

**LAM RESEARCH**

Open Enrollment  
OCTOBER 28–NOVEMBER 10

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**TIME  
TO ACT**



- ▶ Enroll in your 2020 benefits
- ▶ Initiate transfer of your Health Savings Account (HSA)

# Your Lam Benefits

At Lam, you're empowered with a wide selection of benefits that support you today and help you build the future you envision for yourself and your family. These are some of the benefits available:

- Medical coverage (including preventive care at no cost to you)
- Dental coverage
- Vision coverage
- Health Savings Account (HSA)
- Health Care Flexible Spending Account (FSA)
- 401(k) savings plan with a 50% company match on the first 6% of your pretax and/or Roth contributions
- Employee Stock Purchase Plan (ESPP) to buy Lam stock at a 15% discount
- Paid time off (PTO) and 12 paid holidays (may differ for Silfex employees)
- Lifestyle Account
- Dependent Care Flexible Spending Account (FSA) with a 15% match from Lam
- Care.com to help you find care for children, parents, pets, and more
- Educational assistance
- Voluntary life, accidental death and dismemberment (AD&D), and critical illness insurance
- Disability coverage
- Employee Assistance Program (EAP)
- DNA screening through 23andMe
- Group legal plan
- Commuter benefits
- Auto, home, and pet insurance
- Live Well well-being program

## Get Ready to Plug Into Well-Being

We have a new partner for well-being: Virgin Pulse. With a focus on understanding your individual needs, Virgin Pulse uses technology to help you build better habits for activity, nutrition, sleep, stress reduction, financial health, and more. Watch for information in early 2020.



# Open Enrollment

**Open Enrollment is October 28–November 10. This is your once-a-year opportunity to make changes to your benefits so they continue to be a good fit for you and your family.**

Your medical, dental, and vision plan options will not change for 2020. But this year, to enable some benefit enhancements, improve efficiency, and provide a better experience for you, Lam will be replacing the administrator for some benefits. Beginning January 1, 2020, ConnectYourCare (CYC) will replace WageWorks as the administrator for your:

- Health Savings Account (HSA)
- Flexible Spending Accounts (FSAs)
- Fitness reimbursement program
- Commuter benefits

The transition to CYC means you will need to complete a few extra steps, especially if you have an HSA.

# 2020 Benefits Highlights

We've updated our benefits to help support you and your family, with higher limits for dental care and acupuncture, extra support for fertility and special needs children, and more.

- Lam offers **comprehensive medical plans** that 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. Depending on where you live, you may have up to four plans to choose from.
- If you enroll in the Anthem or Kaiser Consumer Directed Health Plan (CDHP) with a Health Savings Account (HSA), you will have a **new HSA with ConnectYourCare (CYC)**. See pages 6–7 for more information about the transition to CYC.
- Changes in the IRS limits mean you can **contribute even more to your HSA** in 2020.
  - ▶ Up to \$2,250 if you have individual coverage (\$50 more than in 2019)
  - ▶ Up to \$4,500 if you're enrolled in family coverage (\$100 more than in 2019)
  - ▶ Up to an additional \$1,000 if you're age 55 or older in 2020
  - ▶ Plus, Lam will contribute \$1,300 to your HSA if you have individual coverage and \$2,600 if you have family coverage
- Through a new feature with CYC called **HSA On Demand**, you will have access to Lam's full-year HSA contribution beginning January 1. Previously, you only had access to the Lam contributions when the funds were deposited each pay period throughout the year.
- Anthem plan participants will have access to a new **fertility support** program through Anthem partner WINFertility. Get tailored fertility assistance and coaching from a nurse care manager who will help you understand treatment options, assist with choosing providers, and provide an individualized care plan—along with emotional support.
- The **autism spectrum disorders (ASD)** program gives Anthem plan members access to dedicated case managers to build a custom care plan for your child, help you find available services, and link your child's treatment providers together for better collaboration.
- The **acupuncture** benefit for Anthem plan members has increased from \$1,000 per year to 24 visits per year.
- **UV protection** for eyeglass lenses is now included in the VSP Base Plan and VSP Enhanced Plan.
- **Your contributions** for medical, dental, and vision coverage will increase slightly in 2020. Visit **LamBenefits.com** for plan details and all 2020 per-pay-period contributions.



- The annual benefit maximum for participants in the **Delta Dental Premium Plan** will increase from \$2,000 to \$2,500. The lifetime limit for orthodontia in the Premium Plan also will increase from \$2,000 to \$2,500 per child or adult.
- Lam is replacing the \$300 annual fitness reimbursement program with a **new \$500 Lifestyle Account** through CYC. Instead of reimbursing only expenses related to physical fitness, the Lifestyle Account will reimburse a variety of expenses that contribute to your life. See page 8 for details.
- You can now order a **23andMe DNA test kit** for yourself *and* one for your spouse or another dependent.
- You can purchase up to \$500,000 in **supplemental life insurance** for your spouse and up to \$30,000 for your children.
- The limit for **after-tax 401(k) contributions** will increase to \$30,000.
- The reimbursement for **adoption expenses** will increase to \$7,000 per child.
- Open Enrollment is the only time you can enroll in or drop **critical illness insurance** and the ARAG **group legal plan**.

