Lam benefits eligibility

Benefit	32 hours or more	20 to 31 hours	19 hours or less
Medical, dental, vision	Eligible	Eligible	Not eligible
Life and AD&D insurance	Eligible; coverage based on earnings	Eligible; coverage based on earnings	Not eligible
Short-term disability (STD or VDI)	Eligible; coverage based on earnings	Eligible; coverage based on earnings	Not eligible
Long-term disability (LTD)	Eligible; coverage based on earnings	Eligible; coverage based on earnings	Not eligible
Student loan assistance	Eligible	Eligible	Not eligible
Education assistance	Eligible	Eligible	Not eligible
Lifestyle account	Eligible	Eligible	Not eligible
Paid time off (PTO)	Eligible; accrue at full-time rate	Eligible; accrue at 2/3 full-time rate	Not eligible
Holiday pay	Eligible; paid at full-time rate	Eligible; paid at 2/3 full-time rate	Not eligible
Annual incentive plan (AIP)	Eligible; payout based on earnings	Eligible; payout based on earnings	Eligible; payout based on earnings
401(k) plan	Eligible; contributions based on earnings	Eligible; contributions based on earnings	Eligible; contributions based on earnings
Employee stock purchase plan (ESPP)	Eligible; contributions based on earnings	Eligible; contributions based on earnings	Not eligible
Stock award vesting	Shares vest over 3 years	Shares vest over 3 years	Shares vest over 3 years

Contingent workers—which includes contractors, leased workers, temporary workers, and seasonal workers—are not eligible for Lam employee benefits.

Notes for directors and above

- You are not eligible for student loan assistance.
- You do not accrue PTO.
- If you participate in the elective deferred compensation plan (EDCP) and then move to part-time work, you will remain in the EDCP and cannot change your election for the calendar year.