

Benefits to *Fit Your Life*

Wherever you are in life, we want to meet you there with the support that allows you to be your best you at home, at work, on-the-go...and everywhere else. We want to make it easy to find the life/work integration that fits your needs – after all, it’s personal. It’s why we offer a wide range of solutions, when and where you need them. Not just those “big” traditional benefits you count on, but additional ones (*think, I have a growing family, I want to be there for my aging parents, I want to secure my financial future*) that help make life a little easier. We’ve introduced [e-guides](#) to help you navigate special life’s milestones and events.

This benefits at a glance highlights all the plans and programs that Boston Scientific offers to help support your health, your wealth and your life.

- **My Health** – BSC offers medical, dental and prescription coverage, as well as well-being support – to help you get – and stay – as healthy as possible.
- **My Wealth** – You can save money, protect your income and invest in the future through a number of financial wellbeing plans and resources that BSC makes available to you.
- **My Life** – BSC knows that managing the demands of life and work can be challenging, so we offer a variety of programs and paid time off options to assist.

My Health

- [Medical Plan](#)
- [MyQHealth for UMR Members](#)
- [Teladoc UMR & Telehealth Kaiser](#)
- [Prescription Drug Plan](#)
- [Dental Plan](#)
- [Vision Plan](#)
- [Pivot Tobacco Cessation Program](#)
- [Maven](#) (maternity, fertility, adoption, surrogacy, lactation, return to work, pediatricians, sleep consultants and more!)

My Wealth

Financial Wellbeing:

- [401\(k\) Plan](#)

- Global Employee Stock Ownership Plan ([GESOP](#))
- [BCU](#) Credit Union:
 - Saving, Checking & Loans
 - Rainy Day Savings
 - 529 Plan assistance
 - Life Stages
 - Webinars
 - More
- Flexible Spending Accounts ([FSAs](#))
 - Traditional Healthcare
 - Limited Healthcare
 - Dependent Day Care
- Health Savings Account ([HSA](#))
- [Disability Insurance](#)
- [Life Insurance](#)
- [AD&D Insurance](#)
- [Business Travel Accident Insurance](#)

My Life

- [Paid Time Off and Holiday Pay](#)
- [Leaves of Absence](#)
- [care@work](#) by Care.com:
 - Back-up care (10 days)
 - Child/dependent care
 - Elder care
 - Pet care
 - Home care
- [WorkFlex](#)
- Employee Assistance Program (EAP): [GuidanceResources®](#):
 - Free counseling (5 sessions/topic/year)
 - Online resources
 - Personal Assistant
 - All things life
 - Support & guidance for family members with special needs
 - Elder care planning
 - School/College Advising
- Educational Assistance Program ([EdAssist](#))
- [Adoption & Surrogacy Assistance Programs](#)
- [Benefits for Transgender Employees](#)
- [Voluntary Benefits](#)
 - Auto & Home Insurance
 - Pet Insurance

- Critical Illness Insurance
- Accident Insurance
- Identify Theft
- MetLife Legal Plan
- [The Dinner Daily](#) meal planning service

Choosing Benefits

All eligible employees receive core benefits that are paid for completely by Boston Scientific – as an employee you receive these benefits at no cost to you. In addition, eligible employees have the opportunity to participate in other voluntary benefit plans that they believe are appropriate for themselves and their families. Employees pay their share of costs for voluntary benefits through payroll deductions. Individuals who are regularly scheduled to work at least 20 hours per workweek are considered eligible employees. Regular and Defined Term employees are eligible for BSC benefits (in accordance with applicable benefit plan and policy provisions) once eligibility requirements are met. Please be aware that some benefits, (such as vacation), may be affected or pro-rated for employees who are regularly scheduled to work fewer than 40 hours per workweek.

When Do My Benefits Begin

For most benefits participation begins on the first day of active employment, provided that enrollment is completed within **31 calendar days** of employment. Additionally, you will have to wait until the next annual benefits enrollment period (in the fall of each year) to enroll or make changes to these plans, unless you have a qualified change in status such as birth, marriage or loss of existing coverage.

If you do not enroll in this timeframe, your coverage will be limited to the following Core Benefits:

Core Benefits:

- Basic Life Insurance
- Basic Accidental Death and Dismemberment (AD&D) Insurance
- Business Travel Accident Insurance
- Short-Term / Long-Term Disability Insurance
- Paid Leaves
- Paid Time Off
- Education Assistance Program (not available to Defined Term employees)
- Adoption & Surrogacy Assistance
- Employee Assistance Program
- Personal Assistant
- Maven
- Pivot Tobacco Cessation Program
- care@work