## HOW TO ENROLL

You can enroll or make changes in your benefits elections any time from October 28 through November 10. Visit [LamBenefits.com](https://LamBenefits.com) and select Enroll Now to go to the PlanSource enrollment site.

## IF YOU DON'T ENROLL

**If you take no action during Open Enrollment:**

- You will not be able to contribute to a Health Care or Dependent Care Flexible Spending Account (FSA).
- You'll have the same medical, dental, and vision coverage—with the same eligible dependents—you had in 2019.
- Your current HSA balance will remain at HSA Bank and will not be transferred to ConnectYourCare (CYC). You will pay a \$4.45 monthly service fee.
- Your HSA employee contribution amount will be reset to zero until you elect to change it. Lam will make contributions to your new CYC HSA account.
- You will be enrolled automatically in the applicable short-term disability plan (VDI for California employees, and STD for all others).

## Is Your Medical Plan Still the Right Fit?

The plan selection support tool on [LamBenefits.com](https://LamBenefits.com) can help you determine if you're enrolled in the right medical plan. Just answer a few questions, and the tool can help confirm whether your current plan is aligned with your needs. It can help you choose the best plan from your options—and it only takes a couple of minutes.



# Hello, CYC

Here's an overview of what's happening with the transition from WageWorks to ConnectYourCare. Visit **LamBenefits.com** for details.

## HEALTH SAVINGS ACCOUNT (HSA)

If you will be enrolled in a CDHP medical plan with an HSA for 2020, you will have a new HSA through CYC. You have the option to transfer your current HSA balance to CYC or to keep it at HSA Bank with access through WageWorks.

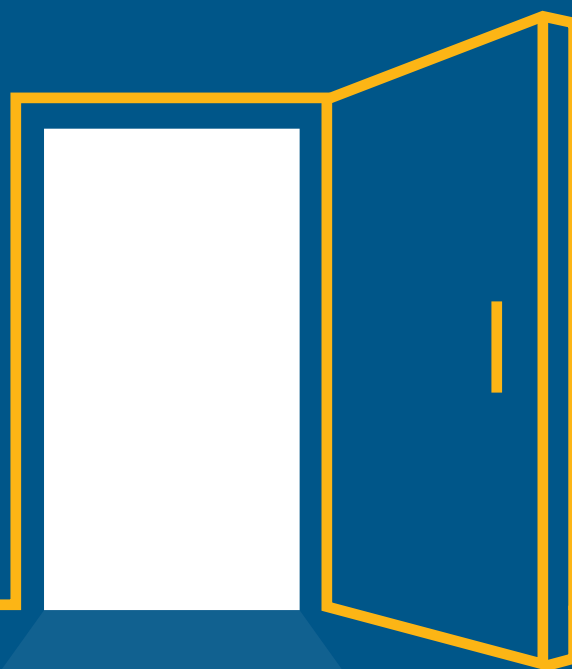
### 3 Reasons to Transfer Your HSA Balance to CYC Now

1. **Avoid the \$4.45 monthly fee at HSA Bank.**
2. **Have just one HSA instead of two.**
3. **No account closing fee (which you will pay if you transfer your HSA balance in the future).**



## What You Need to Know

- Your new CYC HSA will be available beginning January 1. Your 2020 contributions and Lam's contributions will go to your CYC HSA.
- Through a CYC feature called HSA On Demand, you will have access to Lam's full-year HSA contribution (\$1,300 individual or \$2,600 family) beginning January 1. Previously, you only had access to the Lam contributions when the funds were deposited each pay period throughout the year.
- You may keep your current HSA balance at HSA Bank or transfer it to CYC.
  - ▶ If you keep your account balance at HSA Bank, you may continue to use your WageWorks HSA card or submit reimbursement requests through WageWorks for that account. You will pay a \$4.45 monthly service fee to maintain the account.
  - ▶ If you initiate a transfer of your account balance to CYC, there will be a period of 2–3 weeks in January when those previous HSA funds are not available during the transition. Visit LamBenefits.com for the latest information on the projected blackout period.



## What You Need to Do

### 1. If You Decide to Transfer Your Current HSA Balance to CYC

- You must act during Open Enrollment to initiate the transfer of your account from HSA Bank to CYC.
  - ▶ From the PlanSource Open Enrollment site, select the option for HSA transfer consent, and choose “I agree.”
- If you have HSA funds in an investment account, you will need to liquidate the investments—that is, return them to your cash HSA Bank account—by December 18 to enable the account transfer to CYC. Note: In California and New Jersey, you will owe state taxes on any investment earnings when you liquidate the account.
  - ▶ If you do not liquidate your investments by December 18, HSA Bank will liquidate the investments and close your investment account on your behalf.
- Stop using your WageWorks HSA card December 31. You’ll receive a new HSA payment card from CYC in December to begin using January 1.
- Beginning January 1, submit any 2019 or 2020 requests for reimbursement to CYC, not WageWorks.

