

# Medtronic Benefits Information

For use in OL 620 comparison with the supplied case study data

Retrieved from

<http://benefits.medtronic.com/SitePages/ChannelContentR2.aspx?ChnIDval=3&GrpIDval=16&IDval=21>



### HEALTH

### WEALTH

### WORK/LIFE

[HOME](#) > [HEALTH](#) > [PRESCRIPTION DRUG COVERAGE](#)

#### PRESCRIPTION DRUG COVERAGE

##### PRESCRIPTION DRUG COVERAGE OVERVIEW

##### MYMEDS PROGRAM

##### PRESCRIPTION DRUG COVERAGE DETAILS

#### RESOURCES

- 2018 UHC CHP with HSA Plan Summary
- 2018 BCBS CHP with HSA Plan Summary
- 2018 BCBS PPO Plan Summary
- 2018 HealthPartners PPO Plan Summary

#### CONTACTS

- **AskHR**  
8:00 a.m.–8:00 p.m. Eastern Time  
(800) 987-3565
- **BlueCross BlueShield (BCBS)**  
(866) 455-8221

## PRESCRIPTION DRUG COVERAGE OVERVIEW



Both Medtronic medical plans include prescription drug coverage.

The PPO Plan pays 100% for certain generic medications. Your costs for brand name drugs depend on the type of drug prescribed.

The CHP also pays 100% for certain generics. For all other prescriptions, you pay 20% of the cost for prescriptions after meeting the plan's deductible. HSA funds can be used to pay for prescription drug costs.

With the PPO Plan and the CHP, you have access to an enhanced pharmacy network, the Choice Rx network, which includes CVS stores, Wal-Mart stores, Kroger stores and other community pharmacies. If you fill a prescription using a Choice Rx network pharmacy, you will pay lower out-of-pocket costs and receive 100% coverage for a 90-day supply of select generic medications.



### HEALTH

### WEALTH

### WORK/LIFE

HOME > HEALTH > HEALTH SAVINGS ACCOUNT

#### HEALTH SAVINGS ACCOUNT

##### HSA OVERVIEW

##### ACCOUNT CONTRIBUTIONS

##### RESOURCES

- 2018 CHP with HSA User's Guide
- 2018 UHC CHP with HSA Plan Summary
- 2018 BCBS CHP with HSA Plan Summary

##### CONTACTS

- **AskHR**  
8:00 a.m.–8:00 p.m. Eastern Time  
(800) 987-3565
- **BlueCross BlueShield (BCBS)**  
(866) 455-8221
- **UnitedHealthcare (UHC)**  
(800) 985-4516

#### ACCOUNT CONTRIBUTIONS

If you select the CHP with HSA, Medtronic makes contributions to the HSA as outlined below.

Coverage Level	Annual Contribution from Medtronic (during Open Enrollment)	New Hires Hired on or After July 1
Employee Only	\$500	\$250
Employee + Spouse	\$750	\$375
Employee + Child(ren)	\$750	\$375
Family	\$1,250	\$625

In addition to the contributions from Medtronic, you can also make pre-tax contributions to your HSA, up to IRS limits. For 2018, the limits are set at \$3,450 for employee only coverage and \$6,850 for family coverage. These limits include both Medtronic (employer) and your own (employee) contributions. Catch-up contributions to the HSA are also available, contact your HSA administrator for additional information on this process.



## HEALTH

## WEALTH

## WORK/LIFE

[HOME](#) > [HEALTH](#) > [PRESCRIPTION DRUG COVERAGE](#)

## HEALTHIER TOGETHER

[HEALTHIER TOGETHER](#)[WHO CAN PARTICIPATE](#)[REGISTER](#)[TAKE ACTION](#)[EARN POINTS](#)[ABOVE AND BEYOND SWEEPSTAKES](#)[RECOGNIZE POINTS](#)[FREQUENT FITNESS PROGRAM](#)

## QUICK LINKS

- [2018 Healthier Together Learning Module](#)
- [10 Easy Ways to Earn Healthier Together Points](#)

## RESOURCES



## EARN POINTS



When you engage in Healthier Together program activities, you'll earn points to reward your efforts! To achieve each level within Healthier Together, you earn points by completing different activities such as tracking your steps, sleep or eating habits, receiving preventive screenings, joining company-sponsored challenges, or engaging in learning opportunities. Once you earn enough points to achieve a level, you'll also earn *Recognize* points.

