



# ABBOTT EMPLOYEE BENEFITS HIGHLIGHTS 2023

[ABBOTTBENEFITS.COM](https://www.abbottbenefits.com)

# For all the moments of your life.

Abbott's mission is to help people fulfill their potential through health. You can feel secure knowing that your Abbott benefits keep you healthy and well so you can live a full life.



## WHAT'S SPECIAL ABOUT ABBOTT'S BENEFITS?

### FREE MEDICAL COVERAGE

Participants who complete a short wellness assessment qualify for FREE coverage in our HIP PPO medical plan effective the next calendar year.

### MENTAL HEALTH SUPPORT

Spring Health is Abbott's free mental health benefit for you and your family offering personalized support, therapy, coaching and medication management.

### HERE WHENEVER YOU NEED HELP

Abbott's Care Coordinators offer expert, personalized help with coverage, billing, providers, and reducing your out-of-pocket costs.

### WELLNESS ON YOUR SMARTPHONE

The Castlight app has resources to help you eat better, sleep better and enhance your physical and emotional well-being while earning cash-value rewards!

### SAVE WHILE PAYING OFF YOUR STUDENT LOAN

With Abbott's Freedom 2 Save program, Abbott puts money into your 401(k) retirement account while you pay off your student loan.

### SPECIAL NEEDS? WE HAVE YOU COVERED!

Whatever your focus—lowering your prescription costs, starting a family, caring for elderly parents, managing stress, or all of the above—we probably have a program to help you. See page 7.

The information in this guide describes some of the benefits Abbott offers to U.S. employees. Some benefits require working a schedule of 20 or more hours per week or other requirements. Benefits may differ based on location and business unit. Abbott reserves the right to change or end its benefits plans or programs at any time. The information in this guide is neither a summary of the plans or policies nor a description of their key features or details. In case of any conflict or question, the official plan documents and applicable policies, as amended from time to time, will govern.

## DETAILS INSIDE

- 3 For your health
- 4 For your retirement and financial planning
- 5 For your financial protection
- 6 For wellness & personal balance
- 7 Time off benefits, Specialized programs for specialized needs
- 8 Benefits at a glance

## FOR MORE INFORMATION:

Explore benefits at [AbbottBenefits.com](https://www.AbbottBenefits.com).

To enroll in health and financial benefits, click the Abbott Benefits Center link and follow the prompts, or call the Abbott Benefits Center at **844-30-MY-ABC** (844-306-9222)

# For your health

Abbott's medical, dental and vision benefits provide care for you and your family, which includes your spouse or domestic partner and children up to age 26.

## MEDICAL PLANS

Abbott offers two national medical plans.\* They mainly differ in how and when you pay for coverage—either at the time of service or through regular paycheck contributions.

Both plans cover the same services, network of providers and network discounts, and both include free preventive care.

### HEALTH INVESTMENT PLAN (HIP) PPO

The HIP PPO has low paycheck contributions and a higher deductible. Features include access to more than 1,700 free preventive medications, and a Health Savings Account (HSA) that lets you contribute pre-tax dollars to cover healthcare expenses. Abbott also contributes to your HSA.

### TRADITIONAL PPO

With the Traditional PPO, you have higher paycheck contributions, which you'll pay regardless of the amount of medical services you use. This plan includes a lower deductible and out-of-pocket costs.

**Both plans are available with the UnitedHealthcare (UHC) or BlueCross BlueShield (BCBS) network.**

\* Regional plans are available in California and Hawaii. Speak to your recruiter for details.

---

*“My Care Coordinator helped me work through some questions/issues with two different healthcare claims, reached out to the providers for me and followed up with a status update. I’m a very happy customer.”*

- ABBOTT EMPLOYEE

---

## CARE COORDINATORS

Care Coordinators are available to participants enrolled in one of Abbott's national medical plans. The Care Coordinators are an expert team of nurses and benefit specialists who can assist with billing and benefit questions, finding network providers and reducing your out-of-pocket costs. Think of them as your health care “concierge desk,” always ready to get you the help you need.

