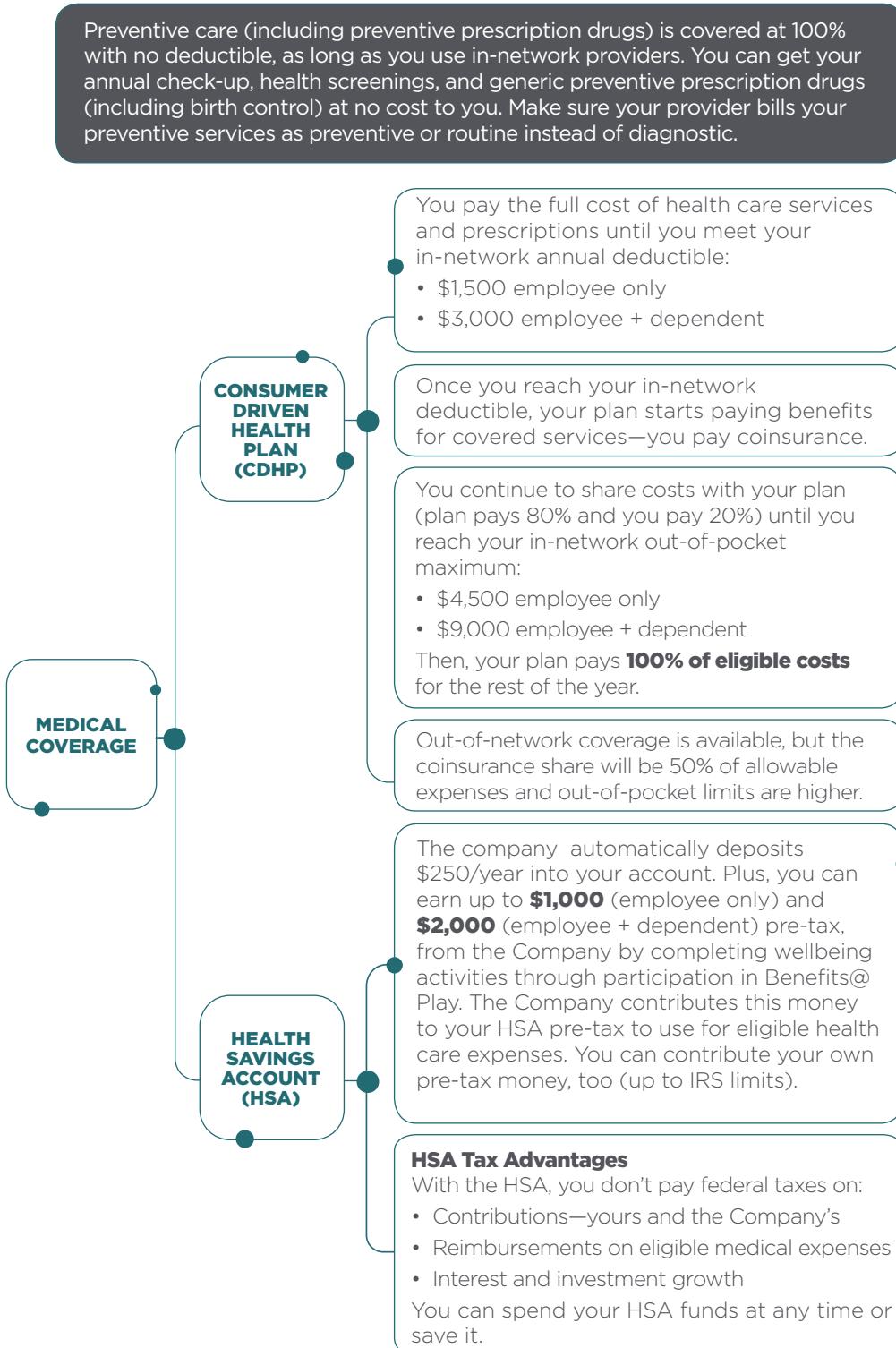


BENEFIT COVERAGE FOR TEMPORARY FULL-TIME EMPLOYEES

Collective Health CDHP with Health Savings Account (HSA)

The CDHP with HSA, administered by Collective Health and HealthEquity, combines the affordability of a high-deductible plan with the tax savings power of an HSA and the flexibility of a PPO plan. To be eligible to contribute to the HSA, you must be covered only by the CDHP and not claimed as a dependent on someone else's tax return.

Preventive care (including preventive prescription drugs) is covered at 100% with no deductible, as long as you use in-network providers. You can get your annual check-up, health screenings, and generic preventive prescription drugs (including birth control) at no cost to you. Make sure your provider bills your preventive services as preventive or routine instead of diagnostic.



WHEN TO ENROLL

If you want medical coverage, you must enroll within 30 days of your hire date.

Otherwise, you can enroll or make changes to your elections during open enrollment, or within 30 days of experiencing a qualified life event. Examples of qualified life events include the birth of a baby, marriage and loss of other medical coverage.

HOW TO ENROLL

Open [Workday](#) and select Benefits.

You can schedule a one-on-one meeting with a benefits specialist at <https://go.oncehub.com/ActivisionBlizzardbenefits>.

If you plan to enroll dependents for coverage, keep in mind:

- You will need to enter the date of birth (DOB) and gender for any enrolled dependents.
- You will need to enter the Social Security numbers for any dependents you enroll and provide dependent certification documents within 30 days of your hire date.

