

Here for you *when life happens*

U.S. 2024 Benefits Open Enrollment
November 1-15, 2023

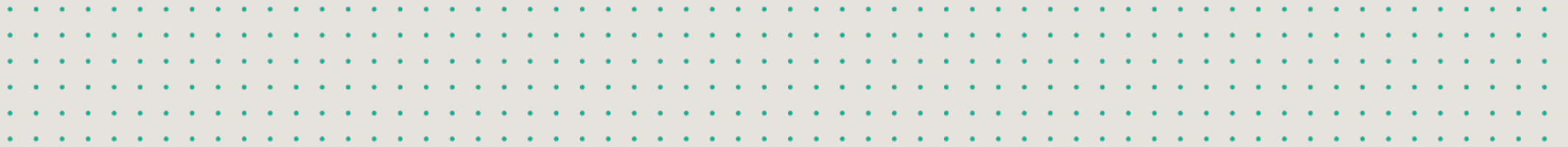
Benefits Team



Agenda

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

01 Open Enrollment



Benefits websites

LamBenefits.com

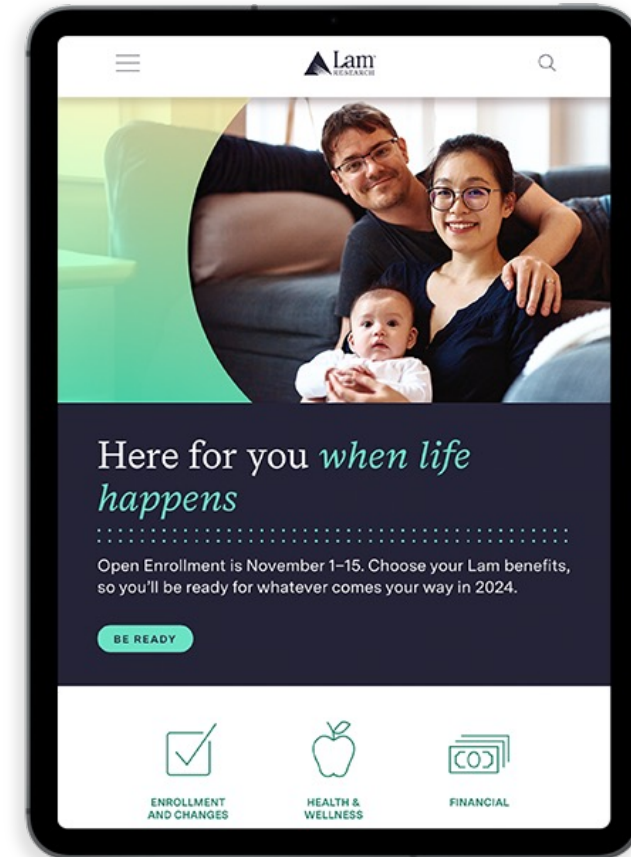
- U.S. benefits information (no password required)
- Access to all sources (links and login instructions)

