

What will you do?

*U.S. 2023 Benefits Open Enrollment
November 1-15, 2022*

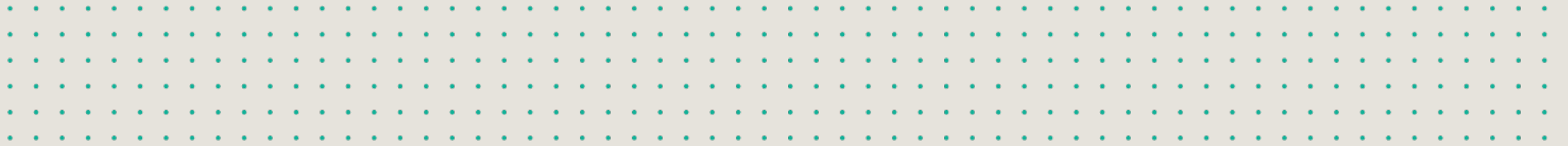
Benefits Team



Agenda

- 01 Open Enrollment
- 02 Health care benefits
- 03 Other benefits
- 04 Resources

01 Open Enrollment



Benefits websites

LamBenefits.com

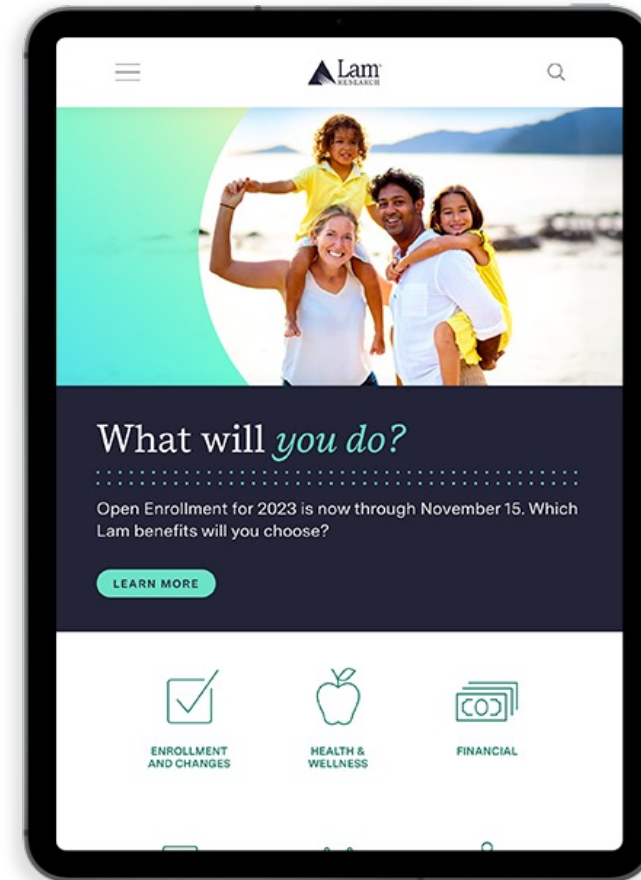
- U.S. benefits information (no password required)
- Access to all sources (links and login instructions)

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)

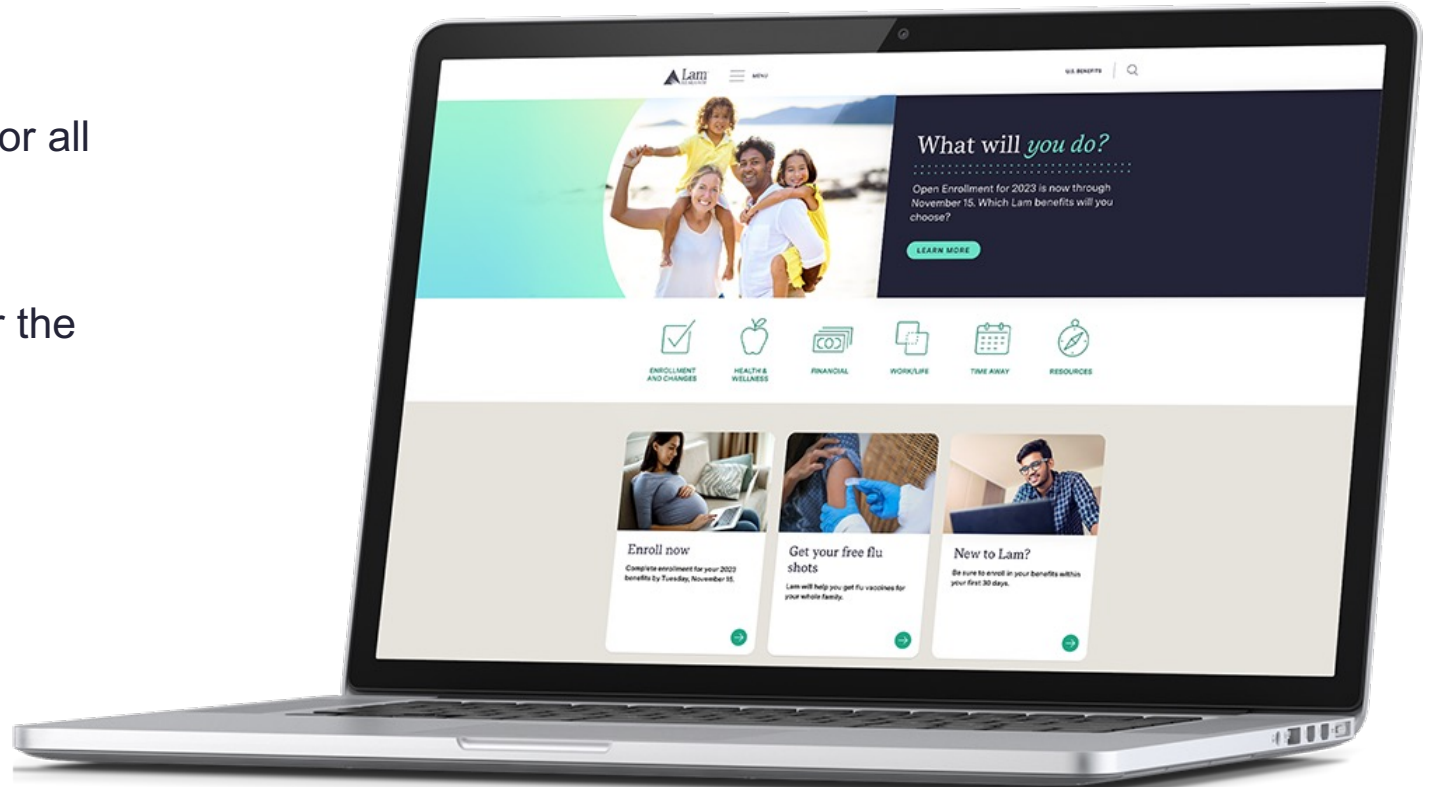
Optum Financial (aka ConnectYourCare)

