



**ALPHA & OMEGA**  
SEMICONDUCTOR

# 2025

EMPLOYEE BENEFITS GUIDE

**Welcome** to Alpha & Omega Semiconductor (AOS)! This guide provides an overview of coverage choices and enrollment information so you can build the best benefits package for you and your family.

## **Employee Benefits Overview / Eligibility Requirements**

AOS is committed to providing exceptional benefits to our employees. Keeping in mind the unique and diverse needs of our employees, we have put together a benefits program that will help protect the personal and financial well-being of you and your family.

Upon joining AOS, your benefits will begin on the first of the month following your date of hire. The plan and dependent elections that you make when you are hired or during annual Open Enrollment are effective for the entire plan year unless you experience a qualifying event (marriage, birth, adoption, or loss of coverage).

AOS holds an annual Open Enrollment for a January 1st effective date. During that time, you can make changes to your benefit plan elections such as adding or deleting your spouse, dependents and/or changing health plans.

If you experience a qualifying event after Open Enrollment, you must notify Human Resources within 30 days, otherwise you will be required to wait until the next Open Enrollment to make any changes to your benefit plan elections.

## **Eligible Dependents**

You may cover your dependents under many of the benefit plans as long as they are one of the following:

- *Your spouse*
- *Your child(ren) up to age 26 regardless of student or marital status*
- *Your disabled child(ren) regardless of age if incapable of self-sustaining employment, and if the disability began before the limiting age*

## **Medical Insurance**

AOS is proud to offer medical benefits to all eligible employees through Kaiser Permanente and UMR.

Kaiser Permanente's plans offer a wide range of care and support to help you stay healthy. As a Kaiser member you can receive medical care at any Kaiser facility, present your ID card to receive services.

UMR's plans give members the ability to manage their care with a PCP or, if they choose, see any doctor (including specialist) without a referral. Pre-authorizations may be required.



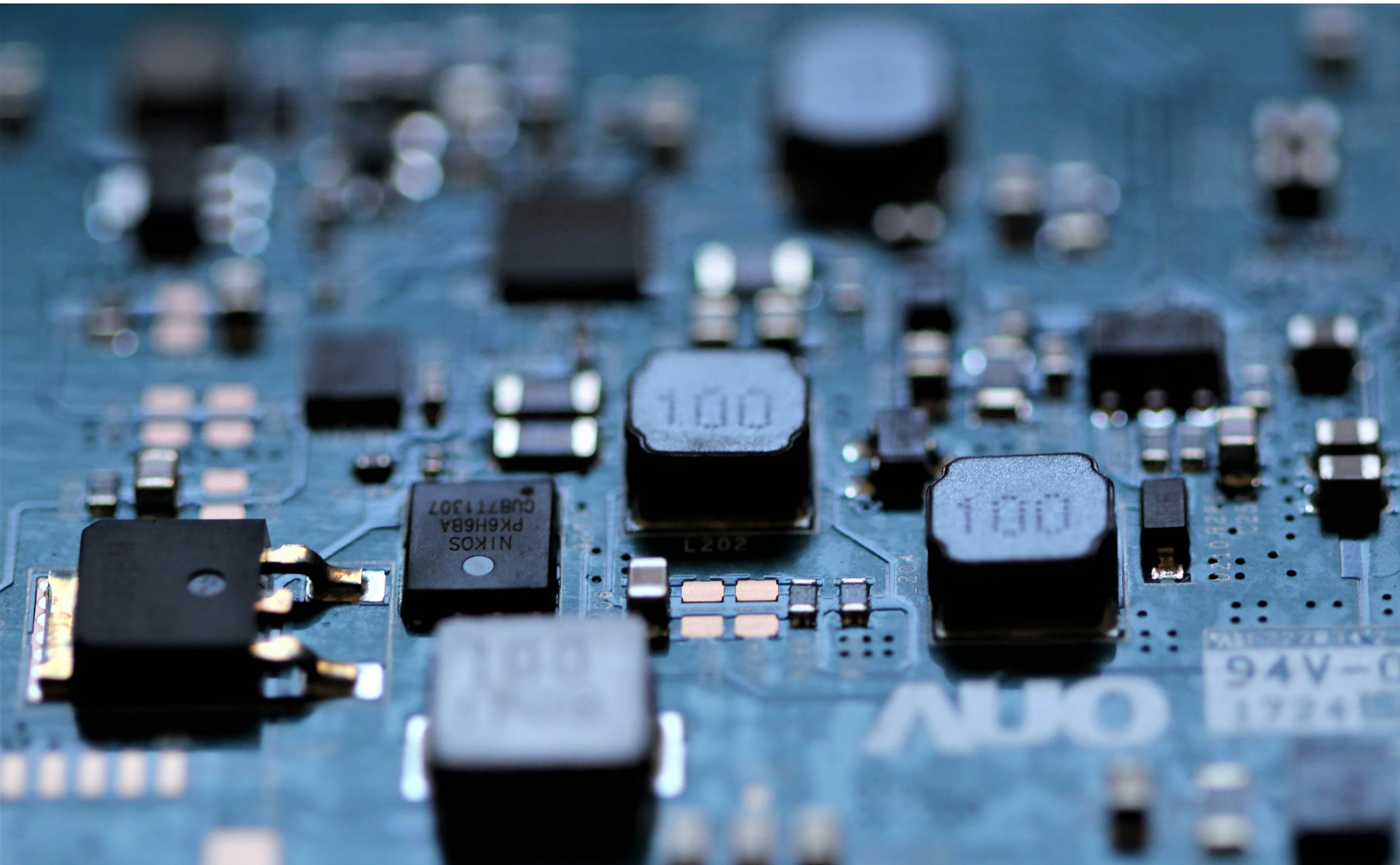
## Health Savings Account (HSA)

