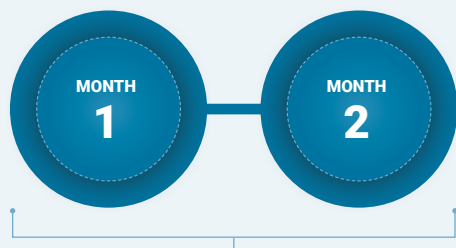




# If You Have a Baby

## 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 PFL and Synopsys Top Up)** First 4 weeks

**75% Salary**  
Next 8 weeks

#### ✓ Benefits

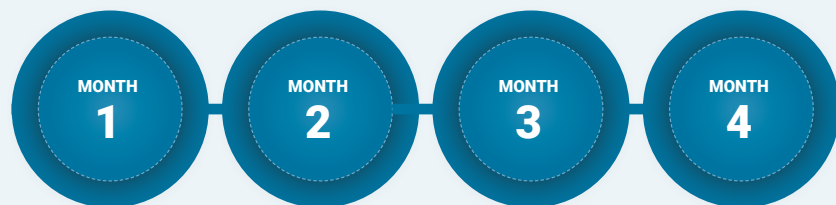
All benefits continue during Family Care Leave. Family Care Leave can be taken any time up to your child's first birthday.



# 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 (through PFL and Synopsys Top Up)** 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.