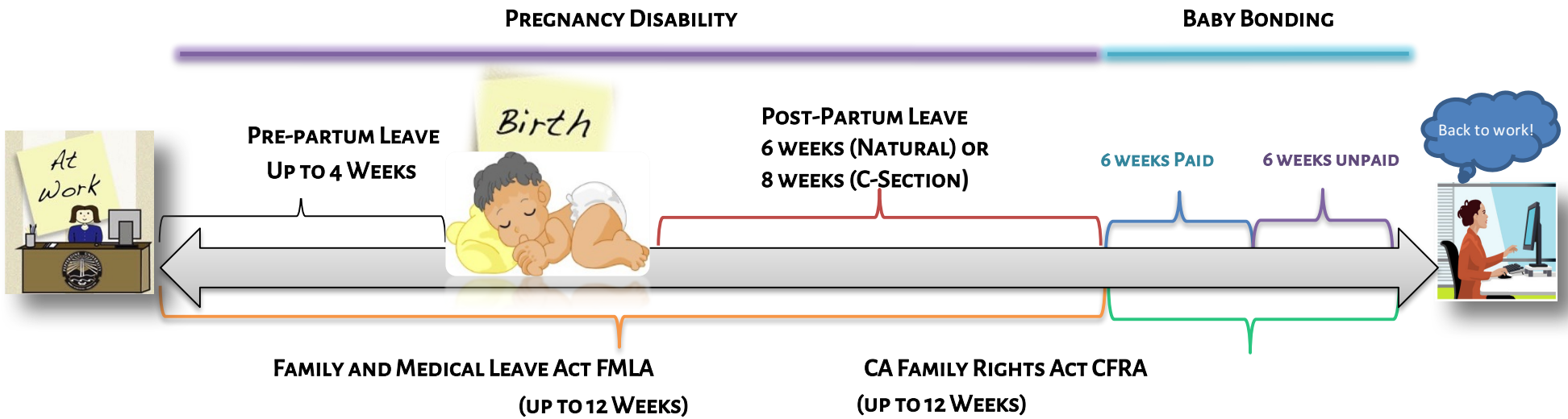


FACULTY MATERNITY TIMELINE AND PAY



SANTA CLARA UNIVERSITY COVERS REMAINING PERCENTAGE OF SEMI-MONTHLY PAY

PAYMENT RECEIVED



PAYMENT RECEIVED

University will supplement remainder of employee income

7 Day unpaid wait period

Short Term Disability (Matrix)

Paid Family Leave (PFL)