

# bioMérieux, Inc. *Benefits At a Glance 2015*

<p><b>Medical Plans- UMR (UHC Options Network)</b></p> <p>Coverage for self, spouse, qualified domestic partner, children</p>	<p>High Deductible/HRA Plan (80/20%) with a Health Reimbursement Account that 100% funded by bioMérieux with 1/2 your annual deductible for this plan</p> <p>Basic Plan (80/20%) Core Plan (90/10%)</p>
<p><b>Pharmacy Plan- OptumRx</b></p>	<p>These benefits are included in your medical plan</p>
<p><b>Teladoc</b></p>	<p>Virtual Dr. visits through a phone or video conference (<i>where allowed by state regulation</i>) w/ a board certified physician for your state. \$25 copay for employees/dependents on a bioMérieux medical plan, \$40 copay for employees/dependents not on our medical plan.</p>
<p><b>Dental Plan- MetLife</b></p> <p>Coverage for self, spouse, qualified domestic partner, children</p>	<p>Basic Plan Buy Up Plan</p>
<p><b>Vision Plan- United Healthcare</b></p> <p>Coverage for self, spouse, qualified domestic partner, children</p>	<p>Basic Plan Buy Up Plan</p>
<p><b>Flexible Spending Accounts (FSA)</b></p>	<p>Medical FSA (max annual amount \$2,500) Dependent Care FSA (max annual amount \$5,000)</p>
<p><b>401(k) Retirement Plan- Fidelity</b></p>	<p>New employees are auto enrolled in pretax 401(k) at a 3% contribution after 30 days of employment. bioMérieux matches 75% of the first 6% of <i>your</i> pretax or Roth contribution (provided you meet eligibility requirements) after 90 days of employment. bioMérieux will provide an <i>additional</i> automatic 5% employer contribution after 90 days of employment, whether or not you contribute to 401(k).</p>
<p><b>Critical Illness Insurance- Unum</b></p>	<p>Specified Disease Insurance designed to help you offset the financial effects of a catastrophic illness with a lump sum benefit if you are diagnosed with a covered specified disease.</p>
<p><b>Accident Insurance- Unum</b></p>	<p>Group Accident helps you meet the out-of-pocket expenses and extra bills than can follow an accidental injury, whether minor or catastrophic.</p>
<p><b>Basic Life and Accidental Death &amp; Dismemberment Insurance- Liberty</b></p> <p>These premiums are paid by bioMérieux</p>	<p>Maximum benefit is \$500,000.</p>
<p><b>Voluntary Life and Accidental Death</b></p> <p>These premiums are paid by the employee.</p>	<p>1X to 4X your base annual earnings, rounded to the next higher \$1,000. Maximum benefit is \$750,000. Guaranteed Issue of \$250,000 with no EOI.</p>
<p><b>Dependent Life Insurance- Liberty</b></p> <p>These premiums are paid by the employee.</p>	<p><b>Spouse/Domestic partner:</b> Increments of \$5,000 - \$50,000, not to exceed 100% of Basic Life and Voluntary Life coverage amount.</p> <p><b>Children:</b> Increments of \$5,000 - \$20,000, not to exceed 100% of Basic Life and Voluntary Life coverage amount of the employee.</p>
<p><b>Short Term Disability Insurance- Liberty</b></p>	<p>Employer provided. 90 day waiting period, beginning on the date of hire. Benefit is paid based on your salary and the number of years of credited service.</p>
<p><b>Long Term Disability- Liberty</b></p>	<p>Employer provided. Following a period of 180 consecutive days you miss work due to a covered sickness or injury, this plan will pay you 60% of your monthly pre-disability base, up to the maximum of \$8,000 less deductible sources of income.</p>
<p><b>Leave Programs</b></p>	<p>Leave available for paternity, maternity, adoption, bereavement, jury &amp; military.</p>

<b>Employee Assistance Program - Liberty</b>	Provided by Liberty Mutual; covers 5 face-to-face sessions as well as phone advice on financial, legal, and family matters.
<b>Basic Long Term Care Insurance - Unum</b> These premiums are paid by bioMérieux	<b>Monthly Benefit Maximum up to 3 years</b> <b>Long Term Care Facility:</b> \$2,000 <b>Residential Care Facility II:</b> 60% of the monthly Long Term Care Facility monthly benefit. <b>Professional Home Care Services:</b> 50% of the Long Term Care Facility monthly benefit.
<b>Voluntary Long Term Care Insurance - Unum</b> These premiums are paid by the employee	<b>Monthly Benefit Maximum 3 years/6 years/Unlimited</b> <b>Total Home Care:</b> 50% of the Long Term Care Facility monthly benefit.
<b>ARAG Group Legal Insurance</b>	Access to low-or-no cost professional legal advice.
<b>Identity Theft Insurance- Zander</b>	Provides \$1 million in expense reimbursement and covers all identity theft events, including: Financial Fraud, Medical ID Theft, Social Security Fraud, Tax Fraud, Criminal Activity, Child ID Theft, Benefits Fraud and Employment Fraud.
<b>Pet Insurance</b>	Voluntary program, offering Pet Insurance to your four-legged family members. Through Metlife.
<b>Auto/Home Insurance</b>	Individual policy with a group discount. Through Metlife.
<b>Wellness Program- Vitality</b>	Tailored employee wellness program. Participation provides a % per pay period reduction on medical premiums.
<b>Earned Time Off (ETO)</b>	New employees start with 4 weeks (160 hours), prorated based on when an employee joins the company. At 6 years of service, ETO increases to 5 weeks. At 11 years of service, ETO increases (& maxes) to 6 weeks. Employees are able to carry over a maximum of 1 week (40 hrs) from year to year.
<b>Holidays</b>	10 company holidays per calendar year
<b>Tuition Reimbursement</b>	Covers \$8k per year for tuition and books for those who make A/B grades. The degree program must be job related and college must be accredited.
<b>Financial Wellness Program - Dave Ramsey's CORE Financial Wellness</b>	A free ( <i>w/ verified completion of required elements</i> ) 8 week online or onsite course designed to teach employees about debt reduction, growing savings, planning for retirement, and how to be smart with their money. Value of the course is \$175.
<b>Employee Recognition Program - Bravo!</b>	Recognition program that allows for managers and fellow employees to nominate you if they feel you are going above and beyond what is asked of you.
<b>Employee Discount Program - BioPerx</b>	Free, one-stop discount program available to bioMérieux employees and their families. Save on every day items such as restaurants, movie tickets, travel, cell phones, & more.
<b>Computer Discount Program</b>	Provided through Dell
<b>Banking- Bank of America</b>	Discounts provided on checking accounts.
<b>Food Subsidy for Cafeteria</b>	\$3/day off of breakfast or lunch (annual value of \$780.00)
<b>Incentive Bonus</b>	Based on employee's/department's targeted objectives and company budget results.
<b>Service Awards</b>	Service awards given to those employees that reach milestone years of 5, 10, 15, 20, 25, 30, 35, 40.
<b>Employee Referral Bonus</b>	\$500, \$1,000, \$3,000 based upon grade level.