
PEOPLE



Marissa Braff and Bhavita Pancholi, Gilead Seattle
Find out more at: www.gilead.com/yir2016

PEOPLE

Gilead's workforce grew to 8,795 full-time employees in 2016. As our company grows, so does our commitment to supporting employees and their families in managing their overall health and financial well-being.



Janelle Goins,
Gilead Foster City

Working at Gilead is not just a job; our employees share a passion for addressing the unmet medical needs of patients facing life-threatening diseases around the world. In 2016, we made 657 new hires, bringing our worldwide headcount to 8,795. Our turnover rate was 11.1 percent.

U.S. TOTAL REWARDS

Gilead provides a competitive Total Rewards package to help employees succeed both inside and outside work. To promote financial well-being, all employees receive base pay, bonus and stock grant opportunities. The Total Rewards benefits package also aims to provide employees and their families with valuable resources designed to promote overall health and wellness. Our Total Rewards philosophy covers the following tenets:

Compensation

- We are a pay-for-performance company
- All Gilead employees receive regular performance and career development reviews
- Gilead is committed to pay equity for its employees and will continue to review compensation to maintain fairness in pay practices for all employees

Benefits

- Market-competitive
- Support and engage our employees
- Easy to administer and maintain long term
- Cost-effective

For detailed information about Gilead's defined benefit plan obligations, visit the company's Form 10-K on the [Shareholder Center](#) page of our website.

Increased 401(k) Matching

In 2016, Gilead expanded its employee 401(k) retirement contribution to match 100 percent of employee contributions up to \$10,000 per participant per year. Gilead's matching contributions vest immediately.

Employee Stock Purchase Program (ESPP)

Gilead's ESPP is available to all U.S. employees who are assigned to work 20 hours or more per week. Employees may contribute 1 to 15 percent of pay (subject to IRS limits) to purchase Gilead stock at a discount. At the time of purchase, employees will benefit from a minimum purchase discount of 15 percent.

HEALTH AND WELFARE BENEFITS

Full-time and part-time employees working at least 30 hours per week are eligible for health and other benefits. Part-time employees working fewer than 30 hours per week are eligible for some of the benefit programs, including 401(k), time off and wellness activities.

Health Benefits

Gilead offers competitive medical, dental and vision plans and spouses, domestic partners and dependent children through age 25 are also eligible for these plans. In addition, Gilead provides life, accidental death and dismemberment (AD&D) and short- and long-term disability coverage. The company offers health and dependent care reimbursement programs that allow employees to set aside a portion of their salary on a pre-tax basis to pay for qualified health and dependent care expenses. We also provide access to a Health Savings Account (HSA) for employees enrolled in the High Deductible Health plan. The HSA allows employees to use pre-tax dollars for current and future health care expenses. Gilead contributes to this account.

Complementing medical plans, Wellness at Gilead offers an array of services that help employees achieve and maintain optimal health, including biometric screenings, wellness seminars, onsite fitness centers or annual fitness reimbursement and health assessment tools.

Time Off

Gilead offers a competitive time off program to help employees remain rested and balanced throughout the year. Employees receive 13 company-paid holidays (including an annual year-end shutdown) and a minimum of 15 vacation days each year.

Income Protection

U.S. employees enjoy many forms of coverage that help protect their income and provide financial security: company-paid life insurance, AD&D insurance, business travel accident insurance, sick days and short-term and long-term disability benefits. Employees may also elect and pay for supplemental life and AD&D coverage.

Employee Assistance Plan (EAP) and Back-Up Care

Employees and their families are eligible to receive EAP services, which include financial, legal, pre-retirement, elder care and child care consultations, as well as clinical counseling.

Gilead's Back-Up Care program provides elder care and child care, when employees experience a temporary interruption in normal care and need to get to work. Center-based and in-home care is available for loved ones of any age, in any U.S. location. Gilead covers the majority of costs and provides up to 80 hours of care per year.

Professional Development

Gilead takes pride in providing an environment where employees can achieve professional success and grow their careers. We challenge ourselves to offer employees a selection of trainings, coaching, mentoring and on-the-job experiences that help them learn about our culture, develop cross-functional skills and deliver business results.

In 2016, 6,378 Gilead employees completed 37,087 hours of professional, management and leadership development training programs.

2016 Corporate Learning and Development Statistics



All online training completions are assumed to be one hour.

MBA Program and Tuition Reimbursement

Partnering with Golden Gate University, Gilead offers an onsite MBA to help Foster City employees further their education. Since 2005 more than 150 employees have completed their MBA through this program.

Employees also can receive up to \$5,250 per year to pursue undergraduate, graduate or certificate courses at an accredited college or university.

