



Frequently asked questions

Student loan assistance program

How does the program work?

Eligible employees can complete an application with Fidelity, which manages the program for Lam. Once your application is approved, Fidelity will make payments of \$400 per month directly to your student loan servicer to help pay down your loan.

Who is eligible to participate?

U.S. regular-status full- or part-time employees of Lam Research or Silfex scheduled to work 20 hours or more per week or on an approved leave of absence (other than an approved personal leave) are eligible.

Employees at U.S. job grade 30 or below are eligible. (Director-level and above employees are not eligible.)

What loans are eligible?

Loans originated in the U.S. and serviced by a U.S. student loan servicer to pay for your own education at an accredited institution are eligible.

Loans that are **not** eligible include:

- Loans that are in default or have been sent to collections
- Loans taken out in someone else's name to pay for your education
- Loans taken out in your name to pay for someone else's education, including your child's

What is an accredited institution?

Valid schools are those with [accreditation recognized by the U.S. Department of Education](#) and online universities accredited by recognized accreditation agencies.

Can I use the program to pay off more than one loan?

You can select only one loan at a time to receive payments through this program. You will probably want to start with paying down the loan that has the highest interest rate. After one loan is paid off, you can apply to have payments made for another loan. The lifetime maximum benefit is \$80,000.

When is a loan considered paid off?

Your loan will be considered paid off, and the program will stop making payments on your loan, once the loan balance is at or below \$800.

Can I reduce or stop making my loan payments while participating in this program?

This program is designed to help you pay off your loans faster and reduce the amount of interest you pay. You are expected to continue making the minimum required payments to your loan servicer even if your required payment is less than the monthly amount provided by this program.

When can I apply?

You can apply to participate at any time. Newly eligible employees will receive an invitation to apply from Fidelity. You can also go to netbenefits.com anytime to apply.

When will payments be made to my loan servicer?

Payments will begin in the month following the acceptance of your application. For example, if your application is accepted in April, monthly payments will begin in May. The timing of payments each month may vary, which is one reason it is important for you to continue making your scheduled loan payments in a timely manner.

Will the payments from Fidelity be credited toward principal or interest on my loan?

You should contact your loan servicer to confirm how the payments will be applied. We recommend you ask the loan servicer to have the Fidelity payments applied entirely to principal, which will help pay down your loan balance faster than if payments are applied to principal and interest.

Are the payments through this program considered taxable income?

The \$400 monthly benefit through this program is excluded from federal income under current Internal Revenue Code 127 and its guidelines. The amount of the student loan payments made on your behalf will be reported to the IRS and appear on your W-2. You are solely responsible for understanding any tax implications that may arise from participating in the program in this and future years.

Can I receive current tuition reimbursement through the Lam education assistance benefit while participating in the student loan assistance program?

No. Because of the tax-exempt treatment of the student loan assistance payments, you cannot also receive current [education assistance](#) benefit payments in the same calendar year. There is a lifetime maximum of \$80,000 for both of these programs combined.

Do I need approval from my manager to participate in this program?

No. You will submit your online application to Fidelity, which will confirm your eligibility by checking a database of eligible Lam employees (based on employee status and grade level). Your participation is confidential, and your manager will not be informed of your participation.

What happens if I leave Lam?

If you leave Lam for voluntary reasons, you must repay all payments made under this program in the previous 12 months.

Can I receive payments through this program if I did not have student loans or already repaid my loans?

No. This program is intended to help Lam employees who are currently paying off student loans. If you are continuing your education, you may be eligible for tuition reimbursement through the [education assistance](#) benefit.

Where can I get more information?

All the program details are in the [student loan assistance program document](#).

If you have questions about your loan, application, or payment process, contact Fidelity at 866-711-0350.

If you have general questions about the program, reach out to the Benefits Help Desk at 877-291-9494 or benefits@lamresearch.com.