Members electing the Kaiser HSA plan will be required to open a qualified Health Savings Account (HSA) to make pre-tax contributions in conjunction with the plan. You may pay for IRS qualified expenses using funds from your HSA account, including deductibles and other expenses that your insurance may not cover. **Annual contribution maximums to HSA accounts for 2025 are: \$4,300 per individual and \$8,550 per family. For employees ages 55+, you are allowed to make a \$1,000 catch up contribution; \$5,300 per individual and \$9,550 per family.** Your HSA funds roll over every year and your account does not terminate upon employment termination.

AOS will contribute to your HSA: **\$104.17/month per individual & \$187.50/month per family.**

## Health Reimbursement Account (HRA)

AOS will fund your HRA if enrolled in the UMR plan, up to: **\$1,250 per individual & \$2,250 per family per year.** All Individual HRA Deductible amounts will count toward the Family Deductible, but an individual will not have to pay more than the Individual Deductible amount.



Kaiser Permanente	In-Network	
	\$15 Copayment	HSA 2000
Individual Deductible	\$0	\$2,000
Family Deductible	\$0	\$4,000
Individual Out of Pocket Maximum	\$2,500	\$3,500
Family Out of Pocket Maximum	\$5,000	\$7,000
Primary Care/Specialist Office Visit	\$15	\$0*
Preventive Care	No Charge	No Charge
Diagnostic Lab/X-Ray	\$10	\$0*
Complex Radiology (CT, MRI, PET)	\$50	\$50*
Inpatient Hospital	\$200 per day	\$300 per day*
Outpatient Surgery	\$100	\$150*
Urgent Care	\$15	\$0*
Emergency Room	\$100	\$100*
Rx Tier 1 - Generic	\$10	\$10*
Rx Tier 2 - Brand	\$25	\$30*
Group No. Phone No. Web	632720 800-464-4000 <a href="http://www.kp.org">www.kp.org</a>	

\*after deductible

UMR	HRA 1500 PPO Buy-Up	
	In-Network	Out-of-Network
Individual Deductible	\$1,500	\$3,000
Family Deductible	\$3,000	\$6,000
Individual Out of Pocket Maximum	\$2,500	\$5,000
Family Out of Pocket Maximum	\$5,000	\$10,000
Primary Care Office Visit	10%*	30%*
Specialist Office Visit	10%*	30%*
Preventive Care	No Charge	Not Covered
Acupuncture	10%* (12 visits per year)	Not Covered
Outpatient Chiropractic	10%* (24 visits per year)	Not Covered
Diagnostic Lab/X-Ray	10%*	30%*
Complex Radiology (CT, MRI, PET)	10%*	30%*
Inpatient Hospital	10%*	30%*
Outpatient Surgery	10%*	30%*
Urgent Care	10%*	30%*
Emergency Room	10%*	10%*
Rx Tier 1 - Generic	\$10	\$10
Rx Tier 2 - Brand	\$30	\$30
Rx Tier 3 - Non-Formulary Brand	\$70	\$70
Group No. Phone No. Web	76417276 800-826-9781 <a href="http://www.umar.com">www.umar.com</a>	

