

SYNOPSIS® WELLBEING

Program Information & Employee Guidebook

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Resources and Incentives

Welcome to Synopsys Wellbeing, a program that rewards you for making healthy choices. We want you to become more actively involved in your own health. Synopsys has partnered with a Wellbeing vendor, Limeade, to enhance the Synopsys Wellbeing program and provide resources, tools and well-being coaching so you can achieve your individual health goals.

The Synopsys Wellbeing website <https://synopsyswellbeing.limeade.com> provides a range of services and programs, all designed to help you live a healthier life and get rewarded for your participation and maintenance of a healthier lifestyle. The Synopsys Wellbeing website is your gateway to taking a Well-Being Assessment and participating in challenges to help you get fit.

Requirements & Confidentiality

Is participation in the Synopsys Wellbeing program required? Participating in our Wellbeing program is optional. You must earn 2,000 points (level 3) in wellbeing challenges to receive the discount on your 2026 medical contributions. The deadline to complete the challenges to receive the medical contribution discount for 2026 is September 30, 2025.

Is my information confidential and secure in the Synopsys Wellbeing program? Your participation in the Wellbeing program is completely confidential and secure. We are committed to protecting your personal health information. Our third-party Wellbeing vendor, Limeade, is bound by legal and contractual obligations to ensure the confidentiality of the information you provide through the program, and does not rent, share, or sell participants' information. Synopsys will only receive summarized, aggregate reports that show the overall health of all participants in the program. We will receive reports on the Well-Being Assessment and Know Your Numbers Screening **completion** to track **participation only**.

Can my Spouse or Domestic Partner participate? Yes. Studies show that families that are active together tend to get healthier. Encourage your spouse or domestic partner to sign up on the Synopsys Wellbeing site and participate in challenges as well. They will be eligible for all incentives. Their participation is also voluntary. They will need to create their own account by following the instructions in the Online Account Activation & Logging In section below.

If I am a new hire at Synopsys, am I still required to achieve level 3 to earn the 2026 premium discount? Yes, if you are hired on or after January 1, 2025, you need to achieve level 3 (2,000 points) by September 30, 2025 to earn the 2026 premium discount. If you are hired after September 30, 2025, you can still earn other rewards in 2025 and you will have a chance to earn the premium discount in 2026 for 2027.

Online Account Activation & Logging In

How do I activate my account?

Employees:

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Need Help? Visit support.limeade.com or call 855-667-2614

- Employees can bypass “Sign up” and simply use the “Synopsis Okta Single Sign On” button. New employees will receive an email with a secure link that takes you directly to the Synopsis Wellbeing site. Simply follow the directions to sign into your account.
- Choose your own activity display name (username). Usernames must be at least 6 characters. **Keep in mind that your activity display name (username) will be visible to other participants on challenge leaderboards or when posting to the community feed. Participants that do not want to be identified should choose a username accordingly.**
- Your invitation code is unique and generated for each participant. Never forward your invitation email or share your activation code with another participant. Once activated, your invitation email link code will no longer be valid.
- The terms of service and privacy must be accepted in order to activate your account. Please review the Limeade privacy policy concerning participation and keeping your information confidential.
- The privacy policy link is provided at the base of each webpage on the site or may be reviewed via the following link: <https://synopsyswellbeing.limeade.com/Privacy.aspx>
- If you misplaced this email, you can still activate an account by going to <https://synopsyswellbeing.limeade.com>. Employees can bypass “Sign up” and use the “Synopsis Okta Single Sign On” button.

Spouses or domestic partners:

- Go to <https://synopsyswellbeing.limeade.com> and click on the “Sign Up” link.
- Register using the Synopsis employee ID number (enter as a six-digit number; add leading zeros to your employee ID number to make it six-digits) followed by an “S”, as in spouse, followed by the non-employee Spouse/Domestic Partner’s first name as listed in the Benefits Enrollment system (Example if spouse name is Jane: your number is 12345, your spouse’s registration number would be 012345SJANE or 012345jane. **Use either all capital letters or all lower-case letters.** Do not include spaces or hyphens). If the system does not recognize your Spouse or partner, contact Synopsis Benefits, by submitting a ticket through My Synopsis.

If I am having an issue logging in or with the website, how can I get support?

Visit support.limeade.com or use the Help widget when logged into the program.

