

IBM Benefits

2024 IBM U.S. Benefits Guide

healthy | prosperous | safe | connected | supported



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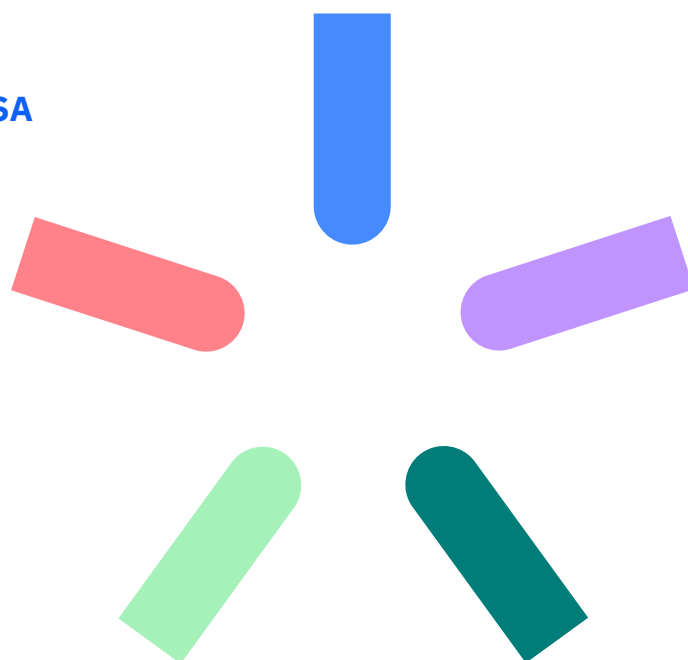
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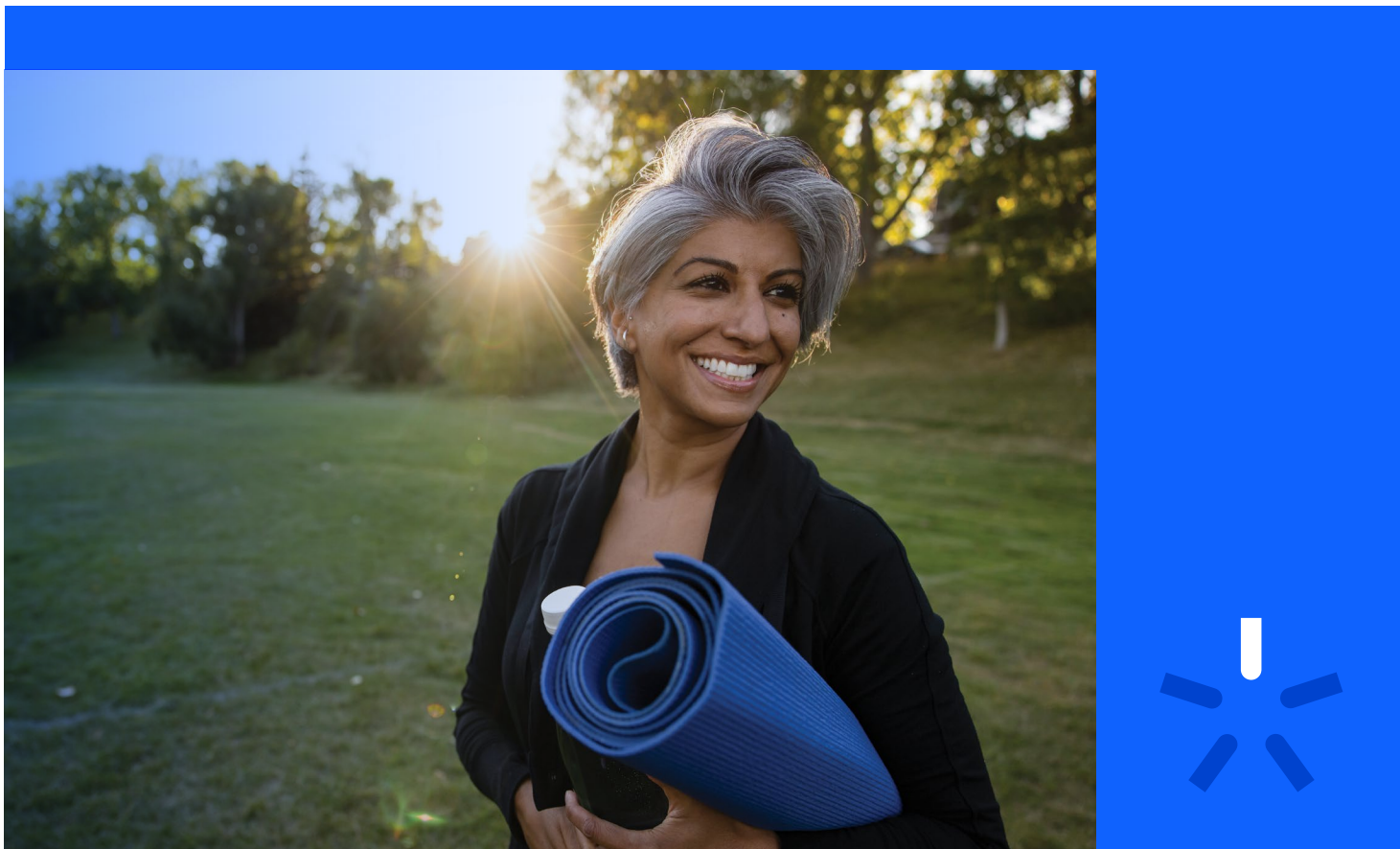
At our core, IBMers believe in innovation that matters—this belief also holds true for our benefits program.

IBM offers a competitive benefits program, designed to reinforce you and your family's health, prosperity, safety, connectivity, and support.

Key features include:

- A health benefits portfolio that provides comprehensive health care and wellbeing benefits. Coverage is available for you, your spouse/domestic partner and dependent children for health care benefits including medical, dental, and vision.
- A retirement program that helps build future financial security through a leading-edge Retirement Benefits Account (RBA) and other capital accumulation programs.
- Income protection in case of serious illness, injury or death, including life insurance and disability benefits.
- Competitive vacation, personal leave and holiday plans

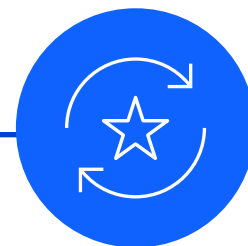
You are eligible for all applicable benefit programs as outlined in this summary beginning with your first day of employment, unless otherwise indicated. When you have been notified that your Benefits Enrollment window has opened, you can follow the steps to enroll. You pay for your share of benefits coverage through payroll deductions.



