



# 2014 Acquired Pharmacist/Registered Nurse Benefits Overview

The Walgreens family of companies offers a comprehensive benefits package to eligible acquired team members. Outlined below is a brief description of some of the benefits available.

## Employment Date

Except for purposes of retiree medical eligibility and severance eligibility/benefits, you will receive full credit for your prior service, based on your start date with the acquired company. Your start date with the acquired company will become your Walgreens start date and entitle you to the benefits appropriate for your length of service, except as noted.

## Health, Prescription Drug, Dental & Vision

If you are an hourly pharmacist/RN, you are eligible for coverage if have at least 90 days of continuous service with the acquired company and work an average of 30 or more hours per week. If you are a salaried team member, you are eligible if you have at least 30 days of service with the acquired company.

**Medical Coverage:** There are a variety of choices for your health options through our **Live Well Benefits Store marketplace**, a private corporate exchange offered by Walgreens. You receive a subsidy credit to purchase one of five health plan levels. Each plan level is available from different insurance carriers at different costs and includes high deductible as well as traditional PPO plans. Each plan level offers a company-funded Health Reimbursement Account (HRA). Preventive services are covered at 100% when in-network providers are used.

**Prescription Drug Coverage:** This benefit is automatically included once you enroll in health coverage. The plan allows you to fill prescriptions at any pharmacy within the Walgreens family of companies for low copays.

**Dental Coverage:** For dental coverage, you may choose from Aetna, Delta Dental, MetLife or UnitedHealthcare. The four plan levels range from a basic-only option to those with orthodontia and other major service coverage.

**Vision Coverage\*:** Benefits are offered through MetLife, UnitedHealthcare, and VSP. There are three levels of benefits ranging from an exam-only discount option to an enhanced PPO with both in and out-of-network benefits.

\*Team members covered by a collective bargaining agreement will be subject to the terms of such agreement and may or may not be eligible for this plan.

## Company-Paid Life Insurance

If you are an hourly pharmacist/RN, you are eligible for Company-Paid Life Insurance for Pharmacists & Registered Nurses if you have at least 90 days of service with the acquired company and work an average of 30 hours per week. If you are a salaried team member, you are eligible if you have at least 30 days of service.

Benefit levels are based on length of service:

- Up to one year of service - \$25,000 benefit
- One or more years of service - 1.5 times your annual base salary

## Voluntary Benefits

If you are an hourly team member, you are eligible to purchase voluntary benefits if you have at least 90 days of continuous service with the acquired company and work an average of at least 30 hours per week. If you are a salaried team member, you are eligible if you have at least 30 days of service. Voluntary benefits include:

- **Life Insurance** - Group Term Life insurance is available in coverage amounts of up to \$750,000.
- **Personal Accident Insurance** - You may purchase coverage amounts up to \$250,000 for benefits paid in the event of a covered accidental death or dismemberment.

## Retirement/401(k) & Stock

**Profit-Sharing Plan:** This is the Walgreens 401(k) program. You are eligible to join if you are 18 years or older, have at least 90 days of service with the acquired company and work an average of at least 20 hours per week. You can make contributions of up to 90% of your pay on a before-tax and/or after-tax basis, up to the legal limits. The company matches the first 4% of your contributions (including before-tax and after-tax "Roth 401(k)" contributions) up to the legal limit, if you have at least one year of service. On the first 4% of your contributions, there is a guaranteed match of \$1 for every \$1 contributed, plus the potential for an additional discretionary match based on company profits.

**Employee Stock Purchase Plan:** If you have at least 90 days of service with the acquired company and work an average of at least 20 hours per week, you are eligible to purchase Walgreens stock at a 10% discount off of market value. You may purchase stock through the plan via a cash purchase or through payroll deductions. In addition, there is no administrative fee for the purchase.

## Other Benefits

**Flexible Spending Accounts (FSA):** This plan allows you to set aside money for eligible healthcare and dependent care expenses before taxes are withheld from your paycheck. The eligibility requirements are the same as the medical, dental and vision plan requirements.

**Employee Discount:** You and your immediate family members who reside in the same household are eligible for an employee discount of 20% on Walgreens and Nice! brand merchandise and 15% on almost all other merchandise at Walgreens stores and Walgreens.com.

**Employee Purchase Program:** Discounts or group rates on various items and services, such as cell phones, computers, and health club memberships, are available to all team members.

**Child Care:** Walgreens offers a 10% discount on child care programs through Learning Care Group for children ages two through 12 years of age.

**Patelco Credit Union:** As a Walgreens team member, you and your family are eligible to join Patelco, a federally insured, not-for-profit, full-service financial institution and one of the largest credit unions in the U.S.

**Prescription Savings Club:** If you have completed at least 30 days of service, you are eligible for a free individual or family Prescription Savings Club membership. The program offers members discounts on all generic prescription drugs and thousands of brand name medications. The membership also features a 10% bonus on all Walgreens, Nice! and W-branded products and in-store photofinishing services.

**Transportation Benefit Plan\*:** The Transportation Benefit Plan allows you to save money by paying for your transportation and parking needs with before-tax dollars and payroll deductions. You are eligible to enroll if you work an average of 20 hours per week and have at least 90 days of service.

**Work & Life Resources\*:** This free, confidential program offers referral and counseling services for issues such as financial/legal assistance, depression and childcare/eldercare. Online and telephonic resources on a wide variety of work/life issues provides an extra layer of help with life's challenges.

## Time Off

**Holidays:** The company recognizes six paid holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. You must regularly work at least 20 hours per week to receive holiday pay. Hourly paid team members are eligible for Holiday Pay once they have six months of service, salaried team members are immediately eligible.

**Paid Disability Benefits:** If you are unable to work due to a pregnancy, illness or injury lasting more than seven calendar days, you may be eligible for short-term disability benefits at full- or half-pay, depending on your length of service. You are eligible if you work an average of 30 hours or more per week, and have at least six months of continuous service with the acquired company.

**Leave of Absence:** You may be eligible for unpaid time off for other types of leaves such as Family Medical Leave (FMLA), personal leave, and military leave.

**Paid Time Off:** You are eligible for and accrue Paid Time Off (PTO) based on your position, years of service and hours worked per week. You must regularly work at least 20 hours per week to accrue PTO.

The chart has a column showing the number of days/hours you'll accrue annually (based on full-time schedule), and the maximum amount of PTO time you can accrue (150% of your annual PTO benefit) under the Plan. Once your accrual reaches 150%, you won't be able to accrue additional PTO until you take PTO to reduce the balance. To calculate the amount of PTO you accrue per pay period, multiply your accrual rate by the hours paid in the pay period.

Length of Service	Paid-Time-Off Schedule 2 Community Salary and Pharmacists		
	Days (Hours) per Year	150% Maximum	Accrual Rate (per Hour)
6 months to 1 Year	15 (120 hours)	22.5 (180 hours)	0.0577
2 to 4 Years	18 (144 hours)	27 (216 hours)	0.0693
5 to 14 Years	20 (160 hours)	30 (240 hours)	0.0770
15-24 Years	25 (200 hours)	37.5 (300 hours)	0.0962
25 + Years	30 (240 hours)	45 (360 hours)	0.1154