



Additional Benefits

Available to you as a Ventana/Roche Tissue Diagnostics employee

benefits for *me*



Additional Benefits

Time Off

Time away from the office is essential to a healthy work/life balance. Take a look at the time-off programs provided by the Company.

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, and voting leave.

Vacation

As a full-time employee, you are eligible to earn annual vacation days based on your years of service.

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

Holidays

In addition to paid vacation time, you have paid Company holidays. Roche Tissue Diagnostics employees have 13 paid holidays, which include a year-end closure. Each year, the Company will review the holiday calendar and may adjust the designated holidays depending on how holidays fall within the calendar.

Holiday	Date
New Year's Day	Friday, January 1
Martin Luther King, Jr. Day	Monday, January 18
Memorial Day	Monday, May 30
Independence Day	Monday, July 4
Labor Day	Monday, September 5
Thanksgiving	Thursday, November 24
Day After Thanksgiving	Friday, November 25
Christmas Eve	Friday, December 23
Christmas Day	Monday, December 26
Closure	Tuesday, December 27- Friday, December 30



USRocheBenefits.com

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

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



Community & Convenience

Our community and convenience programs and services foster an environment that allows employees to connect with one another. You can get involved in our community through programs and events, including social gatherings, volunteer opportunities, and more. We also offer you a wide range of services designed to help make your life easier while at work.

Cafeteria

The Stain Street Café (located on the Tucson campus) is a full-service cafeteria, providing a wide variety of meal options ranging from rotisserie items to made-to-order pizzas. All food options are offered to you at a reduced cost.

Carpool Incentive

Save time and money by sharing a ride, earning cash rewards, and supporting the environment.

Childcare Support

You can take advantage of subsidized backup care when your child is sick or when normal care arrangements are unavailable. The program provides access to a network of licensed, trained childcare providers and caregivers in the Tucson area through ChoiceCare.

Nursing Mothers' Lounge

The Company provides private rooms for nursing mothers.

Employee Activities

Striking a balance between work and play is an important part of sustaining your enthusiasm and motivation. We offer a number of programs that encourage fun, community involvement, teamwork, and good health.

Employee Discounts

Being part of the Roche community gives you access to discounts on a wide array of activities and items, including local and national attractions, dining, electronics, personal cell phone plans, home furnishings, and more.

Employee Giving Program

Making a difference in the lives of others is part of who we are and the contributions we make. Ventana will match donations to eligible cancer nonprofit organizations on a dollar-for-dollar basis, up to \$200 per employee per year.



Career & Learning

Roche offers a variety of career resources and learning opportunities to help you advance.

Development Programs

Get career counseling and/or take advantage of online and classroom educational programs for employees at all levels. Program topics focus on new hires, leading self, leading others, and leading leaders.

Section 529 CollegeBoundfund®

To support your family's education goals, we offer a tax-advantaged section 529 college savings plan. The fund is managed by AllianceBernstein Investments and offers several portfolio options. Enjoy the benefits of tax-free earnings growth and no federal income tax on qualified withdrawals.

Treasure for Talent

When you help the Company find talented colleagues who fit our culture and are hired, you are rewarded for being a talent scout. (Some positions of significant hiring influence are ineligible for participation.)

Wellness 365

We offer programs and activities year-round to help our employees maintain their well-being.

Wellness 365 Programs

On-site fitness classes and walking paths help keep your body at its best. We also focus on preventive care through annual flu shots, mammograms, and blood pressure checks.

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, 2016. Temporary employees, consultants, and contractors are not eligible for benefits. Interns and co-ops are only eligible for 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.

Examples and pointers provided in this guide are for educational purposes only. The Company does not intend to make specific recommendations or to give any legal or tax advice in this guide. It is the responsibility of the employee to decide on the amount of coverage and whether to use before-tax or after-tax dollars to pay for coverage. You should consult with your tax professional, financial adviser, or attorney for advice on these decisions.

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.