

The Rewards of Working at Biogen Idec



biogen idec™



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“I am very grateful for the benefits that are available to me and my family here at Biogen Idec. I have never found anything like them at any of the other places I've worked.”

Total Rewards Designed for You

As a leading employer in our industry, Biogen Idec offers a comprehensive and competitive Total Rewards program that focuses on what you care about most – **your money, your health, your career and your life**. This brochure provides an overview of our Total Rewards program. So whether you're considering joining Biogen Idec or have been here for years, learn how this program can work for you.

We offer a leading-edge Total Rewards program – one that's competitive with other biotechnology and pharmaceutical companies of our caliber. It features valuable **protection** so you can focus on your work as well as **incentives** to encourage swift and sound decision-making. We believe that when you focus on priorities, you enable Biogen Idec to deliver innovation – to our patients, caregivers, shareholders and colleagues. Most importantly, our program encourages you to work deliberately and collaboratively. To that end, we recognize and reward both individual and collective efforts through the following programs.



Our Total Rewards Program

Your Money	Your Health
<ul style="list-style-type: none">■ Base Pay and Bonus Programs■ Long-Term Incentives■ Financial/Capital Accumulation	<ul style="list-style-type: none">■ Health Insurance■ Wellness Programs■ Fitness Centers and Programs
Your Career	Your Life
<ul style="list-style-type: none">■ Talent Management■ Career Development/Opportunities■ Training & Education	<ul style="list-style-type: none">■ Culture & Climate■ Work Design & Flexibility■ Quality of Work Life

Today's success enhances our heritage of innovation, but it's tomorrow's success that will sustain our future growth. That's why we challenge you to continue to grow and improve in your career. We'll work alongside you to ensure that our Total Rewards program remains on target. As in the past, we'll watch developments in the marketplace. And over time, we'll solicit your input (through focus groups and surveys) so we can continue to deliver programs that you value most. In doing so, our goal is to:

- Enable you to focus on business priorities and results
- Motivate you to do your best work, and
- Help you succeed at work – and life – by providing a challenging and rewarding environment.

Protection You Can Rely On

Biogen Idec offers comprehensive benefit programs that extend choice, quality and value to you and your family. Beginning on your first day of work, you're assured access to the coverage and protection you need. In most cases, as long as you regularly work at least 20 hours per week, you can elect coverage for whatever combination of family members makes the most sense — yourself, your spouse or domestic partner (same-sex and opposite-sex), and your dependent children.

Protecting Your Health

Today, most employees value their health care coverage more than ever. It's not surprising given what's happening in health care — ranging from the remarkable advances being made in treatments and technology to the unprecedented rate at which health care costs are rising. Our program features preventive care and wellness programs (so you can stay healthy). At the same time, you have access to comprehensive care and services when you need them.

- **Medical:** Choose the medical option that best meets your needs. All are available through Blue Cross and Blue Shield of Massachusetts, recognized nationally for its quality of care and service. In most locations, we offer two types of medical plans: an exclusive provider organization (EPO) and a preferred provider organization (PPO). All the plans cover a similar range of services and supplies, including annual exams, office visits, hospitalization and emergency care. Where they differ is in the level of benefits provided and the flexibility you have in choosing your health care providers. Because of their differences, they also vary in cost.

Note that when you enroll in medical coverage through Biogen Idec, you will automatically be enrolled in our prescription drug program, administered by Medco.

Our medical plan also includes two additional resources called Health Advocate and Best Doctors. Both of these services are available to all employees and their families at no cost.

- Health Advocate is a program designed to provide assistance with obtaining the right care, at the right time, from the right provider. So whether you need help setting up an appointment sooner, navigating through conflicting guidance from different plan providers, resolving a medical claim or even negotiating any out-of-pocket medical expenses you may incur...then Health Advocate will help you “get it right.”
- Best Doctors is a program designed to help you feel confident about managing a complex medical situation. This program puts you in contact with highly-qualified doctors who can help make sure you are receiving the best treatment for your medical condition.

