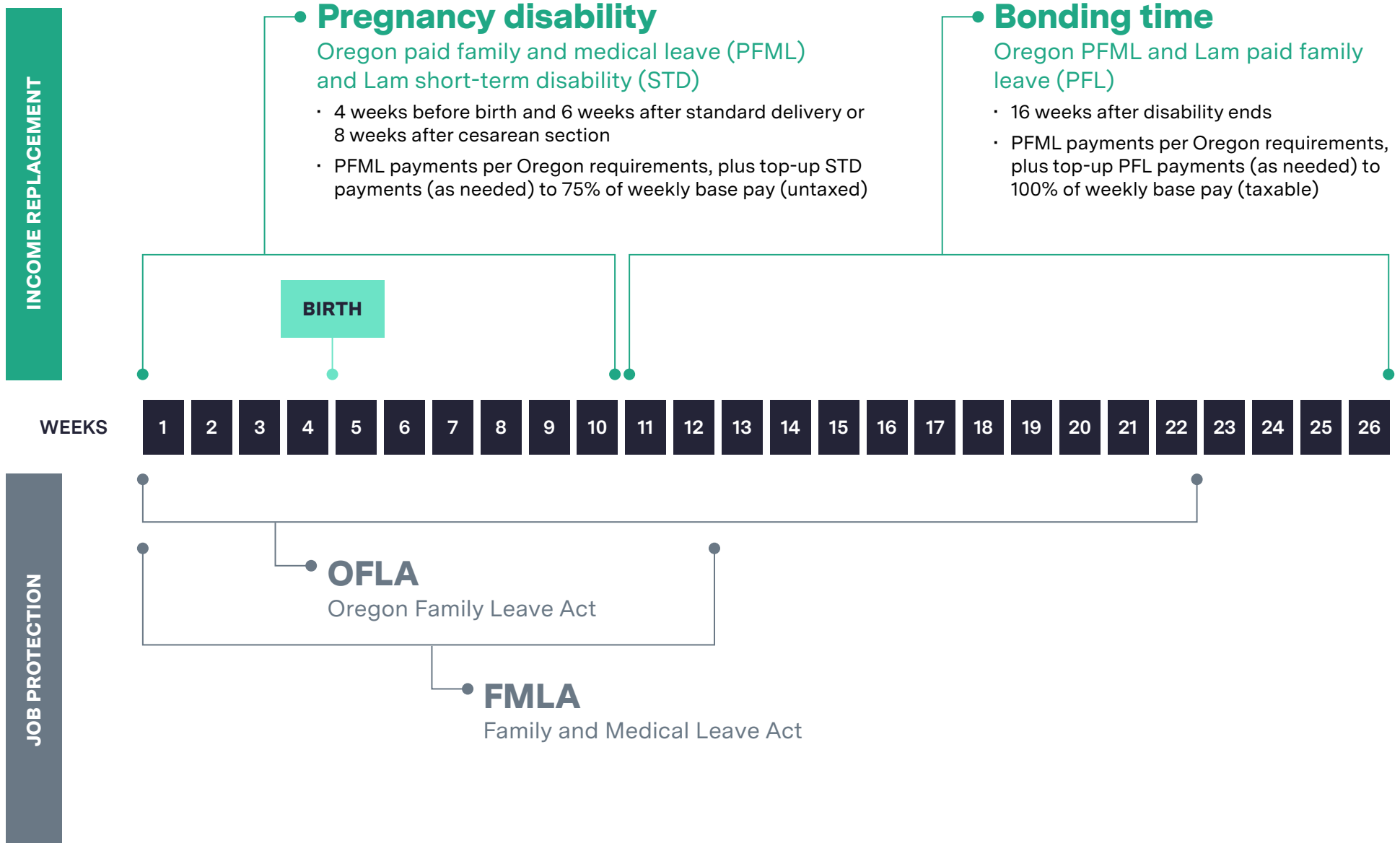


Maternity leave *for Oregon employees*

(Typical, uncomplicated pregnancy and childbirth)



Maternity leave *for Oregon employees*

When you're out on maternity leave, you may be eligible for job protection, 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

Paid family and medical leave (PFML) and short-term disability (STD) insurance

- PFML payments, per Oregon requirements. Oregon PFML payments for pregnancy disability begin on the date of delivery.
- Top-up payments through STD to bring you to 75% of your weekly base pay, up to a maximum of \$4,800. Lam pregnancy disability payments can begin up to four weeks before your due date.
- 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 leave is administered by TRISTAR. PFML payments are made by The Standard, and STD payments are made by TRISTAR.

Bonding time

Paid family and medical leave (PFML) and Lam paid family leave (PFL)

- PFML payments, per Oregon requirements, up to 12 weeks, beginning on the date of delivery.
- Top-up PFL payments through the Lam STD plan to bring you to 100% of your weekly base pay, up to a maximum of \$4,800. Lam PFL benefits begin when your pregnancy disability ends and can continue for up to 16 weeks.
- Federal income tax (but not state tax) will be withheld from your payments.
- You can take up to 16 weeks of bonding time (in increments of at least one week) within one year of delivery; you do not have to take bonding time immediately after your disability benefits end.
- Your leave continues to be administered by TRISTAR. PFML payments are made by The Standard, and PFL payments are part of the STD plan, paid by TRISTAR.

Learn how to request your maternity leave of absence at LamBenefits.com.

With complications or a delivery by cesarean section, a pregnancy-related disability could be longer. Your job may be protected up to 12 weeks under OFLA and FMLA. You're eligible for income replacement through Lam paid family and medical leave (PFML) and short-term disability (STD).

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

JOB PROTECTION

FMLA (Family and Medical Leave Act)

- You get up to 12 weeks of job-protected leave.
- This leave is concurrent with OFLA.
- 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.

OFLA (Oregon Family Leave Act)

- Your job is protected while you are on pregnancy disability leave, and you also get up to 12 weeks of job-protected bonding leave.
- You must complete bonding leave within one year of the birth.
- This leave is concurrent with any remaining FMLA leave.
- To be eligible, you must have worked for Lam an average of at least 25 hours a week in the 180 days prior to the start of your leave.