

Now's the time *to take care of you*



Benefits Open Enrollment
November 1–14



Your open enrollment checklist

- Review your 2022 benefits options on **LamBenefits.com**.
- If you contribute to a Health Care or Dependent Care Flexible Spending Account (FSA) or Health Savings Account (HSA), elect your 2022 contributions. Your current elections will not roll over to 2022.
- Add or remove coverage for dependents, as needed.
- Enroll in programs that offer additional financial security, including the new hospital indemnity and accident insurance plans, critical illness insurance, the new LifeLock identity theft protection, and the legal plan, as desired.
- Review your 401(k), life insurance, and HSA beneficiary elections, and update if necessary.
- Between Monday, November 1, and Sunday, November 14, elect your benefits for 2022. Visit **LamBenefits.com** and select the **Enroll now** link.
- Download a copy of your enrollment confirmation for your records.

If you don't enroll

If you take no action during Open Enrollment:

- You won't be able to contribute to a Health Care or Dependent Care FSA in 2022.
- You'll have the same medical, dental, and vision coverage—with the same enrolled dependents—you had in 2021.
- Your HSA employee contribution amount will be reset to zero until you elect to change it. Lam will continue to make contributions.
- You will be enrolled automatically in short-term disability coverage (VDI for California employees and STD for all others).

Confirm eligibility

If you're a full-time or part-time regular status Lam or Silfex employee who works 20 or more hours per week, you're eligible for Lam benefits. Your spouse or domestic partner and children may also be eligible—before you enroll them, check the eligibility rules at **LamBenefits.com > Enrolling in Benefits > Benefits Eligibility**.

Now's the time *to enroll*

Make sure you and your family have what you need to get the best out of life in 2022. That's what Open Enrollment is all about—ensuring your benefits evolve with your needs.

Take a few minutes to see what's new for 2022—you have some great new benefit options—and to think about how your needs may have changed.

Be sure to enroll in your benefits by November 14. You won't have another chance to update your benefits until this time next year unless you experience a qualifying life event like getting married or having a baby.

Take notice

From detailed plan descriptions to legally required annual notices, you'll find all the fine print on [LamBenefits.com](https://www.lambenefits.com) > **Plan Documents and Forms**.



Now's the time *to get the coverage you need*

Lam has upgraded several existing plans and added some new programs that can enhance life for you and your family. Check out what's new and changing.

2022 benefit highlights

- **New: Health Advocate.** You and your family, *including your parents and parents-in-law*, will have a 24-hour health concierge to support you. Turn to Health Advocate for help understanding medical bills, resolving claims, scheduling appointments, coordinating care, navigating Medicare, finding lower-cost prescription drugs, and more. The service also provides special assistance to seniors and parents of children with special needs. Health Advocate is available at no cost to you, and you don't need to be enrolled in a Lam medical plan to use it.
- **New: LifeLock protection.** Get voluntary comprehensive ID theft protection. LifeLock provides proactive monitoring of the internet, public records, credit, financial activity, and more. If you're the victim of fraud, LifeLock helps with credit restoration and provides \$1 million in insurance.
- **More coverage for eyes, ears, and teeth.** Your costs for dental and vision coverage are staying the same as 2021, but with even more benefits, like enhanced coverage for some dental services and no-cost retinal screenings. You can even find discounts on hearing services and hearing aids through VSP's partner, TruHearing.
- **Enhanced legal support.** The voluntary ARAG legal plan now includes reproductive assistance benefits—and services for your parents and grandparents too. The plan no longer includes ID theft services (which are now available separately through LifeLock).
- **Elective fertility preservation.** Anthem members have expanded benefits through WINFertility, including elective cryopreservation.
- **More savings.** If you're enrolled in a Consumer Directed Health Plan (CDHP), you can contribute more to your Health Savings Account (HSA) in 2022: The IRS has increased the limit \$50 for individuals and \$100 for families.
- **Updated paycheck contributions.** Your contributions for Lam medical plans will increase for 2022. Visit **LamBenefits.com** for all your 2022 per-pay-period contributions. Medical plan coverage will not change.

Voluntary supplemental medical benefits

Your medical insurance pays for care to keep you healthy or to treat an injury or illness. But, when you're sick or injured, you may also need help with your everyday expenses.

These voluntary supplemental medical benefits from MetLife pay money directly to you, and you decide how to spend it. Use it for medical expenses, like copays and deductibles—or for household expenses and bills. You pay for these plans with after-tax payroll deductions, so the benefits you receive are not taxed when a claim is paid.

