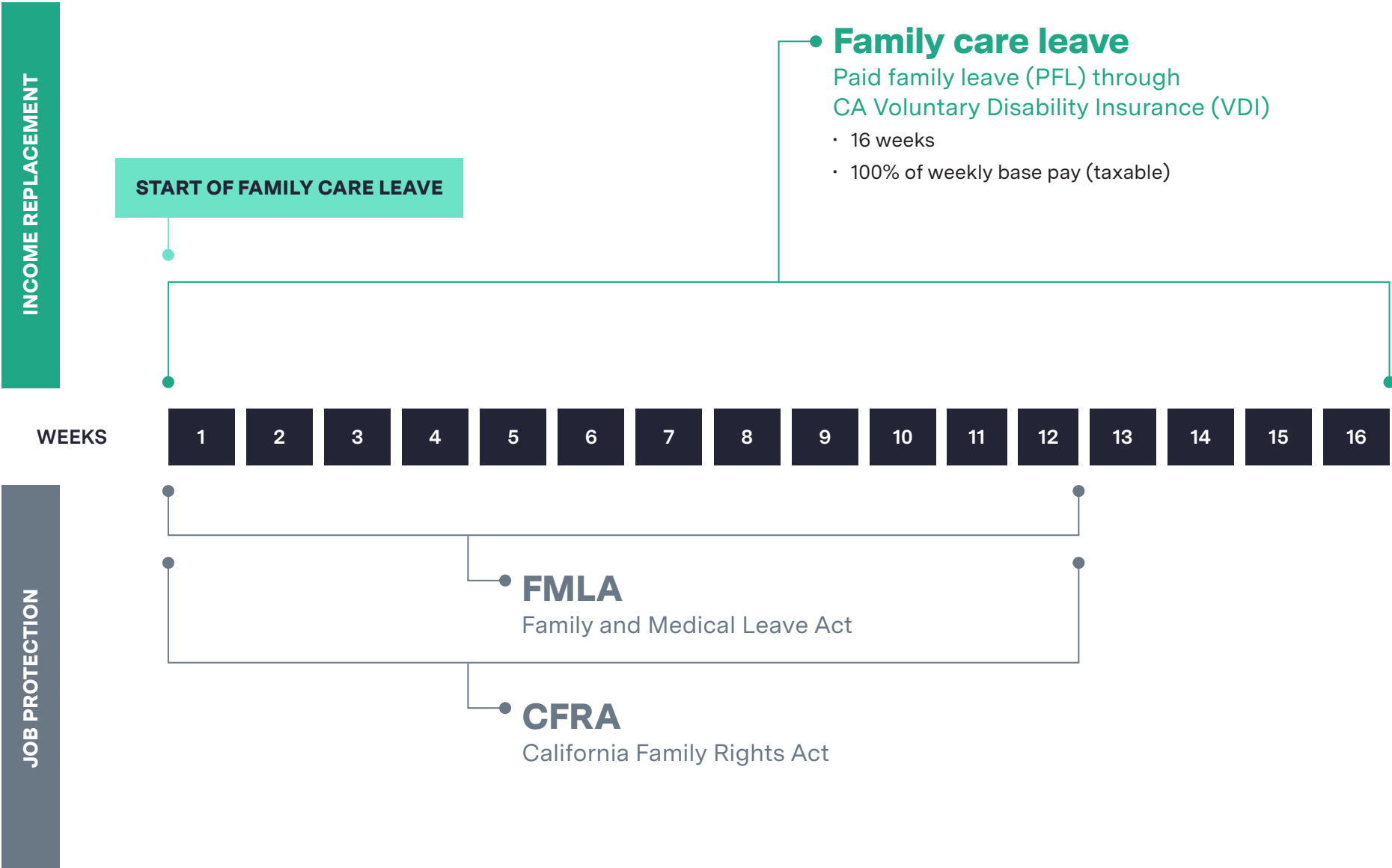


Family care leave *for California employees*



This diagram shows a typical leave. You do not need to take all 16 weeks at once.

Family care leave *for California employees*

When you're out on family care leave, you may be eligible for job protection, and your income will be replaced by paid family leave (PFL).

INCOME REPLACEMENT

Family care leave

Paid family leave (PFL) through CA Voluntary Disability Insurance (VDI)

- 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 family care leave to care for a child, grandchild, grandparent, parent, parent-in-law, spouse, or domestic partner with a serious health condition.
- You can take up to 16 weeks of family care leave for situations arising out of a family member's active military service.
- You do not need to take all 16 weeks at once.
- Your PFL benefits are administered by TRISTAR.

JOB PROTECTION

FMLA (Family and Medical Leave Act)

- You get up to 12 weeks of job-protected leave.
- Covers the period of caring for a spouse, child (minor or dependent adult), or parent with a serious health condition.
- This leave is concurrent with CFRA.
- 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 leave.
- Covers the period of caring for a spouse, registered domestic partner, child of any age, domestic partner's child, sibling, parent, grandparent, or grandchild with a serious health condition.
- This leave is concurrent with FMLA.
- 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 family care leave of absence at LamBenefits.com.