Employees can earn up to 50 *Recognize* points and when your covered spouse participates they can help you earn up to 25 *Recognize* points per year. Points will be deposited into your (the employee's) *Recognize* account on a weekly basis after activities are completed. You can redeem *Recognize* points for a variety of items — from books to apparel to sporting equipment and electronics — depending on the number of points you have earned.

Employees *and* spouses covered by the Medtronic Medical Plan must meet the requirements to avoid paying more for their medical coverage in 2018.



## HEALTH

## WEALTH

## WORK/LIFE

[HOME](#) > [HEALTH](#) > [PRESCRIPTION DRUG COVERAGE](#)

## HEALTHIER TOGETHER

[HEALTHIER TOGETHER](#)[WHO CAN PARTICIPATE](#)[REGISTER](#)[TAKE ACTION](#)[EARN POINTS](#)[ABOVE AND BEYOND SWEEPSTAKES](#)[RECOGNIZE POINTS](#)[FREQUENT FITNESS PROGRAM](#)

## QUICK LINKS

- [2018 Healthier Together Learning Module](#)
- [10 Easy Ways to Earn Healthier Together Points](#)

## RESOURCES



## ABOVE AND BEYOND SWEEPSTAKES



Healthier Together is providing additional resources, new ways to earn, and more opportunities to join your colleagues to be healthier, together. When you participate in the Healthier Together program and go above and beyond Level 4 in 2018, you'll be entered into drawings to win:

**Custom NIKEiD shoes**

Personalize your own pair of Nike shoes to fit with your healthy life and style. With NIKEiD shoes, you can choose the fabric, color, design, and type of your shoe — such as athletic training, basketball, football, running, and even skateboarding. Eligible winners will be randomly selected each month beginning in July — engage in your health early for more chances to win.

**Grand prize travel package**

Keep flying high for the chance to win a grand prize travel package, which includes a trip for you and a guest to a destination determined by your location. Medtronic will randomly select one grand-prize winner in December.

**Free medical premiums for 2019**

In December, thirteen lucky winners will earn free medical premiums in 2019\*. That means Medtronic will pay the full cost of next year's medical coverage for ten employees from the U.S. and three employees from Puerto Rico, plus any enrolled family members.

**Personal spa/fitness package or wireless earbuds**

For every 10,000 points earned beyond Level 4, you will earn one entry into monthly drawings for a chance to win a personal spa/fitness package or wireless earbuds. Drawings will be held beginning in



## HEALTH

## WEALTH

## WORK/LIFE

HOME &gt; HEALTH &gt; PRESCRIPTION DRUG COVERAGE

## HEALTHIER TOGETHER

HEALTHIER TOGETHER

WHO CAN PARTICIPATE

REGISTER

TAKE ACTION

EARN POINTS

ABOVE AND BEYOND SWEEPSTAKES

[RECOGNIZE POINTS](#)

FREQUENT FITNESS PROGRAM

## QUICK LINKS

- 2018 Healthier Together Learning Module
- 10 Easy Ways to Earn Healthier Together Points

## RESOURCES



## RECOGNIZE POINTS



The choice is yours when it comes to how and when you earn your [Recognize](#) points. What's more, most activities will automatically be recorded to your account ... making it easier than ever to earn points! A list of activities available can be found on [healthiertogether.medtronic.com](http://healthiertogether.medtronic.com).

Points earned will be visible in your Rewards section on the Healthier Together site. *Recognize* points will be deposited in employee accounts weekly. To start shopping/use your points, visit the *Recognize* web site.

### Pay Less for Medical Coverage

By participating in the Healthier Together wellness program, you are taking steps towards a healthier you. As an added incentive, participating in the program in 2017 can also help you avoid paying more for your medical coverage in 2018.

