

United States

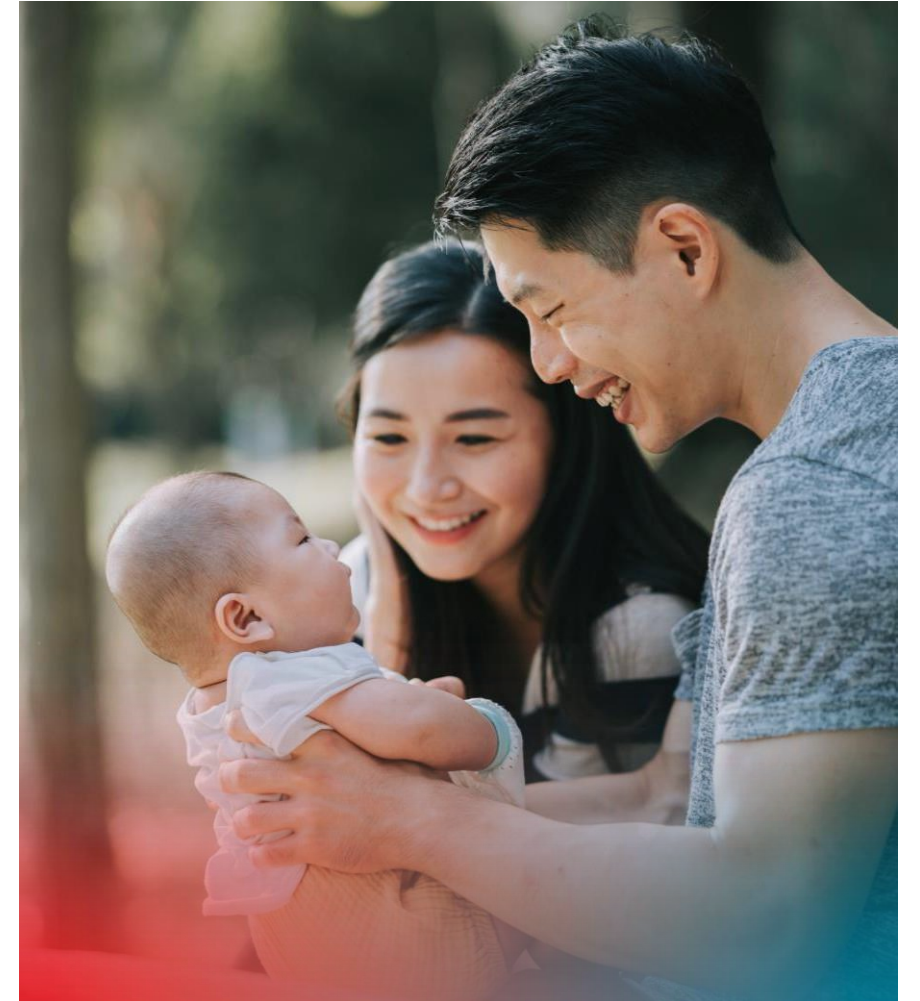
Total Rewards at a glance

AMD understands that your overall wellbeing is key to our success. That's why we offer market-competitive, inclusive benefits as part of your Total Rewards that support you and the people that matter to you most.

Your AMD benefits provide the resources you need to build physical, emotional, and financial health. And because we value everything that's unique about you, we offer you the opportunity to choose the benefits that best meet your individual needs.

You're eligible for benefits if you work at least 20 hours per week. Coverage for you, your spouse or domestic partner, and your eligible dependents is effective on your first day of work.

Here's a summary of benefits offered to co-ops and interns.



Your health

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Your health

Medical plans

Based on where you live, you may have up to four medical plans to choose from. All plans include prescription drug coverage and virtual care. They also provide free preventive care and financial protection in the event of an injury or a major illness.

- The **Anthem Health Savings Plan (HSP) with HSA** offers both in- and out-of-network coverage. The plan has low premiums but a high deductible. The plan is paired with a triple-tax-advantaged Health Savings Account (HSA). It also offers second medical opinion services through Consumer Medical. Prescription drug coverage is administered through CarelonRx Specialty Pharmacy.
- The **Kaiser Permanente Health Savings Plan (HSP) with HSA**, available only in California and Colorado, offers only in-network care (except for emergencies). The plan has low premiums but a high deductible. The plan is paired with a triple-tax-advantaged Health Savings Account (HSA). Referrals from a primary care physician are required for specialty services. Prescription drug coverage is administered through Kaiser.
- The **Anthem Preferred Provider Organization (PPO) plan** offers both in- and out-of-network coverage, but you'll pay less when you stay in network. It has high premiums but a lower annual deductible compared to the HSPs. Once you meet your annual deductible, the plan will share costs and you'll pay copays or coinsurance. This plan also offers second medical opinion services through Consumer Medical. Prescription drug coverage is administered through CarelonRx Specialty Pharmacy.
- The **Kaiser Permanente HMO plan**, available only within California and Colorado, offers only in-network care (except for emergencies). The plan has high premiums but no annual deductible. You pay low copays for services. Once you reach your out-of-pocket maximum for the year, the plan pays 100% of all covered expenses for the rest of the year. Prescription drug coverage is administered through Kaiser.

