

## Medical Coverage

You and your eligible family members have a range of medical options available to you. These include a traditional PPO plan and a consumer-directed health option (CDHP) with a health savings account. We also offer HMO coverage. Collective Health and Kaiser (CA only) are our medical providers. Collective Health participants will utilize the Blue Shield: BlueCard PPO/EPO network.

All of our medical plans emphasize preventive care and cover it at 100% with no out-of-pocket cost to you. We also offer voluntary benefits through UNUM that are designed to supplement your medical coverage.

## Video Telemedicine

You and your family can get access to convenient, affordable care through Doctor on Demand under the Collective Health medical plans. Doctor on Demand is offered at no charge for the PPO plan and free after the deductible has been satisfied for those in the CDHP medical plan. You can see a physician who can treat common conditions and even prescribe medications via video chat.

## Health Savings Account (HSA)

If you enroll in the CDHP medical plan, an HSA can be set up in your name. You and the company can contribute to the account on a pre-tax basis.

## Flexible Spending Accounts

### Health Care Flexible Spending Account

Under the Health Care Spending Account program, you may set aside up to \$2,600 pre-tax each calendar year to pay for qualified health care expenses not covered by insurance.

### Dependent Day Care Flexible Spending Account

Under the Dependent Day Care Spending Account program, you may set aside up to \$5,000 pre-tax, subject to IRS limitations, each calendar year to pay for qualified dependent care expenses.

Check out

<http://www.myablife.com>

There are lots of cool tools and information on our benefits website. For example, you can view the per pay period contributions. You can also find more detail about our benefits in the online benefits guide, including comparisons for medical, dental, and vision coverage.

## Healthy Incentive Program (HIP)

You and your spouse/domestic partner can earn dollars by engaging in healthy activities and using Healthcare Bluebook to shop for cost efficient providers. You can choose from being active by tracking your steps, tracking your food to help you learn to eat more healthful foods, and tracking your sleep to improve your sleep efficiency. Plus, brain exercises are also available to help improve brain health.

## Dental Coverage

You can choose between two dental plans through Delta Dental that offer comprehensive coverage. Both plans cover preventive care at 100% with no out-of-pocket cost to you. Orthodontia is covered for both children and adults.

## Vision Coverage

Vision care benefits are offered through Vision Service Plan (VSP). The vision plan covers 100% of the cost of eye exams and eyeglass lenses after a copay when you use a VSP provider. Frames, contact lenses, LASIK, and other services are also covered, based on a fee schedule.

## Life and Accidental Death and Dismemberment (AD&D)

You are provided Basic Term Life and AD&D benefits equal to two times your base salary up to \$1,000,000, at no cost to you. You can purchase Supplemental Term and Whole Life Insurance for spouse/domestic partner and children.

## Disability Insurance

You are provided a core level of short and long-term disability coverage. You can buy-up additional short and long-term disability coverage.

## Legal Services

Activision Blizzard provides an opportunity for you to purchase legal insurance through MetLaw.

## Identity Theft Protection

ID Watchdog provides identity monitoring, and fully managed resolution services at a discount to employees and families at Activision Blizzard.

## 401(k) Plan (Pre-Tax and Roth)

The Activision Blizzard 401(k) plan offers you the opportunity to save for retirement on a tax-advantaged basis. The company matches 20% of your contribution to the plan. You will be automatically enrolled in the plan at 1%, unless you waive this option. The record keeper is Fidelity Investments.

## Employee Assistance Program (EAP)

Activision Blizzard provides you with access to an EAP. The EAP is a free and confidential service which provides counseling and referral services on a wide variety of areas.

## Sittercity

SelectPlus is a resource and referral service to help you find local caregivers to meet your back-up/last minute care needs as well as your occasional and on-going needs. This benefit gives you a paid membership to Sittercity and Years Ahead.

## Tuition Reimbursement Program

Activision Blizzard provides tuition reimbursement for courses taken to complete a job-related degree or certificate program.

## Adoption Assistance Program

Activision Blizzard will reimburse you for eligible adoption expenses up to \$5,000 per child.

## Valuable Extras

- Whole Life
- Critical Illness
- Accident Insurance
- 529 College Savings Plan
- Auto, Home, and Renters Insurance
- Pet Insurance
- Employee Discounts
- Medical Benefits Abroad
- Travel Assist
- Rethink Autism

## Time Off

Activision Blizzard provides a variety of time off to meet your personal and family needs, including company-designated holidays, floating holidays, bereavement leave, vacation time and sick days. Time Off also includes eight weeks of parental leave and compassion leave. Your local office will provide details on these benefits.

### Benefits Department

#### ABLife

3100 Ocean Park Blvd.,  
Santa Monica, CA 90405  
[www.myablif.com](http://www.myablif.com)

**Email: [ABLife@activisionblizzard.com](mailto:ABLife@activisionblizzard.com) or call 888-926-2875**

*This summary is designed to give basic information about your benefits. It is not intended to cover every detail. See your summary plan documents for full details.*