

Your 2020 Total Reward at GSK

For US Candidates



Welcome to GSK and Total Reward

GSK is a science-led global healthcare company with a special purpose: **to help people do more, feel better, live longer.**

Our goal is to be one of the world's most innovative, best performing and trusted healthcare companies.

Our values and expectations are at the heart of everything we do and help define our culture - so that together we can deliver extraordinary things for our patients and consumers and make GSK a brilliant place to work.

- Our values are Patient focus, Transparency, Respect, Integrity.
- Our expectations are Courage, Accountability, Development, Teamwork.

We aim to bring differentiated, high-quality and needed healthcare products to as many people as possible, with our 3 global businesses, scientific and technical know-how and talented people.

This brochure is designed as a summary of the Total Reward plans and programs at GSK. It is not a statement of entitlement and confers no contractual or enforceable rights. Every effort has been made to ensure the accuracy of the contents. However, in the unlikely event of a discrepancy between the various plan or program summaries contained in this brochure and the provisions of the actual plan or program documents governing all aspects of these plans and programs, the language and the provisions of the actual plan or program documents will prevail. The plans may be amended or withdrawn at the company's discretion, at any time and for any reason.

How we do it

Everyone at GSK is focused on 3 priorities:

- **Innovation**
We invest in scientific and technical excellence to develop and launch a pipeline of new products that meet the needs of patients, payers and consumers.
- **Performance**
We aim to achieve industry-leading growth by investing effectively in our business, developing our people and delivering flawlessly.
- **Trust**
We are a responsible company and commit to use our science and technology to address health needs, make our products affordable and available and to be a modern employer.

As a part of GSK, you join a team of people who together and individually contribute towards this common goal. In return, GSK provides you with your Total Reward — a package of pay, benefits and lifestyle programs designed to help you maximize your financial success, your health and your quality of life.

Your Total Reward package includes [Pay](#), [Shares and Savings](#), [Development](#) and [Health and Life](#).

Please read on to find out just how rewarding working for GSK can be.

Modern employer

We're focusing on our culture at GSK so that each one of us can be ourselves, feel good and keep growing every day. Realizing our purpose starts with us. When we feel at our best, we perform at our best.

- **Be you**
We all bring something unique to GSK and when we combine our knowledge, experiences and styles, the impact is incredible.
- **Feel good**
When we focus on our wellbeing and have the flexibility to manage our lives, we can thrive and do great things at work and at home.
- **Keep growing**
Our world is always changing so we must take every opportunity to learn and develop. When we grow as individuals, we grow as a business.

Your Pay



Your contribution to helping GSK deliver innovative medicines and products that help millions of people live longer, healthier and happier lives is rewarded through your Pay.

Highlights

Pay for performance and a share in GSK's success are key principles of Pay. The programs that make up your Pay are designed to:

- reinforce the achievement of business objectives
- reward your individual and team contributions to GSK's performance
- provide competitive Pay opportunities

GSK job grade structure

Every job at GSK is assigned a job grade. GSK's job grading structure consists of six global grades, 1 to 6, and four local grades 7 to 10, with 1 being the most senior. In the US, there are several grades that are equivalent to grade 10. These are grades P01 to P11 and L01 to L02.

In addition to grades, there are several salary plans which help to differentiate specific job groups. Together the grade plus the salary plan determine the salary range for each role.

Base Salary

Your base salary is your pay for the job you do, and is determined by your grade, salary plan, and the skills and experience you bring to your role.

Your salary is reviewed each year by your manager.

2020 Annual Bonus Plan

Your bonus forms an important part of your overall package and rewards you for your contribution to the delivery of GSK's strategy. Each year, you have the opportunity to receive a bonus based on the achievement of four business measures which are measured independently and added together to calculate your total bonus.

Your grade has a target bonus, which is a percentage of your base salary. The actual bonus you receive may be the same, higher or lower than your target bonus, depending on the achievement of GSK objectives. The maximum bonus you could receive is 1.4 times your target bonus. Refer to your offer letter for the target bonus that applies to you.

In addition, for top performing employees there is the opportunity to be granted an IPT (Innovation Performance & Trust) Award. This award gives employees an extra bonus which is calculated as a percentage of base salary, plus an additional grant of GSK shares, if eligible.

Bonus is prorated in the year of hire, from your GSK hire date. Only service as a regular GSK employee will be included.

GSK is comprised of three global businesses that research, develop and manufacture innovative pharmaceutical medicines, vaccines and consumer healthcare products.

- Pharmaceuticals
- Vaccines
- Consumer Healthcare

Note: US Pharma Sales employees are not eligible for the Bonus Plan. If you are a US Pharma Sales employee, you are rewarded for your performance through incentive compensation earnings. Refer to your offer letter for details.

Recognition Program

Recognition is an important part of our culture at GSK. It gives everyone the opportunity to celebrate a job well done, and allows you to thank your colleagues for their commitment to our mission and our values, in a way that is personal and meaningful. The Global Employee Recognition program lets you nominate your colleagues for a cash award — there are four award levels to choose from — or you can send a non-monetary electronic ‘thank you’ or printed card to a colleague.