\*after deductible

UMR	HRA 2000 PPO Base	
	In-Network	Out-of-Network
Individual Deductible	\$2,000	\$6,000
Family Deductible	\$4,000	\$12,000
Individual Out of Pocket Maximum	\$5,000	\$15,000
Family Out of Pocket Maximum	\$10,000	\$30,000
Primary Care Office Visit	\$30	50%*
Specialist Office Visit	\$60	50%*
Preventive Care	No Charge	Not Covered
Acupuncture	\$30 (12 visits per year)	Not Covered
Outpatient Chiropractic	\$30 (24 visits per year)	Not Covered
Diagnostic Lab/X-Ray	20%*	50%*
Complex Radiology (CT, MRI, PET)	20%*	50%*
Inpatient Hospital	20%*	50%*
Outpatient Surgery	20%*	50%*
Urgent Care	\$50	50%*
Emergency Room	20%*	20%*
Rx Tier 1 - Generic	\$10	\$10
Rx Tier 2 - Brand	\$30	\$30
Rx Tier 3 - Non-Formulary Brand	\$70	\$70
Group No. Phone No. Web	76417276 800-826-9781 <a href="http://www.umar.com">www.umar.com</a>	

\*after deductible

## Dental Insurance

Dental coverage is offered to you and your family members through Reliance Matrix. The PPO plan offers you the most flexibility when choosing a dentist as you can seek services in and out of network. This Dental PPO uses the Ameritas Classic Network.

Reliance Matrix Dental Plan	In-Network	Out-of-Network (90th UCR)
Preventive Care (exams, cleanings, x-rays)	100%	100%
Basic Care (fillings, root canals, oral surgery)	80%	80%
Major Care (crowns, bridges, dentures)	50%	50%
Annual Deductible	\$50 individual/\$150 family	\$50 individual/\$150 family
Annual Maximum Benefit	\$2,000 per insured	\$2,000 per insured
Lifetime Orthodontia Maximum (child only)	50%, up to \$1,500	50%, up to \$1,500
Group No. 136-42299      800-497-7044 <a href="http://www.reliancematrix.com/individuals/dental-and-vision">www.reliancematrix.com/individuals/dental-and-vision</a>		

## Vision Insurance

Vision coverage is offered to you and your family members through VSP Vision. VSP's Choice Network has over 23,000 eye care providers located in rural and metropolitan areas throughout the nation.

VSP Vision Plan	In-Network	Out-of-Network
Office Visit Exam (every 12 months)	\$20 copay	up to \$45
Lens Replacement (every 12 months)	\$20 copay	
Single Vision	100%	up to \$30
Bifocal	100%	up to \$50
Trifocal	100%	up to \$65
Frame Replacement (every 24 months)	\$200 allowance + 20%	up to \$70
Contact Lenses (in lieu of glasses, every 12 months)	\$200 allowance + 20%	up to \$105

Group No. 12217482

800-877-7195

[www.vsp.com](http://www.vsp.com)

## Group Term Life/AD&D Insurance

AOS provides all eligible employees with a Group Life/AD&D policy for a benefit amount 2x salary, up to \$500,000 through Reliance Matrix. You will automatically be enrolled at no cost to you.

## Voluntary Life/AD&D Insurance

You may choose to purchase Voluntary Life Insurance from Reliance Matrix for yourself, your spouse and your child(ren). You must elect coverage for yourself to purchase coverage for your dependents. The rates are based on the age of the employee at plan anniversary.

- *Employee Amount is \$50,000, \$100,000, \$150,000 or \$200,000.*
- *Spouse Amount is \$25,000.*
- *Child(ren) amount is \$10,000.*

## Long-Term Disability

AOS also provides employees with Long Term Disability (LTD) coverage through Reliance Matrix. The LTD benefit provides you with income if you are not able to return to work after 90 days of disability due to an illness or injury.

Reliance Matrix will pay up to 60% of your salary to a maximum benefit of \$10,000 per month. LTD benefits are offset by income from other sources such as Social Security and Workers' Compensation.

## Short-Term Disability

AOS Non-CA employees are provided with Short Term Disability (STD) coverage through Reliance Matrix. The STD benefits start on the 8th day following an accident or illness and pays 60% of your salary up to \$1,574 per week for 12 weeks.

