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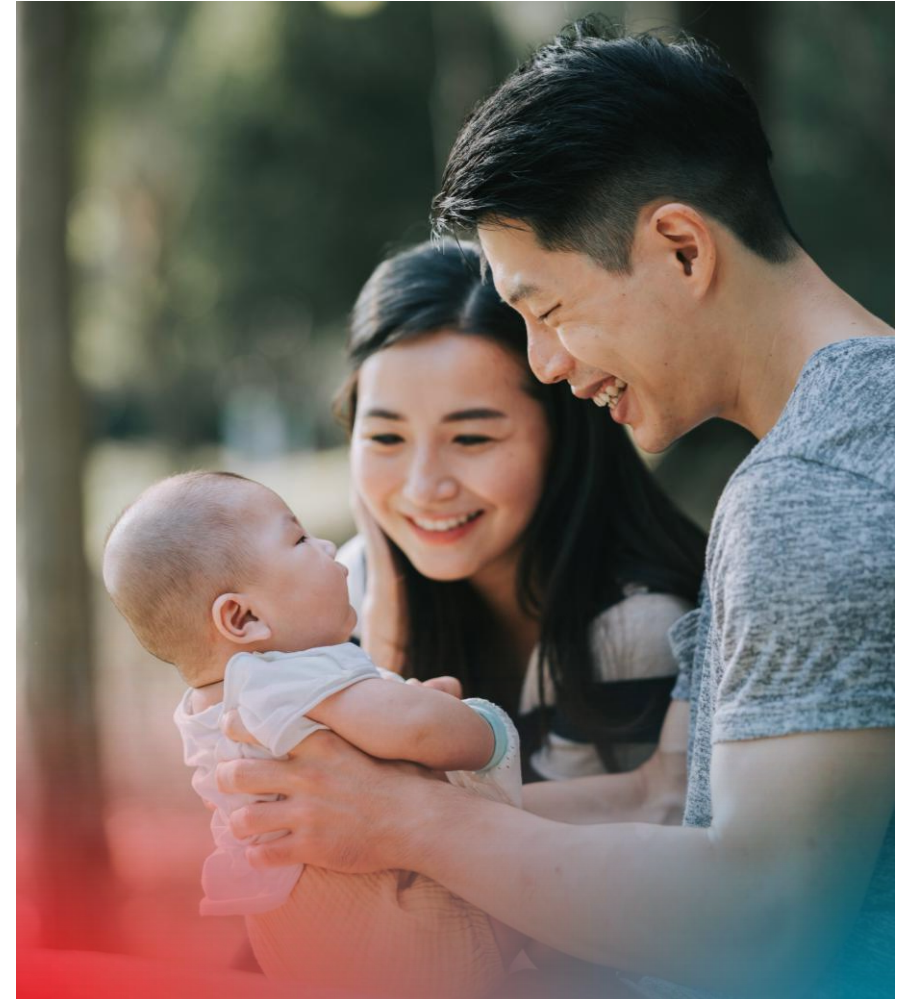
# Total Rewards at a glance

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 are a full-time employee. Coverage for you, your spouse and your eligible dependents is effective on your first day of work.

Here's a summary of benefits offered to regular employees.



# Your Health

[Medical plans »](#)

[Dental plans »](#)

[Employee Assistance Program  
\(EAP\) »](#)



# Your health

## Medical plans

AMD provides coverage through both Major and a Minor medical plan options. The plan you use will be based on the care you need and where the care is received.

- The **Major Medical Plan** is in place through MetLife and used for your emergency services and hospital visits. This plan includes a deductible of approximately \$6,601 and a coinsurance of 10% with a coinsurance cap of \$25,300.
- The **Minor Medical Plan** is in place through MMSantander and used for instances such as: doctor visits/checkups, consultations, imaging and medications. You must use an in-network provider to utilize this benefit.

## Dental coverage

Your **Dental Plan** is in place through Dentegra and included in your medical coverage. This plan includes an annual oral examination and restoration with amalgams and resins at 30%.

## 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 money and rewards

[Pay and incentives »](#)