Health & Wellbeing

Medical Coverage

You have a choice of three medical plan options, plus HMOs (where available):



Your medical plan administrator (Aetna or Anthem) is connected to the state in which you live. Health Maintenance Organizations (HMOs) are available in certain regions.

2024 Medical Plan Options



HDHP:

The High Deductible Health Plan (HDHP) option combines the lowest monthly contribution with the highest annual deductible. The annual deductible for the HDHP is **embedded**, which means each person enrolled must meet their individual deductible before the plan begins to pay benefits for their eligible medical services and non-preventive prescription drugs. Routine preventive services are covered with no out-of-pocket cost and you do not need to meet the deductible for preventive prescription drugs. This plan option gives you the most flexibility with how you spend your healthcare dollars and is paired with a Health Savings Account (HSA) with an IBM contribution.



HDHP Plus:

The High Deductible Health Plan Plus (HDHP Plus) option combines a moderate monthly contribution with a moderate annual deductible. The annual deductible for the HDHP Plus is **aggregate**, which means if more than one person is enrolled, the family deductible must be met before the plan begins to provide coverage for any eligible medical services and non-preventive prescription drugs. Routine preventive services are covered with no out-of-pocket cost and you do not need to meet the deductible for preventive prescription drugs. This plan gives you flexibility with how you spend your healthcare dollars and is paired with a Health Savings Account (HSA) with an IBM contribution.



PPO:

The Preferred Provider Organization (PPO) option has the highest monthly contribution but has the lowest deductible. The annual deductible for the PPO is **embedded**, meaning each enrolled person must meet their individual deductible before the plan begins to pay benefits for their eligible medical services; all routine preventive services and primary care office visits are covered with no out-of-pocket cost. The deductible does not apply to specialist office visits or prescription drugs. This option can be paired with the Health Care Flexible Spending Account (FSA).



HMO:

Health Maintenance Organizations (HMOs) are available to IBMers in certain areas. This type of health plan usually limits coverage to care from doctors who work for or contract with the HMO. It generally will not cover out-of-network care except in an emergency. HMOs often provide integrated care and focus on prevention and wellness.

The percentages and dollar amounts are your portion of the total cost for care; your plan pays the remainder of eligible expenses.

	Medical benefits are administered by Aetna or Anthem, depending on your home state*					
	HDHP		HDHP Plus		PPO	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
IBM HSA Contribution Individual/Family	\$800 / \$1,600		\$800 / \$1,600		Not Applicable	
Annual Deductible ^{1,2,3} Individual / Family	\$3,200 / \$6,400	\$6,400 / \$12,800	\$1,600 / \$3,200	\$3,200 / \$6,400	\$750 / \$1,500	\$1,500 / \$3,000
Annual Out-of-Pocket Maximum ⁴ Individual/Family	\$5,000 / \$10,000	\$10,000 / \$20,000	\$3,200 / \$6,400	\$6,400 / \$12,800	\$3,000 / \$6,000	\$6,000 / \$12,000
Routine Preventive Services (includes pre/post natal care) ⁵	\$0, no deductible	40%, no deductible	\$0, no deductible	40%, no deductible	\$0, no deductible	40%, no deductible
PCP Doctor Visits (Office, Telemedicine, Walk-in Clinics) ⁶	\$0 after deductible	40% after deductible	\$0 after deductible	40% after deductible		20%, no deductible
Specialist Office Visits ⁶	25% after deductible		25% after deductible			
Therapy (Physical, Speech, Occupational, ABA) ⁹	25% after deductible	40% after deductible	25% after deductible	40% after deductible	20% after deductible	40% after deductible
Inpatient and Outpatient Hospital Services, Urgent Care Clinics and all other services ^{7, 8, 10, 11}						
Outpatient Mental Health / Substance Use (including outpatient virtual health) ⁷	25% after deductible		25% after deductible		20%, no deductible	
Inpatient Mental Health / Substance Use and Emergency Services (ER, Ambulance) ⁷					20% after deductible	

*IBMers who live in areas that do not have a robust provider network are offered out-of-area (OOA) plan options.

¹ For all plan options, the in- and out-of-network annual deductibles cross accumulate to one cumulative amount.

² For all plan options, you must meet the deductible before the plan begins to pay for eligible medical and mental health/substance use (MH/SU) services (excluding routine preventive care). For the PPO, you do not need to meet the deductible before the plan begins to pay for prescription drugs, doctor's office visits, or outpatient MH/SU services. For the HDHP and HDHP Plus options, you must meet the deductible for all services, including prescription drugs (except routine preventive services and preventive medications).

³ HDHP and PPO plan options: Individual coverage begins once the individual deductible is met. HDHP Plus: If more than one individual is enrolled, the family deductible must be met before the plan begins to pay for medical, MH/SU or prescription drugs coverage for all members on the plan.

⁴ For all plan options, the in- and out-of-network out-of-pocket maximums cross accumulate to one cumulative amount.

⁵ Preventive medical claims must be submitted by the provider with a preventive diagnostic code to be processed as a preventive claim.

⁶ Coinsurance and deductibles apply to additional services received during an office visit (medical supplies, venipunctures, lab tests, etc.).

⁷ All out-of-network MH/SU and emergency medical services are paid at the in-network cost share. For inpatient emergency services received out of network, once the person is medically able to be moved to an in-network facility; services received out of network will be covered at the out-of-network cost share. There is an additional \$150 copay for utilizing the ER (copay waived if admitted).

⁸ To get the highest level of benefit, certain services (transplants, bariatric surgery, and orthopedic surgery) must be obtained at an in-network Center of Excellence (COE).

⁹ After 40 visits, coverage for physical and occupational therapy requires plan review for medical necessity. Services include rehabilitation and habilitative services and services for developmental delays and disabilities.

¹⁰ Precertification required for CT Scans, PET Scans, MRIs, nuclear medicine, sleep studies, cardiac catheterization, echocardiogram (including stress echocardiogram).

¹¹ All other services include imaging, x-rays, durable medical equipment (DME), prosthetics and lab services. Deductible does not apply to lab services under the PPO option.

Note: In certain areas where there is not a strong network, employees are offered out-of-area (OOA) plan options. All medical services are paid at the in-network level even if the provider does not participate within the network. You will pay less if you use in-network providers as the billing is based on a lower negotiated cost.



