

Medical Plans

Altera offers California employees a choice of four medical plans — a Kaiser HMO or HDHP or Aetna’s PPO or HDHP. Outside of California, you have a choice of medical coverage between Aetna’s PPO or HDHP.

Plan Features	Aetna Medical PPO (Preferred Provider Organization)	Aetna HDHP with HSA (High Deductible Health Plan with Health Savings Account)	Kaiser Permanente HMO (Health Maintenance Organization)	Kaiser Permanente HDHP with HSA (High Deductible Health Plan with Health Savings Account)
AVAILABILITY	Available to all employees	Available to all employees	Available to employees in California	Available to employees in California
NETWORK	You may use providers outside the Aetna Open Choice network, but you pay more out of pocket. When you use in-network providers, you receive a higher level of benefit coverage	You may use providers outside the Aetna Open Choice network, but you pay more out of pocket. When you use in-network providers, you receive a higher level of benefit coverage	You must use Kaiser providers	You must use Kaiser providers
DEDUCTIBLE	There is an annual deductible but preventative care does not apply.	There is an annual deductible but preventative care does not apply.	There is no deductible and preventative care covered at 100%	There is an annual deductible but preventative care does not apply.
HEALTH SAVINGS ACCOUNT (HSA)	N/A	Employer contribution available	N/A	Employer contribution available
PAYING FOR SERVICES	You pay a flat fee (co-pay) for in-network provider office visits. For most other services, you will pay a percentage of the cost (coinsurance), including hospital stays, emergency care and out-of-network services after the deductible	You will pay a percentage of the cost (coinsurance) including office visits and prescription drugs after you meet your deductible. You may choose to use your HSA to pay for qualified services, HSA balance permitting.	You pay a flat fee (co-pay) for most services, including office visits, hospital stays and emergency care	There is no charge for all services after the deductible has been satisfied
OUT-OF-AREA COVERAGE	You are covered anywhere in the world at the out-of-network level. Medical emergencies at the in-network level	You are covered anywhere in the world at the out-of-network level. Medical emergencies at the in-network level	You are covered for medical emergencies anywhere in the world	You are covered for medical emergencies anywhere in the world

Dental Plan

Under the Delta Dental plan, you may see any dentist. You are not required to choose a PPO network dentist, but when you do, you will have lower out-of-pocket costs.

Delta Dental	
Diagnostic and Preventive Services	One oral exam and one cleaning every 6 months
Basic Services (Fillings, extractions, etc.)	You will pay a percentage of the cost (coinsurance) after the deductible
Major Services (Crowns, bridges, dentures, etc.)	You will pay a percentage of the cost (coinsurance) after the deductible
Orthodontia Services	Available for covered children up to age 26. (Lifetime max per child applies)

Vision Plan

Under the Vision Service Plan (VSP), you can receive vision care services from any provider you choose. However, you will receive the highest level of coverage when you use in-network providers.

Vision Service Plan	
Eye Examination	Once every 12 months In-Network - Copay applies Out-of-Network Covered (annual maximum applies)
Lenses <ul style="list-style-type: none">• Single Vision• Bifocal• Trifocal	Once every 12 months In-Network Copay applies Out-of-Network Covered (annual maximum applies)
Frames	Once every 24 months (bi-annual maximum applies)
Contact Lenses	Once every 12 months (annual maximum applies)
Laser Vision Correction	15% off the regular price at contracted laser centers, or 5% off the center's promotional price

Employee Assistance Program (EAP)

EAP offered through ComPsych, is available to you and your family members 24 hours a day, 365 days a year. The program is designed to help you manage life's daily challenges and is staffed by experienced and licensed clinicians that can work with you to resolve a broad range of personal concerns. You and all members of your household can each receive up to 5 face-to-face counseling sessions at no cost to you.

Flexible Spending Accounts (FSAs)

By participating in this plan, you set aside a portion of your income, tax-free, to help pay for eligible healthcare, childcare and elder care expenses incurred during the plan year (January 1st to December 31st).

