

LAM RESEARCH

**IDAHO STATE SUPPLEMENT
TO GLOBAL HUMAN RESOURCE POLICIES**

Effective 2013

This Supplement, along with the policies contained in the Global Human Resource Policies, apply to employees who work in the State of Idaho. Neither the Main Global Human Resource Policies nor the Idaho Supplement is intended to create a contract of continued employment or alter the at-will employment relationship. If you have any questions about these policies, please contact Human Resources.

EQUAL EMPLOYMENT OPPORTUNITY (Harassment and Discrimination)

As set forth in the Global Human Resource Policies, the Company is committed to equal employment opportunity. In addition to the categories listed in the main Handbook, Idaho employees and applicants are also protected from discrimination or harassment based on the following legally protected characteristics: genetic information. Discrimination and harassment are unlawful and will not be tolerated.

RELIGIOUS ACCOMMODATION

The Company will attempt to make reasonable accommodations for employee observance of religious holidays and sincerely held religious beliefs unless doing so would cause an undue hardship on Company operations. If you desire a religious accommodation, you are required to make the request in writing to your supervisor or a Human Resources representative as far in advance as possible.

MILITARY LEAVE

National Guard Duty

An employee is entitled to a military leave under this policy if he or she is:

- A member of the Idaho National Guard ordered to duty by the Governor, or
- An Idaho employee who is a member of the National Guard of another state and is called into active service by the Governor of that state.

Upon return from leave, the employee will be reemployed in accordance with applicable law. In order to be reinstated, the employee must apply for the same within thirty (30) days of release from duty. In order to be reinstated, the employee must have served five years or less and the employee must have been honorably discharged.

An employee who is still qualified to perform the duties of his or her former position will be reemployed to that position or a position of like seniority, status and pay. If, upon return, an employee is not qualified to perform the duties of his or her former job because of a disability sustained during active duty, the Company will offer the employee the job most similar to his or her former job in seniority, status and pay, that he or she is qualified to perform. The Company will not discharge an employee who is a member of the National Guard and is ordered to duty by the Governor without cause for up to one year following reemployment.

In addition, under Idaho law, an employee who is an active member of the National Guard and is ordered by the Governor in time of war, armed conflict or emergency to state active duty for a period of 30 or more consecutive days, or to federal National Guard duty other than for training, has the same rights, privileges, protections and responsibilities as provided by federal law in the Service Members Civil Relief Act (formerly known as the Soldier's and Sailor's Civil Relief Act) and the Uniformed Services Employment and Reemployment Rights Act.

Training

An employee (other than a temporary employee) who is a member of the National Guard or the reserve components of the U.S. Armed Forces may take up to 15 days per calendar year off for military training with the U.S. Armed Forces. An employee (other than a temporary employee) is eligible for leave under this policy if, at least 90 days before departure for training, the employee provides the Company with evidence of the date of departure and date of return for purposes of military training. The employee will continue to accrue seniority while on leave.

The Company will reemploy an employee who is returning from military leave for training to his or her previous position or a position with the same status, pay and seniority provided the employee provides evidence of satisfactory completion of military training immediately upon return and is still qualified to perform the duties of his or her job.

USE OF HANDHELD WIRELESS DEVICES FOR TEXTING WHILE DRIVING

Employees may not create, send or review a text message or electronic message while operating a motor vehicle in motion or in the travel portion of the roadway, except to contact an emergency responder. This does not apply to the use of voice-operated or hands-free devices for text messaging purposes. Violation of this policy is also a violation of Idaho law.

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