

Leaving Micron - Information Regarding Your Benefits, Final Pay Check and Tax Reporting

Thank you for your service to Micron. When you leave, you have several choices to make for continuing, terminating, or converting many of your benefit plans. Consult the Benefits Handbook and Summary of Benefits & Coverage (SBC's) posted on the Micron Guest Site (available from outside the Micron firewall) micron.com/careers/benefits for additional information.

Please confirm your personal contact and banking information for your final paycheck and tax reporting. If you have questions after reviewing this document, or would like to request a Benefits Handbook or SBC's, please enter an enquiry by going to [PeopleNow](https://micron.com/peoplenow) and selecting 'Create a Case' in the top right toolbar and entering your enquiry in the applicable catalog item or call Global People Services at (208) 368-4748 or (800) 336-8918. If you no longer have access to your Micron account, you may also send an email to HRSupport_NA@micron.com.

Important Note: This notice includes benefits applicable to full-time team members. Only some of these benefits are applicable to part-time team members and interns. Please contact Global People Services if you have any questions regarding which benefits apply to you. This notice also includes information applicable to US team members that are not leaving Micron but are losing eligibility in US benefits. For example, such as a permanent transfer to a non-US Micron location.

Quick Reference

Important payroll information	1
When do my benefits end?	2
What happens with my Retirement at Micron (RAM) 401(k) Plan account?	4
Life and Accidental Death and Dismemberment Insurance	7
Long-Term Disability Insurance	8
Stock Information	10
Repayment of Loans or Other Money Owed to Micron	11
Micron Family Health Center & Crossover Health Centers	11
BRAVO Recognition Program	12
Incentive Pay Plan (IPP)	12



Important payroll information

Your final pay will include payment for the time worked during your last pay period and your TOP balance to be paid out at 50%, unless otherwise regulated by state law. **Remember to update your timesheet through your last day.**

Please confirm in Workday that your payment type is set to "Direct Deposit – Email Payslip" and you provide your personal email address so you can receive your final payslip via email. (Select 'Actions' from your profile > Personal Data > Maintain My Payment Elections) Remember to print prior pay slips before you leave the site.

- Regular insurance premiums will be withheld from your final paycheck for your current coverage.
- In most cases, final pay will be a direct deposit on the next regularly scheduled payday.
 - *Idaho Team Members:* if the next payday is greater than ten business days after separation, you will receive a direct deposit within ten business days.
 - *California Team Members:* you will receive a direct deposit on your separation date and a copy of your final payslip will be sent to your personal email.
- **Confirm that your Workday contact information includes your personal email address so you can receive your final payslip via email.**

Change of Mailing and E-mail Address

Before you leave, please **review your mailing address, personal email address and direct deposit bank information** in Workday under the Actions > Personal Data in your profile.

It is important to keep your mailing address updated before and after you leave Micron for Stock, 401(k), COBRA Insurance and tax purposes (W2's & 1095-C's). After you leave, you can access your account in Workday to update your address and bank information as well as access some of your worker documents. Information on how to access Workday for 90 days after you leave Micron will be sent to your personal email listed in Workday on your last day of employment. After separation, you may also contact Global People Services at Micron by sending an email to HRSupport_NA@micron.com.

Tax documents

If you elected to use ADP's W-2 services to receive your W-2 electronically, and your ADP "preferred" email is your personal email address, you can continue to log into <https://my.adp.com> after your separation. ADP will notify you via email when your W-2 and 1095-C is available and you can print your form at home when you are ready to file your tax returns. At your separation date, if your ADP "preferred" e-mail address is your Micron email address, your ADP account will be deactivated and a paper copy of your W-2 and 1095-C will be delivered to your last known mailing address on file with Micron. **Update your preferred email address with ADP to your personal address before your last day if you want to access your W-2 online after the end of the year.**

- *California Team Members Only:* Use this link to read information regarding programs for the unemployed: http://www.edd.ca.gov/pdf_pub_ctr/de2320.pdf



When do my benefits end?

