

WE GOT YOU.

U.S. 2021 Benefits
Open Enrollment

NOVEMBER 2-15, 2020



Today's Presentation

- ▶ Benefit Websites
- ▶ Your 2021 Health Care Benefits
 - Health care plan options, including medical, dental, and vision
 - Enhancements for 2021
- ▶ Other Benefits
 - Enhancements for 2021
- ▶ Resources



Benefit Websites

► LamBenefits.com

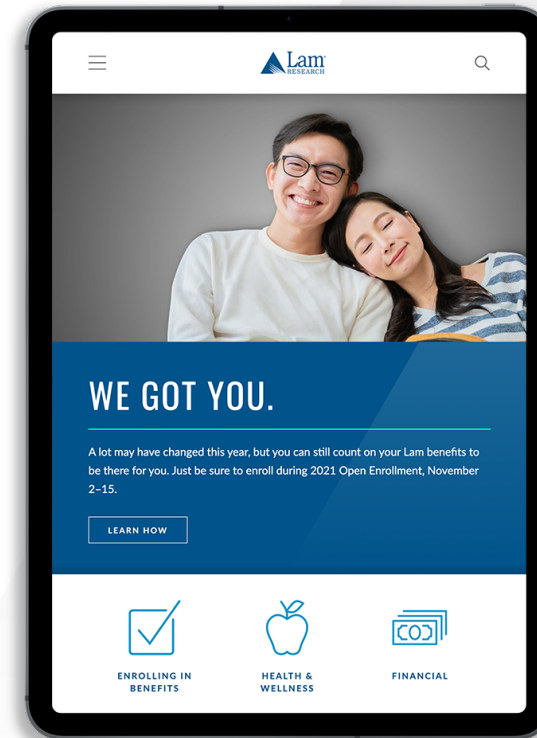
- U.S. benefits information (no password required)
- Access to all sources (links and login instructions)

► PlanSource

- Benefit enrollment and changes (password required)
 - Medical, dental, vision
 - Health Savings Account (HSA); Flexible Spending Accounts (FSAs)
 - Life insurance
 - Beneficiary designation
- Benefits Help Desk (via email and phone)

► ConnectYourCare (CYC)

- Reimbursements (password required)
 - HSA (receipts not required)
 - FSAs (receipts may not be required)
 - Lifestyle Account
 - Commuter card purchases



PLANSOURCE®



Enroll November 2-15

1. Visit LamBenefits.com
2. Select WE GOT YOU. (main banner) for all Open Enrollment information
3. Select Enroll Now from the home page or the Open Enrollment page
4. Follow instructions to log in to PlanSource



What Happens if You Don't Enroll

- ▶ You will be enrolled in the same medical, dental, and vision plans as 2020
- ▶ If you waived medical in 2020, you'll have no medical coverage in 2021
- ▶ You will not have a Health Care or Dependent Care Flexible Spending Account (FSA)
- ▶ Your Health Savings Account (HSA) contribution amount will be reset to zero; Lam will contribute to your HSA
- ▶ You will be enrolled automatically in short-term disability

Health Care

2021 Medical Plan Enhancements



In response to the COVID-19 pandemic, telemedicine is available through year-end 2020. Kaiser online services and LiveHealth Online (Anthem) are currently available to members at no cost.



Anthem lifetime maximums have been increased to \$25,000 for fertility treatments and to \$15,000 for fertility prescriptions.

