



Additional Benefits

Available to you as a Roche Diagnostics employee

benefits for *me*

U.S. ROCHE BENEFITS PROGRAM

Additional Benefits

Time Off

Time away from the office is essential to a healthy work/life balance. We hire great people and believe that time off is as valuable as time worked.

Vacation

It's important to take time away from work to rest, relax and pursue personal interests. We offer paid vacation time to employees who are regularly scheduled to work 20 or more hours per week.

Full-time employees earn annual vacation days based on years of service. Part-time employees accrue a pro-rated portion of the full-time vacation schedule based on the number of hours they are regularly scheduled to work each week (rounded up where applicable).

Years of Service (as a full-time employee)	Annual Vacation Days
0-4	15
5-9	20
10-19	25
20-29	30
30+	33

Leaves of Absence

We provide leaves of absence for a number of circumstances, including bereavement leave, bonding leave, family and medical leave, jury and witness duty leave, military leave, organ donation leave, personal leave, authorized paid leave, and voting leave.

Holidays

Roche offers several paid holidays each year, including:

- › New Year's Day
- › Martin Luther King, Jr. Day
- › Memorial Day
- › July 4th
- › Labor Day
- › Thanksgiving Day
- › Day after Thanksgiving
- › Christmas Eve
- › Christmas Day
- › New Year's Eve

In addition, senior management will designate additional holidays each year. At their discretion, one or more of these days may be classified as a personal holiday rather than a specified day.

Volunteer Paid Time Off

We believe there is value in serving our communities, so we offer paid time off for employees who volunteer at Roche-sponsored community initiatives. All full- and part-time employees are eligible to volunteer, but must receive approval from their supervisor or manager.



USRocheBenefits.com

All your benefits and enrollment information is on **USRocheBenefits.com**. Visit it today to:

- › Learn what you need to do to enroll
- › Compare plan options and costs
- › Review all your benefit details
- › Read FAQs
- › Access tools, resources, and contacts

Career & Learning

At Roche, we encourage lifetime learning. That's why we offer comprehensive development courses and targeted career enhancement programs designed to help employees achieve their own definition of success.

Open Position Posting

If you're looking to expand your career horizons, you can use our online internal posting systems to view available positions worldwide that match your career goals.

Employee Referral Program

Help us find talented colleagues who fit our culture and get rewarded if your referral is hired. Depending on your position, you can earn up to \$2,500 for every employee hired. The program pays 50 percent after successful completion of 90 days, and the remaining 50 percent after completion of six months of employment, based on satisfactory performance.

Tuition Reimbursement

Pursue professional goals important to your success and the success of the Company. If you qualify, you can receive up to \$10,000 per calendar year in tuition reimbursement, by taking approved courses and degree programs at accredited colleges and universities.

Live Well. Find Your Balance.

Life is more than work. Life needs balance to thrive. At Roche, we believe in enhancing your physical, emotional, and financial health. Through Live Well, we strive to offer services, resources, and conveniences that support your experiences at work and home.

Onsite Medical Clinic

We're committed to building a culture of wellness. That's why, for the past 25 years, Roche has provided a free* onsite clinic for the exclusive use of our employees. Our Wellness Center is available from 6:30 a.m. to 5 p.m. Monday through Friday to help all of us get, and stay, well. Available services include:

- ▶ **Routine services:** blood pressure and glucose monitoring, BIO360 blood screenings, injection administration, review of systems (listening to lungs, looking at eyes, etc.), urinalysis, etc.
- ▶ **Non-routine services:** stitch removal, wrapping sprains, etc.
- ▶ **Acute illnesses:** treatment for minor ailments such as conjunctivitis, strep throat, sinus infections, etc.
- ▶ **Preventative services:** skin cancer screenings, flu shots, mammograms, lung function monitoring, etc.
- ▶ **Educational services:** various classes to help educate employees on common health issues such as maintaining a healthy weight, healthy sleep, women's health, and more.
- ▶ **Occupational health services:** evaluating and treating workplace injuries, or providing referrals to the appropriate resource if unable to treat onsite.

* Effective April 1, 2015, a fee will be assessed to employees enrolled in the Health Choice PPO plan option for non-preventive clinic services.

Onsite Fitness Center

Our campus Fitness Center is available to all employees, contractors, and field-based employees (when they visit Indianapolis). The Fitness Center offers extended hours from 5 a.m. to 8 p.m. so employees working the first, second, and third shifts can exercise before, during, or after work.

In addition to state-of-the-art cardiovascular and weight training equipment, the Fitness Center offers a variety of group exercise classes like spinning, Pilates, yoga, and Zumba, which are all included in the minimal membership fee (memberships are heavily subsidized by Roche) that employees pay via payroll deduction. Personal training and massage therapy are also available for an additional low fee.

Field Fitness Reimbursements

Not located in Indianapolis? We offer our field employees the opportunity to receive up to \$300 per year in fitness center membership reimbursement.

