



Benefits Summary

Medical Plan	<p>High Deductible/HRA Plan – includes an Health Reimbursement Account that is 100% funded by bioMérieux. bioMérieux contributes 1/2 your annual deductible to the HRA.</p> <p>Basic Plan - Traditional 80% / 20% PPO plan</p>
Dental Plan	Basic Plan, Buy Up Plan – Adult and adolescent orthodontics coverage on both plans
Vision Plan	Basic Plan, Buy Up Plan – Coverage for 2 pairs of glasses annually on both plans
Healthcare Advocacy	Dedicated service to complement our healthcare insurance plans. This service will assist with finding in-network providers, schedule appointments, assist with submitting claims, provide nurse coaching for diagnoses, and much more
Telemedicine	24/7 access to convenient licensed medical or behavioral health care via phone, web, or mobile app
Wellness Program	Tailored employee wellness program. Participation provides a per pay period reduction on medical premiums and an opportunity to earn points to use within a virtual shopping mall.
Retirement/401(k) Plan	<p>The 401(k) plan matches 75% of the first 6% of your pretax or ROTH contribution provided you meet eligibility requirements. Eligibility begins after 3 months of employment.</p> <p>bioMérieux will also add an additional 5% contribution of eligible pay regardless of whether you contribute or not.</p>
Flexible Spending Account (FSA)	<p>Medical FSA (max annual amount \$2,700)</p> <p>Dependent Care FSA (max annual amount \$5,000)</p>
Basic Life and Accidental Death & Dismemberment Insurance	These premiums are paid by bioMérieux for basic coverage (1X your base annual salary) rounded to the next higher \$1,000. You may elect supplemental coverage for yourself and your family (up to 4X your base annual salary). Maximum benefit is \$500,000.
Employee Assistance Program	Available to help you with life challenges related to work, stress, family, finance, and other personal issues.
Incentive Bonus	Yearly bonus awarded to employees based on targeted objectives and company budget results.



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Employee Recognition Program	Recognition program that allows for managers and fellow employees to nominate you if they feel you are going above and beyond your normal job duties.
Service Awards	Service awards given to those employees that reach milestone years of 5, 10, 15, 20, 25, 30, 35, 40.
Short Term Disability Insurance	These premiums are paid by bioMérieux. 90 day waiting period, beginning from the date of hire. Benefit is paid based on your base salary and the number of years of credited service.
Long Term Disability Insurance	These premiums are paid by bioMérieux. Following a period of 180 consecutive days of missed work due to a covered sickness or injury, this plan will pay you 60% of your monthly pre-disability base salary, up to a maximum of \$8,000 less deductible sources of income.
Employee Leave Programs	Leave available for parental, maternity, adoption, bereavement, jury and military.
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. A maximum of 1 week (40 hours) can be carried over from year to year.
Company Holidays	10 company holidays per calendar year
Volunteer Time	bioMérieux encourages all employees to be involved in their local communities. We're doing our part to help you support approved charitable organizations by granting all full-time employees 8 hours of paid volunteer time per year.
Basic Long Term Care Insurance	These premiums are paid by bioMérieux. Monthly Benefit Maximum up to 3 years Long Term Care Facility: \$2,000 monthly benefit Residential Care Facility II: 60% of monthly LTC Facility monthly benefit Professional Home Care Services: 50% of LTC Facility monthly benefit
Voluntary Long Term Care Insurance	These premiums are paid by the employee. Monthly Benefit Maximum up to 3 years Total Home Care: 50% of the Long Term Care (LTC) Facility monthly benefit Capped Simple Growth Inflation Protection: 5% annually



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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.
Employee Referral Bonus	Bonuses of \$500, \$1,000, \$3,000 based upon grade level.
Food Subsidy for Cafeteria	\$3/day off of breakfast, lunch, or dinner (annual value of \$780.00)
Legal Insurance	Access to low or no cost professional legal advice. Also includes minimum identity theft coverage. These premiums are paid by the employee.
Identity Theft Insurance	Comprehensive identity theft protection plan covering all forms of identity theft. These premiums are paid by the employee.
Auto/Home Insurance	Group insurance program offering special discounts on auto and home insurance. These premiums are paid by the employee.
Pet Insurance	Insurance for your pets, from wellness care to significant medical needs. These premiums are paid by the employee.
Financial Wellness Tool	Free, confidential access to the SAVVI financial wellness tool to help with your overall financial wellness and plan your financial goals
Accident Insurance	Insurance to assist with out-of-pocket expenses resulting from an accident. These premiums are paid by the employee.
Critical Illness Insurance	Insurance to assist with out-of-pocket expenses resulting from covered illness or disease. These premiums are paid by the employee.
Hospital Indemnity Insurance	Insurance to assist with out-of-pocket expenses resulting from hospitalization. These premiums are paid by the employee.
Employee Discount Program	Free, one-stop discount program available to bioMérieux employees and their families. Save on everyday items such as restaurants, movie tickets, travel, cell phones, & more.