You and your spouse covered by the Medtronic Medical Plan must meet the requirements to avoid paying more for medical coverage in 2018.

*Recognize* points can be used for rewards such as gift cards, fitness trackers, jewelry, tools and more!



### HEALTH

### WEALTH

### WORK/LIFE

[HOME](#) > [HEALTH](#) > [PRESCRIPTION DRUG COVERAGE](#)

#### HEALTHIER TOGETHER

HEALTHIER TOGETHER

WHO CAN PARTICIPATE

REGISTER

TAKE ACTION

EARN POINTS

ABOVE AND BEYOND SWEEPSTAKES

RECOGNIZE POINTS

**FREQUENT FITNESS PROGRAM**

#### QUICK LINKS

- 2018 Healthier Together Learning Module
- 10 Easy Ways to Earn Healthier Together Points

#### RESOURCES



## FREQUENT FITNESS PROGRAM

If you're covered by a Medtronic Medical Plan\* and visit a participating health club at least 12 times a month, you can save \$20 per month on club membership fees through the Frequent Fitness Program. One additional covered family member (age 18 or older) can earn the \$20 savings as well. For legacy Covidien employees, the Frequent Fitness Program replaced any current local, onsite fitness center reimbursement programs.

*\*Note: The Kaiser HMO Plan is not included.*



## HEALTH

## WEALTH

## WORK/LIFE

[HOME](#) > [HEALTH](#) > [DENTAL](#)

## DENTAL

## DENTAL OVERVIEW

## DENTAL PLAN DETAILS

## RESOURCES

- Eligibility
- 2018 Dental Plan Summary
- Dental Summary Plan Description (SPD)

## CONTACTS

- **AskHR**  
8:00 a.m.–8:00 p.m. Eastern Time  
(800) 987-3565
- **Delta Dental**  
(800) 448-3815



## DENTAL PLAN DETAILS

The main difference between the Basic Plan and the Comprehensive Plan is the calendar year maximum, and that major procedures and orthodontia are only covered under the Comprehensive Plan. Here are dental coverage highlights:

	Basic Plan	Comprehensive Plan
Deductible	\$50 per person	\$50 per person
Diagnostic/Preventive Care	100% covered by Plan	100% covered by Plan
Basic Procedures	20% coinsurance	20% coinsurance
Major Procedures	No coverage	50% coinsurance
Orthodontia	No coverage	50% coinsurance; lifetime maximum of \$2,250 per person
Calendar Year Maximum	\$1,000 per person	\$3,000 per person





### HEALTH

### WEALTH

### WORK/LIFE

[HOME](#) > [HEALTH](#) > [VISION](#)

## VISION

### VISION PLAN OVERVIEW

#### RESOURCES

- Eligibility
- 2018 Vision Plan Summary
- Vision Summary Plan Description (SPD)

#### CONTACTS

- **AskHR**  
8:00 a.m.–8:00 p.m. Eastern Time  
(800) 987-3565
- **VSP**  
(800) 877-7195

## VISION PLAN OVERVIEW

Medtronic offers vision coverage that is administered by VSP. The plan covers a yearly vision exam and provides an allowance for prescription glasses and/or contacts.

#### Vision Benefits

Vision Exam*	\$10 copay
Prescription Glasses (instead of contact lenses)	<ul style="list-style-type: none"> <li>▪ \$20 copay</li> <li>▪ Prescription glasses (frames and lenses) will be covered once every calendar year</li> <li>▪ Frames up to \$180</li> </ul>
Contact Lenses (instead of prescription glasses)	\$180 allowance for contact lenses every calendar year
VSP EasyOptions	<p>You and each member on your plan can <b>choose one</b> of these enhanced eyewear options when purchasing your glasses or contacts:</p> <ul style="list-style-type: none"> <li>▪ An additional \$50 frame allowance, or</li> <li>▪ An additional \$50 contact lens allowance, or</li> <li>▪ Fully covered progressive lenses, or</li> <li>▪ Fully covered anti-reflective coatings.</li> </ul>



