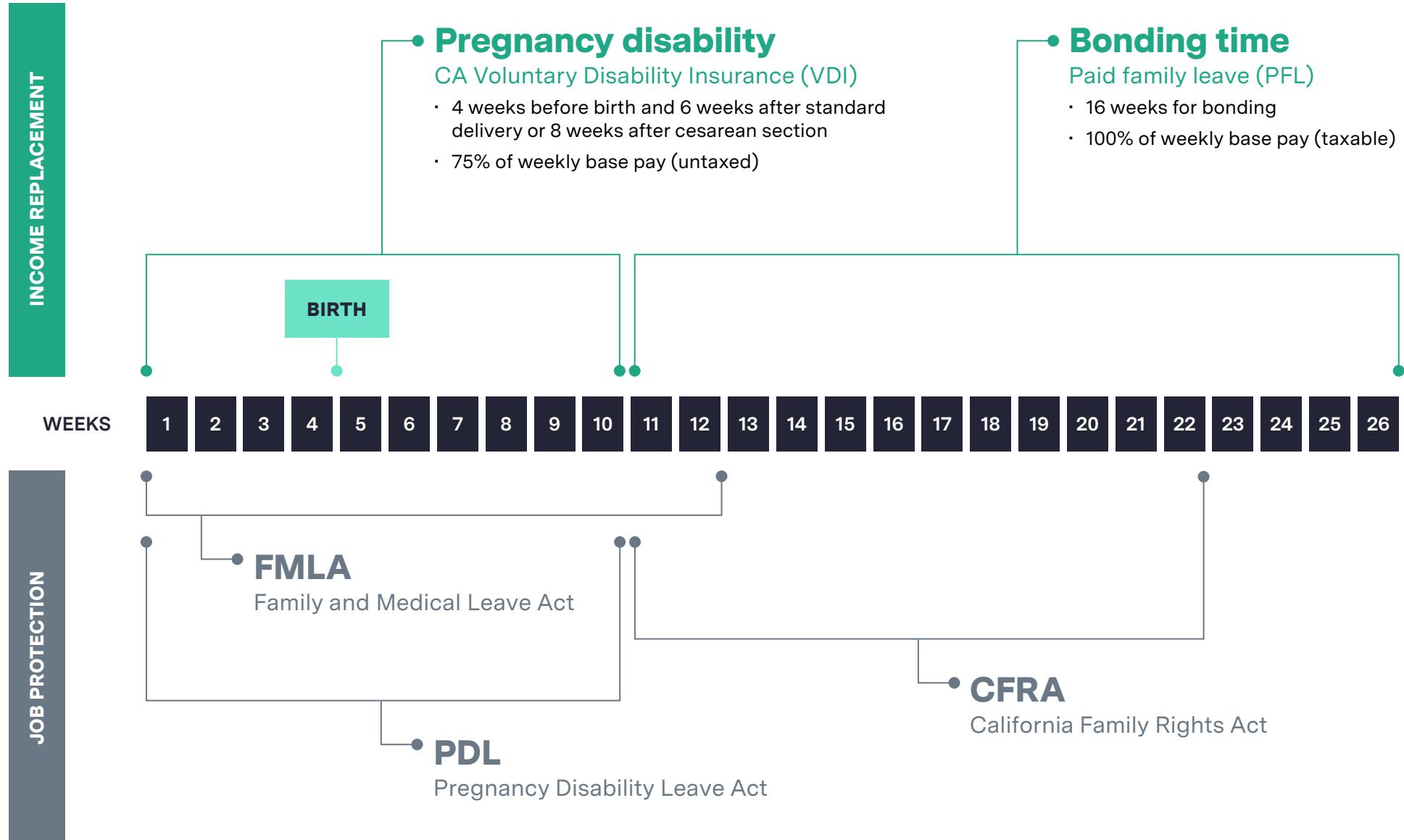


Maternity leave for California employees

(Typical, uncomplicated pregnancy and childbirth)



Maternity leave for California employees

When you're out on maternity leave, your job is protected by law, 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

(Voluntary Disability Insurance—VDI)

- 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 New York Life.

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 delivery; you do not have to take bonding time immediately after your disability benefits end.
- You can take bonding leave for 16 consecutive weeks or intermittently in increments of at least one week.
- Your PFL benefits are part of your California VDI plan and are administered by New York Life.

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 is protected up to four months under PDL.

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

JOB PROTECTION

PDL (pregnancy disability leave)

- You are entitled to up to four months of job-protected pregnancy disability leave.
- Disability period must be certified by your health care provider.
- You can take this leave in addition to any leave you're entitled to under CFRA.
- This leave is concurrent with FMLA.
- Covers only the pregnancy disability period.

FMLA (Family and Medical Leave Act)

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

CFRA (California Family Rights Act)

- You get up to 12 weeks of job-protected bonding leave.
- You must complete this leave within one year of the birth.
- This leave is concurrent with any remaining FMLA leave but separate from PDL.
- 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.