Are there any tips for choosing a display name (username)? When choosing a username, you should keep in mind that it will appear on the Leaderboard when you join a challenge, post a comment or ask a question on the community feed. If you would like to remain anonymous to other users, choose a username that doesn’t include your first or last name or any other identifiable information.

How do I change my display name (username)? To change your username at any time, please navigate to the Profile image on the top-right corner of your Synopsis Wellbeing account, and select Settings. Change Display Name as desired and select Save.

How do I change my Limeade password? To change your Limeade password at any time, spouses and domestic partners can navigate to the Settings section on the top-right corner of your Synopsis Wellbeing account, and then go to the Password tab, then click on the Change Password link.

Is an email address required to register? Yes, an email address is required. Employees log in using Synopsys Okta Single Sign On and won't have to provide an email address. Their account will be tied to their Synopsys email address account (shorter address with no dot in the middle). Spouses can use any email address and if you don't have an email address you can sign up for a free email account through various providers such as Google or Hotmail. Your email address can be changed once you register by going to Settings, Email and Privacy.

Can I upload a profile image? You can upload a profile image by clicking on your profile in the top right on the web and then clicking on the Camera icon (in the app, tap your profile in the top left and then tap the profile image) You may upload your own image or you can select from the library of icon images. A profile image is not required.

Home Page

What is the My Activities carousel? This carousel shows the challenges that you are currently participating in.

What is the My Updates section? The My Updates section of the home page is where you can stay up to date on important Synopsys news, get updates on your wellbeing program, and connect with other Synopsoids, spouses or domestic partners on our social channel. If you send or receive a Cheers, you will see those here too.

Where can I learn more about the Synopsys Wellbeing program? Go to the site's My Points tab. Here you will find details about point levels, incentives and much more. In the app, tap on your profile in the top right and then tap on My Points.

Incentive Levels

What are the incentive levels and how do they work? There are 3 incentive levels in the Synopsys Wellbeing program:

Level 1: Sprout (500 points):

- Employees: Earn 500 Celebrating You points
- Spouses/domestic partners: Earn a Level 1 badge

Level 2: Grow (1,000 points):

- Employees: Earn 1,000 Celebrating You points
- Spouses/domestic partners: Earn a Level 2 badge

Level 3: Thrive (2,000 points) – Continue to complete challenges and earn your medical premium discount for 2026:

- \$10 a pay period or \$260 a year if just one person earns the incentive
- \$20 a pay period or \$520 a year if both you and your covered spouse/domestic partner complete the activities

- If you waive medical coverage for 2026, employees will earn 1,500 Celebrating You points in February 2026.

What are the deadlines to reach each level?

Level 1: Sprout – December 7, 2025

Level 2: Grow – December 7, 2025

Level 3: Thrive –September 30, 2025 to receive the Synopsys medical contribution discount, or the 1,500 Celebrating You points if you waive medical coverage in 2026.

How do I know my current level? You can find the current level you are working toward achieving on the right of your Home Page in the square box.

- A [1] means you are working on Level 1/Sprout.
- A [2] means you have earned Level 1/Sprout and working on Level 2/Grow.
- A [3] means you have earned Level 2/Grow and working on Level 3/Thrive.

You can learn more and see future Level information and rewards by clicking on My Points from the Home Page. Click Completed and see all the Levels you have earned this year.

How will I receive the incentives that I earn? For Sprout and Grow, employees will receive 500 Celebrating You points (Grow) and 1,000 Celebrating You points (Thrive) within the first week of the month following completion of this level (ex. If you achieve Level 1 on February 3rd, you'll receive 500 Celebrating You points the first week of March). If you are an employee and complete Thrive before the September 30, 2025 deadline and have opted out of medical coverage, you will receive 1,500 Celebrating You points in February 2026.

Do I have to pay taxes on my cash incentives? Synopsys will cover the income taxes on the rewards you receive.

Well-Being Assessment

What is the purpose of the Well-Being Assessment? The Well-Being Assessment is an online questionnaire that helps establish a baseline view of your overall health status. The questionnaire takes about 10 – 15 minutes to complete and asks basic health habit and lifestyle questions.

Will Synopsys see my responses? Your responses are completely confidential —Synopsys will never see your answers. The Well-Being Assessment is used for three primary purposes.

