BENEFITS.YOU.

My Health | My Wealth | My Life

2018 Benefit Highlights

As a company we believe it is essential to offer highly competitive and comprehensive benefits in order to attract, retain and motivate the best and the brightest talent in the industry. This brochure focuses on providing a brief description of the benefits available to you; more details are available upon hire at **www.HenrySchein.benefitsnow.com**. Welcome to our Team!

Benefits and Enrollment Overview

Eligibility

You are eligible to participate in the Henry Schein benefits plans if you are a full-time Team Schein Member (TSM) working 40 or more hours per week. All full-time salaried TSMs are eligible to participate in the health care plans on their first day of employment. All full-time hourly TSMs are eligible to participate in the health care plans after completing 90 days of

You are required to enroll or waive coverage online at **www.HenrySchein.benefitsnow.com** or by calling the Team Schein Benefits Center at **877-9SCHEIN (877-972-4346)** no later than the date indicated in the top right-hand section of your Enrollment Worksheet. Mark your calendar with this important date! Once your enrollment period is over, you will not be able to

Your Health Care Elections

Medical Coverage

The Medical plans, administered by Cigna, offer you and your eligible dependents comprehensive and affordable coverage:

- Henry Schein Health Plus Plan with Health Savings Account
- Henry Schein PPO

When you enroll in one of the Medical plans with Cigna, you will automatically have prescription drug coverage, administered by Express Scripts.

Wellness Credit for Non-Tobacco Household

TSMs who live in a tobacco-free household can enjoy a "credit" on their health care contribution. A tobacco-free household is defined as an eligible household that does not have any member on the Henry Schein health care plan that uses any form of tobacco regularly or recreationally. A household must be tobacco-free for a period of 12 months prior to enrollment in the Henry Schein health care plans in order to be eligible for the credit.

Medical Plan	Health Plus		PPO	
Coverage	In-Network	Out-of-Network[1]	In-Network	Out-of-Network[1]
Annual Deductible	$1,450 Individual $2,900 Family	$1,450 Individual $2,900 Family	$600 Individual $1,200 Family	$2,500 Individual $5,000 Family
Coinsurance *(after deductible)*	15%	35%	20%	30%
Maximum Out-of-Pocket Expense *(includes deductible)*	$4,550 Individual $7,150 Family	$7,500 Individual $15,000 Family	$5,000 Individual $10,000 Family	$10,000 Individual $20,000 Family
Henry Schein HSA Contribution	Earning $50,000 or more[2] • TSM only: $500 • TSM + 1 or family: $1,000 Earning under $50,000[2] • TSM only: $750 • TSM + 1 or family: $1,500		NA	NA
Primary/Specialist Office Visit	15% after deductible	35% after deductible	$35 / $45	30% after deductible
Preventive Care *(includes routine tests)*	$0		$0	
Hospital Services	15% after deductible	35% after deductible	20% after deductible	30% after deductible
Emergency Room	15% after deductible	35% after deductible	$200 (waived if admitted)	$200 (waived if admitted)
Diagnostic/Lab	15% after deductible	35% after deductible	20% after deductible	30% after deductible
Retail Prescription *(30-day supply)*				
Maximum Out-of-Pocket Expense *(prescriptions only)*	Included in medical		Included in medical	
Generic	15% after deductible		$20	
Preferred Brand	15% after deductible		20% ($45 min / $60 max)	
Non-Preferred Brand	15% after deductible		40% ($65 min / $100 max)	
Mail Order Prescription *(90-day supply)*				
Generic	15% after deductible		$40	

Health Savings Account

A Health Savings Account is a unique feature of the Health Plus Plan. You can make pre-tax contributions to your HSA by electing to have deductions taken from your paycheck during the year, up to IRS limits. If you are over the age of 55, you may make an additional catch-up contribution. Henry Schein will also make an annual contribution to your HSA, based on the level of coverage you elect. The Henry Schein contributions will be made to your account twice a year.

TeleHealth Connection

TeleHealth Connection is available to all Cigna health plan participants and connects you to a board-certified doctor by phone, email or online video chat 24/7/365 to help you with a wide range of minor, non-emergency conditions. Simply pay your medical plan's copay, coinsurance or deductible for each consultation.

Vision Coverage

The Vision plan, administered by Vision Service Plan (VSP) covers eye exams, lenses and frames according to the schedule below.

Vision Services	In-Network Coverage	Out-of-Network Coverage
Frequency of Service • Exams • Lenses • Frames • Contact Lenses	Once every calendar year One pair every calendar year One pair every two calendar years One pair every calendar year*	
Eye Exam	$20 copay	$50 allowance
Lenses • Single • Bifocal • Trifocal	100% after copay 100% after copay 100% after copay	$50 allowance $75 allowance $100 allowance
Frames	Up to $175 retail, then 20% discount	$70 allowance
Contact Lenses	Up to $175 retail	$105 allowance

Vesting – The Company's matching contributions and any earnings on these funds vest according to the following schedule:

Years of Service	1	2	3	4	5
Percentage Vested	0	20	40	60	100

Automatic Enrollment – If you do not actively enroll in the plan or opt out within 60 days of your hire date, you will be automatically enrolled in the 401(k) plan at a contribution rate of 3%.

