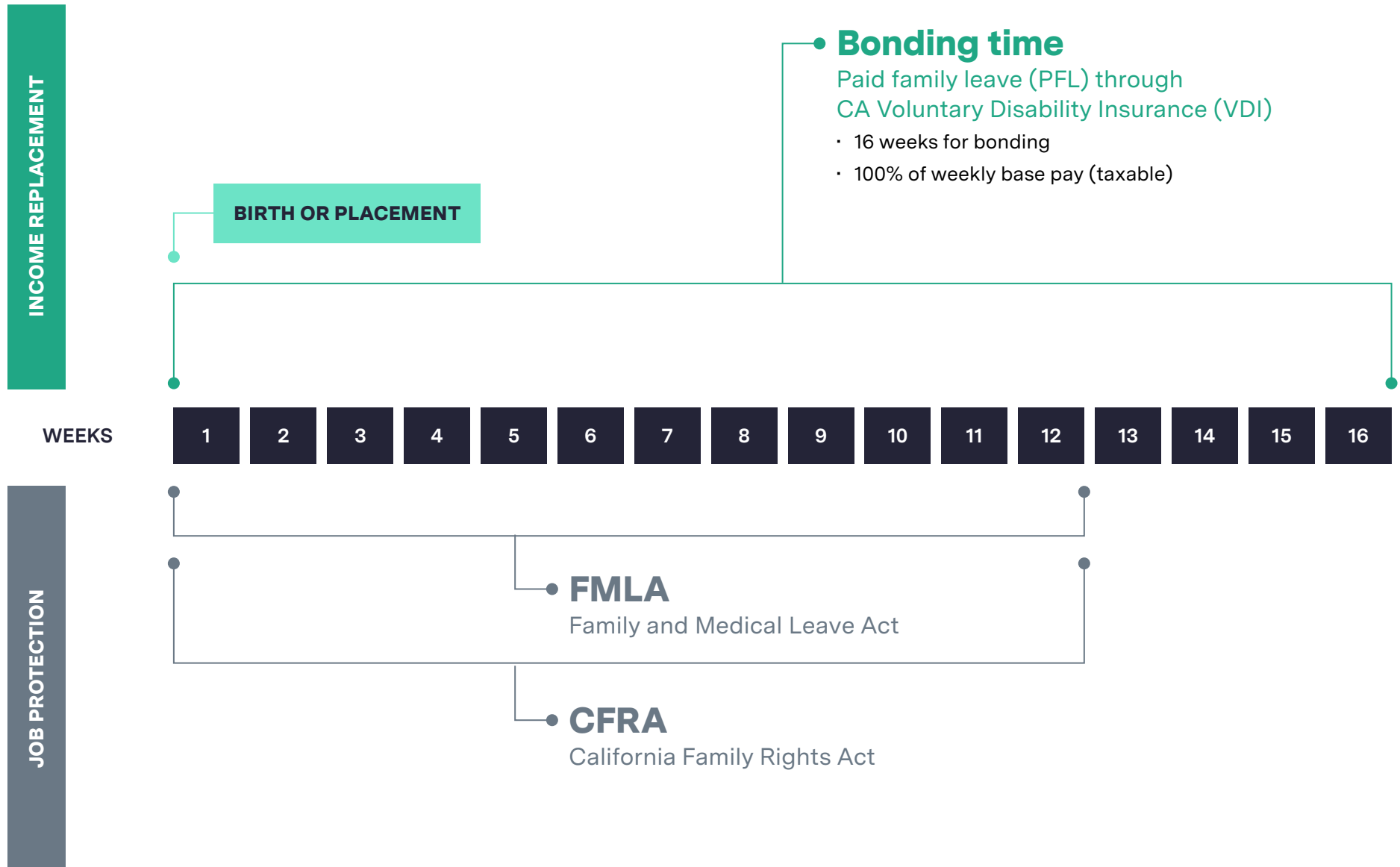


Parental bonding leave *for California employees*



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

Parental bonding leave *for California employees*

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

INCOME REPLACEMENT

Bonding time

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 bonding time to bond with your newborn or new minor child within one year of the birth, adoption, or foster care placement of that child.
- You can take bonding leave for 16 consecutive weeks or intermittently in increments of at least one week.
- Your PFL benefits are administered by New York Life.

JOB PROTECTION

FMLA (Family and 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 one 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 one 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.