

# U.S. Total Rewards

## AbbVie Experience

2022



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# Total Rewards Guiding Principles



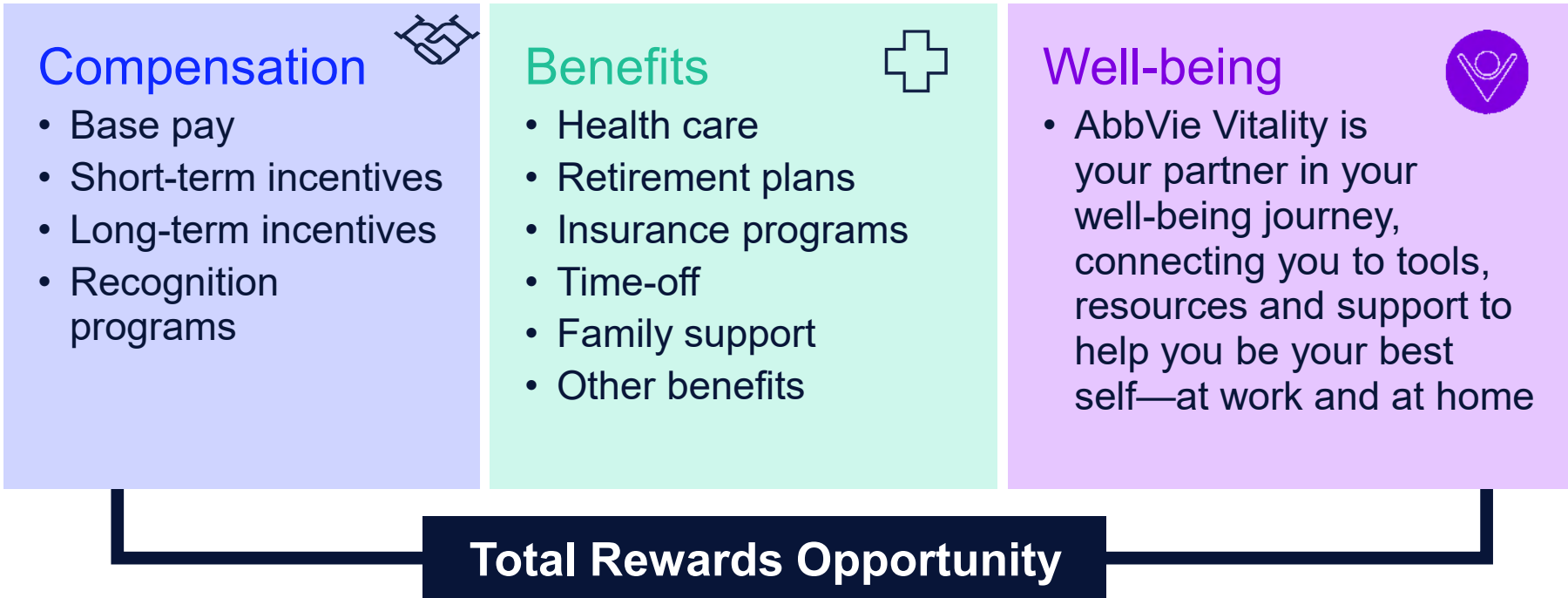
## Total Rewards Guiding Principles

- 1 Performance**  
We reinforce our high-performance culture through the delivery of Total Rewards that motivate, support and develop the talent we need to drive the business.
- 2 Behaviors**  
We link results and the Ways We Work to rewards. How results are achieved are as important as the results themselves, and our rewards reinforce this.
- 3 Differentiation**  
We meaningfully differentiate compensation based on employee performance and behaviors by providing the greatest rewards to those who make the greatest contributions to the business.
- 4 Accountability**  
We support the health and financial well-being of our employees and their families through our benefit programs, while maintaining employee accountability through cost-sharing and other program features that reinforce individual responsibility.
- 5 Transparency**  
We design our Total Rewards programs with simplicity in mind and clearly communicate them in ways that are relevant and understandable to employees.

abbvie Deliver Total Rewards that **attract, retain** and **engage** the talent we need to drive our business forward