- Your health, life and disability insurance ends at midnight the last day of the month in which you separate from Micron.
- Your active Team Member Employee Assistance Program (EAP – Guidance Resources) enrollment ends on the last day of the month in which you separate from Micron. Guidance Resources provides complimentary services for the first 90 days following your separation date. If you wish to continue the Guidance Resources services beyond the 90 day complimentary period, you must enroll in continuation coverage under COBRA. See page 3 for additional details on the COBRA enrollment process and required timelines.
- If you were participating in the Health Care or Dependent Day Care Flexible Spending Accounts (FSA), you can be reimbursed for any eligible expenses you incurred on or before the last day of the month of separation. Note: the FSA Benefits Card (debit card) is deactivated as of your separation date. Reimbursement claims can be submitted to Flores & Associates. The deadline to file claims is March 31st of the following calendar year. www.flores247.com

- Contributions to the Health Savings Account (HSA) stop when your employment ends, however, you still have access to the funds in your account. (High Deductible Medical Plan participants only)
- Other benefit programs such as Included Health, Accident Injury, Critical Illness, Galleri Early Cancer Detection, the Virgin Pulse Wellbeing Portal access, and other Benefit programs end on the last day of the month of separation.

My spouse is a Micron employee. Can I be added to his/her plan?

- Yes, your spouse may transfer your medical, dental, and/or vision coverage to his or her plan(s). Your coverage on your spouse's plan will begin on the first day of the month following the date of the insurance change election using [EnrollNow/](#). The insurance change must be submitted within 60 days of the loss of coverage. Depending on the timing of your spouse's election in ENROLLNOW, this may result in a gap in your insurance coverage in which you may elect COBRA coverage, if you wish.
- There is one important exception to the above rule. If your spouse participates in the Kaiser Permanente HMO, or the CIGNA International Plan they must complete their change election on [EnrollNow/](#) within **31 days** of the loss of coverage.
- For yourself and any covered dependents transitioning from your policy to your spouse's policy, Blue Cross of Idaho will credit Year-to-Date Deductible and Out-of-Pocket Maximum amounts toward your Deductible and Out-of-Pocket Maximum's under Spouse's Blue Cross of Idaho Micron medical plan.

Which benefits can be continued?

You and/or your covered dependents can elect to continue participating in Micron's health plans, EAP and/or health care FSA after your employment ends at Micron.

Micron's COBRA administrator is WEX. WEX will mail information to your current home mailing address on file with Micron about your continuation rights (also known as COBRA). Please watch your mail at home for this important COBRA packet, which will arrive within 15 days from your benefits end date. Please contact WEX directly if you do not receive your COBRA packet within 15 days from the end of your active coverage or additional COBRA questions at 1-877-837-5017.

**Please note: The COBRA notification process is automated based on your end of coverage date. You are not able to facilitate COBRA enrollment prior to completion of this automated system process.*

1. Continuing **medical, dental, vision, employee assistance program (EAP), clinic plan coverage** and/or your **health care flexible spending account (FSA)** through COBRA.
 - You have 60 days from the date your coverage ends, or from the date of Micron's notification of your COBRA rights, whichever is later, to choose to continue your medical, dental, vision, EAP, Clinic plans, and/or Health Care FSA through COBRA. However, your coverage will not be reinstated until you have completed your election to continue coverage and paid the required premium.
 - Please note, all COBRA enrollment and payment activities must occur following generation of your COBRA packet. We are not able to expedite the timing of your COBRA packet. **Allow 7-10 business days after your payment is received by WEX for coverage to be reactivated at the insurance company.**
 - During the period between your active benefits being terminated and your COBRA benefits being activated, you may need to pay out-of-pocket for any incurred claims. Any out-of-pocket expenses that would normally have been covered by insurance can be reimbursed to you through the applicable insurance company once your coverage has been retroactively reinstated – which means there will be no gap in coverage.

