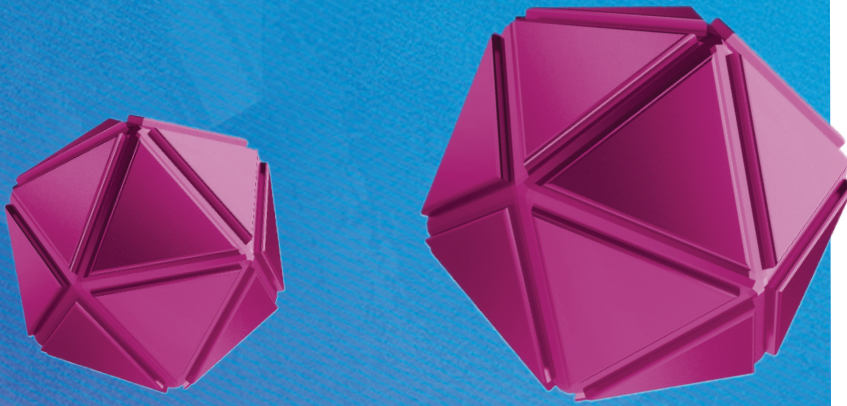


Benefits Summary

At Oxford Biomedica Solutions, we are just as passionate about our people as we are about innovation. We want to ensure you have the benefits you need to care for yourself and your family (including four-legged family members).

We designed a comprehensive benefits package that is industry competitive, comprehensive, and cost-effective.



Other benefits include



Dependent Care Savings Account



Pet Insurance



Tuition Reimbursement



Employee Identity Protection



Employee Referral Program



MASSACHUSETTS

Medical Plan

Blue Cross Blue Shield of MA:
Preferred Blue Saver PPO

HealthEquity

Health Savings Account

HealthEquity spending card with subsidized employer annual contributions for deductible expenses



Dental Plan

Delta Dental of MA:
PPO Plus Premier Plan



Vision Coverage

EyeMed: ACCESS network of providers



401K Retirement

Empower: Retirement savings on a pre-tax or Roth basis, plus a generous employer match



Life Insurance, Disability, and Employee Assistance Program

Unum: Benefit premium paid 100% by employer, with supplemental life insurance also available



Work-Life Balance and Well-being



Paid Time Off

Regular, full-time employees are eligible to accrue up to 20 days of paid vacation and personal time per year. In addition, there are 14 paid holidays and 2 floating holidays.



Fitness and Wellness Benefits

Blue Cross Blue Shield will annually reimburse up to \$150 per family per membership, including home fitness equipment.

With the Blue Cross Blue Shield **ahealthyme** rewards program, employees get the tools, guidance, and motivation to be happier and healthier. As they work toward their personal health and wellness goals, compete with friends, family, and coworkers, and reach new milestones, they can earn points to redeem for up to \$400 annually (or \$100 per quarter), for completing a variety of wellness activities.

Local gym subsidies are provided at either Life Time Fitness or Club 600.



Employee Assistance Program

KGA's EAP services are available to all eligible employees, their spouses or domestic partners, dependent children, parents, and parents-in-law.

Up to 3 visits with a licensed professional counselor are available at no cost.



Health Advocate Program

Health Advocate provides personal advocates who help navigate the intricacies of the US health system and insurance claims, including clinical, administrative, and healthcare issues and questions.