PlanSource

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

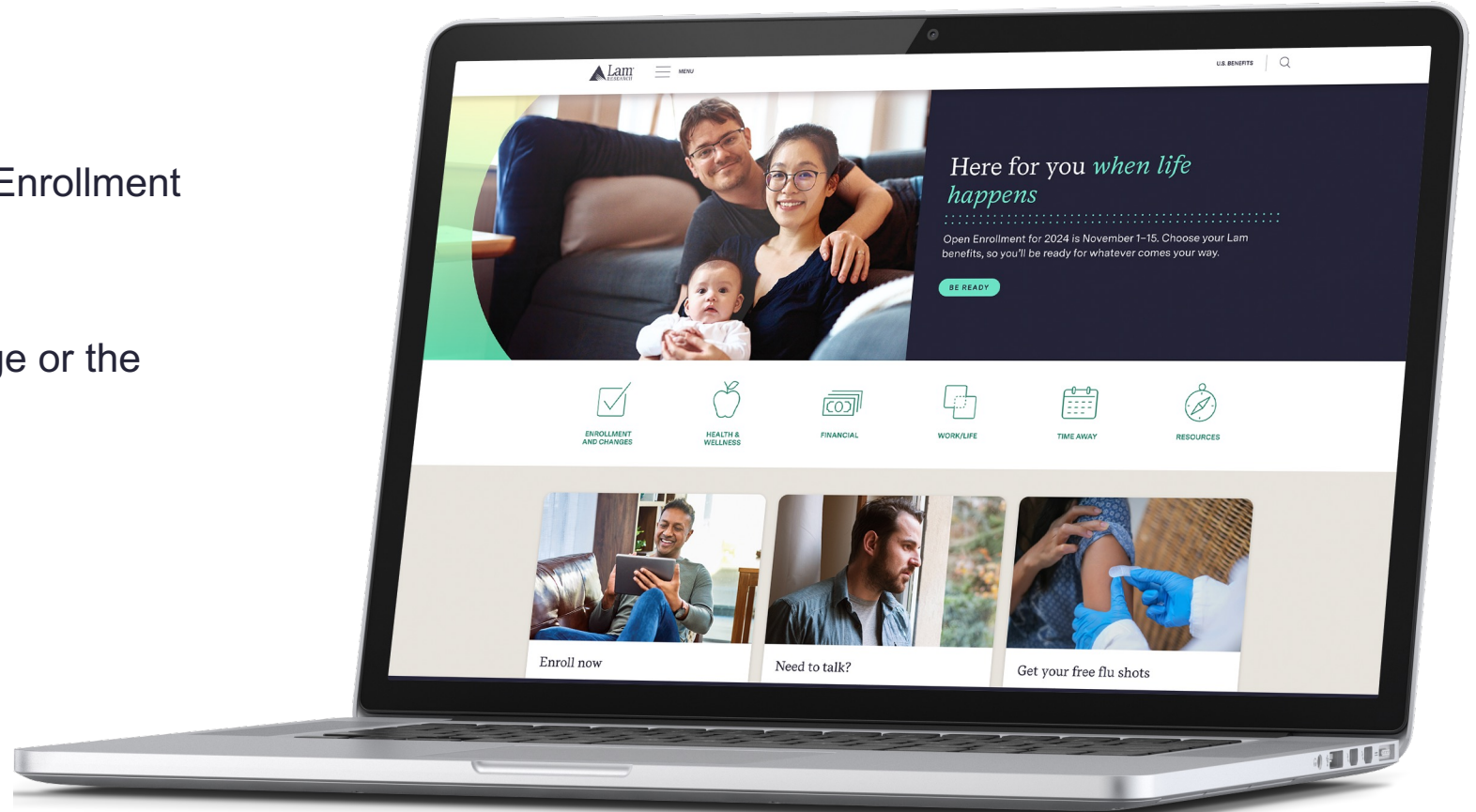
Optum Financial

- 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 the 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 act during Open Enrollment

→ You will be re-enrolled in the medical, dental, and vision plans that are most similar to your 2023 plans

Exception: If you're in the **Delta Dental Preventive Plan**, you need to choose a new plan

→ If you waived medical in 2023, you'll have no medical coverage in 2024

→ You will not have a Health Care or Dependent Care Flexible Spending Account (FSA)

→ Your Health Savings Account (HSA) contribution election amount from 2023 will roll over to 2024

→ You will be enrolled automatically in short-term disability, even if you previously declined it

2024 U.S. benefit trends

Healthcare costs in the U.S. are projected to increase almost 10% next year. This is the largest increase in recent history and is primarily driven by underlying health care market trends, including significant premium increases to Kaiser plans.

- Lam's increase is slightly above national trends, mainly due to increased large claims experience
- Kaiser increase is due to inflation, supply chain issues, labor shortages, and increased utilization
- Key areas for continued focus include pharmacy costs, behavioral health, and chronic conditions
- Most U.S. companies are seeing the same trends, including many in the tech sector