## DENTAL

Abbott offers comprehensive coverage for dental expenses including exams, teeth cleaning, fillings, orthodontia and restorative services.

## VISION

Abbott vision coverage includes exams, prescription lenses, frames, and contact lenses, plus discounts on certain services.

## SPENDING ACCOUNTS

Flexible spending accounts (FSAs) let you make tax-free contributions to cover out-of-pocket expenses for healthcare or dependent care. You can use funds in the healthcare FSA for copays and coinsurance, prescription drugs, and glasses, contact lenses and LASIK surgery. Funds in the dependent daycare FSA can be used for child and elder care expenses.

### Which medical plan is right for you?

It depends on your needs. Over half of employees are in the HIP PPO, and we've found that over 95% of employees in the Traditional PPO actually would save money if enrolled in the HIP PPO.

# For your retirement & financial planning

Wherever you are on your career path, Abbott's financial and retirement programs help you build a strong financial future for you and your family.

## RETIREMENT SAVINGS

The Abbott Stock Retirement Plan (SRP), our 401(k) plan, gives you a great way to save and invest – with company matching contributions from Abbott. When you contribute two percent, Abbott contributes an additional five percent.

### PLAN FEATURES:

- Immediate eligibility
- No participant account maintenance fees and very low investment fund fees
- Multiple investment choices including Abbott common stock and target retirement funds
- You can elect pre-tax, Roth or after-tax 401(k) contributions
- Accepts rollovers of pre-tax and Roth distributions from other qualified plans

For eligible employees in select divisions, the Annuity Retirement Plan (ARP) may also be available.\* This benefit provides monthly continuing income for your lifetime. You earn a vested benefit after five years of service.

## FREEDOM 2 SAVE

Freedom 2 Save helps employees burdened by student debt save for retirement. Employees who apply at least two percent of their annual pay toward reducing their student debt will receive an annual five percent company match in the SRP.

## FREEU

FreeU is an educational benefit for U.S. Abbott employees that offers an affordable and self-paced path toward attaining a Bachelor's degree, whatever the individual's academic starting point.

## TUITION ASSISTANCE

The tuition assistance program reimburses up to \$7,000 per year for undergraduate courses and up to \$10,000 per year for graduate courses approved by your manager.

## HEALTH SAVINGS ACCOUNT (HSA)

If you're in the HIP PPO, you can use an HSA to pay for your healthcare expenses. An HSA offers several tax advantages to help you lower your medical costs, and Abbott makes annual account contributions even if you're not saving on your own. Best of all, your account stays with you even if you leave Abbott.

## RETIREE HEALTH INSURANCE

Eligible employees who meet certain age and service requirements at retirement have access to retiree medical and life insurance. Retiree dental coverage is also available through MetLife.

\* For more information, access the Abbott Benefits Center via [AbbottBenefits.com](http://AbbottBenefits.com) or speak to your recruiter.



*“Freedom 2 Save was one of the main factors in my decision to join Abbott. It told me that Abbott truly cares about investing in its employees and goes the extra mile to support those with student loans.”*

-ABBOTT EMPLOYEE

# For your financial protection

These benefits can help provide financial security in times of need.

## LIFE INSURANCE

Abbott life insurance provides financial security to your beneficiaries in case of your death. Abbott provides coverage of one times your annual salary at no cost. You can purchase additional life insurance coverage for you, your spouse or domestic partner and eligible dependent children.

## SHORT-TERM MEDICAL LEAVE

If you are unable to work due to illness, you may be eligible for medical leave pay for up to 26 weeks, including 100 percent pay for the first seven weeks. Benefits are available following a seven consecutive calendar day waiting period.

## LONG-TERM DISABILITY

If you are on an approved medical leave for more than 26 weeks, you may receive up to 60% of your base pay.

## AD&D INSURANCE

Accidental death and dismemberment (AD&D) insurance pays benefits for loss of life or limb due to an accident. Abbott provides \$10,000 at no cost; you can also purchase supplemental coverage for yourself and your spouse or domestic partner.

