



2026

Benefits Overview

Effective January 1, 2026 - December 31, 2026

BENEFITS AT FMI

At Foundation Medicine (FMI), we offer a comprehensive range of benefits that address and enhance employees' total health and well-being and allow us to remain highly competitive in the market. Our benefits portfolio exemplifies our people-first culture, empowering everyone to bring their whole selves to work and fulfill our responsibility to patients and their families.

INTERACTIVE BENEFITS COUNSELOR

FMI employees can explore our benefits plans in more detail virtually through ALEX, our online decision support tool. ALEX is an interactive tool that can provide you with customized recommendations based on your individual needs and identify opportunities to save. Employees can access ALEX from any computer, tablet, or smartphone here: <https://start.myalex.com/foundationmedicine>.

HEALTH AND WELFARE BENEFITS

FMI offers employees a variety of options for medical, dental, and vision benefits, as well as pre-tax health savings and flexible spending accounts, which can be used to cover qualified out-of-pocket healthcare expenses.

MEDICAL



FMI offers a choice between three medical plans: two traditional PPOs and a Health Savings Account (HSA) qualified high deductible health plan. All three plans are administered by Blue Cross Blue Shield and offer participants national coverage and the flexibility to see in-and-out-of-network providers with no referrals necessary. All FMI medical plans come paired with a company funded HRA or HSA to offset participants' annual deductible.

	PPO 1000		PPO 2000		PPO Save	
	INN	OON	INN	ONN	INN	OON
Deductible						
Individual	\$1,000	\$1,500	\$2,000	\$3,000	\$1,800	\$2,700
Family	\$2,500	\$3,750	\$4,000	\$6,000	\$3,600	\$5,400
Out-of-Pocket Maximums						
Individual	\$5,450	\$8,175	\$6,000	\$9,000	\$6,450	\$9,675
Family	\$10,900	\$16,350	\$12,000	\$18,000	\$12,900	\$19,350
Coinsurance/Copay						
Preventive Care	No Charge	20%	No Charge	30%	No Charge	40%
PCP Office Visit	\$25	20%	\$35	30%	20%	40%
Specialist Office Visit	\$35	20%	\$45	30%	20%	40%
Emergency Room (waived if admitted or for observation stay)	\$150*	\$150*	\$250*	\$250*	\$500*	\$500*
Limited-Service Clinic (Urgent Care)	\$25	20%	\$25	30%	20%	40%
Inpatient Hospital	0%	20%	15%	30%	20%	40%
Outpatient Surgery	0%	20%	15%	30%	20%	40%
Employer Funding						
Employer Fund Type	HRA		HRA		HSA	
Individual	\$750		\$750		\$800	
Family	\$2,000		\$1,500		\$1,600	
*Cost once the deductible is met						

As part of the Open Enrollment process, we provide Notices regarding topics such as *the Women's Health and Cancer Rights Act, Special HIPAA Enrollment Rights, Mandate of Coverage for Clinical Trial Participants*, and more. Please visit the FMI Intranet to view these Open Enrollment notices or contact the Human Resources department to receive a copy.

FLEXIBLE SPENDING ACCOUNT

HealthEquity FMI offers employees the option to participate in a Healthcare and/or Dependent Care Flexible Spending Account (FSA), which allow for pre-tax earnings to be allocated for qualifying purposes. These pre-tax savings plans are administered by Health Equity.

- Healthcare FSA: You can make pre-tax contributions to help cover qualified medical out-of-pocket expenses; up to the IRS annual contribution limit. Unused funds may roll over to the IRS maximum amount to the next year if you continue participating in the FSA; however, any remaining balance that exceeds the allowable rollover amount will be forfeited.
 - *Employees enrolled in the HSA PPO medical plan cannot enroll in the Healthcare FSA.*
- Dependent Care Account: You can make pre-tax contributions to help cover qualified dependent care expenses up to the IRS annual contribution limit. As a reminder, unused money will not rollover into the following year and will be forfeited.