- Continued access to WINFertility for help with understanding fertility treatment options and coaching from a nurse care manager

Medical Plan Coverage Comparison

Anthem CDHP	Anthem Base PPO	Kaiser CDHP California/Oregon/Washington	Kaiser HMO California/Oregon/Washington
\$2,000/\$4,000 deductible <i>(\$2,800 individual in family)</i>	\$1,300/\$2,600 deductible <i>(\$1,300 individual in family)</i>	\$2,000/\$4,000 deductible <i>(\$2,800 individual in family)</i>	\$0 deductible
15% coinsurance	15% coinsurance	Fee schedule	\$20 copay
\$3,000/\$6,000 out-of-pocket max <i>(\$3,000 individual in family)</i>	\$3,000/\$6,000 out-of-pocket max <i>(\$3,000 individual in family)</i>	\$3,000/\$6,000 out-of-pocket max <i>(\$3,000 individual in family)</i>	\$1,500/\$3,000 out-of-pocket max
\$1,300/\$2,600 Lam HSA contribution	Copays for office visits and Rx	\$1,300/\$2,600 Lam HSA contribution	\$250 hospital inpatient

Health Savings Account (HSA) Features

- ▶ Lam contributes \$1,300/individual or \$2,600/family to your HSA
 - Lam's full-year contribution is available for medical claims January 1 (HSA On Demand)
 - HSA is administered by ConnectYourCare (CYC)
- ▶ You can contribute more in 2021:
 - \$2,300 if you have individual coverage (\$50 more than in 2020)
 - \$4,600 if you cover others (\$100 more than in 2020)
 - Contribute an additional \$1,000 if you're 55 or older
- ▶ Triple tax advantage; no federal tax on:
 - Contributions
 - Withdrawals for eligible medical expenses
 - Interest/investment earnings
- ▶ Invest your balance when it reaches \$500