HEALTH

WEALTH

WORK/LIFE

[HOME](#) > [WEALTH](#) > [401\(K\) PLAN FEATURES](#)

## 401(K) PLAN FEATURES

## 401(K) PLAN OVERVIEW

## YOUR SAVINGS

MEDTRONIC MATCHING  
CONTRIBUTIONS

## MEDTRONIC CORE CONTRIBUTIONS

## VESTING

## RESOURCES

- Pre-65 Retiree Health SPD
- Retiree Health Reimbursement Account Plan SPD
- 401(k) Plan SPD
- Retirement SPD
- 10-Year History of the 401(k) Company Match
- Fee Disclosure

## 401(K) PLAN OVERVIEW



Planning for retirement is a partnership between you and Medtronic. Through our competitive Medtronic 401(k) Plan, the company helps you build financial security by matching 50% of the first 6% you save. Legacy Covidien employees and those hired after January 1, 2016 receive an additional contribution each year called the Medtronic Core Contribution.\*

## Plan Administrator

Alight Solutions is the plan administrator for the Medtronic 401(k) Plan. If you have questions related to plan administration, please contact the Retirement Service Center.

As a Medtronic employee, there are several ways that you can build retirement savings, including:

- Your savings
- Medtronic matching contributions
- Medtronic core contributions

In order to save for retirement, it's also important that you understand and review your investment and vesting options for your savings to ensure you're getting the most out of your retirement plan.

\*If you are a legacy Medtronic employee you may be a participant in the Personal Investment Account (PIA), Personal Pension Account (PPA) or Medtronic Retirement Plan (MRP) instead of the MCG. Access the Retirement Service Center for more information.



### HEALTH

### WEALTH

### WORK/LIFE

HOME > WEALTH > 401(K) PLAN FEATURES

#### 401(K) PLAN FEATURES

##### 401(K) PLAN OVERVIEW

##### YOUR SAVINGS

##### MEDTRONIC MATCHING CONTRIBUTIONS

##### MEDTRONIC CORE CONTRIBUTIONS

##### VESTING

#### RESOURCES

- Pre-65 Retiree Health SPD
- Retiree Health Reimbursement Account Plan SPD
- 401(k) Plan SPD
- Retirement SPD
- 10-Year History of the 401(k) Company Match
- Fee Disclosure



## YOUR SAVINGS



You can save between 2% and 75% of your eligible pay in the Medtronic 401(k) Plan, up to IRS limits. You can make several types of contributions to the Plan, including:

- Pre-tax contributions — these are deducted from your pay before your taxable income is determined
- Roth 401(k) after-tax contributions — these can be withdrawn tax-free at retirement

In addition, you can make **catch-up contributions** if you are age 50 or older and contribute the maximum annual amount. In 2018, the IRS allows eligible employees to contribute an additional \$6,000 in catch-up contributions.


[HEALTH](#)
[WEALTH](#)
[WORK/LIFE](#)
[HOME](#) > [WEALTH](#) > [401\(K\) PLAN FEATURES](#)

### 401(K) PLAN FEATURES

[401\(K\) PLAN OVERVIEW](#)
[YOUR SAVINGS](#)
[MEDTRONIC MATCHING  
CONTRIBUTIONS](#)
[MEDTRONIC CORE CONTRIBUTIONS](#)
[VESTING](#)

### RESOURCES

- Pre-65 Retiree Health SPD
- Retiree Health Reimbursement Account Plan SPD
- 401(k) Plan SPD
- Retirement SPD
- 10-Year History of the 401(k) Company Match
- Fee Disclosure



## MEDTRONIC MATCHING CONTRIBUTIONS



When you save in the Medtronic 401(k) Plan, Medtronic matches your contributions to help build your retirement funds:

- Regular matching contributions — Medtronic matches up to 50% of the first 6% you save in your Medtronic 401(k) Plan each pay period.
- Additional contributions — Medtronic may make additional matching contributions after the end of the Plan year based on company performance. Over the last 10 years, Medtronic's total average company match has been more than 4.5% for employees who contribute at least 6% of eligible pay!