HEALTH SAVINGS ACCOUNT

HealthEquity A Health Savings Account (HSA) is a pre-tax savings plan that must be paired with the PPO Saver plan. An HSA account allows both the employee and FMI to contribute pre-tax dollars to be used to cover qualified medical, dental, and vision out-of-pocket expenses.

- FMI provides an annual contribution to the HSA for full time and part time benefits eligible employees: \$800/Single; \$1,600/EE+1 and Family.
- Eligible to contribute up to the annual IRS contribution limit for HSA less FMI's contribution.
- Up to an additional \$1,000 catch up contribution allowable for participants 55 years of age or older.
- Both FMI and employee unused contributions roll-over each year and may be retained by employees, even if they leave FMI or switch to another health plan.

HEALTH REIMBURSEMENT ARRANGEMENT

HealthEquity A Health Reimbursement Arrangement (HRA) is a kind of pre-tax health spending account that is paired with Preferred Blue PPO Tier 1 and Tier 2 medical plans. FMI provides an annual allotment to offset participants' annual medical deductible expenses. Health Equity administers the HRA and the funds from this account will automatically pay deductible expenses first until they run out. Unused funds do not roll over year over year.

- FMI provides an annual allotment to the Preferred Blue PPO Tier 1 HRA of \$750/Single; \$2,000/EE+1 and Family
- FMI provides an annual allotment to the Preferred Blue PPO Tier 2 HRA of \$750/Single; \$1,500/EE+1 and Family

DENTAL



FMI offers dental benefits through Delta Dental. Employees have their choice between a “high” plan, which provides comprehensive coverage including adult/child orthodontia coverage, or a “low” plan, which provides basic dental care.

	Dental 2000 – High Plan	Dental 1000 – Low Plan
Annual Plan Maximum	\$2,000	\$1,000
Orthodontia Lifetime Maximum	\$2,000	N/A
Deductible	\$50/\$150 (Applies to Basic & Major Services)	\$50/\$150 (Applies to Basic & Major Services)
Diagnostic & Preventive Services	100%	100%
Basic Services	90%	80%
Major Services	60%	50%
Orthodontic (Adults & Children)	50%	N/A

VISION BENEFITS



	In-Network	Out-of-Network
Eye Exam/Refraction	\$20 co-pay	Up to \$45
Contact Lens Evaluation & Fitting	Applies to \$130 contact lens allowance, co-pay max. \$60	Applies towards the contact lens allowance, up to \$105
Bifocal Eyeglass Lenses	\$20 co-pay	Up to \$30
Single Vision Eyeglass lenses	\$20 co-pay	Up to \$50
Trifocal Eyeglass Lenses	\$20 co-pay	Up to \$65
Lenticular Eyeglass Lenses	\$20 co-pay	Up to \$100
Standard Frames	\$20 copay; up to \$130 retail allowance; \$50 wholesale allowance	Up to \$70
Standard Contact Lenses (hard/soft)	Up to \$130	Up to \$105

EMPLOYEE CONTRIBUTIONS

Employee contributions are deducted from gross pay on a per pay period basis (26 bi-weekly pay periods per year).

Once enrolled, you will receive BCBSMA and Delta Dental member ID cards in the mail in 7-10 business days. You will not receive an ID card for VSP. We also recommended you complete your account setup online for all enrolled plans to get easy access to plan documents, deductibles, copy of your ID card, and other resources you will find helpful.

	Preferred Blue PPO Tier 1 (1000)	Preferred Blue PPO Tier 2 (2000)	PPO Saver	Delta Dental 2000	Delta Dental 1000	VSP Vision
Single Coverage	\$111.91	\$88.34	\$77.63	\$5.46	\$1.76	\$0.65
Employee + Spouse	\$237.82	\$185.08	\$162.41	\$10.93	\$3.52	\$1.03
Employee + Children	\$216.42	\$168.26	\$148.10.	\$13.66	\$4.40	\$1.06
Family Coverage	\$355.48	\$277.56	\$241.16	\$20.22	\$6.51	\$1.70

FINANCIAL BENEFITS

FMI offers a wide-range of financial benefits including a 401(k) retirement savings plan, student loan consolidation and refinancing, and company-paid life insurance and disability plans.