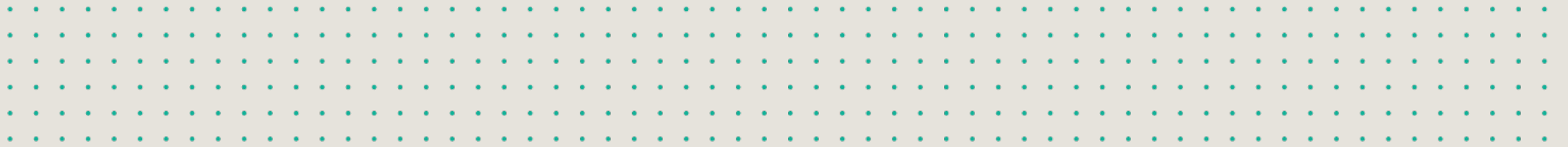
Plan history:

- Lam has not made any plan design changes (other than enhancements) in over 5 years
- Our contribution sharing strategy has remained the same for over 10 years: Lam pays 85% on average
- Lam's overall benefit strategy is at or above market (e.g., HSA funding)

What this means for 2024:

- Paycheck contributions for the medical plans will increase slightly based on each plan and tier
- Medical plan design changes will include some increases to copays, deductibles, and coinsurance
- No changes to the Anthem or Kaiser covered services or network
- No increases to dental or vision plan contributions
- Continue generous level of employer HSA funding for employees enrolled in the Anthem or Kaiser CDHP

02 Health care benefits



Anthem and CVS Caremark medical plan coverage

In-network benefits	Anthem CDHP	Anthem Base PPO
Preventive medical and Rx	Plan pays 100%	Plan pays 100% on medical Copay applies on Rx
Deductible	Individual: \$2,000 Individual in family: \$3,200 Family: \$4,000	Individual: \$1,300 Family: \$2,600
Coinsurance after deductible	20%	20%
Primary care / specialist	20% coinsurance after deductible	\$25 / \$40
Emergency room	20% coinsurance after deductible	\$150 (waived if admitted)
Retail Rx: CVS (30-day supply) Generic Preferred brand name Nonpreferred brand name	After deductible: 20% for each tier (no deductible for preventive)	Deductible doesn't apply \$10 \$30 \$60
Out-of-pocket (OOP) maximum (includes deductible)	Individual: \$4,000 Individual in family: \$4,000 Family: \$8,000	Individual: \$3,500 Family: \$7,000
Lam's Health Savings Account contribution (prorated for new hires)	Individual: \$1,300 Family: \$2,600	None