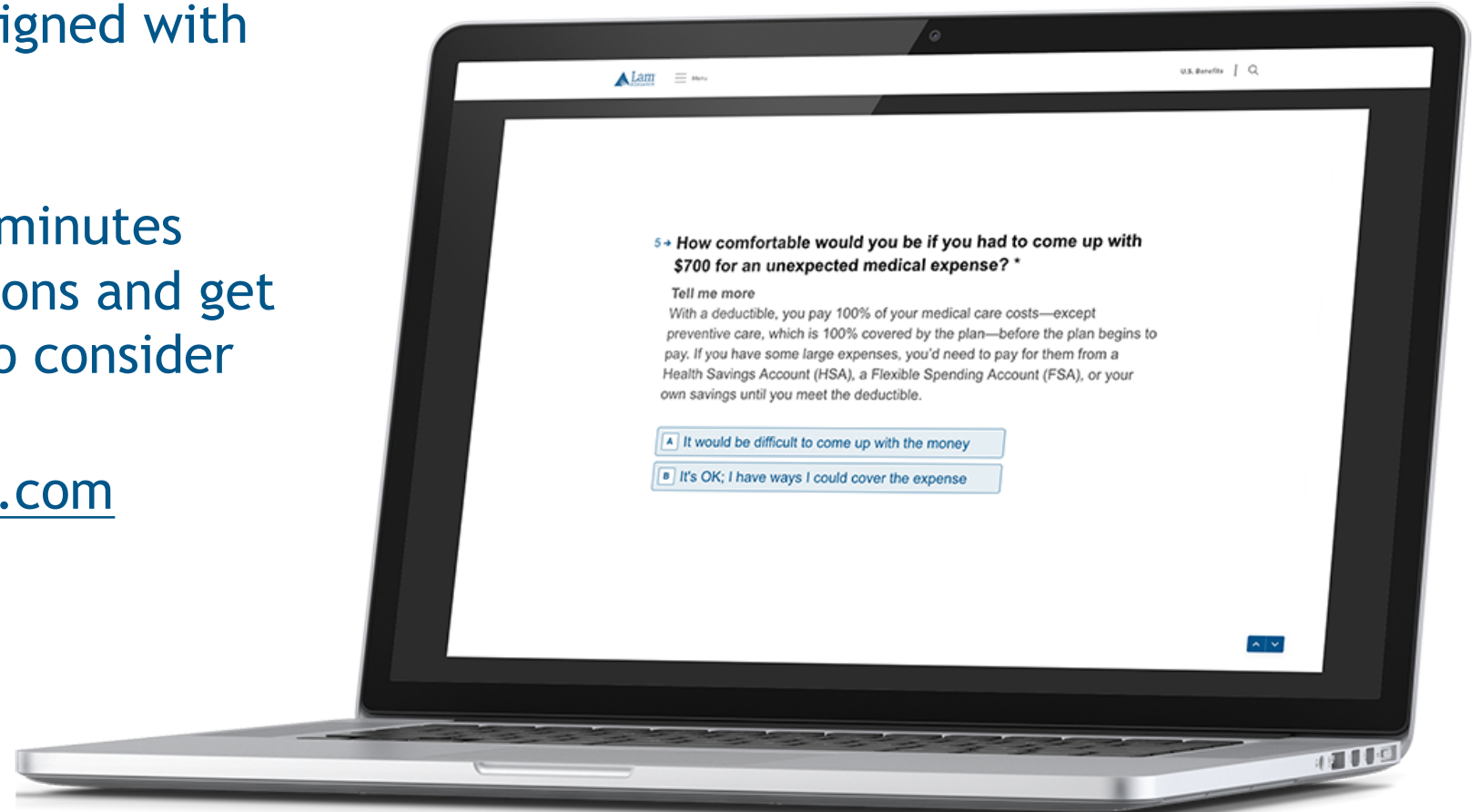
HSA for the Long Term

- ▶ Fidelity says a couple retiring at 65 today will need \$295,000 for health care
- ▶ Consider your HSA as an additional long-term savings opportunity
 - Put pretax money in your HSA after you hit the 401(k) pretax maximum
 - Invest your HSA balance to grow your savings
 - Medical, dental, vision, and Medicare premiums are reimbursable from an HSA—leaving your 401(k) savings for more enjoyable pursuits



Medical Plan Selection Support Tool

- ▶ Confirm your plan is aligned with your needs
- ▶ Takes just a couple of minutes to answer a few questions and get suggestions for plans to consider
- ▶ Find it on LamBenefits.com



2021 Dental and Vision Plans

DELTA DENTAL

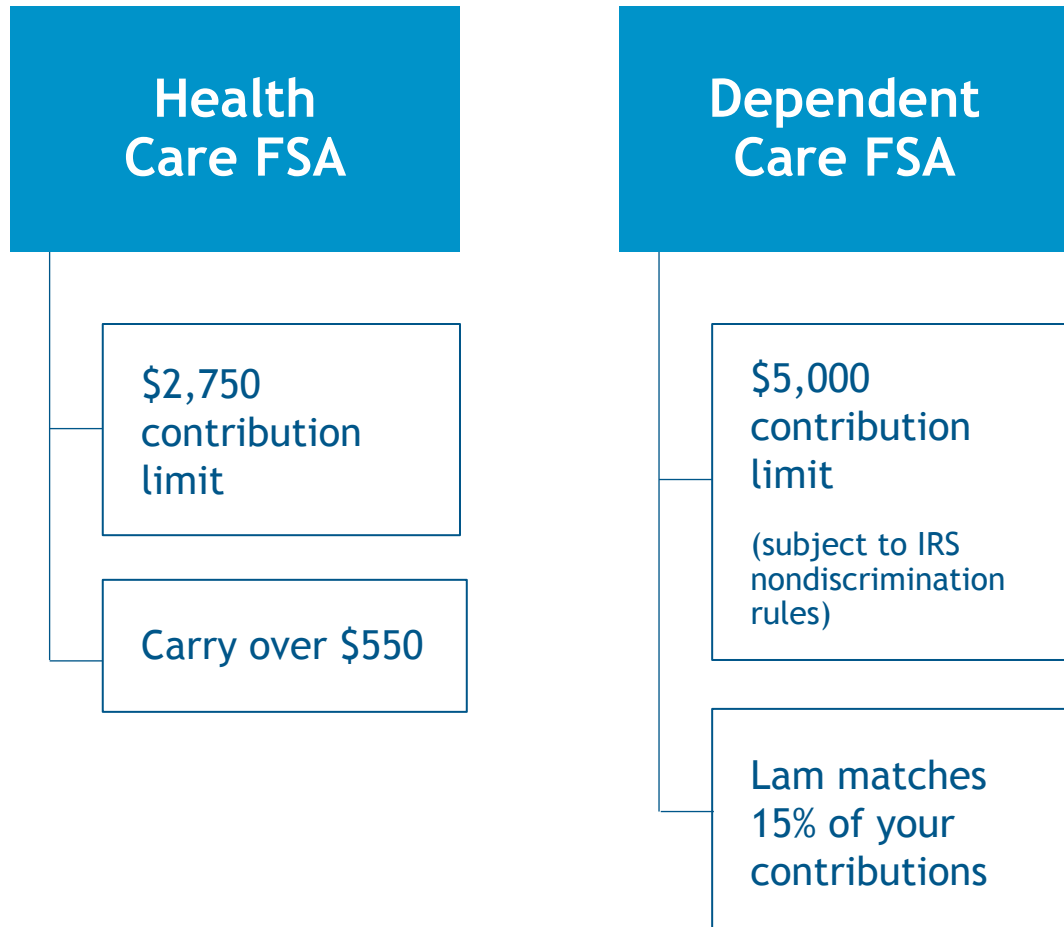
- ▶ Preventive Plan
 - Preventive care
- ▶ Enhanced Plan
 - Preventive care
 - Basic and major procedures
 - Children's orthodontia
- ▶ Premium Plan
 - Preventive care
 - Basic and major procedures
 - Orthodontia for children and adults