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



Enroll November 1–15

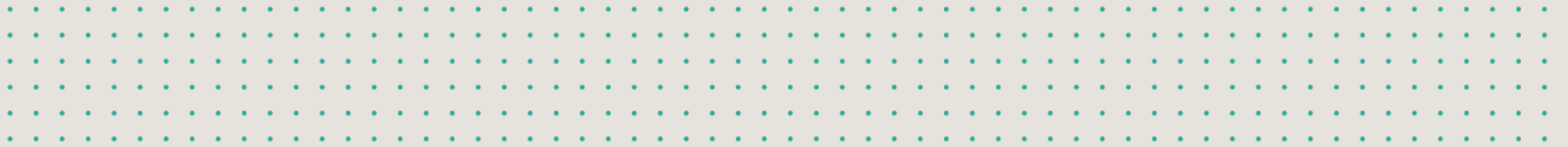
1. Visit LamBenefits.com
2. Select [What will you do?](#) (main banner) for all Open Enrollment information
3. Select [Enroll now](#) from the home page or the Open Enrollment page
4. Follow instructions to log in to PlanSource



What happens if you don't enroll

- You will be enrolled in the same medical, dental, and vision plans you had in 2022
- If you waived medical in 2022, you'll have no medical coverage in 2023
- You will not have a Health Care or Dependent Care Flexible Spending Account (FSA)
- Your Health Savings Account (HSA) contribution amount from 2022 will roll over to 2023
- You will be enrolled automatically in short-term disability, even if you previously declined it

02 Health care benefits



Anthem and CVS Caremark medical plan coverage comparison

In-network benefits	Anthem CDHP	Anthem Base PPO
Preventive medical and Rx	100%	100% on medical Copay applies on Rx
Deductible	Individual: \$2,000 Individual in family: \$3,000 Family: \$4,000	Individual: \$1,300 Family: \$2,600
Coinsurance after deductible	15%	15%
Copays: primary care / specialist	Deductible / coinsurance	\$25 / \$30
Emergency room	Deductible / coinsurance	\$150 (waived if admitted)
Retail Rx: CVS (30-day supply) Generic Preferred brand name Nonpreferred brand name	After deductible: 15% for each tier (no deductible for preventive)	Deductible doesn't apply \$10 \$30 \$60
Out-of-pocket (OOP) maximum (includes deductible)	Individual: \$3,000 Individual in family: \$3,000 Family: \$6,000	Individual: \$3,000 Family: \$6,000
Lam's Health Savings Account contribution (prorated for new hires)	Individual: \$1,300 Family: \$2,600	None