Be a Smart Healthcare Consumer

- Use in-network providers for preventive services for 100% coverage.
- Confirm your providers are in-network before receiving care — you may pay less in out-of-pocket costs.
- Ask your plan administrator for assistance if you have questions about a bill from your provider's office.

2024 Monthly Medical Contributions by Plan Option

	Monthly Medical Contributions		
	HDHP	HDHP Plus	PPO
Self only	\$0	\$50.00	\$130.00
Self + Spouse / Domestic Partner	\$155.00	\$235.00	\$375.00
Self + Child(ren)	\$105.00	\$175.00	\$300.00
Family	\$250.00	\$350.00	\$600.00

Note: If you are eligible for an HMO, you will see the enrollment option and contribution amounts at Fidelity NetBenefits.

Declining Your IBM Medical Coverage

If you decline IBM medical coverage for 2024, you'll receive a \$30 monthly taxable credit. You'll have the option to enroll during the next Annual Enrollment period or during the year if you experience a qualified life event (such as a loss of other coverage).

Even if you decline IBM medical coverage, you are still eligible to participate in other benefits, including Dental, Vision, Health Care and Dependent Care FSA, Adoption & Surrogacy, Emergency Back-Up Care, SCCAP and more.

Prescription Drug Coverage

If you're enrolled in the IBM HDHP, HDHP Plus or PPO medical plan options, you'll get your pharmacy coverage through the IBM Managed Pharmacy Program, administered by CVS Caremark.

Prescription Drug Coverage, administered by CVS Caremark			
	HDHP ¹	HDHP Plus ^{1,2}	PPO
Cost per Rx at participating pharmacies³ (up to a 30-day supply)³			
Generic	10% of discounted cost after deductible ¹ , up to \$20		10% of discounted cost, up to \$20
Brand name – formulary (preferred) ⁵	30% of discounted cost after deductible ¹ , up to \$115		30% of discounted cost, up to \$115
Brand name – non-formulary (non-preferred) ⁵	50% of discounted cost after deductible ¹ , up to \$220		50% of discounted cost, up to \$220
Cost per Rx with CVS Caremark mail order, CVS Specialty mail order and Maintenance Choice[®] (up to a 90-day supply)⁴			
Generic	10% of discounted cost after deductible ¹ , up to \$40		10% of discounted cost, up to \$40
Brand name – formulary (preferred) ⁵	30% of discounted cost after deductible ¹ , up to \$290		30% of discounted cost, up to \$290
Brand name – non-formulary (non-preferred) ⁵	50% of discounted cost after deductible ¹ , up to \$525		50% of discounted cost, up to \$525
Cost per Rx at non-participating pharmacies (up to a 30-day supply)			
Generic	30% of actual cost after deductible		30% of actual cost
Brand name – formulary (preferred)	40% of actual cost after deductible		40% of actual cost
Brand name – non-formulary (non-preferred)	55% of actual cost after deductible		55% of actual cost

¹ You must meet the annual medical deductible before the plan option begins to pay for non-preventive prescription drugs.

² If more than one person is enrolled, you need to meet the annual family deductible before the plan begins to pay for non-preventive prescription drugs.

³ Covers up to three 30-day fills of a medication at any participating pharmacy (the original fill and two refills). After the third fill, you must change to 90-day supplies and purchase them through CVS Caremark at a CVS Retail Pharmacy or at CVS Mail Order (or you will pay 100% of the cost).

⁴ Covers 90-day supplies of traditional medications at a CVS Retail Pharmacy or by CVS Mail Order. Specialty medications must be purchased through CVS Specialty.

⁵ If you purchase a brand name drug when a generic version of the drug with the identical active ingredient is available, you will pay the generic coinsurance PLUS the difference in cost between the generic drug and the brand name drug; per-prescription maximums will not apply. Additionally, the difference in cost between the generic and the brand name drug will not accumulate to your deductible (for those in the HDHP and HDHP Plus options) or to your out-of-pocket maximum.

Important Notes about Your Prescription Drug Coverage

- Through the Cost Saver Program, CVS Caremark members will pay the lowest drug cost possible, with automatic access to GoodRx's prescription drug pricing (in the event the GoodRx price is lower than the negotiated rate).
- CVS Caremark reviews and updates its formulary quarterly. If you're impacted by any changes, you'll be contacted by CVS Caremark.
- Some specialty medications may qualify for third-party copayment assistance programs that could lower your out-of-pocket costs. Note that any copayment or coinsurance amounts that are applied to a manufacturer coupon or rebate will not count toward your plan deductible or out-of-pocket maximum.



Dental Coverage

Dental health is important to your overall wellbeing. IBM offers you and your family a choice between two plan options. This is a 100% employee-paid benefit.

	Administered by MetLife	
	Dental Basic	Dental Plus
Description of coverage	<ul style="list-style-type: none"> Preventive, diagnostic and basic restorative care Two cleanings and exams per year Note: Major restorative care is not covered under Dental Basic	<ul style="list-style-type: none"> Preventive, diagnostic, basic restorative and major restorative care Two cleanings and exams per year
Coinsurance	<ul style="list-style-type: none"> Preventive: The Plan pays 100% Basic restorative: The Plan pays 80% Major restorative: Not covered 	<ul style="list-style-type: none"> Preventive: The Plan pays 100% Basic restorative: The Plan pays 80% Major restorative: The Plan pays 65%
Orthodontia care	Not covered	The Plan pays 50%; subject to lifetime maximum of \$2,500 per covered person
Annual coverage maximum	Up to \$500 per covered person, per year	Up to \$2,500 per covered person, per year

Coverage Tier	Dental Plan Monthly Contribution	
	Dental Basic	Dental Plus
Self only	\$27.00	\$59.50
Self + Spouse / Domestic Partner	\$53.50	\$119.00
Self + Child(ren)	\$58.00	\$130.00
Family	\$87.00	\$186.50



Vision Coverage

Vision coverage helps ensure your eyes stay healthy and can offset the cost of prescription glasses, contacts, and annual eye exams. For your vision needs, you can enroll in the Anthem Blue View Vision plan. This is a 100% employee-paid benefit.

In addition, all IBM employees have free access to the EyeMed Discount. The EyeMed Discount cannot be used in conjunction with the Anthem Blue View Vision plan to purchase frames, lenses or contact lenses.

