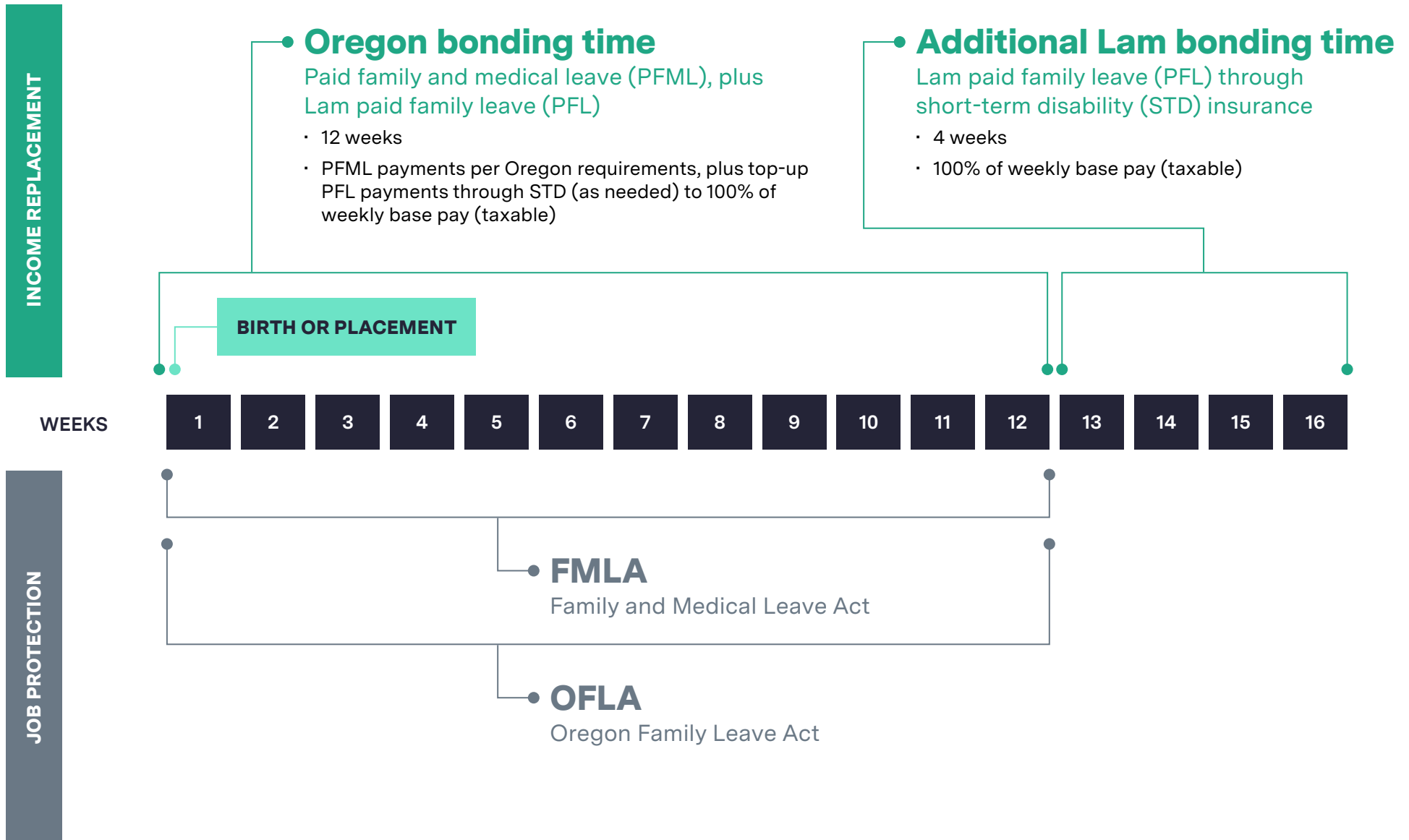


Parental bonding leave *for Oregon employees*



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

Parental bonding leave *for Oregon Employees*

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

INCOME REPLACEMENT

Bonding time

Paid family and medical leave (PFML) and paid family leave (PFL) through short-term disability (STD) insurance

- 100% of weekly base pay, up to a weekly maximum of \$4,800.
 - Weeks 1–12: You receive PFML payments per Oregon requirements, plus top-up PFL payments through the Lam STD plan (as needed) to bring you to 100% of your weekly base pay (taxable).
 - Weeks 13–16: You receive 100% of your weekly base pay through the Lam STD plan (taxable).
- Federal income tax (but not state tax) will be withheld from your PFL 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 leave is administered by New York Life. PFML payments and PFL payments (part of the STD plan) are made 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 OFLA.
- 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.

OFLA (Oregon Family 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 FMLA, if eligible.
- To be eligible, you must have worked for Lam for more than 180 days prior to the start of your leave.