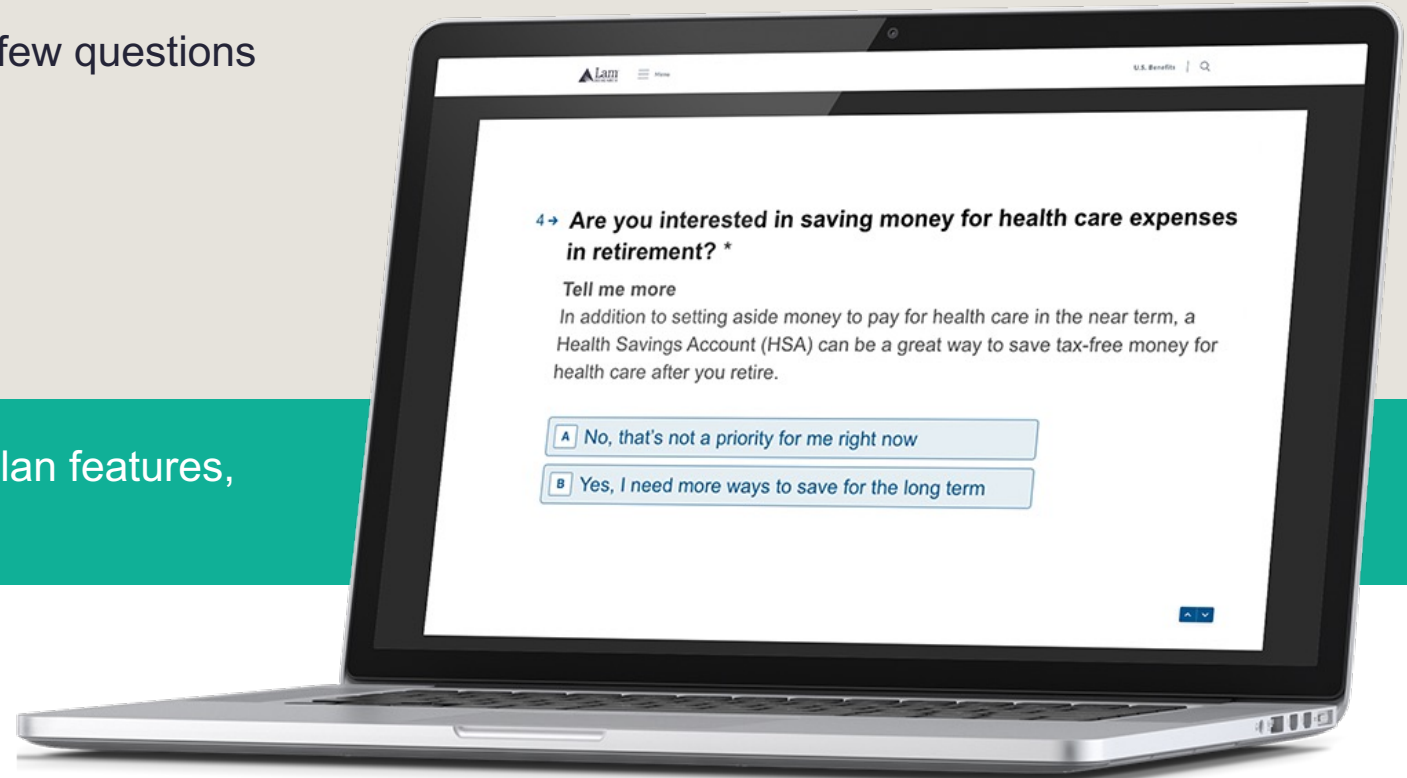
Kaiser medical plan coverage

In-network benefits	Kaiser CDHP California, Oregon, Washington	Kaiser Deductible HMO California, Oregon, Washington
Preventive medical and Rx	Plan pays 100%	Plan pays 100% on medical; copay applies on Rx
Deductible	Individual: \$2,000 Individual in family: \$3,200 Family: \$4,000	Individual: \$250 Family: \$500
Coinsurance after deductible	20%	20%
Copays: primary care / specialist	20% after deductible	\$20 / \$30
Emergency room	20% after deductible	CA: \$200 after deductible OR & WA: \$200 with no deductible
Kaiser Rx Generic Preferred brand name Nonpreferred brand name	After deductible: \$10 \$30 CA: \$10 or \$30, OR & WA: \$60	\$10 \$30 CA: \$10 or \$30, OR & WA: \$60
Out-of-pocket (OOP) maximum (includes deductible)	Individual: \$4,000 Individual in family: \$4,000 Family: \$8,000	Individual: \$2,500 Family: \$5,000
Lam's Health Savings Account contribution (prorated for new hires)	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



Virtual physical therapy

Virtual physical therapy through Sword 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

Sword's affiliate, Bloom, offers virtual pelvic health support.

- For you or a covered family member dealing with pelvic discomfort, urinary leakage, pain with intimacy or bowel issues
- Provides customized pelvic therapy for all stages of life, including pregnancy, postpartum, and menopause.
- No cost to you and your eligible family members.



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

Health Savings Account (HSA) features

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

Account balance carries over from year to year

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

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

Funds can be:

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
- 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 2024 HSA maximum
Individual	\$1,300	\$2,850	\$4,150
Family	\$2,600	\$5,700	\$8,300

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

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



Dental plans



Delta Dental

Base Plan (formerly Enhanced Plan)

- Preventive care (including 2 cleanings)
- Basic and major procedures
- Children's orthodontia

Premium Plan

- Preventive care (including 2 cleanings)
- Basic and major procedures
- Orthodontia for children and adults

SmileWay benefits

Both plans include extra cleanings if you have a chronic medical condition

If you are in the Preventive Plan in 2023, you must choose the Base Plan or Premium Plan, or you will have *no dental coverage* in 2024

Vision plans



VSP

Base Plan

- Annual exam
- Retinal screening
- Frames every 2 years
- Lenses or contacts every year
- Includes computer glasses

