



Benefits Orientation

Regular Full-Time
New Hires/Conversions

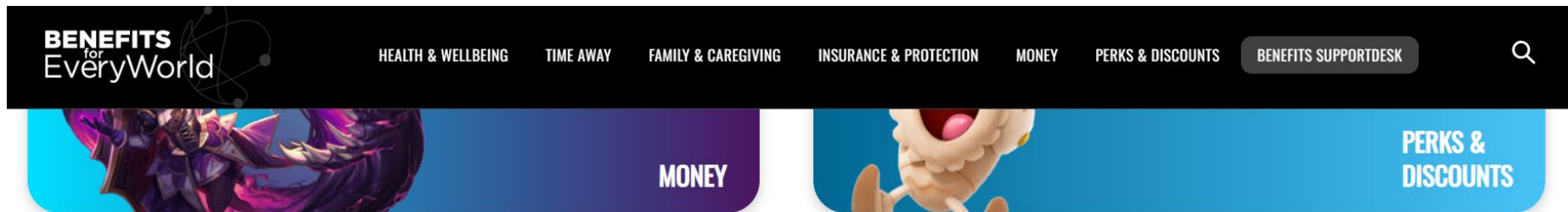
ACTIVISION.

BILZARD
ENTERTAINMENT

King

Links: Presentation & Recording

www.benefitsforeveryworld.com



ADDITIONAL RESOURCES

[1:1 Benefits Consultations](#)

COVID-19 Resources (U.S.)

[Benefits Overview Guides](#)

Enroll, view, or
change benefits in


workday.



Eligibility

Health
&
Well-being

Family
&
Caregiving

Discounts

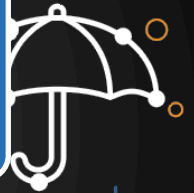
Money

Insurance
&
Protection

Time Away

Resources

How to Get Help



Eligibility

- Regular employees scheduled to work 30 or more hours per week
- Dependents
 - Spouse or Domestic Partner (DP)
 - Children under age 26 (or disabled children of any age)
- Verification documentation is required
 - Marriage certificate, birth/adoption certificate, domestic partner affidavit, legal guardianship



Benefit Basics

Enroll

- Enroll within 30 calendar days of your hire or conversion date!
- If you do not submit elections in Workday, you will be auto-enrolled into the CDHP medical plan with employee-only coverage

Effective Date

- Most plans begin as of your date of hire
- Spending accounts (HSA, HRA, FSA, Commuter) are effective the first of the month if hired on the first, otherwise the first of the following month

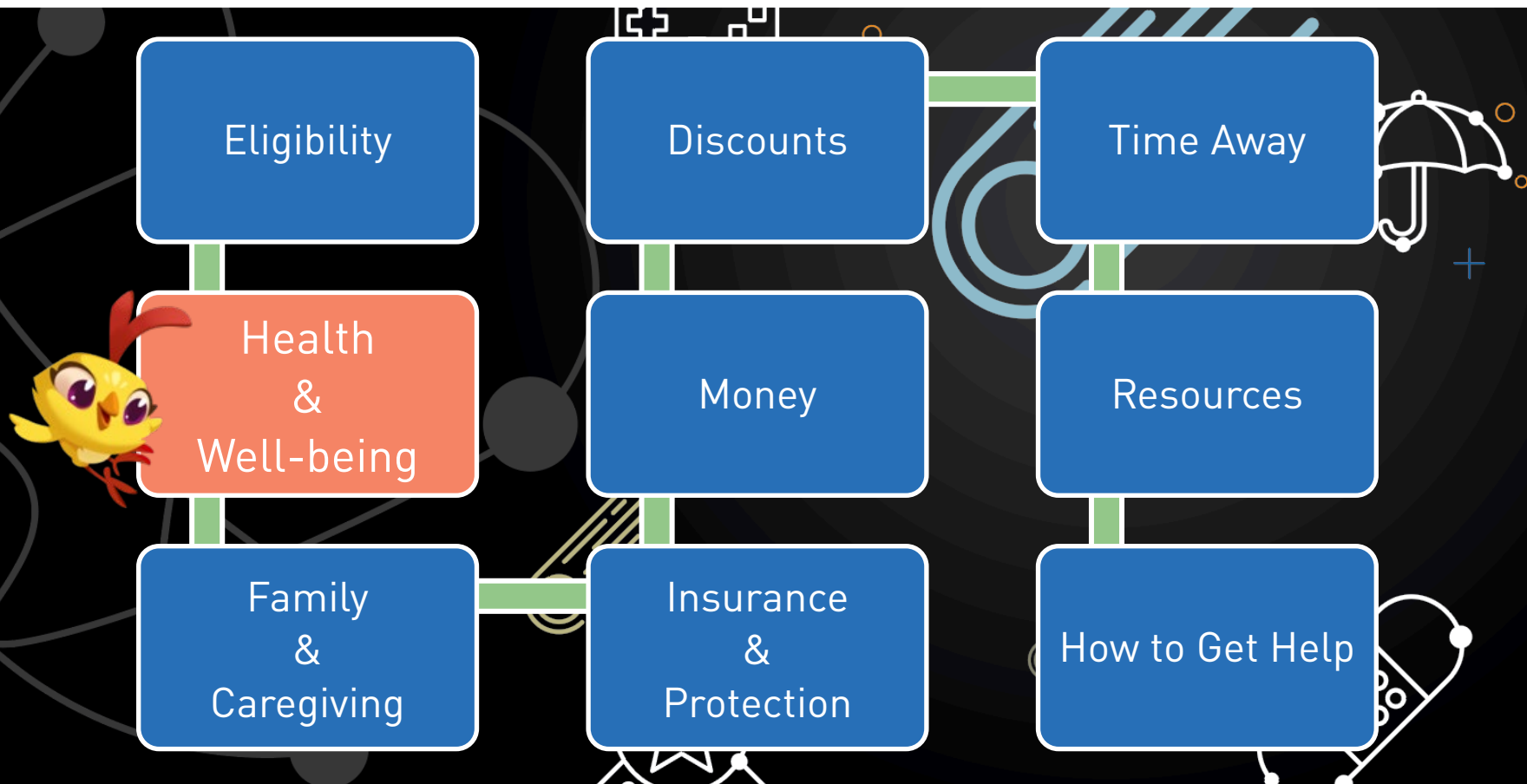
Changes

- Some benefits can be changed throughout the year
- Major changes can only be made if you experience a qualifying event (30-day enrollment deadline) or during open enrollment each fall.





BENEFITS for EveryWorld



Medical Plans

Verify your Home Address is correct in Workday to ensure the correct plans appear during enrollment!

CDHP
All states



Collective
Health®

PPO 500
All states



Collective
Health®

Centivo

So. CA, NYC, NJ, PA, CT







Kaiser

Northern & Southern CA





Medical Plan Options





 In-Network Coverage Details	 Collective Health CDHP (All states)	 Collective Health PPO 500 (All states)
Deductible	\$1,650 (single) \$3,300 (families)	\$500 (single) \$1,000 (families)
Once your deductible is met	Plan pays 80%, you pay 20%	Plan pays 90%, you pay 10%
Out-of-Pocket Max	\$4,500 (single) \$9,000 (families)	\$3,000 (single) \$6,000 (families)
Office Visits	Deductible first; Primary Care & Specialist	\$20 Primary Care \$45 Specialist
Rx (Retail) - 30 day  Generic Preferred Non-Preferred	Deductible then \$4 80% (\$20 - \$45) 65% (\$40 - \$100)	\$10 \$30 \$60
HSA/HRA Incentives	\$250 HSA Seed + Earn \$1,000-\$2,000 from Benefits@Play	Earn \$500-\$1,000 from Benefits@Play

Refer to: join.collectivehealth.com/activisionblizzard for additional plan details (e.g., out-of-network deductibles)

Medical Plan Options Cont'd...