# Total Rewards (TR)

## AbbVie's approach to **compensation, benefits and well-being**



# Health Care

Medical

Health spending accounts

Dental

Vision

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# Health Care

## Options

### Benefit Eligibility

All U.S. employees regularly scheduled to work at least 20 hours per week

- Eligible to enroll in most benefits from date of hire
- Coverage for eligible dependent children (birth up to age 26, regardless of student status)
- Domestic Partner coverage available (same sex/ opposite sex partners)

## Choose what's right for you

### Medical Plan

- 3 medical plan types:
  - 2 High Deductible Health Plans (HDHPs)
  - 1 Preferred Provider Organization (PPO)
- 2 national networks:
  - BlueCross BlueShield (BCBS)
  - UnitedHealthcare (UHC)
- CVS Caremark: Rx administrator for BCBS and UHC
- 2 regional networks:
  - Baylor, Scott & White (BSW) in TX
  - Kaiser HMO in CA

### MetLife Dental Plan

### VSP Vision Care two plan options

### Spending Accounts

- Health Savings Account (HSA)
- Health Care and Dependent Care FSA
- Commuter Account

Make your 2022 elections within 30 days of your hire date

# Health Care

## Medical

### Coverage for:

- ✓ Infertility
- ✓ Acupuncture
- ✓ Gender dysphoria
- ✓ Nutrition counseling
- ✓ Wearable hearing aids

## Key features



**100%**  
coverage for  
company drugs\*



**100%**  
coverage for  
diabetes supplies



No prescription  
drug formularies



Health advocacy  
services



Customized care  
management programs



Online tools and  
virtual visits

# Health Care

## Medical

### Comprehensive options

|                                          | High Deductible Health Plans (HDHPs) Basic                                                                                                      | HDHPs with Health Savings Account (HSA)                                                                                                                        | Preferred Provider Options (PPOs)                                                                                  | Health Maintenance Organization (HMO)                                    |
|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|
|                                          | <ul style="list-style-type: none"><li>• UHC High Deductible Choice Plus</li><li>• BCBS High Deductible</li><li>• BSW HDHP<sup>1</sup></li></ul> | <ul style="list-style-type: none"><li>• UHC High Deductible with HSA</li><li>• BCBS High Deductible with HSA</li><li>• BSW HDHP with HSA<sup>1</sup></li></ul> | <ul style="list-style-type: none"><li>• UHC Choice Plus</li><li>• BCBS PPO</li><li>• BSW PPO<sup>1</sup></li></ul> | <ul style="list-style-type: none"><li>• Kaiser HMO<sup>2</sup></li></ul> |
| Access to a Health Savings Account (HSA) | Yes                                                                                                                                             | Yes                                                                                                                                                            | No                                                                                                                 | No                                                                       |



Learn more about plan details and costs at [abbviebenefits.ehr.com](https://abbviebenefits.ehr.com)

<sup>1</sup> Available for employees in select regions of TX only.

<sup>2</sup> Available for employees in CA only.

# Health Care

## Medical

### What's the difference: PPO vs. HDHP

#### Traditional Preferred Provider Option (PPO)

- Lower deductibles (separate deductibles for medical and prescription drugs)
- Copayments for office visits
- Preventive care covered at 100% before deductible
- Coinsurance for most other services
- Separate out-of-pocket limits for medical and prescription drugs
- Higher monthly contributions

#### High Deductible Health Plans (HDHPs)

- Higher deductibles per IRS guidelines (combined for medical and prescription drugs)
- Preventive care (includes an expanded list of preventive drugs) covered at 100% before deductible
- Coinsurance after deductible
- Family deductibles and OOP limits apply if family coverage is elected
- Lower monthly contributions

#### \$ Cost Considerations

- Costs more out of your paycheck, but less at the time you receive care
- Costs less out of your paycheck and more at the time you receive care

### Consider electing an HDHP

- ✓ Designed to coordinate with Health Savings Accounts (HSAs)
- ✓ HSAs offer triple tax savings



# Spending accounts

## HSA

If you elect a High Deductible Health Plan (HDHP), you are eligible for a Health Savings Account (HSA):

