

Your Benefits

Boston
Scientific

For more than 25 years, Boston Scientific has been advancing the practice of less-invasive medicine by providing innovative products, technologies and services across a wide range of medical specialties. Today, with more than 28,000 employees, we deliver over 15,000 products to clinicians in approximately 45 countries to advance the practice of health care around the world and improve the quality of patient care.

Together, we continue to strive every day to improve the quality of patient care, build the knowledge, processes and infrastructure we need to identify opportunities, address new disease areas and support clinicians. Simply put, innovation and quality fuels everything we do.

We know that innovation doesn't happen without people. It's dedicated, creative and motivated people that make the difference in everything we do. To be successful, our company must continue to attract and keep the best and brightest people in the industry.

That's why we invest in our employees by offering a broad range of competitive benefit plans as part of your Total Rewards package. We are continually designing and refining our Benefits Program to reward innovation and support quality patient care in a changing health environment by providing highly competitive and valuable employee benefits.

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 feel are appropriate for themselves and their families. Employees pay their share of costs for voluntary benefits through payroll deductions. This brochure provides a brief overview of each of the plans currently available.

Individuals hired for indefinite terms who are regularly scheduled to work at least 20 hours per workweek are considered eligible employees. Regular employees are eligible for all Boston Scientific 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, unless otherwise noted, participation begins immediately on the first day of active employment, provided that enrollment is completed within **31 calendar days** of that date.

SUMMARY OF BENEFITS

How To Find In-Network Providers:

Blue Cross Blue Shield - PPO Network Plan

Web: www.bluecares.com
Phone: 1-800-810-BLUE (2583)

HMSA (available in HI only)

Web: www.hmsa.com
Phone: Honolulu 1-808-948-6111
Hilo, Hawaii 1-808-935-5441
Kailua-Kona, Hawaii 1-808-329-5291
Kahului, Maui 1-808-871-6295
Lihue, Kauai 1-808-245-3393

Health Partners (available in MN only)

Web: www.healthpartners.com
Phone: 1-800-883-2177

Kaiser Permanente (available in CA only)

Web: www.kp.org
Phone: 1-800-464-4000

Medica (available in MN only)

Web: www.medica.com
Phone: 1-800-952-3455

PharmaCare

Web: www.pharmacare.com
Phone: 1-866-414-5256

Delta Dental - Premier USA Plan

Web: www.deltamass.com
Phone: 1-800-872-0500

EyeMed Vision Care

Web: www.eyemedvisioncare.com
Phone: 1-866-723-0513

YOUR PAID TIME OFF

Vacation

- The Boston Scientific vacation year runs from January 1 to December 31. Vacation accrual is based on length of company service
- Vacation can range from 15 to 25 days depending on your full years of service
 - Eligible new employees hired after January receive a pro-rated amount of paid vacation time for the partial calendar year. Vacation accrues monthly beginning in the month you are hired

Holidays

- All employees receive 11 paid holidays, which may include assigned and floating holidays

YOUR FINANCIAL FUTURE

401(k) Retirement Savings Plan

- Boston Scientific offers regular full-time and part-time employees a competitive 401(k) program in which they may:
- Participate at age 18 after completion of 30 days of service
 - Contribute between 1% and 25% of pay on a pre-tax basis (up to the IRS limit) through payroll deduction. Pay includes base salary, overtime, shift differential and commissions
 - Catch-up contributions if you are age 50 or older on the last day of the year (December 31)
 - Receive Boston Scientific matching contributions on your pre-tax contributions equal to 200% of the first 2% of pay, and 50% of the next 4% of pay up to IRS limits. This match is immediately 100% vested
 - Contribute between 1% to 10% on an after-tax basis
 - Roll over funds from other qualified plans at any time
 - Choose one or more of ten investment options
 - Enrolled automatically at 2% contribution if no enrollment is made within 60 days of becoming eligible for the plan

Global Employee Stock Ownership Plan (GESOP)

- All regular full-time and part-time employees are eligible to participate in the GESOP and may:
- Purchase Boston Scientific stock at a discount from the market price
 - Participate during two six-month offering periods each year, which begin in January and July
 - Contribute between 1% and 10% of pay including base salary, overtime, shift differential, commission and bonus on an after-tax basis
 - Hold shares for three months from date of purchase

YOUR HEALTH AND WELFARE

Medical Plan

Boston Scientific offers you a choice of medical plan options based upon your home zip code. Our PPO plans allow participants to receive care from a medical provider within the network or see any "out-of-network" provider. Prescription drug coverage under the PPO plans is provided by Pharmacare. Employees in CA may choose between a PPO and HMO option. If you select the HMO option, your prescription drug coverage is provided by the HMO.

