

Diversity  
Equality  
Inclusion

# 2024 LGBTQ+ Benefits Guide



“Micron’s benefits for LGBTQ+ team members and dependents who are LGBTQ+, are a strong statement of support for the overall wellbeing of our people. These benefits — such as the Included Health concierge medical service — provide access to care that could otherwise be difficult to find. And they help align affirming providers with the needs of individuals, wherever we may work. I would encourage all team members who find these resources helpful to reach out, learn more, and if comfortable, share their experiences to let others know about the unique benefits Micron has to offer!”

*– Micron's PRIDE+Allies employee resource group global leader*



# Welcome to Micron's U.S. LGBTQ+ Benefits Guide

Diversity, equality, and inclusion (DEI) are embedded in how Micron does business — from how we inclusively source talent and suppliers to our pay equity and inclusive-benefits philosophy. We genuinely believe DEI drives competitiveness, accelerates innovation and propels our corporate mission.

Over the last few years, we have continued to introduce and enhance our inclusive benefits and resources — from gender-affirming care to a concierge service that specifically assists LGBTQ+ community members in locating providers sensitive to their needs. The benefits guide, created exclusively for Micron's U.S. LGBTQ+ team members, provides a comprehensive overview of benefits and resources that makes them easier to access and understand for you and your family members. It is intended to serve as a companion to Micron's [U.S. Benefits Guide](#).

We partner with our [PRIDE+Allies](#) employee resource group (ERG) and work closely with organizations like the [Human Rights Campaign](#) (HRC) that help us assess our progress and opportunities in supporting our LGBTQ+ team members' health care needs. Our benefits are a key part of our comprehensive total rewards, which demonstrate our appreciation of all team members' contributions. It is imperative our benefits serve the needs of every community, so they are equally valuable for all employees. Our hope is that this guide makes it easier to understand our investment in you and how to access all that is available, so you can get the most from your company-provided benefits year-round.

Be well,

**April Arnzen**

Executive Vice President and Chief People Officer

**Athar Siddiqee**

Vice President of Global Rewards

**Fran Dillard**

Vice President and Chief Diversity Inclusion Officer



## Acknowledgement

This guide focuses on health, wellbeing, and family-building benefits that may be of interest to Micron's LGBTQ+ team members and families. It was created in consultation with Micron's PRIDE+Allies ERG and is a companion guide to the [U.S. Benefits Guide, SBCs and Benefits Handbook](#).

Our mission is to promote an environment that fosters and promotes productivity and creativity of all its team members with the goal to increase awareness of cultural differences within our own community and the Micron community at large. It is the policy of Micron Technology, Inc not to discriminate against any employee or applicant for employment because of their race, color, religion, sex, sexual orientation, gender identity, national origin, or because they are an individual with a disability or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active-duty wartime or campaign badge veteran, referred collectively as "protected veterans."

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## Coming Out in the Workplace Guide

Coming out in order to live openly isn't something you do once or even for one year. It's a decision we make every day of our lives. Every coming-out experience is unique and must be navigated in the way most comfortable for the individual.

Whether it's for the first time ever or the first time today, coming out can be an arduous journey. It's also a brave decision to live authentically.

In partnership with the PRIDE+Allies ERG, Micron created the [Coming Out in the Workplace Guide](#) for U.S. team members who may be coming out or considering this brave act and for leaders of such team members who want to understand how to support them.



# Health care benefits

We're committed to providing inclusive medical benefits that ensure you have access to the care you and your family need to thrive.

## Dependent eligibility

You, your spouse/domestic partner and dependent children enrolled in your Micron medical plan have access to the benefits described in this guide.

## HIV prevention and treatment

All of Micron's U.S.-based medical plans cover 100% of the cost of HIV screening. They also cover prevention and treatment, including:

- **Pre-exposure prophylaxis (PrEP)** — Medication prescribed to people who don't have HIV but are at high risk.
- **Post-exposure prophylaxis (PEP)** — Medication prescribed to prevent HIV after possible exposure.
- **Antiretroviral therapy (ART)** — Medications that reduce the risk of transmitting HIV.

## Transgender-inclusive health benefits

Micron's Blue Cross and Kaiser HMO medical plans provide physical and mental health benefits to team members and dependents who are transgender. Except where prohibited by law, gender-affirmation care includes:

- Medical visits
- Hormone-replacement therapy
- Lab testing to monitor hormone therapy levels
- Procedures and surgeries such as facial feminization and chest reconstruction

## Medical travel benefit

Under the Micron Blue Cross medical plans, you may be eligible for reimbursement of up to \$2,000 per year — \$10,000 lifetime benefit — in travel-assistance benefits when you need to travel for care not available in your area.

## Onsite clinic

If you're enrolled in a Micron medical plan, except Kaiser HMO, you can get confidential medical care on the Boise campus at the Micron Family Health Center (MFHC). This clinic provides many services including primary and behavioral health care.