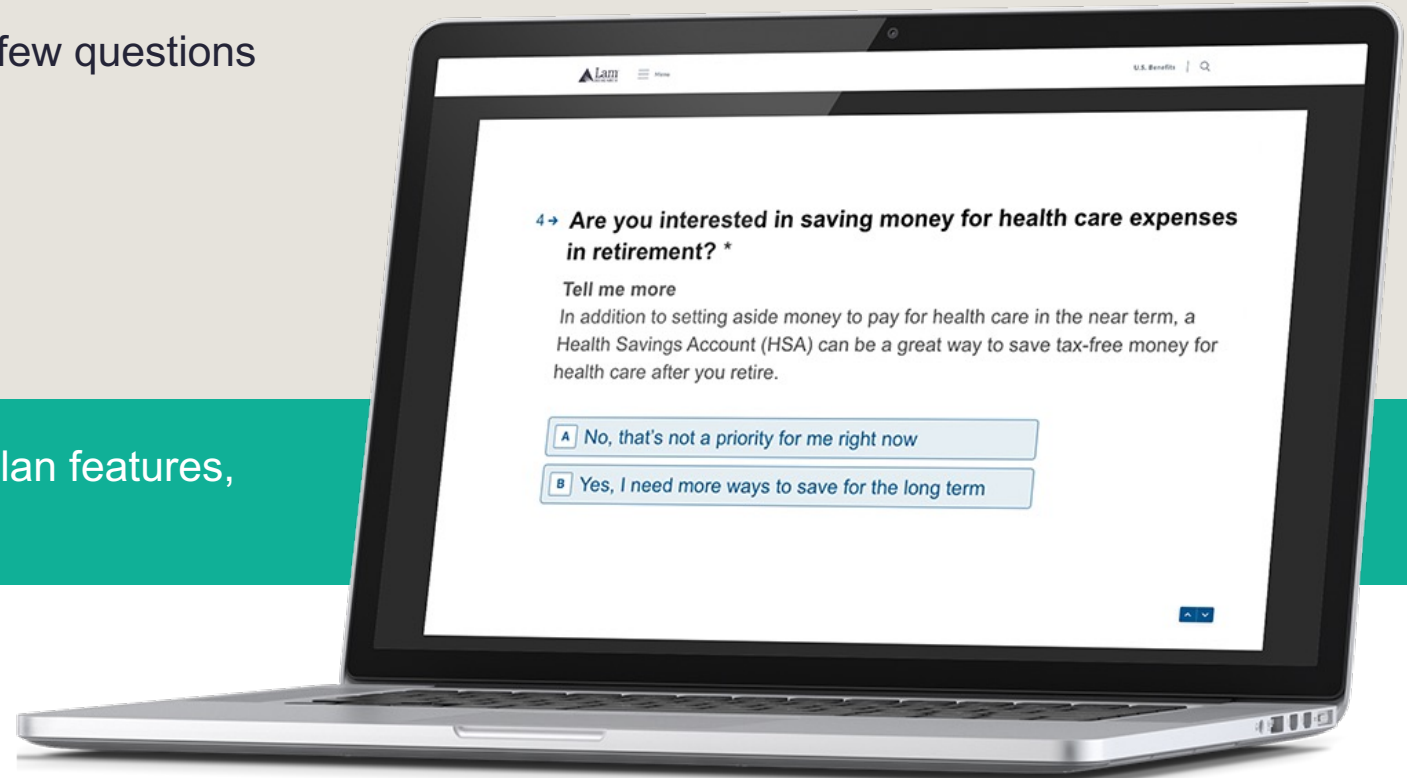
Kaiser medical plan coverage comparison

In-network benefits	Kaiser CDHP California, Oregon, Washington	Kaiser HMO California, Oregon, Washington
Preventive medical and Rx	100%	100% on medical Copay applies on Rx
Deductible	Individual: \$2,000 Individual in family: \$3,000 Family: \$4,000	N/A
Coinsurance after deductible	Varies	N/A
Copays: primary care / specialist	\$30 / \$30 after deductible	\$20
Emergency room	\$100 per visit after deductible	\$100 copayment (<i>waived if admitted</i>)
Kaiser Rx Generic Preferred brand name	After deductible: \$10 \$30 (CA), \$20 (OR & WA)	\$10 \$20
Out-of-pocket (OOP) maximum (<i>includes deductible</i>)	Individual: \$3,000 Individual in family: \$3,000 Family: \$6,000	Individual: \$1,500 Family: \$3,000
Lam's Health Savings Account contribution (<i>prorated for new hires</i>)	Individual: \$1,300 Family: \$2,600	None

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

When making your choice, be sure to consider plan features, as well as your paycheck contributions



New: virtual physical therapy

Virtual physical therapy offers easier, cheaper support for muscle, bone, and joint health

- 1:1 video sessions—that fit your schedule—with licensed physical therapist, as a replacement or supplement for in-person physical therapy
- Sensor technology that provides real-time feedback, so you can improve your exercise form and feel relief sooner
- Programs tailored to your needs to help you reduce pain and discomfort, prevent larger problems, or recover from an injury
- No cost to you and your eligible family members, since Lam picks up 100% of the cost (unlike physical therapy through your medical plan, which may require deductibles or copayments)
- Benefits are in addition to any physical therapy through your medical plan

Virtual PT is available to all employees and family members enrolled in a Lam medical plan

Health Advocate

Health Advocate provides you and your family members your own **Personal Health Advocate**, who will cut through the red tape, talk to your doctors and insurance company, and help get to the heart of your issue

24/7 health care concierge benefit

Connect with Health Advocate to resolve a wide array of clinical and administrative issues for you and your spouse or domestic partner, dependent children, **parents, and parents-in-law**

Administrative advocacy

Get help understanding medical bills, resolving claims, **navigating Medicare**, finding lower-cost prescription drugs, and more

Clinical advocacy

Get help finding providers with the Perfect Match physician locator, scheduling appointments, making health care decisions, coordinating care, receiving second opinions, and accessing additional help for seniors and parents of children with special needs

Personalized health alerts

Sign up through the member engagement app

HealthAdvocateSM

- All regular-status employees and interns are eligible
- You do not need to be enrolled in a Lam medical plan to participate

Health Savings Account (HSA) features

Individually owned, tax-advantaged bank account that you can use to pay for eligible health care expenses

HSA is the only savings account that provides a triple tax advantage:

- 1. You won't pay federal taxes on your paycheck deductions
- 2. Funds grow tax-free
- 3. You won't owe tax if you spend the funds on eligible expenses

Account balance carries over from year to year

Your HSA account always belongs to you (not the company)

Funds can be:

- Spent on current eligible expenses, including medical, prescription medications, dental, and vision services
- Saved for the future
- Used in retirement

	Lam's annual contribution	Your annual maximum contribution	IRS combined 2023 HSA maximum
Individual	\$1,300	\$2,550	\$3,850
Family	\$2,600	\$5,150	\$7,750

Employees age 55 or older can save an additional \$1,000

HSA for the long term

Health care costs continue to increase every year, making it more difficult to plan for retirement

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 for potential to grow your savings



How the HSA works

If you are a new HSA participant, you will receive an HSA debit card and a separate welcome packet from Optum Financial after you enroll in the CDHP