[HEALTH](#)
[WEALTH](#)
[WORK/LIFE](#)
[HOME](#) > [WEALTH](#) > [401\(k\) PLAN FEATURES](#)

### 401(K) PLAN FEATURES

[401\(K\) PLAN OVERVIEW](#)
[YOUR SAVINGS](#)
[MEDTRONIC MATCHING  
CONTRIBUTIONS](#)
[MEDTRONIC CORE CONTRIBUTIONS](#)
[VESTING](#)

### RESOURCES

- Pre-65 Retiree Health SPD
- Retiree Health Reimbursement Account Plan SPD
- 401(k) Plan SPD
- Retirement SPD
- 10-Year History of the 401(k) Company Match
- Fee Disclosure
- Performance Targets



## MEDTRONIC CORE CONTRIBUTIONS



If you're a legacy Covidien employee or a newly hired employee on or after January 1, 2016, you'll be eligible to receive a core company contribution equal to 3% of eligible pay, made after the end of the Plan year. Medtronic makes this contribution to the Medtronic 401(k) Plan whether you contribute your own savings, or not.



### HEALTH

### WEALTH

### WORK/LIFE

[HOME](#) > [WEALTH](#) > [EMPLOYEE STOCK PURCHASE PLAN](#)

#### EMPLOYEE STOCK PURCHASE PLAN

##### EMPLOYEE STOCK PURCHASE PLAN OVERVIEW

##### RESOURCES

- [ESPP Plan Document](#)
- [ESPP SPD](#)

##### CONTACTS

- **Employee Stock Purchase Plan (ESPP):**  
**Fidelity**  
(800) 544-9354

## EMPLOYEE STOCK PURCHASE PLAN OVERVIEW

The Medtronic Employee Stock Purchase Plan (ESPP) is another great way to build financial security. You have the opportunity to enroll in the ESPP each calendar quarter.

With the ESPP, you can purchase Medtronic stock each calendar quarter at a discount. You can contribute 2% to 10% of your eligible earnings on an after-tax basis through payroll deductions and, at the end of the quarter (or "purchase period"), your contributions will be used to purchase Medtronic stock at 85% of the fair market value of Medtronic stock on the last day of the quarterly purchase period. There are some restrictions on the stock for two years from the purchase date. If you need to make any changes to your contributions or would like to enroll, contact Fidelity.

#### HEALTH

Medical  
Prescription Drug Coverage  
Health Savings Account  
Health Care Flexible Spending

#### WEALTH

401(k) Plan Features  
401(k) Investment Options  
Employee Stock Purchase Plan  
Capital Accumulation Plan

#### WORK/LIFE

Time Away  
Healthier Together  
Tuition Reimbursement and Scholarships





HEALTH

WEALTH

WORK/LIFE

HOME &gt; WORK/LIFE &gt; TIME AWAY

## TIME AWAY

PTO BANK — ELIGIBILITY

[YOUR ANNUAL PTO](#)

MANAGING YOUR PTO

ANNIVERSARY BONUS WEEK

COMPANY HOLIDAYS

YEAR-END BREAK

SUMMER HOURS

RECORDING TIME AWAY

## QUICK LINKS

▪ Medtronic Policy Portal

## CONTACTS

▪ AskHR

## YOUR ANNUAL PTO

PTO is accrued and tracked by the anniversary date of your Continuous Service Date at Medtronic, as defined in the Global Length of Service Policy. The longer you work here, the more PTO days you earn. Your accrual changes when you reach a completed year of service (e.g. when you complete your fourth year of service and begin your fifth year of service, you begin to accrue 25 days of PTO per year). For example, if your hire date is July 1, 2016, you will begin accruing 25 days of PTO on July 1, 2020 (the first day of the month of your anniversary date).

Your Completed Years of Continuous Service (Continuous Service Dates)	Your PTO in Days	Your PTO in Hours	Monthly Accrual (11 months)*
4 years or less	20	160	10.91
After 4 years	25	200	14.55
After 14 years	30	240	18.19
After 24 years	35	280	21.82

\*You receive 40 hours of PTO in January to start the year and accrue the rest over the remaining 11 months.


