

United States

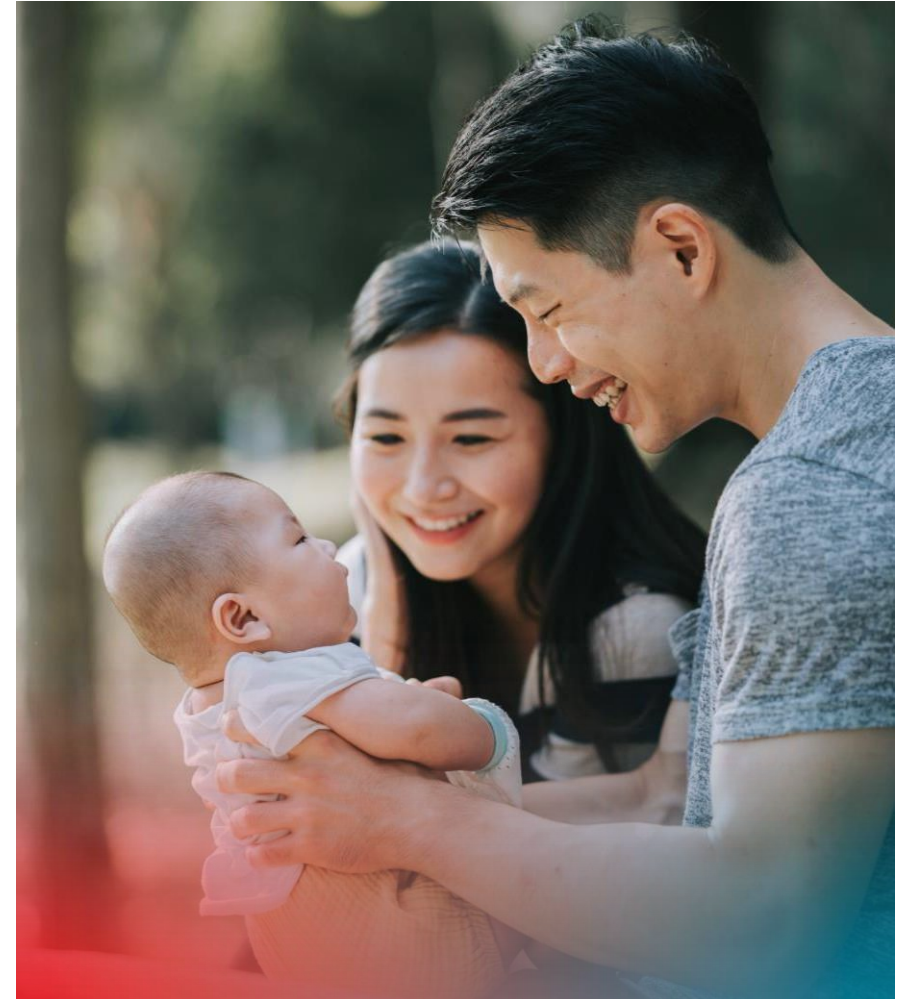
Total Rewards at a glance

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 regular employees, including Director/Fellow and above (D/F+).



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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. To help you meet the higher deductible associated with these plans, AMD contributes to your HSA – \$600 if you have employee-only coverage, or \$1,200 if you cover your spouse and/or dependents too. You can also 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.

Health Care Flexible Spending Account (FSA)

A Health Care FSA lets you save pretax dollars to pay for eligible medical, dental, and vision expenses within a single calendar year. You can contribute up to the annual IRS limit for that calendar year. If you are enrolled in an HSP with HSA and also want to contribute to an FSA, you can contribute to the Limited-Purpose FSA.

Limited-Purpose Health Care Flexible Spending Account (FSA)

If you're enrolled in the Anthem or Kaiser HSP with HSA, you can contribute to a Limited-Purpose Health Care FSA, up to the annual IRS limit, to cover eligible dental and vision expenses. Once you meet your medical plan deductible for the year, you can use your FSA to cover eligible medical expenses you incur during that calendar year.

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.

Executive physicals [D/F+]

Directors, fellows, and above are eligible for an annual comprehensive, in-depth health exam that goes beyond a standard annual physical.

Your health

Critical illness insurance

Critical illness insurance pays a cash benefit if you or a covered dependent is diagnosed with a covered illness. You pay 100% of the plan cost through after-tax payroll deductions and can use your lump-sum payment for whatever you want, including unexpected medical expenses that may not be covered by your plan or everyday expenses. The plan also pays a cash benefit when covered individuals complete an eligible health screening.

Hospital indemnity insurance

Hospital indemnity insurance pays a cash benefit when you or a covered dependent is hospitalized for a covered accident, illness, or childbirth. You pay 100% of the plan cost through after-tax payroll deductions. In addition to a lump-sum benefit, you also receive a daily amount for each day of your hospitalization. Plus, when you or a covered dependent completes an eligible annual health screening, you'll receive a cash benefit.