- **Dental:** Be sure to take advantage of the preventive dental care available. When you do, routine cleanings and X-rays are covered in full. Plus, you're likely to reduce the need for serious dental treatment. But, if you need more extensive dental care, just pay the annual deductible and Delta Dental covers up to 90% of basic treatment, like fillings, and up to 60% of major services, including crowns and dentures. Plus, up to \$2,000 in orthodontia care is covered, regardless of your age.



“I got a bone density screen as part of the annual wellness fair and discovered that I have Osteopenia. Because of the screening, I was able to take steps to start treating this condition early.”

- **Vision care:** Set your sights on a range of vision care services, including regular eye exams, glasses and contact lenses. When you receive them from a VSP provider, your out-of-pocket costs can be as low as \$15.
- **Health care flexible spending account:** Contribute up to \$5,000 on a pre-tax basis each year and save on out-of-pocket expenses not typically covered by health plans. Thanks to the Tri-Ad debit card, it's easy to pay and, for office visit and prescription drug copayments, no documentation is required.
- **Fitness and wellness:** Stay as healthy as possible by taking advantage of the on-site fitness centers at your location. You can also apply our \$200 per year health club reimbursement to your membership at a local gym or fitness center of your choosing.

Protecting Your Income

It's hard to imagine how an extended illness — or worse still, a death in your family — could affect your financial situation. To ensure you and your family have a source of income in times of financial stress, Biogen Idec automatically

provides Company-paid life insurance and disability coverage. If needed, you can supplement this coverage to be sure you have the right level of financial security for you and your family.

- **Life insurance:** Automatically receive *basic life, accidental death and dismemberment (AD&D) and business travel accident insurance* equal to two times your pay at no cost to you.
 - You may also elect *supplemental life insurance* coverage equal to 1, 2, 3, 4, 5, 6 or 7 times your annual pay (to a maximum coverage level of \$3,500,000 for basic and supplemental coverage combined). Coverage is optional and you pay the full cost. New employees may elect 4 times supplemental life coverage up to \$2,250,000 (basic and supplemental coverage combined) without providing proof of good health.
 - *Dependent life insurance* covers your spouse, domestic partner or children. It's optional and available even if you do not elect supplemental coverage for yourself. New employees may elect up to \$100,000 in spouse or domestic partner coverage and \$10,000 in child life coverage without providing proof of good health.
- **Disability coverage:** Automatically receive *short-term disability coverage* up to 100% of your pay for the first three months you're unable to work due to an illness or injury, and 70% for the next three months. If your disability continues longer, *long-term disability (LTD)* coverage continues to provide 60% of your base pay.

If you want additional coverage, you can supplement the Company-provided LTD coverage and elect up to 70% in income replacement.





Balancing Your Work and Personal Life

Recognizing you can't turn off day-to-day distractions at will (or at work), Biogen Idec offers a range of individual and family support programs designed to help you handle life's daily challenges.

- **Vacation and holidays:** Take time away from work so you can relax and pay attention to personal and family matters. Our program includes 13 paid holidays and at least three weeks of vacation each year.

You begin accruing an additional day of vacation on the anniversary of your date of hire and will accrue an additional day until your fifth anniversary. After five years of service, you will be eligible for four weeks (or 20 days) of vacation. On your tenth anniversary, an additional week of vacation will be provided (for a total of 25 days). Plus, you have the flexibility to buy an additional five vacation days if you think you'll need them in the year ahead (as long as you are an active employee by July 1).

Bonus vacation days are awarded to long-service employees at 15, 20 and 25 years of service with Biogen Idec.

- **Sick leave:** You will receive ten sick days per calendar year. You have the flexibility to use these days for your own illness or to care for a sick family member.
- **Dependent care flexible spending account:** Contribute up to \$5,000 on a pre-tax basis each year and save on day care expenses for dependent children and adults. While you'll still need to provide documentation for your expenses, use the Tri-Ad debit card as a convenient way to pay.

“There’s no way I could get everything done in the day without the help of benefits like Circles Concierge and Bright Horizons. They really do help make my life so much more manageable.”