[HEALTH](#)
[WEALTH](#)
[WORK/LIFE](#)
[HOME](#) > [WORK/LIFE](#) > [TIME AWAY](#)

### TIME AWAY

[PTO BANK — ELIGIBILITY](#)
[YOUR ANNUAL PTO](#)
[MANAGING YOUR PTO](#)
[ANNIVERSARY BONUS WEEK](#)
[COMPANY HOLIDAYS](#)
[YEAR-END BREAK](#)
[SUMMER HOURS](#)
[RECORDING TIME AWAY](#)

#### QUICK LINKS

- [Medtronic Policy Portal](#)

#### CONTACTS

- [AskHR](#)



## ANNIVERSARY BONUS WEEK



To recognize and reward your service, you receive an Anniversary Bonus Week (ABW) each time you celebrate a fifth anniversary as a Medtronic employee. On January 1st of the year you reach your 5th, 10th, 15th, anniversary — and beyond — you'll get an extra five days of time for that year. For example, in the year of your 10th anniversary, you'll have a total of 30 days: 25 days of PTO, plus an extra 5 days of ABW time.

Your ABW days are separate from your PTO bank and must be used by December 31, unless you live in California or Montana. Don't forget to get permission from your supervisor or manager prior to using ABW days.




[HEALTH](#)
[WEALTH](#)
[WORK/LIFE](#)
[HOME](#) > [WORK/LIFE](#) > [TIME AWAY](#)

### TIME AWAY

[PTO BANK — ELIGIBILITY](#)
[YOUR ANNUAL PTO](#)
[MANAGING YOUR PTO](#)
[ANNIVERSARY BONUS WEEK](#)
[COMPANY HOLIDAYS](#)
[YEAR-END BREAK](#)
[SUMMER HOURS](#)
[RECORDING TIME AWAY](#)

#### QUICK LINKS

- [Medtronic Policy Portal](#)

#### CONTACTS

- [AskHR](#)



## COMPANY HOLIDAYS



In addition to your PTO bank, you will receive 10 paid company holidays each year. Here is a list of company holidays for 2018. Medtronic may modify this list from year to year.

### 2018 Company Holidays\*

New Year's Day	Monday, January 1
Martin Luther King, Jr. Day	Monday, January 15
Memorial Day	Monday, May 28
Independence Day	Wednesday, July 4
Labor Day	Monday, September 3
Thanksgiving Day	Thursday, November 22
Day After Thanksgiving	Friday, November 23
Christmas Eve	Monday, December 24
Christmas Day	Tuesday, December 25
New Year's Eve	Monday, December 31

\*Not included in PTO bank


[HEALTH](#)
[WEALTH](#)
[WORK/LIFE](#)
[HOME](#) > [WORK/LIFE](#) > [TIME AWAY](#)

### TIME AWAY

[PTO BANK — ELIGIBILITY](#)
[YOUR ANNUAL PTO](#)
[MANAGING YOUR PTO](#)
[ANNIVERSARY BONUS WEEK](#)
[COMPANY HOLIDAYS](#)
[YEAR-END BREAK](#)
[SUMMER HOURS](#)
[RECORDING TIME AWAY](#)

### QUICK LINKS

- [Medtronic Policy Portal](#)

### CONTACTS

- [AskHR](#)

8:00 a.m. – 8:00 p.m. Eastern Time



## YEAR-END BREAK



Every year, Medtronic has a year-end break in December. During this time, production at many of our facilities shuts down for the rest of the year. The 2018 year-end break is scheduled for Monday, Dec. 24 through Friday, Dec. 28.

During the year-end break, you will need to use Paid Time Off (PTO) or Anniversary Bonus Week (ABW) time to ensure you're paid for Wednesday, Dec. 26 through Friday, Dec. 28. Employees are expected to participate in the year-end break unless specifically scheduled to work.



