

bioMérieux, Inc. *Benefits At a Glance 2016*

<p>Medical Plans- UMR (UHC Options Network)</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>Pharmacy Plan- OptumRx</p>	<p>These benefits are included in your medical plan</p>
<p>Teladoc</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>Dental Plan- MetLife</p> <p>Coverage for self, spouse, qualified domestic partner, children</p>	<p>Basic Plan Buy Up Plan</p>
<p>Vision Plan- United Healthcare</p> <p>Coverage for self, spouse, qualified domestic partner, children</p>	<p>Basic Plan Buy Up Plan</p>
<p>Flexible Spending Accounts (FSA)</p>	<p>Medical FSA (max annual amount \$2,550) Dependent Care FSA (max annual amount \$5,000)</p>
<p>401(k) Retirement Plan- Fidelity</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>Critical Illness Insurance- Unum</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>Accident Insurance- Unum</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>Basic Life and Accidental Death & Dismemberment Insurance- Liberty</p> <p>These premiums are paid by bioMérieux</p>	<p>Maximum benefit is \$500,000.</p>
<p>Voluntary Life and Accidental Death</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>Dependent Life Insurance- Liberty</p> <p>These premiums are paid by the employee.</p>	<p>Spouse/Domestic partner: Increments of \$5,000 - \$50,000, not to exceed 100% of Basic Life and Voluntary Life coverage amount.</p> <p>Children: Increments of \$5,000 - \$20,000, not to exceed 100% of Basic Life and Voluntary Life coverage amount of the employee.</p>
<p>Short Term Disability Insurance- Liberty</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>Long Term Disability- Liberty</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>Leave Programs</p>	<p>Leave available for paternity, maternity, adoption, bereavement, jury & military.</p>

Employee Assistance Program - Liberty	Provided by Liberty Mutual; covers 5 face-to-face sessions as well as phone advice on financial, legal, and family matters.
Basic Long Term Care Insurance - Unum These premiums are paid by bioMérieux	Monthly Benefit Maximum up to 3 years Long Term Care Facility: \$2,000 Residential Care Facility II: 60% of the monthly Long Term Care Facility monthly benefit. Professional Home Care Services: 50% of the Long Term Care Facility monthly benefit.
Voluntary Long Term Care Insurance - Unum These premiums are paid by the employee	Monthly Benefit Maximum 3 years/6 years/Unlimited Total Home Care: 50% of the Long Term Care Facility monthly benefit.
ARAG Group Legal Insurance	Access to low-or-no cost professional legal advice as well as basic identity theft services
Identity Theft Insurance- Zander	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.
Pet Insurance	Voluntary program, offering Pet Insurance to your four-legged family members. Through Metlife.
Auto/Home Insurance	Individual policy with a group discount. Through Metlife.
Wellness Program- Vitality	Tailored employee wellness program. Participation provides a % per pay period reduction on medical premiums.
Earned Time Off (ETO)	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.
Holidays	10 company holidays per calendar year
Tuition Reimbursement	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.
Financial Wellness Program - Dave Ramsey's CORE Financial Wellness	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.
Employee Recognition Program - Bravo!	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.
Employee Discount Program - BioPerx	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.
Computer Discount Program	Provided through Dell
Banking- Bank of America	Discounts provided on checking accounts.
Food Subsidy for Cafeteria	\$3/day off of breakfast or lunch (annual value of \$780.00)
Incentive Bonus	Based on employee's/department's targeted objectives and company budget results.
Service Awards	Service awards given to those employees that reach milestone years of 5, 10, 15, 20, 25, 30, 35, 40.
Employee Referral Bonus	\$500, \$1,000, \$3,000 based upon grade level.