



# Abbott's 2016 Benefit Highlights

FOR MORE INFORMATION ABOUT OUR BENEFITS

Visit and enroll at [www.abbottbenefits.com](http://www.abbottbenefits.com) or 844-30-MY-ABC (844-306-9222)



## SNAPSHOTS — HERE'S A QUICK SUMMARY OF BENEFITS

For more information, please click on each link.

### BENEFIT

### SNAPSHOT

#### HEALTH CARE

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>▼ Medical coverage*</li> <li>■ Care Coordinators</li> <li>▼ Health Savings Accounts (HSAs)</li> <li>▼ Dental coverage*</li> <li>Vision coverage*</li> <li>Flexible Spending Accounts (FSAs)</li> </ul> | <ul style="list-style-type: none"> <li>• Multiple comprehensive plan designs, including low/no-cost, high-deductible options</li> <li>• Team of experts who can help you navigate the complexities of the healthcare system</li> <li>• Company funding; employees can also fund with pre-tax dollars</li> <li>• Comprehensive coverage</li> <li>• Comprehensive coverage and other discounts, including hearing aids</li> <li>• Optional accounts let you pay eligible expenses with pre-tax dollars</li> </ul> |
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#### WELLNESS BENEFITS

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|--|---|
| <ul style="list-style-type: none"> <li>■ LiveLifeWell health assessment, dietitian, smoking cessation and coaching</li> <li>■ Workplace wellness programs</li> </ul> | <ul style="list-style-type: none"> <li>• Resources to support healthy lifestyles</li> <li>• Programs to support healthy eating, exercise and stress management</li> </ul> |
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#### RETIREMENT & FINANCIAL BENEFITS

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|--|---|
| <ul style="list-style-type: none"> <li>■ Cash incentive plans</li> <li>■ Pension (Annuity Retirement Plan)</li> <li>▼ Stock Retirement Plan (a 401(k) plan)</li> <li>■ Tuition assistance</li> </ul> | <ul style="list-style-type: none"> <li>• Variety of incentive plans based on company performance</li> <li>• 100 percent employer-paid pension plan</li> <li>• Employee 401(k) retirement savings plan (with company match)</li> <li>• Undergraduate and graduate tuition support</li> </ul> |
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#### FINANCIAL SECURITY BENEFITS

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|---|---|
| <ul style="list-style-type: none"> <li>▼ Accidental Death and Dismemberment Insurance*</li> <li>■ Business Travel Accident Insurance</li> <li>▼ Life Insurance*</li> <li>■ Long-term disability</li> <li>Long-term care insurance*</li> <li>■ Short-term medical leave</li> <li>■ Sick pay</li> </ul> | <ul style="list-style-type: none"> <li>• Insurance provided at no cost; additional coverage can be purchased</li> <li>• Insurance while traveling on Abbott business worldwide</li> <li>• Insurance at no cost; additional coverage for you and your family can be purchased</li> <li>• Monthly benefit for medical leaves exceeding 26 weeks</li> <li>• Individual and family coverage for extended periods of daily care</li> <li>• Partial income replacement for medical leave; up to 26 weeks of pay</li> <li>• Partial income replacement if you are unable to work due to illness or injury</li> </ul> |
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#### ADDITIONAL BENEFITS

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|---|--|
| <ul style="list-style-type: none"> <li>■ Adoption assistance</li> <li>■ Child care</li> <li>Commuter benefit program</li> <li>■ Employee Assistance Program (EAP)*</li> <li>■ Legal and financial referral services*</li> <li>■ myEdGPS Support Tool</li> <li>■ Paternity leave</li> <li>■ Work/life services*</li> </ul> | <ul style="list-style-type: none"> <li>• Expense reimbursement and paid time off for legal and travel needs</li> <li>• Onsite child care (Lake County, Ill.) and discounts for other child care providers</li> <li>• Public transportation pre-tax commuter expense savings program</li> <li>• Free counseling resources</li> <li>• Consultation session and discounts</li> <li>• Support for children with exceptional needs, such as learning disabilities, ADHD and autism</li> <li>• Paid leave for up to two consecutive work weeks</li> <li>• Work/life services to provide information and referrals</li> </ul> |
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#### TIME OFF

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>■ Holidays</li> <li>■ Vacation</li> </ul> | <ul style="list-style-type: none"> <li>• Paid time for company designated holidays</li> <li>• Paid vacation</li> </ul> |
|--|--|

\*These benefits are also available for dependents, including spouse/domestic partner and eligible children until the end of the month of their 26th birthday; exclusions and conditions apply. Your recruiter can provide details.

