

# Benefits

A critical component of our company's vision is to be a best place to work. As part of this commitment, we provide our employees with comprehensive compensation and benefits.

Our global total compensation philosophy is to provide market-competitive pay while rewarding employees for individual and business performance. Our total compensation package includes base pay and may include variable pay, such as cash bonuses and stock-based compensation. It also includes market-competitive benefits that vary by country, region and/or role, to help employees meet their healthcare, income-protection, financial, retirement and time-off needs.

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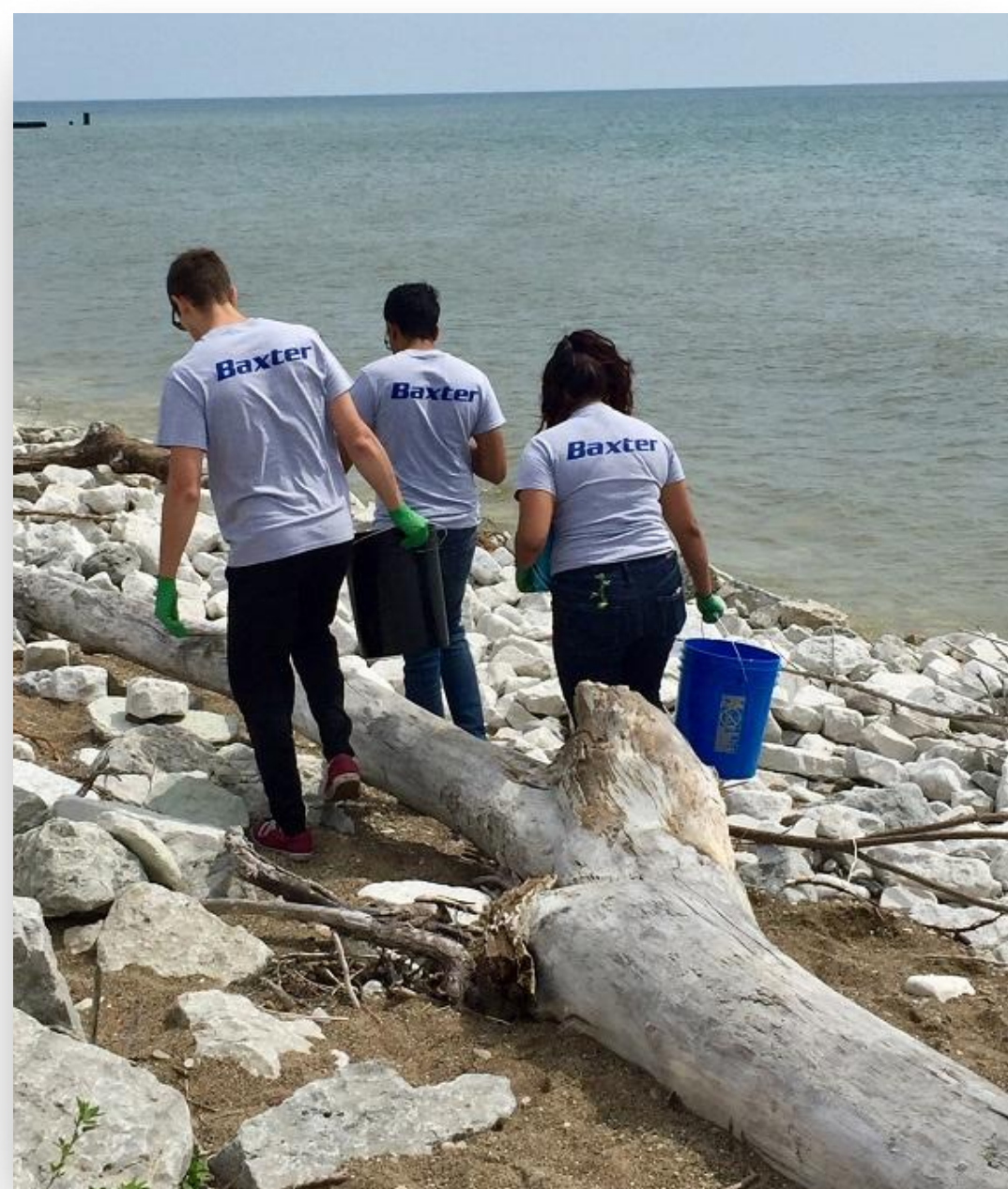
## Benefits

### Workplace Flexibility

Baxter appreciates the increasing demands on our employees to manage their personal and work lives, and respects the need for different approaches to where and when work gets done. Workplace flexibility at Baxter refers to the modification of time and/or location of work, such as telework, flextime (adjusted start/stop times, compressed schedule, shift swapping, summer hours) or less than full-time.