Existing participants will not be issued a new card

When you have an eligible health care expense, you have choices for how to pay:

HSA On Demand

Debit card

Automatic claims payment

Write a check from your HSA

Direct pay tool

Pay out of pocket, and submit for reimbursement



HSA eligibility

You can participate in the HSA only if you enroll in a CDHP

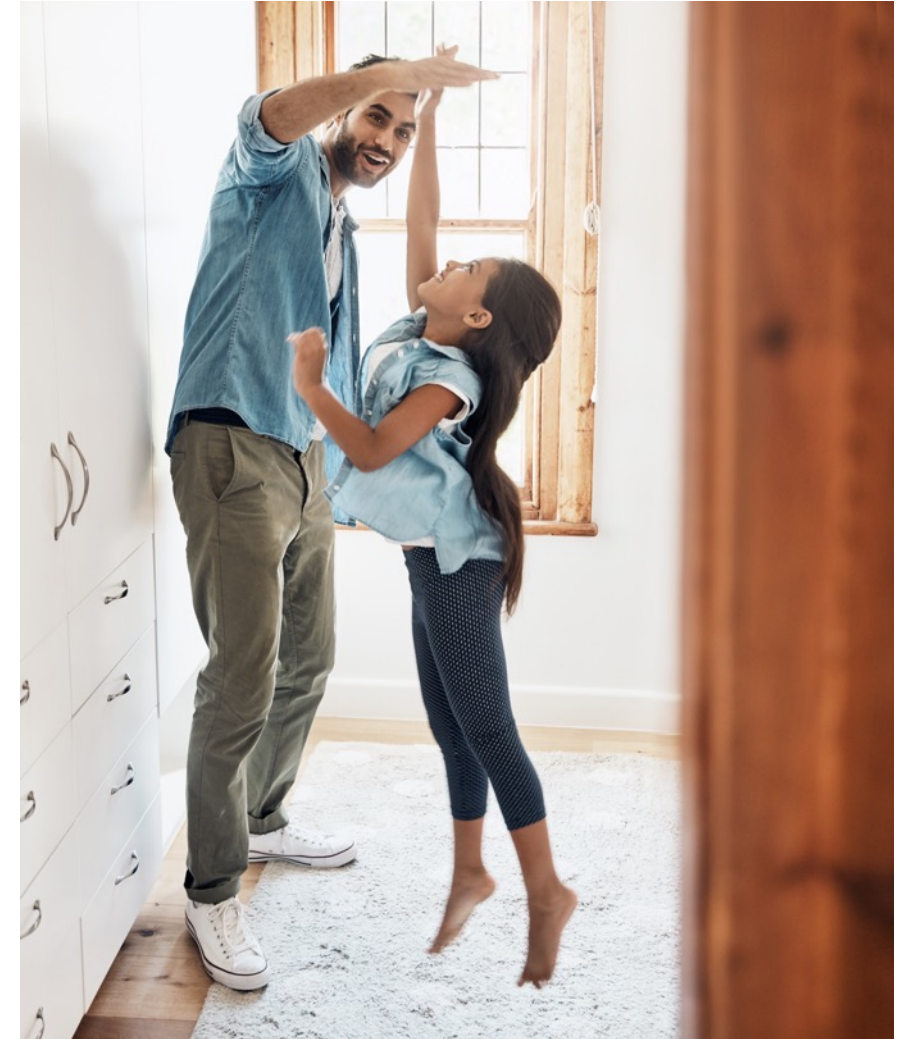
You are **not** eligible to contribute if:

You are enrolled in any part of Medicare

You are enrolled in TRICARE

You are covered by another medical plan (such as your spouse's plan) that does not qualify as a high-deductible health plan

You or your spouse participates in a Health Care Flexible Spending Account (FSA) at your spouse's employer



Flexible Spending Accounts (FSA)

Plan	Contribution maximum	Enrollment eligibility	Eligible expenses	Carryover provisions
Health Care FSA	\$2,850	Anthem Base PPO, Kaiser HMO, waived medical	Medical, Rx, dental, vision	\$570 per calendar year
Limited Purpose Health Care FSA	\$2,850	Anthem and Kaiser CDHP	Dental and vision only <i>Cannot be used for medical or Rx</i>	
Dependent Care FSA	\$5,000 <i>Includes 15% Lam match; subject to IRS reductions</i>	Tax dependents under 13 <i>Or any age if reliant on you for full-time care</i>	Child and elder care expenses <i>Does not cover health care expenses for dependents</i>	None

General FSA Rules:

- You must enroll through PlanSource during Open Enrollment for any coverage in 2023
- Funded by employee contributions on a pretax basis
- Cannot change your annual election unless you have a qualified life event
- Use It or Lose It—any unused funds will be forfeited at the end of the calendar year (except for allowed carryover)
 - Unused Health Care or Limited Purpose balance up to \$570 will automatically roll over from 2023 to 2024
- You have until March 31, 2024, to submit claims for expenses incurred through December 31, 2023
- If you are a new participant, Optum will send you a debit card (Health Care FSA); existing cards will work until expired
 - IRS eligible expenses and payment options are available on LamBenefits.com



Voluntary supplemental medical benefits: MetLife

Critical illness insurance

Receive \$15,000, \$30,000, or \$50,000 when you're diagnosed with a covered serious condition

Accident insurance

Receive a lump-sum payment if you're injured in an accident

Hospital indemnity insurance

Receive a lump-sum payment plus a per-day payment for each day of your hospital stay due to accident, illness, or childbirth

- These plans **do not** replace medical insurance; they offer additional financial protection and do not cover any medical services or coverage
- You don't have to be enrolled in a Lam medical plan to elect this coverage
- You will pay the premiums on an after-tax basis
- All claim payments are tax-free and can be used for any purpose