- Under COBRA, your Year-to-Date deductible and out-of-pocket maximums will carry over from your active Micron benefits coverage through the remainder of the calendar year.
 - You can be reimbursed for any FSA eligible expenses, for claims you incur before your enrollment ends. Under certain circumstances, COBRA may allow you to continue participation in the Health Care FSA on an after-tax basis if you have not already claimed the maximum amount of reimbursement for which you are eligible in the year. The Dependent Day Care FSA is not eligible for continuation through COBRA.
 - The COBRA packet explaining your enrollment and payment procedures if you choose to continue your current medical, dental, vision, EAP, Clinic plans, and/or Health Care FSA through COBRA is mailed to your home address. Contact WEX at **1-877-837-5017** if you do not receive your COBRA letter within 15 days from the date your active benefits ended (not from your separation date).
 - If your COBRA enrollment and full Initial Premium payment is not made in a timely manner, you will not be eligible for COBRA coverage.
 - For immediate information about your continuation rights, including [COBRA premium rates](#), see the last page of this document or the Health Care Continuation Coverage Notice section in your Benefits Handbook available at micron.com/careers/benefits.
 - Monitoring of timely COBRA premium payments on www.mypremiumbill.com is your responsibility. If COBRA coverage terminates due to a late or missing COBRA premium payment, it cannot be reinstated.
2. You may be able to get coverage through the **Health Insurance Marketplace** that costs less than COBRA continuation coverage.
 - The Marketplace offers “one-stop shopping” to find and compare private health insurance options. In the Marketplace, you may be eligible for a tax credit that lowers your costs. You can see what your premium, deductibles, and out-of-pocket costs will be before deciding to enroll. Through the Marketplace you’ll also learn if you qualify for free or low-cost coverage from Medicaid or the Children’s Health Insurance Program (CHIP). You can access the Marketplace for your state at www.HealthCare.gov.
 - You have 60 days from the time you lose your job-based coverage to enroll in the Marketplace. To find out more about enrolling in the Marketplace, visit www.HealthCare.gov.
 3. If you are eligible for Medicare or enrolled in Part A but no other part of Medicare (such as Part B), you should immediately apply for all Medicare benefits you are entitled to and avoid penalties for late enrollment. Please note that the COBRA pays secondary to Medicare. This means that enrolling in all eligible Medicare benefits is necessary to ensure you’re properly covered. Contact your local Social Security Administration office for more information.
 4. If you are enrolled in the Kaiser HMO Plan, eligible for coverage under the California Continuation Benefits Replacement Act “Cal-COBRA”, and exhaust the COBRA coverage period under Micron (generally 18 months), you may be eligible for additional COBRA coverage. You must apply for continuation of COBRA coverage under Cal-COBRA directly with Kaiser. Please see the Kaiser Evidence of Coverage document or call Kaiser Northern California at 800-464-400 for additional details and deadlines for enrollment. Cal-COBRA is a California state program that may provide you an extension of Kaiser HMO coverage beyond the standard COBRA benefit.

What happens with my Health Savings Account (HSA)?

High Deductible Medical Plan participants are no longer be eligible to contribute to their HSA once employment ends. Your HSA bank account will convert into a retail account, that has monthly fees associated with it and a new HSA debit card will be issued. However, you will still have access to your account and can use the funds as you choose. Withdrawals for qualified medical expenses will still be tax-free. Additionally, similar to how IRAs and 401(k) plans work, you can roll over your HSA funds into another HSA at any time.

Generally, you cannot use HSA funds to pay insurance premiums. Exceptions include COBRA premiums, long term care premiums, or premium payments that allow you to retain health coverage while you are receiving unemployment benefits.

The HSA only applies to those team members who enrolled in one of the High Deductible medical insurance plans. Your account is still accessible from Flores & Associates portal including the history of the account. Participants will need to create a new login with a personal email address, as your Micron email address is no longer valid after separation.

For additional information, contact Flores & Associates at 1-800-532-3327 or www.flores247.com. If you have remaining HSA money through Flores, please contact them directly at 1-800-532-3327 or www.flores247.com.



What happens with my Retirement at Micron (RAM) 401(k) Plan account?

There are important tax implications for your RAM 401(k) Plan account. You should consult your tax advisor about your options, which include the following choices. Remember to **keep your address and beneficiary information updated** with Fidelity through their website at www.401k.com. You will receive the Participant Distribution Notice directly from Fidelity (see 4(d) below) which will provide more detailed information about your RAM 401(k) Plan choices. You may choose to:

1. **Leave your money in the RAM 401(k) Plan if the vested balance is \$1,000* or greater.**

- Your account balance will remain in the plan unless you elect to take a distribution. You will no longer be able to contribute to your account, but you can leave your funds in the plan and manage your investments by calling Fidelity at (800) 835-5098, or by accessing Fidelity's Web site at www.401k.com. Because your employment with Micron has ended, you will not continue vesting on any unvested portion of your account balance.