VSP VISION

- ▶ Base Plan
 - Annual exam
 - Retinal Screening
 - Glasses/contacts every 2 years
 - Includes computer glasses
- ▶ Enhanced Plan
 - Annual exam
 - Retinal screening
 - Glasses/contacts every year
 - Includes computer glasses

Other Benefits

Flexible Spending Accounts



- ▶ If you want to have a Health Care or Dependent Care FSA in 2021, you must enroll through PlanSource during Open Enrollment
- ▶ Plan carefully—you can carry over only \$550 of your unused Health Care FSA balance to the next calendar year
- ▶ You have until March 31, 2021, to submit claims for expenses incurred through December 31, 2020

2021 Benefit Enhancements

- ▶ 100% income replacement during Baby Bonding Leave or Family Care Leave for up to 12 weeks
- ▶ Up to \$10,000 for adoption expenses
- ▶ 10 days of paid time off for bereavement of an immediate family member
- ▶ Up to 7 free Employee Assistance Program sessions per issue
- ▶ Group legal plan covers more, such as support for rental property owners



Other 2021 Benefits



Basic Life and AD&D

- 2 x your salary or \$50,000 coverage



Voluntary Insurance

- Supplemental Life
 - Up to \$500,000 for spouse and \$30,000 for children
- Supplemental AD&D
- Critical illness insurance
- Auto, home, and pet insurance



Employee Stock Purchase Plan

- Purchase Lam stock at a 15% discount
- Enroll October 15-31



401(k) Plan

- Pretax and/or Roth up to \$19,500 per year (\$26,000 if age 50+)
- After-tax up to \$28,500



Group Legal Plan

- Prepaid legal services

Other 2021 Benefits



Child/Elder Care

- 20 days per year
- Use any caregiver



Lifestyle Account

- \$500 per year for fitness, financial, educational expenses (includes child tutoring), and air purifiers



Live Well

- Virgin Pulse personalized support
- New: 7 no-cost Employee Assistance Program (EAP) sessions per issue