First, the assessment provides you with a health score and with actionable suggestions to improve your score. This process improves your overall health awareness.

Second, the assessment is the primary gateway for the coaching program Synopsys provides through Synopsys Wellbeing and are delivered by our vendor, Limeade. Should your Well-Being Assessment show certain areas of risk, you are encouraged to contact a Well-being coach (see section below about coaching services) and explore relevant resources so that you can engage in to better manage your condition before it becomes worse.

Finally, the consolidated (de-identified) data received from the assessments is used to generate aggregate reports on the overall health of our people and then helps us make recommendations on future Wellbeing campaigns and programs that Synopsys might offer.

Do I need to complete the whole Well-Being Assessment at once? No, you do not need to complete the Well-Being Assessment at once. You may skip entire Life Areas and come back to them at a later date. In order for your assessment responses to be saved, however, you must complete every question within a life area, and you must complete the whole Well-Being Assessment to earn the 250 points. Just be sure to complete the entire Assessment by the end of the program each year!

How long are my Assessment results available after I complete it? Your detailed assessment results are available for you to view for the rest of the program year, or until you take the assessment again. You can see comparisons of your Well-Being Assessment scores year-over-year, to understand your progress.

How often do I need to take the Well-Being Assessment? You only need to take the Assessment once per program year to earn the 250 points it offers. You are able to re-take the Assessment as many times as you would like throughout the program year, but you must re-take the entire Assessment (you cannot change individual questions only). **Note:** Retaking the Assessment will clear ALL your previous responses for this incentive period. Any points earned for the completion of this will be removed from your points history.

If I complete my Well-Being Assessment multiple times will I get additional incentives? No. Synopsys is only offering points to employees, spouses and domestic partners for completing the Well-Being Assessment once per program year.

What if I skip a question on the Well-Being Assessment? You must complete all questions within a Life Area in order for your results to be saved. You may skip entire Life Areas and come back to them at a later date.

Assessment questions that pertain to Know Your Numbers Screening information (Blood glucose, cholesterol, blood pressure, heart rate, body composition) will be automatically loaded into your Well-Being Assessment after your Health Screening results are received by Limeade either from the Physician fax form, home test kit, or from LabCorp.

Can I edit my Well-Being Assessment answers? You cannot edit individual answers within the Assessment. If you would like to change any answer on your assessment after it has been submitted, you must re-take the entire Well-Being Assessment.

What happens when I re-take my Well-Being Assessment? This will clear ALL your previous responses for this incentive period. Any points earned and the completion of this will be removed from your points history.

Where can I view the results of my Well-Being Assessment? You can view the results of your Well-Being Assessment on the My Results tab.

- The Summary tab provides a high-level overview of your strengths as well as areas to improve.

- The other tabs represent Life Areas which house your scores for each Dimension as well as personalized resources and Action Steps.
- The Health tab (to the far right) houses your Know Your Numbers Screening results.

How do I print my Well-Being Assessment? The best way to print your Assessment results is to use the standard print function on your computer. Go to My Results and choose the dimension tab that you would like to print. The Summary tab is typically 3 pages and individual dimensions are 2 pages.

Make sure to select Print Preview before printing and to set the print range to eliminate any blank pages.

How long will it take to complete the Well-Being assessment?

It varies, but for most people 10 – 15 minutes is needed. Though we suggest answering all the questions at once, the Assessment is divided into several different Life Areas that you can complete individually. You may save the assessment and complete at a later time, however you must complete the entire life area in order to save your progress. Once your Assessment is complete, you'll be able to connect with a variety of resources.

Know Your Numbers

What is Know Your Numbers? Know Your Numbers is a challenge that encourages you to know and understand your biometric screening results. Know Your Numbers is optional for the 2025 program year. Testing for this includes a simple blood test of your total cholesterol, HDL, LDL, triglycerides and glucose, and measurement of your blood pressure, height, weight, waist circumference and BMI. Fasting is recommended for 9 hours before your appointment (water and black coffee are permitted). Your results are completely confidential – again, Synopsys will never see your results. Our hope is that you will use this information to have a conversation with your doctor about your health.

How can I complete Know Your Numbers? There are 3 ways:

If you have questions regarding the screening options below, please contact eHealth at help@ehealthscreenings.com or call 888-708-8807.

