

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 **2025 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, voluntary hospital indemnity insurance, voluntary legal insurance, voluntary pet insurance, business travel accident, life and accidental death and dismemberment insurance, voluntary whole life 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. Please see fully insured plan vendor websites for relevant updates and public notices. 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 – The Hartford

Voluntary Whole Life Insurance – MetLife

Short-Term Disability

Long Term Disability Certification

Long Term Disability Policy

Voluntary Accident Injury Plan Certification

Voluntary Accident Injury Plan Policy

Voluntary Critical Illness Plan Certification

Voluntary Critical Illness Plan Policy

Voluntary Hospital Indemnity Plan

Voluntary Pet Insurance

Voluntary Legal Insurance

Business Travel Accident Insurance Policies

Employee Assistance Program

Clinic Plan

Early Cancer Detection Plan