Adoption Reimbursement

- New: \$10,000 per child



Education Assistance

- \$15,000 per year



Commuter Benefits

- Use pretax \$ for transit and parking
- Lam contributes 50%, up to \$120

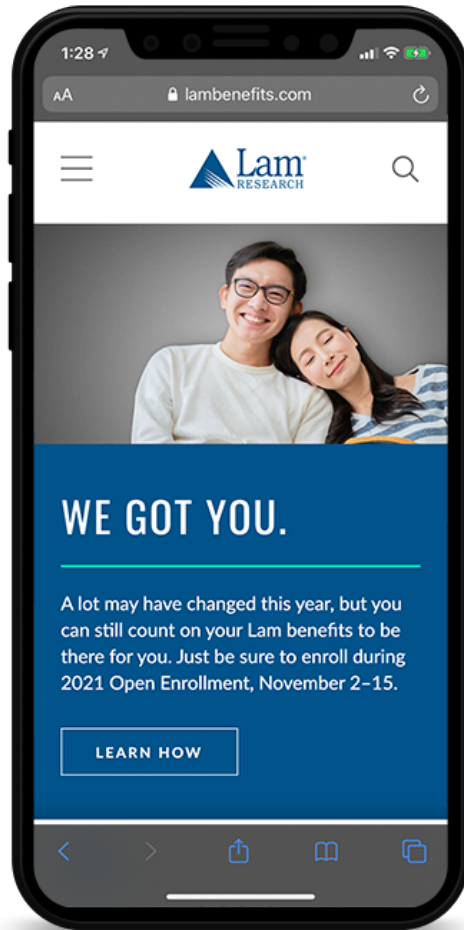
Resources

Find More at LamBenefits.com

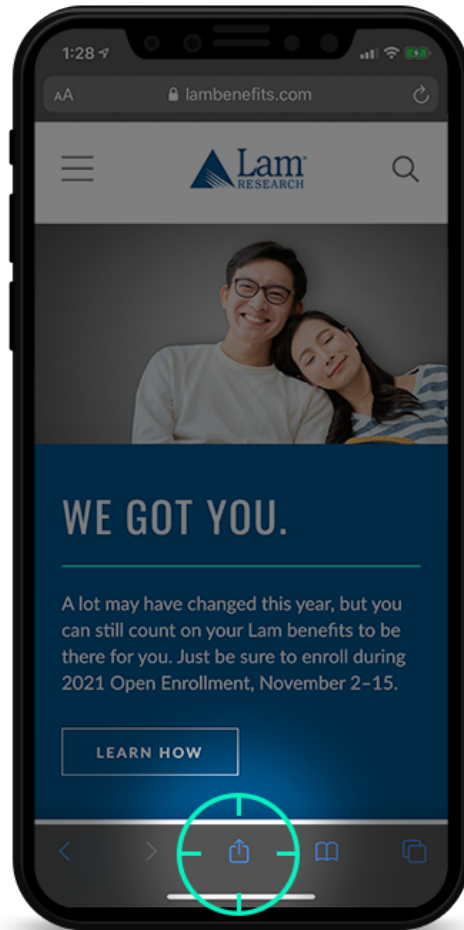
- ▶ Information on benefits and well-being resources
- ▶ Easy to navigate and find what you need
- ▶ Responsive design optimizes your experience on desktop, tablet, or phone
- ▶ No login required