Excellence Awards and Share-Based Reward Programs

Some businesses also celebrate outstanding performance in their teams through other reward programs such as Excellence Awards and share-based reward schemes. Please visit your local communities for details or speak to your manager.

Note for US Pharma Sales:

GSK typically offers additional programs that provide meaningful recognition for the success of Top Performers in being of value to customers, in a transparent way, with integrity and respect for the patient. Your manager will review these programs with you soon after you join GSK.

Your Shares and Savings



Your Total Reward includes Shares and Savings – designed to help you build a strong financial foundation for the future. Building this foundation is a partnership, with both you and GSK contributing to create long-term financial security.

Highlights

The GSK Cash Balance Pension Plan

You begin participating in the GSK Cash Balance Pension Plan after one year of service. At that point, GSK will automatically contribute an amount equal to 5% of your eligible pay into an account that will be established in your name to record the accumulation of ongoing company credits and interest credits based on the Plan's current interest rate. Under the Plan, your benefit will grow steadily throughout your career as credits are added to your account each pay period.

The GSK 401(k) Plan

The GSK 401(k) Plan allows you to start saving right away. You may contribute on a pre-tax and/or Roth 401(k) (after-tax) basis up to a combined maximum of 50.0% of your eligible pay, up to the IRS limit. You can enroll at any time.

After one year of service, GSK contributes to your 401(k) in two ways:

- 2% GSK Core Contribution regardless of whether you contribute to the Plan
- 4% GSK Match – dollar-for-dollar on your combined Pre-Tax and/or Roth 401(k) savings

This means GSK adds a total of 6% to your savings – if you contribute at least 4%, you get GSK's 4% Match plus the automatic 2% GSK Core Contribution. You can decide where to invest your contributions. The GSK 401(k) Plan offers a diverse range of investment options to enable you to select investments that are appropriate for your personal circumstances.

What's included in your eligible pay?

Your eligible pay is used to calculate contributions to both the GSK 401(k) Plan and the GSK Cash Balance Pension Plan. Eligible pay generally includes base salary, regularly scheduled bonus/incentive pay, premium pay, overtime, and shift differential. It does not include, among other things, moving expenses, special awards or bonuses.

Financial education and advice help provide peace of mind

To help you make informed financial decisions that will give you the peace of mind that you're on track to reach your long-term financial goals, GSK provides you with a range of educational resources.

Information about other programs for which you may be eligible is provided in your GSK offer letter.

Your Development



Development focuses on what you need to do to perform in your current role, and support your future aspirations. As the business changes, your development needs to be reviewed and updated regularly as part of your check-in conversations.

Highlights

My Plan is a record of your objectives and development aligned with business objectives. Throughout the year, you'll have regular check-in conversations with your manager where you will both discuss progress against objectives, your development and how you're demonstrating our values and expectations through your work. An end of year discussion will be held to review accomplishments and to plan objectives for the following year.

Your Health and Life



Your Health and Life Benefits include a wide range of programs — including medical, dental and vision plans plus wellness benefits that support the health and wellbeing of you and your family. GSK also offers programs such as life and disability insurance that provide protection when you need it most.

Highlights

Medical coverage

You'll be pleased to know that GSK pays for the majority of your medical coverage — paying 85-89% of the premium. This is near the top of the range that other large pharmaceutical companies contribute towards the cost of medical coverage.

You have a choice of medical plan options: the GSK PPO Plan and GSK High Deductible Health Plan (HDHP). Both options pay 90% (after a deductible) for most services when in-network providers are used and 70% for most services (after a deductible) when out-of-network providers are used.

A Health Savings Account (HSA) with employer contributions is available to employees enrolled in the GSK HDHP, if eligible.

GSK medical plan options include 100% coverage for many preventive and wellness services.

Prescription drug coverage

All employees and dependents covered under a GSK medical plan option are automatically covered under the GSK Prescription Drug Program. You will generally pay 10% of the cost of a prescription with a minimum of \$5 and a maximum of \$75 (after deductible, if applicable) at participating pharmacies, and you can get maintenance drugs delivered right to your home. GSK prescription drugs are covered at 100% (after deductible, if applicable) for you and any dependents covered under a GSK medical plan option. Even if you decide to waive medical coverage, employees still receive GSK prescription drugs covered at 100%.

GSK also supports your health and wellbeing by providing programs such as:

- Behavioral health benefits, including an Employee Assistance Program (EAP) that provides a resource and referral service with information on a wide variety of topics to assist you in managing your life
 - A Health Survey to help you identify your key areas of health focus, as well as an opportunity to earn rewards for completing the survey and participating in a variety of activities
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Dental coverage

The GSK Preventive Dental Plan provides coverage for preventive services, while the GSK Dental Plan provides more comprehensive coverage for services such as fillings, crowns and orthodontia.

Vision coverage

The GSK Vision Plan provides coverage for glasses and contacts. You can use this vision benefit at thousands of private practice and retail affiliated providers across the country.

