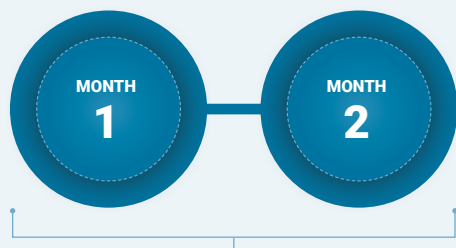




# If You Have a Baby

## Typical Leave

### Pregnancy Disability Leave



**75% Full Salary (tax-free)**

Typical leave is 6 to 8 weeks

Pregnancy Disability Leave varies from person to person, based on your situation. Your doctor will work with you to determine how much time you need and when your leave should begin.

#### ✓ Continuing Benefits

- Medical
- Life Insurance
- Accidental Death and Dismemberment
- Long-Term Disability
- Employee Stock Purchase Plan stock vesting

#### ⊖ Suspended Benefits

- Flexible Spending Account
- Health Savings Account
- 401(k)

### Family Care Leave



**100% Full Salary (through STD and Synopsys Top Up)**

First 4 weeks

**75% Salary (Up to \$3,000) per week**

Next 4 weeks, remaining 4 weeks may be partially paid or unpaid depending on state of residence.

#### ✓ Benefits

All benefits continue during Family Care Leave. Family Care Leave can be taken any time up to your child's first birthday.

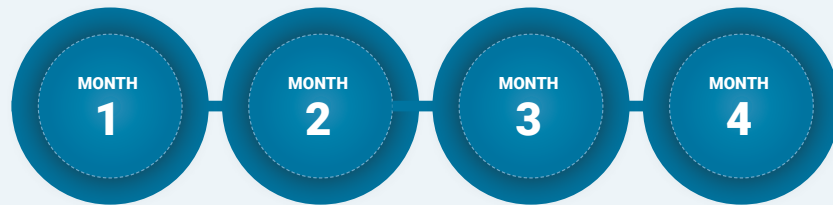
Note: Synopsys Paid Family Leave begins on Day 1 of your family care leave and ends after 8 weeks. Depending on your state of residence, statutory leave programs may continue paying a portion of your salary after Synopsys Paid Family Leave is exhausted. Please check with your leave administrator for more details.



# If You Have a Baby

## Maximum Time on Pregnancy Disability Leave

### Pregnancy Disability Leave



**75% Full Salary (tax-free)**  
Up to 4 months

Pregnancy Disability Leave varies from person to person, based on your situation. Your doctor will work with you to determine how much time you need and when your leave should begin.

#### ✓ Continuing Benefits

- Medical
- Life Insurance
- Accidental Death and Dismemberment
- Long-Term Disability
- Employee Stock Purchase Plan stock vesting

#### ⊖ Suspended Benefits

- Flexible Spending Account
- Health Savings Account
- 401(k)

### Family Care Leave



**100% Full Salary (through STD and Synopsys Top Up)** First 4 weeks

**75% Salary** Next 4 weeks, remaining 4 weeks may be partially paid or unpaid depending on state of residence.

#### ✓ Benefits

All benefits continue during Family Care Leave. Family Care Leave can be taken any time up to your child's first birthday.

Note: Synopsys Paid Family Leave begins on Day 1 of your family care leave and ends after 8 weeks. Depending on your state of residence, statutory leave programs may continue paying a portion of your salary after Synopsys Paid Family Leave is exhausted. Please check with your leave administrator for more details.