### 2. If You Decide to Keep Your Current HSA Balance at HSA Bank

- During Open Enrollment, opt out of the account transfer from HSA Bank to CYC.
  - ▶ From the PlanSource Open Enrollment site, select the option for HSA transfer consent, and choose “I do not agree.”
- Continue using your WageWorks HSA card for eligible expenses, or submit claims through WageWorks.
- Continue to access your account through WageWorks. A \$4.45 service fee will be deducted from your account monthly.

This guide is an overview of certain health care and benefits 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.

CYC replaces WageWorks  
January 1 for these benefits,  
too. Be ready for the changes.

## COMMUTER BENEFITS



### What You Need to Know

- If you use the commuter benefit, your automatic monthly orders with WageWorks will end with the December 2019 benefit.
- Lam will continue to contribute 50%—now up to \$120 per month—toward your public transit and parking costs.



### What You Need to Do

- Just as you did with WageWorks, you'll need to place your commuter order with CYC by the 10th of each month for the following month.
- To receive commuter benefits in January 2020, you need to register and place your commuter order with CYC by December 10. The CYC portal will be available in mid-November.
- You can set up a recurring monthly order with CYC.

## LIFESTYLE ACCOUNT

(PREVIOUSLY FITNESS REIMBURSEMENT)



### What You Need to Know

Beginning in January, Lam is enhancing this benefit. Instead of reimbursing only expenses related to physical fitness, the new program for 2020 will reimburse a variety of expenses that contribute to your life.

In addition, Lam is increasing the total annual reimbursement from \$300 to \$500.

The new CYC Lifestyle Account may be used for these expenses in 2020:

- Fitness
- Financial planning
- Adult education
- Student loan payment
- College admissions coach or counselor



### What You Need to Do

- Until December 31, continue to submit fitness reimbursement claims to WageWorks.
- Beginning January 1, submit any unreimbursed 2019 fitness reimbursement claims to CYC—not WageWorks—by January 31, 2020.
- Use your new CYC Lifestyle Account for up to \$500 in eligible expenses in 2020.



# HEALTH CARE or DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT (FSA)



## What You Need to Know

- Effective January 1, 2020, ConnectYourCare will take over all administration for Lam's Health Care and Dependent Care FSAs, including any unreimbursed claims from 2019.
- Lam will continue to match 15% of your contributions to a Dependent Care FSA.



## What You Need to Do

- If you want to have an FSA in 2020, you must enroll through PlanSource during Open Enrollment (October 28–November 10).
- Until December 31, continue to use your WageWorks Health Care FSA payment card, or submit claims to WageWorks.
- Stop using your WageWorks Health Care payment card December 31.
- Beginning January 1, submit any unreimbursed 2019 FSA claims to CYC—not WageWorks—by March 31, 2020. There may be a processing delay in January while your remaining balance information is transferred to CYC.
- You'll receive a new Health Care FSA payment card from CYC in December. Use it (or submit reimbursement claims to CYC) for any FSA-eligible expenses in 2020.







# Open Enrollment Questions?

- ▶ Get the answers you need by attending a benefits presentation. Visit [LamBenefits.com](https://LamBenefits.com) for dates, times, and locations.
- ▶ Need a quick refresher on accessing the PlanSource enrollment site? Visit the How to Enroll page on [LamBenefits.com](https://LamBenefits.com).
- ▶ For additional help, email the Benefits Help Desk at [benefits@lamresearch.com](mailto:benefits@lamresearch.com) or call 877-291-9494.



# Your Open Enrollment Checklist

- ☐ Review your 2020 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 2020 contributions. Your current elections will not roll over to the new year.
- ☐ Add or remove covered dependents, as needed.
- ☐ Update beneficiary elections, if necessary.
- ☐ Enroll in or make changes to critical illness insurance or the group legal plan, if desired.
- ☐ Between Monday, October 28 and Sunday, November 10, visit **LamBenefits.com**, and select the Enroll Now link to go to PlanSource and elect your benefits for 2020.
- ☐ Finalize enrollment, and print a copy of your enrollment confirmation for your records.

## Additional Steps for a Smooth Transition to CYC

Check out the information on pages 6–9 and on [LamBenefits.com](https://lambenefits.com), and be sure to complete these steps if they apply to you.

- ☐ If you currently have an HSA at HSA Bank with access through WageWorks, give your consent to transfer your account balance to CYC or opt to keep it at HSA Bank. Follow the link from the PlanSource enrollment site.
- ☐ If you have HSA funds in an investment account, liquidate the investments—that is, return them to your cash HSA Bank account—by December 18 to enable the account transfer to CYC. Note that you will owe state tax if you live in California or New Jersey.
- ☐ To receive commuter benefits in January 2020, register and place your commuter order with CYC by December 10. The CYC portal will be available in early November.
- ☐ Submit 2019 reimbursement claims for your Health Care FSA, Dependent Care FSA, and fitness reimbursement to WageWorks by December 31. Beginning January 1, submit all claims—including for 2019 expenses—to CYC.