Option 1: Submit a physician screening form

Make an appointment with your primary physician for your biometric health screening. You will need to bring the [Physician Screening form](#) with you. Then, follow the steps below.

1. Have your health provider complete and sign the form.
2. Submit the signed form via one of two secure methods (either you or your health provider's office can complete this step):
 - a. Digital submission: Use the "Upload Form" button on the [eHealth Diagnostics dashboard](#) OR
 - b. Fax submission: Use the eHealth Diagnostics fax number indicated on the form

3. Keep a copy of the successful transmission for your records.

Results from a testing date between 11/30/24 and 12/1/25 will be accepted. **Form submission deadline is 12/1/25.** Once submitted, your results and points will be automatically uploaded to your account within 5-7 business days.

Option 2: Visit an offsite lab location near you

If your location does not have an onsite event or you cannot attend your location's onsite event, you may go to the nearest offsite lab location. Find and go to an [offsite lab location](#) near you **no later than 12/1/25.** Your results and points will be automatically uploaded to your account within 5-7 business days.

Option 3: Order an eHealth home test kit

Order a [Home Test Kit](#) and **mail the kit back no later than 11/24/25** to ensure numbers are logged into your account by the end of the program.

After your kit is received and processed, your results and points will be automatically uploaded to your account.

Where can I find the results of my screening? Once your results have been processed, you will find them under My Results, and then the Health Risk tab. You can also view the Biometric Screenings & Results icon on the Services tab (9-dot grid icon in the app) for your detailed screening results.

Does the screening replace my annual physical with my Primary Care Physician? No. We encourage you to bring the results to your next doctor appointment to help your doctor measure progress and identify potential health risks.

How do I know that my screening results have been received? Under My Results, Health tab, you will see that your results are noted as verified with a green check. Under My Points, you will see that you have been awarded points for Know Your Numbers. You can also view the Biometric Screenings & Results icon on the Services tab (9-dot grid icon in the app) for your detailed screening results.

What happens if they are not under My Results; how long does it take for my results to be loaded?

While some forms transfer rapidly to your personal online account, others take longer. Please allow 5-7 business days after sending your physician screening form or visiting an offsite lab, or 4 weeks after mailing back a home test kit before requesting support.

What are the healthy ranges for a biometric screening? We align our health ranges with the National Institute of Health (NIH) standards:

- HDL >60 for women or >50 for men
- Triglycerides < 150
- Waist to Height ratio under 0.5
- Blood pressure < 120/80
- Fasting glucose <100 mg/dl

Can I edit my Know Your Numbers results? Yes, you can edit your results directly on the My Results tab. Numbers that are entered manually will be present under each metric with a date and note that it is self-reported. Numbers that are uploaded through a physician screening form, offsite lab, or home test kit will have a green check next to them, marking them as verified. *Note: Starting in May 2024, you will not earn the Know Your Numbers screening points for self-reporting your biometrics. You will only earn the points by using one of the three verified screening options.*

How do I download the physician screening form? To download the physician screening form, click on the Know Your Numbers activity, and then choose the link to physician screening form.

Will Limeade ever contact me directly about my screening or assessment results? You will not be contacted by Limeade about your screening or assessment results.

I completed my screening and assessment earlier this year through my health plan (UHC or Kaiser).

Does that count toward the requirement? If you had this done either at your doctor's office or at a lab since 11/30/24, it can count towards Know Your Numbers. You or your doctor can submit the results directly to Limeade using the physician screening form found in the Know Your Numbers activity.

If my assessment and/or screening uncover a chronic condition, can I be denied coverage later because of a preexisting condition? Absolutely not. In fact, we would encourage you to seek treatment as soon as possible.

My Activities and Challenges

What is the My Activities carousel? On the Synopsys Wellbeing site, the My Activities carousel on the Home page is where you can find challenges that you are currently participating in.

How do I join a challenge?

- Go to the Discover tab (in the app, tap the compass icon at the bottom).
- At the top, you will see the Featured Activities and Recommended by Synopsys carousels which highlight various resources, events, or aspects to your Wellbeing program. These carousels contain non-My Choice activities. They rotate frequently, so be sure to check back to see what is new, exciting, and useful on the site! The other carousels on the page contain My Choice activities that are recommended for you that you are not currently participating in.
- Simply click the challenge and then click Get Started. The activity will now appear in your My Activities carousel on the home page.

