



Abbott



BENEFITS FOR MY LIFE

ABBOTT'S 2017 BENEFITS HIGHLIGHTS

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2017 BENEFITS

FOR MORE INFORMATION ABOUT OUR BENEFITS

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844-30-MY-ABC (844-306-9222)

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BENEFIT

SNAPSHOT

HEALTH CARE	
▼ Medical coverage*	• Multiple plan designs, including low/no-cost, high-deductible options
■ Care Coordinators	• Team of experts who can help you navigate the healthcare system
▼ Health Savings Accounts (HSAs)	• Save pre-tax dollars for expenses under the high-deductible plan; Abbott contributes
▼ Dental coverage*	• Comprehensive coverage
Vision coverage*	• Comprehensive coverage and other discounts, including hearing aids
Flexible Spending Accounts (FSAs)	• Optional accounts let you pay eligible expenses with pre-tax dollars
■ Healthcare Bluebook*	• Comparisons of hospital quality and procedure costs
■ Best Doctors*	• Free access to medical experts for a second opinion or diagnosis review
Teladoc*	• Phone and video access to physicians for non-emergency medical consultations
WELLNESS BENEFITS	
■ LiveLifeWell	• Resources and rewards for healthy lifestyles
■ Workplace wellness programs	• Programs to support healthy eating, exercise and stress management
RETIREMENT & FINANCIAL BENEFITS	
▼ Retirement plans	• Competitive retirement plans
■ Tuition assistance	• Undergraduate and graduate tuition support
FINANCIAL SECURITY BENEFITS	
▼ AD&D insurance*	• Insurance provided at no cost; additional coverage can be purchased
■ Business travel accident insurance	• Insurance while traveling on Abbott business worldwide
▼ Life insurance*	• Insurance at no cost; additional coverage for you and your family can be purchased
■ Long-term disability	• Income for medical leaves exceeding 26 weeks
Long-term care insurance*	• Individual and family coverage for extended periods of daily care
■ Short-term medical leave	• Income for medical leaves up to 26 weeks
■ Sick pay	• Income if you are unable to work due to illness
ADDITIONAL BENEFITS	
■ Adoption assistance	• Expense reimbursement and paid time off for legal and travel needs
■ Child care	• Onsite child care (Lake County, Ill.) and child care provider discounts
Commuter benefit program	• Public transportation pre-tax commuter expense savings program
■ Employee Assistance Program (EAP)*	• Free counseling resources
■ Legal and financial referral services*	• Consultation session and discounts
■ Special needs support (Torchlight)	• Support for children with learning disabilities, ADHD and autism
■ Paternity leave	• Paid leave for up to two consecutive work weeks
TIME OFF	
■ Holidays	• Paid time for company holidays
■ Vacation	• Paid vacation

*These benefits are also available for dependents; 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.



YOUR HEALTH CARE BENEFITS

Life is unpredictable. For you and your covered dependents, Abbott's medical, dental and vision benefits help you stay well and get the care you need, when you need it.

The medical options available to you and your covered family members are based on where you live, 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.

CARE COORDINATORS

When you need help navigating the complexities of the healthcare system, use the free, leading-edge services of Care Coordinators (available to BlueCross BlueShield and UnitedHealthcare medical plan participants). 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.

MEDICAL COVERAGE

Abbott's medical plans provide access to health care benefits for you and your family in all stages of life. Both are preferred provider organization (PPO) plans that 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 to cover expenses. Abbott will also contribute to your HSA.

THE TRADITIONAL PPO

- 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?

Over 90 percent of Abbott employees would save money if enrolled in the Health Investment Plan. For help deciding which medical plan is the best choice, visit 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.

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.

PLAN FEATURES	HIP PPO <i>employee-only / family</i>	TRADITIONAL PPO <i>employee-only / family</i>
PAYCHECK CONTRIBUTIONS <i>per year</i>	\$300/\$600	\$1,522/\$4,557
FREE PREVENTIVE EXAMS	YES	YES
FREE PREVENTIVE MEDICATIONS BEFORE DEDUCTIBLE	YES	NO
ABBOTT CONTRIBUTION TO YOUR HSA	\$200 / \$400	N/A
ANNUAL DEDUCTIBLE	\$1,650 / \$3,300¹ <i>combined medical & prescription</i>	\$100 / \$200 <i>medical</i> \$100 / \$200 <i>prescription</i>
COINSURANCE	20%	20%
ANNUAL OUT-OF-POCKET MAXIMUM	\$4,800 / \$9,600²	\$5,000 / \$11,000²

¹ If you cover a dependent(s), you will need to meet the full family deductible before the plan pays.

² Maximums apply per person, then family.

An online decision tool is available to help you evaluate your medical options and make an educated decision about which medical option best meets your needs. Detailed benefit summaries, including weekly costs for each option, are available from your recruiter.

HEALTH SAVINGS ACCOUNTS (HSAs)

If you choose the Health Investment Plan PPO, you can take advantage of 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 \$3,200	up to \$6,350
Abbott contributes*	\$200	\$400

*When you select an Abbott-sponsored HSA bank (Optum Bank for the UHC HIP PPO and HSA Bank for the BCBS HIP PPO).

Money in your HSA is yours to keep. 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. The IRS publishes information on HSAs and qualified medical expenses, which can be accessed at 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

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)

Make tax-free contributions to pay for out-of-pocket expenses through 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
 - Medical, dental and vision co-pays and co-insurance
 - Prescription drugs
 - Glasses, contact lenses and/or LASIK surgery

Limited Healthcare FSA (for participants in the HIP PPO and HSA)

- Dental and vision co-pays
- Medical and prescription expenses exceeding \$1,300 (individual) or \$2,600 (family)
- Dependent Day Care FSA – For child or elder care to allow you to work. (Note that children must be 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 and eligible expenses on the WageWorks website: www.wageworks.com.