HEALTH

WEALTH

WORK/LIFE

[HOME](#) > [WORK/LIFE](#) > [TUITION REIMBURSEMENT AND SCHOLARSHIPS](#)TUITION REIMBURSEMENT AND  
SCHOLARSHIPS

## TUITION REIMBURSEMENT

## SCHOLARSHIP PROGRAM

## QUICK LINKS

- [Tuition Reimbursement Policy Details](#)

## RESOURCES

- [Scholarship Program Brochure](#)

## CONTACTS

- **AskHR**  
8:00 a.m.–8:00 p.m. Eastern Time  
(800) 987-3565
- **Tuition Reimbursement Program:**  
**EdAssist**  
(877) 922-4122

## TUITION REIMBURSEMENT &gt;

The Medtronic Tuition Reimbursement Policy offers financial assistance as well as advisory services to help encourage employees to pursue formal education that aligns with business needs and career advancement.

You can receive reimbursement for 100% of tuition costs up to annual maximum of \$3,000 for undergraduate coursework and \$5,250 for graduate coursework. The program also offers advising services and tuition discounts at certain schools.

To be eligible for tuition reimbursement, your coursework must be related to Medtronic's business needs and:

- Develop your overall skillset related to your role at Medtronic, or prepare you for future career changes with Medtronic;
- Award college credit for each course (as opposed to continuing education units);
- Be completed at an accredited U.S. college, university or technical school; and
- Result in an associate, undergraduate or graduate degree.

If you are interested in furthering your education, review the policy details on the [Medtronic Policy Portal](#), and contact your Manager to learn more.


[HEALTH](#)
[WEALTH](#)
[WORK/LIFE](#)
[HOME](#) > [WORK/LIFE](#) > [TUITION REIMBURSEMENT AND SCHOLARSHIPS](#)

### TUITION REIMBURSEMENT AND SCHOLARSHIPS

#### TUITION REIMBURSEMENT

#### SCHOLARSHIP PROGRAM

#### QUICK LINKS

- [Tuition Reimbursement Policy Details](#)

#### RESOURCES

- [Scholarship Program Brochure](#)

#### CONTACTS

- **AskHR**  
8:00 a.m.–8:00 p.m. Eastern Time  
(800) 987-3565
- **Tuition Reimbursement Program:**  
**EdAssist**  
(877) 922-4122



## SCHOLARSHIP PROGRAM

Medtronic established the Scholarship Program to offer additional financial assistance to employees' children as they pursue post-secondary education, such as college or vocational programs. Scholarships are awarded each year to children with parents working in the U.S. or Puerto Rico with awards valued between \$500 and \$1,500.

### Who's Eligible?

Students are eligible if they are the child of a U.S. or Puerto Rico-based employee who:

- Is scheduled as an active, regular employee working 20+ hours per week, or
- Is the child of a former Medtronic employee who died while employed with Medtronic.

Applicants must complete the online application through [Scholarship Management Services](#). You'll also be required to upload additional documentation, including your child's high school transcript, and a completed Applicant Appraisal Form, which can be found on the scholarship website.

*Note: The application period is held each year from mid-January through mid-March.*



HEALTH

WEALTH

WORK/LIFE

HOME &gt; WORK/LIFE &gt; FAMILY SUPPORT

## FAMILY SUPPORT

## ADOPTION/SURROGACY ASSISTANCE

## LONG TERM CARE

## QUICK LINKS

- Medtronic Policy Portal

## RESOURCES

- Long Term Care Plan Summary
- Long Term Care Summary Plan Description (SPD)
- Family Care Leave

## CONTACTS

- **AskHR**  
8:00 a.m.–8:00 p.m. Eastern Time  
(800) 987-3565
- **Long Term Care Insurance: Genworth**  
(800) 416-3624

## ADOPTION/SURROGACY ASSISTANCE



Medtronic offers adoption/surrogacy assistance to all U.S. employees to help cover adoption/surrogacy expenses and provide additional leave to bond with their new child. Medtronic provides a benefit of \$5,000 per child, up to a maximum of \$10,000 per year to aid with adoption/surrogacy costs. You can be reimbursed for expenses related to:

- Court fees
- Foreign adoption fees
- Immigration, immunization and translation fees
- Legal fees
- Legal guardianship
- Private or public agency fees
- And more