

SYNOPSYS LEAVE PAY AND BENEFITS

Type of Leave	Salary, Car Allowance, Holiday Pay, FTO Accrual, CIP	(medical, dental, vision and EAP) Health Insurance	Short Term Disability Benefit Payment	Long Term Disability	Life Insurance, Accidental Death & Dismemberment	FSA, 401(k), ESPP contributions	Health Savings Account
Medical	<ul style="list-style-type: none"> Salary, car allowance, holiday pay, FTO accrual cease during unpaid leave CIP prorated based on eligible earnings 	<ul style="list-style-type: none"> Coverage continues for up to 1 year 	<ul style="list-style-type: none"> 75% of base pay up to a Plan Maximum for first 180 days; (CA continues at state level for up to one year). Benefit is not taxed Benefit payment is sent from The Larkin Company. 	<ul style="list-style-type: none"> 60% pay after 180 days of disability. Taxable free Benefit If employee qualifies the benefit payment is provided by Liberty Mutual. 	<ul style="list-style-type: none"> Coverage continues for up to 1 year 	<ul style="list-style-type: none"> Contributions suspended during leave. 	<ul style="list-style-type: none"> Contributions suspended during leave.
Family Care	<ul style="list-style-type: none"> Synopsys continues employee's salary for 4 weeks under Family care leave Employees are eligible for up to 6 weeks of Paid Family Leave Benefits through their short term disability plan. Salary, car allowance, holiday pay, FTO accrual cease during unpaid leave CA Paid Family Leave benefit is 85% of salary and federal taxes apply. Not taxed in all other states 	<ul style="list-style-type: none"> Coverage continues for up to 1 year 	<ul style="list-style-type: none"> 75% of base pay up to a Plan Maximum for up to 8 weeks 	<ul style="list-style-type: none"> Coverage continues for up to 1 	<ul style="list-style-type: none"> Coverage continues as long as Synopsys pays the premiums for up to 1 year 	<ul style="list-style-type: none"> Contributions suspended during period where there is no Synopsys paycheck 	<ul style="list-style-type: none"> Contributions suspended during period where there is no Synopsys paycheck
California Pregnancy Disability	<ul style="list-style-type: none"> Salary, Car allowance, holiday pay, FTO accrual cease during unpaid leave CIP prorated based on eligible earnings 	<ul style="list-style-type: none"> Coverage continues for up to 1 year 	<ul style="list-style-type: none"> 75% of base pay up to a Plan Maximum for first 180 days; (CA continues at state level for up to one year). Benefit is not taxed Benefit payment is sent from The Larkin Company. 	<ul style="list-style-type: none"> 60% of base pay after 180 days of disability, Tax free benefit 	<ul style="list-style-type: none"> Coverage continues for up to 1 year 	<ul style="list-style-type: none"> Contributions suspended during unpaid leave 	<ul style="list-style-type: none"> Contributions suspended during leave.
Military	<ul style="list-style-type: none"> Base pay continued for up to 180 days, coordinated with military pay Car allowance, holiday pay, FTO accrual cease during unpaid portion of leave CIP prorated based on eligible earnings 	<ul style="list-style-type: none"> Coverage continued for up to 180 days, then military COBRA 	<ul style="list-style-type: none"> Eligibility continued during paid leave only 	<ul style="list-style-type: none"> Coverage continued for up to three months; coverage may be affected by military service 	<ul style="list-style-type: none"> Coverage continued for up to three months; coverage may be affected by military service 	<ul style="list-style-type: none"> Contributions continued during paid leave and suspended during unpaid leave 	<ul style="list-style-type: none"> Contributions continued during paid leave and suspended during unpaid leave

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Jury/Witness Duty	<ul style="list-style-type: none"> • Base pay continued for up to 90 days • Car allowance, holiday pay, FTO accrual cease during unpaid portion of leave • CIP is not prorated 	<ul style="list-style-type: none"> • Coverage continued for up to one year of leave 	<ul style="list-style-type: none"> • Eligibility continued during paid leave only 	<ul style="list-style-type: none"> • Coverage continued for up to 6 months of unpaid leave 	<ul style="list-style-type: none"> • Coverage continued for up to 6 months of unpaid leave 	<ul style="list-style-type: none"> • Contributions continued during paid leave and suspended during unpaid leave 	<ul style="list-style-type: none"> • Contributions continued during paid leave and suspended during unpaid leave
Personal	<ul style="list-style-type: none"> • Leave is unpaid however employee must use all accrued FTO before beginning unpaid leave. • Salary, car allowance, holiday pay, FTO accrual cease during leave • CIP prorated based on eligible earnings 	<ul style="list-style-type: none"> • Coverage is continued for the duration of the leave up to 6 months 	<ul style="list-style-type: none"> • Coverage ends at end of the month in which FTO ends 	<ul style="list-style-type: none"> • Coverage is continued for the duration of the leave up to 6 months 	<ul style="list-style-type: none"> • Coverage is continued for the duration of the leave up to 6 months 	<ul style="list-style-type: none"> • Contributions continued during FTO only 	<ul style="list-style-type: none"> • Contributions continued during FTO and suspended during unpaid leave
Bereavement	<ul style="list-style-type: none"> • Salary continued for up to five days • FTO should be used for additional time off for travel 	<ul style="list-style-type: none"> • No impact 	<ul style="list-style-type: none"> • No impact 	<ul style="list-style-type: none"> • No impact 	<ul style="list-style-type: none"> • No impact 	<ul style="list-style-type: none"> • No impact 	<ul style="list-style-type: none"> • No impact