In-Network Coverage Details:	 Kaiser HMO (Northern & Southern CA Only)	 Centivo Coordinated Care (Southern CA, NY, NJ, PA, CT)
Deductible	\$0	\$0
Out-of-Pocket Max	\$1,500 (single) / \$3,000 (families)	\$1,500 (single) / \$3,000 (families)
Office Visits	\$20 Primary Care / \$35 Specialist	\$0 Primary Care / \$0 Specialist
Rx (Retail) – 30 day		
Generic	\$10	\$0
Preferred	\$30	\$30
Non-Preferred	\$30	\$60
HRA Incentive	Earn \$500-\$1,000 from Benefits@Play	Earn \$500-\$1,000 from Benefits@Play
Service Area	Available to certain zip codes in California. Check your home zip code eligibility here . If Centivo isn't in your Workday options, you're outside the plan's service area.	Available in certain ZIP codes in Los Angeles, San Diego and Orange counties in Southern CA, NY metro area, NJ, PA, CT. Check your home zip code eligibility here . If Centivo isn't in your Workday options, you're outside the plan's service area.

Medical Premiums

	PRE-TAX BI-WEEKLY			
Coverage Level	 Collective Health CDHP (All states)	 Collective Health PPO 500 (All states)	 Centivo Coordinated Care (So. CA, NYC, NJ, PA, CT)	 Kaiser HMO (No. & So. CA)
Employee Only	\$0	\$112	\$44	\$98
Employee + Spouse/DP	\$80	\$268	\$119	\$247
Employee + Child(ren)	\$68	\$228	\$102	\$212
Employee + Family	\$108	\$391	\$164	\$340

After-tax Costs & Surcharges

Domestic Partners – Imputed Income

- If a domestic partner is covered, their portion of the premium is taxed.

Tobacco Surcharge

- \$40 monthly surcharge (\$18.46 bi-weekly) is applied to any covered family member that has used tobacco products in the six (6) months prior to the coverage effective date.
- The surcharge can be removed if the tobacco user has been tobacco-free for six (6) consecutive months.

Working Spouse/Domestic Partner Surcharge

- \$100 monthly surcharge (\$46.15 bi-weekly) is applied to your medical premium if:
 - ✓ Your spouse/DP is employed full-time
 - ✓ Your spouse/DP is eligible for coverage through their employer's plan
 - ✓ Your spouse/DP does not enroll in their own employer plan and instead enrolls in the ABK plan full-time

Additional Medical Benefits: Collective Health & Centivo Members

Video Doctor Visits



Medical 2nd Opinion



Virtual Physical Therapy



Menopause & Perimenopause



Pharmacy Savings



Pre-Diabetes & Type 2 Diabetes Reversal



Fertility & Family Building



Cancer Support



Memorial Sloan Kettering
Cancer Center

[MSK Direct](#)



Chronic Disease Prevention



Benefits Ecosystem Partners
CDHP, PPO 500, or Centivo Plan

**Insurance Deductible Applies*



Kaiser Eligible

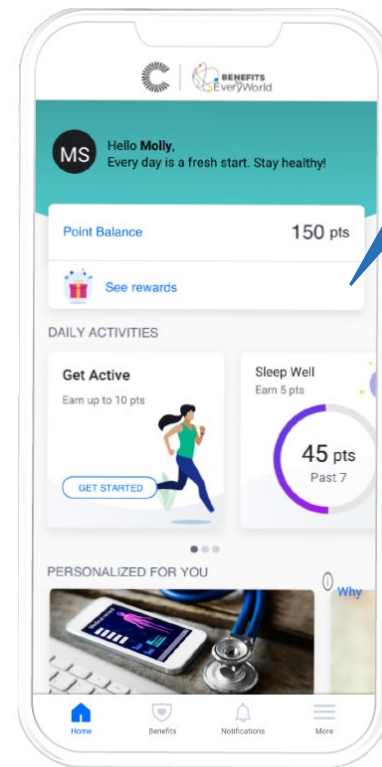
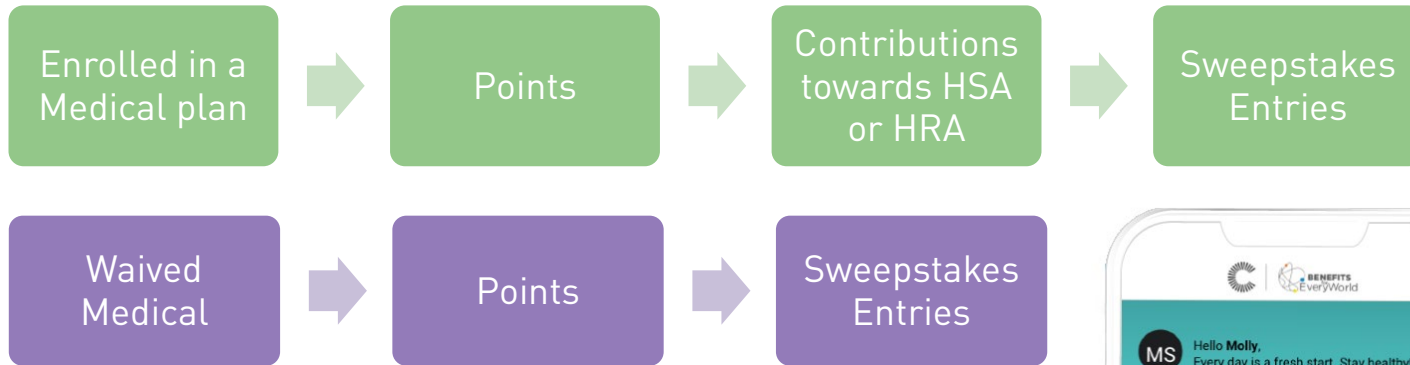
Mental Health & Substance Use Support



Eligibility: All U.S.-based employees, their spouse/domestic partner, and children aged 6-26 **regardless** of enrollment status in medical benefits or employee type.

Get started at abk.springhealth.com

Benefits@Play Incentive Program



Check out the **Rewards Center** and view your hard-earned points!

Link a **Tracker** and start earning points for steps, food, and sleep!

View your **Benefits** and track what you've earned!

2024 Annual Maximum HRA/HSA Earnings

Collective Health CDHP	EE Only	\$1,000
	EE + Dependents	\$2,000
Collective Health PPO 500 / Kaiser HMO / Centivo	EE Only	\$500
	EE + Dependents	\$1,000
Waive Medical	EE Only	Prizes!

Castlight Well-being Partners



Access care and earn points for your mental, physical, and financial well-being and more!