One or more of these plans might be right for you if:

You or your spouse or domestic partner expect to deliver a baby in a hospital in 2023

You or your kids are involved in sports where injuries are possible

You want to keep and grow the money in your Health Savings Account (HSA) to use for health care expenses after you retire

Voluntary benefit: critical illness insurance

MetLife plan details

3 coverage options: \$15,000, \$30,000, or \$50,000

Health screening incentive payment of \$50 per enrollee per year

- Rates vary based on age and coverage level
- Find rate tables on LamBenefits.com

Covered conditions	
Heart attack	100%
Stroke	100%
End-stage renal failure	100%
Major organ transplant	100%
Invasive / noninvasive cancer	100% / 25%
Coronary artery disease or bypass	25%
Multiple sclerosis	100%
Benign brain tumor	100%
Coma	100%
Paralysis	100%
Loss of hearing, sight, or speech	100%
Parkinson's disease	100%
COVID-19	25%

Voluntary benefit: accident insurance

MetLife plan details

Guaranteed-issue coverage for employee, spouse, and children

24-hour coverage

No preexisting limitation provision

Fracture and dislocation benefits

Accident follow-up benefit

Emergency room benefit

Urgent care benefit

X-ray benefit

Per-pay-period rate	
Employee	\$4.56
EE + spouse	\$9.13
EE + child(ren)	\$10.78
Family	 \$12.88

A teenager collides with an opposing player during a varsity soccer game and is knocked unconscious

Ground ambulance	\$500
Emergency room	\$250
CT scan	\$200
Concussion	\$500
Broken tooth	\$300
2 follow-up treatments	\$250
Total benefit	\$2,000

Your spouse tries skiing and fractures his or her wrist

Urgent care	\$175
X-ray	\$200
Fractured wrist	\$750
Brace appliance	\$150
2 follow-up treatments	\$250
4 physical therapy visits	\$240
Total benefit	\$1,765

Voluntary benefit: hospital indemnity insurance

MetLife plan details

Guaranteed-issue coverage for employee, spouse, and children

24-hour coverage

No preexisting limitation provision


Maternity coverage

Hospital admission benefit

Hospital confinement (non-ICU and ICU)

Rehab facility coverage for mental illness and substance abuse

Health screening incentive payment of \$50 per enrollee per year

	Per-pay-period rate
Employee	\$13.18
EE + spouse	\$25.46
EE + child(ren)	 \$18.08
Family	\$32.09

A woman gives birth in the hospital and is discharged after 2 days

Mother admission	\$1,500
Child admission	\$0
2 days, mother daily confinement	\$200
2 days, child daily confinement	\$0
Newborn benefit	\$100
Total benefit	\$1,800

A man suffers a stroke and is admitted to the intensive care unit for 3 days, then to a regular hospital room for 5 days, followed by 10 days in a rehab facility

Admission	\$1,500
ICU admission	\$1,500
2 days, daily ICU confinement	\$400
5 days, daily confinement	\$1,000
10 days, rehab confinement	\$2,000
Total benefit	\$6,400

Dental 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

No increase in the cost of dental coverage for 2023

Vision plans



VSP

Base Plan

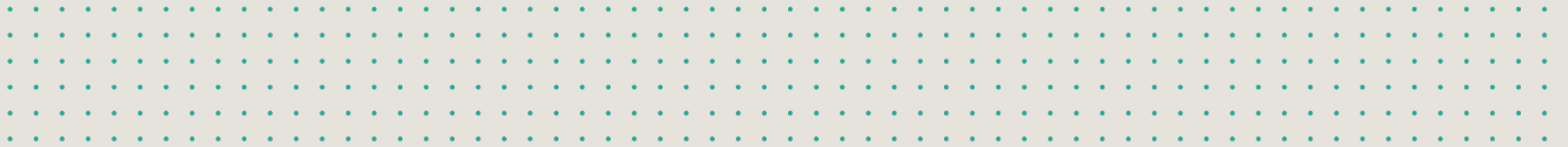
- Annual exam
- Retinal screening
- Glasses or contacts every 2 years
- Includes computer glasses

Enhanced Plan

- Annual exam
- Retinal screening
- Glasses or contacts every year
- Includes computer glasses

No increase in the cost of vision coverage for 2023

03 Other benefits



Life insurance and accidental death and dismemberment (AD&D) insurance

Basic coverage

Company-paid

2 x annual salary

Supplemental coverage

Employee-paid

Employee: 1–6 x salary

Spouse or domestic partner: up to \$500,000

Children to age 26: up to \$30,000 per child

- You're automatically enrolled in basic life and AD&D at 2 times your base salary
- You will pay income tax on the cost of the insurance premiums for coverage over \$50,000

Disability insurance

Short-term disability

Employee-paid; automatically enrolled

In California, it's referred to as VDI, and by state law, you cannot opt out

- 75% of base pay up to \$4,800 per week for up to 1 year (not taxed)

In other states, it's called STD, and you can opt out of coverage if you want

- 75% of base pay up to \$4,800 per week for up to 6 months (not taxed)

Use VDI or STD for parental bonding leave or family leave to care for someone

- 100% of base pay up to \$4,800 per week for up to 16 weeks (taxed)

Long-term disability

Company-paid; automatically enrolled

Starts after 180 days

- 60% of base pay up to \$20,000 per month until Social Security normal retirement age

Voluntary benefit: ID theft protection

LifeLock plan highlights

Restoration services

Proactive identity monitoring

Dark web monitoring

Three credit bureau alerts and monitoring

Checking and savings account application alerts

Stolen funds reimbursement for HSA and 401(k)