Administered by Anthem Blue View Vision

Vision Plan

Description of coverage	Routine eye examinations; Negotiated rates for expenses for required glasses or contact lenses \$150 annual materials allowance
Network	Anthem Blue View Vision network; both in- and out-of-network services covered

Vision Plan Monthly Contribution

Coverage Tier	Vision Plan
Self only	\$8.00
Self + Spouse / Domestic Partner	\$15.00
Self + Child(ren)	\$14.50
Family	\$23.00

EyeMed Discount

(cannot be combined with the Anthem Blue View Vision plan)

Description of coverage	Savings up to 40% on frames, lenses or contact lenses and a discount on an annual eye exam
Network	EyeMed Vision Care network; only in-network benefits



Preventive Services

IBM's medical, dental and vision plan options provide 100% coverage for routine **in-network** preventive services. Preventive services include services like screenings and check-ups that are used to prevent illnesses, disease and other health problems, or to detect illness at an early stage when treatment is likely to work best.

For the medical plan options, if you obtain routine preventive care services from an **out-of-network** provider, you will not need to meet the deductible before the Plan begins to pay for services, but you will be responsible for 40% of the usual and prevailing rates determined by the plan administrator and any balance-billed amount.

Note: You can receive covered preventive care each calendar year through the medical, dental and vision plan options. You do not have to wait a full 12 months between medical or eye exams, or a full six months between dental visits.

Remind Your Provider!

In-network preventive services such as routine mammograms and colonoscopies are covered at 100%. To avoid surprise bills, discuss with your provider if any non-preventive services – such as a diagnostic blood test – will be performed.



Employee Assistance Program (EAP)

Through IBM's Employee Assistance Program (EAP) — Resources for Living — you, your eligible dependents and all members of your household can receive mental health support, as well as a variety of other services, including referrals for child and elder care. This program is available at no cost to you with Resources for Living (administered by Aetna). *Whether or not you enroll in any medical coverage under the IBM medical plan*, the EAP offers resources to support your mental and emotional wellbeing.

EAP has a 12-session benefit, meaning that you and your household members can each access 12 sessions with an EAP counselor per issue.

You also have access to Talkspace. Take a brief assessment, receive a personalized match with a counselor and start receiving support. Talkspace provides mental health treatment options in the way that works for you — through texting, phone sessions or virtual video sessions. One week of Talkspace is equivalent to one EAP counseling session for each incident or issue.

Personalized Digital Exercise Therapy

Through Hinge Health, dedicated 1-on-1 expert support is available to help you treat joint and muscle pain from head to toe without drugs or surgery, all from the comfort of your home. (For employees and their dependents enrolled in a medical plan option administered by Aetna or Anthem.)



Teladoc Medical Experts

If you are enrolled in an IBM medical plan option administered by Aetna or Anthem, you and your covered dependents have access to Teladoc's Medical Experts at no cost. Teladoc's Medical Experts are a group of world-renowned providers who can offer advice about any medical issue or concern and can give you peace of mind through a second opinion or alternative treatments.

Telemedicine Services

If you are enrolled in an IBM medical plan option administered by Aetna or Anthem, you and your covered dependents have access to telemedicine services through Aetna Teladoc or Anthem Live Health Online. You can easily receive health care or behavioral health care from almost anywhere at any time through a virtual visit from your smartphone, computer or telephone.

Cancer Services & Support (MSK Direct)

There are distinct services offered via MSK Direct, including comprehensive remote consultations with Memorial Sloan Kettering providers and assistance locating high-quality cancer facilities near you.

Transform Diabetes Care (Powered by CVS Caremark)

Get highly personalized, comprehensive support for diabetes management at no cost to you (for those enrolled in an IBM medical plan option administered by Aetna or Anthem).

Wellbeing@IBM

All IBMers can take steps to healthier living. Explore resources and programs to support you along your journey toward improved health and wellbeing. Wellbeing@IBM includes resources to build resilience (meQuilibrium), help you manage financial wellbeing (IBM MoneySmart) and digital wellbeing coaching, just to name a few.



Family Support

Family and Maternity Management through Maven

Maven is a digital platform that provides comprehensive, end-to-end support for pre-conception, maternity and menopause, all at no cost.

Get access to a personal and, dedicated Care Advocate, virtual access to top-rated providers spanning 35+ specialties, on-demand content including virtual classes, and clinical support tailored to your needs. As part of the family benefit, you are eligible for a \$2,000 reimbursement per birth for in-person doula support through Maven Wallet.

Specialized Fertility Services through Progyny

IBM offers a fertility and family building benefit through Progyny to assist IBMers and their dependents enrolled in a medical plan option (administered by Aetna or Anthem) wishing to have a child. The Progyny benefit provides comprehensive fertility treatment coverage (including IVF and egg freezing) and access to a premier network of fertility specialists.

The Progyny benefit includes donor tissue (i.e., egg, sperm) purchase and personalized support and guidance through a dedicated Patient Care Advocate (PCA).

Please note that IBMers enrolled in an HMO (Kaiser Permanente and UPMC, Aetna Puerto Rico or the IBM Self-Managed Plan (for Hawaii residents) are not eligible for the Progyny benefit. Coverage is available through your medical plan option. Active Retirees will be eligible for Progyny if enrolled in the Aetna or Anthem active medical plan options; however, those enrolled in a retiree medical plan option managed by UHC are not eligible.

Time to Care for and Bond with Your New Arrival

IBMers have access to Paid Care Leave and Parental Bonding Leave when they need to take time for their families.

For new arrivals, you can receive up to 12 weeks of paid parental leave, plus an additional 6-8 weeks of paid leave for birthing parent, depending on the type of delivery (for a total of 18-20 weeks).



More Family Support Benefits

The following benefits are available to all active IBMers, regardless of medical plan enrollment.

Adoption & Surrogacy

IBM provides financial assistance towards expenses incurred in the attempt to either adopt a minor child/children or have a child/children through surrogacy.

Emergency Back-Up Care and Other Care Options

Bright Horizons provides access to back-up child and adult care, online resources and various family discounts, all designed to help you better manage your work/life balance.

Special Care for Children Assistance Plan (SCCAP)

Help managing expenses for eligible children with mental, physical or developmental disabilities that are not covered by the IBM medical plan options.