Fitness Membership



Brain Health



Chronic Disease Prevention



Mental Health & Well-being



Financial Coaching



Reproductive Health Support & Parenting

Dental Plan Options & Details



	Dental PPO	Dental HMO <i>Available to employees in AR, CA, CO, FL, IL, ME, MA, MI, MN, NJ, NY, OH, OR, PA, TX, VT, VA, WA, and WI.</i>
Deductible	\$50	No deductible
Preventative Care	Covered 100% Deductible waived	Copays apply Example: Periodic oral exam (D0120): You pay a \$0 copay
Basic Care	Covered 80% After deductible	Copays apply Example: Filling, one surface resin (white) (D02330): you pay a \$22 copay
Major Care	Covered 50% After deductible	Copays apply Example: Crown, porcelain fused to noble metal (D02752): you pay a \$235 copay
Annual Coverage Max	\$2,000 per person	No annual coverage max
Orthodontia Cost Coverage	Covered 50%	You pay a \$200 copay
Orthodontia lifetime maximum	Up to \$2,000 maximum per eligible member	No lifetime maximum

Dental Premiums



PRE-TAX BI-WEEKLY

Coverage Level	Dental PPO	Dental HMO
Employee Only	\$8	\$5
Employee + Spouse/DP	\$16	\$9
Employee + Child(ren)	\$17	\$8
Employee + Family	\$24	\$12

Vision Plan Details & Premiums



	In-Network	Out-of-Network
Vision Exam	\$15	Up to \$50
Contacts (in lieu of glasses)	\$130 after \$60 contact exam	Up to \$105
Frames (bi-annual)	\$150 for standard frames \$170 for featured frames	Up to \$70 for standard and featured frames
Lens (glasses)	\$0 for Single, Bifocal, Progressive	Up to \$50 - \$100 for Single, Bifocal, Progressive
Lasik (per eye)	Up to \$1,000	
KidsCare	Two Exams & Annual Frame Allowance	

Coverage Level	PRE-TAX BI-WEEKLY
Employee Only	\$2
Employee + Spouse/DP	\$4
Employee + Child(ren)	\$4
Employee + Family	\$8



BENEFITS for EveryWorld

Eligibility

Discounts

Time Away

Health
&
Well-being

Money

Resources

Family
&
Caregiving

Insurance
&
Protection

How to Get Help

Family & Caregiving



Adoption/Donor/Surrogacy
Reimbursement



SN00 Smart Sleeper



Care Providers



Childcare Concierge
Service



Care Coordination



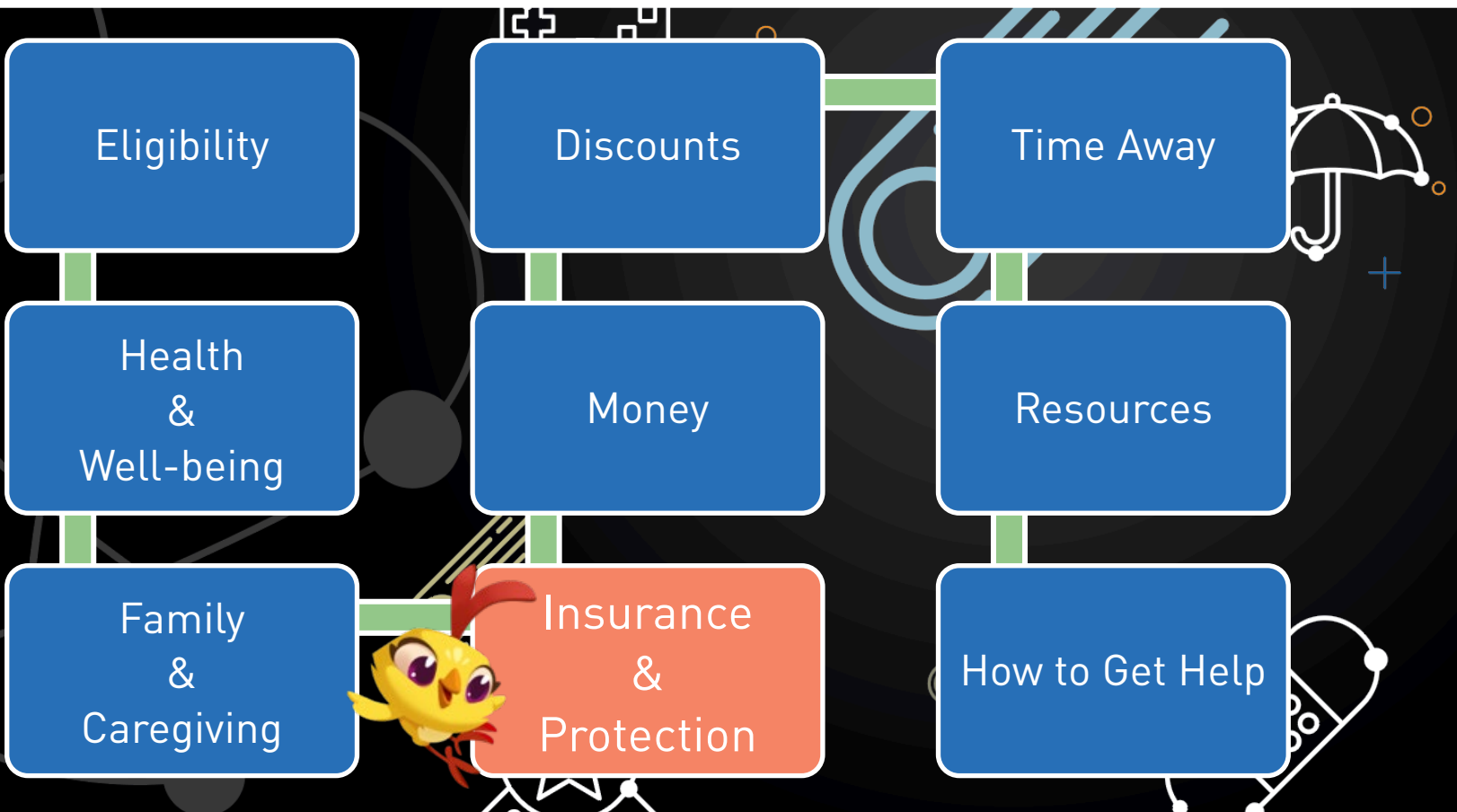
Pet Telehealth



Child Development
Coaching & Resources



BENEFITS for EveryWorld



Disability, Life, and Accidental Insurances



Disability

Short Term Disability

(Week 2 to 25)

- Company Paid: 60%; max \$2,307/week
- Optional Buy-Up: 80%; max \$3,076/week

Long Term Disability

(Week 26 – Soc Sec.)

- Company Paid: 50%; max \$5,000/month
- Optional Buy-Up: 66 2/3%; max \$10,000/month

90-day pre-existing conditions will apply to the purchase of Optional Coverage

Death & Dismemberment

Term Life Insurance

- Company Paid: 2X annual salary; max \$1M
- Supplemental: 1 -5X annual salary; max \$1M*
- Supplemental Spouse/DP: up to 100% of EE benefit**
- Supplemental Child: \$2K/\$5K/\$10K/\$25K

Accidental Death & Dismemberment (AD&D)

- Company Paid: 2X annual salary; max \$1M
- Supplemental: 1-10X annual salary up to \$500K
- Supplemental Family: 1-10x annual salary up to \$500K

* Life Insurance Guarantee Issue: 3X/Annual Salary or \$250,000 (whichever is less)

** Spouse/DP Life Guarantee Issue: \$25,000

Supplemental Income Coverage



Accident Insurance



- Supplements your medical coverage
- Lump sum payments for covered injuries, such as fractures, dislocations, or burns that result from non-work-related injuries or accidents



Critical Illness Insurance



- Supplements your medical coverage
- Lump sum payment between \$10,000 to \$30,000 for diagnosis of cancer, heart attack, stroke, major organ failure, and kidney failure
- Includes a \$75 annual preventive health screening benefit



Whole Life Insurance



- Supplemental life insurance that builds cash value
- Rate is guaranteed to never increase
- Long Term Care Policy

Coverage is portable, meaning if you leave the company, you may take them with you.