ADDITIONAL RESOURCES & TOOLS

HEALTHCARE BLUEBOOK

Compare quality and procedure costs in your area to find the best medical services for you and your family.

BEST DOCTORS/EXPERT OPINION

Get free access to medical experts for a second opinion about a diagnosis or treatment plan.

TELADOC

Get 24/7 phone and video access to a physician for a non-emergency medical consultation.



YOUR 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 WELL-BEING PROGRAMS

The LiveLifeWell health assessment is a confidential online tool that analyzes your “health numbers,” such as height, weight, blood pressure and cholesterol. Based on this information, you will receive a health snapshot with suggestions for improvement, and also may be eligible for free personalized health coaching. You can talk to a registered dietitian any time you have a question about your nutritional needs.

WORKPLACE WELLNESS PROGRAMS

All employees can participate in free workplace wellness programs which may include:

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



YOUR FINANCIAL AND RETIREMENT BENEFITS

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.

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.

RETIREMENT PLANS

Abbott offers a 401(k) plan (Stock Retirement Plan) and, for some employees, a pension plan (Annuity Retirement Plan) and retiree medical coverage. Your recruiter or HR representative will explain your eligibility for these plans. For more information, visit AbbottBenefits.com.

RETIREMENT PLANS

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:

- When you contribute, Abbott matches a portion of your eligible contributions.
- You can sign up to participate upon hire; there is no waiting period.
- You may elect pre-tax or Roth 401(k) contributions.
- 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.

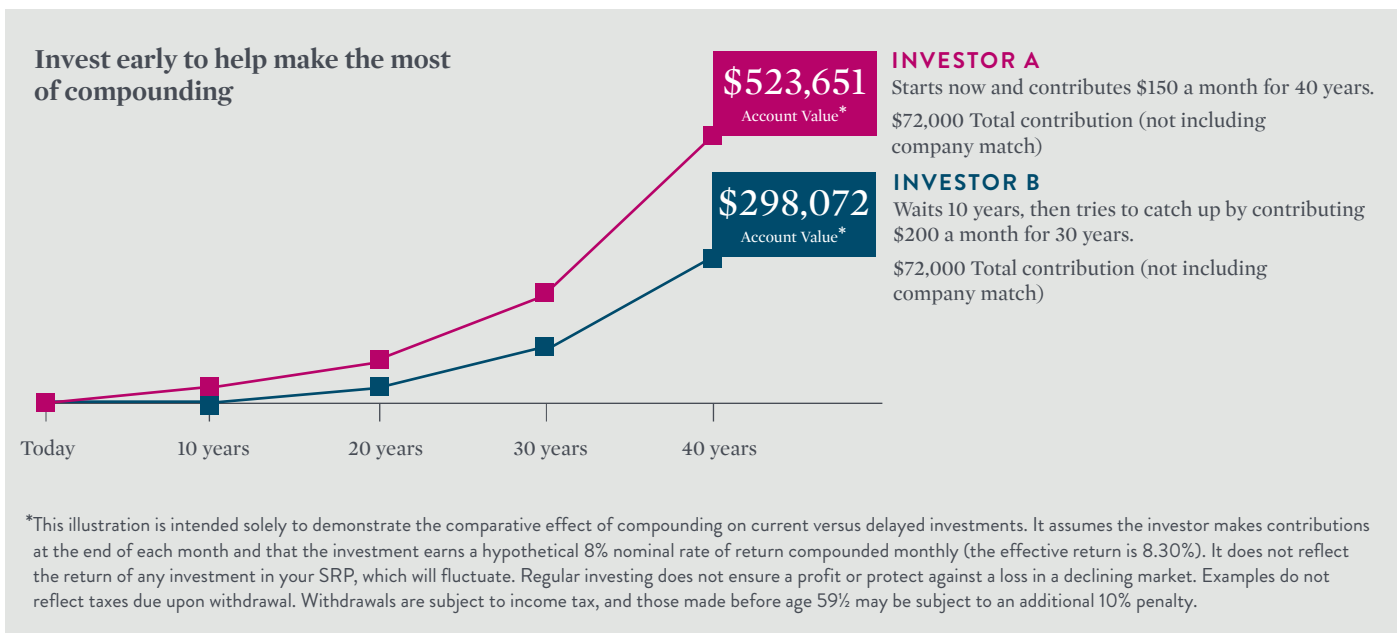
PENSION (ANNUITY RETIREMENT PLAN)

For eligible employees who retire from Abbott, the Annuity Retirement Plan (ARP) provides monthly continuing income for your lifetime. Details include:

- You earn a vested benefit after five years of service.
- Your pension benefits are based on your final average pay and your eligible years of service.

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.





YOUR FINANCIAL SECURITY BENEFITS

Abbott offers benefits that provide financial security for you and your family so you can take care of the things that matter most.

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	
Exempt and non-exempt	7 consecutive calendar days	First 7 weeks	Next 18 weeks
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.



YOUR ADDITIONAL BENEFITS

Abbott's commitment to a healthy world starts with healthy employees—and helping you achieve the right balance between your work life and home life. 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

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.

SPECIAL NEEDS EDUCATION SUPPORT TOOL (TORCHLIGHT)

Torchlight 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



YOUR TIME OFF

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.

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ABBOTT BENEFITS CENTER

Need help? Representatives are available toll-free at 844-30-MY-ABC (844-306-9222), 7 a.m. to 7 p.m. CT, Monday through Friday.

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.

