

How Your Benefits are impacted by a Medical 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.
- **Short-Term Disability (STD)** – Our Short-Term Disability plans provide an important safety net until you are eligible for Long-Term Disability benefits if you're disabled and unable to work. If you are unable to work for eight or more consecutive days, you may be eligible for Short-Term Disability benefits which will pay 75% of your base pay up to \$2,884 a week, *tax-free*, for up to 180 days.

If you are a California employee: Short-Term Disability coverage is mandatory in California. Synopsys has a self-insured Short-Term Disability plan funded with employee contributions which is called the Voluntary Disability Insurance (VDI) Plan. Your benefits are payable for up to 52 weeks; beginning with the 181st day of Disability, however, your benefit will be paid at a reduced rate known as the "State Award Rate" (the amount which would have been paid if you were covered by State Disability Insurance).

Please review the Statement of Coverage or the Summary Plan Description provided to you by The Larkin Company for complete plan information.

If you are a non-California employee: Short-Term Disability is voluntary. You were automatically enrolled in the plan unless you opted out.

- **Long-Term Disability (LTD)** – You may be eligible for Long-term Disability (LTD) if you continue to be disabled for more than 180 days. You will receive paperwork directly from our LTD administrator, Lincoln Financial when your leave is expected to exceed 180 days. If your claim is approved, you will receive 60% of your base pay up to a maximum monthly benefit of \$15,000.
- **Salary** - Your salary ends on the first day of your leave. You may have a short gap between your last paycheck and when you receive your first benefit check from The Larkin Company. Short Term Disability benefits will begin once the disability has been approved. You may be able to reduce or avoid a gap by contacting 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 continued while you are on leave of absence for up to one year.
- **MetLaw and MetLife (Home, Auto, Pet)** – Coverage ends for these programs when you begin your leave. If you have coverage with Metlaw or Metlife please contact them to make payment arrangements. 1-800-438-6388.
- **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** – Restricted Stock Unit (RSU) and Stock Option vesting will continue while you are on leave of absence.
- **Employee Stock Purchase Plan (ESPP)** – Employee Stock Purchase Plan (ESPP) contributions will be suspended while you are on Leave of Absence.
- **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 of Absence.
- **Holiday Pay** – You do not receive holiday pay while you are on Leave of Absence.
- **Car Allowance** – You do not receive a car allowance while you are on Leave of Absence.

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:
<http://teamhr/Benefits/US/Pages/Home.aspx>



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