Legal and Identity & Digital Protection



̄AURA



Identity & Digital Protection

\$4.13 single/\$7.82 family per month

- Financial Fraud Protection = Credit monitoring, credit lock, and financial tools to help keep your assets safe.
- Identity Fraud Protection = Get alerts for threats to your identity, SSN, online accounts, gamertag, and more.
- Digital Vault = Securely store and share sensitive data, digital files, and passwords with military-grade encryption - all in one place.
- Family Plans = Cover up to 10 additional adults and unlimited minors.
- \$1 million insurance with stolen funds reimbursement.

www.abkvoluntarybenefits.com

Legal Plan

\$7.62 per month

- Legal assistance with unlimited consultations to a network of over 18,000 Plan Attorney's.
- Family law, wills, estates, debt matters, real estate, traffic, and criminal matters, injury, insurance matters, and more!
- Create living wills and power of attorney on their website in less than 15 minutes.
- 4 hours of support for non-covered attorney services, such as divorce, custody, immigration, and postnuptial agreements.
- 20 hours of attorney services for reproductive matters - surrogacy, egg/sperm/embryo donation, and more.

www.legalplans.com or (855) 443-7748

Enroll at any time

Insurance Discounts (Not in Workday)



Enroll anytime at
www.ABKvoluntarybenefits.com
or call 1-855-829-0747



Auto and Home & Renters

- Compare quotes from across top-rated insurance companies
- Savings are typically greater than anything you can find on your own!
- Convenient service to help you switch right away and start saving sooner.

Pet Insurance - Nationwide

- Pet protection includes a 24/7 vet helpline as a service and is the first and only provider to cover birds and exotic pets

Additional Insurance

Travel Assistance Services



A complimentary service available to employees traveling more than 100 miles from home and provides:

- Emergency medical assistance & advance of funds
- Passport/visa/immunization requirement information
- Lost baggage services
- Document/ticket replacement
- Translation/interpretation
- Emergency Security and more...

Business Travel Medical Benefits



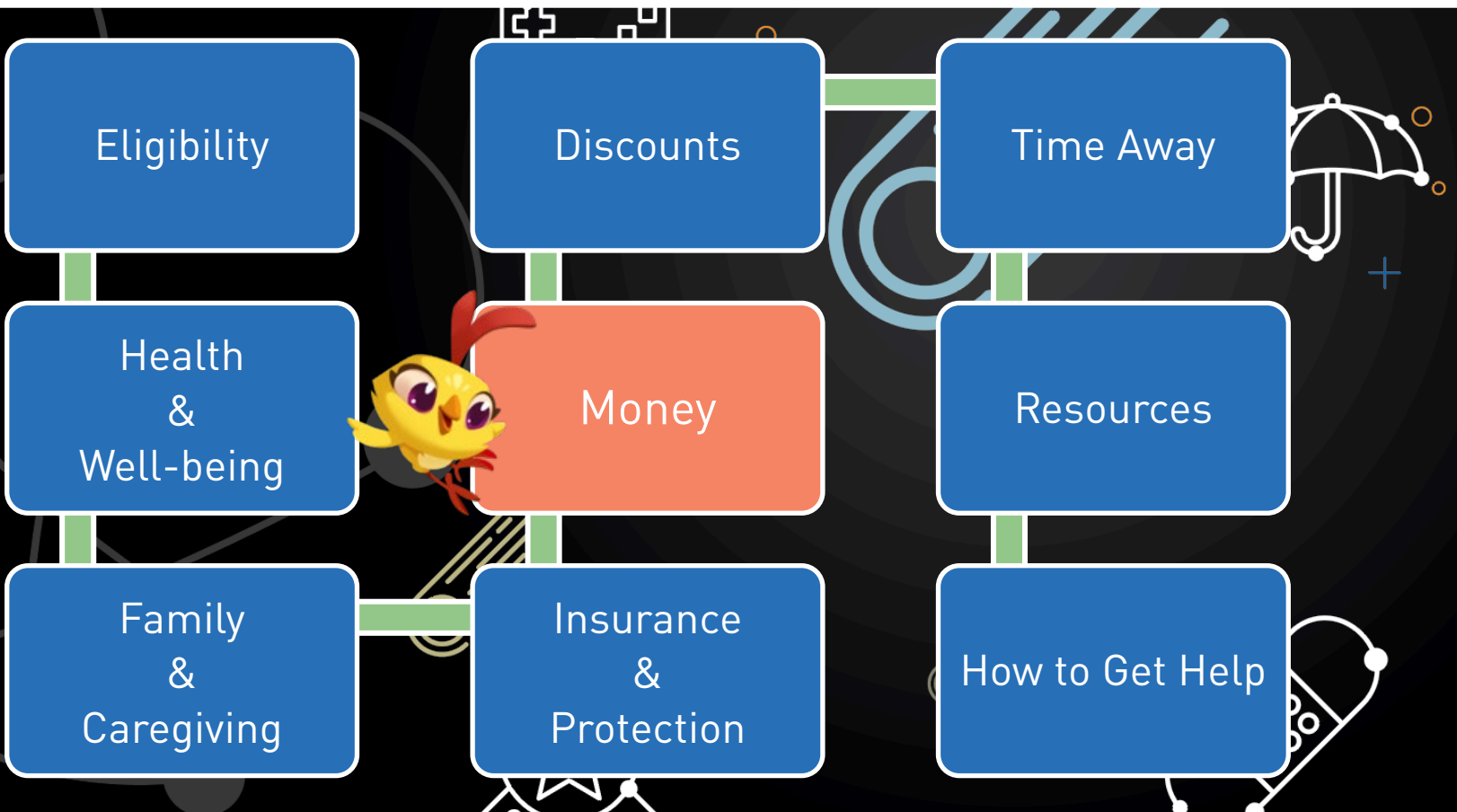
International SOS covers employees and their families who are traveling outside of the U.S. on an approved business trip. The plan covers the reasonable and customary (R&C) charges associated with an accident or illness. Services include:

- Access to medical advice and consultation via telephone
- Medical appointment and hospital admission assistance (outside of the U.S.)
- Medical monitoring (outside of the U.S.)
- Communication of patient condition and treatment plans to family members
- Coordination of treatment plans, if necessary





BENEFITS for EveryWorld



Health Savings Accounts (HSA)

HSAs are tax-advantaged, member-owned accounts that let participants save pre-tax dollars for future qualified medical expenses. HSA dollars can be invested and funds rollover year-to-year.

$$\text{CDHP} + \text{HSA} =$$

- You own it
- You + ABK contribute
- Triple-tax advantage
- Invest & Save

2025 Limit: \$4,300/\$8,550 (single/family)

\$250 Annual Employer Seed

Eligibility Requirements

- Enrolled in the CDHP
- No other health coverage (including a spouse's FSA or HRA)
- Not enrolled in Medicare
- Can't be claimed as a dependent on someone else's tax return



HealthEquity®

Additional Spending Account Options



[Eligible Expenses: HealthEquity.com/fsa-qme](https://HealthEquity.com/fsa-qme)