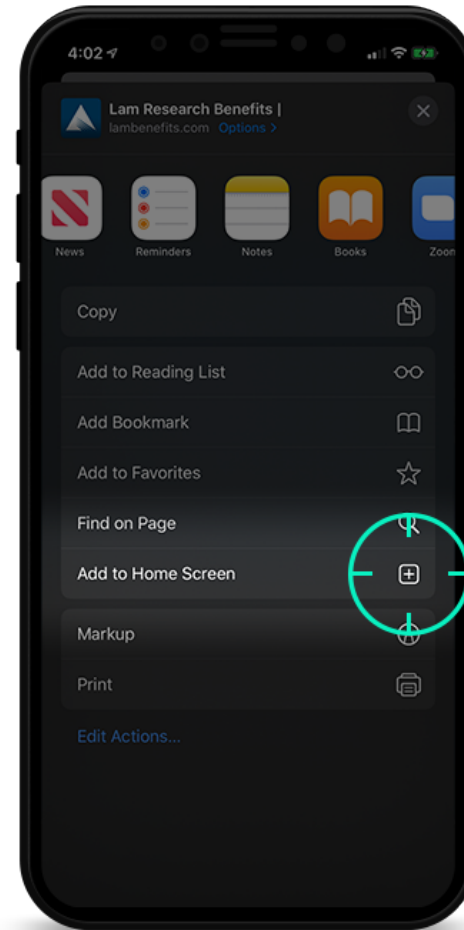
Add LamBenefits.com to Your iPhone



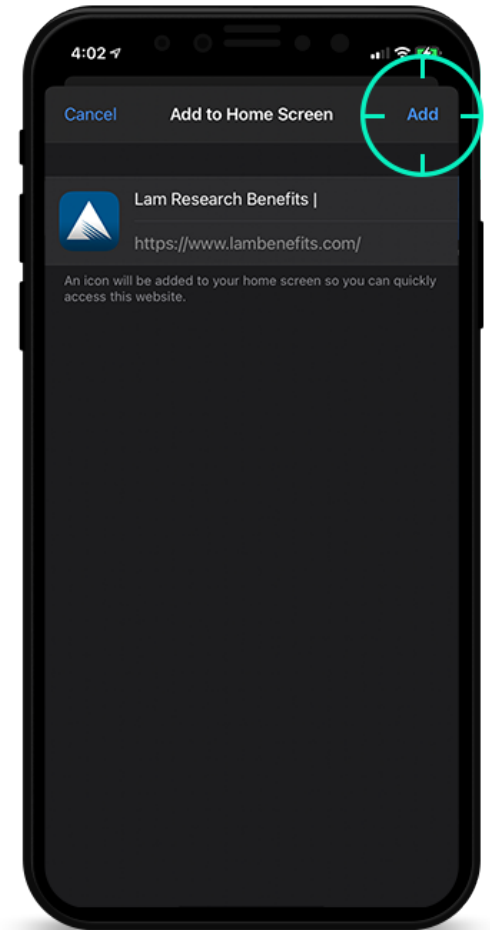
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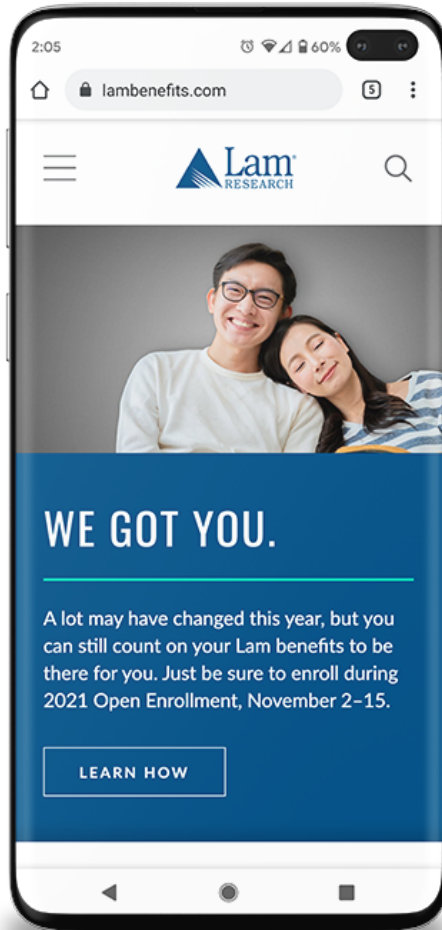