401(K) RETIREMENT PLAN



FMI provides a 401(k) Retirement Savings Plan with an Employer Match benefit. Employees can contribute up to 100% of their base pay, up to the IRS contribution limits. FMI will match \$1.00 for every \$1.00 eligible employees contribute, up to 4% of the applicable base pay, and will contribute an additional \$.50 per \$1.00 contributed by eligible employees beyond that, up to a cap of 6% of base pay (the maximum employer match is 5%, if an eligible employee contributes 6% of base pay or more, up to the IRS contribution limits). Participants of in FMI's 401(k) Retirement Savings Plan can contribute on a pre-tax and/or post-tax (Roth) basis and will have the choice of approximately 25 funds in which to invest. Fidelity Investments is the 401(k) plan administrator.

TUITION REIMBURSEMENT

FMI will reimburse eligible employees for up to \$3,250 per year for tuition and related fees for pursuing approved continuing education through an accredited degree program. Coursework must be completed with satisfactory scores to be considered eligible for reimbursement.

LIFE INSURANCE AND AD&D

FMI provides all benefit eligible employees with life insurance coverage equal to 2x annual base salary, up to a \$750,000 maximum, through UNUM. This benefit is doubled in the event of an accidental death, as defined in the applicable plan documents. While life insurance is provided at no cost, a portion of the premiums paid by FMI may be reported as taxable income.

SHORT & LONG-TERM DISABILITY

FMI offers short and long-term disability protection for all eligible employees at no cost. The short-term disability benefit provides 80% of employee base pay for up to 12 weeks of qualified disability leave. The long-term disability benefit provides income protection after the short-term disability benefit has been exhausted and will provide 60% of an employee's monthly pre-tax earnings, up to a maximum benefit of \$19,000 per month.

TRAVEL ACCIDENT

Employees have access to an additional life and accidental death and dismemberment (AD&D) benefits while traveling on company business. This policy provides a benefit equal to 4x an employee's annual base salary, up to a maximum of \$1,000,000.

VOLUNTARY BENEFITS

In addition to the financial benefits listed above, FMI offers its employees additional voluntary benefits plans such as:

- Supplemental Life and AD&D for employees and their dependents.
- Critical Illness for employees and their dependents
- Accident Insurance
- Hospital Indemnity
- Legal Guidance and services
- Identity Theft & Cyber Safety Protection
- Discounted Pet Insurance

For more information about these voluntary plans, please visit the Benefits page on The Hub.

FMI THRIVE

FMI is committed to fostering a high-performing culture of engaged and happy employees. Part of that commitment includes ensuring that employees have the appropriate amount of flexibility and time away from work to rest and recharge. We offer the following benefits to support and encourage a healthy and responsible work/life balance.

TIME AWAY FROM WORK

At FMI, we believe that maintaining a healthy work/life balance is essential for overall well-being and productivity. FMI encourages all employees to take time off to rest, recharge, and reset, knowing that time away from work helps promote a more engaged, refreshed, and high-performing workforce.

PAID VACATION TIME

FMI fosters a workplace culture based on employee responsibility, accountability, performance, and trust. To reinforce this culture, we have no set minimum or maximum number of paid vacation days for eligible salaried employees. Eligible salaried employees are encouraged to take a reasonable and responsible amount of paid vacation time, keeping in mind that individual and team responsibilities must be consistently completed in a timely and competent manner. Vacation time under this policy is not accrued but must be tracked in ADP.

Full-time hourly employees who regularly work at least 20 hours per week are eligible to accrue up to 160 hours (20 days) of paid vacation time per calendar year. On an employee's third anniversary with FMI, the accrual rate will increase to 200 hours (25 days) per calendar year. Up to 40 hours of accrued vacation time may be carried over from one calendar year to the next, except where applicable law requires otherwise. Vacation time under this policy must be tracked in ADP.

Please refer to the full policies on The Hub regarding Paid Time Off for more detailed information.