HealthEquity®	HRA Health Reimbursement Account	FSA Medical Flexible Spending Account	DCA Dependent Care Flexible Account
Enrollment Prerequisite	Default account for Benefits@Play incentive deposits if no HSA	Cannot be enrolled in the HSA	None
Expense Examples	Doctor office visits, dental care, glasses, prescriptions	Doctor office visits, dental care, glasses, prescriptions	Day care, pre-school, summer camp, elder care
Limit	Maximum contributions based on Benefits@Play earnings	Annual IRS maximum contributions \$3,300 pre-tax	Annual IRS maximum contributions \$5,000 pre-tax (limited to \$1,600 for HCE) **
Details	Features: <ul style="list-style-type: none"> • Employer Contributions Only • Funded as you redeem points • Balance rolls over year to year • Opened automatically 	Features: <ul style="list-style-type: none"> • Employee Contributions Only • Fully funded on day one • You have until December 31, 2025 to incur expenses and until April 30, 2026 to submit claims. 	Features: <ul style="list-style-type: none"> • Employee Contributions Only • Funded as deductions are taken from your paycheck • You have until April 15, 2026 to incur expenses and until April 30, 2026 to submit claims. <p>**Plan is subject to IRS non-discrimination testing and limits may be reduced</p>

Fidelity 401(k) Retirement Plan

Basics

- Automatic enrollment at 1% after 30 days
- Typically takes 1-2 weeks for Fidelity to set up 401(k) accounts
- Manage your account on www.netbenefits.com or NetBenefits app.
- Take advantage of a complimentary advisory session with a Fidelity financial advisor

Employee Contributions

- 3 Contribution Methods: Traditional Pre-tax, Roth, and After-Tax
- Pre-tax and/or Roth 401(k) – up to 75% of base pay and/or up to 100% of bonus, up to the IRS maximum of \$23,500 (+\$7,500 catch up if 50+)
- After-Tax 401(k) – up to 20% of base pay, up to the IRS maximum of \$70,000

Company Match

- 25% match on employee contributions to the Pre-tax and/or Roth 401(k) plans, up to the IRS maximum of \$23,500 (+\$7,500 catch-up if 50+)
- There is NO match for the After-Tax 401(k)
- Employer-sponsored match does NOT count towards the 402g IRS maximums.



Financial Benefits

Commuter Accounts

- Pre-tax and post-tax deductions to use towards expenses to get to work.
- Parking = At or near the office, or at a train or bus stop to get to work.
- Transit = Train, bus, subway, ferry, UberPOOL, or Lyft Shared.



529 College Savings

- Can be used for tuition, books, and other education-related expenses at most accredited two- and four-year colleges and universities, U.S. vocational-technical schools, and eligible foreign institutions.



Homeownership

- Review your homeownership goals, current financial footprint, potential options, then design a short and long-term plan to get you there.



Early Wage Access

- Access up to a maximum of \$500 per pay period earned unpaid wages before payday.
- Bill pay, savings & budgeting tools, discounts, and more.



Financial Benefits Cont'd...

ABK Tuition Reimbursement

- Reimbursement for academic fees, supporting well-planned career development aligned with the company's and employees' interests.
- Eligibility after 6 months of continuous employment with ABK.



Call of Duty Endowment

- A 501(c)(3) nonprofit supported by ABK.
- Help veterans find high-quality careers by identifying and funding the most efficient and effective organizations dedicated to assisting unemployed and underemployed veterans.



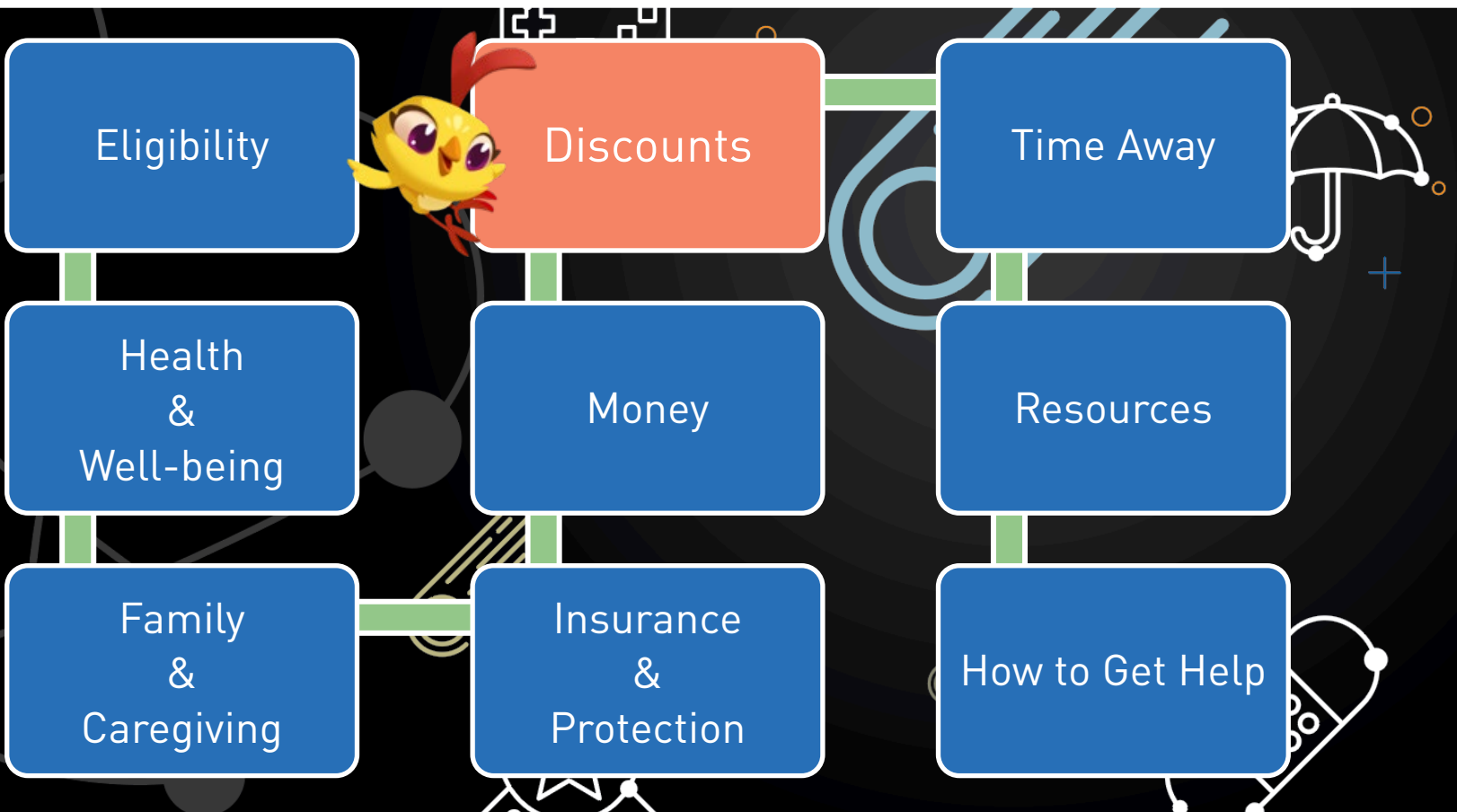
ABK Gives Back

- Dollar-for-dollar charitable donation matching program.
- Registration for company-sponsored volunteer activities.





