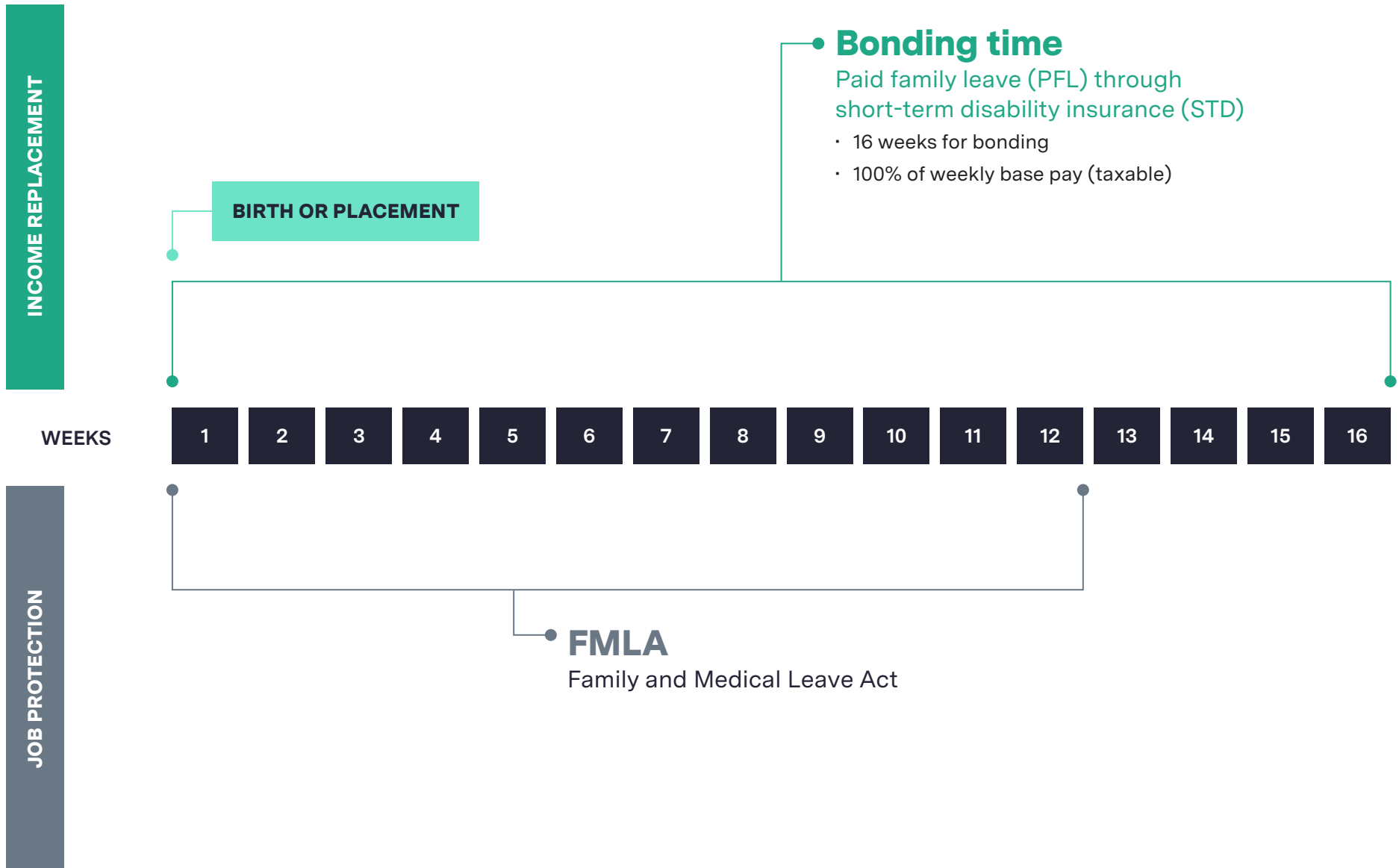


# Parental bonding leave *for employees outside CA and OR*



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

# Parental bonding leave *for employees outside CA and OR*

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) if **you are enrolled in the short-term disability plan.**

## INCOME REPLACEMENT

### Bonding time

#### 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 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 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 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.