I am unsure if my points were uploaded to my profile. How can I make sure? Go to your points total on the My Points page and click on Points History to see if you were awarded points for the specific challenge in question.

How do I connect an activity device? From the Home Page, click on the Device icon in the top right next to the Bell icon and click Connect a Device (or click on your profile, Settings, and then Apps and Devices). If you have synced an activity device to the Synopsys Wellbeing site, then your steps, time, mileage, etc. will be automatically uploaded only to device-enabled challenges that you have joined.

What are the tracking rules for an activity challenge?

- Challenges can be backtracked up to 2 weeks.
- Participants have up to 3 days after the end of the challenge to record their results.

How long can I track a challenge after a challenge has ended? Participants have up to 3 days after the end of the challenge to record their results.

How do I know when a challenge ends? When you click into a challenge tile, the end date will be included clearly within the challenge text.

How often do challenges change? We update the Synopsys Wellbeing site with new challenges every month. Be sure to come back to the Synopsys Wellbeing site frequently so that you don't miss a beat!

What support is available to help me successfully meet my challenges? You can find supportive information within each specific challenge, including smartphone applications, books, articles and websites. You can also contact a well-being coach. Click into the challenge tile to see everything that is available.

What are leaderboards? Leaderboards are a fun way to build a bit of healthy competition among employees and spouses. You can see where you are in your challenge progress as compared to others. Individual challenges will have individual usernames on the board. Team challenges will rank the teams.

Can I design my own challenges or goals? Yes, from the Home Page, click My Results and then select a life area (for example, Emotional) and then click Explore next to the specific area that interests you (for example, Self-Acceptance). Within that life area select an activity, click Get Started and track your progress in that area.

Can I invite others to join me in a team challenge? Yes, When you join a team challenge, you can invite a friend to do it with you. Open the activity tile and in the **Tracking** section click **+Invite**. Enter the person's username or email address and click **Send**. Once Send is clicked the email to join a team is automatically sent.

Can I invite Synopsys employees to join a team challenge who are located in other countries? This is a US based program so you will need to limit yourself to your colleagues in the US.

Can I invite people to join a team challenge who are not Synopsys employees? You may invite Synopsys US employees as well as eligible spouses and domestic partners, to join you in a challenge.

Can spouses participate in the challenges? Yes, your spouse can activate their account and join you in challenges.

Services

What is the Services tab? The Services tab (9-dot grid icon in the app) is where you can find additional information about the benefits and resources available to you. You can also post to the My Updates feed from this page, as well as Send Cheers to a coworker or spouse/domestic partner, view Badges you've earned, and view My Results to quickly access your Well-Being Assessment results when you're in the app. In addition, you can invite a Synopsoid, spouse, or domestic partner to participate in the wellbeing program with you from here.

Can I invite Synopsys employees to join the program who are located in other countries? This is a US based program so you will need to limit yourself to your colleagues in the US.

Can I invite people to join the program who are not Synopsys employees? You may invite Synopsys US employees as well as eligible spouses and domestic partners, to join you in the program.

Communications

How do I change my email preferences? In the top-right corner of your Synopsys Wellbeing site, click on your profile and select Settings. Under Notifications, check or uncheck the box as desired. Once you've updated your settings, click Save.

What is the notification bell for? Your notifications (the bell icon found on the top right of your Synopsys Wellbeing site or the bottom of the Limeade ONE app) is where you can find important notices and posts about your wellbeing program. If you earn a Badge or another person sends you a Cheers, you will be notified of those here as well. Click on the individual notification to view its full details. If you use the Limeade ONE app, you have the option to turn on push notifications to be notified in real time on your mobile device.

Mobile Experience

Can I access the Synopsys Wellbeing site from my smart phone? Yes! Make it easier to check your progress and stay on track. Download the Limeade ONE app. Enter "synopsys" as the company name. Once you open the app, log in (employees use SSO; spouses and domestic partners log in with your Limeade username and password) and start tracking.

Which smart phones are supported? Currently the best user experience is on an iPhone running iOS and Android smartphones.

Is there an iPhone/Android app? Yes, download the Limeade ONE app. Enter "synopsys" as the program code. Once you open the app, (employees use SSO; spouses and domestic partners log in with your Limeade username and password) and start tracking.