Life Insurance benefits

You automatically receive Basic Life Insurance coverage of one and one half times your base salary and have the option to purchase Supplemental Life Insurance coverage on an after-tax basis. Additionally, depending on your needs, you can purchase Accidental Death and Dismemberment (AD&D) Insurance, Spouse/ Domestic Partner Life Insurance and Child Life Insurance.

Disability coverage

Employees who qualify automatically receive short-term and long-term disability coverage at no cost. Short-term disability coverage provides continuation of 100% of base salary for up to 90 calendar days, followed by continuation of 75% of base salary from the 91st to 180th calendar day of disability. Long-term disability provides a benefit at 50% of your base salary plus your target bonus/incentive compensation. You have the option to purchase additional long-term disability coverage that increases your coverage to 70%.

Reimbursement accounts

You can contribute to a Health Care Reimbursement Account, which provides tax-free reimbursement for qualifying medical, dental and vision related expenses, as well as to a Dependent Care Reimbursement Account, which provides tax-free reimbursement for qualifying daycare expenses for an eligible child or dependent adult family member.

Voluntary Benefits

GSK offers Voluntary Benefits programs at group rates, including Auto and Home Insurance, Pet Insurance, a Legal Plan, Long-Term Care Insurance and a discount program.

GSK also offers Identity Theft Protection to employees at no cost (enrollment is required). Employees can elect family coverage at an additional cost.

Advocacy Services

GSK offers Advocacy Services, a confidential service that is designed to help you get the most out of your healthcare coverage. Advocacy Services' team of trained medical professionals can help you and your family if you are facing a health decision, confused about treatment options or an upcoming surgery.

Advocacy Services can also help you with coordination of care, resolving medical, pharmacy, dental and vision claim issues, finding a doctor, and more. This service is offered to you and your dependents at no cost, even if you waive medical coverage.

Additional programs

At GSK, you will have access to many other programs, such as a variety of discount services, a vision discount program, child and elder care assistance, emergency medical care at work, adoption assistance, a service recognition program, employee referral bonus program and much more.

Your time off with pay

We realize that time away from work can provide you with time off to relax and recharge and help you achieve work/life balance. GSK's Time Off With Pay program includes your vacation, company holidays, personal holidays, a year-end shutdown and the ability to take time away from work for incidental and unforeseen needs.

Vacation

Completed Years of Service	Standard Schedule	Management Schedule (Grades 4-6)	Vice President Schedule (Grades 1-3)
1-4*	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

* Note: Vacation is prorated in the year of hire.

Company holidays and year-end shutdown

Each year, GSK has eight company holidays, including New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Day after Thanksgiving and Christmas Day. You also receive two personal holidays to use as you choose. In addition, GSK has a year-end shutdown with operations suspended between Christmas Day and New Year's Day.

Note: Several GSK locations may have different time off with pay components. Please check with your local site for specifics.

In honor of their military service, all US-based GSK employees who are veterans will also have the option to take Veterans' Day as a paid day off to participate in community activities.

Paid Parental leave

The GSK Paid Parental Leave Policy allows new parents to spend time with their children. Employees who have at least six months of service will be eligible for paid parental leave within the first year of becoming a new parent.

Care of Family Member paid leave

The GSK Care of Family Member Paid Leave allows eligible employees to take up to 4 weeks of paid leave in a 12-month period to care for an immediate family member with a serious health condition. An immediate family member is defined as an employee's spouse, domestic partner, child, parent or the spouse's or the domestic partner's child or parent.

What to expect after you join GSK

Here's a quick summary of the programs described in this brochure and what you can expect after joining GSK:

Pay	
Base Salary	Your base salary is paid twice-monthly.
Bonus Plan, if eligible	Note: Your first bonus payment will be prorated in the year of hire, from your GSK hire date. Only service as a regular GSK employee will be included. Your manager will review this with you soon after you join GSK.
Incentive Compensation for US Pharma Sales employees, if eligible	Your manager will review your incentive compensation with you soon after you join GSK.
Shares and Savings	
GSK Cash Balance Pension Plan	GSK will begin to credit your account in the GSK Cash Balance Pension Plan after one year of service. You are immediately vested.
GSK 401(k) Plan	You are immediately eligible to contribute to the GSK 401(k) Plan. After one year of service, you will start receiving the GSK Match and Core Contributions. You are immediately vested.
Health and Life	
Medical, Dental, Insurance Coverages, Reimbursement Accounts	You will receive an enrollment guide with Health and Life Benefits information so you can make the right decisions. The deadline for you to make your elections is 30 days after your hire date. Annual enrollment is offered each fall with coverage beginning January 1.
Health Survey	You will have the opportunity to complete a confidential online survey to learn about your health and earn a Healthy Reward.
Voluntary Benefits	Enrollment periods vary by program and year to year. Information will be provided in your enrollment guide.

As an employee, there are a variety of ways to learn more about your Total Reward on Connect GSK, which includes the Total Reward community and an online Total Reward statement that explains the value of your personal reward package.



do more
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