BENEFITS for EveryWorld



Perks & Discounts

ABK Games

ABK Gear

Working
Advantage

Wellhub

24 Hour
Fitness

Secretlab
Chairs

EVGA
Hardware

Medieval
Times

Aquarium Of
The Pacific

Cartelligent

Phone - AT&T

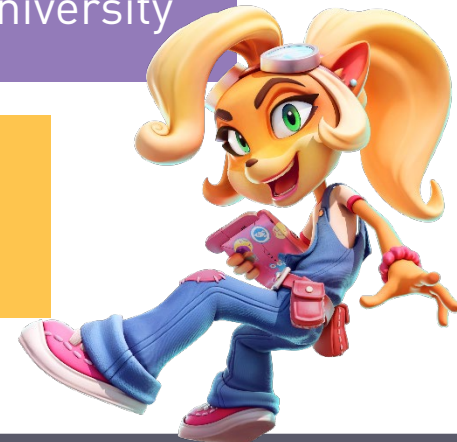
Pepperdine
University

Mortgages

Student &
Personal
Loans

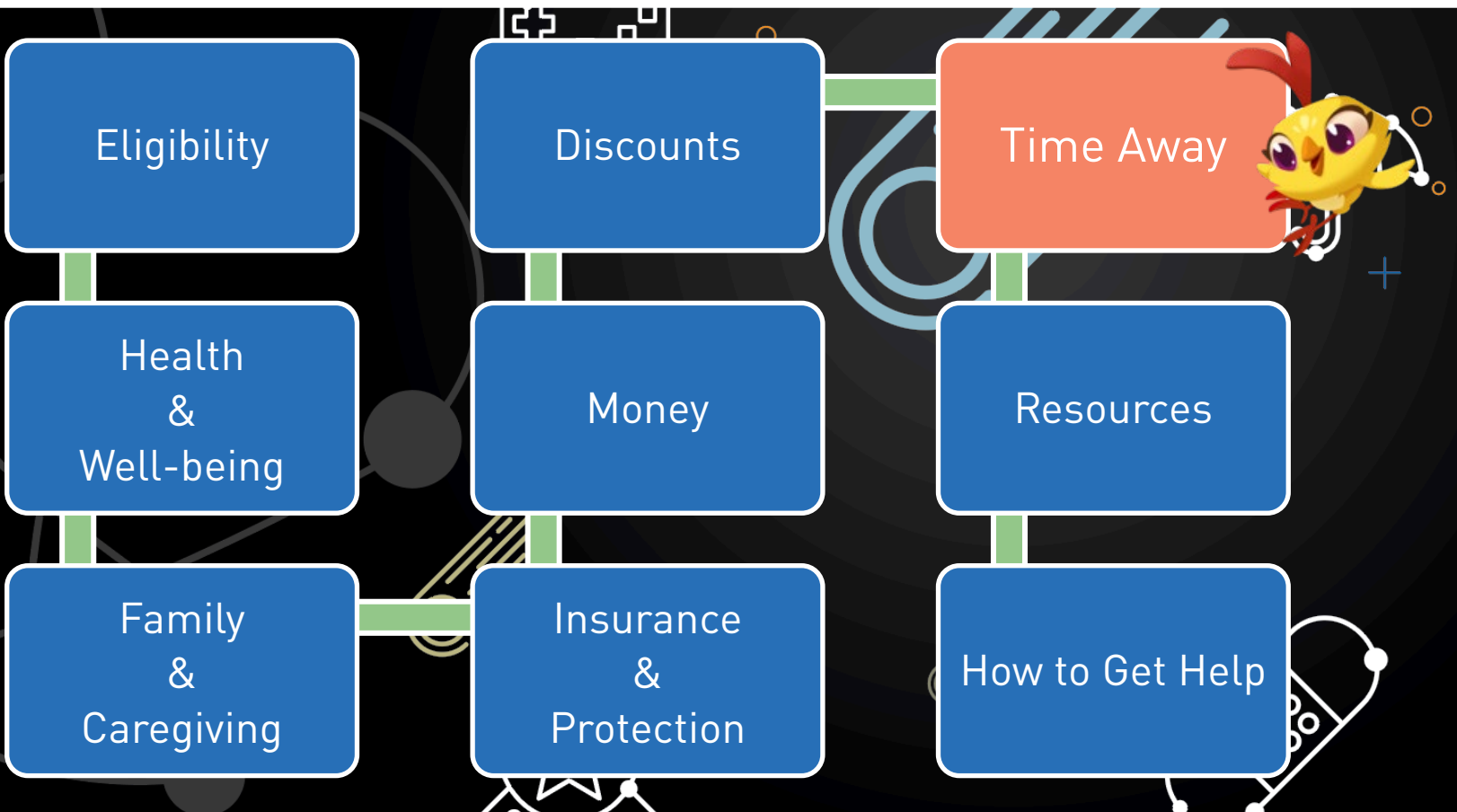
Banking

benefitsforeveryworld.com/discounts





BENEFITS for EveryWorld



Time Away

Time Away From Work Policies

Vacation

- 20 Days Annually Accrued

Health Time

- 80 Hours Annually
- Proration schedule based on date of hire

Company Paid Holidays

- 10 Holidays
- Winter Shutdown Break
- Flexible Holidays – 2 Days Annual (1 Day annual if hired 7/1 or later)

Leave of Absence

- 10 Weeks of Paid Parental, Compassion, & Extended Bereavement Leave

[Leave of Absence Policy](#)