Home title monitoring

Social media monitoring

Digital exposure reports

Device protection



\$1 million insurance policy



Per-pay-period rate	
Employee	\$4.61
Family	\$8.76

Voluntary benefit: group legal



ARAG prepaid legal services

Network of 13,000 attorneys

Common legal issues

Tax services

Legal support for caregivers

Services for parents and grandparents

Online resources, including DIY forms and state-specific legal documents



Per-pay-period rate	
Employee + family	\$8.77

Additional programs to support your well-being

401(k) plan

Pretax and/or Roth up to \$20,500 per year
(\$27,000 if age 50 or older)

Lam matches 50% of first 6% of your pay that
you contribute

After-tax up to \$28,500 (not eligible for match)



Employee Stock Purchase Plan

Purchase Lam stock at a 15% discount

2 enrollment periods per year

Enroll October 15–31



Student loan assistance

Lam pays \$400 per month directly to your loan
servicer

Helps you pay off your student debt faster



Education assistance

Reimbursement up to \$15,000 per year for job-
related coursework

Specialized graduate programs eligible for
additional benefits



\$500 Lifestyle Account

Fitness

Financial planning

Adult education

Student loan payment

College admissions prep



Additional programs to support your well-being

Employee assistance program (EAP)

7 free sessions per issue
Talkspace: text with a therapist
On-site therapist
Sanvello app for stress, anxiety, and depression



Child and elder care

20 days of subsidized care per year
Discounts on other child or elder care services
Additional discounts on travel and entertainment



Well-being app

Personalized well-being journey
Health coach
Biometric screenings
Challenges
Zipongo: recipes
Whil: guided meditation



Wellness incentive

Reach the quarterly goal on Virgin Pulse to receive 600 points in the Above and Beyond recognition platform

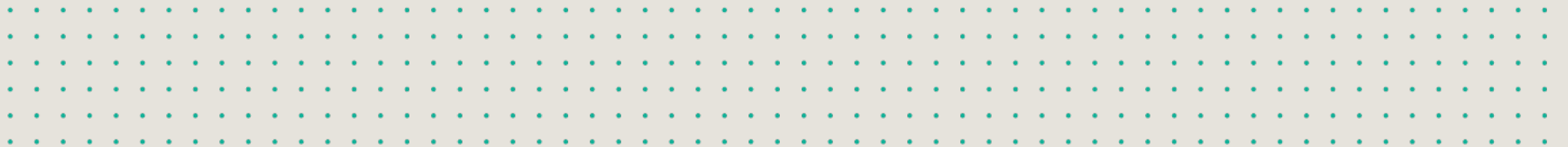


Fitness

Fremont fitness center
Tualatin and Livermore group exercise classes
Virtual group exercise
Virtual fitness expert

