

Bristol-Myers Squibb Employee Benefits Highlights

Bristol-Myers Squibb offers a highly competitive employee benefits program that offers long-term security, financial protection, choice, tax advantages, flexibility, and value. The following chart highlights important features of the program.

Health Care: Medical, Dental and Pharmacy Benefits	
Medical	<ul style="list-style-type: none"> • Comprehensive medical options and, where available, health plan options such as Aetna POS and HMOs • Company provides FLEX credits to help pay for substantial cost of coverage; employees pay the balance • Retiree medical benefits currently available
Pharmacy Benefits	<ul style="list-style-type: none"> • Coverage provided automatically if enroll in Medical Plan option, including Aetna POS and HMOs • Most BMS branded prescriptions filled at no cost • All other covered prescriptions at percentage of retail cost • Mail order program available for maintenance medications, offering additional cost savings
Dental	<ul style="list-style-type: none"> • Preventive and Comprehensive dental options and, where available, a DPO option • Company provides FLEX credits to help pay for substantial cost of coverage; employees pay the balance
Health Care Reimbursement Accounts	<ul style="list-style-type: none"> • Option to fund covered health care expenses • Pre-tax contributions deducted from pay throughout the year
Security in Retirement: Pension and Savings Plans	
Retirement Income Plan	<ul style="list-style-type: none"> • Generous plan formula based on Final Average Pay, Years of Service and Social Security • Immediate participation; no employee contributions required • Vested after 5 years of service • Retirement eligible at age 55 with 10 years of service • Early retirement benefit currently payable with no reduction if payments begin at age 60 or older. • Many payment options, including lump sum
Savings and Investment Program	<ul style="list-style-type: none"> • Immediate opportunity to contribute from 2 to 25% of eligible pay • Company match of 75% up to the first 6% of employee contributions available after six months of service • Pre-tax and post-tax savings • Many investment options, including Bristol-Myers Squibb Company Stock Fund • Vested in company matching contributions after 5 years of service (vested 20% per year of service)

Based on plan provisions effective as of January 1, 2007. These highlights do not attempt to cover all the details or limitations and exclusions of the plans. Details of each plan are contained in the legal documents that govern the operation of the plans, the rights of employees to benefits, and the calculation and payments of benefits. The Company reserves the right to modify, amend, suspend, or terminate any or all of the plans, in whole or in part, at any time. Nothing in these highlights says or implies that plan participation is a guarantee of employment with the Company nor is anything described in these highlights a guarantee that benefit levels or costs will remain unchanged in the future.

Financial Protection: Disability, Life, Travel Accident and Long Term Care Insurance	
Short-and Long-Term Disability Coverage	<ul style="list-style-type: none"> • Funded by BMS; employees make no contributions • STD benefits paid up to a maximum of 26 weeks • Benefits ranging from 100% of pay to 70% of pay are based on years of service • LTD benefits paid if qualify after short-term disability period • Benefit equal to 70% of pay
Employee and Dependent Life Insurance	<ul style="list-style-type: none"> • Employee Life options of 1 to 7 times pay • BMS provides FLEX credits for 2 times pay of Employee Life • Spouse Life options up to 1 times pay (\$100,000 maximum) • Child Life Insurance of \$5,000 for each child
Travel Accident Coverage	<ul style="list-style-type: none"> • Funded by BMS; employees make no contributions • Death benefits equal to 5 times pay, up to \$2,000,000 • Dismemberment benefits
Long-Term Care Insurance	<ul style="list-style-type: none"> • Employee and spouse coverage • Parent/in-law coverage also available • Fixed Dollar Plan or Service Reimbursement Plan
Financial Planning and Savings Tools	
Financial Planning	<ul style="list-style-type: none"> • Enrollment option through Flexible Benefits Program • Access to financial counselors and online planning tools
Dependent Care Reimbursement Account	<ul style="list-style-type: none"> • Option to fund covered dependent day care expenses • Pre-tax dollars deducted from your pay throughout the year
Time Off	
Vacation	<ul style="list-style-type: none"> • Earned annually on a calendar basis • Earned at a rate of 10% for each full calendar month worked • Vacation ranges from 2 to 6 weeks based on service
Holidays	<ul style="list-style-type: none"> • 9 fixed holidays annually • 4 optional holidays annually
Work/Life Programs	
	<ul style="list-style-type: none"> • LifeWorks OneSource to assist with Work Life balance, including Employee Assistance Plan (EAP) services • Adoption assistance • Prenatal and infant formula programs • Flexible work options • Many more

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