Supported Activity Devices

What devices are supported by the Synopsys Wellbeing site? We support many devices, to see a list click your profile and then Apps and Devices.

How can I get a device? Fitbit can be purchased at many stores and online retail locations. RunKeeper is a free application that can be downloaded from both Apple and Android Play app stores.

What do these devices track? The standard is: Steps, Minutes, Miles and Calories-burned. Some products also track sleep.

How do I sync my Activity Device to the Synopsys Wellbeing site? The following information will guide you in setting up your device within your platform. It is simple to sync up your device(s). Start by clicking on the Device icon next to the Bell icon and click Connect a Device (or click on your profile then Apps & Devices) to connect your specific device. Find your specific device and click on Connect. Follow the onscreen instructions to finish syncing your device.

Support

If I am having an issue with the website, how can I get support? Visit support.limeade.com or use the Help widget when logged into the program.

What is the response timeline for support issues? Our support team aims to respond to all support issues within 24 hours.

Coaching

What is coaching? As part of the Synopsys Wellbeing program, you have access to complimentary well-being coaching. Your coach will not judge or diagnose you; instead they are here to support you in the fulfillment of your personal visions and goals. Information you share or discuss in coaching is kept confidential between you and your coach and will not be shared with Synopsys or any other third party.

Can my spouse use coaching services? Yes, your spouse/partner is eligible for coaching.

When should I contact a coach?

- You are ready to make a change in your Wellbeing, but don't know where to start.
- You want to personalize your fitness or nutrition plan.
- You've currently felt that stress is impacting your Wellbeing.
- You are frustrated with your progress on meeting personal Wellbeing goals.
- You want to move past barriers and excuses and see results.
- You want support for anything from pre/post-natal health to family health.

Engage 1-on-1 with a health coach to focus on your individual needs and questions. Request a session at no cost to you and your coach will help get you moving on the road to your best self and your health and wellbeing goals.

Is coaching required? No. Coaching is completely voluntary and is here for you when you need it.

How do I schedule a coaching session? The best way to schedule a coaching session is to **visit the [coaching portal](#) and select a desired date on the calendar shown to schedule online**. You can also email coaching@mywellportal.com anytime or call 1-800-882-2109 on Monday-Friday 8:00am – 6:00pm CT and speak with a personal concierge to connect with the most appropriate coach for you and a time that

works well. Coaching appointments are available anytime (day or night) and can be done via phone, email, or video chat.

What is expected from me before and during coaching? Before your first coaching session, spend a little time thinking about what you want to accomplish with your coach. You don't need to have all the answers, but it is helpful to have an idea of what you would like to work on.

For meeting with your coach, block off 30 minutes of uninterrupted time and be in a location where you feel comfortable speaking with a coach.

Your coach will come prepared to support you in the creation and fulfillment of visions and goals. They will not come with a pre-prescribed program, but instead will assist you in developing your own best thinking and a plan personalized to help you break through barriers and achieve your goals. There will be some work for you to do, as this is your life! You will leave the call with clear action steps that you personally decide and can begin working on right away.

What are the certifications of the coaches? All coaches have a minimum of a master's degree in a related field, coach training in multiple concepts of behavior change, and at least 2 years of teaching or coaching experience.

How long is a coaching session? The first session takes up to 30 minutes. Follow-up sessions can range from 5-25 minutes, depending on your needs at the time of the session.

What is the average number of coaching sessions? While there is no required number of sessions, most people can make significant progress in as little as 6 sessions. The number and frequency of your coaching sessions will be mutually decided upon between you and your coach.

Besides 1-on-1 coaching, what else is available to support me in reaching my goals? This will be dependent on program design which will be updated throughout the year. You can participate in any of the challenges and events presented through the Synopsys Wellbeing service that interest you by logging on to the Synopsys Wellbeing website and looking on your Discover tab (compass icon in the app). Watch for new challenges and programs to be released throughout the year.

Are there costs associated with coaching? There is no cost to Synopsys employees or their spouses/partners. Coaching is unlimited; you can request as many coaching sessions as you find helpful.

Will I have the same coach or will my coach change? You will stay with the same coach as long as you and your coach agree that the relationship is a good fit. If your needs change, your coach may recommend that you continue with your coaching with a more appropriate coach, or bring a specialist into the conversation with your consent.