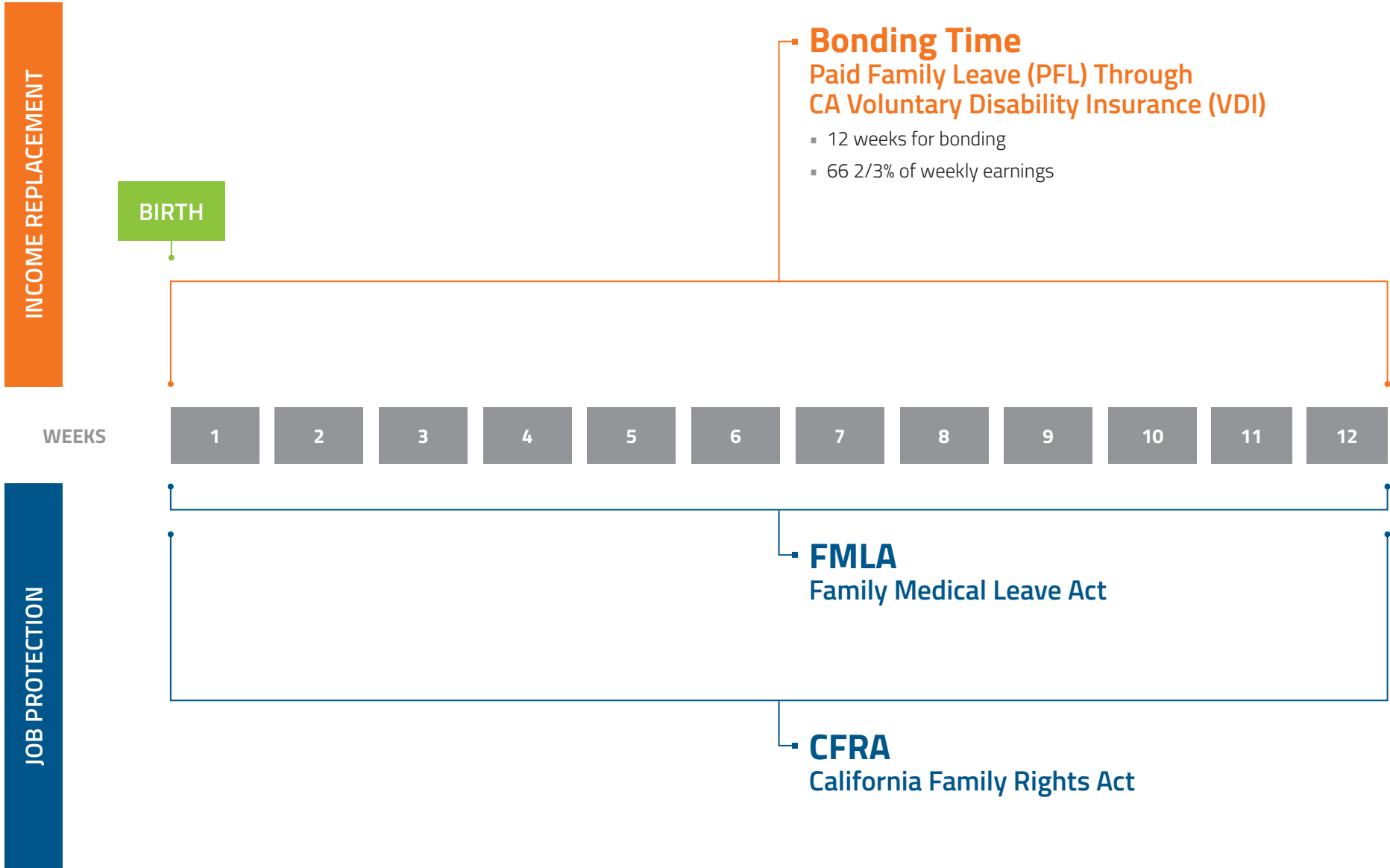


Lam Research Baby Bonding (Paternity) Leave for California Employees



Lam Research Baby Bonding (Paternity) Leave for California Employees

When you're out on baby bonding leave, your job is protected by law, and your income can be partially replaced by Paid Family Leave (PFL). Here are the details you'll want to know about the laws that protect you.

INCOME REPLACEMENT

Bonding Time

Paid Family Leave (PFL) Through CA Voluntary Disability Insurance (VDI)

- 66 2/3% of weekly earnings, up to a weekly maximum of \$3,250.
- You may take up to 12 weeks of bonding time to bond with your newborn or new minor child within 1 year of the birth, adoption, or foster care placement of that child.
- You do not need to take all 12 weeks at once.
- Your PFL benefits are administered by TRISTAR.

JOB PROTECTION

FMLA (Family Medical Leave Act)

- You get up to 12 weeks of job-protected leave.
- Covers the period of bonding with your newborn or new minor child within 1 year of the birth, adoption, or foster care placement of that child.
- 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.
- This leave is concurrent with FMLA.
- Covers the period of bonding with your newborn or new minor child within 1 year of the birth, adoption, or foster care placement of that child.
- 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 baby bonding leave of absence at LamBenefits.com.