undue hardship. Among other possibilities, reasonable accommodations could include:

- Acquisition or modification of equipment or devices;
- More frequent or longer break periods or periodic rest;
- Assistance with manual labor; or
- Modification of work schedules or job assignments.

## Employees and job applicants have a right to be free from unlawful discrimination and retaliation

For this reason, Lam Research **will not**:

- Deny employment opportunities on the basis of a need for reasonable accommodation.
- Deny reasonable accommodation for known limitations, unless the accommodation would cause an undue hardship.
- Take an adverse employment action, discriminate, or retaliate because the applicant or employee has inquired about, requested, or used a reasonable accommodation.
- Require an applicant or an employee to accept an accommodation that is unnecessary.
- Require an employee to take family leave or any other leave, if the employer can make reasonable accommodation instead.

**To request an accommodation or to discuss concerns or questions about this notice**, please contact your manager or Employee Relations (ER) in the Human Resources department. You may also contact HR Services at 510-572-4477 or email at [HRSupport@Lamresearch.com](mailto:HRSupport@Lamresearch.com).