■ These benefits are fully paid by Abbott and are available to you at no cost.

▼ These benefits are partially paid by Abbott.

# Health Care

Medical, dental, and vision care benefits are offered under Abbott's health care plan. The plan provides benefits for a broad range of healthcare expenses for you and your covered family members. The medical options available to you are based on your geographic eligibility area, but the following information applies in all areas:



- If you are scheduled to work at least 20 hours per week, you are eligible for health coverage for you, your spouse or domestic partner, and your children (up to the end of the month of their 26th birthday).
- Coverage begins on your start date.
- Our health plans may require an employee contribution, which is deducted from your pay before taxes.

## MEDICAL COVERAGE

Abbott's medical plans provide access to quality providers, comprehensive plan designs, the flexibility to see providers of your choice, 100 percent coverage for in-network preventive services, and prescription drug coverage. Both plans are offered by UnitedHealthcare (UHC) and BlueCross BlueShield (BCBS).

### THE HEALTH INVESTMENT PLAN PPO

- This PPO plan combines a low-cost health plan with higher deductibles and an opportunity for a Health Savings Account (HSA) to which you can contribute pre-tax dollars. Abbott will also contribute to your HSA.

### THE TRADITIONAL PREFERRED PROVIDER ORGANIZATION PLAN

- This PPO plan requires higher weekly contributions but offers lower up-front out-of-pocket expenses when you seek medical treatment. The plan provides coverage with co-pays at the time of service.

### WHAT'S THE RIGHT PLAN FOR YOU?

For help deciding which medical plan is the best choice, visit [www.abbottbenefits.com](http://www.abbottbenefits.com) and try the Health Care Cost Tool. You'll be able to model various health care cost scenarios and review cost and coverage data that can help you make your decision. One thing to note, Abbott's partners have analyzed data for our active enrollees and determined, based on their actual experiences, that more than 90 percent would save money if enrolled in the Health Investment Plan.

**Please note:** Plans vary by region. Your recruiter can provide information about regional offerings.

**Affordable Care Act Notice:** Please note that Abbott employees are not eligible for a government subsidy to help pay for the cost of medical coverage.

## CARE COORDINATORS

When you need help navigating the complexities of the healthcare system, use the free, leading-edge service for members of our BlueCross BlueShield and UnitedHealthcare medical plans: Care Coordinators are an expert team of nurses, patient service representatives and benefits specialists, who are available to help you before, during and after any health event. The team will make sure you get the best possible care for you and your family. They can help you with claims, billing and benefit questions; finding network providers; reducing out-of-pocket costs; and anything that can make the healthcare process easier for you.

### FOR MEDICAL PLAN FEATURES

[CLICK HERE](#)

## HEALTH SAVINGS ACCOUNTS (HSAs)

The Health Investment Plan PPO (Abbott's high-deductible medical plan) offers the opportunity for a Health Savings Account (HSA). You can contribute to this account with pre-tax dollars to pay for future healthcare expenses. Abbott will fund your HSA as follows:

HEALTH SAVINGS ACCOUNT		
	Individual	Family
You can contribute	up to \$3,150	up to \$6,350
Abbott contributes*	\$200	\$400

\*When you select an Abbott-sponsored HSA bank.

Abbott provides HSA funding to HSA Bank (for BCBS) or Optum Bank (for UHC). The money in your HSA is yours to keep, so once it is deposited to your account, you can use it for current eligible healthcare expenses or when you have expenses in the future. Whatever you don't use stays in the account and can earn interest, growing for the future. The IRS publishes information on HSAs and qualified medical expenses, which can be accessed at [www.irs.gov](http://www.irs.gov).

## DENTAL COVERAGE

Abbott offers comprehensive coverage for dental expenses for you and your dependents, administered by MetLife. Some of the services offered include:

- Exams
- Teeth cleaning
- Fillings
- Orthodontia (including adult orthodontia)
- Restorative and surgical services at varying levels

## VISION COVERAGE

Abbott offers vision coverage through VSP and covers services such as exams, prescription lenses, frames, prescription glasses and contact lenses. In addition, you may receive discounts on certain services, including on hearing aids, provider visits and hearing aid batteries.

