



A SUMMARY OF OUR BENEFITS AND PERKS

Medical Coverage

You and your eligible family members have a range of medical options available to you. These include a traditional PPO plan, a consumer-directed health plan (CDHP) with a Health Savings Account (HSA), and an HMO plan. Collective Health, Centivo (So. CA only), and Kaiser (CA only) are our medical providers. All our medical plans cover in-network preventive care at 100% with no out-of-pocket cost to you.

Dental Coverage

You can choose between two dental plans through Delta Dental that offer comprehensive coverage. Both plans cover in-network 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 eye exams and eyeglass lenses for a small copay when you use a VSP provider. Frames, contact lenses, LASIK, and other services are also covered, based on a fee schedule.

Health Savings Account (HSA)

If you enroll in the CDHP, you can elect an HSA. The company automatically deposits \$250/year into your account. Plus, you can earn \$1,000-\$2,000 (depending on your plan election) by participating in Benefits@Play, and you can also make your own tax-free contributions up to the IRS annual limit. Your HSA can be used to pay for qualified health care expenses and unused funds roll-over from year-to-year.

Health Reimbursement Account (HRA)

The Health Reimbursement Account (HRA) is available to employees who do not have an HSA but are enrolled in a medical plan and participating in Benefits@Play. HRA's are fully funded by the company to help you pay for eligible medical expenses. HRA money rolls over from year-to-year while you are employed with the company unless you switch to the HSA plan.

Flexible Spending Accounts

Medical Flexible Spending Account (FSA)

With an FSA, you may set aside pre-tax contributions up to the IRS annual limit to pay for qualified health care expenses. Unused funds are forfeited at the end of the calendar year.

Dependent Daycare Flexible Spending Account (DCA)

With a DCA, you may set aside pre-tax contributions up to the IRS annual limits, to pay for qualified dependent or elder care expenses. Unused funds are forfeited at the end of the calendar year.

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

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

Disability Insurance

You are provided a core level of short- and long-term disability coverage at 60% and 50% of your salary, respectively. You can buy-up additional coverage for short-term and long-term disability.

401(k) Plan (Traditional, Roth, or After Tax)

You have the opportunity to save for retirement on a pre-tax or post-tax basis. You can also contribute above the IRS limit on an after-tax basis. The company matches 25% of your contributions to the Traditional and/or Roth 401(k). You are immediately vested in the Company Match. New hires are automatically enrolled in the plan at 1% after 30 days if no elections are made, but can waive this enrollment through the Fidelity website.

Employee Assistance Program (EAP)

The EAP is a company-paid and confidential service which provides counseling and referral services for a wide variety of areas.

Other Medical Benefits

If you enroll in a Collective Health medical plan, you are also eligible for several other medical benefits, such as:

- Televideo Medicine from Doctor On Demand
- Healthcare Cost Transparency from Healthcare Bluebook
- Care Coordination from Wellthy (*also available to Kaiser*)
- Expert Second Opinions from Grand Rounds
- Autism Support from Whil, a Rethink Division (*also available to Kaiser*)
- Type 2 Diabetes Reversal from Virta
- Diabetes Support from mySugr
- Chronic Disease Prevention from Newtopia (*also available to Kaiser*)

- Digital Physical Therapy from Physera
(also available to Kaiser)
- Infertility Treatment from Kindbody
- Addiction Support from Workit Health

Benefits@Play

You and your covered spouse/domestic partner can earn tax-free money to use toward eligible health care expenses by tracking healthy activities in the well-being program, Benefits@Play. All Castlight eligible employees will receive a new device tracker credit of \$50 in 2022, plus rollover of any remaining device credit from 2021.

Below is a list of activities you can do:

- Step, Sleep, and Food Tracking through Fitbit, Apple Health Kit, and more
- Visit a gym or studio with Gympass
- Find Fair Prices from Healthcare Bluebook
- Cognitive Behavioral Therapy Program from AbleTo
- Mind training exercises from Total Brain
- Healthy Lifestyle and Weight Coaching from Newtopia
- Fertility, Pregnancy, and Parenting support from Ovia
- Financial Well-Being Coaching with MySecureAdvantage

What you can Earn

PLAN	EMPLOYEE ONLY	EMPLOYEE + DEPENDENTS
CDHP	\$1,000	\$2,000
PPO 500	\$500	\$1,000
Kaiser HMO	\$500	\$1,000
Centivo	\$500	\$1,000
Waive	Sweepstakes	Sweepstakes

Other Voluntary Benefits

As an Activision Blizzard employee, you also have access to enroll in various non-medical benefits! Below is a list of other voluntary benefits and group discounts available to you:

- Whole Life, Critical Illness, and Accident Insurance from UNUM
- Auto, Home, and Renters Insurance from multiple carriers
- Pet Insurance from Nationwide
- 529 College Savings Plan from Fidelity
- Identity Guard from Aura
- Legal Services from MetLife
- Family and Pet Sitting from Sittercity through Bright Horizons
- Travel Assistance while on vacation from Zurich
- Family Care Coordination from Wellthy
- SNOO Smart Sleeper from Happiest Baby
- Breastfeeding Support from Mothers at Work and Milkstork
- Banking and Mortgage benefits from Bank of America
- Student loan refinancing benefits from SoFi

Tuition Reimbursement Program

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

Adoption and Surrogacy Program

Activision Blizzard will reimburse a lifetime benefit of up to \$20,000 for eligible adoption, donor, or surrogacy expenses.

Time Off

Holidays

Each calendar year Activision Blizzard provides the following holidays:

- New Year's Day
- Martin Luther King Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- Winter holiday break*

**Subject to business priorities*

Floating Holiday, Leaves of Absence, Vacation Time and Sick Time

Activision Blizzard provides a variety of time off to meet your personal and family needs. Your local office will provide details on these benefits.

Parental Leave

You are eligible for paid parental leave.

Compassion Leave

You are eligible for paid compassion leave.

Extended Bereavement Leave

You are eligible for paid bereavement leave in the event of the sudden death of a spouse/domestic partner or child.

Contact Information

Benefits Department

www.benefitsforeveryworld.com

Email: Benefits@activisionblizzard.com

Benefits Begin

The benefit elections you make start on the first of the month following your date of hire, or immediately if hired on the first of the month, and will be in effect for the rest of the plan year.

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