**If your account balance is less than \$1,000 at the beginning of the quarter when Fidelity determines the value of your account, the Plan will make a distribution. You will receive a written notification from Fidelity if it is determined that the value of your account is less than \$1,000 and a distribution is required. This notification provides you the opportunity to roll your money into another account instead of taking a taxable distribution.*

2. **Rollover your account balances into another qualified retirement plan or into an Individual Retirement Account (IRA).**

- On or after a 21 day waiting period from your Micron separation date, you may choose to move your retirement money directly into another employer's retirement plan. If there is a waiting period to participate in the new plan, you may move your retirement money into a Rollover IRA during the waiting period. This will protect your RAM 401(k) Plan balance from taxes and penalties. Not all employer plans accept rollovers; please contact the plan administrator at your new employer to identify your options.
- You may also move your retirement money into a new or existing IRA with the intent of leaving the money in that IRA. This may allow you to avoid taxes and penalties.

3. **Have the vested balance of your account paid directly to you.**

- If you have your vested account balance paid to you, you will pay income tax on the entire amount you receive from your pre-tax account. You generally will also pay penalties for early

withdrawal if you are under age 59 1/2. Taxes and penalties for early withdrawals can exceed 40%.

4. **Follow these steps if you want a cash distribution or rollover.**

- a) Call Fidelity at (800) 835-5098 between 6:30 a.m. and 6:00 p.m. MT. Fidelity will be able to process your request if it has been **at least 21 days** since your Micron separation date.
- b) Be prepared to provide the Micron RAM 401(k) Plan number: 89794.
- c) If Fidelity does not have your current address, you will need to update it before requesting a distribution. You can update your address by calling Fidelity at (800) 835-5098 between 6:30 a.m. and 6:00 p.m. MT.
- d) Fidelity will send you a Fidelity Participant Distribution Notice. You may also review this notice on Fidelity's Web site. You have the right to consider your distribution choices for at least 30 days after the Participant Distribution Notice is provided, but you may choose to waive that waiting period.
- e) If you are choosing to rollover your money to an IRA or another plan, Fidelity will need the name of the trustee for your new qualified plan or IRA.
- f) It is important that you maintain your current address information at Fidelity throughout the year of the rollover or distribution so that tax documents can be sent to you.

If you have an outstanding loan in your RAM 401(k) Plan, following the end of your employment at Micron, your payroll deducted loan repayment will end.

- If you intend to repay your loan, you must **contact Fidelity at (800) 835-5098** between 6:30 a.m. and 6:00 p.m. MT to make repayment arrangements and receive further instructions. For loan repayment, you may elect to:
 1. Pay your loan in full. The payoff must be made no later than the last day of the calendar quarter following the calendar quarter in which you terminated employment with Micron.
 2. Continue scheduled payments. Repayment may be continued through ACH from your checking account on a monthly schedule.

Payments must be made directly to Fidelity.

Note: If a distribution is requested prior to paying off the loan, the loan will be defaulted. If you miss loan payments, or fail to make continuing payment arrangements timely, your loan is at risk for default.

- If you do not repay your loan, any outstanding loan balance is considered a "deemed distribution" and it will be subject to income tax and possible penalties.

What happens to my NQDC account at Fidelity?

Upon separation of Micron employment, or permanent transfer to a Micron location outside the United States, Fidelity will process your distributions as soon as administratively possible following the separation based on your distribution elections made during enrollment for each calendar year.

Please contact Fidelity at 1-800-835-5098 for further information regarding your distribution elections.



Life and Accidental Death and Dismemberment Insurance

1. Life insurance conversion privileges.

- You have the right to convert the amount of basic and supplemental life insurance that you have through Micron to a personal policy, without a personal health statement, if your group coverage ends because your employment ends, or you become ineligible due to a change in your job status.
- Your dependents also have the right to convert the amount of spouse life and child life insurance that they have through Micron to a personal policy, without a personal health statement, if their group coverage ends because that person loses his/her status as your dependent or your life insurance coverage terminates.
 - a) To apply, each person must complete a Notice of Conversion Privilege application. **The policy number is GL-674815.** Applications and the first premium payment must be sent to The Hartford Life and Accident Insurance Company **within 60 days** from the date insurance ends. Because you will be converting your coverage to an individual policy, your plan features and premium rates will change.
 - b) If you have questions on the conversion feature or need the address for The Hartford Life and Accident Insurance Company, or a copy of the Notice of Conversion Privilege application, please contact **The Hartford Life and Accident Insurance Company at 1-877-320-0484.**