## FLEXIBLE SPENDING ACCOUNTS (FSAs)

An easy way to save money in 2016 is to participate in a Flexible Spending Account (FSA). With an FSA, the money you set aside for healthcare or dependent care expenses is not taxed when it comes out of your paycheck or when you receive reimbursement.

- Healthcare FSA – For eligible medical expenses, including:
  - Medical, dental and vision co-pays and co-insurance
  - Prescription drugs
  - Glasses, contact lenses and/or LASIK surgery

When you elect the Health Investment Plan medical option, you can only use the FSA for:

- Dental and vision co-pays
- Medical and prescription expenses only after you meet the plan deductible.
- Dependent Day Care FSA – For eligible dependent day care expenses, such as child or elder care, that allow you to work. (Note that the IRS defines dependents as children age 13 or younger or a relative who is a disabled adult, such as a spouse or parent. The dependent must reside in your home for at least eight hours a day).

Learn about these accounts on the WageWorks website: [www.wageworks.com](http://www.wageworks.com).

# Wellness Benefits

At Abbott, our core mission centers on enhancing life – by creating solutions that improve the lives of patients and by developing new ways for others to maintain and enhance their health. We're working to bring that mission to life for our employees as well.



## LIVELIFEWELL HEALTH ASSESSMENT, DIETITIAN, SMOKING CESSATION AND COACHING

The LiveLifeWell health assessment is a confidential online tool that analyzes your “health numbers,” such as height, weight, blood pressure and cholesterol. Those numbers, plus information you provide about your lifestyle, result in a snapshot of your health and provide suggestions for improvement. Once you have completed the assessment, you may be eligible to enroll in free, confidential and personalized health coaching. You can talk to a registered dietitian anytime you have a question about your nutritional needs.

## WORKPLACE WELLNESS PROGRAMS

All employees can participate in free workplace wellness programs. Check with your recruiter for more information about programs available at your location, which may include:

- Health coaching
- Preventive screenings
- Educational seminars
- Exercise and nutrition programs
- Team-based fitness competitions

# Retirement and Financial Benefits

Abbott offers cash incentive plans, retirement plans and tuition assistance to help you reach your financial goals and provide you with a continuing income after you retire.



## CASH INCENTIVE PLANS

Abbott has a variety of incentive plans. Ask your recruiter which incentive plan you may qualify for.

## RETIREMENT PLANS

Abbott is one of the few companies that offers a pension plan (Annuity Retirement Plan), 401(k) plan (Stock Retirement Plan) and retiree medical coverage.

### PENSION (ANNUITY RETIREMENT PLAN)

For employees retiring from Abbott, the Annuity Retirement Plan (ARP) provides monthly continuing income for your lifetime. All employees are eligible to participate. Details include:

- You are eligible to participate in the plan upon hire or at age 21, whichever is later.
- You earn a vested benefit after five years of service.
- You may retire as early as age 55 if you have 10 years of Abbott service.
- Your pension benefits are based on your final average pay and your eligible years of service.

### STOCK RETIREMENT PLAN (A 401(k) PLAN)

Abbott's Stock Retirement Plan (SRP), a 401(k) plan, offers all employees a convenient way to save and invest – with assistance from Abbott. Details include:

- If you contribute at least 2 percent of your eligible pay, Abbott contributes an additional 5 percent.

- You can sign up to participate upon hire; there is no waiting period.
- You may contribute from 2 to 25 percent of your eligible pay through pre-tax or Roth 401(k) contributions. You can also contribute from 2 to 10 percent on an after-tax basis. The combined total of all contributions cannot exceed 25 percent of eligible pay (subject to IRS limits).
- Company contributions are vested after two years.
- The plan offers you multiple investment choices, including Abbott Common Stock and many mutual fund offerings.
- The plan accepts rollovers of pre-tax distributions from other qualified plans and qualified IRAs.

## RETIREMENT? WHY SHOULD YOU START SAVING NOW?

Saving even a little now in our Stock Retirement Plan (SRP) will make a big difference later. That's because of "compounding" – where your contributions can grow exponentially.

