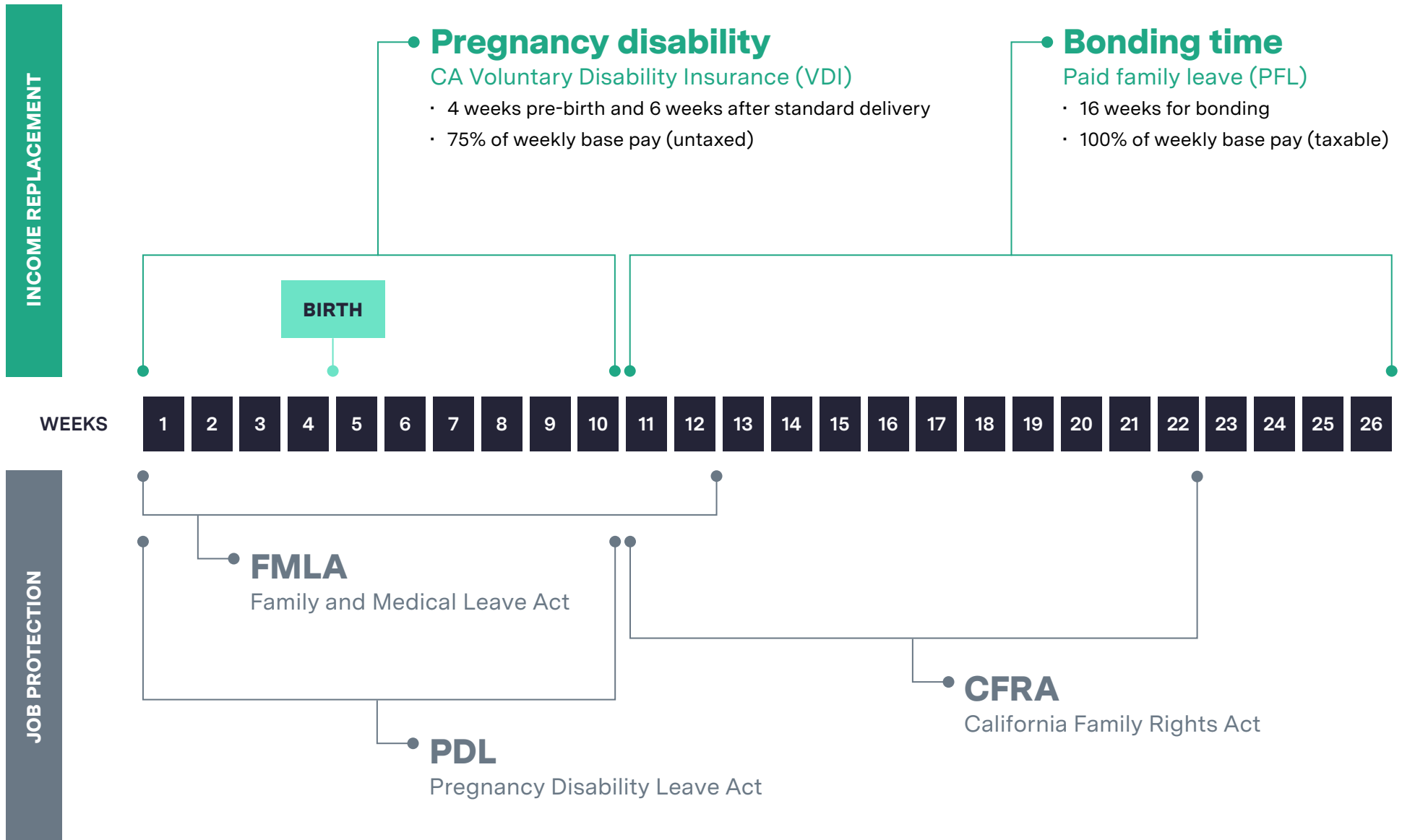


Maternity leave *for California employees*

(Typical, uncomplicated pregnancy and childbirth)



Maternity leave *for California employees*

When you're out on maternity leave, your job is protected by law, and your income will be replaced by different programs available to you.

A typical disability period for a normal pregnancy and delivery is four weeks pre-delivery and six weeks post-delivery. However, if your health care provider certifies you as able to work, this period can be shorter.

INCOME REPLACEMENT

Pregnancy disability (Voluntary Disability Insurance—VDI)

- 75% of weekly base pay, up to a weekly maximum of \$4,800.
- Disability benefits are not taxed, so the amount you receive may be close to your regular take-home pay.
- Your period of disability depends on your ability to work, as supported by a statement from your health care provider. A typical disability period for a normal pregnancy and delivery is four weeks pre-delivery and six weeks post-delivery. If you work until your delivery or you deliver early, your post-delivery benefits do not extend by the amount of time you did not use before delivery.
- Your disability benefits are administered by TRISTAR.

Bonding time (paid family leave—PFL)

- 100% of weekly base pay, up to a weekly maximum of \$4,800.
- Federal income tax (but not state tax) will be withheld from your payments.
- You can take up to 16 weeks of bonding time within one year of delivery; you do not have to take bonding time immediately after your disability benefits end.
- You can take bonding leave for 16 consecutive weeks or intermittently in increments of at least one week.
- Your PFL benefits are part of your California VDI plan and are administered by TRISTAR.

Learn how to request your maternity leave of absence at [LamBenefits.com](https://www.lamresearch.com/benefits).

With complications or a delivery by cesarean section, a pregnancy-related disability could be longer. Your job is protected up to four months under PDL.

Following your pregnancy disability, you're also entitled to up to 12 weeks of job-protected bonding leave under CFRA. Plus, Lam extends parental bonding leave up to 16 weeks total.

JOB PROTECTION

PDL (pregnancy disability leave)

- You are entitled to up to four months of job-protected pregnancy disability leave.
- Disability period must be certified by your health care provider.
- You can take this leave in addition to any leave you're entitled to under CFRA.
- This leave is concurrent with FMLA.
- Covers only the pregnancy disability period.

FMLA (Family and Medical Leave Act)

- You get up to 12 weeks of job-protected leave.
- This leave is concurrent with PDL.
- Covers both the disability period and a partial period for baby bonding.
- To be eligible, you must have worked for Lam for more than 12 months and for at least 1,250 hours in the 12 months before your leave begins.

CFRA (California Family Rights Act)

- You get up to 12 weeks of job-protected bonding leave.
- You must complete this leave within one year of the birth.
- This leave is concurrent with any remaining FMLA leave but separate from PDL.
- To be eligible, you must have worked for Lam for more than 12 months and for at least 1,250 hours in the 12 months before your leave begins.