YOUR MEDICAL PLAN RATES

The CDHP premiums are deducted from each bi-weekly paycheck:

- \$0 (Employee only)
- \$80 (Employee + spouse/domestic partner); \$108 (Family)
- \$136 (Employee + dependent child(ren))

You can view more details about the plan by visiting: join.collectivehealth.com/activisionblizzard

QUESTIONS?

If you have questions, email the Benefits team at benefits@activisionblizzard.com.

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.

BENEFITS@PLAY

If you opt to enroll in the CDHP, you will then be eligible to earn up to \$1,000 in healthy incentives for electing employee-only medical coverage or up to \$2,000 if you elect employee + dependent medical coverage. Those earned dollars can be used towards your eligible health care expenses by engaging in healthy activities under the Benefits@Play Program.

Activities include:

- Step, Sleep, and Food Tracking through Fitbit, Apple Health Kit, and more
- Mind training exercises from Total Brain
- Visit a gym or studio with Gympass
- Find Fair Prices from Healthcare Bluebook
- Take a Mental Health Assessment from Spring Health
- Financial Well-Being Coaching with MySecureAdvantage

- Healthy Lifestyle and Weight Coaching from Newtopia
- Fertility, Pregnancy, and Parenting support from Ovia
- Develop Healthy Habits

New Hires will receive a device subsidy of \$50 to use on the Amazon Fitness Store toward the tracker of their choice.

ADDITIONAL HEALTH BENEFITS

The following benefits are available for you and your eligible family members at no cost* if you are enrolled in the CDHP medical plan:

- Video Doctor Visits from Doctor On Demand by Included Health
- Healthcare Cost Transparency from Healthcare Bluebook
- Prescription Discounts from Rx Savings Solutions
- Employee Assistance Program from Spring Health
- Care Coordination from Wellthy
- Expert Second Opinions from Included Health
- Child Development from RethinkCare
- Diabetes Support and Type 2 Diabetes Reversal from Virta
- Chronic Disease Prevention from Newtopia
- Digital Physical Therapy from Omada for Joint and Muscle Health
- Fertility, Family Building, Surrogacy, and Adoption Support by Kindbody*
- Addiction Support from Workit Health

**subject to deductibles and coinsurance*

OTHER VOLUNTARY BENEFITS

Voluntary coverage options are available for you and your family.

Identity Theft Protection

Aura Identity Guard is a voluntary benefit offered at discounted rates that can help protect you and your family against cybercrime. It offers comprehensive credit and identity protection services that will alert you in real-time; proactive device and privacy protection for safe browsing and protection against hackers; data privacy and list removal to let you control how your personal data is used and sold on the internet; assistance with covered losses due to identity theft; and more.

Whole Life Insurance *Administered by Unum*

Whole Life insurance provides added financial protection that you may need during times of uncertainty. This plan provides death benefits to your designated beneficiaries, and also builds cash value that can be used while you are still alive. Whole life insurance also has an additional Long Term Care (LTC) rider. Your family can receive monthly payments to help combat the cost of care while you are alive. The benefit can be used to help pay for a facility, hospital bills, or in home care which can be provided by a licensed caregiver. You have the option to purchase Whole Life insurance for you, your spouse/domestic partner, your child(ren) and grandchild(ren).

Critical Illness Insurance *Administered by Unum*

Critical illness insurance can help supplement major medical coverage by helping you pay the out-of-pocket costs associated with a critical illness or event. Conditions covered under this program can include cancer, heart attack, stroke, major organ failure, and kidney failure. Benefits are paid tax-free in a lump sum, ranging from \$10,000 to \$30,000. Coverage can be purchased for yourself, your spouse/domestic partner and your child(ren). This coverage also includes an annual preventive health screening benefit.

Accident Insurance *Administered by Unum*

Accident insurance is designed to supplement employer-sponsored health coverage, accident insurance pays specific benefit amounts for expenses resulting from off-the-job injuries or accidents. Hospitalization due to a covered sickness, physical therapy, intensive care, fractures, and dislocations are some of the out-of-pocket expenses that this accident insurance could cover. Coverage can be purchased for yourself, your spouse/domestic partner and your child(ren).

SoFi Student Loan Refinancing

You can get student loan interest rate discounts, consolidate debt, take advantage of personal loans, and more through SoFi. There is no origination fee, application fee, or prepayment penalty for paying off your loan early.

TOBACCO SURCHARGE

If you or a covered dependent uses tobacco, you must elect the surcharge. The surcharge is \$18.46 per pay period, however if you or your dependent becomes tobacco-free for six months, the surcharge can be removed.

If you're enrolled in the CDHP medical plan, you and your covered dependents age 18+ have access to Workit Health, a free addiction support program that can help you moderate or quit smoking. To register, visit <https://www.workithealth.com/employers/abk/> select Online Therapy and enter Employer Code: WorkitABK.

401(K) PLAN (TRADITIONAL, ROTH, OR AFTER TAX)

You have the opportunity to save for retirement on a Traditional pre-tax or Roth 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. Temporary employees age 21+ are automatically enrolled in the plan at 1% after 30 days of reaching six months of service, but can waive this enrollment through the Fidelity website.