You can only enroll in these plans during Open Enrollment. You can purchase coverage for yourself, your spouse or domestic partner, and your children, without answering health questions.

New: Accident insurance

If you're injured in an accident, you'll receive a lump-sum payment you can use for anything you want. The plan covers more than 150 different events.

New: Hospital indemnity insurance

When you're admitted to a hospital, you'll receive a lump-sum payment plus a per-day payment for each day of your stay. The plan covers hospitalization due to accidents, sicknesses, and childbirth.

Critical illness insurance

When you're diagnosed with a covered condition, critical illness insurance provides a lump-sum payment of \$15,000, \$30,000—or now up to \$50,000—depending on the coverage level you select.

This is not medical insurance

These plans can provide money to help with miscellaneous expenses, but you still need medical insurance to pay for the majority of your health care.



Reasons to consider supplemental benefits

There are many things to think about, but this coverage might be a good choice for you if:

- You or your spouse/domestic partner expect to deliver a baby in a hospital in 2022
- 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

∴∴ Now's the time ∴∴ *to take care of you* ∴∴ *(and your family)*

Lam's holistic approach to your well-being begins with robust medical, dental, and vision plans that help keep you well and provide care when you're not. Other benefits help you build resilience, cope with stress and anxiety, plan for your financial future, and roll with life's ups and downs.

There's no time like the present to take advantage of your Lam benefits.

Start with preventive care

If you've let those annual checkups slide during the past year or two, now's the time to schedule an appointment. Routine physicals—and the age-appropriate tests, vaccines, and screenings that accompany them—are crucial to your health. They're key to catching early warning signs of potential issues when conditions are typically easier to treat.

While you're at it, schedule your dental and vision exams, too—for all the same reasons.

Reach out for support

When your body's hurting, you look to your doctor for relief; when you're suffering emotionally, turn to the Employee Assistance Program (EAP) to support your mental health. Experienced counselors can help you handle whatever issue you're dealing with, and they're there for you (and your family members) at no cost, 24/7. The EAP is also a great resource (and time saver) for finding services you may need, like child care options near you, support for an aging parent, local dog walkers, and more.



Get care from anywhere

Access 24/7 care via your phone or laptop for physical and mental health. LiveHealth Online is available to Anthem members and employees without Lam medical coverage.

Kaiser members can schedule online appointments by calling the number on the back of your Kaiser ID card.

If you're an Anthem member, your free membership in One Medical provides same- or next-day appointments in San Francisco Bay Area and Portland locations. And no matter where you are, you can connect with a provider 24/7 through the app.

Tap Live Well

Live Well partners with Virgin Pulse, a web-based platform that helps you tackle the physical, emotional, and financial goals you set for yourself. Using technology (and your answers to a few questions), Virgin Pulse creates a personalized plan to help you navigate challenges, build healthy habits, and achieve your goals. Plus, you can earn a quarterly wellness incentive worth 600 points in the Above and Beyond employee recognition platform.

Get \$500 to live your healthy life

Your Lam Lifestyle Account will fund up to \$500 to support your family's healthy lifestyle. You can be reimbursed for a variety of life-enhancing expenses related to fitness, financial planning, adult education, student loan payment, and college admission prep.

Use the backup care you need

No need to scramble or cancel meetings when your regular caregiver can't make it. You have backup child or adult care through Care.com—up to 20 days of it. And you'll pay only \$6 an hour for in-home care or \$25 per child per day for in-center care.

Provide a financial safety net

You work hard to make a comfortable life for your family. Supplemental life and AD&D insurance can help soften the financial blow if you're not there to provide for them. Now's the time to enroll or increase coverage for yourself, your spouse or domestic partner, and your children.

Make it legal

If you enroll in the ARAG group legal plan, you have access to a network of attorneys to help with common legal matters, from minor traffic offenses to bankruptcy, drafting a will, buying or selling a home, managing rental property, or settling a divorce.

Prefer to DIY? You can find a variety of online legal documents, including basic will templates, through Lam's life insurance provider, The Standard.



Keep your beneficiaries current

For the plans that require you to designate beneficiaries, review your elections and make any changes on the administrator's website:

- 401(k): Visit netbenefits.com
- Your HSA: Visit connectyourcare.com/lamresearch/
- Life and AD&D insurance: Visit benefits.plansource.com

This guide is an overview of certain health care and benefit plan provisions under the Lam Research U.S. Benefits program. It is not intended to be a complete description of these benefits. Lam Research may terminate, withdraw, or modify any benefits described here, in whole or in part, at any time.