- **Paid bonding time:** Biogen Idec provides robust paid maternity leave benefits for new mothers, as well as financial assistance to defray the cost of adoptions. As a way to provide quality bonding time for adoptive parents and fathers of new children, we also offer the following paid leave benefits:
 - Mothers of newly adopted children are eligible for four weeks of paid bonding leave. Fathers who are primary caregivers of adopted children are also eligible for this benefit.
 - New fathers are eligible for one week of paid bonding leave (for births or adoptions).
- **Back-up dependent care:** Whether you are traveling to a meeting or need help when your regular day care provider is sick or on vacation, you can rely on back-up day care provided through Bright Horizons. The care can be for a dependent child or adult, and can be provided in a center or in your home. You pay a flat, modest copayment and Biogen Idec subsidizes the rest. There is also priority access to full-time slots for newborns and toddlers at Bright Horizon centers, where available.

- **Employee assistance program:** Reach out for access to a range of resources, programs and professional guidance when you need help with life's serious side. It's all a phone call away — whether you have financial and legal questions, want help with drug or substance abuse and recovery, or need to bolster your emotional health and well-being.
- **Tuition reimbursement:** Expand your horizons and get reimbursed for the cost of tuition and related expenses. The Company will reimburse annually up to \$5,250, then 80% thereafter for eligible expenses.
- **Commuter benefits (where available):** Don't let your commute take a toll on your wallet. Sign up for one of the programs that helps offset your transportation expenses.
- **Adoption reimbursement:** Receive up to \$5,000 in reimbursement for expenses related to an adoption. The benefit is capped at a lifetime maximum of \$10,000.

“I know I need to pay more attention to my retirement investments and financial planning. I recently attended a workshop and met with an advisor from CAPTRUST. I came away with a clear plan to help me reach my financial goals for the future.”

- **Education matching gift program:** Have your contribution to a post-secondary educational institution matched by the Company — up to \$5,000 per institution per year.
- **Concierge services:** The concierge services available through Circles can help you complete the tasks on your “to do” list. You can make arrangements for personal plans (such as travel and dinner reservations, or tickets to sports and cultural events) with a simple phone call.
- **On-site services:** On-site dining, banking, coffee stations, dry cleaning pick-up and inter-campus shuttles are examples of the many convenience benefits offered at most of our locations. Check out the benefits at your work location that will save you time and make your work day more enjoyable.

Planning for the Future

Focused on the here and now? Take a break and spend a few minutes considering how Biogen Idec can help you plan for the future. Participate now and you're likely to appreciate a more secure financial situation when you need it later in life.

- **401(k) plan:** Save for retirement and, along the way, earn a generous matching contribution from the Company. You can contribute up to 40% of your annual pay. When you save on a pre-tax basis, Biogen Idec adds \$2 for every dollar you contribute, up to 3% of your annual pay. You are immediately vested in the Company matching contribution. You invest your contributions and the Company's matching contribution, choosing from a broad range of professionally-managed investment options.
- **Financial education program:** The financial advisors at CAPTRUST will help you assess your financial needs, establish goals, set priorities and invest for the future.

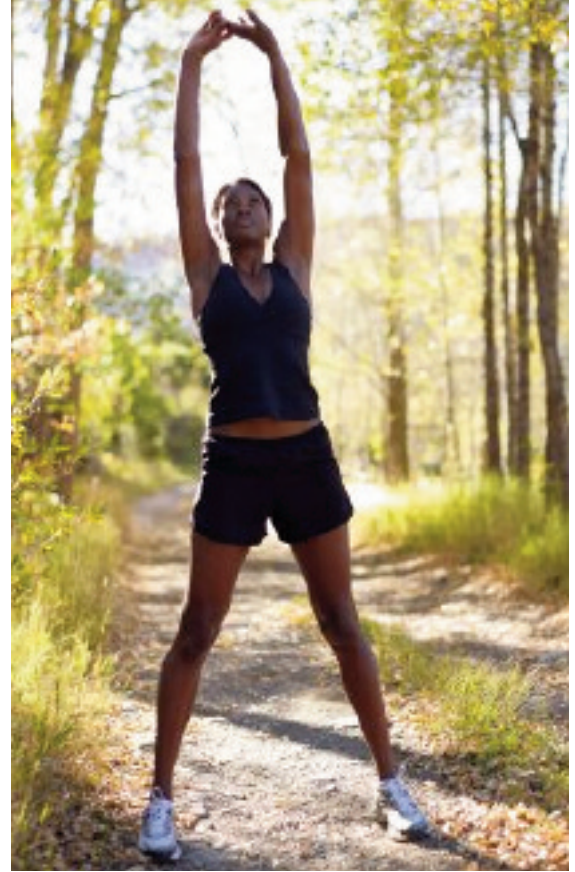
Recognizing Your Commitment and Contributions

