



2023 U.S. employee benefits overview—interns



As a member of our world-class team, your well-being is important to us. That's why we're pleased to offer you access to health care and the other employee benefits described here.

Coverage for you, your spouse or domestic partner, and your eligible children begins on your date of hire.



For details on the benefits described here, please visit LamBenefits.com.

Medical plans

Depending on where you live, you have up to four plans to choose from. All the plans cover preventive care at no cost to you, offer coverage for prescription drugs, and provide financial protection in the event of a major illness or injury.

- The **Anthem Consumer Directed Health Plan with Health Savings Account (HSA)** is a high-deductible health plan that offers both in-network and out-of-network coverage. This plan is paired with a tax-advantaged HSA to help you save for current and future health care expenses. Prescription drug coverage is administered through CVS Caremark.
- The **Kaiser Permanente Consumer Directed Health Plan with Health Savings Account (HSA)** is a high-deductible health plan that uses its own network of doctors and facilities. You can choose this plan only if you live in California, Oregon, or parts of Washington. It is paired with a tax-advantaged HSA to help you save for current and future health care expenses. Prescription drug coverage is administered through Kaiser.
- The **Anthem Base PPO** offers the flexibility to choose in-network or out-of-network providers, but you pay less if you stay in network. Prescription drug coverage is administered through CVS Caremark.
- The **Kaiser HMO** plan uses its own network of doctors and facilities; there is no out-of-network coverage with this plan. You can choose this plan only if you live in California, Oregon, or parts of Washington. Prescription drug coverage is administered through Kaiser.

Health Savings Account (HSA)

An HSA is a tax-advantaged savings account that helps you save for and pay for health care expenses. It is yours to keep—even if you change jobs or retire. The HSA is paired with the Consumer Directed Health Plans (CDHPs) offered through Anthem and Kaiser. To help you cover the deductible and other eligible expenses, Lam contributes to your HSA each pay period—up to \$1,300 per year if you have individual coverage or up to \$2,600 per year if you cover dependents. You can contribute pretax money through payroll deductions—up to another \$2,550 for individual coverage or \$5,150 for family coverage in 2023.

Dental plans

Choose from three dental plan options—one that covers basic preventive care and two others that provide more comprehensive coverage, including orthodontia. All the plans allow you to choose any provider—though you'll pay less when you use a dentist in the Delta Dental network.

Vision plans

You have two vision options from VSP to choose from: the base plan or an enhanced plan, which offers a second pair of glasses or contacts. Plus, you can get discounts on hearing services and hearing aids through TruHearing.

Virtual physical therapy

When you're enrolled in a Lam medical plan, you and your family will pay nothing for virtual physical therapy. You'll have access to 1:1 video sessions with a licensed physical therapist, sensor technology that provides real-time exercise feedback, and programs that help reduce pain and discomfort, prevent larger problems, or help you recover from an injury.

Live Well program

In keeping with our commitment to support a culture of well-being, the Live Well program aims to educate and encourage healthy living through programs and events that help you get moving, be mindful, learn, and eat well. Interns are eligible for the following:

- The **fitness center** on the Fremont campus makes it easy to get to the gym.
 - Stop by the **blood pressure kiosk** in your location to get a quick read on your status.
 - When possible, events at major Lam locations include on-site biometric screenings, flu shots, and friendly fitness competitions.
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Employee Assistance Program (EAP)

The EAP is there to support you and your eligible dependents through life's rough patches. Get information and resources to help with financial and credit concerns, legal questions, child care, elder care, and many other life challenges. You can also connect with a professional online, by telephone, or in person for no-cost, 1:1 advice, with up to seven sessions per incident per family member per year.

Holidays

You receive 12 paid holidays a year. And in support of our inclusion and diversity core value, you can take another paid day off every year as a **personal observance day** to celebrate something or someone meaningful to you. The annual holiday schedule is announced at the beginning of each calendar year. The last two weeks of the year are designated as the winter holiday break.

Sick leave

You are provided 24 hours (40 hours in Arizona, Massachusetts, and Oregon) of sick pay each year for care and treatment for yourself and your family members. You can also use this time for illness prevention or to receive care and treatment if you are the victim of domestic violence, sexual assault, or stalking.

This benefits overview is a summary of certain plan provisions under the Lam Research U.S. Benefits program. It is not intended to be a complete description of these benefits. Lam may terminate, withdraw, or modify any benefits described here, in whole or in part, at any time. The description of these benefits is not a guarantee of future employment or benefits. If there is any conflict between this overview and the official plan documents, the official plan documents will govern.