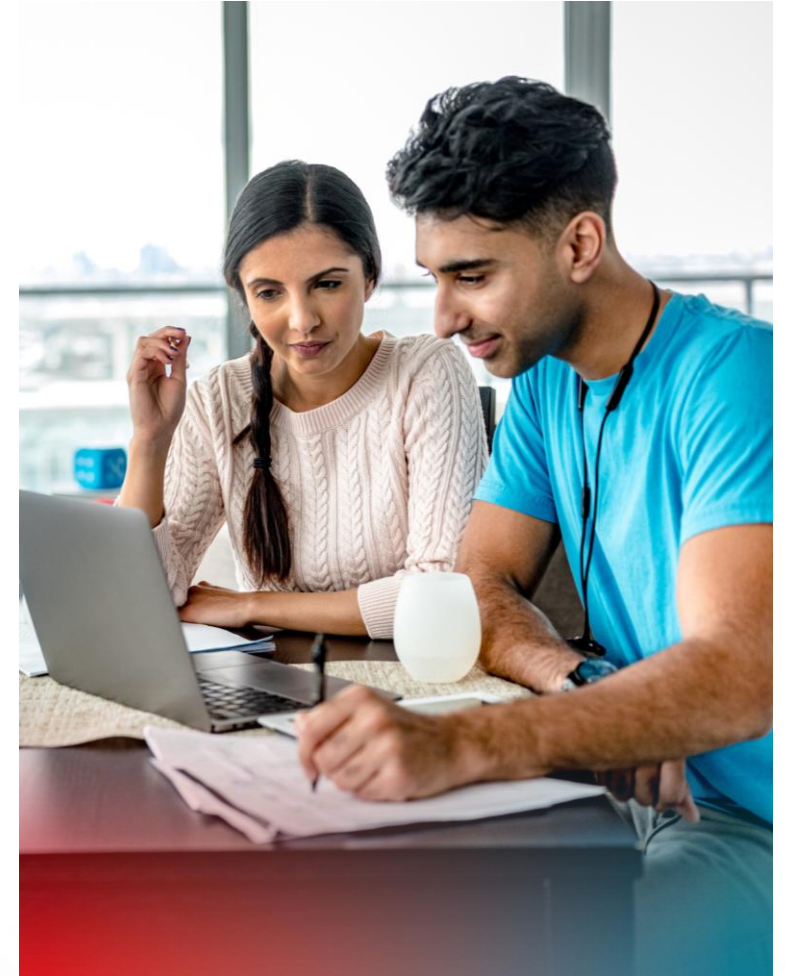
[Employee Stock Purchase Program \(ESPP\) »](#)

[Education Assistance Program »](#)

[Employee life insurance »](#)

[Survivor benefits »](#)

[Long-term disability »](#)



# Your money and rewards

## Pay and incentives

In addition to your base pay, AMD offers an annual cash bonus to eligible employees, paid in late March/early April. Sales employees who aren't participating in the Annual Incentive Bonus Plan (AIP) are eligible to participate in the Sales Incentive Plan (SIP).

Based on performance, you are eligible for a restricted stock unit (RSU) award as part of our annual merit cycle. RSU awards increase employee ownership in AMD and provide upside opportunity when the stock price increases.

## Employee Stock Purchase Program (ESPP)

After one month of service, if you are at the Corporate Vice President (CVP) level or below, you can participate in the ESPP and purchase AMD stock at a discount through paycheck deductions. You can sign up during the open enrollment periods starting in April and October each year to elect after-tax contributions to the ESPP. You can contribute up to 15% of your salary and your contributions, subject to plan limits, are then used to purchase stock at 85% of the lowest market price at the beginning or end of each offering period.

## Education Assistance Program

Subject to manager approval and company funding, you can be reimbursed up to \$95,000 annually.



# Your money and rewards

## Employee life insurance

You automatically receive life insurance in the amount of 24 months of your base salary.

## Long-term disability

You have long-term disability insurance included in your life insurance coverage. This benefit provides partial salary continuance in the event you become disabled and are unable to work.

## Survivor benefits

### Survivor Income Benefit

To help with immediate financial needs following the death of an AMD employee, the survivor income benefit provides funds to a named beneficiary. The benefit is equal to one month of the employee's base salary.

### Annual Incentive Plan (AIP) Payout

If an employee who is participating in the AIP dies prior to receiving a payout for that plan year, AMD will pay to their beneficiary a lump sum payment in accordance with the terms of the Plan.

### Stock Acceleration

At death some unvested Restricted Stock Units ("RSU") will accelerate, depending upon which plan the shares were granted under. The accelerated and released shares will be deposited to the employee's E\*TRADE account, with taxes withheld and reported as usual.

# Your work and life

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# Your Work and Life

## Paid time off

### Vacation

The amount of vacation you receive depends on your employee classification

- Employees below Director/Fellow level: 12 days in your first year of service; additional days earned with additional years of service at AMD
- Directors/Fellows and above: Flexible time off.

### Holidays

AMD offers 11 fixed holidays.

### AMD Recharge Days

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

### Sick leave

If you are unable to work due to a non-work-related injury or illness and if you have made payments into the social security system for the four weeks before the condition developed, you are eligible for paid sick leave through the Social Security Institute. The benefit, which is 60% of an employee's regular wage, is paid from the fourth day of the illness for up to 52 weeks and may be extended for another 52 weeks.

AMD provides paid sick leave equal to 100% of an employee's regular wage for the first three days of illness.

### Bereavement leave

You receive up to 20 days of paid bereavement leave for the loss of an immediate family member (spouse, partner, child, or parent), and up to five days of paid bereavement leave after the loss of other family members (sibling, grandchild, or grandparent).



# Your work and life

## Family benefits

### Adoption/surrogacy reimbursement

AMD will reimburse you up to \$10,000 for expenses related to a formal adoption or surrogacy.

## Leaves of absence

### Parental leave

AMD provides 10 days of paid parental leave.

## 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.

# Your work and life

## Discounts

### AMD Product Rebate Program

When you purchase AMD retail-box CPU products, AMD Radeon consumer graphics cards, and motherboards packaged with AMD APU or server parts, you can save 15%-25%.

## 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.