## LONG-TERM CARE INSURANCE

Optional long-term care insurance helps cover out-of-pocket expenses should you or a family member require long-term care in the future. Eligible family members include your spouse or domestic partner and extended family, including grandparents and in-laws.

## SICK PAY

This benefit helps you take care of yourself and eligible family members when sick. It includes 60 hours of 100 percent sick pay per year for non-exempt hourly employees and unlimited sick pay for exempt employees for absences up to seven consecutive calendar days. Exempt employees may also use up to 60 hours of sick pay per year to care for eligible family members.

## 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.



*“Abbott’s short-term medical leave policy allowed me to focus on my health while recovering from a major accident. After I was able to return to work, I felt mentally and emotionally stronger and ready to get back to work.”*

-ABBOTT EMPLOYEE



# For wellness & personal balance

**Abbott is committed to helping you be well and achieve the right balance between your work life and home life. We offer several programs to assist you.**

**LIVELIFEWELL:** LiveLifeWell provides well-being resources and services for work-life balance. Through Castlight you and your spouse/domestic partner can access resources to eat healthier, exercise more, sleep better, and more, while you earn rewards throughout the year—including gift cards and other giveaways.

**WORK/LIFE SERVICES:** Services include extensive, no-cost information and support related to parenting, caregiving, schooling and education, basic financial issues, basic financial issues and legal and financial consultations.

**CHILDCARE:** Abbott offers 10 percent discounts, priority access and backup care at some of the nation's largest child care providers.

**MENTAL HEALTH SUPPORT:** Spring Health is Abbott's mental health and work/life benefit for you and your family. Its personalized support includes six free therapy sessions per year, digital tools and exercises, medication management and access to a diverse, multilingual network of providers.

**CAREPARTNER:** CarePartner is a free service to help you access and navigate care for parents and other loved ones. It can help you find caregivers, get help with Medicare, address family conflicts and assist with pharmacy, claims and billing issues.

**FAMILY-BUILDING ASSISTANCE:** Abbott reimburses up to \$20,000 for eligible expenses related to the adoption of a child, as well as \$10,000 reimbursement for eligible surrogacy services.

**SPECIAL NEEDS EDUCATION SUPPORT:** Torchlight provides free support to parents with children who have exceptional needs, such as learning disabilities, ADHD and autism.

**COMMUTER BENEFIT PROGRAM:** This benefit lets you use pretax money for public transit and other eligible commuting costs, lowering your expenses.

**TUTORME:** TutorMe is a free Abbott benefit that provides virtual, on demand tutoring for your children or yourself. Abbott employees are eligible for three free hours of tutoring per week.

**ADDITIONAL FAMILY SUPPORTS:** Additional Family Supports offers free access to a database of family care services, discounts on tutoring and virtual learning resources; and preferred enrollment and discounts at thousands of child care centers nationwide.

*“I’ve lost weight, my cholesterol has lowered, and I feel better. I’m really thankful that Abbott put together some really great ways to integrate apps that help everybody.”*

-ABBOTT EMPLOYEE

# Special programs for specialized needs

We are on the lookout for programs to help you and your family.

## HERE ARE SOME SPECIALIZED RESOURCES ABBOTT OFFERS:



### Hinge Health

Get free, digital physical therapy relief for muscle and joint pain

ACCESS IN CASTLIGHT



### Ovia

Online fertility, pregnancy, and parenting support

ACCESS IN CASTLIGHT



### Milk Stork

Free milk-shipping service for nursing Abbott mothers

FOR INFO CALL THE ABBOTT CARE COORDINATORS AT 888-614-1011



### Progyny

Infertility services with a network of patient care advocates

FOR INFO CALL THE ABBOTT CARE COORDINATORS AT 888-614-1011



### Rx Savings Solutions

Alerts on money-saving opportunities for your prescriptions

ENROLL AT MYRXSS.COM



### Omada

Lower risks for diabetes or heart disease or manage diabetes

ACCESS IN CASTLIGHT



### Freedom 2 Save

Don't let student debt derail your retirement!