Your health

Health Savings Account (HSA)

The HSA is a tax-advantaged savings account that you can use to save and pay for eligible health care expenses. It's yours to keep, even if you change jobs or retire. The HSA is paired with the Health Savings Plans (HSPs) offered through Anthem and Kaiser Permanente. You can contribute pretax through paycheck deductions, up to the annual IRS limit. If you're 55 or older, you can contribute an additional catch-up contribution.

Virtual physical therapy

When you're enrolled in the Anthem HSP with HSA or the Anthem PPO, you and your covered dependents pay nothing to improve your back, muscle, and joint health through Hinge Health. In addition to a personalized care plan, participants receive a tablet and tools to support guided exercise therapy through the Hinge Health app.

Emotional Health Support

Emotional health support through Lyra Health offers confidential short-term counseling and emotional wellbeing resources for you and your household family members. Services available to AMDers include:

- Up to eight sessions of mental health coaching and therapy per year
- Personalized plans for self-care developed alongside mental health experts who understand your needs
- On-demand resources for meditating, improving sleep, easing stress, and more

Your health

Dental plans

You can choose between two dental plans through Cigna. Both plans provide up to three cleanings per year.

- The **Base plan** covers in-network care only, up to \$1,500 per year.
- The **Premium plan** offers in- and out-of-network coverage, up to \$2,000 per year, plus a separate \$2,000 lifetime maximum orthodontia benefit.

Vision plans

You have two vision plan options from VSP. Both plans provide additional services if you or a covered dependent has diabetes, glaucoma, or age-related macular degeneration.

- The **Base plan**, offered at no cost to employees, covers only an annual eye exam.
- The **Premium plan** provides comprehensive vision coverage and a \$200 annual allowance for eyeglass frames or \$150 towards contact lenses.

Your money and rewards

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[Employee life insurance »](#)

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[Employee accidental death & dismemberment \(AD&D\) insurance »](#)

[Short-term disability »](#)



Your money and rewards

Education Assistance Program

Co-ops who meet eligibility requirements set by AMD management can apply for reimbursement up to \$1,000 for co-op or internship fees charged by an institution in connection with assigned course credit.

Employee life insurance

You automatically receive basic coverage equal to 2 times your annual salary, up to \$1 million. AMD pays the full cost for basic coverage.

You can purchase supplemental coverage from 1 times to 8 times your annual salary, up to \$3 million.

Dependent life insurance

You can purchase voluntary coverage for your spouse or domestic partner and/or your child(ren).

- Spouse: Coverage from \$5,000 to \$500,000
- Child(ren): Coverage of \$10,000, \$20,000, or \$25,000

Employee accidental death & dismemberment (AD&D) insurance

Coverage is payable in the event of a serious injury. You can choose employee coverage from \$50,000 to \$750,000, or if you choose family coverage, your spouse or domestic partner is insured for 100% of your coverage amount, and each eligible child is insured for 20% of your coverage amount, up to \$50,000. AD&D coverage is a voluntary benefit and 100% employee-paid.

Short-term disability

You are covered under State Disability Insurance (SDI) only, where available, for partial income replacement if you are unable to work due to injury or illness. AMD does not provide coverage.

Your work and life

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Your work and life

Paid time off

Holidays

Co-ops receive 12 paid holidays: eight fixed days and four floating days.

Interns receive eight fixed holidays.

AMD Recharge Days

All employees have four additional company-wide days to relax and recharge.

Paid Sick Time

You can take up to 80 hours of paid sick time per year.

Family benefits

Fertility benefits

Your fertility benefits cover elective cryopreservation, fertility support with 24/7 access to a nurse care manager and additional resources, and a fertility lifetime limit of two cycles.

Building Healthy Families pregnancy program

If you or your spouse/partner is enrolled in AMD medical coverage through Anthem, you can earn \$500 for completing this program during your pregnancy.

Your work and life

Commuter benefits

You can use pretax dollars to pay for public transit, parking, or vanpool expenses you incur during your commute. You can contribute pretax dollars monthly, up to the IRS limit, through automatic paycheck deductions.

On-site fitness centers

Free facilities on the Austin, Santa Clara, and Fort Collins campuses can help you stay active.

Business travel accident insurance

You automatically receive business travel accident insurance, which pays an accidental death benefit of 3 times your salary, up to \$1 million, if you die as a result of a covered accident while traveling on company business.

When you're traveling overseas on company business, you're covered up to \$250,000 if you need medical care.

Matching gifts and volunteer rewards

AMD will match donations up to \$1,500 to eligible nonprofit organizations. And you can receive a volunteer reward of \$25 per hour (up 10 hours per year) to donate when you volunteer in company-sponsored events or individual activities that benefit an eligible nonprofit organization.

Discount program

The AMD Intern Rebate Program is a global discount (15% - 25% off), available to all AMD interns who purchase a laptop powered by AMD, AMD retail-box CPU, AMD Radeon™ consumer graphics card, or motherboard packaged with an AMD APU or server part, during the term of their internship.