Tax-Advantaged Accounts: HSA and FSAs

There are three different kinds of tax-advantaged accounts:

	Health Savings Account (HSA)	Health Care FSA	Dependent Care FSA
Eligibility	Active employees enrolled in the HDHP or HDHP Plus. You cannot contribute to an HSA if: <ul style="list-style-type: none"> • You're contributing to a spouse's FSA, • You're enrolled in Medicare, or • You're claimed as a dependent on someone else's tax return 	Active employees with eligible medical expenses	Active employees with eligible dependent care expenses
IBM annual contribution amount	\$800 for Self-only coverage \$1,600 for Family coverage (all tiers) Provided automatically as a lump sum if there is an open HSA with Fidelity; prorated for those experiencing a qualified life event (including new hires) during the year	None	None
Your 2024 contributions	More information about HSAs on the next page	\$3,050 maximum contribution per participant; if you and your spouse both contribute toward an FSA, the household limit is \$6,100*	\$5,000 maximum contribution*
Year-end balance and enrollment	Enrollment not required each year; balance carries forward each year	Must enroll each year; balance is "use it or lose it"	Must enroll each year; balance is "use it or lose it"

* As of the publication date of this guide, the 2024 FSA maximum contribution had not been released. These contribution maximums are for 2023.

2024 HSA Contribution Limit

The HSA contribution limit includes both your contribution and any contribution made by IBM and any other employer or source.

Medical plan coverage tier	Maximum 2024 employee contributions	If eligible for catch-up contributions, maximum 2024 employee contributions
Self only	\$3,350 (combined with IBM's contribution of \$800, this reaches the IRS limit of \$4,150*)	\$4,350 (combined with IBM's contribution of \$800, this reaches the IRS limit of \$5,150*)
Family (all tiers)	\$6,700 (combined with IBM's contribution of \$1,600, this reaches the IRS limit of \$8,300*)	\$7,700 (combined with IBM's contribution of \$1,600, this reaches the IRS limit of \$9,300*)

* For more information on how to determine your maximum annual contribution limit or whether you are eligible to make a catch-up contribution, please refer to IRS publications or consult your tax advisor.

HSA's are a great way to take advantage of tax savings:

1

You can make before-tax contributions to your account.

2

You don't have to pay tax on any investment earnings.

3

You don't have to pay tax when you withdraw money to pay for qualified medical expenses!

This applies to federal taxation only. Contributions, investment earnings and distributions may or may not be subject to state taxation.

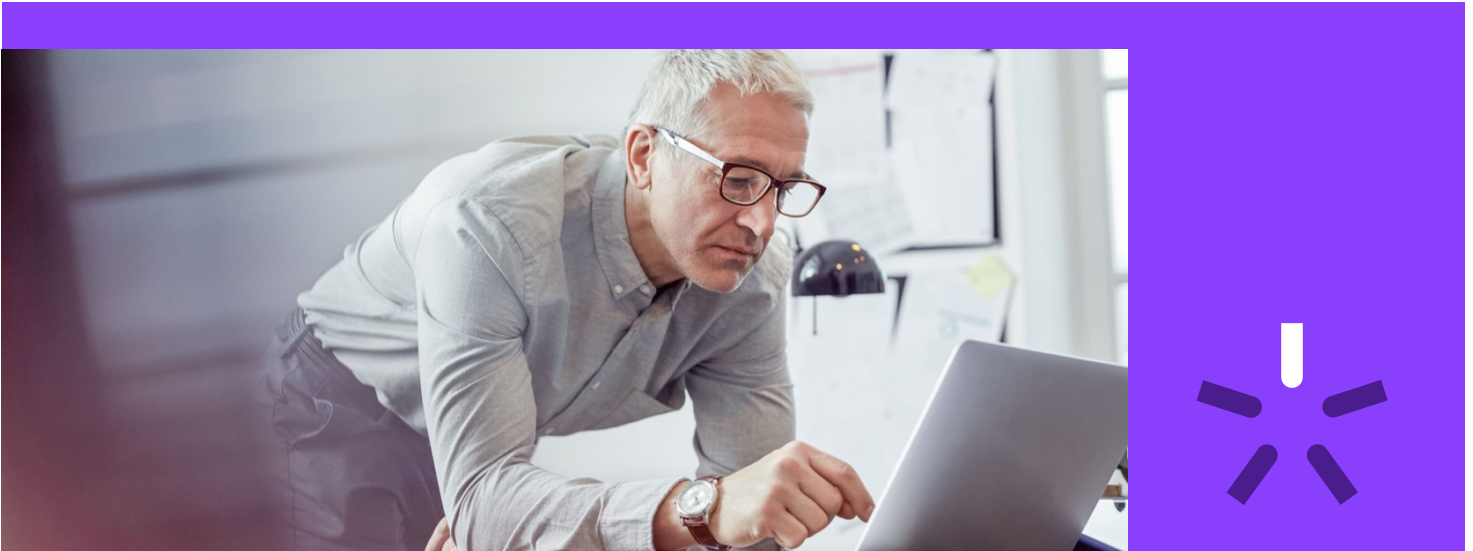
In addition, there are several important benefits of an HSA:

- **Control.** You decide when and how to use your HSA funds, or if you'd like to save them for future healthcare expenses, even after you retire.
- **No "use it or lose it" rule.** Unused HSA funds carry over from year to year and are always yours to keep, even if you elect a different medical plan option, waive coverage, leave IBM or retire.
- **Convenience.** You can use your HSA debit card to pay for eligible expenses.

Unique Tax Implications if You Are Medicare-Eligible and Enrolled in a Medical Plan Option with an HSA in 2024

If you are enrolled in the HDHP or HDHP Plus options with an HSA, and you are also Medicare enrolled (or you will separate during 2024 and become Medicare enrolled), you may have tax penalties if you contribute, or receive an IBM contribution, to your HSA. Call the IBM Benefits Center to opt out of HSA contributions or the IBM HSA contribution if this applies to you.

Remember, if you are actively working at IBM and enrolled in an IBM medical plan option with an HSA and are also enrolled in Medicare (or you will separate during 2024 and become Medicare enrolled), in most situations you will receive primary coverage through IBM.



Retirement

(For Regular Full-Time and Regular Part-Time Employees Only)

IBM Retirement Benefit Account (RBA)

IBM helps you to meet your financial and retirement goals through the Retirement Benefit Account (RBA). All regular employees begin participating in the RBA after one year of service.

You will receive a monthly pay credit that is 5% of your eligible pay, and your balance will grow with interest, which is applied monthly. The interest rate will be 6% per year through 2026. Then, starting in 2027, the RBA will earn the 10-year U.S. Treasury Yield, with a 3% per year minimum through 2033.

You do not need to do anything to earn an RBA pay credit from IBM. This means, unlike a matching contribution plan, you are not required to contribute your own money to receive the RBA credit.