Enhanced Plan

- Annual exam
- Retinal screening
- Frames every year
- Second pair of lenses or contacts every year
- Includes computer glasses

No increase in the cost or plan features for 2024

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

Flexible Spending Accounts (FSA)

Plan	Contribution maximum	Enrollment eligibility	Eligible expenses	Carryover provisions
Health Care FSA	\$3,050	Anthem Base PPO, Kaiser Deductible HMO, waived medical	Medical, Rx, dental, vision	\$610 per calendar year
Limited Purpose Health Care FSA	\$3,050	Anthem and Kaiser CDHP	Dental and vision only <i>Cannot be used for medical or Rx</i>	
Dependent Day 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 day 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 2024
- 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 \$610 will automatically roll over from 2024 to 2025
- You have until the next March 31 to submit claims for expenses incurred through December 31
- 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
- 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

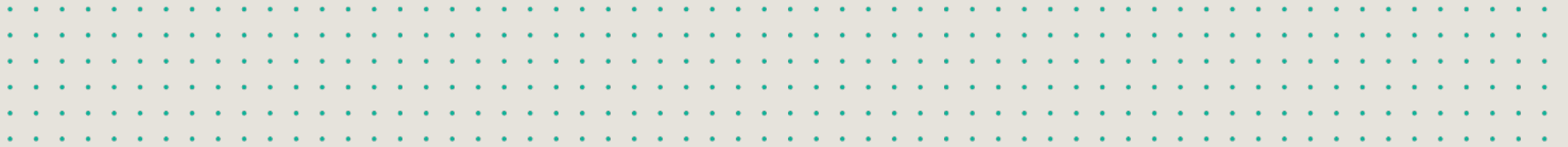
One or more of these plans might be right for you if:

You or your spouse or domestic partner expect to deliver a baby in a hospital in 2024

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

03 Other benefits



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

Basic coverage

Company-paid

2 times annual salary

Supplemental coverage

Employee-paid

Employee: 1–6 times 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

- Leave and disability laws are becoming more complicated and costly in the U.S. as more states adopt their own regulations
- Lam continues to offer benefits that are more generous than the state requirements

Short-term disability

Employee-paid; automatically enrolled

In California, it's referred to as VDI; 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; you can opt out (except in CO and OR)

- 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

You will pay 0.5% of your base pay for STD/VDI, up to a maximum of \$795 (up from \$600 in 2023)

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 \$22,500 per year
(\$30,000 if age 50 or older)

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

After-tax up to \$30,000 (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
AbleTo app for stress, anxiety, and depression



Emergency backup child and elder care

Subsidized emergency backup care
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



Fitness

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

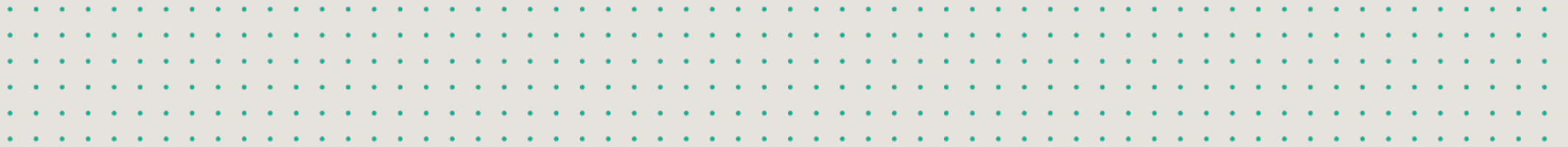


On-demand well-being activities

Live and on-demand fitness classes
Meditations
Health talks
Team-building programs