### Basic HDHP option

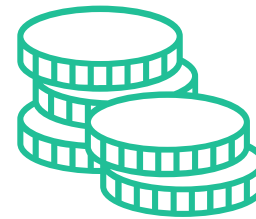
- Make your HSA elections online or choose any bank

### HDHP with HSA options

- Make your HSA elections online
- AbbVie also contributes to your HSA:
  - \$500: employee-only coverage
  - \$1,000: family coverage



**Contribute\* and withdraw funds on a tax-free basis** for current and future qualified health care expenses



**Grow your account** through tax-free investment earnings



**Spend or save:** Unused funds rollover automatically

### Note:

- It's yours: The HSA belongs to you, even if you change medical options, companies or retire
- If you elect any HDHP option and a flexible spending account (FSA) you will be automatically enrolled in an HSA-compatible FSA.

*\*Contribute up to \$3,650 (employee only) or \$7,300 (family).*

# Spending accounts

## FSA

## Health Care Flexible Spending Account (HCFSA)

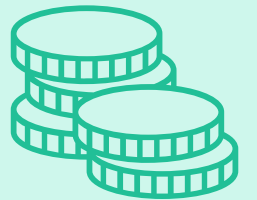
### KEY FEATURES

- Do not need to be enrolled in an AbbVie medical option
- Contribute and withdraw funds on a tax-free basis for qualified health care expenses
- Make your FSA election online during enrollment
- \$2,750 contribution limit in 2022
- Annualized funds available immediately
- **USE IT OR LOSE IT:** Funds must be used during the calendar year elected (except for \$550 annual rollover)
- Administered by HealthEquity

## ▶ IMPORTANT

If you **elect an HDHP option & an FSA:**

- **Automatically enrolled in an HSA-compatible FSA**, even if you did not elect to enroll in an HSA
- An HSA-compatible FSA can only be used for **qualified dental or vision expenses** until you have met your annual HDHP deductible



# Spending accounts

## Key differences

### FSA vs. HSA

| Features                | Flexible Spending Account (FSA)                                                                                                                                                  | Health Savings Account (HSA)                                                                                                          |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| Medical Plan Compatible | All medical plans                                                                                                                                                                | HDHP options only                                                                                                                     |
| Funding                 | Pre-tax payroll deductions                                                                                                                                                       | <ul style="list-style-type: none"> <li>Pre-tax payroll deductions</li> <li>AbbVie contributions (HDHP with HSA option)</li> </ul>     |
| IRS limit in 2022       | \$2,750                                                                                                                                                                          | \$3,650 individual / \$7,300 family                                                                                                   |
| When funds available    | Immediately – full amount                                                                                                                                                        | YTD contributions available for withdrawal                                                                                            |
| Rollover                | N/A; use it or lose it (except \$550 annual carryover rule)                                                                                                                      | Unused funds roll over each year                                                                                                      |
| Eligible expenses       | <ul style="list-style-type: none"> <li>PPO option: All qualified medical, Rx, dental, vision expenses</li> <li>HDHP: Dental and vision only – until deductible is met</li> </ul> | <ul style="list-style-type: none"> <li>Any qualified health care expense prior to age 65</li> <li>Any expense after age 65</li> </ul> |
| Administrator           | HealthEquity                                                                                                                                                                     | Optum Bank <sup>1</sup> , HSA Bank <sup>2</sup> , ALEC <sup>3</sup>                                                                   |

<sup>1</sup> For UHC HDHP options only

<sup>2</sup> For BCBS HDHP options and Baylor, Scott & White TX regional medical network HDHP options

<sup>3</sup> For UHC High Deductible Choice Plus only



Review  
**HSA Guide**  
to learn more

# Health Care

## Dental & vision

### Your options

#### MetLife Dental Plan

- Utilizes the PDP Plus Network
- Exams and cleanings (twice per year)
- Routine services
- Major services
- Orthodontia (including adult orthodontia)
- Fluoride coverage twice/year for children and adults

#### Vision Service Plan (VSP) Options

##### **Premium Plan**

- Annual eye exam
- Contacts or lenses every year
- Eyeglass frames or nonprescription sunglasses every two years
- Standard progressive lenses covered in full
- Discounts on other services, including Lasik surgery.

