

How Your Benefits are impacted by a Family Care Leave

- **Health Insurance** – Health insurance (medical, dental, and vision) contributions can be continued while you are on leave. You can make the required health care contribution by paying your invoice provided by Business Solver. If payment is not received, payroll will catch up missed contributions over three paychecks, upon your return to work.
- **Salary** - You are eligible to receive your regular salary for the first four weeks of your leave.

You may be eligible to receive up to 8 weeks of Paid Family Leave (PFL) benefits during a portion of your Family Care Leave. If you wish to file for these benefits, contact The Larkin Company at 866-330-1975. When filing for PFL, you may have a short gap between your last paycheck and when you receive your first benefit check from The Larkin Company. Contact the Larkin Company as early as possible prior to the date of your leave.

- **Basic Life Insurance** – Coverage under our Basic Life Insurance will continue while you are leave of absence for up to one year.
- **Supplemental Life** – Supplemental Life coverage can be continued while you are on leave of absence for up to one year.
- **Accidental Death and Dismemberment (AD&D)** – Basic AD&D coverage can be continued while you are on leave of absence for up to one year.
- **Supplemental Accidental Death and Dismemberment (AD&D)** - Supplemental AD&D coverage can be can be continued while you are on leave of absence for up to one year.
- **MetLaw and MetLife (Home, Auto, Pet)** – If you have coverage with Metlaw or Metlife please contact them directly to make payment arrangements. 1-800-438-6388 or www.metlife.com/mybenefits.
- **Flexible Spending Account Contributions** – Flexible Spending Account contributions (FSA) will be suspended while you are not receiving pay, but the contributions will continue to accumulate while you are on Leave. Upon returning to work or receipt of a paycheck, the FSA deductions will restart and Synopsys will recoup any missed FSA deductions. If you do not wish for your FSA to accumulate, then you may either stop your FSA while on Leave or you may reduce the contribution amount until you return. Please note: claims incurred while on LOA will **not** be eligible if you stop your FSA. Otherwise, you may incur and submit eligible expenses while you are on an approved leave. **If, when you return from leave you would like to change your bi-weekly contributions to meet your stated yearly goal amount, please contact the Benefits Department at: benefits@synopsys.com.** You will need to make any changes within 31 days of your return to work.

- **Stock Options** – Stock Option Vesting ends on the 91st day of leave.
- **Employee Stock Purchase Plan (ESPP)** – Employee Stock Purchase Plan (ESPP) contributions will be suspended if you are not receiving pay from Synopsys **if** you are on leave.
- **401(k)** – 401(k) contributions will be suspended while you are not receiving pay from Synopsys while you are on leave.
- **401(k) Loan Payments** – If you have a 401(k) loan, you may make payments through ACH, otherwise your loan will be re-amortized and an adjustment to your payment schedule will be made by Fidelity upon your return. Please contact Fidelity if you have questions regarding your loan. 1-800-835-5095.
- **Flexible Time Off (FTO) Accrual** – Flexible Time Off (FTO) is not accrued while you are on leave.
- **Holiday Pay** – You do not receive holiday pay while you are on leave.
- **Car Allowance** – You do not receive a car allowance while you are on leave.

If you have any questions about your Benefits while you are on a leave, please email Benefits@Synopsys.com
You may access information about Synopsys Benefit Plans 24/7 at: <https://benefits.synopsys.com/>



Other resources:

- **Lyra**, our Employee Assistance Program (EAP), provides confidential support to help you maintain your emotional health and deal with far more serious problems or challenging times. Synopsys pays the full cost of this benefit, up to 25 sessions, for all U.S. benefits-eligible Synopsys employees and their dependents. To get started, call: [\(844\) 856-2213](tel:844-856-2213) or visit: <https://synopsys.lyrahealth.com/> (compatible with Chrome)
- **Teladoc** When you need to be absolutely sure, contact Teladoc, our second opinion service
 - In-Depth Medical Review. Have your medical case fully reviewed by Teladoc Health. Get a detailed report and a confidential recommendation about your diagnosis and/or treatment plan. Teladoc Health will collect your medical records, images, and test samples and send them to an expert specialist for review. After the review, you will receive a comprehensive, easy-to-understand report summarizing the Teladoc Health findings so that you and your treating physician can take the right next steps.
 - Critical Care Program. Receive expedited review of your condition for acute medical events resulting in admission to the ER, ICU, or NICU. Within 24 hours of notification, the Teladoc Health team of critical care experts will go to work on your behalf to assist in the coordination of care and to ensure appropriate care is delivered at the correct facility level.
 - Ask the Expert. Call Teladoc Health for answers to basic questions about a diagnosis or treatment options. No more wondering what steps to take or relying on Internet searches. You get a personalized response in about five days from a doctor who fully understands your particular situation.
 - Need a pediatrician? Want the best surgeon in your area? Looking for a medical specialist? Teladoc Health will help you locate the right doctor for your plan and location
 - (800) 835-2362 or online at: teladoc.com/medical-experts/
- **Health Advocate** (24/7) 1-866-695-8622
 - Untangle medical bills
 - Locate eldercare, support services
 - Find qualified doctors, specialists and other providers
 - Schedule appointments, arrange treatments and tests
 - Locate the right treatment facilities, clinical trials
 - Answer questions about tests, treatments and medications

- Research and locate treatments, get second opinions
- Help transfer medical records, X-rays and lab results
- Get appropriate approvals for covered services and find resources for uncovered services
- Get estimates, negotiate fees, payment arrangements
- Supply providers with required information to pay a claim
- Get to the bottom of coverage denials and advise about appeals rights