Employee Discounts

Being part of the Roche family gives you access to discounts on a wide array of activities and goods, including local and national attractions, dining, Apple® products, Microsoft products, personal cell phone plans, and much more. Discounts made available to Roche employees through local businesses are posted on the Company intranet for review.

Registered Dietitian

Our registered dietitian is here to help you with any nutrition or dietary questions you may have. Located in our Fitness Center, our dietitian is available for free one-on-one consultations and will also host a variety of free programs and presentations throughout the year.

Indiana Members Credit Union

As members of this credit union, employees benefit from a wide range of services — favorable credit card rates, a complete line of insurance services, competitive rates on auto loans and leasing, and free checking accounts. Members also gain access to a nationwide network of ATMs and statewide branches.

Flexible Work Arrangements

Depending on job duties, flexible work arrangements may be available to help employees take charge of their work/life balance. These special arrangements, such as compressed work weeks, summer hours, and telecommuting, are designed to meet the individual needs of our employees.

Lactation Rooms

To ease the challenges new mothers face when returning to work, Roche provides private lactation rooms for nursing mothers at all locations.

Cafés

Full-service cafés are located in several locations across campus, providing a wide variety of healthy meal options ranging from comfort foods to a vast array of fresh fruits and vegetables. As a special incentive to those taking charge of their health with smart dietary choices, “healthy living” options are heavily subsidized by the Company.

Parents in a Pinch

We know it can be hard to find day care for children when they are sick. This program provides care for mildly ill children ages six weeks to 12 years through the pediatric department at Community Hospital North.

Employee Activities

Striking a balance between work and play is an important part of sustaining enthusiasm and motivation. Roche offers a number of ways for employees to stay involved in the community and enjoy the company of colleagues and families. Our employee activities are designed to promote fun and relaxation, and provide inspiration and recognition. Highlights include sports leagues, annual family events, summer concerts, networking opportunities, interactive development workshops, and a variety of team-level events.

The Roche Park

Roche Park offers a beautiful wooded setting where employees and their immediate families can enjoy outdoor activities. The 45-acre park includes a walking trail, pond, gazebo, garden plots, and facilities for softball, volleyball, soccer, flag football, and basketball. The park is also the venue for many events, such as department cookouts, large meetings, and Company-sponsored sports and recreational activities.

Camp Roche

All employees are invited to enroll their children ages 5-12 in our YMCA summer camp held here at our 45-acre park.

Find Out More About Live Well

For more information regarding Live Well resources, access the Live Well tab on the main page of the Indianapolis intranet.

Corporate Social Responsibility

Roche Diagnostics is committed to responsible corporate citizenship. We strive to enhance the health and quality of life in our community through supporting activities that reflect the natural passions of our people – science, discovery, gender diversity, basic human needs, and education.

Roche Gives Back

Through this program, employees have the option to give their time or financial gifts to any one of thousands of national charities.

Dollars for Doers

Our Dollars for Doers program rewards those who give their time to non-Company-sponsored charitable events by giving them funds they may allocate to nonprofits of their choice.

Company-Sponsored Volunteer Opportunities

Employees have numerous opportunities to participate in Company-sponsored volunteer activities with charitable organizations like United Way, American Heart Association, American Diabetes Association, JDRF, American Cancer Society, and Keep Indianapolis Beautiful. Like all Roche locations around the world, we also participate in the annual Children's Walk, benefitting young people impacted by HIV/AIDS.

Matching Gift Program

To encourage and support the generosity and community involvement of our employees, we provide \$500 per year in matching funds to the charitable organizations that you personally support, enhancing the impact of your charitable giving. Find out more online at <http://indianapolis-na.roche.com/rochegivesback/Pages/RocheGivesBackmatchinggifts.aspx>.



For active, benefits-eligible employees of Roche's U.S. affiliates paid via a U.S. payroll system and last hired on or after January 1, 2015. Temporary employees, consultants, and contractors are not eligible for benefits. Interns and co-ops are only eligible for the 401(k)/Savings Plan, Business Travel Accident Insurance, holidays, FMLA, and state-mandated temporary disability benefits. Clinical fellows, post-docs, and term employees are not eligible for adoption assistance, the U.S. Retiree Healthcare Plan (Retiree Account and Retiree Coverage), the Sabbatical Program, service awards, and Tuition Reimbursement.

Neither this guide nor the policies and procedures contained herein constitute a contract. This means that no promise of any kind is intended by the benefits described in this guide. Nothing in the guide or the plans described in it gives, or is intended to give, any person the right to be retained in the employment of any U.S. affiliates of Roche (collectively "the Company"), or to interfere with the right of the employer to terminate the employment of any person.

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This guide contains an overview of many of the Company's benefits plans and programs. In case of any conflict between the information in this guide and the official plan documents, the official plan documents will prevail. The Company reserves the right to change or end any of these plans or programs at any time. To access additional terms, conditions, and limitations of these benefits and programs, please visit the Human Resources section of your local Company intranet.

