

WELCOME

Summary Plan Description

Online and Print

This Benefits Handbook is available in both print and online versions. If you are using the online version, you can use the search tool at the top of the web page to find the information you need.

IQVIA is committed to providing comprehensive benefits to its employees and their families. Your benefits are a valuable and substantial part of the total compensation you receive from IQVIA.

This IQVIA Benefits Handbook contains both high-level summaries and detailed information about the IQVIA benefit plans and programs. Understanding these benefits is the key to getting the most from them. You should use this Benefits Handbook as your primary reference source – the first place to turn when you have a question about your benefits or your rights as a plan participant.

How the Benefits Handbook Is Organized

The Benefits Handbook includes information about the IQVIA benefit plans and programs available to you. The Handbook contains numerous sections, which fall into two categories:

- **Benefit plan descriptions**, organized into the following sections:
 - *Health Care*, including medical, dental, vision and prescription drug coverage.
 - *Savings and Spending Accounts* including the Health Savings Account (HSA), Health Care FSA, and the Dependent Care FSA.

- Supplemental Medical Plans including Accident Insurance, Critical Illness Insurance, and Hospital Indemnity Insurance.
- *Disability* (short-term and long-term).
- *Life & Accident Insurance*.
- *401(k) Savings*.
- *Other Benefits*.
- **Information common to most plans**, including the following sections:
 - *About This Handbook*.
 - *Life Events* (to help you make the best use of your benefits as you experience certain events, such as getting married or having children, that may affect your benefits).
 - *Administrative Information* (including details on your rights under ERISA, facts such as plan numbers, etc.).
 - *Contacts*.

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