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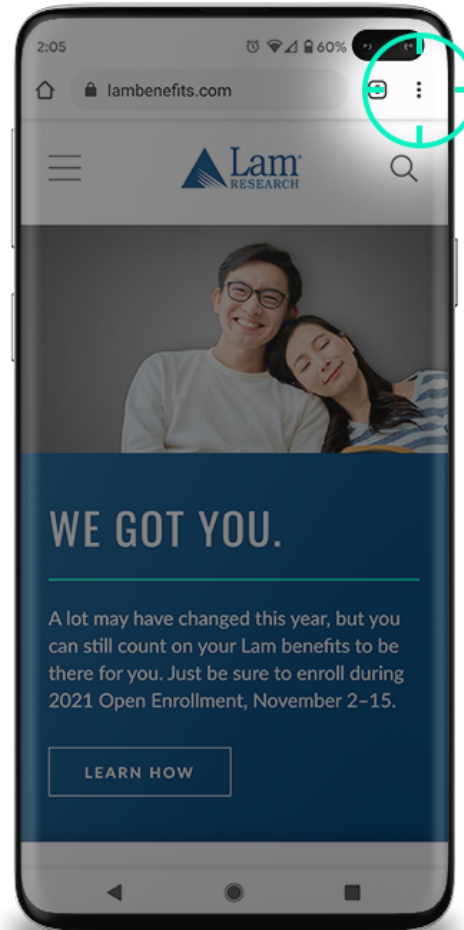


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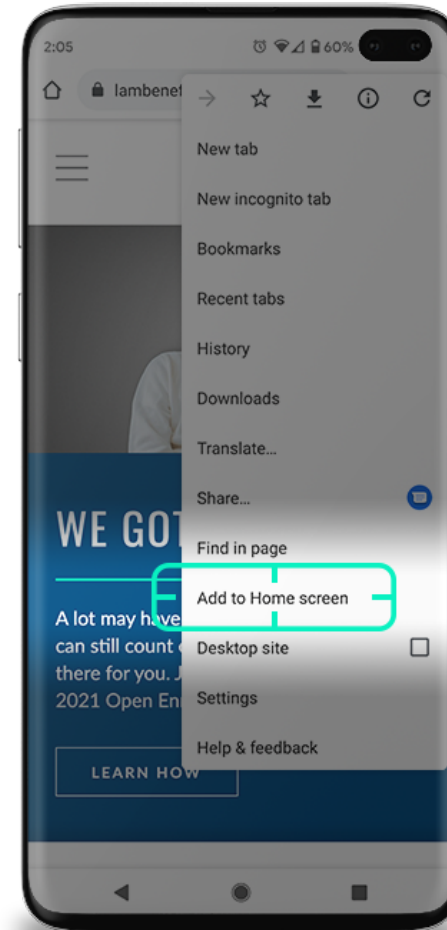
Add LamBenefits.com to Your Android Phone



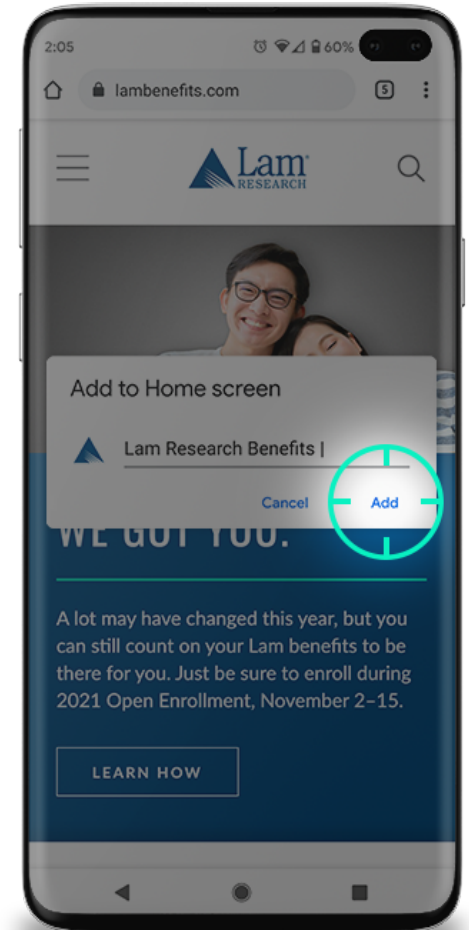
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Get Help