##### **Base Plan**

- Exam only + discounts on materials (frames, lenses, etc.)
- No cost for employee only coverage
- Employee pays for dependent coverage



# Mental Health

Support through health plan and EAP

## Reaching out for help is a sign of strength

### Mental Health and Substance Abuse Coverage via AbbVie Health Plans

Inpatient/outpatient mental health and substance abuse services via Optum Health<sup>1</sup>

#### Optum digital programs<sup>2</sup>

- **Sanvello:** App offering techniques to manage stress, anxiety and depression
- **Talkspace:** Online therapy connecting users to licensed therapists (confidential text, voice, video)

<sup>1</sup> For national medical plans (UHC and BCBS)

<sup>2</sup> Must be 13 years or older to access services

### Life Services and Employee Assistance Program (EAP)

Free, confidential, available 24/7

#### Work-Life Services (web-based)

- Resources for personal concerns: child/elder care, relationships, work/career, schooling, etc.

#### EAP counseling support

- 8 face-to-face or virtual counseling sessions for each issue
- Support for: Stress, parenting, relationships, grief, eating disorders, leader/manager support, etc.

# Retirement income program

Securing your financial future



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# Retirement

## AbbVie Savings Plan Plus (ASP+)



You will be auto-enrolled at 3% of eligible pay<sup>1</sup>

Note: Can opt-out within 90 days



Contribution modeler available to model your contributions to maximize employer contributions

### Employee contributions



- Contribute:
  - A combined amount up to 50% of eligible pay on pre-tax, Roth 401(k) or after-tax basis up to IRS annual contribution limits
  - Of the combined 50%, up to 10% on an after-tax basis
- Employee contributions are always 100% vested

### Company match



- Dollar-for-dollar match on the first 6% of eligible pay contributed by employee
- Match is credited every paycheck
- 100% vested in company match after 2 years of service (YOS)

### Annual company contribution



- Annual company contribution based on points (age + YOS) on Dec. 31; no employee contribution required
- Contribution credited annually in Q1 of the following year
- Vests 20% per YOS (fully vested after 5 YOS)
- Must be employed on Dec. 31 to receive annual company contribution<sup>2</sup>

## ASP+

| Points (age + YOS) | Annual company contribution (% of eligible pay) |
|--------------------|-------------------------------------------------|
| Under 30           | 2%                                              |
| 30 – 39            | 3%                                              |
| 40 – 49            | 4%                                              |
| 50 – 59            | 5%                                              |
| 60 – 69            | 6%                                              |
| 70 or more         | 7%                                              |

<sup>1</sup> Eligible pay includes base pay, overtime, annual bonus and sales incentives  
<sup>2</sup> If employed as of Dec. 31, retire or die during the year, employee will receive the annual company contribution

# Other Plans & Programs

Time Off

Family-friendly benefits

Insurance

And more!



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# Vacation

## Vacation time

| Years of Service                                                          | Vacation time  |
|---------------------------------------------------------------------------|----------------|
| Hire – 4 years<br>(at hire or on a prorated basis,<br>based on hire date) | <b>3 weeks</b> |
| 5 – 14 years                                                              | <b>4 weeks</b> |
| 15 – 24 years                                                             | <b>5 weeks</b> |
| 25+ years                                                                 | <b>6 weeks</b> |

Increases in vacation allowances are granted at the beginning of the year in which the employee's anniversary falls. Vacation hours do not carry over at the end of the calendar year. This provision does not apply to non-exempt employees, or exempt employees in California, Montana or Colorado, where any vacation that is not used at the end of the calendar year will be paid out. All other states, unused vacation is not paid out.

