

**LAM RESEARCH**

**TEXAS STATE SUPPLEMENT  
TO GLOBAL HUMAN RESOURCE POLICIES**

Effective 2013

This Supplement, along with the policies contained in the Global Human Resource Policies, apply to employees who work in the State of Texas. Neither the Main Global Human Resource Policies nor the Texas is intended to create a contract of continued employment or alter the at-will employment relationship. If you have any questions about these policies, please contact Human Resources.

### **EQUAL EMPLOYMENT OPPORTUNITY (HARASSMENT AND DISCRIMINATION)**

As set forth in the Global Human Resource Policies, the Company is committed to equal employment opportunity. In addition to the categories listed in the Global Human Resource Policies, Texas employees and applicants are also protected from discrimination or harassment based on the following legally protected characteristics: genetic information and the refusal to submit to a genetic test. Discrimination and harassment are unlawful and will not be tolerated.

### **MILITARY LEAVE—STATE MILITIA**

Texas employees who are called by the Governor to active state duty as members of the Texas National Guard or state militia, are entitled to the same rights, privileges, benefits and protections as employees called to action to serve in the United States military.

### **POLITICAL LEAVE**

The Company will not terminate or otherwise discriminate against an employee who takes a leave from work in order to attend a precinct convention or attend a county, district, or state convention as a delegate. Such leave is unpaid.

### **TIME OFF TO APPEAR IN COURT OR ATTEND PROCEEDINGS**

In accordance with state law, employees may take time off from work, without pay, to attend juvenile court proceedings when required to do so as the parent or guardian of the juvenile, or to comply with a valid subpoena to appear at a civil, criminal, legislative or administrative proceeding.

### **PARTICIPATION IN EMERGENCY EVACUATIONS**

No employee will be terminated or subjected to adverse employment action for leaving work in order to participate in a general public evacuation ordered under an emergency evacuation order.

An “emergency evacuation order” is an official statement issued by the governing body of the state or of a political subdivision of the state recommending the evacuation of all or part of the population of an area stricken or threatened with a disaster.

## **POSSESSIONS OF WEAPONS ON COMPANY PROPERTY POLICY**

In accordance with federal and state law, the Company prohibits the presence or use of handguns, firearms and other dangerous weapons on Company property, regardless of whether or not the person is licensed to carry the weapon. Moreover, pursuant to Section 30.06, Texas Penal Code, a person licensed to carry a concealed handgun), may not enter Company property with a concealed handgun. Any employee who violates this policy is subject to disciplinary action up to and including termination of employment. A visitor who violates this policy may be removed from the property and reported to authorities.

For purposes of this policy, "Company property" is defined as all company-owned or leased buildings, customer, supplier or other business partner premises and surrounding areas such as sidewalks, walkways, driveways and parking lots under the Company's ownership or control, except as noted below. In addition, this policy applies to all company-owned or leased vehicles.

The Company reserves the right at any time and at its discretion to search all company-owned or leased vehicles and all vehicles, packages, containers, briefcases, purses, lockers, desks, enclosures and persons entering its property for the purpose of determining whether any weapon has been brought onto its property or premises in violation of this policy. Employees who fail or refuse to promptly permit a search under this policy will be subject to disciplinary action up to and including termination.

If you have any questions regarding this policy please contact Human Resources.

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