LEARN MORE AT ABBOTTBENEFITS.COM

# Time off benefits

## HOLIDAYS

Abbott provides 10 paid holidays and three holiday credits (floating holidays) per year. Specific holiday credit schedules vary by location/division.

## VACATION

Abbott offers three weeks of paid vacation time per year for new employees (prorated in the first year based on date of hire). Employees earn additional vacation—up to six weeks per year—based on years of service.

## VACATION BUY

During benefits open enrollment each fall, eligible employees can purchase up to five additional vacation days for use in the following year.

## PARENTAL LEAVE

Eligible birth and adoptive mothers and fathers can take up to eight work weeks of paid time off following the birth or legal adoption of a child.

*“I’m glad I found out about Hinge Health. I used to have issues with my knees. Since using this app, I have gained the ability to manage my pain. I’ve noticed I’m more alert and focused during the days too.”*

-ABBOTT EMPLOYEE



# Programs and resources for you and your family



## BEING HEALTHY

### EXPLORE HEALTH PLANS

- Medical, dental & vision benefits
- Free preventive care under all Abbott medical plans
- Telemedicine (Teladoc)

### GET FIT & LIVE WELL (PROGRAMS IN CASTLIGHT)

- Fitness, sleep, and nutrition rewards (Castlight)
- Diabetes, heart health & weight management (Omada)
- Incentives for managing chronic conditions and preventive care
- Tobacco cessation
- Sleep improvement (Spring Health)
- Help managing stress (Spring Health )

### LEAVE & DISABILITY

- Paid parental leave
- Paid medical leave



## HEALTHCARE GUIDANCE

### ABBOTT CARE COORDINATORS

- Support for BCBS and UHC health plan participants. Find in-network providers, see your deductible, get help with claims.

### HEALTHCARE TOOLS

- Diagnosis review/second opinion (Teladoc)
- Save on prescription drugs (Rx Savings Solutions)



## BUILDING FINANCIAL SECURITY

### BUILDING FOR TOMORROW

- Stock Retirement Plan 401(k)
- Health Savings Account (HSA)
- Save for retirement while paying off your student loan (Freedom 2 Save)
- Tuition assistance
- Company-paid undergraduate coursework (FreeU)

### SAVING MONEY TODAY

- Tax-advantaged spending accounts for health and dependent care (FSAs and HSA)
- Free financial consultations (Spring Health)
- Discount programs (Perkspot)

### INCOME PROTECTION

- Life insurance
- Long-term care insurance
- AD&D insurance
- Disability benefits



## CARING FOR SELF & FAMILY

### GROWING YOUR FAMILY

- Adoption assistance
- Pregnancy, fertility & surrogacy assistance

### WORK/LIFE BALANCE

- Free employee and family counseling (Spring Health)
- Free tutoring support (TutorMe)

### CAREGIVING

- Elder care support (CarePartner)
  - Discounts for childcare and babysitting (Sittercity)
  - Support for children with special needs (torchlight)
- ...and many more!

## LEARN MORE AT [ABBOTTBENEFITS.COM](https://abbottbenefits.com)

### ABBOTT BENEFITS CENTER

View, enroll or change your medical and financial benefits.

Via [AbbottBenefits.com](https://abbottbenefits.com)  
**844-30-MY-ABC** (844-306-9222)

### WELLNESS BENEFITS [iLiveLifeWell.com](https://ilivelifewell.com)

### BENEFITS FOR PARENTS [Parental.Abbottbenefits.com](https://parental.abbottbenefits.com)

### ABBOTT CARE COORDINATORS

Find providers and get claims help via [AbbottBenefits.com](https://abbottbenefits.com)  
**888-614-1011**

### CASTLIGHT

Earn points towards rewards for wellness activities. Create a Castlight account via [iLiveLifeWell.com](https://ilivelifewell.com) or get help at **844-711-7113**.