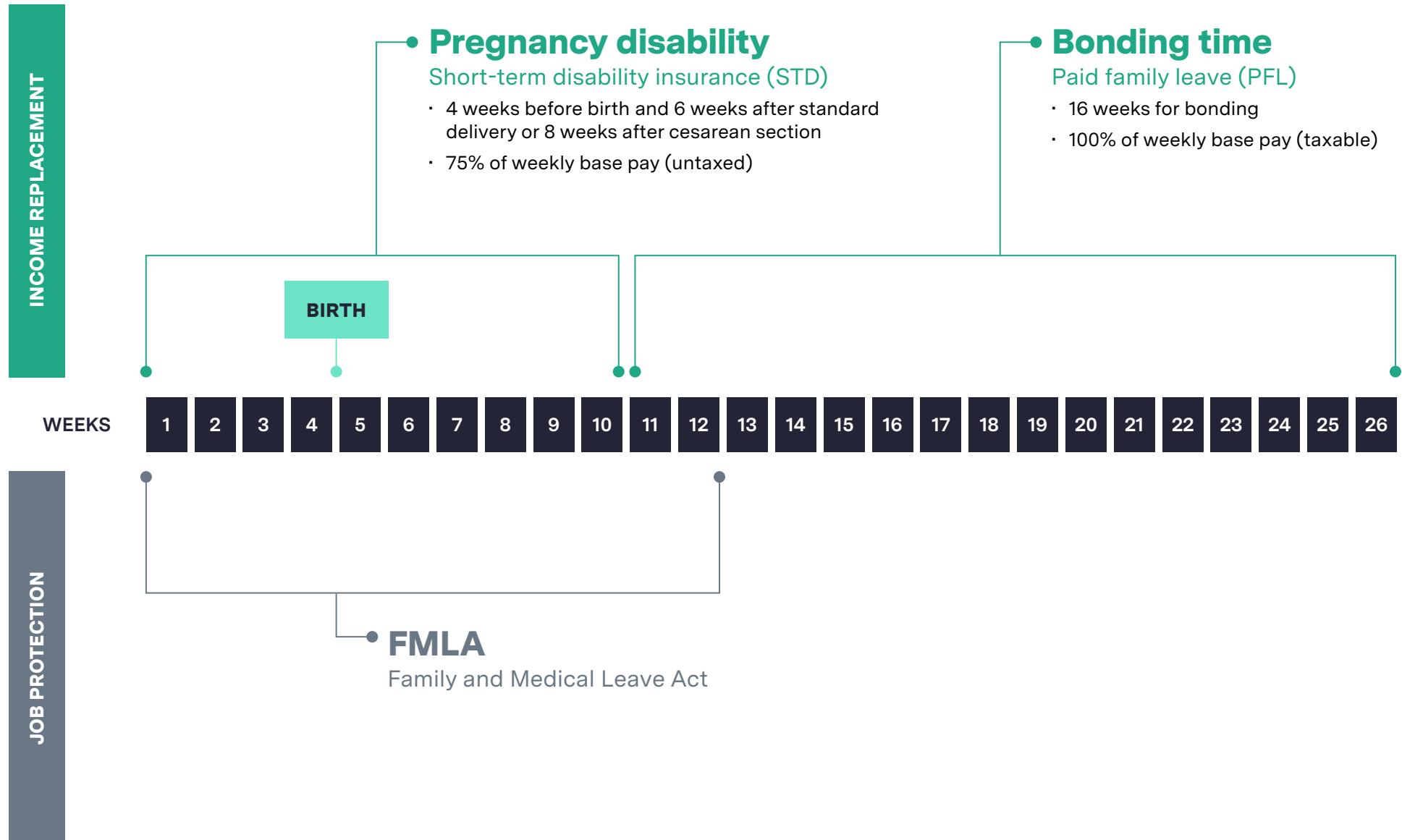


# Maternity leave *for employees outside CA and OR*

(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 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 leave immediately after your disability benefits end.
- Lam employees can take bonding leave for 16 consecutive weeks or intermittently in increments of at least one week.
- Silfex employees can take bonding leave for 16 consecutive weeks or in eight-week increments up to two times.
- Your PFL benefits are part of your STD plan and are administered by New York Life.

Learn how to request your maternity leave of absence at [LamBenefits.com](http://LamBenefits.com).

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.