# Company holidays

3



**Personal Days part of company holiday schedule**

**Total of 17 Holidays!**

| 2022 Date         | Holidays                          |
|-------------------|-----------------------------------|
| Monday, Jan. 3    | New Year's Day Holiday (observed) |
| Monday, Jan. 17   | Martin Luther King, Jr. Day       |
| Friday, May 27    | Memorial Day Holiday              |
| Monday, May 30    | Memorial Day                      |
| Monday, June 20   | Juneteenth Holiday (observed)     |
| Friday, July 1    | Independence Day Holiday          |
| Monday, July 4    | Independence Day                  |
| Friday, Sept. 2   | Labor Day Holiday                 |
| Monday, Sept. 5   | Labor Day                         |
| Thursday, Nov. 24 | Thanksgiving Day                  |
| Friday, Nov. 25   | Thanksgiving Day Holiday          |
| Friday, Dec. 23   | Christmas Eve Holiday (observed)  |
| Monday, Dec. 26   | Christmas Day (observed)          |
| Friday, Dec. 30   | New Year's Eve Holiday (observed) |
| Personal Days     | Three days                        |

# Financial security when the unexpected happens

## Sick Pay

Time to care for **personal or family** illnesses or injuries, or reasons related to domestic violence, or for other legally protected reasons

**Time off for personal or family needs**

## Short-term Disability

Benefits payable for absences due to personal illness, injury or pregnancy

Eligible if scheduled for 20-hour work week or more

**Continued income if unable to work due to medical reasons**

## Long-term Disability

Provides benefits if you remain out on medical leave for a single condition for more than 26 weeks

**Financial protection for longer term needs**

# Parental leave

Time off for new mothers, fathers, domestic partners and adoptive parents; or to care for a newly fostered child



|                        | Parental Leave* | Maternity<br>(Includes 6-8 weeks paid medical leave) |
|------------------------|-----------------|------------------------------------------------------|
| Paid Leave at 100% pay | 12 weeks        | 18 - 20 weeks                                        |
| Unpaid Leave at 0% pay | 10 weeks        | 10 weeks                                             |
| Total Leave            | 22 weeks        | 28 - 30 weeks                                        |

*\*Employees with less than 6 months of service at the time of the event are eligible for the paid 12 weeks of parental leave only.*

# Family-friendly benefits

## Caregiver leave

Time off to care for a family member; up to:

- 4 weeks paid leave
- 8 weeks unpaid leave

To care for:

- Spouse / domestic partner
- Child at any age
- Parent or parent-in-law
- Grandparent
- Grandchild
- Sibling

**Time off for personal or family needs**

## Adoption & Surrogacy Assistance Plan

Reimbursement for related expenses for adoption & surrogacy

- \$20,000 reimbursement per child
- Additional 2 weeks of paid leave

**Support for employees to build their family**

# Family-friendly benefits (continued)

## Early Discoveries

State-of-the-art facility in **Lake County, IL**  
(6 a.m. – 6:30 p.m. CT; 847-935-9100)

- Full- and part-time care
- Emergency back-up care
- School-age holiday and summer camp programs

**10% discounts** at nation's largest childcare centers (Learn more: Perkspot)

Note: Referrals from Optum EAP and Work-Life Resources for regular and back-up childcare

## Caregiver support

Bright Horizons Enhanced Family Support Services

- Sittercity: Find caregivers online (sitters, nannies, housekeepers, pet sitters)
- Backup dependent care: Support when your regular caregiver is unavailable and you need to work
- Nanny placement agencies: Assistance with recruiting, vetting and securing a nanny
- Years Ahead: Navigate caregiving for elderly family members

## Additional Family Support

Mothers at Work Program and Milk Stork

Support for working parents and those employees with caregiver needs

## A commitment to education



- **Tuition Assistance:** Reimbursement of up to:
  - \$5,250 for undergrad and certificate work
  - \$7,000 for graduate work
- **College Coach:** Access to a team of college admission and finance experts for guidance on college search, testing, essay, application process and planning for college
- **Discounts:** Huntington Learning Center, Varsity Tutors, Revolution Prep & MarcoPolo Learning
- **Special Needs:** Online virtual assistant for support with children with learning, emotional and developmental obstacles

## Life insurance

| Options                                 | Coverage                                                                                              |
|-----------------------------------------|-------------------------------------------------------------------------------------------------------|
| <b>Basic Life Insurance</b>             | Company-paid coverage of 2x your annual base pay at no cost to you                                    |
| <b>Supplemental Employee Coverage</b>   | Additional 1x to 7x your annual base pay up to \$7.3 million combined basic and supplemental coverage |
| <b>Spouse/Domestic Partner Coverage</b> | Seven coverage options: \$10,000, \$25,000, \$50,000, \$75,000, \$100,000, \$125,000 and \$150,000    |
| <b>Child(ren) Coverage</b>              | Three coverage options: \$5,000, \$10,000 and \$25,000                                                |