2. Life insurance portability coverage.

- You may choose to continue supplemental life, spouse life, and child life at competitively low group rates if your employment ends. The terms and conditions of coverage under the group portability policy will be similar, but may not be identical to coverage under the Micron plan.
- You may continue your life insurance without continuing the life insurance for your spouse and child. Or, your spouse may continue life insurance without continuing life insurance for you or any child. To continue child life coverage, you and/or your spouse must choose to continue coverage through the portability option.
 - a) To apply, each person must complete an Election of Portability Coverage application. **The policy number is GL-674815.** Applications and the first premium payment must be sent to The Hartford Life and Accident Insurance Company **within 60 days** from the date insurance ends.
 - b) If you have questions on the portability feature or need the address for The Hartford Life and Accident Insurance Company, or a copy of the Application for Portability, please contact **The Hartford Life and Accident Insurance Company at 1-877-320-0484.**

Micron's Life Insurance administrator is The Hartford. The Hartford will mail information to your current home mailing address on file with Micron about your Life Insurance conversion/portability options. Please watch your mail at home for this important Life Insurance letter, which will arrive within 15 days from the end of your benefit end date. Please contact The Hartford directly if you do not receive your Life Insurance conversion/portability letter within 15 days from the end of your coverage or additional Life Insurance questions at 1-877-320-0484. *Please note: The Life Insurance conversion/portability notification process is automated based on your end of coverage date. You are not able to facilitate Life Insurance conversion/portability enrollment prior to completion of this automated system process.



Long-Term Disability Insurance

1. Long-term disability conversion privileges.

- You have the right to convert your Micron long-term disability income coverage to a personal policy, without evidence of insurability, if your group policy terminates because your employment with Micron ends. However, to be eligible for conversion privileges you must have been insured for at least 12 consecutive months before ending your employment with Micron.
- The conversion privilege for the long-term disability plan will **not** be available to you under any of the following circumstances:
 - a) This plan terminates.
 - b) This plan is amended to exclude from coverage the class of employees to which you belong.
 - c) You no longer belong to a class of employees eligible for coverage under this plan.
 - d) You retire (when you receive payment from any employer's retirement plan as recognition of past services or have concluded your working career).
 - e) You failed to pay any required premium.
 - f) You are or become insured for long-term disability insurance under another group plan within 31 days after termination.
 - g) You are disabled under the terms of this plan.
- If you qualify for the conversion and wish to apply, please follow the process below.
 - a) To apply, you must complete an Application for Conversion Coverage form. **The policy number is 109660.** Applications, and the first premium payment, must be sent to Reliance Standard Life Insurance Company **within 31 days** after your insurance terminates under Micron's group plan.
 - b) If you have questions on the conversion feature, need the address for Reliance Standard Life Insurance Company or a copy of the application for Conversion Coverage, please call **Reliance Standard Life Insurance Company at (800) 644-1103.**

Micron's Long Term Disability administrator is Reliance Standard. Reliance Standard will mail information to your current home mailing address on file with Micron about your Long Term Disability Insurance conversion option. Please watch your mail at home for this important LTD Insurance letter, which will arrive within 15 days from the end of your benefit end date. Please contact Reliance Standard directly if you do not receive your LTD conversion letter within 15 days from the end of your coverage or additional LTD questions at 1-800-644-1103. *Please note: The Long Term Disability Insurance conversion notification process is automated based on your end of coverage date. You are not able to facilitate LTD Insurance conversion enrollment prior to completion of this automated system process.



Voluntary Critical Illness Plan

1. Voluntary Critical Illness portability coverage.

- You may choose to continue Voluntary Critical Illness plan for you, your spouse or domestic partner or children at competitively low group rates if your employment ends. The terms and

conditions of coverage under the group portability policy will be similar but may not be identical to coverage under the Micron plan.

