



# Total Rewards that support our employees

United States



Invent. Impact. Inspire.

## Benefits of working with us:

Merck is committed to our people's wellbeing. We empower and support our employees in their professional and personal lives.

Total Rewards, our valuable suite of compensation and benefits programs, include financial rewards, health and wellbeing benefits, insurance programs, family benefits, work-life programs and a broad range of additional offerings. These benefits help our team members balance personal and professional responsibilities as they pursue rich experiences, develop their skills, and grow their careers. Learn more about our Total Rewards [here](#).

## Protecting the safety and well-being of our employees and their families during COVID-19

Our company remains focused on protecting its employees and their families' safety. We thank them for their continued efforts in meeting the challenges of this crisis.

Some of the benefits we have continued to support and those we have added in the U.S. in response to the COVID-19 pandemic include:

- **Flexible Work Arrangements** — Our managers and employees work together to find flexible working solutions to fit every schedule.
- **U.S. Medical Plan Support** — All eligible in- and out-of-network services related to COVID-19 testing and treatment are being covered at 100%, with no deductible and no out-of-pocket costs. Our plan also ensures our employees and their families are getting the needed support during these times, such as telemedicine visits covered at 100% for any reason.

- **Backup Care Program** — For those employees who might need some relief to balance their work while being someone's primary caregiver, our company offers a Backup Care Program. The program helps access professional (in-center or in-home) or personal care (through a friend or eligible family member) when regular attention is unavailable.
- **Support for Parents** — Our company offers LifeCare specialists who help find and/or provide the right childcare solution for each family's needs. Additionally, |Varsity Tutors offers online instruction for children of any age and may be especially useful for those who are remote learning.
- **Travel** — In line with our focus on employee safety, we have reduced and limited international and domestic travel.
- **Personal Caregiving Concierge** — With social distancing and shelter-in-place guidelines, and limited access to care facilities, coordinating care for loved ones with ongoing, chronic or unique conditions can be extremely difficult. With the help of *Wellthy*, many challenges that come with caregiving may be tackled at no cost to our employees. The service also includes an online dashboard so all family members can stay connected.
- **Financial help and 401(k)** — As part of our company benefits, all our U.S. employees have access to comprehensive planning and decision support through Fidelity and the EY Financial Planner Line at no additional cost.
- **Paid time off** — To ensure our employees take time to recharge during these challenging times, we have relaxed our vacation carryover rules and asked managers to be flexible with work arrangements.
- **And more!** Talk to your Talent Acquisition Advisor through the selection process to learn more.