



# Status of benefits upon termination

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Below is a summary of your benefits coverage following termination of employment with Lam Research. If you have questions regarding this document or other related benefits issues, contact the Benefits Help Desk at [benefits@lamresearch.com](mailto:benefits@lamresearch.com) or call 877-291-9494.

## **Medical, dental, vision, and EAP**

Your current medical, prescription, dental, vision, and Employee Assistance Program (EAP) coverage will end at the end of the month in which you terminate employment.

Under the Consolidated Omnibus Budget Reconciliation Act (COBRA), you and/or your covered dependents can continue coverage for up to 18 months from your termination date. You can continue your current medical, prescription, dental, vision, EAP, and virtual physical therapy coverage and your Health Care Flexible Spending Account. You can continue the same plans that you were enrolled in as an employee. You can select different coverage tiers (individual or family coverage) for medical, dental, and vision based on your individual needs.

PlanSource (Lam's COBRA administrator) will mail to your home address on file a COBRA packet that includes the COBRA notice, enrollment instructions, and COBRA rates. **To continue your benefits, you must enroll in COBRA within the time frame specified in your COBRA packet.** If you have any questions regarding COBRA coverage, contact the Benefits Help Desk at [benefits@lamresearch.com](mailto:benefits@lamresearch.com) or call 877-291-9494.

## **Health Savings Account (HSA)**

If you have an HSA because you are or were enrolled in a Consumer Directed Health Plan, the HSA belongs to you. You can continue to use the banking services of Optum Financial, but you will incur a monthly service charge. For more information, contact Optum Financial at 866-808-5214 or visit [Optum Financial](#). Once terminated, you will no longer receive the company HSA contribution.

## **Flexible Spending Accounts (FSAs)**

If you are participating in an FSA, you will continue your contributions on a pretax basis through your termination date.

**Health Care FSA only:** You have 90 days following your termination date to request reimbursement for eligible expenses incurred through your termination date. If you have an available balance in your account and enroll in COBRA, you can continue your Health Care FSA benefits through the end of the calendar year. You can't claim FSA expenses incurred after your last day at Lam unless you enroll in COBRA.

**Dependent Care FSA only:** If you have an available balance in your account and do not have expenses to submit for reimbursement, you can continue to incur eligible expenses after your termination date through the end of the calendar year. After that, you'll forfeit whatever remains in the account. You can submit claims through March 31 for expenses incurred through the previous December 31.

## **Health Advocate**

Your access to Health Advocate will end at the end of the month in which you terminate employment. You can continue to work with Health Advocate to resolve any case that was opened before your termination date.

## **Virtual physical therapy**

Your virtual physical therapy benefits through Sword Health will end at the end of the month in which you terminate employment, unless you elect COBRA medical coverage.

## **Voluntary supplemental medical benefits**

If you're enrolled in accident, critical illness, or hospital indemnity insurance, you will receive information from [MetLife](#) about how to continue coverage.

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

Your life and AD&D insurance (and any dependent coverage), STD or VDI, and LTD insurance coverage ends on the day your employment terminates. You will receive information from New York Life ([NYL](#)) at your home address about how to convert or keep your life insurance after your employment with Lam ends.

## **Short-term disability (STD or California VDI) and long-term disability (LTD) insurance**

If you are receiving disability benefits at the time of your termination of employment with Lam, you may be eligible to continue to receive payments in accordance with the terms of the plan. For more information, contact New York Life at 855-710-1903.

If you are receiving LTD benefits from The Standard for a leave that started before 2026, contact The Standard at 888-937-4783 for more information.

## **401(k) plan**

You may be able to remain in the Lam Research 401(k) Plan and make changes to your investments; however, you will no longer be able to contribute to the plan after your termination date. Upon termination, Fidelity Investments will send you a package that will outline your options.

If your account balance is \$1,000 or less, a distribution is required. If your account balance is more than \$1,000, you can elect one of the following options:

- Leave your money in the plan with Fidelity to distribute later
- Request a direct rollover to an IRA
- Request a direct rollover to another employer's plan
- Have your account balance paid to you, subject to 20% income tax withholding and possible penalties. The distribution is taxed in the year you receive it, unless you roll over the funds within 60 days to an IRA or another qualified retirement plan.

Due to possible adverse tax consequences, consult with your tax advisor regarding your options. If you currently have a loan outstanding from your 401(k) account, you can contact Fidelity to continue loan repayments directly through Fidelity or pay off your loan within 90 days after your termination date. Failure to do so may require your unpaid loan balance to be treated as a taxable distribution, and additional penalties may apply. The remaining balance in your account will be processed according to the distribution option you choose. For more information, contact Fidelity at 800-835-5095 or visit [401k.com](#).