FSA consists of:

- Health Care FSA. Use to pay for out-of-pocket health care expenses for you and your eligible dependents.
- Dependent Care FSA. Use to pay for eligible day-care expenses for children or dependent elders.
- Limited Health Care FSA. For HSA members only to pay for out of pocket dental and vision expenses for you and your eligible dependents

Health Savings Account (HSA)

A Health Savings Account (HSA) is a tax-advantaged bank account that can be used to pay for qualified health expenses tax free (federal tax free for all, state taxes apply in Alabama, California and New Jersey). Altera makes an annual contribution to your account and the money remains yours in the event of a health insurance change, job change or retirement and any money left in your account carries over from year to year. Qualified medical expenses can range from every day, ordinary medical expenses (including prescription drugs) to unexpected costs such as medical treatment received during a hospital visit.

You can contribute anytime—up to the maximum annual amount allowed by the IRS. Interest and investment earnings on your HSA are also federal tax free. (State tax may apply)

To be eligible to participate in the HSA, you must enroll in Altera's Aetna High Deductible Health Plan or Kaiser's High Deductible Health Plan and not covered by other health insurance.

401(k)

All eligible employees may participate in the Altera Corporation Savings and Retirement Plan and make pre-tax and Roth 401(k) contributions. You can change your contributions at any time and the best part is that Altera will match your contribution dollar for dollar, up to a set annual maximum with immediate vesting.

Disability Insurance

Short Term Disability (STD)

California – Under the Altera Voluntary Disability Plan you are eligible for 66-2/3% of weekly earnings to a weekly maximum up to 90 days. Alternatively, you can choose the CA State Short Disability Insurance (SDI) plan which pays 55% of weekly earnings up to the current CA state mandated amount.

All Other States – Employees in states other than California are covered by Altera's Short Term Disability plan which is underwritten by Cigna. Disability benefits are payable at 66-2/3% of your weekly earnings to a weekly maximum for 90 days.

Long Term Disability (LTD)

After 90 days of disability, you are eligible for LTD benefits payable at 60% of your monthly earnings up to a monthly maximum.

Life and Accident Insurance

Life and accident insurance coverage provides you and your family with important financial security. Altera provides all eligible employees with an employer-paid Life and Accidental Death & Dismemberment (AD&D) benefit. This policy is underwritten by Cigna.

Basic Life Insurance - Your benefit is two times your eligible annual salary to a maximum of \$1,000,000.

Optional Life Insurance – You can elect up to five times your eligible annual salary to a maximum of \$1,500,000 for an additional charge. Additionally optional spouse and child life insurance is available for an additional charge.

Accidental Death and Dismemberment (AD&D) – Your benefit is two times your eligible annual salary to a maximum of \$1,000,000.

Optional Personal Accident Insurance – You can elect up to five times your eligible annual salary to a maximum of \$1,500,000 for an additional charge. Additionally optional spouse and child personal accident insurance is available for an additional charge.

Voluntary Plans

As an Altera employee you have access to discounted rates for auto, home, and pet insurance. In addition you may elect a legal plan (employee paid) and dependent special needs planning benefits.

Commuter Program

The Flexi-Commuter program enables you to go online through the WageWorks website to order your transit pass or parking benefits and have it delivered to your home. The cost of the pass or parking benefit is deducted from your paycheck pre-tax.

This benefit summary page is intended as a quick reference of Altera's benefits. The details of the benefit plans described in this summary are contained in the official plan and policy documents, including insurance contracts. This summary is only meant to highlight major points of each plan and does not contain all the policy provisions, limitations and exclusions that are included in the official plan documents and Summary Plan Descriptions (SPD). These documents are available on the HR Benefits Portal. If there is ever a question about one of these plans or policies, or if there is a conflict between the information contained in this benefits guide and the official plan documents, the official plan documents will govern.