Once eligible, you're 100% vested in your RBA, so you have a permanent right to the RBA as soon as you begin to earn benefits and can take it with you if you leave IBM. When you choose to collect your RBA benefit, you can generally elect to have your RBA paid as a lump sum, take it as an annuity, or you can roll it over into another qualified plan (including the IBM 401(k) Plan, another employer plan or an Individual Retirement Account (IRA)).

IBM 401(k) Plan

You can save through the IBM 401(k) Plan on a before-tax, Roth 401(k) or after-tax basis, or any combination of the three. Each option has advantages for you and different tax implications. Savings are automatically deducted from your paycheck, and you determine how to invest them.

Financial Benefits

(For Regular Full-Time and Regular Part-Time Employees Only)

IBM MoneySmart

IBM MoneySmart offers financial education and planning services at no cost to you with confidential, one-on-one phone counseling. MoneySmart coaches are credentialed financial representatives from The Ayco Company, L.P., a Goldman Sachs Company, and Fidelity Investments, with specific training in IBM programs and benefits.

For help understanding all aspects of your financial situations, including how your benefits fit into your larger financial plan — like what kind of disability programs you might need, or whether a Health Savings Account (HSA) is right for you — contact an IBM MoneySmart coach via Ayco at 877-543-7678 (TTY: 866-217-8694) or email moneysmart@ayco.com. You also have access to live and on-demand webinars through Ayco.

If you are nearing retirement or interested in retirement planning, contact an IBM MoneySmart coach via Fidelity at 800-976-1054 (TTY: 800-544-0118).

Additional Financial Support

IBM offers additional financial benefits to help support the financial needs of IBMers and their families. They include benefits such as:

Edelman Financial Engines

Edelman Financial Engines helps optimize your 401(k) Plan account with a choice of two options – online advice for hands-on investors available at no additional charge or a managed accounts offering which does the investing for you for an additional fee. You can choose which service works best for you.

Online Advice is for you if you want to do the investing yourself. You can answer a few questions and when you receive your personal investment recommendations, you can apply the changes to your 401(k) Plan account.

Managed Accounts is for you if you prefer to have the investing done for you. For a fee, Edelman Financial Engines will choose your investments and monitor your 401(k) Plan account rebalancing the funds based on your risk tolerance. This service is available for an additional fee and you can cancel anytime.

Income Solutions®

Income Solutions® is a lifetime income marketplace with simple, streamlined tools you can use to evaluate and purchase a lifetime income stream.

You can work directly with Income Solutions® to compare features on low-cost, competitively bid lifetime income annuities from multiple insurance companies and choose the option to best meet your personal needs.

To learn more contact Income Solutions® at 1-866-297-9835 or helpcenter@incomesolutions.com

Home Mortgage / Refinance Tools

Whether you're buying a home or refinancing an existing mortgage, SoFi can help make the process as quick and painless as possible.

Student Loans Debt Management Tools

IBM offers resources to support IBMers with student debt management.

Watson Scholarship

The Thomas J. Watson Memorial Scholarship Program recognizes academic excellence among high school students planning to pursue a traditional baccalaureate degree at an accredited four-year college, university or military academy in the United States.

Discounts for IBMers

As an IBMer, save money on a variety of products and services.

Commuter Benefits

The IBM Commuter Benefits Program helps you save money commuting to work by paying for eligible expenses, including public transportation and qualified parking expenses, with your pre-tax earnings. You can use up to \$300 a month for transit and \$300 a month for parking with monthly deductions from your paycheck.

IBM Employee Stock Purchase Plan (ESPP)

Additional Financial Support

The IBM Employee Stock Purchase Plan (ESPP) provides eligible employees with the opportunity to purchase IBM stock at a 15% discount off the market price on the date the shares are purchased. IBMers may designate between 1% and 10% of their eligible compensation, up to certain plan and regulatory limits, to purchase IBM stock through automatic payroll deduction, up to a maximum of \$25,000 worth of shares in a calendar year.

As a general rule, individuals who are active employees of IBM or any of its eligible subsidiaries will be eligible to participate at the beginning of the offering period following their date of hire.

IBM Group Life Insurance Plan

We understand the significance of life insurance, which is why IBM provides a basic level of coverage under the IBM Group Life Insurance Plan (referred to as GLI coverage) to eligible active IBMers equal to one-times annual eligible pay up to \$1M.

Employee pay the tax liability on the value of GLI coverage over \$50,000 or can waive coverage over \$50,000.

Optional Term Life Insurance for You and Your Dependents

Optional Term Life Insurance (OTL), provided under the IBM Group Life Insurance Plan, is a voluntary, employee-paid benefit that provides term life insurance coverage in multiples of your annual base pay (from 0.5 times to 10 times), to a maximum of \$4 million. The amount you pay for OTL is based on how much coverage you choose, your age and group rates for IBM Plan participants.

If you enroll in OTL for yourself, you are eligible for other financial wellbeing benefits available directly from MetLife – including access to legal services like will preparation and designating a power of attorney or healthcare proxy, as well as estate resolution support at no additional cost. These services are not provided under the IBM Group Life Insurance Plan.

You can enroll your dependents in OTL insurance. Your eligible spouse/domestic partner can be covered in increments of \$10,000, up to a maximum of \$250,000. Your eligible child(ren) can be covered in increments of \$5,000, up to a maximum of \$25,000.

AD&D (Accidental Death & Dismemberment) Insurance

You can purchase Accidental Death & Dismemberment (AD&D) insurance, provided under the IBM Group Life Insurance Plan, for yourself and/or your family members. AD&D provides a benefit if you die or incur certain serious injuries as the result of an accident, such as loss of limbs, sight, speech and hearing, various forms of paralysis, brain damage or coma.

AD&D Coverage for you

AD&D coverage for yourself is a voluntary, employee-paid benefit, available in multiples of your annual base pay (from 0.5 times to 10 times), to a maximum of \$4 million. Coverage costs are based on the amount of coverage, your age and group rates under the plan. You may enroll in or change your AD&D coverage at any time during the year.

AD&D Coverage for your dependents

You can enroll your dependents in AD&D coverage. Your eligible spouse/domestic partner can be covered in increments of \$10,000, up to a maximum of \$500,000. Your eligible child(ren) can be covered in increments of \$5,000 up to a maximum of \$25,000. You may enroll in or change AD&D coverage for your family members at any time during the year.