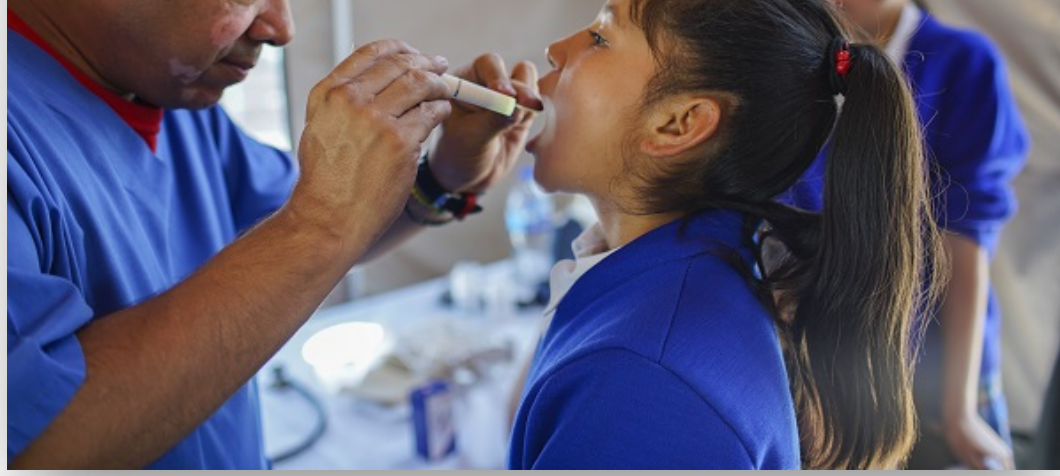
Critical success factors that enable a flexible workforce include manager effectiveness and employee accountability. We provide training for our people managers to reinforce their role in enabling workplace flexibility and provide tools and resources for employees and managers to navigate flexible arrangements.

While the approaches to flexibility could vary based on job responsibilities, the overriding philosophy remains the same everywhere – to support flexibility and our employees' needs to successfully manage their work and personal lives.



### Baxter Employee Disaster Relief Program

The Baxter Employee Disaster Relief Fund was created to help employees who are facing financial hardship from property



administrative costs to allow 100% of employee donations to reach fellow colleagues.

Employee Programs

**Baxter and its employees support communities worldwide through financial contributions, product donations, healthcare access initiatives, and employee volunteerism.**



**Matching Gift Program**

Baxter employees are involved in their communities in many meaningful ways. In addition to giving their time through volunteering, many employees also choose to donate to causes that are important to them. The Foundation's Matching Gift Program recognizes employee contributions to charitable organizations by matching an employee's donation of \$25 or more, up to \$5,000, to nonprofit, tax-exempt U.S. organizations.



**Scholarship Program**

In support of the company's commitment to education, the Baxter International Foundation Scholarship Program provides scholarships for post-high school education for children of Baxter employees around the globe. Awards are in support of undergraduate study and are presented on a merit basis. A neutral, third-party agency evaluates applications on the basis of the students' academic, extracurricular, and employment accomplishments.



**Dollars for Doers Program**

Baxter International Foundation values every hour employees volunteer. Through the Dollars for Doers (DFD) Program, employees can convert time volunteered into grants for their favorite U.S. charitable organizations. Ten hours of volunteering can equal \$100 for an eligible charity.

**Compensation & Benefits**

**HEALTHCARE BENEFITS** ^

Employees have the opportunity to choose the healthcare benefits that best meet their needs. Baxter pays a majority of the costs for this coverage. If elected, medical and dental coverage begin immediately upon hire.

Medical Coverage is available for employees and eligible family members. Employees can choose from a variety of medical plan options, balancing cost and features that best meet their needs.

Dental Coverage is offered separately from medical coverage, so employees may elect one without electing the other. Employees have a choice of dental plan options and coverage is also available for eligible family members.

Additional Employee Health and Well-Being Benefits are offered to employees and their families. Through the company's global health and wellness program called BeWell@Baxter, employees have access to resources to help them focus on staying well through education and prevention, taking action to make healthy changes and dealing with chronic or acute conditions.