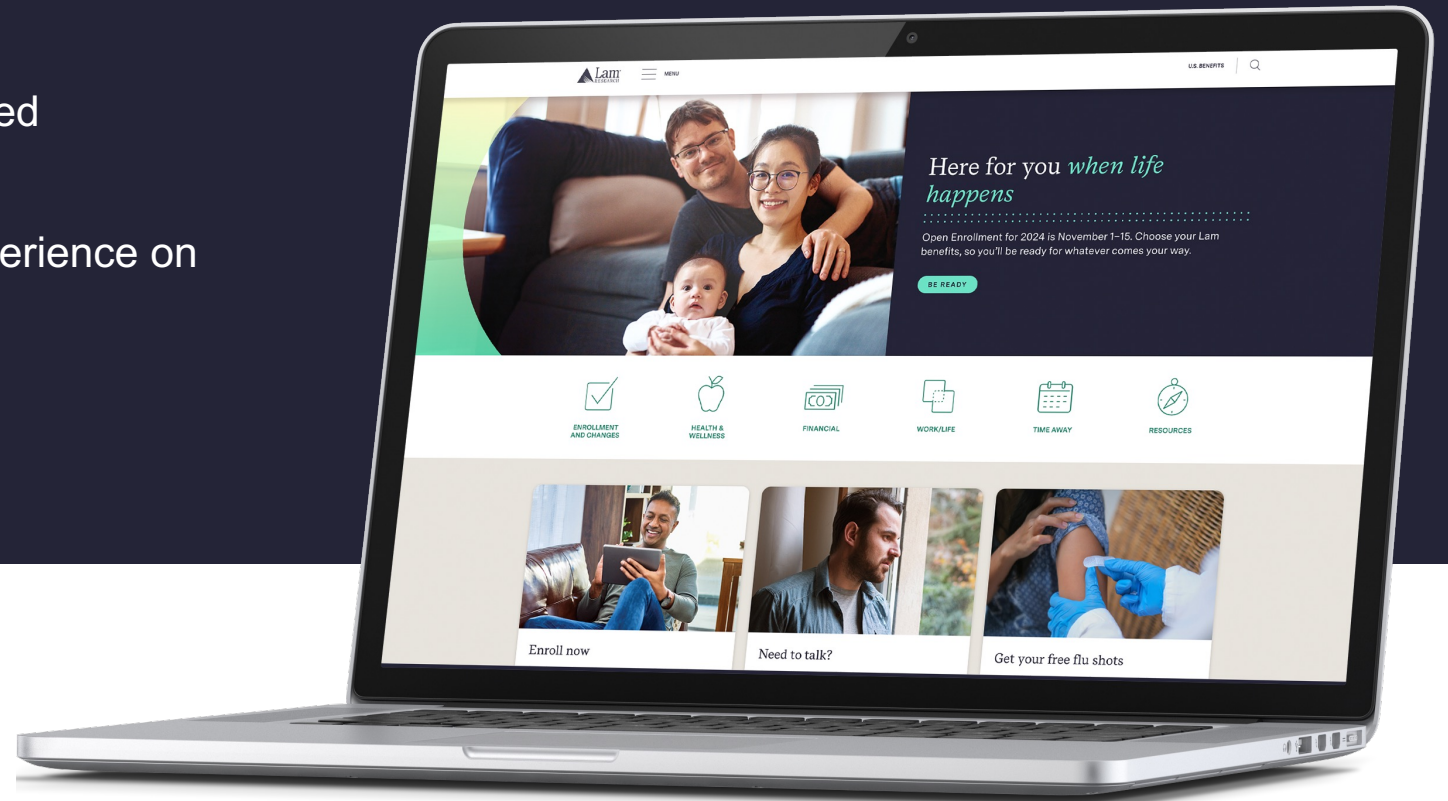


04 Resources



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



Get help



Online

LamBenefits.com



Email

benefits@lamresearch.com



Call

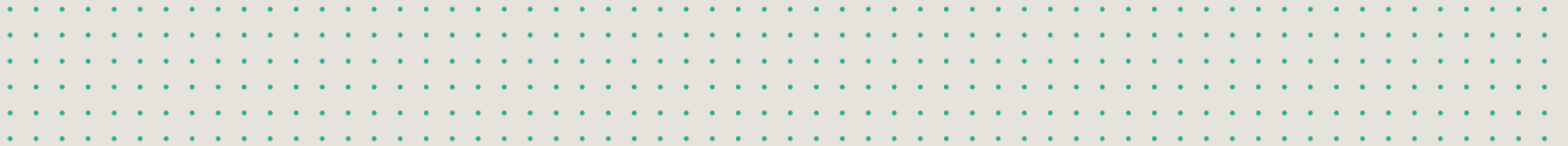
877-291-9494



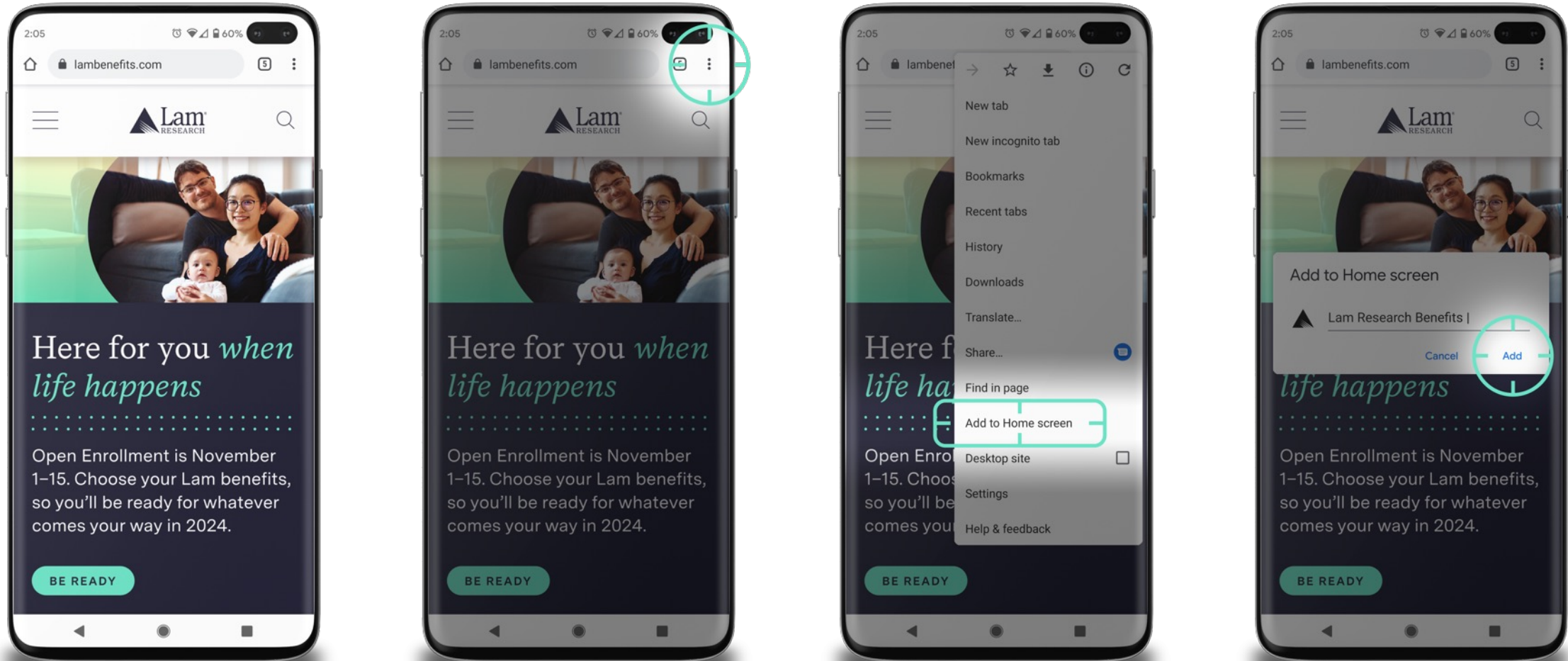
Q&A



