

# U.S. Total Rewards Overview



## COMPENSATION

### BASE PAY

Autodesk understands the importance of attracting the best of the talent in the face of competition and therefore offers a competitive base salary.

### VARIABLE PAY

#### ❖ On Target Earnings (Sales only)

On Target Earnings is the targeted cash compensation amount for the achievement of expected levels of performance (i.e. 100% of quota). OTE is comprised of two components: base salary and variable pay. Commissions are paid monthly via payroll.

#### ❖ Autodesk Incentive Program (Non Sales Only)

The Autodesk Incentive Plan (AIP) is designed to drive company and business unit goals. All non-sales participants that are eligible are tied to a group plan with goals that they have the most opportunity to influence. All payments are contingent on tenure in plan year, individual and business performance, and financial objectives.

#### ❖ Autobucks

Cash bonuses can be awarded to individuals or teams; a way of saying “thank you” to employees by managers, for notable efforts or results.

#### ❖ Non Cash Awards

These awards may be given to employees to recognize their efforts including dinners, gift certificates, or trips.

### STOCK PROGRAMS

#### ❖ Restricted Stock Units (RSUs)

Employees may periodically receive restricted stock units (RSUs) in recognition of exceptional performance or promotions.

#### ❖ Employee Stock Purchase Plan (ESPP)

Our ESPP plan provides eligible employees an opportunity to purchase shares of Autodesk’s common stock at 85% of the fair market value. You can elect to contribute up to 15% of salary plus commissions to the ESPP through payroll deduction. Twice a year shares of Autodesk common stock are purchased with your accumulated payroll deductions. You can sell those shares as soon as the day after the purchase.

## BENEFITS

A rewarding career and personal life depend in part on your continuing good health, future financial security and peace of mind. That’s why Autodesk offers a wide variety of high-quality health insurance plans, flexible spending accounts, and survivor and income protection plans as part of our-benefits program. The program allows you to choose the benefits and coverage levels that best meet your needs and those of your family.

#### ❖ Shared Contributions

Autodesk contributes enough towards your benefits for you to purchase a comprehensive benefits package. The amount contributed is based on your work status (full-time or part-time), age, salary, and enrolled dependents. If you design a benefits package that costs more than your Autodesk contributions, you pay the difference through payroll deductions. If your benefit elections cost less than your Autodesk contributions, you receive the difference as taxable income in your paycheck.

### HEALTH INSURANCE

#### ❖ Medical Options

##### Preferred Provider Organization (PPO)

A PPO Plan allows you to use any licensed provider you wish, but pays higher benefits when you see one in the PPO network.

##### Health Maintenance Organization (HMO) OR Exclusive Provider Organization (EPO) – Availability Depends on Location

An HMO or EPO Plan provides a very high level of benefits but requires you to use only HMO or EPO providers – except in emergencies.

##### Point of Service (POS)

A POS Plan combines the best features of a PPO Plan and an HMO Plan by encouraging you to visit network providers but allowing you the flexibility to see any provider.

#### ❖ Vision Options

Both of our vision plans, (Basic and Plus plans), cover exams, lenses, frames and contacts, but differ in their coverage level.

#### ❖ Dental Options

Both of our dental plans (a Preferred Provider Organization and a Dental Maintenance Organization) cover preventive, basic and major care as well as orthodontia. The two options differ in their coverage levels and specific plan provisions.

### FLEXIBLE SPENDING ACCOUNTS

#### ❖ FSA Health Care

You may set aside pre-tax dollars to pay for eligible medical, dental and vision expenses not covered by health insurance for you and your eligible dependents, up to a maximum amount per calendar year.

#### ❖ FSA Dependent Care

You may also set aside pre-tax dollars to pay for work-related dependent care expenses, such as licensed day care, up to a maximum of \$5,000 per calendar year. Autodesk will subsidize 30% of your FSA Dependent Care election if your household income is less than the designated maximum for the plan year.

### SURVIVOR INCOME PLANS

#### ❖ Employee Life/AD&D Insurance

Autodesk contributes enough to your benefits to allow you to purchase one times your annual salary for both life insurance and accidental death and dismemberment (AD&D) coverage. You may choose from the following levels of coverage: \$50,000, or one to eight times your annual salary – up to a maximum of \$2,000,000 each for life and AD&D coverage. You may elect different coverage amounts for life and AD&D insurance.

#### ❖ Dependent Life/AD&D Insurance

You may elect Spouse/Partner Life, Children Life and Spouse/Partner AD&D insurance coverage, which are offered in various amounts. If you elect Employee AD&D or Spouse/Partner AD&D and you have eligible children, you are automatically enrolled for \$10,000 of Children AD&D coverage at no cost to you.

#### ❖ Business Travel Accident Insurance

Autodesk automatically provides you with business travel accident insurance in the amount of two and one half times your annual salary.