**INSURANCE COVERAGE** ^

Baxter provides Basic Life Insurance, Short-Term Disability, Basic Long-Term Disability and Business Travel Accident insurance at no cost to employees immediately upon hire.

In addition, employees can also purchase the following protection at group rates:

- Supplemental Life Insurance



## FINANCIAL AND RETIREMENT

Through the Employee Stock Purchase Plan (ESPP), Baxter employees have the opportunity to share in the growth the company generates for shareholders. The ESPP allows Baxter employees to purchase Baxter common stock each month at a 15 percent discount (up to 15 percent of base pay and sales commissions, subject to limits under federal law) through convenient payroll deductions with no brokerage fees.

The Retirement Savings Plan (RSP) is Baxter's 401(k) plan and is a great way to help employees save for the future. Employees can enroll in the plan the first of the month following 30 days of service and choose the amount of pre-tax savings—from 1 percent to 50 percent of pay (subject to limits under federal law). Baxter matches 3.5 percent on the first 4 percent of employee contributions. In addition, for eligible participants, Baxter provides a non-matching contribution of 3 percent of eligible pay each year, provided employees are employed on the last business day of that year.

Employees can choose from a variety of investment funds and immediately vest—gain 100 percent ownership rights—in Baxter's matching contributions and become vested in Baxter's non-matching contributions after three years of service.

Flexible Spending Accounts (Healthcare and Dependent Care) allow employees to set aside pre-tax dollars for eligible expenses, including vision and hearing care, deductibles, co-payments and other expenses not covered by a medical or dental plan. Certain child and eldercare expenses are eligible under the Dependent Care Flexible Spending Account.

Baxter's Educational Assistance Program invests in employee growth and professional development by reimbursing up to \$5,250 per year for undergraduate courses at accredited institutions. A separate program, that requires management approval, provides tuition assistance for graduate coursework.

Baxter Credit Union (BCU) Membership is open to Baxter employees and their entire family. BCU is a nationwide, not-for-profit, full-service financial institution with service centers located in many Baxter facilities in the United States and Puerto Rico. BCU offers no-fee checking; competitive savings and loan rates; financial and retirement planning services and anytime, anywhere account access with free online and mobile banking.

## TIME OFF

Paid Holidays schedules vary by location, but generally include both standard holidays and company-designated days.

Paid Time Off of 20 to 35 days based on length of service. Flexibility to manage your time off and use your days as you choose (vacation, personal, sick all combined into one "pool of days").

Family and Medical Leaves of Absence generally provide up to 12 weeks of unpaid time off: when an employee is unable to work because of his/her own serious health condition; to care for a newborn, a newly adopted or foster child; to care for a family member with a serious, documented health condition; and for an "exigency" leave, in appropriate circumstances, due to a qualifying person's active duty or call to active duty. An absence of up to 26 weeks to care for an ill or injured service member also is provided. Leaves are available to employees who have completed 12 months of service and worked 1,250 hours in the previous 12 months.

Paid Parental Leave provides 6 weeks of paid time off for new mothers and fathers.

Other Time Away Programs include Civic Duty (jury and witness) Leave, Bereavement/Funeral Leave and Military Leave.

## ADDITIONAL BENEFITS

The Voluntary Benefits Program\* allows employees to enroll in employee-paid benefits such as vision insurance, legal benefits, long-term care insurance, accident insurance, critical illness insurance, identity theft protection, hospital indemnity insurance, auto and home insurance, and pet insurance through convenient payroll deductions.<sup>1</sup>

Commuter Benefits lets employees use pre-tax funds to pay for certain parking and public transit as part of their commute to work.

The Employee Discount Program gives employees access to discounts on a range of products and services such as automobiles, cellular phones, travel-related services, electronics, fitness center memberships, movie tickets, flowers, gifts and more.

The Employee Assistance Program (EAP) provides access to confidential, professional assessment, counseling and referral services for employees and their family members.

Center-Based Child Care benefits including discounts, priority access and/or subsidized backup care are available to Baxter employees through various national childcare organizations. Other family supports include discounted tutoring and access to a national caregiving database.

The Adoption Reimbursement Program reimburses up to \$5,000 in legal fees and administrative expenses for the legal adoption of a child.

\*Baxter's sole involvement with these benefits is to withhold the cost of any benefits that you choose to purchase from the paycheck, on an after-tax basis, and transmit the payments to the applicable provider. Any questions that employees may have about the benefits must be directed to the provider. See the materials furnished by the providers of these benefits for further information.



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