PAID SICK TIME

Full-time employees have access to up to 65 hours of paid time off to be used when they cannot work due to personal illness, medical appointments, or to care for a dependent that is ill. Paid sick time is front loaded for all employees at the start of employment, and the balance is refreshed at the start of each new year.

PERSONAL HOLIDAYS

In addition to accrued vacation time, full-time hourly employees also receive two personal holidays for a full year's employment, which must be used within the calendar year. Personal days may not be carried over from year to year and are not paid out at separation, except where applicable law requires otherwise.

FLEXIBLE WORK

Foundation Medicine offers flexible work to provide employees with an effective way of working that meets both their needs and business needs. Flexible work arrangements vary across the organization based on team and organizational needs, which can include compressed work weeks, remote work, and flex time.

Please refer to the full policy on our FMI Works Hub Page regarding Flexible Work for more detailed information.

HOLIDAYS

FMI observes nine holidays per year in which the company is closed. These holidays include New Year's Day, Martin Luther King Jr. Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, and Christmas Day.

FMI WINTER BREAK

In addition, all regular (non-temporary) FMI employees who actively work at least 20 hours per week will be eligible for paid holiday time to be used either during the official FMI Winter Break or, depending on business needs and agreement, could be used, during the week of Thanksgiving or the week following New Year's Day in lieu of the FMI Winter Break. Eligible new hires will receive this benefit before November 1.

Please refer to the full policies on The Hub regarding FMI Observed Holidays for more detailed information.

SABBATICAL

Eligible salaried and hourly FMI employees may take a paid sabbatical of up to four consecutive weeks and can add up to two additional weeks of vacation time, for a total of up to six consecutive weeks off, once every six years of consecutive employment.

Please refer to the full policies on The Hub regarding Sabbaticals for more detailed information.

PARENTAL LEAVE

FMI will provide all eligible employees who have completed at least 12 weeks of consecutive employment at the time of birth or adoption with the opportunity to take up to 12 weeks of FMI parental bonding leave of absence under the federal Family and Medical Leave Act and associated state laws, paid at 100% of the eligible employee's base pay. Eligible employees may use the available parental leave all at one time, or in increments of at least one week, within the 12 months following the birth or placement of the child. For employees who give birth to a child, the 12 weeks of paid parental leave may follow a short-term disability leave of up to 8 weeks. Both the short-term disability and paid parental leave will run concurrently with applicable state and federal leave laws including FMLA. To the extent applicable state and local laws provide additional or alternative leave, such leave will apply. Please refer to the full policy on The Hub regarding Leaves of Absence for more detailed information.

ADOPTION SUPPORT REIMBURSEMENT

FMI recognizes that employees may build their families in different ways. To support eligible employees, FMI offers an Adoption/Surrogacy Assistance benefit which will reimburse up to \$10,000 per child of qualified medical, agency, legal, and related expenses in the successful adoption of a child or a surrogacy parenting arrangement.

Please refer to the full policy on The Hub for more detailed information.

HEALTHY FAMILY BENEFIT

 Through Blue Cross Blue Shield of Massachusetts, FMI partners with Ovia Health provides a suite of application from Fertility to Pregnancy to Parenting to Menopause with personalized tips, articles, and access to unlimited messaging with a Registered Nurse in-app at no cost.

BACK-UP CHILDCARE



FMI offers back-up emergency childcare through Bright Horizon's Back-Up Care Advantage. This program provides emergency care to FMI employee's children or adult/elder dependent relatives. FMI will cover the first 10 days at a subsidized rate. FMI employees also have access to additional Family Support services through an online database of baby-sitters, nannies, elder care professionals, tutors, pet care, and more.

FMI EMPLOYEE & FAMILY TESTING POLICY

In the event an FMI employee or a member of their immediate family is diagnosed with cancer, the employee and for immediate family member will have access to FMI's portfolio of testing products at no cost. For the purposes of this benefit, immediate family is defined as spouse, child, stepchild, parents, aunts and uncles grandparents, and in-laws.

