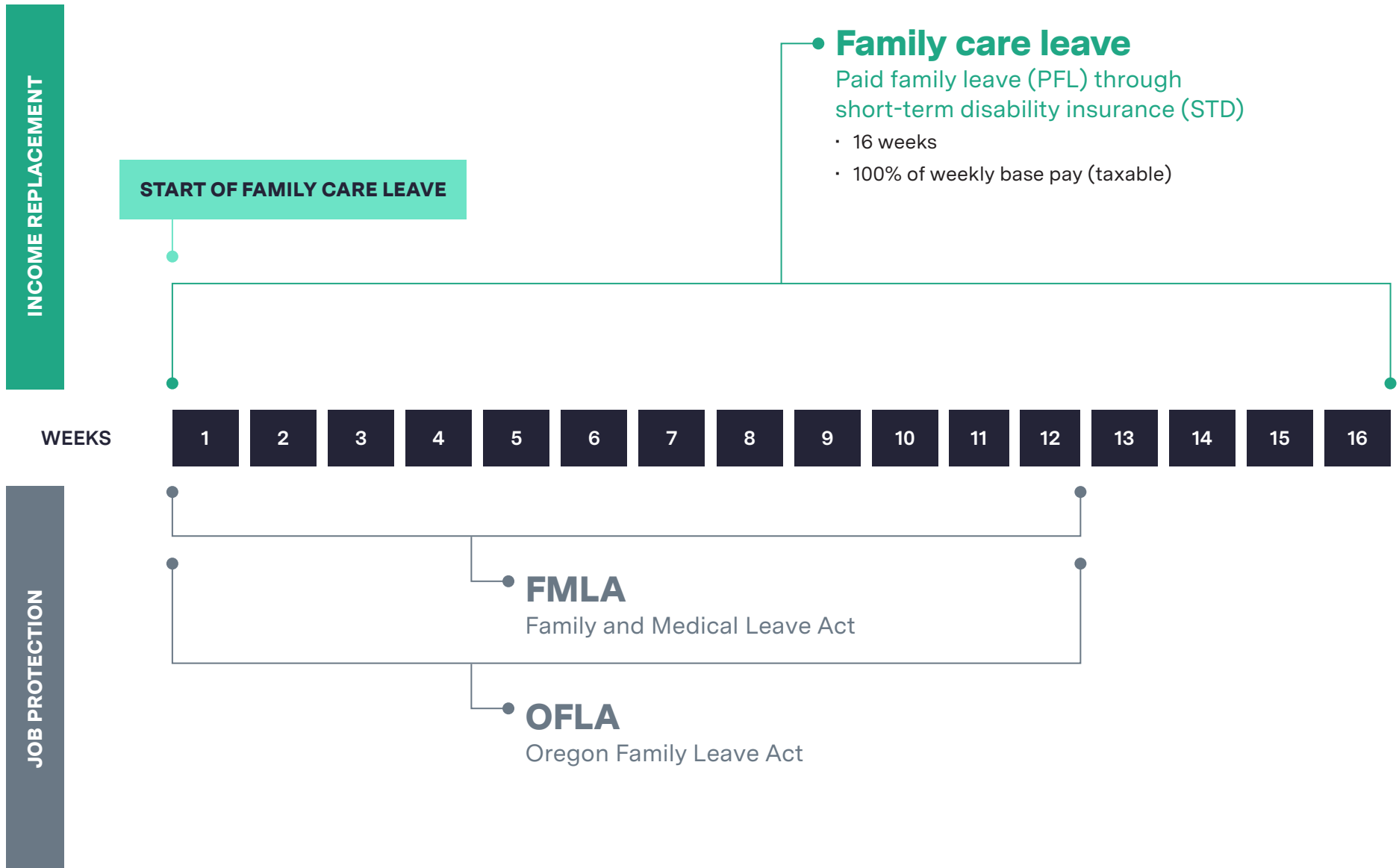


Family care leave *for Oregon employees*



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

Family care leave *for Oregon employees*

When you're out on family care leave, you may be eligible for job protection, and your income will be replaced by paid family leave (PFL) **if you are enrolled in the short-term disability plan.**

INCOME REPLACEMENT

Family care leave

Paid family leave (PFL) through short-term disability insurance (STD)

- You must be enrolled in STD to receive partial income replacement.
- 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 family care leave to care for a child, grandchild, grandparent, parent, parent-in-law, spouse, or domestic partner with a serious health condition.
- You can take up to 16 weeks of family care leave for situations arising out of a family member's active military service.
- You do not need to take all 16 weeks at once.
- Your PFL benefits are administered by TRISTAR.

JOB PROTECTION

FMLA (Family and Medical Leave Act)

- You get up to 12 weeks of job-protected leave.
- Covers the period of caring for a spouse, child (minor or dependent adult), or parent with a serious health condition.
- 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 caring for a spouse, child, parent, grandparent, grandchild, parent-in-law, same-gender domestic partner, or same-gender domestic partner's child or parent with a serious health condition.
- This leave is concurrent with FMLA, if eligible.
- To be eligible, you must have worked for Lam an average of at least 25 hours a week in the 180 days prior to the start of your leave.

Learn how to request your family care leave of absence at LamBenefits.com.