[CLICK HERE](#)

## TUITION ASSISTANCE

If you are scheduled to work at least 20 hours per week, you may be eligible for tuition assistance if you have at least one year of full-time business experience at Abbott or elsewhere. The program reimburses up to \$5,250 per year for undergraduate courses and up to \$7,000 per year for graduate courses approved by your manager.

# Financial Security Benefits

Abbott offers several benefits that provide financial security for you and your family should you need these types of assistance.



## AD&D INSURANCE

Accidental Death and Dismemberment (AD&D) Insurance pays benefits for loss of life or limb due to an accident. Benefits may also be payable for rehabilitative therapy or medical coverage for your surviving family members.

- All employees receive basic coverage of \$10,000 at no cost.
- You may purchase supplemental coverage in \$10,000 increments, to a maximum of \$500,000 or 10 times your annual salary (whichever is less).
- You may purchase coverage for your spouse or domestic partner when you also purchase supplemental coverage for yourself, in increments of \$10,000, to a maximum of \$100,000.

## BUSINESS TRAVEL ACCIDENT INSURANCE

All Abbott employees are automatically covered by business travel accident insurance at no cost while traveling on Abbott business anywhere in the world. This insurance provides you with accidental death and dismemberment benefits equal to five times your annual base salary, with a minimum coverage of \$100,000 and a maximum coverage of \$1 million.

## LIFE INSURANCE

Abbott life insurance benefits are designed to help you provide financial security for your survivors in case of your death. You also have options for dependent life insurance coverage for your spouse or domestic partner and eligible children.

- You will receive basic coverage equal to 1 times your annual salary at no cost.
- You may purchase supplemental coverage as follows:
  - If you enroll within 31 days of eligibility, you can elect up to 5 times your base annual salary with guaranteed coverage
  - You may elect up to 7 times your base annual salary, up to \$7.3 million combined coverage, with evidence of good health
- You may purchase dependent coverage for your spouse or domestic partner and dependent children up to age 26 at the levels shown:

COVERAGE FOR SPOUSE/ DOMESTIC PARTNER	COVERAGE FOR CHILD(REN)
\$10,000	\$5,000
\$25,000	\$10,000
\$50,000	\$25,000
\$100,000	

## LONG-TERM DISABILITY (LTD) BENEFITS

Abbott provides LTD at no cost. Employees on approved medical leave for more than 26 weeks may apply for LTD benefits. If approved, the plan will pay up to 60 percent of base pay (less any other disability offsets such as Social Security benefits). Participants will be able to elect COBRA health coverage at an employer-subsidized rate.

## LONG-TERM CARE INSURANCE

You may elect Long-Term Care Insurance, which helps cover out-of-pocket expenses should you or a family member require long-term care in the future. In addition:

- Employees who enroll within 60 days of hire are guaranteed coverage.\*
- If you enroll after the 60-day enrollment period, you will be asked to provide proof of good health.
- Family members up to age 79\* may also apply, including your spouse or domestic partner and extended family members such as grandparents and in-laws.

\*Family members and employees over age 79 will be asked to provide proof of good health to be considered for coverage.

## SHORT-TERM MEDICAL LEAVE

Our Short-Term Medical Leave benefit provides pay if you are unable to work due to illness or injury. You may be eligible for medical leave pay for up to 26 weeks within any 52-week period. For employees in California, Hawaii, New Jersey, New York and Rhode Island, short-term benefits may differ.

EMPLOYEE TYPE	WAITING PERIOD PAY	APPROVED SHORT-TERM MEDICAL LEAVE PAY	
		FIRST 7 WEEKS	NEXT 18 WEEKS
Exempt and non-exempt	7 consecutive calendar days	100%	70%
Non-exempt	Sick pay benefits may be used (see below)	100%	70%
Exempt	100%	100%	70%

## SICK PAY

- Abbott provides 60 hours of non-exempt Hourly Sick Pay per year, which may be used for your own illness or to care for a child. The amount of pay varies by years of service and state. Ask your recruiter for details.
- Exempt employees receive full pay for absences due to illness or injury that are less than 7 consecutive calendar days.

# Additional Benefits

Achieving an appropriate balance between your work life and home life can help you handle both more effectively. Abbott offers several programs to assist you in reaching that balance.