*Autodesk’s Total Rewards programs may vary depending on applicable local laws and policies, and are subject to cancellation or change at any time at the sole discretion of Autodesk. Furthermore, if you have an employment contract with Autodesk, the Total Rewards programs do not form part of your employment contract unless your contract specifically states otherwise. If your employment is at-will, such as for employees in the United States, the Total Rewards programs do not modify your at-will status.*

- There is a maximum death benefit of \$500,000 (or \$1,000,000 for Officers and VPs) and also a dismemberment benefit.
- Other travel benefits while traveling on company business include emergency medical evacuation, 24-hour worldwide assistance in legal or medical emergencies, and help with lost passports, tickets and luggage.

## INCOME PROTECTION PLANS

### ❖ Sick Leave

It's important to take the time to get well when you're sick or injured. Autodesk does not strictly limit the number of sick days used because we trust you to use your sick leave responsibly. You will receive normal pay and benefits while on sick leave, which we hope will contribute to your speedy recovery.

### ❖ Medical Leave - Short Term Disability (STD)

If you are hospitalized or sick for eight or more continuous calendar days, you may be eligible to receive income protection while on medical leave. Autodesk will supplement state disability or workers compensation benefits, if applicable, up to 100% of the employee's base salary for up to:

- 30 calendar days if you've been employed at Autodesk for less than one year, or
- 90 calendar days if you've been employed at Autodesk for one year or more.

### ❖ Medical Leave – Long Term Disability (LTD)

After 90 calendar days of total disability, you may be eligible for LTD benefits. LTD benefits, along with any other disability benefits that may be received, are coordinated to provide a total monthly benefit of:

- 50% of your monthly predisability earnings (Basic Plan) or
- 66 2/3% of your monthly predisability earnings (Plus Plan)

Autodesk contributes enough to your benefits to allow you to purchase the LTD Plus option.

## 401(k) PLAN

The Autodesk 401(k) Plan encourages you to accumulate savings for retirement through convenient payroll deductions and company contributions. You are eligible to participate in Autodesk's 401(k) Plan on your date of hire. The 401(k) Plan offers a wide array of investment funds from which to choose, including target date funds, mutual funds, and a brokerage option.

### ❖ Company Quarterly Contributions

Whether or not you contribute your own money to the plan, Autodesk contributes \$125 to each eligible employee's 401(k) account every quarter. These company contributions vest immediately.

### ❖ Employee Contributions

Eligible employees may contribute up to 50% compensation on a pre-tax and/or Roth basis, subject to the annual IRS limit. Your contributions vest immediately.

### ❖ Company Matching Contributions

Autodesk matches 75% of the first \$2,000 you contribute, and 50% of the next \$3,000 you contribute. To receive the maximum annual company matching contribution of \$3,000, you must contribute at least \$5,000 during the plan year. Company matching contributions vest immediately.

## WORK/LIFE QUALITY

### WORKPLACE FLEXIBILITY

We provide you with the flexibility and tools needed to be the most effective at getting your job done including: variable core hours; home working & shared office space and casual dress.

### ❖ Transportation Program/Commuter Benefit

Our Transportation Program allows eligible employees to save on work related mass transit/vanpooling or parking expenses by allowing you to set aside pre-tax dollars to pay for these expenses. A monthly bicycle subsidy is available to employees who regularly commute by bicycle.

## TIME OFF

### ❖ Sabbatical

Eligible employees receive a six-week paid sabbatical every four continuous years of full-time U.S. Autodesk employment. This is an opportunity to travel or spend quality time with your family and friends while getting well-deserved rest and relaxation.

### ❖ Holidays

In addition to observing the major holidays, eligible employees also receive paid time off for the annual "week of rest" from Christmas Eve through New Year's Day. (Some departments may work during this week, but have alternate time off.)

### ❖ Vacation

Full-time employees accrue one day of vacation per month, up to a maximum balance of twenty-four days. VPs and above have a non-accrued vacation plan.

## HEALTH AND WELLBEING

### ❖ Wellness Reimbursement Program

At Autodesk, we care about our employees well being and provide a wellness reimbursement to eligible employees towards the cost of joining a gym, purchasing in-home fitness equipment, participating in fitness classes or other wellness related expenses.

### ❖ Employee Assistance Program (EAP)

The EAP provides confidential, personal assessment, counseling and referral services to you and your eligible dependents at no cost to you.

- You and your eligible dependents may each receive up to five free counseling sessions per incident per calendar year.
- Counseling and referral services can assist with: marital and family problems, alcohol/drug abuse, some legal issues, financial/credit concerns, stress and emotional problems, child and elder care advice, as well as other issues.
- Under the personal assistance program, you can also get referrals to a comprehensive array of services and products such as household services, entertainment, shopping and pet care.
- Educational care kits covering infancy and early childhood, nursing mothers and elder care.
- Referral services and educational materials are available for help with prenatal planning, adoption preparation, child care, school profiling, college and financial aid planning, adult care, managing work/life, financial planning, and health/wellness.

## COMMUNITY RELATIONS

### ❖ Charitable Contribution Matching Program

As well as contributing directly to various non-profit organizations, Autodesk also matches employee contributions to qualified non-profit institutions, from a minimum of \$25 to a maximum of \$500 per fiscal year.

### ❖ Paid Volunteer Time

Autodesk is committed to supporting the communities where its employees live and work. Regular, full-time employees may take up to 4 hours a month to volunteer in schools or eligible non-profit organizations, with manager's prior approval.

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