
We at Getinge share a passion for providing our customers with innovative healthcare technologies and solutions so that healthcare providers can deliver the best patient care possible while helping to reduce costs to the health system. To accomplish that goal, it is imperative that our employees receive the same focus- We are proud to offer you and your family a benefits program that's valuable, flexible and competitive.

If you meet the eligibility requirements, you will automatically receive Basic Life/ AD&D Insurance, Business Travel Accident Insurance, Short-Term Disability, and Core Long-Term Disability benefits. In addition, you will have access to the Employee Assistance Program and Health Advocacy Programs.

Eligible employees will also be given the opportunity to enroll in Medical/Prescription, Dental and Vision benefits, Flexible Spending Accounts, Voluntary Term Life Insurance, Voluntary AD&D Insurance, Buy-Up Long Term Disability coverage, and the 401(k) Plan. These plans are optional and require an active election on your part to participate.

WHO IS ELIGIBLE Regular Full-Time Employees who are scheduled to work 30 hours or more hours per week as well as**part time regular employees who are scheduled to work less than 30 hours, but at least 20 hours per week. Employees are eligible to participate in all Getinge benefit plans, subject to plan eligibility and limits with coverage effective, first day of hire.

MEDICAL Coverage, choice, cost, and convenience are factors each of us considers important when selecting a medical plan. You may choose from the Choice POS II Plan and a Choice HRA Plan, offered through Aetna, and determine which one better meets your needs and the needs of your family, or you may choose to waive medical coverage.

DENTAL Good dental health is important to your overall well-being. This plan provides added flexibility which allows you to go in or out of network. It is for this reason that Getinge offers employees a dental plan option through Cigna.

VISION Getinge provides eligible employees with vision benefits through EyeMed Vision Care, a vision service provider that specializes in providing choice, value, and quality products and services.

WELLNESS PROGRAM As a sign of Getinge's commitment to our employees' health and well-being, the company offers a comprehensive voluntary wellness program through Viverae; where you'll have access to lifestyle coaches, healthy challenges and financial rewards.

FLEXIBLE SPENDING ACCOUNT (FSA), allows you to set aside pretax dollars for use on certain eligible expenses.

Healthcare FSA allows you to put pre-tax dollars aside to pay for eligible* health care expenses not covered under insurance, e.g. co-pays, deductible, co-insurance, non-reimbursed dental or vision care expenses.

Dependent Care FSA allows you to set aside money on a pre-tax basis for day care expenses for your child, disabled parent or spouse. This does not cover your dependent's out of pocket medical expenses.

Short-Term Disability replaces a certain percentage of your base salary when you are unable to work due to an off-the-job injury or illness.

Core Long-Term Disability is company-paid. If you remain disabled for 180 calendar days due to any one disabling illness or injury, you may be eligible to receive Long-Term Disability benefits, which will be paid monthly. If approved, based on the plan's definition of disability, Long-Term Disability coverage provides a continued source of income that equals 60% of your monthly earnings to a maximum of \$10,000 per month.

BUY UP Long-Term Disability gives you the option of purchasing additional Long-Term Disability coverage through the Buy-Up Plan. This plan increases your Long-Term Disability benefit from 60% of your monthly earnings to 66 2/3% of your monthly earnings. In addition, your maximum monthly benefit increases up to \$15,000 under this plan. If you elect this coverage, you will be responsible for paying 100% of the Buy-Up Long-Term Disability cost.

LIFE AND AD&D is an important part of your financial security, especially if others depend on you for support. That's why Getinge Benefits Plan provides you with Basic Life and Accidental Death and Dismemberment (AD&D) Insurance at no cost to you.

VOLUNTARY LIFE if you need additional protection beyond the company-paid Basic Life Insurance, you may purchase Voluntary Term Life Insurance for yourself and your eligible dependents (SPOUSE OR DEPENDENT CHILDREN). If you elect this coverage, you will be responsible for paying 100% of the benefit cost. Evidence of Insurability (EOI) may be required before you receive Voluntary Term Life Insurance.

VOLUNTARY AD&D coverage is similar to regular life insurance. If you die in an accident (for example, an automobile accident), the amount of coverage you receive is paid to your beneficiary. However, AD&D Insurance also pays a benefit if you are seriously injured in an accident. Part of your benefit may be paid to you if you lose a limb, or the ability to see, hear or talk.

RETIREMENT SAVINGS Getinge realizes the importance of saving for retirement and has established a Retirement Savings Plan 401(k) Plan to assist you in meeting your long-term financial goals. This plan allows you to use pre-tax and post-tax dollars to invest in a wide array of investment choices to help save for retirement. In addition to your contribution, Getinge will make a company match contribution in an amount equal to your elective deferrals (pre-tax and post-tax) up to a maximum 5% of your compensation.

BUSINESS TRAVEL ACCIDENT INSURANCE Getinge provides eligible employees with a benefit of 2x earnings for fulltime employees and 1x earnings for part-time employees, as specified in the carrier's Summary Plan Description (SPD). This coverage is offered at no cost to you in the event of accidental death or injury while traveling on official company business.

HEALTH ADVOCATE provides a comprehensive range of services that are designed to support Getinge employees and their families when they need assistance with healthcare and insurance services. Services are available to all active, full- and part-time employees (regardless of their enrollment status in Getinge sponsored plans) and their spouses, domestic partners, dependents, parents and parents-in-law.

EMPLOYEE ASSISTANCE PROGRAM (EAP) Every day brings changes, new challenges and new questions. For those times when you don't have all of the answers, you can turn to your EAP Provider for information, advice, and support. Magellan is a confidential EAP and work-life balance program provided by Getinge to you and your family, at no cost. Through Magellan you and your family members may receive confidential assistance 24 hours a day, seven days a week, and 365 days a year. This program is designed to help ensure there is a balance between your work responsibilities and your personal life. You can receive help with a wide range of issues.

***Part-Time Employee: You are eligible to participate in all plans excluding Longer Term Disability.*