

Micron has developed a Benefits Handbook to provide you detailed information on the health, welfare, and retirement plans available to you as a US-based Micron team member.

The **2024 Benefits Handbook - Your Health Plans and Benefit Programs** provides general information on all of the health plan and benefit programs including medical, dental, vision, clinic, health care flexible spending account plan, early cancer detection plan, dependent care flexible spending account plan, short term disability plan, long term disability insurance, voluntary accident injury insurance, voluntary critical illness insurance, business travel accident, life and accidental death and dismemberment insurance, employee assistance program, and retirement plan. It also provides general information on benefits at Micron, including a contact list, summary of premiums and important notices required by federal law.

The Benefits Handbook, together with the certificate(s)/evidence(s) of coverage, insurance, and benefit summaries provided to you by Kaiser Permanente, Cigna International, Chubb Group of Insurance Companies, The Hartford Life and Accident Insurance Company, Reliance Standard Life Insurance Company, and other applicable insurers constitute the Summary Plan Description required by the Employee Retirement Income Security Act ("ERISA").

While Micron expects to continue these plans indefinitely, the company reserves the right in its sole discretion to amend, terminate, or partially terminate any plan or portion thereof with respect to its employees and their dependents at any time. Nothing contained in these plans shall be deemed to constitute a contract of employment or guarantee of employment. All employment assignments are at-will. Except as specifically provided otherwise in the official plan documents, if there is any conflict between the official plan documents and this handbook, the official plan documents control.

## **Your Health Plans and Benefit Programs**

**Contact Information**

**Premiums**

**About Your Rights**

**Enrollment and Eligibility Medical and Dental Plan**

**Value PPO Medical Plan**

**PPO Medical Plan**

**Idaho PPO Medical Plan**

**Value High Deductible Medical Plan**

**Consumer Directed High Deductible Medical Plan**

**Additional Medical Plans**

**Willamette Dental Blue Plan**

**Dental Plan**

**Dental Plus Plan**

**Delta Dental Plan**

**Vision Plan**

**Vision Choice Plan**

**Day Care Flexible Spending Account Plan**

**Limited Purpose Flexible Spending Account Plan**

**Health Care Flexible Spending Account Plan**

**Retirement at Micron (RAM) 401(k) Plan**

**Retirement at Micron (RAM) 401(k) Plan Loan Policy**

**Health Care Continuation Coverage Notice (COBRA)**

**HIPAA Privacy Notice**

**CHIP Notice**

**Administrative Facts**

**Statement of ERISA Rights**

**Life and AD&D Insurance**

**Short-Term Disability**

**Long Term Disability Certification**

**Long Term Disability Policy**

**Accident Injury Plan Certification**

**Accident Injury Plan Policy**

**Critical Illness Plan Certification**

**Critical Illness Plan Policy**

**Business Travel Accident Insurance Policies**

**Employee Assistance Program**

**Clinic Plan**

**Early Cancer Detection Plan**