**Protection from the unexpected**

## AD&D insurance

| Options                                 | Coverage                                                                                                                                                                                                                                                                                     |
|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Basic AD&amp;D</b>                   | \$10,000 at no cost to you                                                                                                                                                                                                                                                                   |
| <b>Supplemental Employee AD&amp;D</b>   | Multiples of \$10,000 up to \$500,000 or 10x your annual salary, whichever is less                                                                                                                                                                                                           |
| <b>Spouse/Domestic Partner AD&amp;D</b> | Multiples of \$10,000 up to \$100,000 or the amount of employee AD&D, whichever is less                                                                                                                                                                                                      |
| <b>Child AD&amp;D</b>                   | <ul style="list-style-type: none"> <li>• Must elect supplemental AD&amp;D coverage to have access</li> <li>• Child(ren) AD&amp;D coverage is automatically 10% of the amount of the elected employee supplemental coverage (maximum of \$10,000 per child) – no election required</li> </ul> |



# Voluntary benefits

## MetLife Legal Plan

### Support to help you find the right lawyer for your situation

Two plan options (Standard and Premium) covering a range of topics:

- Money matters
- Home & real estate
- Estate planning
- Family & personal
- Elder-care issues
- Civil lawsuits
- Vehicle & driving



## Allstate Identity Theft Protection

### Help you protect and restore your identity if you or a loved one becomes a victim of identity theft

Features include:

- View and manage real-time alerts
- See and control your personal data
- Monitor social media accounts for account takeover
- Get help disputing credit report errors
- Receive reimbursements for fraud-related losses
- Alerts for compromised IP addresses as well as cash withdrawals, balance transfer and large purchases

# Spending accounts

## Administered by HealthEquity

### Dependent Care

Contribute and withdraw funds on a tax-free basis for qualified dependent care expenses for your child under age 13, or your disabled adult dependent

- Make your FSA election online during enrollment\*
- \$5,000 annual contribution limit per family
- Funds available when deposited

#### DEPENDENT CARE USE IT OR LOSE IT

Funds must be used by March 15 of the following calendar year or will be forfeited

### Commuter Account

Allows you to set aside pre-tax dollars to pay for eligible transportation and parking expenses incurred as a result of your commute to work

- **Transit Accounts:** Set aside money for things like bus and train/subway passes
- **Parking Accounts:** Pay for parking fees in work locations that require them

Unused funds carryover at the end of each month; enroll one week after your hire date



#### 2022 Limits

- \$280 per month for transit
- \$280 per month for parking

## Discounts, rewards & personal assistance

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### AbbVie Product Shop

Your one-stop destination for purchasing SkinMedica® and REFRESH® products at exclusive employee prices

### Allē Employee Rewards

Receive rewards to use toward the purchase of Allergan Aesthetics services in provider offices

### Perkspot

Eligible for exclusive deals and discounts on products and services, including fitness centers, pet insurance, cars, movies, theme parks, travel and more...

### Circles Concierge

Personal assistance service. Personal agents available 24/7—at no cost to you— to help with home services, event planning, personal tasks, travel and more...

# AbbVie Vitality

Vitality/Well-Being Programs

Work-Life Effectiveness

Workplace Flexibility

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# Well-being

## Vitality empowers employees across the globe to achieve holistic well-being

### FLEXIBLE LIVES

I feel empowered about my life, my work, my future

### ACTIVE BODIES

I feel good physically every day



### FULFILLED SELVES

I have time and energy for my passions

### HEALTHY MINDS

I can handle the ups and downs of life

### Our Mission:

Improving employee resiliency and well-being that brings together our current programs with new initiatives that provide managers and their employees resources as they work together for personal and business success

### Brand Promise:

AbbVie Vitality is your partner in your well-being journey, connecting you to tools, resources and support to help you be your best self – at work and at home

Learn more: [AbbVieVitality.com](https://www.abbvie.com/vitality)