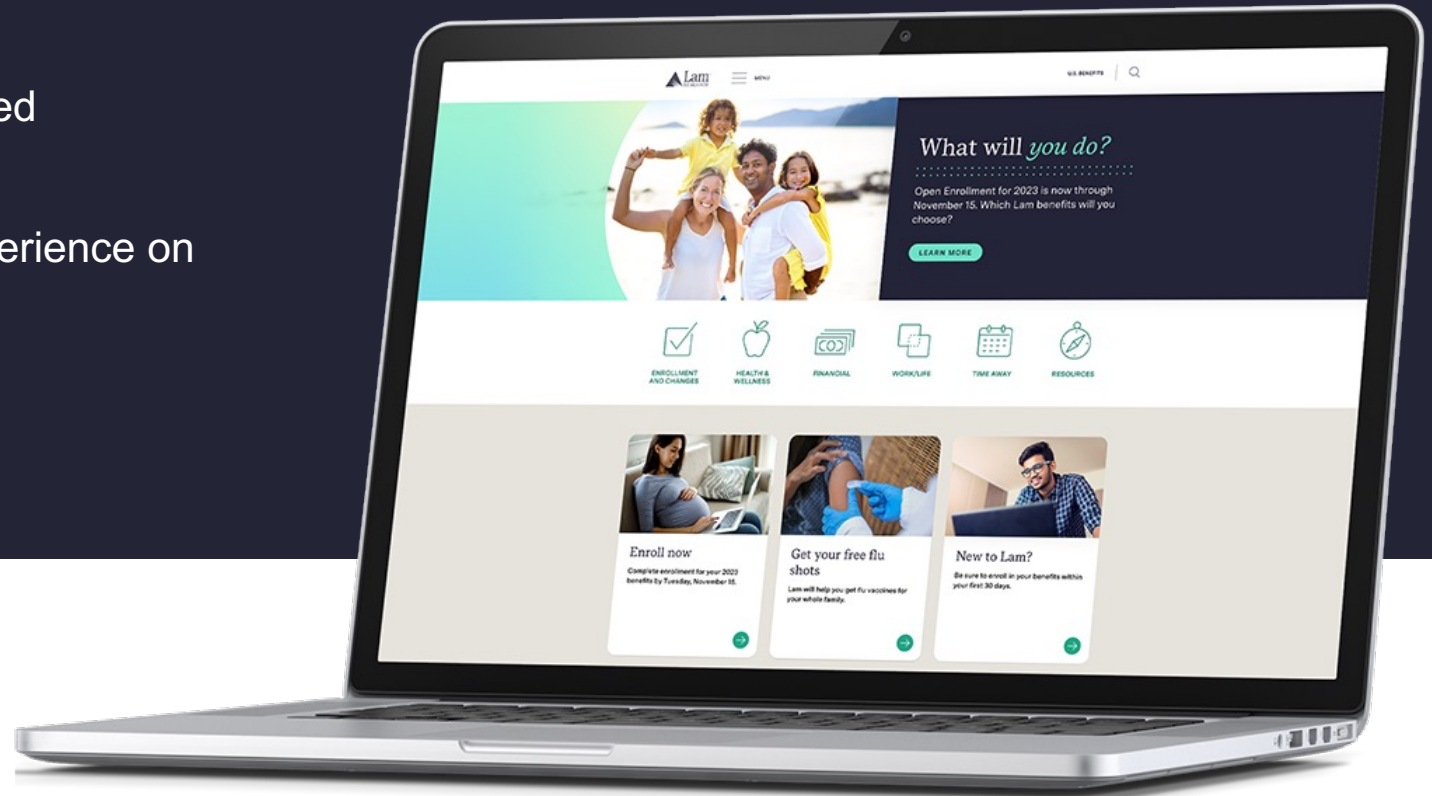


04 Resources

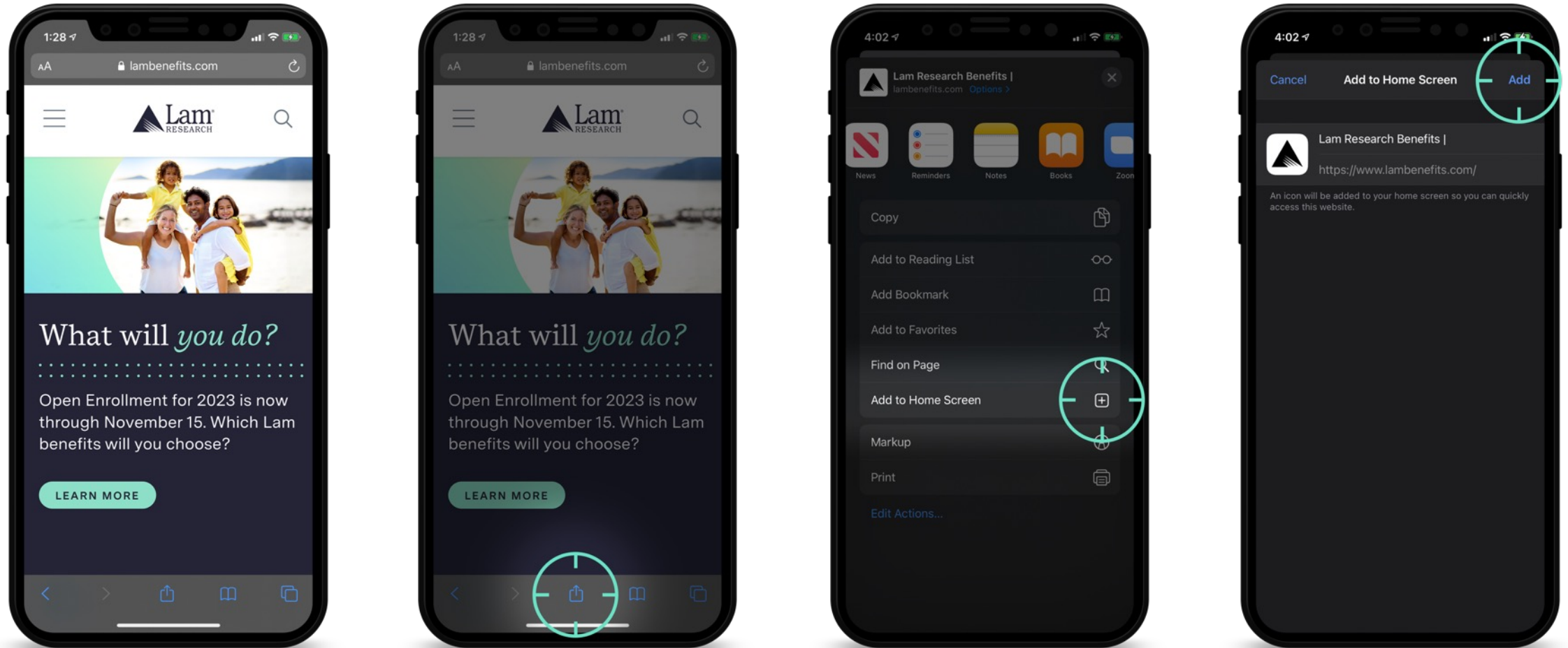


Find more at LamBenefits.com

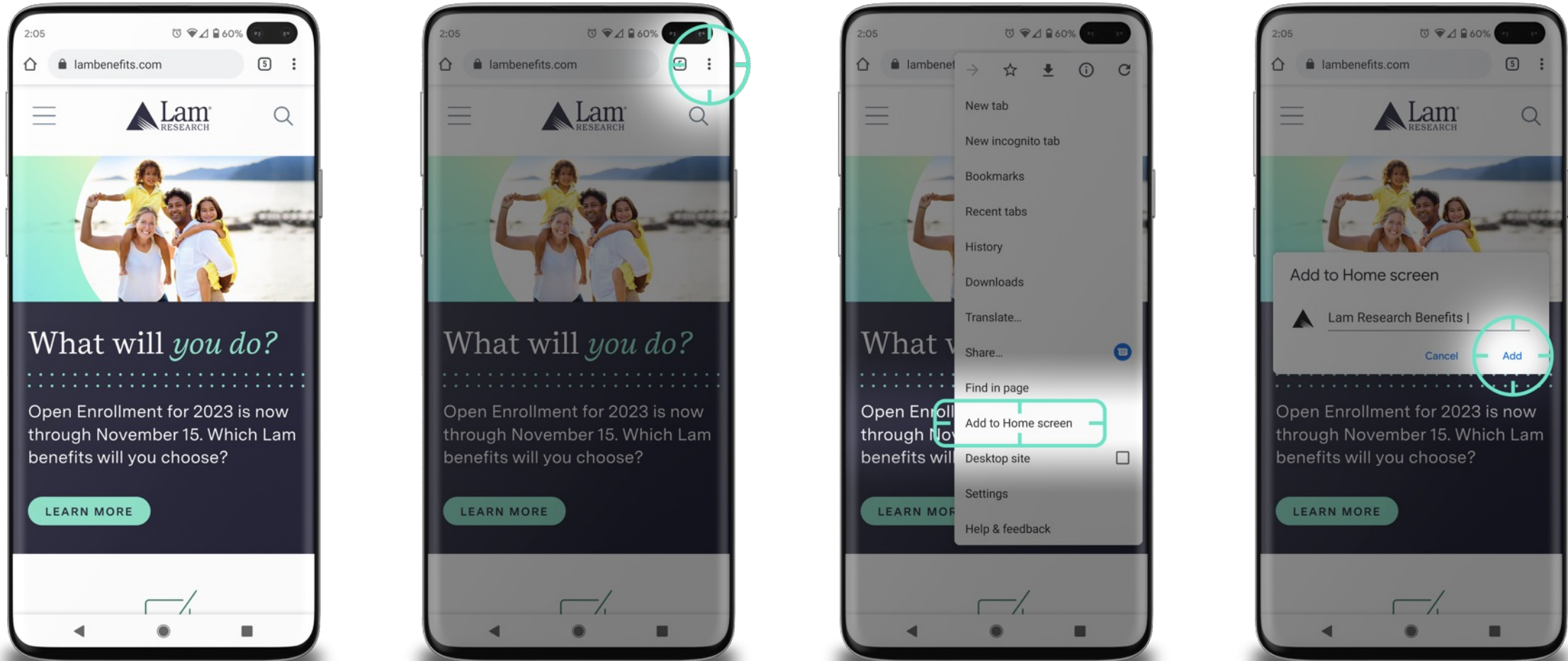
- ➔ Information on benefits and well-being resources
- ➔ Easy to navigate and find what you need
- ➔ Responsive design optimizes your experience on desktop, tablet, or phone
- ➔ No login required



Add LamBenefits.com to your iPhone



Add LamBenefits.com to your Android phone



Get help



Online

LamBenefits.com



Email

benefits@lamresearch.com

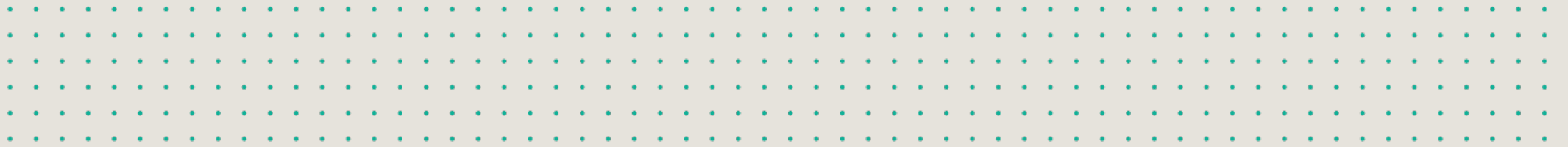


Call

877-291-9494



Appendix



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 to lock in the new, lower price for the next Purchase Period

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

Lam 401(k) plan

Pretax contributions

- Save on taxes now; taxes on contributions and earnings are due when you withdraw from your 401(k)
- Up to \$20,500 in 2023 combined with Roth (\$27,000 if age 50 or older)

Roth contributions

- Use after-tax money now, and pay no taxes on earnings later
- Up to \$20,500 in 2023 combined with pretax (\$27,000 if age 50 or older)

After-tax contributions

- Contribute after-tax money, even if you've reached the pretax or 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 pay that you contribute as pretax or Roth contributions

