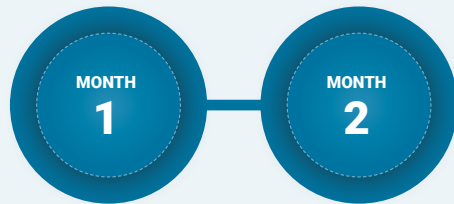




If You Have a Baby

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

First 4 weeks

75% Salary

Next 8 weeks

✔ Benefits

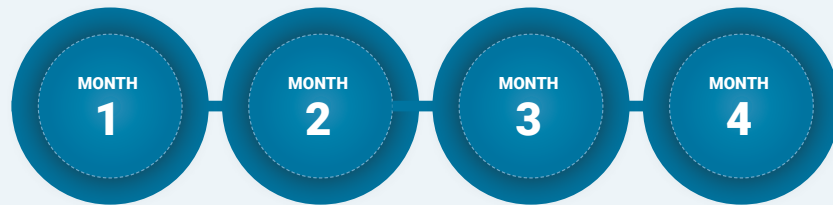
All benefits continue during Family Care Leave. Family Care Leave can be taken any time up to your child's first birthday.



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
First 4 weeks

75% Salary
Next 8 weeks

✔ Benefits

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