- You may continue your Voluntary Critical Illness plan without continuing the Critical Illness plan for your spouse/domestic partner and child. Or, your spouse/domestic partner may continue Critical Illness plan without continuing Critical Illness for you or any child. To continue child Critical Illness plan coverage, you and/or your spouse must choose to continue coverage through the portability option.
- To apply, complete the Critical Illness [portability form](#) **within 31 days** from your coverage end date and send to:
Amwins Group Benefits, Inc.
PO Box 152501
Irving, TX 75015-2501
- The Critical Illness Insurance portability process is automated based on your end of coverage date. You are not able to facilitate Critical Illness Insurance portability enrollment prior to completion of this automated system process.
- Question can be emailed to: irvcustomerservice@amwins.com



Voluntary Accident Injury Plan

Voluntary Accident Injury portability privileges

- You may choose to continue Voluntary Accident Injury plan for you, your spouse or domestic partner or children at competitively low group rates if your employment ends. The terms and conditions of coverage under the group portability policy will be similar, but may not be identical to coverage under the Micron plan.
- You may continue your Voluntary Accident Injury plan without continuing the Accident Injury plan for your spouse/domestic partner and child. To continue spouse/domestic partner or child Accident Injury plan coverage, you must choose to continue coverage through the portability option.
- To apply, complete the Accident Injury [portability form](#) **within 31 days** from when the plan ends and send to:
Amwins Group Benefits, Inc.
PO Box 152501
Irving, TX 75015-2501
- The Accident Injury Insurance portability process is automated based on your end of coverage date. You are not able to facilitate Accident Injury Insurance portability enrollment prior to completion of this automated system process.
- Question can be emailed to: irvcustomerservice@amwins.com



Stock Information

1. Employee Stock Purchase Plan (ESPP)

- If you are currently contributing to Micron’s ESPP and your separation date is prior to the purchase date (January 31 or July 31), you will be automatically withdrawn from the plan and ineligible to participate in the current purchase.
- If your separation date falls on the purchase date (January 31 or July 31), you will be eligible for the share purchase and shares will be purchased with your accumulated contributions.
- Any accumulated contributions that are not used to purchase shares in the current purchase period will be refunded to you via your selected payroll payment method as soon as administratively possible, typically 2 – 4 weeks after separation.
- You may withdraw from participation in the ESPP ahead of your separation date if you wish to receive a refund of your contributions earlier.
- Any Micron shares you purchase through the ESPP are your assets and must continue to be held at Morgan Stanley.
- Your Morgan Stanley accounts will remain active and you can continue to make trades.

2. Restricted Stock/Restricted Stock Units (RSU)

- Any Micron shares you acquired when RSUs vested are your assets and can continue to be held at Morgan Stanley.
- Upon termination of employment, any Restricted Stock which has not yet vested shall be forfeited immediately.
- Restricted Stock Units will vest and become non-forfeitable by reason of death or permanent disability.

3. Stock Options

Please refer to the table below for the terms of exercising stock if you have vested stock options on your date of termination of employment.

- Upon termination of employment unvested stock options shall be forfeited immediately.
- Stock options will vest and become exercisable if the termination of employment is by reason of death or permanent disability.

No option may be exercised after the Termination Period listed below or the original expiration date of the option, whichever occurs first.

*Options expire at 5:00 PM Mountain Time on the date of expiration

*If you wish to perform a cash exercise on Options you must have the funds available in your Morgan Stanley account prior to the date of expiration

*If your options are set to expire on a non-market day the date of expiration will move back to the most recent open market date

Plan	Termination Period	
<ul style="list-style-type: none"> • Nonstatutory Stock Option Plan/UK Approved Plan*** 	Vested options must be exercised within 30 days from the date of termination of employment	All options become fully vested and exercisable upon death or permanent disability during continuous status as an active

<ul style="list-style-type: none"> • Numonyx Equity Incentive Plan 	Vested options must be exercised within 90 days from the date of termination of employment	employee. Vested options must be exercised within 12 months from date of termination due to death or permanent disability.
<ul style="list-style-type: none"> • 2004 Equity Incentive Plan • 2007 Equity Incentive Plan 	Vested options must be exercised within 30 days from the date of termination of employment	

4. How to Purchase / Sell Vested Options

- To **purchase** your vested stock options or verify the amount of vested Micron stock, contact Morgan Stanley. ***The payment for the stock and any taxes due must be made prior to the option terminating. If the deadline falls on a weekend or holiday*, your payment must be received on the business day preceding the weekend or holiday.***
- To **sell** your vested stock options, please contact Morgan Stanley and provide sales instructions, OR you may sell your vested stock options through their website: www.stockplanconnect.com

*To check **market holidays**, access www.nasdaq.com

If you have any questions or concerns about your Micron stock, please do not hesitate to contact the Global Stock Plans Department.