Dental Plan

The Delta Dental, Premier USA Plan:

- Pays full cost of preventative care, including routine cleanings, exams, and x-rays
- Shares costs for other dental services provided by any dentist of your choice
- Offers a \$2,000 calendar year benefit maximum per covered individual
- Offers a \$2,000 orthodontia lifetime benefit maximum (adult and/or child)

Vision Plan

EyeMed Vision Care:

- Provides an allowance for the purchase of an eye exam, one complete pair of lenses or a pair of contact lenses every calendar year, and a frame every two calendar years
- Allows participants to obtain services provided through the EyeMed Vision network of providers or "out-of-network" providers

Survivor Income Plans

To help families guard against the loss of income if an employee dies, Boston Scientific offers three types of insurance at no cost to you. Unless otherwise noted, the maximum benefit payable under each plan is \$1M.

Additional term life insurance is available through after-tax payroll deductions. Coverage for voluntary plans is effective as soon as administratively practicable following receipt of your enrollment.

Basic Life Insurance

- Pays 1x your current annual base salary if you are regularly scheduled to work 20 - 29 hours per workweek
- Pays 2x your current annual base salary* if you are regularly scheduled to work 30 or more hours per workweek
- Pays 3x your current annual base salary if your level is vice president or higher

Basic Accidental Death and Dismemberment (AD&D)

- Provides up to the same level of coverage as above except that it is only payable in the event of accidental death or serious injury

Business Travel Accident Insurance

In the event of accidental death or serious injury while traveling on company business, the plan pays:

- 1x your current annual base salary if you are regularly scheduled to work 20 - 29 hours per workweek, up to a maximum of \$150,000
- 2x your current annual base salary* if you are regularly scheduled to work 30 or more hours per workweek
- 3x your current annual base salary if your level is vice president or higher

Voluntary Term Life Insurance

- Employee: Elect coverage up to 5x current annual base salary
- Spouse or Domestic Partner: Elect coverage up to \$250,000
- Children: Elect coverage up to \$15,000

Voluntary AD&D

- Employee Only: Elect coverage up to 5x current annual base salary
- Employee Plus Family: Elect coverage up to 5x current annual base salary. (Spouse or Domestic Partner is covered at 60% of the employee's election up to \$360,000. Children are covered at \$25,000 per child.)

* Includes 36-month average of commission and commission bonus for field sales representatives only

Flexible Spending Accounts (FSAs)

FSAs help lower the out-of-pocket costs of health care and dependent day care by allowing employees to pay for eligible expenses with tax-free money. First, employees estimate health care and/or dependent day care expenses for the year and set aside money through pre-tax payroll deductions. Then, as health care or dependent day care costs are incurred, expenses are reimbursed weekly from the FSAs.

Health Care FSA

- Use pre-tax money in this account to pay for eligible employee and dependent health care expenses
- Contribute up to \$5,000 per calendar year

Dependent Day Care FSA

- Use pre-tax money in this account to pay for eligible dependent day care expenses
- Contribute up to \$5,000 per calendar year

Disability Programs

Boston Scientific provides two disability benefit plans if an employee is unable to work due to a non-work related illness or injury.

These plans are designed to continue a percentage of income with no interruption while the employee is disabled.

Short-Term Disability

- Pays a percentage of base salary in effect just before the date of disability, for up to 180 days
- Your benefit is based on your service with Boston Scientific just before the date of disability. You will receive 100% of base pay (plus average monthly commission for previous 18 months for field sales representatives only) for a period of time, reducing to 75% for up to 26 weeks.

Long-Term Disability (LTD)

Pays 65% of base salary in effect the date before the start of disability (plus average monthly commission for previous 36 months for field sales representatives only) after 180 continuous days of total disability:

- \$15,000 maximum monthly benefit
- LTD benefits are offset by other disability benefits that may be payable, such as Social Security

Employee Assistance Program (EAP)

- Provides confidential assessment, referral and follow-up services for problems affecting an employee's or family member's personal or work life
- Provides confidential child and elder care resource and referral services, including information on before-and after-school programs and summer camp

Adoption Assistance Program

- Reimbursement of up to the current IRS maximum allowed for adoption assistance

Educational Assistance

- Reimbursement for expenses related to tuition, course-required books, reading materials or book substitutes, and lab/computer usage fees for approved courses up to a calendar year maximum of \$8,000

Please call the HR Service Center at 1-800-570-4455 for more information on specific benefits.

This brochure provides a brief overview of each of the plans currently available in the Boston Scientific Benefits Program. If there are any discrepancies between this summary and the plan documents, the plan documents will govern.

Benefits At A Glance

CORE BENEFITS

These benefits are provided at no cost to you; enrollment in not required.

Paid Time Off

Disability Programs

- Short-Term Disability
- Long-Term Disability

Survivor Income Plans

- Basic Life Insurance
- Basic Accidental Death and Dismemberment (AD&D)
- Business Travel Accident Insurance

Employee Assistance Program (EAP)

- Child & Elder Care Referral

Adoption Assistance Program

Educational Assistance

VOLUNTARY BENEFITS

Costs for these benefits are shared between you and Boston Scientific; timely enrollment is required to participate.

Medical Plan

Dental Plan

Vision Plan

Flexible Spending Accounts (FSAs)

- Health Care
- Dependent Day Care

401(k) Retirement Savings Plan

Global Employee Stock Ownership Plan (GESOP)

Voluntary Term Life Insurance

Voluntary AD&D