Disability Coverage

IBM Short-Term Disability (STD) Plan

If you are disabled and unable to keep working, the IBM Short-Term Disability (STD) Plan provides income replacement for regular employees. If you have five or more years of service, you will receive 100% of your salary for 26 weeks. If you have less than five years of services, you will receive 100% of your salary for 13 weeks, then 66.67% for the second 13 weeks. This benefit is paid for by IBM and you are automatically enrolled.

IBM Long-Term Disability (LTD) Plan

During your first five years of service, you can enroll in employee-paid LTD Plan coverage – 50%, 66.67% or no coverage.

After five years at IBM, you're automatically enrolled for coverage that provides 50% of your salary if you are eligible (at no cost to you). You can also purchase additional coverage up to 66.67% of your salary.

The 50% option has a monthly maximum benefit of \$20,000 and the 66.67% option has a monthly maximum benefit of \$26,667.

MetLife Legal Plans

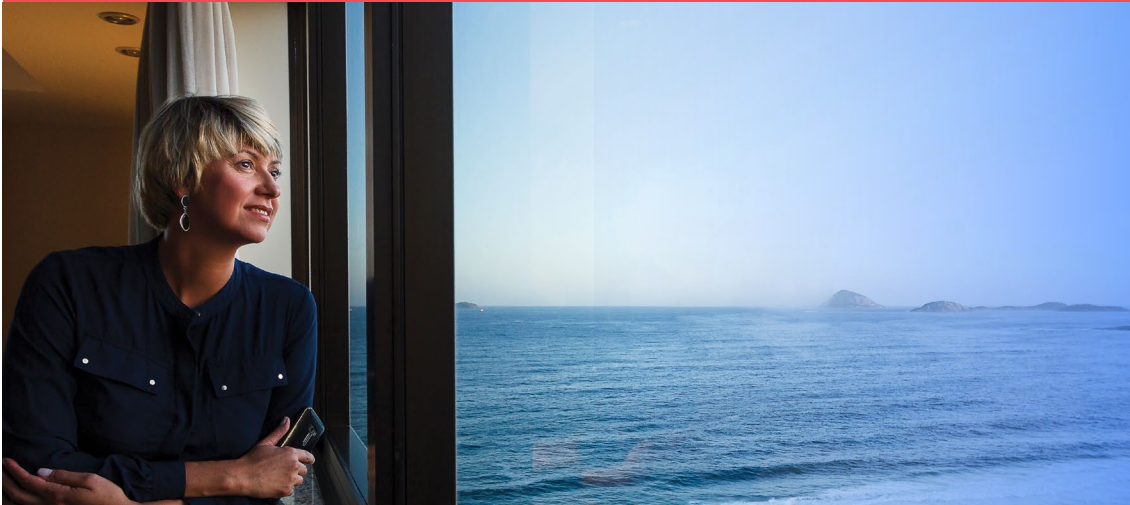
MetLife Legal Plans provide a wide range of services, such as helping you prepare important documents including wills, living wills, power of attorney and healthcare proxies. They can also assist with family law, reproductive and adoption legal services, identity theft, traffic tickets as well as support for real estate matters.

If you use a network attorney, many services are fully covered. You have a choice of two plan options:

- **MetLife Legal Plans (\$14.50 / month):** covers you, your spouse/domestic partner and dependents
- **MetLife Legal Plans Plus Parents (\$20.50 / month):** covers you, your spouse/domestic partner and dependents as well as parents, stepparents and/or parents-in-law

You can enroll in the group MetLife Legal Plans benefit on NetBenefits, as part of the Annual Enrollment process.

Note: MetLife Legal Plans are provided to you directly by MetLife. IBM does not sponsor or administer MetLife Legal Plans.



Time Off & Leaves

IBM has a variety of Time Off & Leave policies that enable you to take time away from work.

Holidays

IBM observes twelve paid U.S. holidays each year for eligible IBMers. This includes eight fixed holidays designated by IBM and four personal choice holidays that eligible IBMers may use.

The eight fixed holidays designated by IBM in the U.S. are: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Day after Thanksgiving and Christmas Day.

Personal Choice Holidays

In addition to the nationally observed holidays, regular full-time employees earn up to four personal choice holidays. With management approval, IBMers can take these days to observe additional holidays as they choose. Supplemental employees cannot earn personal choice holidays.

Vacation

IBM offers a vacation plan to all regular employees based on your years of service:

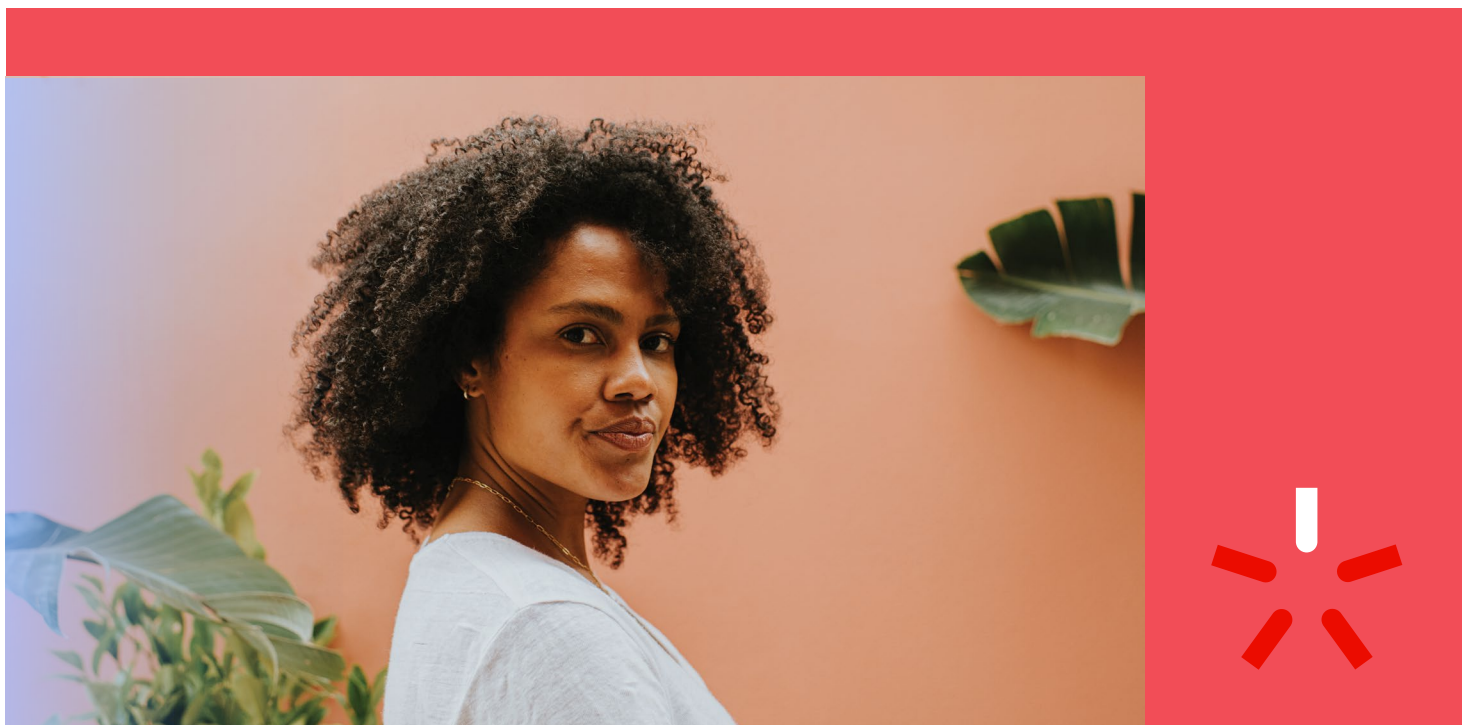
- Less than 10 years of service = 3 weeks per year
- 10 or more years of service = 4 weeks per year
- Hired prior to January 1, 2004 with 20 or more years of service = 5 weeks per year

