

Total Reward

Pay | Development | Share and Savings | Health and Life



US Total Reward at a Glance

Important Note

The information in this document is intended to provide you with an overview of some of the features and components of the Total Reward programs at GSK. Every effort has been made to ensure the accuracy of the contents. However, in the unlikely event of a discrepancy between the various plan summaries contained in this document and the provisions of the actual plan documents governing all aspects of these plans, the language and the provisions of the actual plan documents will prevail. Employment at GSK is an “at will” arrangement—nothing in this document should be construed as a contract of employment. The Company reserves the right to amend or terminate its policies and/or benefit plans at any time, with or without notice.

Pay	
Base Salary	<ul style="list-style-type: none">• Paid twice-monthly• Reviewed annually by manager
Bonus/Incentive Compensation	<ul style="list-style-type: none">• Varies by grade and business unit
Recognition	<ul style="list-style-type: none">• Monetary or non-monetary awards, in recognition of exceptional contributions to GSK's success

Shares and Savings	
Long-Term Incentives (if eligible) Share Value Plan (Grades 1-6 only) Note: US Sales Grades 7, 8 and 9 are covered under the Field Sales Incentive Share Award.	<ul style="list-style-type: none">• Annual award of GSK shares that become the participant's after three years, subject to eligibility requirements• Target award levels based on grade; the Remuneration Committee approves the award levels at the time of the grant• Delivered as American Depositary Shares (ADSs)• Pro-rated for new hires / newly eligible employees based on the month hired or newly eligible• Pro-rated for part-time (based on FTE)• Individuals nominated for the Ahead Together award will receive an additional SVP award
GSK 401(k) Plan	<ul style="list-style-type: none">• Immediately eligible to receive a 7% GSK Core Contribution regardless of whether you choose to contribute to the 401(k)• Contribute up to 50% of eligible pay up to the IRS limits (pre-tax and/or Roth 401(k) after tax)• Receive up to a 4% GSK Match on your combined pre-tax and Roth 401(k) savings. Contribute at least 4% for a total GSK contribution of 11% added to your savings• Choose to invest your contributions, the GSK Core Contribution and GSK Match into a broad range of diversified investment options.
Financial Education	<ul style="list-style-type: none">• Financial Health - online financial wellbeing resources including self-assessment, calculators, videos, and articles to help you reach your financial goals• Online Advice from Alight Financial Advisors LLC, powered by Financial Engines – advice on investment strategy & retirement income• Professional Management from Alight Financial Advisors LLC, powered by Financial Engines. You may hire them to manage your 401(k) investments. There is a fee for this service• Ernst & Young Financial Planner Line – telephone access to financial planners for any financial topic, at no cost to you, including fully personalized financial and retirement planning• Ernst & Young Financial Planner website – resource for financial topics, webinars and an e-newsletter

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Health and Life				
Medical (includes prescription drug coverage)	<ul style="list-style-type: none"> Choice of GSK PPO Plan or GSK High Deductible Health Plan (HDHP), with choice of Aetna or UnitedHealthcare (UHC) networks. HDHP participants may also participate in a Health Savings Account (HSA) with a company contribution, if eligible Prescription drug coverage administered by CVS Caremark, generally with a 10% coinsurance (subject to minimums and maximums). GSK prescription drugs covered at 100%; for HDHP participants, GSK drugs are covered at 100% after deductible. <i>Active employees who waive medical coverage are eligible for GSK prescription drugs paid at 100%; dependents of employees who waive medical coverage are not eligible</i> 			
Dental	<ul style="list-style-type: none"> Choice of GSK Dental or GSK Preventive Dental Care, administered by MetLife Dental 			
Vision	<ul style="list-style-type: none"> Choice of GSK Exam Only Vision Plan or GSK Vision Plan, which also provides coverage for eyeglasses and contacts. Employees who waive coverage or enroll in the Exam Only plan are eligible for the GSK Discount Vision Program at no cost. Provided by EyeMed Vision Care 			
Life Insurance: <ul style="list-style-type: none"> Basic Supplemental Spouse/Domestic Partner Child 	<ul style="list-style-type: none"> Company-paid basic life insurance of 1.5 times annual base salary Option to purchase supplemental employee life insurance up to 6 times annual base salary Option to purchase \$10,000, \$25,000, \$50,000, \$100,000 or \$150,000 of life insurance coverage for a spouse/domestic partner Option to purchase \$10,000 or \$15,000 of coverage for child(ren) 			
Accidental Death and Dismemberment (AD&D); Business Travel Accident	<ul style="list-style-type: none"> Option to purchase employee AD&D coverage up to 6 times annual base salary (separate from the life insurance coverage) Business Travel Accident insurance coverage provided at no cost 			
Reimbursement Accounts (FSAs) <ul style="list-style-type: none"> Health Care (HCRA) Dependent Care (DCRA) 	<ul style="list-style-type: none"> Option to contribute to a HCRA (tax-free reimbursements for qualifying health-related expenses) Option to contribute to a DCRA (tax-free reimbursements for qualifying expenses for the care of an eligible child or adult family member) 			
Short-Term Disability (STD) Long-Term Disability (LTD)	<ul style="list-style-type: none"> Company-paid STD coverage provides a percentage of base salary for up to 180 days Company-paid LTD coverage at 50% of annual base salary plus target bonus Option to purchase LTD coverage at 70% of annual base salary plus target bonus 			
Voluntary Benefits	<ul style="list-style-type: none"> Identity Protection offered at no cost with option to purchase family coverage Option to purchase Auto and Home Insurance Option to purchase Long-Term Care Insurance for self and spouse/domestic partner Option to purchase Pet Insurance PerkSpot Discount program offered at no cost 			
Other Programs	Legal Plan; Commuter Benefits; Adoption Assistance; Employee Assistance Program			
Vacation Based on years of service and grade; prorated for part-time employees (based on FTE). *Vacation is prorated in the year of hire	Years of Service	Grades 7, 8, 9, 10 and equivalents	Grades 4, 5, 6	Grades 1, 2 3
	0-4*	3 weeks	3 weeks	4 weeks
	5-9	3 weeks	4 weeks	4 weeks
	10-19	4 weeks	5 weeks	5 weeks
	20-29	5 weeks	6 weeks	6 weeks
	30 or more	6 weeks	6 weeks	6 weeks
Holidays Holiday hours are prorated for part-time (based on FTE)	Eligible for 15 holidays, including 9 company holidays, 4 year-end shutdown days, and 2 personal holidays. Veterans also have the option to take Veterans' Day as a paid day off. *Eligibility for company holidays in the year of hire is based on hire date.			
Other Paid Time Off	Time off for incidental and unforeseen needs (manager approval required); Paid Parental Leave; Care of a Family Member Paid Leave; Bereavement Leave			