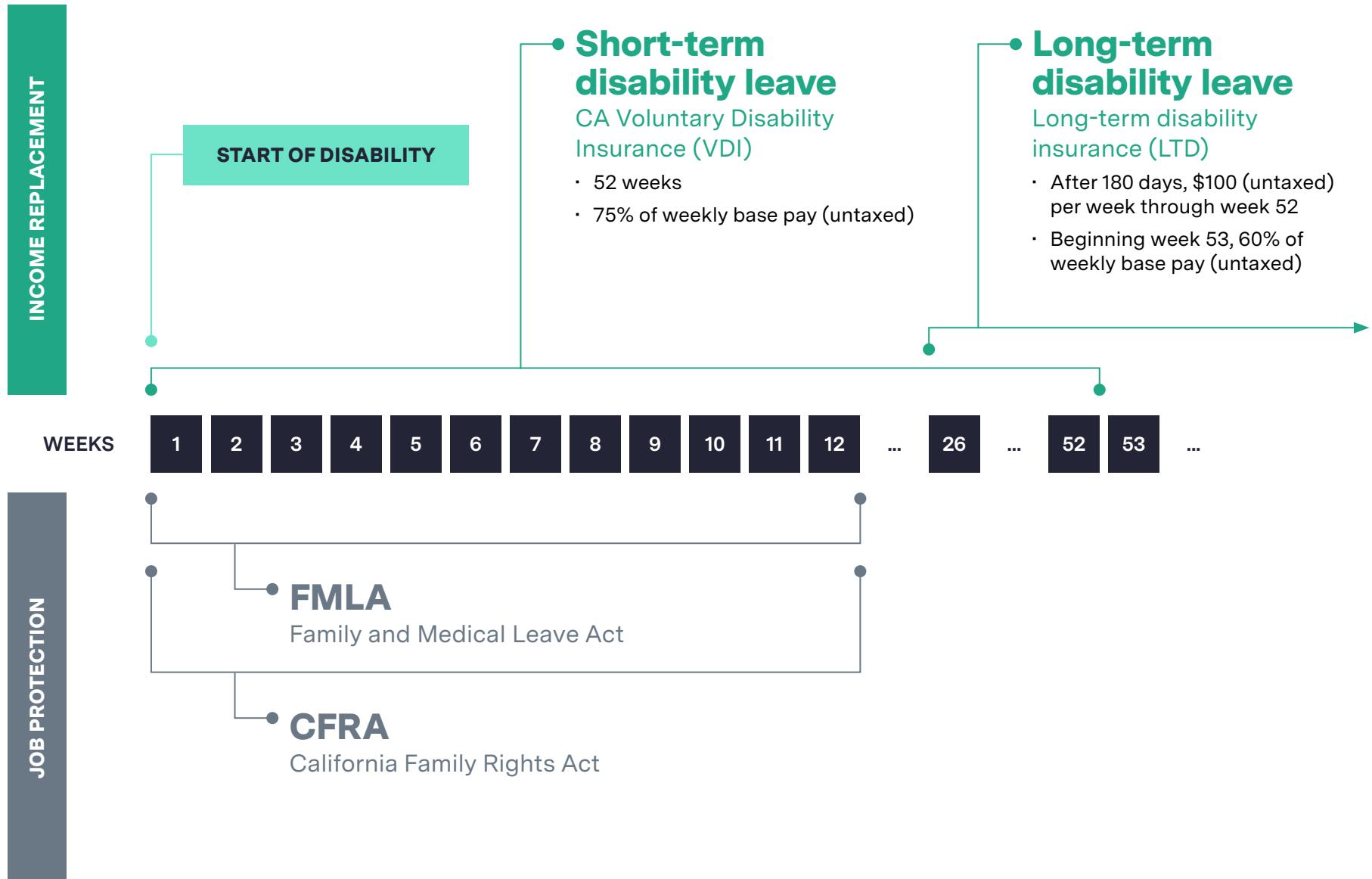


Medical leave for California employees



This diagram shows a typical leave.

Medical leave for California employees

When you're unable to work because you're injured or become ill, you may be eligible for job protection for 12 weeks, and your income will be partially replaced by different programs available to you.

INCOME REPLACEMENT

Short-term disability leave

CA Voluntary Disability Insurance (VDI)

- 75% of weekly base pay (untaxed), up to a weekly maximum of \$4,800, for up to 52 weeks.
- Your disability depends on your ability to work, as supported by a statement from your health care provider.
- You must be under the care of a health care provider during your period of disability.
- Your VDI benefits are administered by New York Life.

Long-term disability leave

Long-term disability insurance (LTD)

- After 180 days, \$100 per week (untaxed). Pay will be coordinated with VDI.
- After 52 weeks, 60% of your base pay (untaxed), up to a monthly maximum of \$20,000.
- You must be under the care of a health care provider for the condition(s) causing your disability.
- Benefits continue until you are no longer disabled or reach full retirement age.
- Your LTD benefits are administered by New York Life.

For the first 52 weeks you are disabled, your income is partially replaced by Voluntary Disability Insurance (VDI) benefits; if you remain disabled after one year, you then receive long-term disability insurance partial income-replacement benefits.

Your job may be protected for the first 12 weeks of your disability under FMLA and CFRA.

JOB PROTECTION

FMLA (Family and Medical Leave Act)

- You are entitled to up to 12 weeks of job-protected leave as the result of your own serious health condition.
- 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 are entitled to up to 12 weeks of job-protected leave as the result of your own serious health condition.
- This leave is concurrent with FMLA.
- 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.