Other Benefits

Basic Group Term Life and AD&D Insurance

Henry Schein automatically provides you with Life and AD&D coverage at no cost to you. Your basic coverage is equal to one times your eligible earnings rounded to the nearest thousand, up to a maximum benefit of $400,000. Should death occur as a result of an accident, an additional 100% benefit is paid to your beneficiary(ies) on record. You will need to designate a beneficiary.

Note: The IRS requires you to pay tax on benefits greater than $50,000 and will be reported as GTL (Group Term Life) on your paycheck.

Supplemental Group Term Life and AD&D Insurance

Supplemental Life and Supplemental AD&D Insurance are voluntary programs that allow you to purchase additional coverage for yourself and/or your dependents. The cost of this coverage is paid through after-tax payroll deductions.

Health Advocate

Identity Theft

PrivacyArmor Plus is a voluntary benefit that helps detect identity theft and minimize damages by actively monitoring and notifying you of suspicious activity.

Short Term Disability

Short Term Disability plan benefits provide up to 26 weekly payments to partially replace wages lost because of off-the-job injuries or illnesses that prevent you from working. Benefits will begin after five consecutive days of absence. You will receive a percentage of your pre-disability earnings based on your years of service. You are automatically enrolled in the Short Term Disability plan upon date of hire.

Long Term Disability

The Long Term Disability Plan is automatically provided to full-time TSMs at no cost and will pay a monthly benefit should you become totally disabled. After 26 weeks of Short Term Disability, if approved, you will receive 60% of your monthly basic earnings at the time you became totally disabled, up to a maximum monthly benefit of $10,000. Additionally, you will have the option to elect to pay tax on the cost of the LTD coverage paid by Henry Schein. If you elect this option and you subsequently qualify for Long Term Disability benefits, those benefits will be paid to you tax-free.

Hyatt Legal Plan

The Hyatt Legal plan provides eligible full-time and part-time TSMs, regularly scheduled to work 25 hours or more each week, with fully covered legal services from experienced attorneys. Legal services include preparation of wills, mortgage closings, traffic ticket defense, small claims assistance and personal bankruptcy among many, many others. Spouses and qualified dependents are also covered under this plan.

Business Travel Accident Plan

This plan provides five times your base annual salary up to a maximum of $750,000 in the event of accidental death or

Work Life Assistance Program

Corporate Counseling is a confidential resource that offers consultation, information and personalized community referrals, available 24 hours a day, 7 days a week. This benefit is paid for by the Company and available to you and your family members.

Tuition Reimbursement Plan

To encourage people to aspire to higher and more responsible positions within the organization, a Tuition Reimbursement Plan is available for full-time Team Schein Members. To be eligible for reimbursement, the course(s) must:

- Be taken at an accredited academic institution,
- Be in a subject specifically related to your current job or part of a degree plan that will prepare you for another position within the Company, and
- Receive a grade of "C" or better.

Reimbursement will apply towards tuition only. The maximum reimbursement is 75% of tuition costs up to $3,500 per calendar year.

Adoption Assistance

Henry Schein will reimburse full-time TSMs for expenses related to the legal adoption of a child under age 18 to a maximum benefit of $5,000, or in the case of a special needs adoption, to a maximum benefit of $6,000.

Lending Hands Program

TSMs are eligible to apply for a cash grant for an eligible non-profit organization after completing at least 15 hours of unpaid, volunteer service within the current calendar year. Contributions can either be $100, $200 or $300 depending upon the number of hours volunteered.

Since no document can anticipate every circumstance or question about the Henry Schein, Inc. benefit programs,

dismemberment while traveling on Company business. This plan is provided to full-time TSMs automatically at no cost to you.

MetLife Group Auto, Home* and Pet Insurance

The group auto, home and pet insurance policies are available to you from MetLife as a voluntary benefit that can save you money with reduced group rates. Your premium payments can be spread over the policy term and deducted directly from your paycheck with no interest or service charges added.

**Home insurance is not part of this voluntary benefit offering in California, Florida or Massachusetts.*

529 College Savings Plan

Under the Black Rock College Advantage 529 Plan, you can save for eligible college costs with post-tax payroll deductions.

we encourage you to contact your local Human Resources Representative, a benefits professional in the Corporate Human Resources Department or the Team Schein Benefits Center at 877-9SCHEIN if you have any questions about the benefit plans described in this summary.

To find a network provider, visit the providers' websites. They each have a "Provider Lookup" to assist your search.

Cigna	**www.cigna.com**
MetLife	**www.metlife.com/dental**
VSP	**www.vsp.com**

This Summary is provided as a brief overview of the benefits offered by Henry Schein, Inc. and is only intended to serve as a guide. In all instances, the terms and conditions of the Plan or contract will apply. In the event of a conflict of information between this summary and the official plan document(s), the plan document(s) will prevail. Henry Schein, Inc. reserves the right to change, modify, suspend, interpret or cancel (in whole or in part) any of its published or unpublished policies or practices. This can be done at the sole discretion of the Company, and without having to give cause or justification to any Team Schein Member.