Accident insurance

You or a covered dependent will receive a lump-sum payment if you're injured and need treatment due to an accident that happens when you're not at work. You pay 100% of the plan cost through after-tax payroll deductions. The plan also pays a screening benefit when you and/or your covered dependents complete an annual health screening.

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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[Deferred Income Account \[D/F\] »](#)

[Education Assistance Program »](#)

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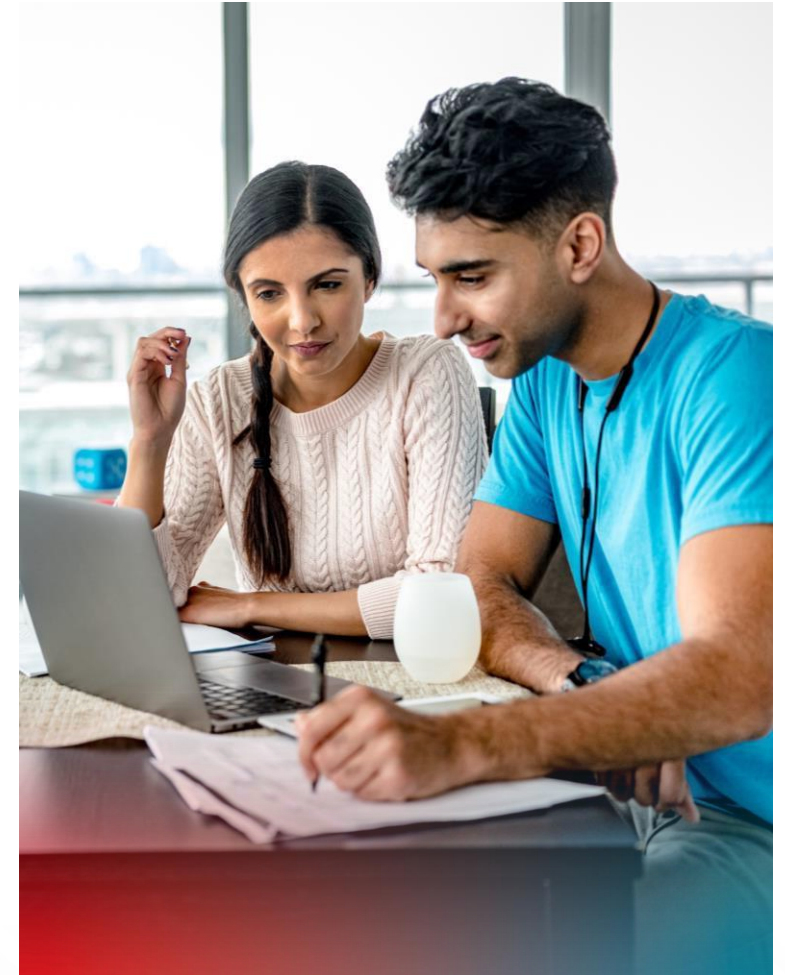
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Your money and rewards

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.

401(k) Retirement Savings Plan

To help you build retirement savings, AMD matches 75% of the first 6% of your pay that you contribute to the AMD 401(k) Retirement Savings Plan as pretax or Roth contributions. You can defer up to 100% of your eligible base pay, up to the annual IRS maximum, including after-tax contributions. If you're 50 or older, you can set aside additional catch-up contributions. You're fully vested in the plan on your date of hire (or date of eligibility, if applicable).

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.

Deferred Income Account [D/F+]

The AMD Deferred Income Account Plan is another employer-sponsored retirement plan that allows you to defer income to a future date. You can defer 1%-50% of your eligible base income and 1%-100% of your eligible bonus (AIP) or commission (SIP) payments.

Education Assistance Program

Subject to manager approval and company funding, you can be reimbursed up to \$5,250 annually.

Your money and rewards

Employee life insurance

You automatically receive basic coverage equal to 2 times your annual salary, up to \$1 million, if you're a regular employee, or 3 times your annual salary, up to \$3 million, if you're classified as an executive. 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.

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 money and rewards

Short-term disability

This income-replacement plan pays 70% of your salary, tax-free, if you are unable to work due to injury or illness for up to 26 weeks. You are automatically enrolled, and because premiums are deducted from your paycheck on an after-tax basis, the benefit you receive is not taxable.

Long-term disability

This insurance provides partial income replacement at 66 2/3% of your current wages if you are unable to work due to extended disability. You are automatically enrolled, and because premiums are deducted from your paycheck on an after-tax basis, the benefit you receive is not taxable.