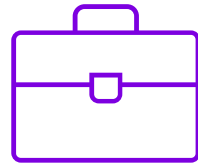
# Vitality

Beyond the basics

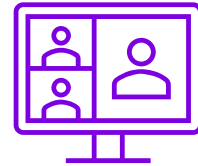
Programs, tools and resources to support balanced lives, active bodies, healthy minds and fulfilled selves



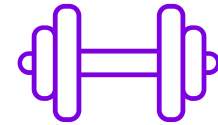
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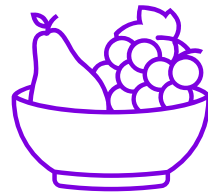
Workplace flexibility



Webinar/educational information



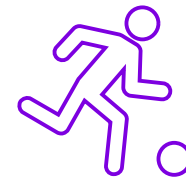
On-site fitness centers and discounts



Healthy choices in company cafeterias



National and global promotions/events and challenges



Sports and recreation clubs

# Global programs



Offers activities and insights focused on increasing and sustaining resilience and energy to improve employees' overall health, well-being and performance

Each day for a week, employees focus on a specific behavior with education, games and local activities



**AbbVie  
In Motion**

Four-week team challenge encouraging fitness and resilience

Form teams to participate in this friendly competition

Track your daily exercise minutes and record them on the program website



AbbVie Vitality

All global programs, resources, information on workplace flexibility and more are on [AbbVieVitality.com](https://www.abbvie.com/AbbVieVitality.com)

# Resources & Next Steps

HRConnect

Total Rewards Contacts

Resources at-a-Glance



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# You must enroll

You have 30 days

## Don't enroll?

Automatically enrolled in:

- Employee-only coverage UHC Basic HDHP
- Dependents will not have coverage
- You will not have any other coverage option in 2022
- Auto-enrolled in the ASP+ at 3% of eligible pay

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LEARN

AbbVieBenefits.com

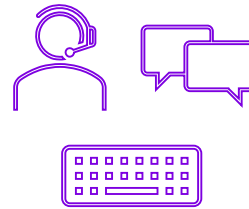
AbbVieTotalRewardsContacts.com

HRConnect

ASK

AbbVie Benefits Center

844-729-2236 (M – F, 8 a.m. – 6 p.m. CT)



**CALL**

Talk to a Benefits Service Center Rep

**CHAT**

Interact online with a Benefits Service Center Rep

**SECURE MESSAGE**

(response within one business day)

ENROLL

**AbbVie Benefits Website** Via AbbVie Benefits site: SSO  
Home: [abbviebenefits.ehr.com](http://abbviebenefits.ehr.com)

- “Shop” for benefits
- Guided online tools to learn about choices
- Easy-to-read plan comparison
- Easy “checkout” button to complete enrollment

# Questions & Reminders

## Take action

### Questions

Health & Well-being:

**AbbVie Benefits Center**

(844-729-2236)

All Other HR Issues:

**HRConnect (844-663-4748)**

### Reminders



- ✓ New hires must make their elections within 30 days of their date of hire
- ✓ Coverage is retroactive to your first day of employment
- ✓ Coverage costs are retroactive to the first day of employment
- ✓ If you do not enroll in the AbbVie Savings Plan Plus, you will be auto-enrolled at 3% of your eligible pay. You will need to enroll in the ASP+ at 6% to maximize your company match.

#### Considerations:

- HCFSA and DCFSA contributions at your prior employer count towards your annual maximum
- HSA contributions at your prior employer count towards your annual maximum
- 401(k) contributions at your prior employer count towards your annual maximum



## Legal Disclaimer

- This presentation covers selected features of certain AbbVie benefit plans. You can find more information in your Employee Benefits Handbook and supplemental booklets.
- Detailed information is contained in the plan documents. If there is any conflict between the information provided here and the information found in the plan documents, the plan documents will govern.
- AbbVie expects to continue the benefits described here but reserves the right to change or end them at any time.
- This material is not a statement of contractual rights and is not intended to give rise to any right to employment, continued employment, or benefits. Nothing in this material alters the relationship between AbbVie and its employees, which is “at will.”