## ADOPTION ASSISTANCE

Abbott's Adoption Assistance provides benefits for certain expenses you incur when adopting a child. If you work a schedule of 20 or more hours per week, you are eligible for this benefit. Details include:

- Reimbursement of up to \$20,000 per child for eligible expenses relating to the adoption of a child who is not a relative.
- Up to two weeks of 100 percent paid time off for legal and travel needs related to the adoption or to care for your new child.
- Leave may be taken before or after your child's arrival.

## CHILD CARE

We offer 10 percent discounts, priority access and backup care at some of the nation's largest child care providers. Ask your recruiter for local details.

## COMMUTER BENEFIT PROGRAM

You may set aside pre-tax funds to pay for public transit – including train, subway, bus, ferry and eligible vanpool – and qualified parking as part of your daily commute to work.

Because this money is deducted from your pay before taxes are taken out, you do not pay federal, state (varies by state) or employment taxes on those dollars. For additional information, visit [www.wageworks.com](http://www.wageworks.com)

## EMPLOYEE ASSISTANCE PROGRAM (EAP)

Part of your well-being includes having peace of mind and support in areas that may go beyond physical health. The EAP is available to all Abbott employees and their household at no cost.

Professional counselors provide confidential support and up to six free counseling sessions for assistance. Some of the areas include:

- Stress and overload
- Grief and loss
- Substance or gambling addictions
- Divorce and separation
- Anxiety and depression
- Relationship issues
- Conflicts at home

## LEGAL AND FINANCIAL REFERRAL SERVICES

There may be a time when you or a family member needs legal services. Whether consultation is needed to buy a home, consolidate debt or plan for the future, Abbott offers resources that can help. All employees and eligible dependents are eligible for one free 30-minute consultation and discounted rates if the attorney is retained.

## myEdGPS SUPPORT TOOL

myEdGPS is a new service for parents with children who have exceptional needs, such as learning disabilities, ADHD and autism. This support tool provides web-based information and one-on-one live telephone support from specialists to help parents pursue interventions that result in better outcomes for their child through:

- Simplifying education planning
- Facilitating school communications
- Troubleshooting issues
- Organizing materials
- Tracking progress

## PATERNITY LEAVE

It's important for fathers to care for and spend time with their newborn children. Up to two consecutive weeks of Paternity Leave with 100 percent pay are available upon the birth of your biological child, taken within the first 15 weeks after the child's birth.

## WORK/LIFE SERVICES

Managing your work and personal life may be challenging. Work/Life Services can help you and your family with parenting and child care needs, elder care concerns, financial issues, educational resources and other everyday issues. Work/Life Services provides general information, helpful ideas and support services to you at no cost. All employees and eligible dependents can receive phone or online information to help:

- Choose the right schools
- Find summer camps for your children
- Find a child care or elder care provider in your community
- Obtain information about elder care resources
- Learn how to better manage your finances
- Obtain information on home maintenance and repair, such as identifying bonded plumbers and licensed electricians
- Learn about disabilities or accessibility issues
- Plan for retirement

# Time Off

You need time away from work to relax and recharge.



## HOLIDAYS

Each year, employees receive 11 paid holidays. Specific holiday schedules vary, depending on local practices. Ask your recruiter for information about your location and consider these details:

- Full-time employees are eligible to receive full pay for company holidays, including standard holidays, company-designated holidays and, at some locations, holiday credits.
- Part-time employees receive prorated pay for company holidays based on scheduled hours.

## VACATION

Abbott offers three weeks of paid vacation time per year for new employees (prorated in the first year based on date of hire). The chart below shows how many weeks of vacation employees earn per years of service.

YEARS OF SERVICE	PAID VACATION
Under 1, if hired September 30 or later	None
Under 1, if hired July 1 to September 30	1 week
Under 1, if hired April 1 to June 30	2 weeks
Under 1, if hired January 1 to March 31	3 weeks
1 – 11 years	3 weeks
12 – 24 years	4 weeks
25 – 29 years	5 weeks
30 or more years	6 weeks

Paid vacation is pro-rated for those working less than full time.

This brochure is intended to describe the major features of the benefit plans and programs available to regular full- and part-time exempt and non-exempt employees at participating Abbott U.S. facilities as of January 1, 2016. All statements are subject to change and shall not be considered as modifying the express terms of the legal documents pertaining to each plan or program. Abbott reserves the right to amend or cancel benefit plans and programs at any time.

[CLICK HERE FOR SNAPSHOTS](#)