EMAIL

benefits@lamresearch.com



CALL

877-291-9494

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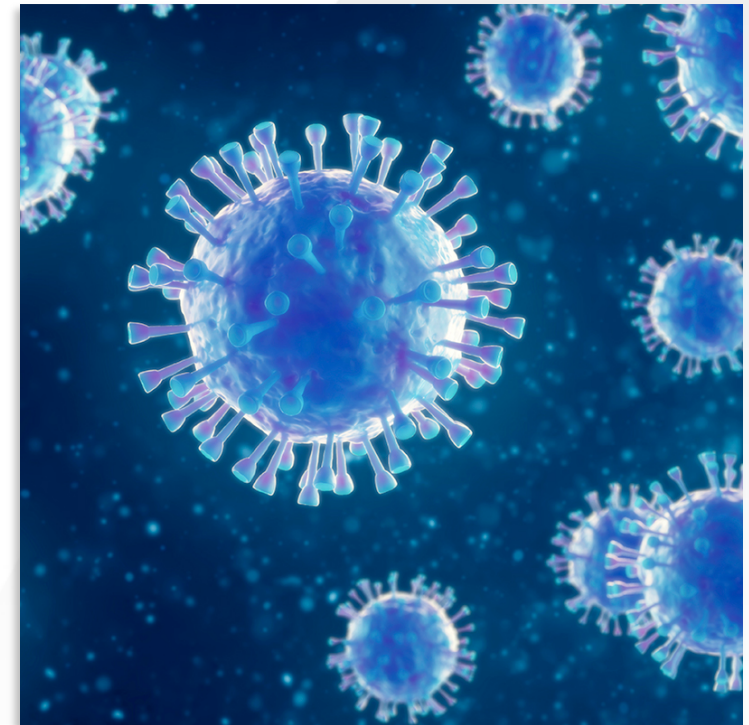
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Appendix

Temporary COVID-19 Benefits

- ▶ No cost for telemedicine visits through at least December 2020
- ▶ 20 days of child or elder care per year; use any caregiver if none available through Care.com
- ▶ No waiting period before STD or VDI benefits begin when you're sick with COVID-19
- ▶ Family Care Leave enables care for dependents whose school or care facility is closed
- ▶ Underlying Medical Condition Leave recognizes the risk of COVID-19 for certain people



Employee Stock Purchase Plan (ESPP)

- ▶ Enroll in the Employee Stock Purchase Plan October 15-31
- ▶ Contribute 1%-15% of your salary (up to \$21,250 a year)
- ▶ Purchase stock at a 15% discount on the purchase date
- ▶ To determine the purchase price, Lam compares the stock price from the first day of the Offering Period and the last day of the Purchase Period
 - The plan looks back and then applies the 15% discount to whichever is the lower price
- ▶ If the stock price is down, the Offering Period is reset, which ensures you pay the lowest price possible for your stock
- ▶ Enroll or change contributions at Fidelity netbenefits.com or 800-544-9354

Lam 401(k) Plan

► Pretax contributions

- Save on taxes now; taxes on contributions and earnings due when you withdraw from your 401(k)
- Up to \$19,500 per year combined with Roth (\$26,000 if over age 50)

► Roth contributions

- Use after-tax money now, and pay no taxes on earnings later
- Up to \$19,500 per year combined with pretax (\$26,000 if over age 50)

► After-tax contributions

- Contribute after-tax money, even if you've reached the pretax/Roth maximum
- Can be converted to Roth through an in-plan conversion
- Up to \$28,500 per year

► 50% Lam match on the first 6% of your pretax/Roth contributions

Enroll or change
contributions
at Fidelity
netbenefits.com or
800-835-5095

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