Please refer to the full policy on The Hub regarding Family Testing for more detailed information.

MENTAL WELLBEING



SupportLinc, our employee mental health benefit, is available to provide a broad range of confidential and personalized care services including in-the-moment support, short-term counseling, mental health coaching, substance abuse intervention, as well as work-life benefits such as referrals for child or elder, pet care and much more. Whether you're feeling stressed, anxious, or depressed, support from SupportLinc's coaches and therapists can support you and get you back on your feet. All benefits-eligible Foundation Medicine employees, their immediate family (e.g. spouses/domestic partners/dependents), and household members have access to 12 confidential coaching and or therapy sessions at no cost. Please refer to the FMI Thrive HUB page for full details on our SupportLinc benefits.

TRANSPORTATION

FMI offers generous and flexible company-paid commuter benefits to meet our employee's unique transportation needs. The following transportation benefits are only available to **MA-based employees working in Onsite Required or Hybrid-Eligible roles**.

Public Transit

FMI encourages employees to consider sustainable public transit options when feasible. The company pays 100% of FMI employees MBTA monthly pass costs or up to \$426 monthly of Amtrak costs.

Pre-Tax Parking

Get reimbursed from your own -pre-tax funds for parking expenses at or near FMI or a location from which you continue to your commuter to work by carpool, vanpool, or mass transit.

You choose a monthly election amount, up to the IRS limit, and the funds are placed in your account via payroll deduction and then used to pay for eligible parking expenses such parking fees include parking meters, garages, and lots.

On-site Parking

FMI offer subsidized monthly parking to eligible employees located in our Cambridge and Seaport offices. On-site parking rates cost approximately \$150 per month and are offered on a first-come, first-served basis, depending on availability.

Ferry

FMI has partnered with the Seaport Convention Center to offer all employee free access to the Lovejoy Ferry which connects North Station and FMI's Seaport office.

OTHER PROGRAMS & PERKS

FMI offers its employees a broad range of onsite services, perks, and programs which make our company a great place to work.

RECOGNITION (#GRATITUDE)

Employee recognition is an important part of our culture at FMI. All FMI employees have the ability to recognize and reward their co-workers via our recognition program #gratitude, when they observe their colleagues exemplifying FMI's core values of Collaboration, Innovation, Passion, and Patients, as well as our corporate strategy pillars and everyday excellence. Rewards are offered under a points-based system, which FMI employees can then redeem for merchandise, gift cards, experiences, company swag, and more via an online catalogue.

WELLNESS

All FMI employees are welcome to participate in FMI's on-site and virtual wellness programming, financial wellness seminars, sleep coaching, new parent support group, and more.

VOLUNTARY PERKS

Employees enjoy a range of perks including subsidized healthy vending options, discounts on theme parks, hotels, movie tickets and more through Tickets At Work, and more.

ELIGIBILITY

All US-based FMI full-time employees and part-time employees working 20+ hours or more per week on average are eligible to participate in FMI's benefits plans.

WHEN TO ENROLL

Eligible Foundation Medicine employees have the opportunity to enroll in benefits during the initial eligibility period (the first 30 days following the start of employment), during annual Open Enrollment (in early November), or within 30 days of (and consistent with) a change in family status or qualifying life event.

HOW TO ENROLL

Eligible employees can submit enrollment decisions through FMI's HR system, Oracle HCM through FMI's single sign on platform, OKTA. For more information or to view detailed plan documents, refer back to the Benefits page on The Hub or email the Benefits team at benefits@foundationmedicine.com.

COMPLIANCE NOTICE

As part of FMI's Open Enrollment process, we are required to provide Notices regarding topics such as the Summary of Benefits and Coverage, Notice of Patient Protections, Women's Health and Cancer Rights Act, Newborns' and Mothers' Health Protections Act Notice, Notice of Special Enrollment Rights under HIPAA, Mandate of Coverage for Clinical Trial Participants, HIPAA Privacy Notice, and more. Please visit The Hub to view these Open Enrollment notices or contact the Benefits team at benefits@foundationmedicine.com to receive a hard copy.