

# Micron Compensation

## Base Pay



Base pay is determined using market-based pay ranges.



Base pay and other rewards are differentiated based on team member performance.



You can increase your base pay through:

- **Annual Review** – adjustments for market changes and performance
- **Promotion** – taking on an expanded role
- **Pay adjustment** – increasing skills & responsibility within your current role

## Bonus



Your Incentive Pay Plan (IPP) target is expressed as a percent of your annual pay.



Your IPP incentive target is divided between corporate strategic goals and a profitability goal.

# 60/40

**Profitability Goal**    **Strategic Goals**

**Payout is on an annual basis following the company's fiscal year. Payouts are based upon a combination of company and individual performance.**

## Recognition



**Spot & Points Awards** – Discretionary awards of cash or points. Points are redeemable for gift cards or merchandise.



**Innovation & Patents** – Cash awards for patent filings and innovation.



**Ideas Program** – Cash/points for great ideas.

**Service Awards** – Points for every five year service milestone.



**Wellness Awards** – Points for achieving wellness milestones.



**Special Thanks and Recognition (STAR)** – Peer-to-peer recognition for a job well done.

## Stock Awards



Stock may be given based on your position and performance or purchased to allow you to share in Micron's future growth.

You may receive or purchase stock at a discount through the following channels:



- **Annual Stock Grant**
- **Special recognition of substantial contributions**
- **Employee Stock Purchase Plan (ESPP)**

**Awards are granted in the form of Restricted Stock Units.**

Micron makes a lot of investments in its business, but few are more substantial and important than those it makes in its team members.

Taken as a whole, Micron's compensation programs are designed to support your financial and personal well-being by providing a valuable return for your contributions to the company.

And while we might call them programs, we know they are much more than that. They help you to own a home, or travel to the places you've always dreamed of. They help you save for retirement and for your children's college education. They give you the means to live your life as you want to.

Simply put, they help enrich the lives of our team members.