Biogen Idec celebrates ongoing service as well as exceptional performance in two ways:

- *You are eligible for a **Service Award** when you complete 1, 5, 10, 15, 20 and 25 years of service. This award recognizes your continued commitment to Biogen Idec — to our business and its future.*
- *The **Applause Recognition Program** rewards contributions that are considered “above and beyond.” Anyone can submit a nomination (for either an individual or a team contribution).*

You can use your service and/or recognition awards to select a gift or service from a wide variety of merchants. In this way, you have the flexibility to select a gift or service that suits your individual preferences.

- **Employee stock purchase plan:** Buy Biogen Idec common stock at a discount. Using convenient payroll deductions, it's a great way to acquire an equity interest in Biogen Idec.
- **College savings plan:** Set aside funds for college expenses in a tax-advantaged way. Through this plan (also known as a 529 Plan), your after-tax payroll deductions can be set aside to pay college expenses for any named beneficiary.
- **College planning services:** Whether your child is 12 months or 12 years away from college, College Coach can make the planning process a little easier. College Coach offers workshops, individual counseling and a help desk. The services are designed to pave the way in preparing for college and can include planning a high school curriculum, identifying potential colleges, preparing for entrance exams, simplifying the admissions process and understanding your financial aid options. And better yet, the Company covers the entire cost of this service.
- **Long-term care insurance:** Secure coverage that picks up where traditional medical plans and Medicare leave off. It's designed to help pay for care when you are unable to perform routine daily activities due to a lengthy illness, disability or cognitive disorder. You pay the full cost of coverage based on discounted group rates.



“College Coach provided me with great ideas and information to help my son prepare for the college search and application process. We look forward to continuing to work with them in the years to come.”

For More Information

Want to learn more? It's easy, just go to the Benergy website for up-to-date information about the range of health, wealth accumulation, work/life balance and income protection programs that Biogen Idec offers. You can also access detailed information from plan carriers, since their websites are just a click away on Benergy.

To access the Benergy website, go to mybenergy.com. The user id is *biogenidec* and the password is *benefits*.

The screenshot shows the Benergy website homepage. At the top left is the Biogen Idec logo. At the top right is the Benergy logo and navigation links for E-mail, HR, Help, and Logout. Below the logo is a navigation bar with Home, Benefits, Policies, and Health & Wellness. The date 05.08.2008 is displayed in the top right corner. A welcome message follows, stating that the site has been upgraded for easier navigation. A central section titled "I'm Here To..." lists several services: Get a Form, View a Life Event, Make A Benefits Decision, Review a Health Topic, Find a Doctor, Review Plan Costs, Watch Videos about my Benefits, and Check or change my benefit elections. Below this are three main content areas: "Benefits" (find answers to questions, forms, and resources), "Policies" (read company policies and procedures), and "Health & Wellness" (explore health and medical information). At the bottom, there are three smaller sections: "Webzine - articles for the way you live" with a link to "Exercise your body--and your mind", "Benergy News" with a link to "read more..." and a list of recent news items, and "New to the portal? Need a tip?" with a link to "view help...". The footer contains a disclaimer, privacy policy, and legal notice, along with a note that the site is powered by Benergy, a product of A.D.A.M., and is copyrighted by A.D.A.M., Inc. in 2007-2008.

Plan Ahead...

2011

MAY _____

JUNE _____

JULY _____

AUGUST _____

SEPTEMBER _____

OCTOBER _____


NOVEMBER _____

DECEMBER _____

2012

Important Reminders

Key Contacts



This guide provides a brief summary of Biogen Idec's benefit programs. Its contents are for informational purposes only. It is not intended to imply a contract or guarantee of employment. If there is a discrepancy between the information in this guide and the official plan documents, the documents will rule. Biogen Idec reserves the right to change the programs at any time.