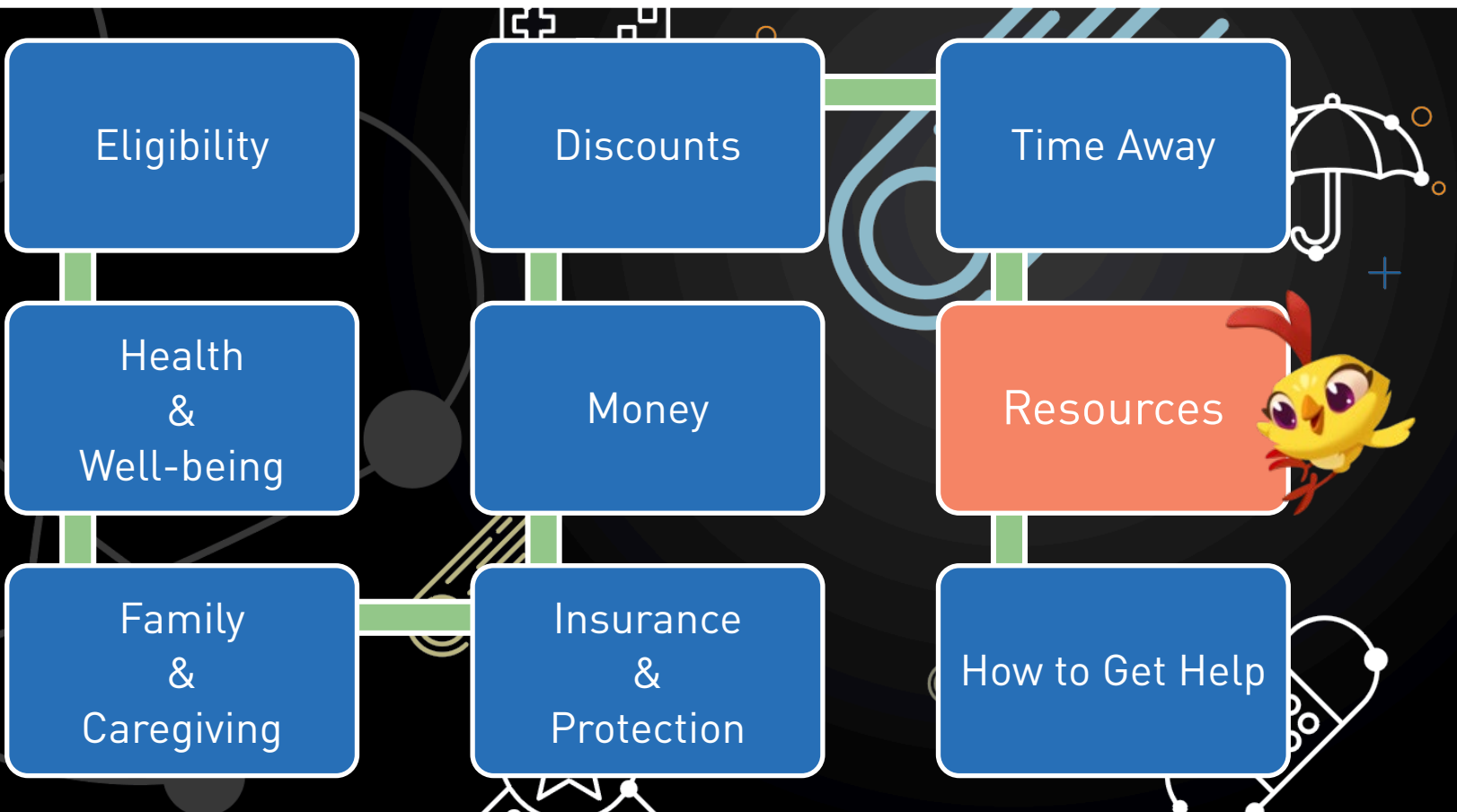
Other Time Off

- Standard Bereavement
- Jury Duty
- Voting Time





BENEFITS for EveryWorld



Resources



Benefit Plans & Details

www.benefitsforeveryworld.com



News & Upcoming Webinars
#abk-us-benefits

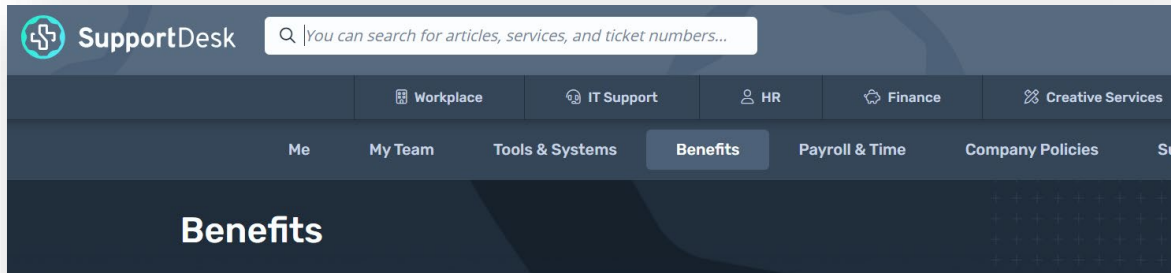


[Questions](#)









Enrollment & Changes

Resources Cont'd



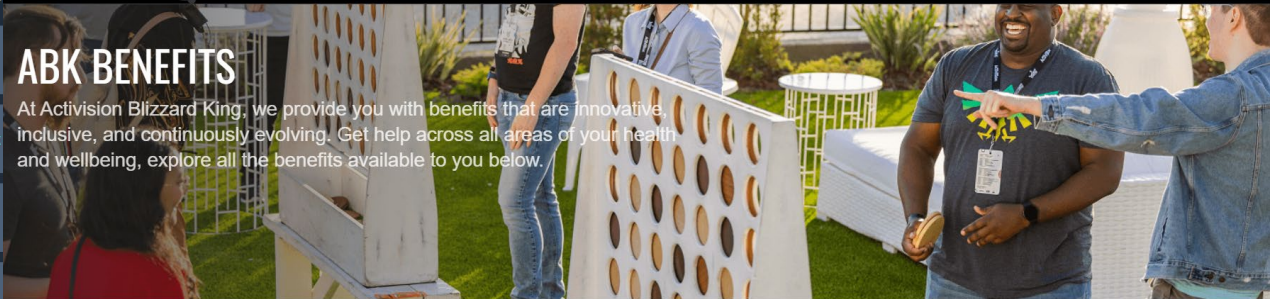
Benefits

Check out www.benefitsforeveryworld.com to explore all programs and plans available through your Benefits.

-  [U.S. Mental Health Resources Guide](#)
- [Quiet Room Access](#) Request
-  [Adding Coverage for Spouse, Domestic Partner, or Dependent](#)
-  [Enroll in or Change Benefits in Workday](#)
-  [Enroll or View Your Benefits](#)
-  [COVID-19 Benefit Resource Guide - US FTE](#)
-  [Benefits Policies and Guidelines](#)

BENEFITS
EveryWorld

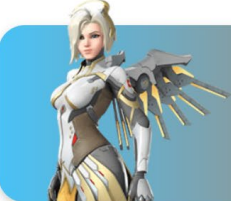
HEALTH & WELLBEING | TIME AWAY | FAMILY & CAREGIVING | INSURANCE & PROTECTION | MONEY | PERKS & DISCOUNTS | [ENROLL HERE](#)




ABK BENEFITS

At Activision Blizzard King, we provide you with benefits that are innovative, inclusive, and continuously evolving. Get help across all areas of your health and wellbeing, explore all the benefits available to you below.