If you're enrolled in the Kaiser HMO, you must get all your care at Kaiser facilities.

## Gender Transition Guidelines

The [Gender Transition Guidelines](#) help to create a safe and productive workplace environment for all team members. The guidelines were developed by team member advocates in partnership with the PRIDE+Allies ERG. They address the needs of transgender and gender non-conforming team members and clarify situations where questions may arise about how to protect the legal rights or safety of these team members, and they can help leaders with a team member's transition.

The guide doesn't anticipate every situation that might occur with respect to transgender or gender non-conforming team members; the needs of each transgender or gender non-conforming team member must be assessed on a case-by-case basis.

## Advocacy and concierge resources

If you're looking for health care providers who understand and honor your needs as an LGBTQ+ person, Micron's resources can help you find who and what you need.

**Included Health** — Dedicated care coordinators that can help you and your loved ones find culturally competent and compassionate health care — including mental health care — to make sure you feel seen, heard and understood.

Included Health provides:

- Services to all U.S. team members regardless of health plan.
- A queer- and trans-led team of care coordinators.
- Medical, legal and family-building education and advocacy.

**Team Member Advocate (TMA)** — As part of Micron's global wellbeing program, TMAs offer confidential independent problem-solving support if you have issues with or questions about work, health care and more. They'll take your concerns seriously, respect your rights and help guide you toward additional support, or a decision or resolution that empowers you.

## Pre-authorization

Your medical plan may require pre-authorization for gender-affirmation surgery, hormone treatment or infertility care before you can get treatment. Your doctor can submit pre-authorizations to your medical plan on your behalf.

## Filing claims appeals

If you disagree with a decision your medical plan makes about your care, you can file a claim appeal with Blue Cross or Kaiser. You must submit your appeal within 180 days of the plan's decision. Included Health can help you file appeals.



## Mental health and wellbeing

Data shows that LGBTQ+ individuals are nearly 2.5 times more likely to experience depression, anxiety and substance misuse in their lifetimes than those who don't identify as LGBTQ+!<sup>1</sup>

To make sure you have culturally competent options in mental health care, Micron offers a range of care options, including inpatient and outpatient care available through your medical plan.

**Employee Assistance Program (EAP)** — Provided through GuidanceResources, you and the family members in your household each get eight free confidential counseling sessions per issue per year. GuidanceResources also provides legal help by referring you to local attorneys who offer discounted rates.

**Medical plans** — Your Micron medical plan provides inpatient, outpatient and virtual mental health care. Applicable deductible, copays and coinsurance apply.

**Micron Connection** — This program introduces team members to each other and to their Micron community through clubs, volunteering and other programs.

**Employee Resource Groups (ERGs)** — ERGs are the foundation of Micron's inclusion programs. The PRIDE+Allies ERG empowers LGBTQ+ team members to thrive at work as their authentic selves. To join, you can be a member of the community or an ally, and team members can join more than one ERG. ERGs often work together to support those who affiliate with more than one community.

**Connect groups** — The Parents of LGBTQ+ Children Connect Group is a peer-supported community of team members. The group provides a safe place for parents to explore gender-journey matters like identity, health care and school and family systems. Other Connect groups help team members who are grieving, caregiving and coping with unique challenges.

**Other resources** — These organizations aren't affiliated with Micron but do offer support to LGBTQ+ individuals and families:

- [LGBT National Help Center](#) offers free, confidential peer support, information and local resources.
- [The Trevor Project](#) focuses on LGBTQ+ young people and includes trained counselors and other support.
- [Trans Lifeline](#) connects transgender people to local support.
- [988 Suicide & Crisis Lifeline](#) offers support for people in distress as well as prevention and crisis resources.
- [Human Rights Campaign](#) fights for LGBTQ+ equality and inclusion.
- [Out & Equal](#) advocates for workplace equality.

<sup>1</sup> Source: [psychiatry.org](#).



“Micron benefits have truly supported my family’s medical and mental health needs. Gender-affirming care benefits have been essential to keeping my son alive. Not worrying about prohibitive costs to get my son the care he needs has made all the difference to me and my partner.”

*- PRIDE+Allies employee resource group member*



# Family-building benefits

Creating a family is a rewarding personal journey and fundamental to strong societies. To support your family dreams, Micron offers fertility benefits, adoption reimbursement and different types of family-oriented leave.

**Fertility benefits** — Micron medical plans provide fertility benefits. Check with your plan to find out what's covered and how much you'll pay.

**Adoption benefit** — If you're enrolled in one of the Micron Blue Cross medical plans, you may be eligible for \$3,000 to \$5,000 in annual reimbursement expenses, up to \$20,000 in lifetime adoption benefits. Please see your plan's SPD for details.

## Family-oriented leave

When you need to take time off to support your physical, financial and mental wellbeing, or care for a family member, Micron's paid and unpaid leaves provide you with time-away options.