With the approval of your manager, you can take vacation at any time during the year in half-days, days or weeks, based on business needs and personal preferences.

Personal Sick Time (PST)

IBM offers a minimum of 56 hours (seven days) of annual paid sick time (pro-rated for new hires). You can carry over up to 56 hours of unused PST to the following calendar year (unless applicable law requires additional carryover).

You can accumulate up to 112 hours of total paid sick time — PST will not exceed 112 hours per year, unless required by law. You will never receive payout for unused sick time.



IBM Leaves Program

Provides eligible employees with unpaid or paid time away from work for an extended period. You can request a leave for a variety of circumstances.

Unpaid Leaves

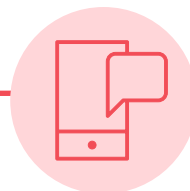
IBM offers the following unpaid leaves: **Personal** (care for you and/or your family member or domestic partner, once-in-a-lifetime opportunity), **Professional Development** (education), **Military Leave** (extended training), **Renewal of Work Authorization** (immigration)* and **FMLA**.

Paid Leaves

IBM offers the following paid leaves: **Parental Bonding** (to care for and bond with a new child), **Paid Care** (for care of a family member, bereavement and marriage), Work Option Leave (working a reduced schedule), **Military Leaves** (annual training and Emergency Call Up) and applicable paid **family, medical and safe time leaves** (by state/jurisdiction).

Parental Bonding Leave

Provides employees with up to 12 weeks of paid time off to care for and bond with your new child. Birth mothers can receive an additional 6-8 weeks of paid time off, depending on the type of birth.



Please direct questions on leaves to MetLife, the administrator of the IBM Leaves Program. You can contact MetLife at 800-638-0064.

*For questions about the Renewal of Work Authorization Leave (Immigration), contact AskHR.



Enrolling in Benefits

Log on to NetBenefits® to get started

When you have been notified that your Benefits Enrollment window has opened, you can research your options and make your choices for 2024 online.

Just follow the steps below:

- Log on to [Fidelity NetBenefits](#) to access your Benefits Enrollment page, where you will review and update your coverage for 2024.
- When you've completed your elections, select Save & Submit on your Benefits Enrollment page; your elections will not be saved otherwise. Note: You can change your elections even after you've saved and submitted your choices at any time during the Benefits Enrollment window.
- The elections listed will be recorded as your 2024 coverage and displayed on a confirmation screen. Save the confirmation number and print the page for your records. You will also receive a confirmation to your IBM email or the email on record in Workday.

Decision Support



“Talk” to ALEX, the host of a unique online experience designed to help you understand and make decisions about your medical, dental and vision plan options and Medicare. ALEX will ask some basic questions (your answers remain anonymous, of course), crunch some numbers and explain your available options.



What happens if I don't enroll?

If you do not enroll or make changes during your Benefits Enrollment Window, you will default to no coverage and will be unable to make any benefits elections until the next Annual Enrollment period, unless you have a qualified life event such as marriage, divorce, or new child.

Need assistance or more information? Want to connect with an expert?



Visit [Fidelity NetBenefits®](#)

You can also chat with a virtual assistant on NetBenefits®



Call the **IBM Benefits Center** (provided by Fidelity) at 866-937-0720 (TTY: 711)

Available business days 8:30 a.m. to 8:30 p.m. ET (excluding holidays recognized by the New York Stock Exchange, except Good Friday)



Resources

Visit the U.S. Benefits Hub for:

- Summary Plan Descriptions (SPDs) and reference documents. You can also find them on [NetBenefits](#) in the Reference Library.
- Benefit Plan Administrator contact information, including phone numbers, websites and apps.



This 2024 IBM U.S. Benefits Guide is intended to provide an overview of certain plans and programs in which you may participate. It is not an official Summary Plan Description and does not provide full details. Complete details are found in the formal plan documents, which are the complete and exclusive statement of the company's obligations under the plans. The official plan documents shall govern in the event of a conflict between information contained in these or other documents and statements. The Plan Administrator retains exclusive authority and discretion to interpret the terms of the benefits plans and programs described herein. To obtain a copy of Summary Plan Descriptions, please refer to the NetBenefits Reference Library or the U.S. Benefits Hub.

The company reserves the right, in its sole discretion, to amend, change, suspend or terminate any benefit or other plan, program, practice or policy of the company at any time.

The company does not have any obligation, and nothing contained in this guide shall be construed as creating an express or implied obligation or promise on the part of the company to maintain, continue to offer or make available such plans, programs, practices or policies.

Eligibility to participate in a plan or program or receipt of benefits does not constitute a promise or right of continued employment or render any person an employee of IBM.

IBM and its affiliated companies do not endorse any HMO or other provider or represent or warrant the quality of care they provide. The decision to choose any health plan or use any provider is the participant's responsibility.

Not all of the plans and programs within this guide pertain to all of IBM's affiliated companies. For more information, contact the IBM Benefits Center (provided by Fidelity) at 866-937-0720 (TTY for deaf and hard of hearing employees: 711).