## Critical Illness Insurance

Aflac's Critical Illness Plan provides cash benefits when an insured person is diagnosed with a covered critical illness and these benefits are paid directly to you. The plan provides a lump-sum benefit to help with out-of-pocket medical expenses and the living expenses that can accompany a covered critical illness. Your guarantee issue amount is up to \$30,000. Aflac will pay \$50 for health screening once per calendar year. This benefit is payable for the covered employee and spouse. Aflac will pay \$200 mammogram benefit once per calendar year following the baseline age schedule for this exam.

## Accident Insurance

The Aflac Accident plan provides cash benefits directly to you that help with out-of-pocket expenses - medical and non-medical - associated with treatment in the event of a covered accident. Aflac will pay \$50 for health screening performed once per calendar year.



## Hospital Indemnity Policy

Hospital Indemnity through Aflac provides financial assistance to enhance your current medical coverage. This can help you avoid dipping into savings to pay for out-of-pocket and unexpected medical expenses. Aflac will pay \$50 for health screening performed once per calendar year and \$100 mammogram benefit once per calendar year following the baseline age schedule for this exam.

## Health Care Flexible Spending Account (FSA)

You have the opportunity to pay for out of pocket medical, dental, and vision costs for you and your eligible dependents with pre-tax dollars through the Flexible Spending Account with Navia Benefit Solutions. Employees may contribute an annual maximum of \$3,300 for Healthcare FSA. You can carryover up to \$660 to the following plan year. If you are enrolled in the Kaiser HSA, you may participate in a limited purpose FSA for dental and vision only.

## Dependent Care Flexible Spending Account (FSA)

This flexible spending account with Navia Benefit Solutions allows participants to save on dependent care expenses by setting aside pre-tax money, up to \$5,000. Some eligible expenses may include: after school programs, extended care, nanny, nursery school and more.

## Commuter Benefits

AOS offers you the option to set aside tax-free money to pay for transit and parking expenses. It can be used for mass transit, ride-shares, qualified paid parking, etc. For 2025, the maximum monthly contribution for Transit and Parking Benefits is \$325.

## Employee Assistance Program (EAP)

EAP is offered through Reliance Matrix to AOS employees. Counseling assistance and professional resources are available at no cost to employees. These services are there to help you and your family members deal with life's challenges.

- *24/7 access to EAP professionals*
- *Telephone assistance & referrals for personal & professional matters*
- *Up to three face-to-face sessions with a counselor*
- *<https://rsli.acieap.com>; Company Code: RSLI859 or Call 855-775-4357*

## Travel Assistance

World-wide travel assistance is available through Reliance Matrix, which includes 24/7/365 toll-free services for emergency medical transportation and medical assistance when employees and their families are traveling 100 miles or more from home. Call 800-456-3893 for U.S. travel assistance and 603-328-1966 for international assistance.

## Voluntary Legal Plan

Metlife offers a cost-effective plan with access to more than 18,000+ experienced network attorneys. Your cost for this benefit is only \$19.75 per month.

- *Zero co-pays or deductibles.*
- *Unlimited use of network attorneys for covered issues.*
- *Assistance for a wide range of legal needs, including money matters, home and real estate, family and personal matters, civil lawsuits, elder care issues, and vehicles and driving.*
- *Online digital estate planning tool—create wills and trusts, healthcare proxy, and power of attorney documents from the comfort of home.*

## Voluntary Pet Insurance

- *Up to 70% back on vet bills and exclusivity—unavailable to the general public.*
- *One set price, regardless of the pet's age. An average savings of 40% from other pet insurers.*
- *Wellness plan from Nationwide that includes spay/neuter, preventive dental cleaning and more.*

## 401(k) Retirement Plan

You can start saving for your retirement by participating in the company-sponsored 401(k) plan administered by Fidelity Investments. This plan provides you with a convenient, tax-advantaged way to save for your future.

Your 401(k) plan is a powerful tool to help you reach your retirement goals. As a supplement to other retirement benefits or savings that you may have, this voluntary plan allows you to save and invest money for your retirement with tax-deferred dollars. It costs less than you think to save a little more and plan for your future through a 401(k) plan.