Global Stock Plans Department

**1-800-336-8918 United States
208-368-4385 International Sites**

Morgan Stanley

**1-877-897-6868 – United States
1-801-317-7458 – International Sites**

Repayment of Loans or Other Money Owed to Micron

1. Education Assistance Loans

If you have an outstanding education assistance loan, and you have not yet completed the class and submitted your final grades, the amount you borrowed will be deducted from your final paycheck, where applicable by law. If the amount you owe the company is larger than your final paycheck, you will be contacted to work out a repayment schedule for the remaining amount. If you have an approved reimbursement request at the time of your exit, your request will be canceled.

2. Relocation Expense Reimbursements and/or Sign-On Bonuses

Repayment of these reimbursements and/or bonuses may be required in some instances, per the terms of your employment offer letter. Global People Services will notify you if repayment is required.

Micron Family Health Center & Crossover Health Centers

1. Medical Records

To request a copy of your medical records, you must request directly from the Micron clinic administrator:

Boise: Micron Family Health Center at (208) 368-5656

California nearsite: Crossover Health Centers at (408) 495-5850

Please allow two weeks for processing.

2. Continuing coverage through COBRA.

You and your covered dependents may continue utilizing the Micron Family Health Center in Boise, ID and the Crossover Health Centers in the Silicon Valley as long as you have elected and paid premiums for the COBRA Clinic Plan for your location. Your Clinic fee for medical services, are based on the Medical Plan you and your dependents were covered under on the last day of the

month of separation. The COBRA Clinic Plan is a separate from the COBRA Medical Plan and requires a separate election if you wish to continue to utilize the On-Site or Near-site health centers.

If you do not elect the COBRA Clinic Plan, you and your dependents are no longer permitted to utilize the On-Site Clinic in Boise, Idaho, or the Near-site Clinics in the Silicon Valley beyond the last day of the month of separation.

Important Notice regarding the Clinic Plan and continuation of coverage under COBRA.

The Clinic Plan will not satisfy the Individual mandate to carry medical coverage required under The Patient Protection and Affordable Care Act (Health Care Reform/Obamacare) due to the limited scope of services available through the on-site and near-site clinics.

Galleri Early Cancer Detection

The Galleri test is provided at no cost to team members ONLY when obtained through the Micron/Galleri authorized site <https://www.galleri.com/micron>. The blood draw associated with this early cancer testing must occur on a date you are covered under Micron medical coverage.

The Galleri Test is not covered in part or in full under the Micron medical plans. Team members are responsible for the full cost of the test when obtained via any other means (such as doctor's office, by referral, pharmacy, community clinic, etc.), or when the blood draw date of service occurs after Micron medical coverage has ended (active Medical or COBRA Medical).



BRAVO Recognition Program

While at Micron you may have received Micron Points through the Bravo Recognition program. If you are unable to redeem your outstanding Bravo Points prior to leaving, please send an email to Bravo@micron.com with your personal email address and request your account be reactivated. Our vendor will use this information to send you login credentials and grant you access to the external Bravo! shopping site. You will have 30 days from the time you get access to the site to redeem the points. Any remaining point balance 31 days following your separation date will be forfeited. *

*In the case of death or permanent disability this deadline will extend to 12 months.

For login help contact the Bravo! Customer Service Team:
CS Number: toll free: 866-334-4193 US: 212-457-2833.

Incentive Pay Plan (IPP)

If you are a participant in IPP and your employment terminates, due to retirement or voluntary separation, after the completion of the performance period, you may be eligible to receive a payment based on actual results. Any earned IPP payment will be made at the same time as all other participants under the plan. You have the option to reject the payment if you choose. The tax impact of rejecting or accepting any payment is your responsibility. If you choose to reject an IPP payment, please contact your local Compensation team no less than two weeks prior to the scheduled payment date for your site: North America & EMEA: compensation@micron.com; Asia: ssc_hr_comp_ben@micron.com.

IMPORTANT DEADLINES WHEN LEAVING MICRON:

TIMELINE	ACTION ITEMS
Last day of the month of separation	Insurance benefits end
First day of the month following separation	COBRA benefits start (if elected and paid)
30 days following separation date	Last day to redeem BRAVO points
31 days following separation date	Last day for life insurance and LTD coverage
60 days following benefits end date	Last day to enroll in COBRA benefits (coverage retroactive to the first day of the month following separation)

Micron Insurance Provider Contact Information:

Help and Support

You have lots of help and support when it comes to benefits. Use this page to find the support you need. Remember, the Micron **Global People Services** should be your first stop regarding general enrollment and eligibility questions. Contact the specific plan administrators listed for questions regarding claims or information specific to coverage, providers, etc.