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

Medical plan example: Maria

Single and in excellent health

Gets an annual checkup and well-woman exam
and needs an occasional prescription

Chooses not to use money from her HSA to pay out-of-pocket costs



	Anthem CDHP with HSA	Anthem Base PPO	Kaiser CDHP with HSA	Kaiser HMO
In-network preventive care	\$0	\$0	\$0	\$0
Two prescriptions (one generic, one preferred brand, actual cost \$110)	\$110	\$40	\$110	\$30
Company contribution to HSA	-\$1,300	N/A	-\$1,300	N/A
Payroll deductions	\$1,046.50	\$1,404	\$890.50	\$2,184
Total annual expense	\$1,156.50	\$1,444	\$1,000.50	\$2,214
Remaining HSA balance	\$1,300	N/A	\$1,300	N/A

Medical plan example: Don

Married, with four children

Family consistently reaches the out-of-pocket maximum

Managing high blood pressure and cholesterol with medication and regular specialist visits

His wife has allergies, and she has a knee surgery planned



	Anthem CDHP with HSA	Anthem Base PPO	Kaiser CDHP with HSA	Kaiser HMO
Out-of-pocket maximum	\$6,000	\$6,000	\$6,000	\$3,000
Company contribution to HSA	-\$2,600	N/A	-\$2,600	N/A
Payroll deductions	\$3,588	\$4,816.50	\$2,990	\$6,701.50
Total annual expense	\$6,988	\$10,816.50	\$6,390	\$9,701.50
Remaining HSA balance	\$0	N/A	\$0	N/A