WHAT WE OFFER YOU



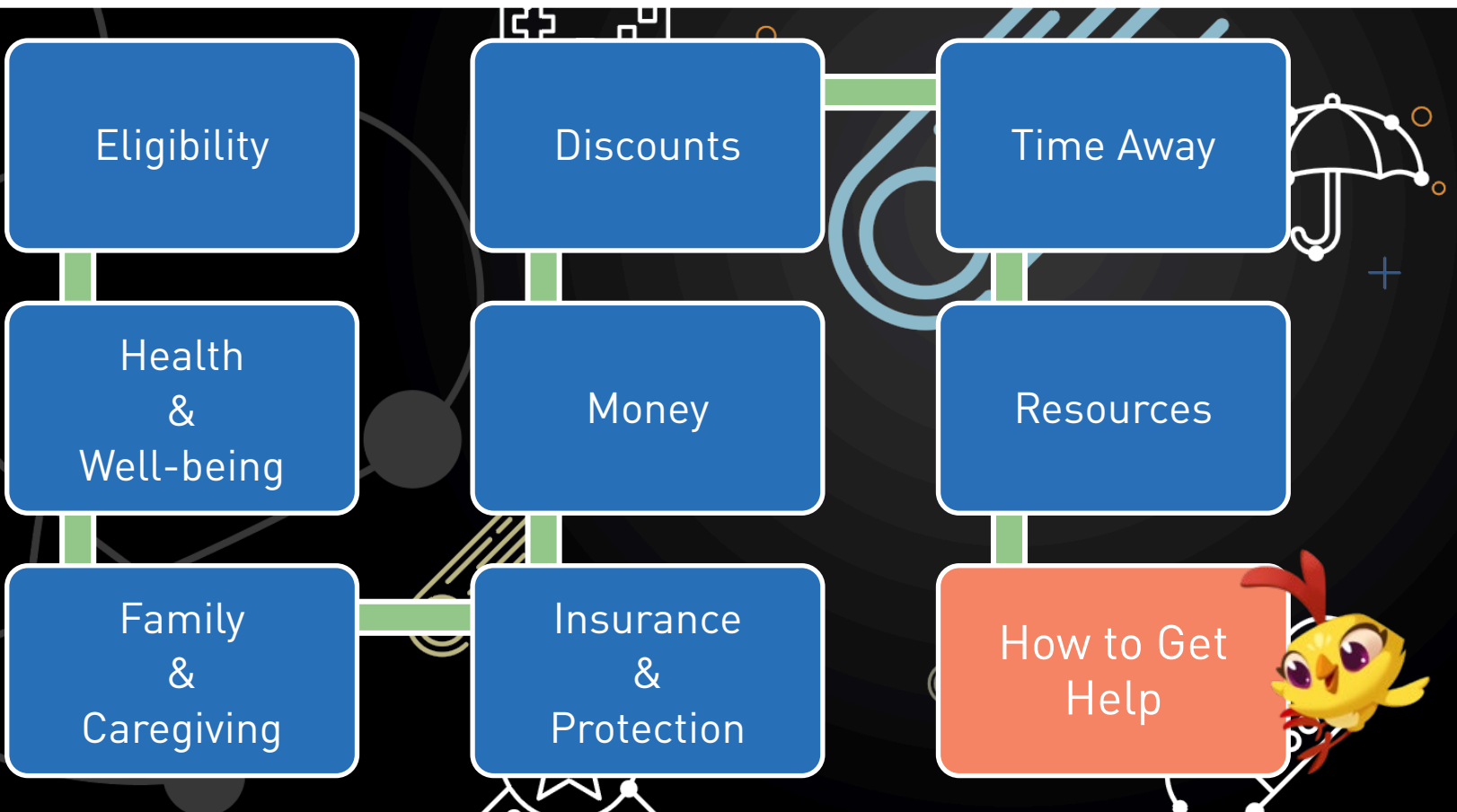
HEALTH & WELLBEING



TIME AWAY



BENEFITS for EveryWorld



Benefits Communication Specialist



Review your benefit options, ask questions, and get help enrolling.

Please use this link to set an appointment <https://go.oncehub.com/ActivisionBlizzardbenefits>

Activision Blizzard

Please pick the appropriate meeting type to the right and schedule a 1:1 meeting with one of our Benefit Communication Specialists.

888-926-2875

[www.benefitsforeveryworld.c...](http://www.benefitsforeveryworld.com)

New Hire - Benefits (Full-Time Regular)

Duration: 25 min

If you plan to enroll dependents, please have your dependent certification documents (marriage certificate/domestic partner affidavit, birth certificates, etc.) on hand, to email to the Benefit Specialist at the time of the appointment.

You have 30 days from your hire date to enroll in benefits and submit dependent certification documents.



Qualified Benefit Life Event Change

Duration: 25 min

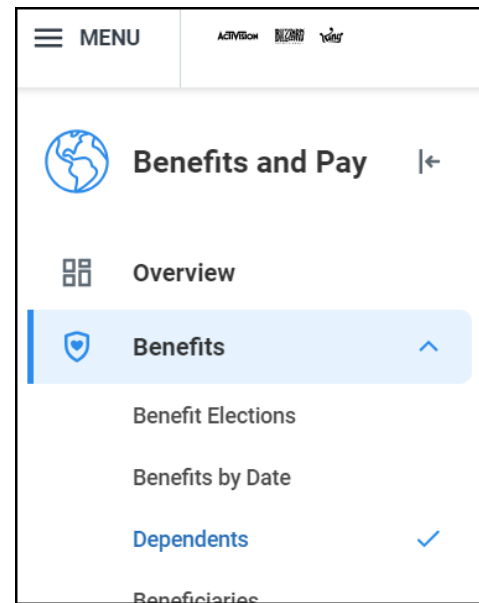
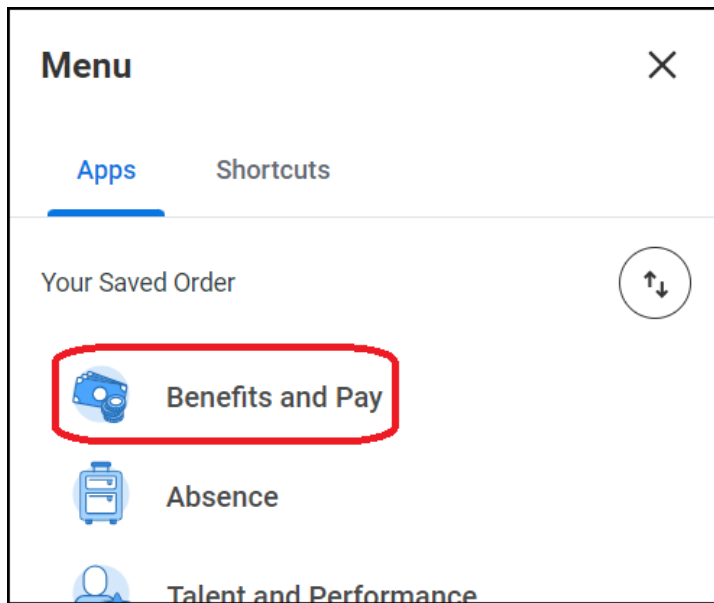
If you need to make benefit changes due to a qualified life event (marriage/new domestic partner, divorce, birth/adoption, loss/gain of other coverage, etc.), please have your documents ready to email to the benefit specialist at the time of your meeting.

You have 30 days from the life event date to submit supporting documents and make benefit changes



Next Steps

- ❖ Enroll in Workday: <https://www.myworkday.com/activision/> (must be on network)
- ❖ Upload dependent verification document (marriage certificate/domestic partner affidavit, birth certificate, etc.) in Workday:
 - Attach to your new hire enrollment submission
 - OR
 - Go to Menu → Benefits & Pay → Benefits → Dependents → Change Dependents → Edit → Attach the document to each dependent record





Thank you!



SupportDesk



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Glossary

Deductible: The total amount you will need to pay out of pocket before the plan starts paying for services. Once you've paid your deductible, the plan will begin paying a portion of the costs for services rendered. This amount will vary depending on your plan.

HMO: HMO, or Health Maintenance Organization, is a network of doctors and treatment centers that agree to offer care at a set price. HMO plans require that you stay in the network to receive care and offer no out of network coverage. ABK offers two HMO plans through Kaiser and Centivo.

PPO: PPO, or Preferred Provider Organization, is a network of doctors and treatment centers that contracts with insurance providers to offer services. PPO plans offer great flexibility due to having both in and out of network coverage, although staying in the PPO network will keep your costs lower. ABK offers two PPO plans through Collective Health.

Spending Accounts: Accounts designed to allow employees to set aside pre-tax dollars to pay for qualified medical expenses. Includes FSA (Flexible Spending Account), HSA (Health Savings Account), DCFSA (Dependent Care Flexible Spending Account), and HRA (Health Reimbursement Account).

Qualifying Life Event (QLE): A QLE is a life event that allows you to make benefit changes outside of an enrollment period. These can include childbirth/adoption, marriage, divorce, aging out of a parent's plan, and more. When a QLE occurs, you have a 30 day window to inform ABK and make benefit changes in workday.