Your work and life

[Paid time off »](#)

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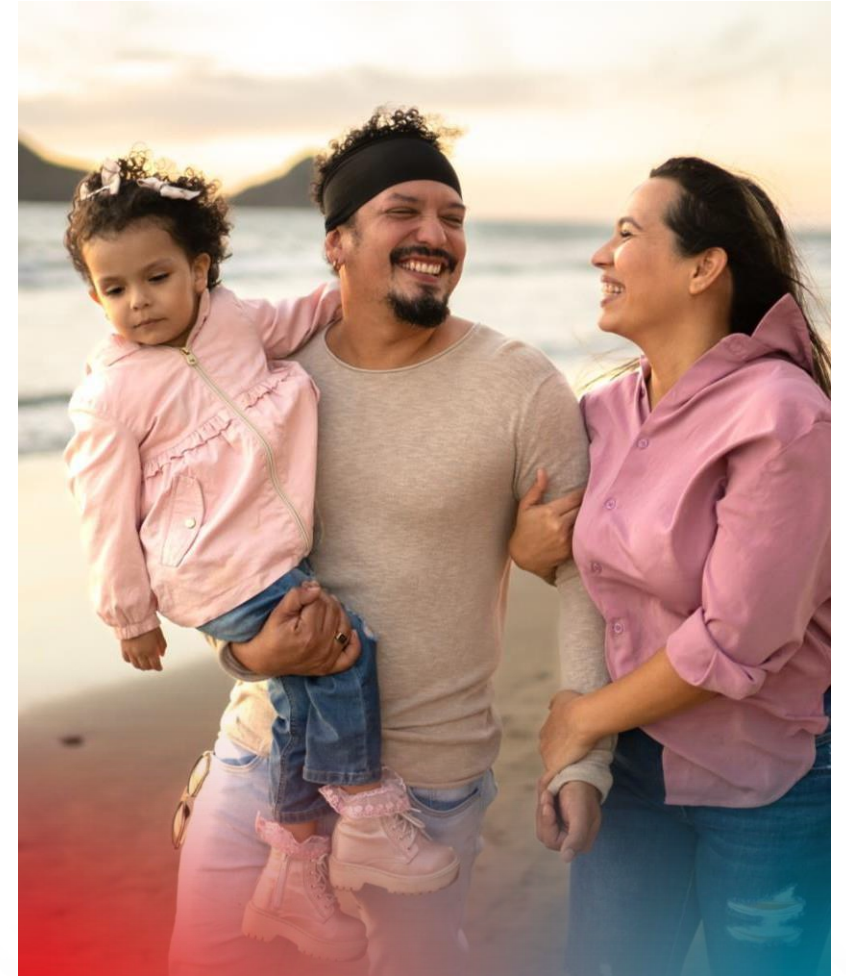
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Your Work and Life

Paid time off

Vacation

The amount of vacation you receive depends on your employee classification.

- Employees below Director/Fellow level: Three weeks in your first years of service; additional weeks earned with additional years of service at AMD (up to five weeks total)
- Directors/Fellows and above: Flexible time off

Holidays

AMD offers 12 paid holidays: eight fixed days and four floating days.

AMD Recharge Days

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

Paid sick and family time off

You can take paid sick and family time off to recover from your own illness or to care for a family member who is sick. You need to take a leave of absence if you are out for more than five consecutive days.

- Exempt employees can take up to 160 hours per year.
- Non-exempt employees can take up to 80 hours per year.

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

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.

Adoption/surrogacy reimbursement

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

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.

Eldercare and childcare support

If you have elderly parents, kids or grandkids who need you, even while you're working, AMD offers an employer-paid benefit to save you time. Through Ways & Wane, connect with Masters-level social workers who will help you find in-home care, eldercare or childcare and innovative ways to pay for it.

Dependent Care Flexible Spending Account (FSA)

You can contribute up to \$5,000 pretax (\$2,500 if you're single, or if you're married and file taxes separately) to a Dependent Care FSA to pay for dependent child or elder day care expenses. Eligible expenses include preschool, summer day camp, before- and after-school programs, and child or adult daycare.

Backup care

Through Care.com, AMD provides up to 20 days of subsidized backup care each calendar year for your child, your aging loved one, your pet, or yourself.

Through Care.com, you also have access to LifeMart, a members-only shopping website that offers discounts on travel, hotels, cars, dining, electronics, entertainment, home and leisure, and more.

Your work and life

Leaves of absence

Paid parental leave

You can take 12 weeks at 100% pay to bond with a new child during the 12 months following the birth, adoption, or foster placement of that child.

AMD offers other paid and unpaid leaves of absence.

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.

Your work and life

Discounts

Home, auto, and pet insurance

You can purchase home, auto, and pet insurance at discounted group rates.

Identity and fraud insurance

You can purchase coverage that includes protection from financial fraud, digital security, and privacy via proactive monitoring of the internet, public records, and credit and financial activity. If you're the victim of fraud, you're covered for up to \$1 million against identity theft, and you have access to 24/7 customer support and remediation services.

Legal services

When you enroll in the group legal plan, you have access to legal services to help you with will preparation and estate planning, buying or selling a home, debt collection, traffic tickets, family law, and more. Use the plan's digital estate planning to create wills, living wills, and powers of attorney.

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.