Equal pay and inclusive benefits for all

For All
DEI Annual Report 2021

For the full report visit micron.com/DEI
Commitment 2: Drive equitable pay and inclusive benefits.

Achievement of global pay equity

In March 2021, Micron announced we had met our goal for comprehensive global pay equity in total compensation across base pay, cash bonuses and stock awards for our team members. We set the global pay equity goal in fiscal year 2021 (FY21) as one of our six diversity, equality and inclusion (DEI) commitments. This new goal followed our success in 2018 at achieving gender pay equity for women on our global teams, which we’ve repeated every year since. The FY21 goal sought equitable pay for all underrepresented groups — team members who are veterans, Black or Hispanic/Latino in the U.S., as well as women and people with disabilities around the world. And we closed pay gaps in all aspects of compensation, including base pay, cash bonuses and stock rewards. We did this by using technology to analyze and understand pay variances and, if any were discovered, making adjustments to eliminate statistically significant differences.

We are extraordinarily proud of the relentless work our team has done to achieve this important goal. Learn more about Micron’s pay equity process.

“Throughout Europe, many countries are trying to close the gender pay gap through new rules and laws. But at Micron, we’re looking at more than gender when we assess pay equity around the world. Equal pay makes sure we attract the best talent, and more importantly, it makes all Micron team members feel motivated and engaged — improving our overall productivity! I feel proud to be part of Micron for its commitment to fair pay for all.”

— Lucia Simonazzi, global business people partner in Avezzano, Italy

EEO-1 Component 2 pay data

In 2019, Micron was required to file EEO-1 Component 2 pay data, covering pay and hours worked for the 2017 and 2018 calendar years to the Equal Employment Opportunity Commission (EEOC). As of 2020, the EEOC canceled collection of this data. However, Micron continues to raise the bar on transparency by releasing pay data for calendar years 2019 and 2020 publicly for the first time. This EEO-1 Component 2 pay data is collected from all U.S. Micron team members and does not include global information. This pay data (November pay period snapshot) includes W-2 information by gender, race and job category; however, it does not align with Micron’s job groups and compensation structure (DEI report numbers).

“Our business success depends on Micron’s ability to hire, engage and retain the brightest and most talented people in the world because they bring diverse ideas, perspectives and experiences. Achieving pay equity this past year was one important step toward creating an inclusive and welcoming workplace where team members feel seen, heard, valued and respected. We are enthusiastically working on next steps to further level the playing field in every way we can — we cannot declare victory yet. We publish our DEI report to hold ourselves accountable and to ensure we remain steadfast in our commitment to do more and to do better for all.”

— Executive Vice President and Chief Business Officer Sumit Sadana, executive owner
A commitment to inclusive benefits

Nothing is more important than our people. We have taken incredible action over the years to make Micron a place where team members’ wellbeing is valued and promoted, regardless of their diversity dimensions.

Led by our PRIDE+Allies employee resource group (ERG), we’ve enhanced our benefits over the years. In FY21, we added a concierge service — Included Health — to better connect team members to culturally competent health providers who understand the unique needs of the LGBTQ+ community. The goal was to make health care more accessible for people seeking information and treatment about personal matters such as gender confirmation surgery and mental health support for LGBTQ+ issues.

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Focusing on enhanced wellbeing for all at Micron is a positive driver for things like collaboration, creativity, efficiency, engagement and job satisfaction. As a part of our commitment to team members, Micron offers globally relevant and regionally sensitive benefits, resources, tools, education and events, and empowers our ERGs with education, support and resources for flourishing.

Support when team members need it most

This past year was marked by many concerning events, including the COVID-19 pandemic globally, anti-Asian attacks around the world and the trial of police officer Derek Chauvin, who was convicted of killing George Floyd. Due to the emotional toll these events took on many, Micron offered microcounseling and group listening sessions to help team members manage their stress. The wellbeing team managed group trauma debriefs, clinical guest speakers, and individually customized counseling sessions to ensure Micron team members had access to the care they needed to deal with these unprecedented events.

In addition to current event-based programming, caring for the wellbeing of Micron team members also includes consistent education on the benefits of mental and emotional health. Micron offers numerous programs created to support team members, including a comprehensive global employee assistance program (EAP), the team member advocate team, and Micron connect groups.

- Short-term counseling available through Micron’s EAP provides team members with mental health care at no cost, as well as many other benefits supporting the work-life issues people face. Team members and anyone living in their homes have access to no-cost counseling throughout the year, and Micron increased the number of sessions during the pandemic in a direct response to the increased global need.

- Team member advocates offer independent support to team members, providing information, guidance and resources. They listen to team members who feel they are not being heard, and they ensure the team members’ concerns are taken seriously and their rights respected. The team member advocate’s role is to foster problem-solving and empower team members to reach their full potential, personally and professionally.

- Connect groups are a peer-support program catering to groups of team members with a similar shared experience, giving them a place to come together for discussion, resources and education. These groups have historically been aligned with the missions of specific ERGs such as PRIDE+Allies or the Micron Women’s Leadership Network. To date, we have connect groups that focus on parenting LGBTQ+ children, caring for elderly or disabled family members, dealing with the loss of a spouse, and many more challenges that team members may be experiencing.
Global Wellbeing in action

In addition to these program offerings, in FY21, Micron hosted 107 DEI-focused wellbeing events for over 6,700 team members around the world.