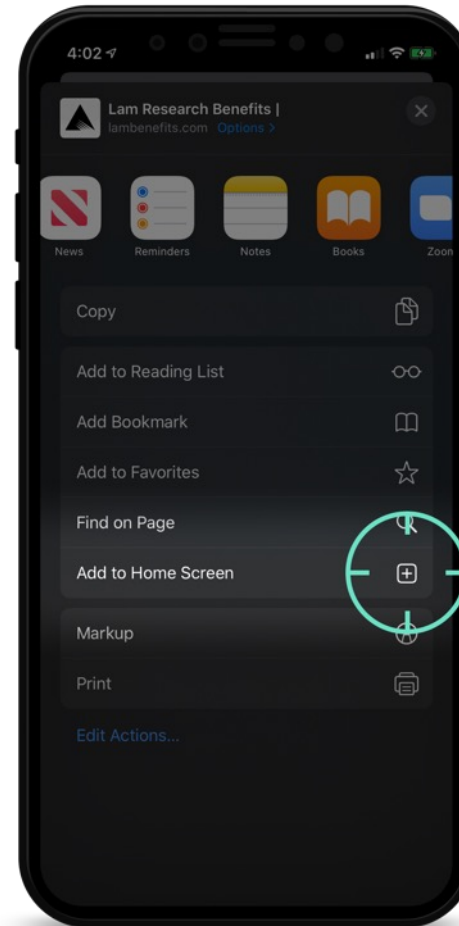
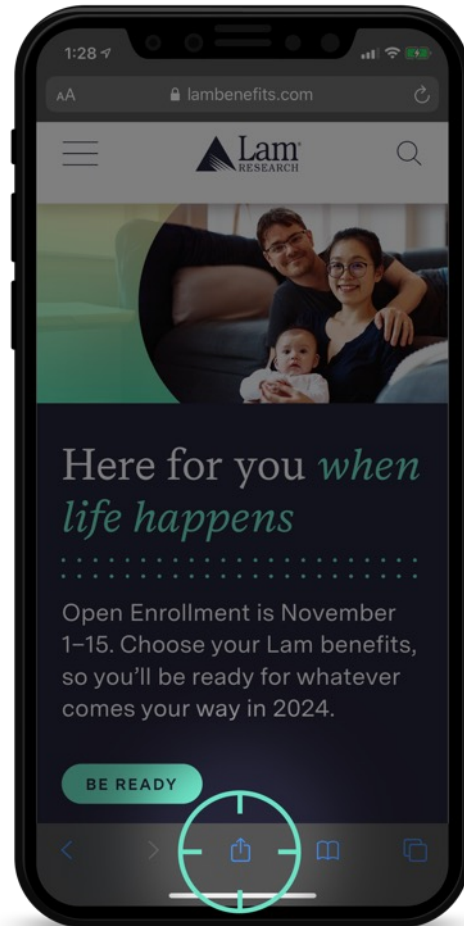
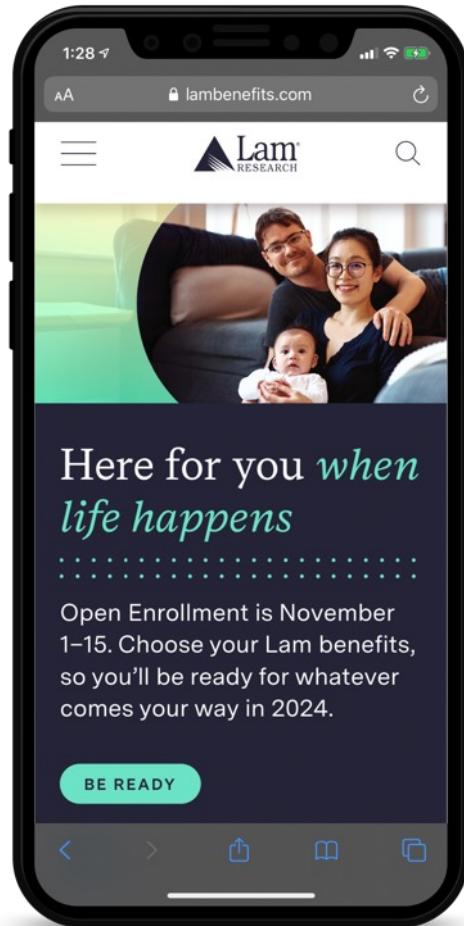
Appendix



Add LamBenefits.com to your Android phone



Add LamBenefits.com to your iPhone



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 \$22,500 in 2023 combined with Roth (\$30,000 if age 50 or older)

Roth contributions

- Use after-tax money now, and pay no taxes on earnings later
- Up to \$22,500 in 2023 combined with pretax (\$30,000 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 \$30,000 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