## **Employee Stock Purchase Plan (ESPP)**

If you participate in the ESPP, any contributions you made that have not been used to purchase shares will be refunded to you on your final paycheck. More information is in the [departing employee memo](#) from Employee Shareholder Services. For questions, contact Payroll at 855-327-8920, or email [Helpdesk.Payroll@lamresearch.com](mailto:Helpdesk.Payroll@lamresearch.com).

## **RSUs and stock options**

Unvested RSUs and stock options will be canceled at termination. Generally, vested stock options are exercisable within 90 days from your termination date. You can continue to use your Fidelity account after you are no longer employed by Lam. More information is in the [departing employee memo](#) from Employee Shareholder Services.

## **Elective deferred compensation plan (EDCP)**

If you are a plan participant, a determination of distribution status will be made at the time of your employment termination. For more information, contact Empower at 800-824-0040 or through the Contact Us link on the [participant website](#).

## **Lifestyle Account**

You have up to 15 days from your termination date to submit a claim to [Optum Financial](#) to be reimbursed for eligible expense incurred before your termination date.

## **Personify Health**

Your company-paid Personify Health membership ends for you and any enrolled family and friends on your termination date.

## **Above and Beyond recognition program**

To redeem any remaining recognition points after your termination date, contact Workhuman customer service at 844-732-5501.

## **Commuter benefits**

If you have a pending commuter order, it will be completed if your termination date is after the 10th of the month. If you have a commuter account credit, contact [Optum Financial](#) for information about using your remaining balance.

## **Identity theft protection**

LifeLock identity theft protection coverage ends on your termination date. To convert your coverage to an individual plan, contact NortonLifeLock at 866-456-9316.

## **Group legal plan**

Coverage in the ARAG group legal plan ends on your termination date.

## **Auto, home, and pet insurance**

If you're enrolled in auto, home, or pet insurance, you will receive information from [MetLife](#) about how to continue coverage.

## **Care.com**

Your company-paid Care.com membership ends on your termination date.

## **Education assistance**

You will not be eligible to receive reimbursement for classes you are currently attending unless one of these circumstances applies:

- The class was previously approved by your manager, and the reason for your employment termination is a reduction in work force.
- The class was previously approved by your manager, and the reason you enrolled in the class was at the direction of the company to retain employment at that time.

Submit a request for reimbursement no later than 90 days after completion of the classes through [Edcor](#). For more information, contact [Edcor](#) at 855-258-3468.

If your employment terminates for reasons within your control within three months of course completion, all education assistance received for that course must be repaid. In the case of a degree program, if your employment terminates for reasons within your control within 12 months of degree completion, you must repay all education assistance received during the 12-month period prior to the degree completion.

## **Student loan assistance**

You will receive instructions from Lam to repay all payments made under the student loan assistance program in the 12 months prior to your voluntary termination.

No repayment will be required if you are terminated due to a reduction in force or other business condition or reason outside of your control.

## **Adoption reimbursement**

You have 15 days after your termination date to submit reimbursement requests for eligible adoption expenses. You can't claim expenses incurred after your last day at Lam.

## **Unemployment benefits**

- California residents: Visit [edd.ca.gov](#).
- Oregon residents: Visit [oregon.gov/EMPLOY](#).
- In all other states, visit your local employment development department for information related to unemployment insurance benefits.

## **Health Insurance Premium Payment (HIPP) program**

The Health Insurance Premium Payment (HIPP) program is a Medicaid program that allows a recipient to receive free private health insurance entirely paid by their state's Medicaid program. HIPP information will be included in your COBRA packet.

You can learn more on these websites or the HIPP site for your state:

- [California](#)
- [Oregon](#)

## **Bridging of service**

If you return to Lam Research in a regular full-time position within two years of your termination date, your service will be bridged for purposes of paid time off (PTO) and service recognition. This does not apply to any other benefits or rewards programs at Lam or any subsidiary.

## **Lam Research contact information**

### **HR Services**

4650 Cushing Pkwy, Fremont CA 94538 USA

Phone: 510-572-4477, option 0

Email: [HRSupport@lamresearch.com](mailto:HRSupport@lamresearch.com)

### **Payroll Help Desk**

Phone: 503-885-6076 or 855-327-8920

Fax: 503-885-6926

Email: [Helpdesk.Payroll@lamresearch.com](mailto:Helpdesk.Payroll@lamresearch.com)

### **Benefits Help Desk**

Phone: 877-291-9494

Email: [Benefits@lamresearch.com](mailto:Benefits@lamresearch.com)