Parental Leave and Support

In the United States, Gilead provided employees with an approved leave of absence of up to 12 weeks to care for a new child born or placed for adoption or foster care in 2016. Parental leave is also offered in most countries outside of the United States, where parental leave is offered. We ensure legislative compliance and alignment with the market median. Benefits-eligible employees may be reimbursed up to \$5,000 per adoptive child for expenses related to the adoption.

Outside of the United States

Gilead also provides competitive company-sponsored benefits outside the United States.

Inclusion and Diversity

At Gilead, we believe in an inclusive work environment where employees are encouraged to contribute their unique talents, skills and distinct perspectives. We know we are a stronger company and that innovation flourishes when we are informed by a diverse set of backgrounds, experiences and points of view. Diversity of thought and expertise helps Gilead achieve the company's organizational goals. In addition, based on feedback from our employee-wide survey, in 2016, we added "inclusion" to our Core Values. This will be measured via our performance management process.

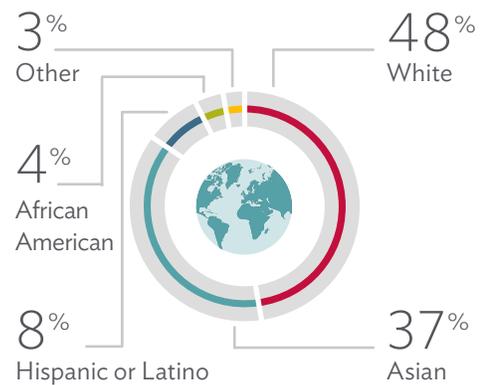
In 2016, Gilead formed two additional diversity-focused Employee Resource Groups (ERGs), building on the momentum of the LGBT Alliance. The Gilead Leadership Organization of Black Employees (GLOBE) and Women at Gilead provide additional opportunities for leadership, development, networking, mentoring and skills advancement for employees. Other employee groups are planned for 2017.

To maintain an inclusive workplace, we provide comprehensive training programs and take prompt action on reports of any type of harassment that would violate our discrimination policy.

2016 Gender Distribution



2016 Ethnicity Distribution



Gilead does not tolerate discrimination based on race, color, gender, religion, disability, sexual orientation, veteran status, gender identity or expression.



GLOBE

Organized around four pillars: cultural awareness, community outreach and engagement, professional development and strategic partnerships.



LGBT Alliance

Fosters a collaborative professional network to support LGBT employees in advancing their careers and creating both an environment of inclusion and a community of leaders and role models.



Women at Gilead

Aims to contribute to the recruitment, development, support and retention of women at Gilead and to coordinate programs and activities for the benefit of female employees.

Gilead 2016 U.S. Population¹

EEO-1 Category	Gender		Race/Ethnicity				
	Percent Male	Percent Female	Percent White	Percent Black or African American	Percent Hispanic or Latino	Percent Asian	Percent Other ²
Executives ³	76.6	23.4	77.9	5.2	1.3	14.3	1.3
First-/Mid-Level Managers	48.1	51.9	53.5	4.9	5.5	33.6	2.5
Professionals	45.8	54.2	38	2.2	5.7	51.6	2.3
Total Gilead U.S. Population	48.3	51.7	47.7	4.2	8.4	36.9	2.7

¹ Data based on U.S. definitions/demographics as of 2016 EEO-1 filing ² Other includes two or more races, Native Hawaiian or Pacific Islander and American Indian or Alaskan Native categories ³ Executives comprises less than two percent of Gilead's U.S. population

Volunteerism

The Gilead Volunteer Community consists of employees from various departments who volunteer in activities that are aligned with the company's mission and core values. Through this community, employees engage in a wide range of activities benefiting four core areas of focus: poverty, education, environment and health awareness/outreach. Gilead volunteers have participated in activities such as home builds and park beautification projects with Habitat for Humanity, food sorts at Second Harvest Food Bank,

environmental clean-up with Pacifica Beach Coalition and preparing holiday gift baskets for LifeMoves. In addition, the Gilead Volunteer Community has held donation-based drives such as the backpack and toy drives benefiting the Family Giving Tree, and the food drive benefiting Second Harvest Food Bank.

In 2016, more than 400 employees joined the Gilead Volunteer Community and donated their time to help support our local communities.

Gilead volunteers participating in a Habitat for Humanity park beautification event



Gilead's Environmental Health and Safety team has an enterprise-wide responsibility to promote and maintain safe and secure work environments for 100 percent of our employees.

Work Safety Training and Security

Using a combination of custom-developed training sessions and annual refresher courses, all laboratory personnel received safety training in 2016. All non-laboratory workers visiting a laboratory were required to attend a safety course explaining key emergency equipment and potential hazards.

In 2016, the Foster City Fire Department provided in-depth emergency response training to 21 Gilead employees. 52 employees have completed the training since the program started in 2014.



James Olmstead,
Gilead Oceanside

2016 Safety Metrics at the Foster City Campus



0.59 Total Recordable Injury Rate



0.10 Lost Day Case Rate



0 Fatalities