- **Paid Family Leave** — Allows you to take up to 12 weeks paid time off to welcome and bond with a new child or to care for a child, spouse/domestic partner or parent with a serious medical condition.
- **Surgical recovery** — If you have surgery — including gender-affirming surgery — and need to take time off from work to recover, you can take short-term disability (STD)<sup>1</sup> and Time Off Plan (TOP) hours.
- **FMLA unpaid leave** — Up to 12 weeks of protected unpaid leave for your surgery, pregnancy and childbirth, adoption or fostering a child, or to care for a child, spouse or parent with a serious medical condition.
  - FMLA leave protects your job while you're on paid or unpaid leave; it runs concurrently with other types of leave.

<sup>1</sup> If you live in California, District of Columbia, Hawaii, Massachusetts, New Jersey, New York, Rhode Island or Washington, you may need to file a claim with your state for disability benefits.





# Contacts

For more information about all your benefits, details about health care coverage and pharmacy benefits, please see the [U.S. Benefits Guide, SBCs and Benefits Handbook](#). Please note: Some websites can only be accessed from inside the Micron network. URLs to vendor websites accessible outside the Micron network are listed where available.

Benefit	Provider	Group number	Phone	Website/Alias
<b>Benefits questions</b>	Micron Global People Services		208-368-4748 800-336-8918	<a href="#">PeopleNow/</a> (internal only) <a href="https://micron.com/careers/benefits">micron.com/careers/benefits</a>
<b>LGBTQ+ support</b>	Included Health		833-232-9076	<a href="https://includedhealth.com/micron">includedhealth.com/micron</a>
<b>Medical and prescription drug</b> Including infertility and mental health care	Blue Cross of Idaho	10020590	800-358-5527	<a href="https://bcidaho.com">bcidaho.com</a>
	Kaiser CA		800-464-4000	<a href="https://kp.org">kp.org</a>
	Kaiser Mid-Atlantic		800-777-7902	<a href="https://kp.org">kp.org</a>
	Kaiser CO		800-632-9700	<a href="https://kp.org">kp.org</a>
	Kaiser GA		888-865-5813	<a href="https://kp.org">kp.org</a>
<b>Internal independent support</b>	Micron Team Member Advocates			<a href="#">Advocate/</a> (internal only)
<b>Mental health and wellbeing</b>	GuidanceResources (ComPsych) EAP		844-470-5745	<a href="https://guidanceresources.com">guidanceresources.com</a> Web ID: MICRON <a href="#">gr/</a> (internal only)
	Micron Connection			<a href="#">micronconnection/</a> (internal only)
	PRIDE+Allies ERG			<a href="#">PRIDE/</a> (internal only)
	Parents of LGBTQ+ Connect Group			<a href="#">Advocate/</a> (internal only)

# Contacts (cont'd)

Benefit	Provider	Group number	Phone	Website/Alias
Adoption reimbursement	Blue Cross of Idaho	10020590	800-358-5527	<a href="http://bcidaho.com">bcidaho.com</a>
Paid Family Leave	Micron			<a href="#">Workday/</a> -> Absence (internal only)
Short-term disability (STD)	Matrix		877-202-0055	<a href="http://matrixabsence.com">matrixabsence.com</a>
Time Off Plan (TOP)	Micron			<a href="#">PeopleNow/</a> (internal only)
FMLA	Matrix		888-477-5110	<a href="http://matrixabsence.com">matrixabsence.com</a>
Micron Family Health Clinic Boise	Crossover Health		208-368-5656	<a href="http://crossoverhealth.com">crossoverhealth.com</a>
Financial planning and investing	Fidelity NetBenefits		866-602-0636	<a href="http://401k.com">401k.com</a>

[micron.com/dei](https://micron.com/dei)

This guide is intended to highlight some of the key aspects of the benefits and resources that are available to you and your family through Micron and its partners. If there is any conflict between this guide and the official documents and policies governing these benefits and resources, the official documents and policies will control. These official documents and policies are available at [micron.com/careers/benefits-handbook](https://micron.com/careers/benefits-handbook) and can provide you with additional information on how to access the benefits and resources summarized in this guide.

Official plan documents and detailed information are provided in the [Benefits Handbook](#) and the medical plan Summary of Benefits & Coverages (SBC). You may request a paper copy of this Benefits Summary, U.S. Benefits Guide, Benefits Handbook (including the summary plan descriptions included therein) and SBC. To request a paper copy, please contact Micron's Global People Services at 800.336.8918 or go to the alias PeopleNow and submit an inquiry. If there is any conflict between the official plan documents and this LGBTQ+ Benefits Guide or the U.S. Benefits Handbook, the official plan documents control. Receipt of this guide does not constitute a waiver of any eligibility requirements nor does it constitute any employment promise or contract.