Topic	Support provider	Group/Policy/MBA	Contact information
Medical	Blue Cross of Idaho	Group #10020590	800.358.5527 bcidaho.com
	Blue Cross Health Navigator		855.675.9412 micronhealthcarenavigator@bcidaho.com
	Kaiser CA		800.464.4000 kp.org
	Kaiser Mid-Atlantic		800.777.7902 kp.org
Prescription drug	Blue Cross of Idaho	Group #10020590	800.358.5527 bcidaho.com
Dental	Blue Cross of Idaho	Group #10020590	800.358.5527 bcidaho.com
	Delta Dental	Group #5850	800.356.7586 deltadentalid.com
Vision	Vision Service Plan	Group #30021795	800.877.7195 vsp.com
FSAs and HSA	Flores & Associates		800.532.3327 flores247.com
Life and AD&D Insurance - EOI	The Hartford	Policy #GL-674815	855.396.7655
Short-Term Disability	Matrix		877.202.0055 matrixabsence.com
Long-Term Disability	Reliance Standard	Policy #109660	800.644.1103 matrixabsence.com
Critical Illness	Reliance Standard		800.644.1103 www.reliancestandard.com/micron/
Accident Injury	Reliance Standard		800.644.1103 www.reliancestandard.com/micron/
GuidanceResources	ComPsych		844.470.5745 guidanceresources.com
International Assistance	ISOS	Group #11BMMS000080	215.942.8226 ISOS Card with Global Phone Numbers
Micron Family Health Clinic Boise	Crossover Health		208.368.5656 crossoverhealth.com
Crossover Health Center San Jose	Crossover Health		408.495.5850 crossoverhealth.com
Online Wellness Portal	Virgin Pulse		virginpulse.com
Micron benefits general questions	Micron Global People Services		208.368.4748 or 800.336.8918 PeopleNow or micron.com/careers/benefits
Benefits Enrollment	benefitexpress		Global People Services 208.368.4748 or 800.3368918 ENROLLNOW/ alias from work ENROLLNOW.micron.com from outside
Cobra Administration	benefitexpress		877.837.5017 www.mypremiumbill.com
International Medical	Cigna	MBA #04491A	800.243.1348 cignaenvoy.com
LGBTQ+ Support	Included Health		833-232-9076 includedhealth.com/micron
Early Detection Cancer	GRAIL		833-694-2553 galleri.com/micron

2023 COBRA MONTHLY RATES

MEDICAL INSURANCE PREMIUMS PER MONTH

	Single	2 Party	3 Party	4 Party
Value High Deductible Health Plan (all locations)	\$545.94	\$1,098.83	\$1,372.25	\$1,809.71
Consumer Directed High Deductible Plan (all locations)	\$579.92	\$1,166.80	\$1,459.21	\$1,927.08
Value PPO (all locations)	\$601.29	\$1,202.59	\$1,503.24	\$1,984.27
Idaho PPO (Idaho only)	\$623.09	\$1,246.16	\$1,557.71	\$2,056.18
PPO (All locations outside Idaho)	\$643.88	\$1,287.74	\$1,609.68	\$2,124.78
Kaiser HMO (Northern CA, VA, MD, DC, CO, GA only)	\$588.98	\$1,177.97	\$1,472.46	\$1,943.64

DENTAL INSURANCE PREMIUMS PER MONTH

Willamette Dental Blue (Idaho only)	\$40.96	\$83.52	\$104.39	\$137.85
Blue Cross Dental	\$48.25	\$96.49	\$120.63	\$159.21
Blue Cross Dental Plus	\$57.42	\$114.83	\$143.57	\$189.49
Delta Dental	\$57.85	\$115.72	\$144.65	\$190.92

VISION INSURANCE PREMIUMS PER MONTH

VSP Vision	\$11.05	\$22.10	\$27.62	\$36.47
VSP Vision Choice	\$19.91	\$39.80	\$49.75	\$65.68

CLINIC PLAN PREMIUMS PER MONTH

Clinic Plan	\$41.00	\$41.00	\$41.00	\$41.00
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EMPLOYEE ASSISTANCE PLAN PREMIUMS PER MONTH

EAP	\$1	\$1	\$1	\$1
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