- *Eligible employees may enroll in the 401(k) plan immediately or they will be auto-enrolled*
- *You can contribute from 1% - 75% of your base salary (excludes all stock-based compensation)*
- *AOS matches 50% of employee contribution, up to 4% of eligible compensation - for a 2% maximum match.*
- *Website: <https://401k.com>; Customer Service # 800-294-4015*
- *The maximum employee annual contribution for 2025 is \$23,500; if you are over 50 years of age, you may contribute an additional amount, up to a maximum of \$7,500. For ages 60-63, catch up contribution is up to 11,250.*
- **Auto-enroll Feature:** *Newly eligible employees will automatically be enrolled at 4%, unless a different amount is chosen. Auto-increase deferral amount by 1%, until you reach 5%. Auto-increase will occur in January. You may opt-out, or change your election at anytime.*

## 401(k) Retirement Plan Continued

- Money will be invested in an age-appropriate Fidelity Freedom Fund.
- You may make a separate contribution election on your annual/sales incentive bonus. You may defer up to 100% of the bonus by completing a separate election form. The total amount of your bonus and regular 401(k) contributions can't exceed 75% of your compensation. If you don't make a separate election for your eligible bonus, no 401(k) deferral will be withheld.
- **After-tax 401(k) contributions:** The AOS 401(k) Plan also allows participants to contribute additional after-tax money to your 401(k) account. After-tax contributions are not limited to the \$23,500 (\$31,000 if age 50 or older) 2025 IRS limit. Instead, they are included in the larger \$70,000 (ages 49 and younger), and \$77,500 (ages 50-59) annual additions limit for 2025. For participants ages 60-63, the catch-up contribution limit is increased to \$11,250. Additionally, the annual additions limit for this population is also increased to \$81,250 for 2025. These are the total amounts that can be contributed to a 401(k) account, including employee and employer contributions.
- **In-Plan Roth Conversions:** An In-Plan Roth Conversion will immediately allow you to convert your after-tax contributions to a designated Roth account within your AOS 401(k) plan. To turn on the automated In-Plan Roth Conversions of your after-tax money source, you will need to call Fidelity at 800-294-4015.

## Employee Monthly Contributions

Benefit Plans	Employee Only	Employee + Spouse	Employee + Child(ren)	Employee + Family
UMR HRA 1500 PPO Buy-Up	\$232.74	\$482.50	\$440.11	\$673.21
UMR HRA 2000 PPO Base	\$205.07	\$424.40	\$387.54	\$590.21
VSP Vision	\$1.96	\$4.38	\$4.38	\$4.38
Reliance Matrix Dental	\$10.94	\$20.63	\$24.07	\$34.02

Kaiser HSA 2000 Plan				
Age Category	Employee Only	Employee + Spouse	Employee + Child(ren)	Employee + Family
Under 30	\$94.03	\$237.90	\$203.10	\$278.90
30-39	\$107.23	\$268.50	\$211.90	\$307.90
40-49	\$137.63	\$275.90	\$220.30	\$340.50
50-54	\$177.03	\$361.70	\$251.30	\$396.30
55-59	\$214.63	\$440.50	\$288.70	\$479.30
60-64	\$269.23	\$534.70	\$344.50	\$587.70
65+	\$322.03	\$724.30	\$394.90	\$757.90

Kaiser \$15 Copayment Plan				
Age Category	Employee Only	Employee + Spouse	Employee + Child(ren)	Employee + Family
Under 30	\$117.60	\$328.60	\$323.20	\$457.40
30-39	\$130.00	\$353.20	\$332.40	\$505.60
40-49	\$167.80	\$386.00	\$318.80	\$509.40
50-54	\$218.40	\$453.80	\$360.20	\$580.00
55-59	\$276.00	\$579.40	\$412.60	\$666.40
60-64	\$340.20	\$646.20	\$455.00	\$754.40
65+	\$386.00	\$834.00	\$580.20	\$916.80

## Who Do You Contact for Benefits Assistance?

Contact your Human Resources team if you have questions after contacting member services at one of the insurance providers. For additional questions, please contact your Client Services Manager:

Patti Harvey

[pharvey@acrisure.com](mailto:pharvey@acrisure.com)

408.350.5738

**Please Note:** For more information about the plans, visit <https://mybenefits.cc/aosmd/> to review plan designs, required notices, evidence of coverage, documents and much more.



*This summary is not intended to provide a complete plan description. If there is an actual or apparent conflict between this benefit summary or the Evidence of Coverage (EOC) booklet and the official plan documents, the provisions of the EOC prevail.*

*IMPORTANT: All official documents relating to the AOS Employee Benefits Program, including the Evidence of Coverage (EOC) booklets, HIPAA Privacy Notice, Initial COBRA Notice, Medicare Part D Notice and any other relevant Plan Documents or Notices, are available electronically through the AOS benefits website. You may also receive a paper copy of any of the documents by contacting HR.*