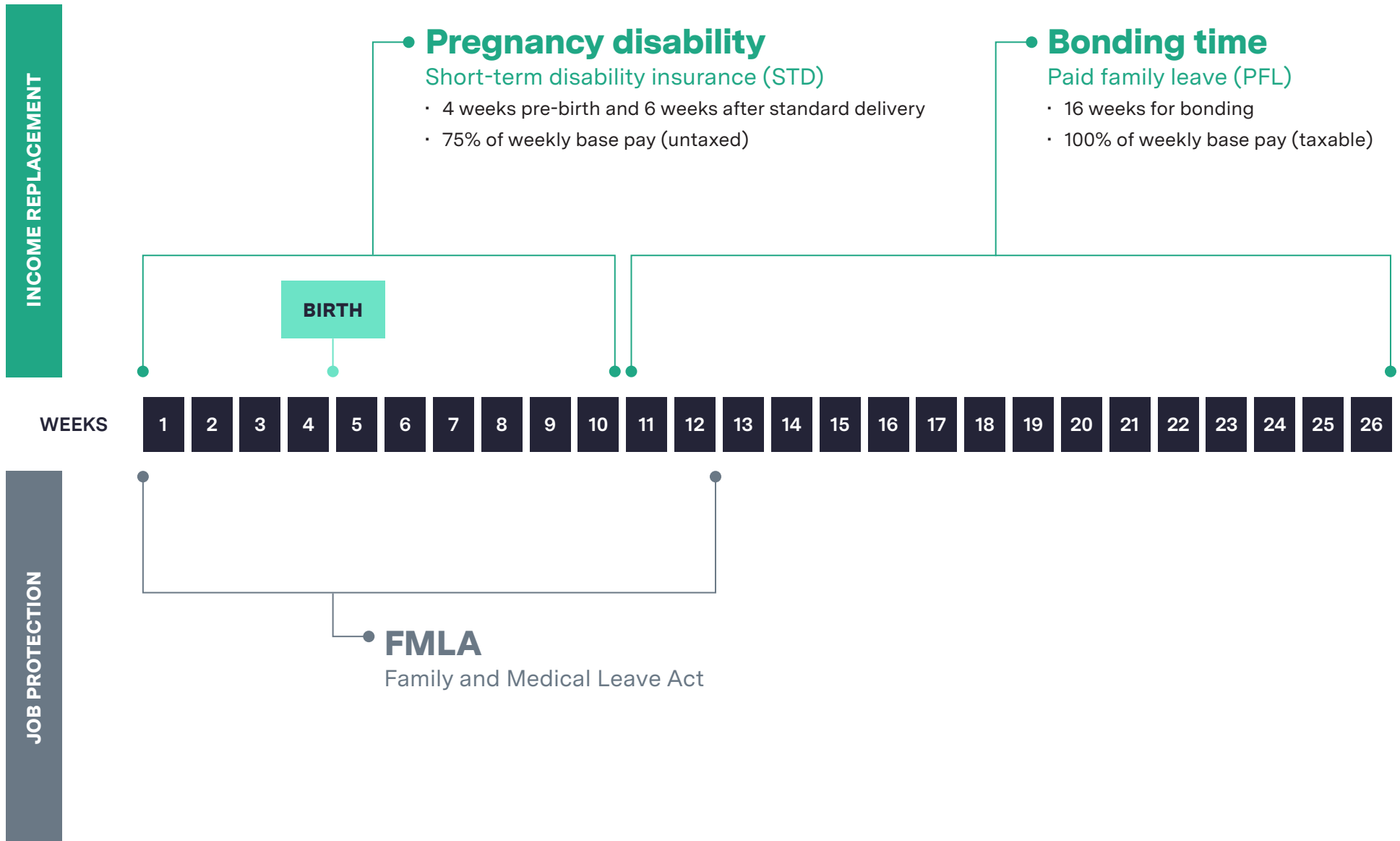


Maternity leave *for employees outside CA and OR*

(Typical, uncomplicated pregnancy and childbirth)



Maternity leave *for employees outside CA and OR*

When you're out on maternity leave, you may be eligible for job protection, and your income can 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

(short-term disability insurance—STD)

- 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 birth; you do not have to use all 16 weeks immediately after your disability benefits end.
- Your PFL benefits are part of your STD plan and are administered by TRISTAR.

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 FMLA. You can use PTO during any unpaid portion of your leave. **You're eligible for income replacement only if you are enrolled in the short-term disability plan.**

Following your pregnancy disability, Lam provides up to 16 weeks of parental bonding leave.

JOB PROTECTION

FMLA (Family and Medical Leave Act)

- You get up to 12 weeks of job-protected leave.
- 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.

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

