

2008 Benefits at a Glance

Ventana Medical Systems offers an extensive benefit package. Our flexible benefit program is available to employees scheduled to work 30 or more hours per week. Health and welfare benefits begin on the first day of the month following an employee's date of hire. The following options are offered:

Medical

United Healthcare offers a choice of 4 medical plan options including 3 PPO Plans and an HDHP (High Deductible Health Plan) with a Health Savings Account. This includes an extensive provider and hospital network, prescription drug program, nationwide emergency coverage, health education, and more.

Dental

Under Ameritas, 2 PPO dental plans are offered. Each option provides you the opportunity to use any dentist you choose.

Vision

Contacts, frames, lenses, and exams are benefits covered under the VSP vision plan.

Healthcare Reimbursement Account

Employees may set aside up to \$3,000 per calendar year in tax-free dollars to pay for eligible healthcare expenses such as co-payments, deductibles, and other eligible expenses not covered by the medical, dental, and vision plans.

Dependent Reimbursement Account

Employees may set aside up to \$5,000 per calendar year for reimbursement of eligible daycare expenses for eligible children and adults.

Adoption Expense Reimbursement Account

Employees may set aside up to \$10,390 per calendar year for reimbursement expenses incurred in the adoption of a qualified child. These expenses include reasonable and necessary legal adoption fees, court costs, and attorney fees.

Life and AD&D Insurance

Life and AD&D insurance is paid for by Ventana equal to 1 times an employee's annual base salary. Employees may purchase optional life and AD&D for themselves, their spouse, and children.

Employee Assistance Plan

Company paid short-term confidential counseling with qualified professionals for employees and their immediate families.

Short Term & Long Term Disability (STD & LTD)

Company paid STD coverage is provided at 66% of an employee's weekly base salary and commissions up to \$1,500 per week for a maximum of 11 weeks. Company paid LTD coverage is provided at 60% of an employee's base salary and commissions to a maximum benefit of \$7,000 per month. Disability coverage is a Company-paid benefit.

Family Travel Assistance Program

All regular full-time employees are eligible for this program. It provides you with 24-hour, toll-free access to emergency assistance when you travel 100 miles or more from home (national or international) for 31 consecutive days or less for business or pleasure for you and your dependents.

401K Plan

Employees can contribute up to 50% of their gross annual salary (up to the federal maximum) on a tax deferred basis. Ventana matches eligible employee contributions at 50 cents on the dollar up to 6% deferral. Employees vest in the company match on a 5-year vesting schedule.

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U.S. Retirement Plan

Employees are automatically enrolled in the U.S. Retirement Plan, our defined contribution pension plan. Ventana will make an annual contribution, in accordance with the terms of the plan, to employees accounts based on the age and eligible compensation. The amount of retirement benefit will be affected by the investment options employees select, the amount of time employees have to invest, vesting status, and the performance of the investment options employees choose.

Paid Time Off (PTO)

This benefit is a time-off plan that combines traditional vacation, sick, and personal days in one flexible pool of time available to meet the personal needs of eligible employees while balancing business needs. The following table show the PTO hours that can be earned by an eligible, full-time employee based upon years of service as of December 31, 2008 of the year in which the PTO is advanced.

Years of Service as of 12/31/2008	PTO Hours Advanced on 1/1/2008	PTO Hours Earned Each Quarter
0 - 2	128 hours (16 days)	32 hours
3 - 4	152 hours (19 days)	38 hours
5 - 9	168 hours (21 days)	42 hours
10 or more	208 hours (26 days)	52 hours

Paid Holidays

Ventana provides employees with 11 paid holidays each year as follows: New Year's Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, and 2 floating holidays.

Education Assistance Program

Ventana promotes professional growth for all employees through our Education Assistance Program. All full-time and part-time employees are eligible for this program. Ventana will reimburse employees 80% of the cost of tuition, registration, and lab fees up to the IRS maximum per calendar year.

Section 529 CollegeBoundfund[®]

Ventana helps you to support your family's educational goals by offering a tax advantaged section 529 college savings plan. This plan fund is managed by AllianceBernstein Investment and offers several portfolio options. Enjoy the benefits of tax free earnings growth and the power of no federal income tax on qualified withdrawals.

Treasure for Talent

Ventana offers rewards to employees who refer qualified candidates that are hired into regular positions. The rewards are for the new hire's position; \$2,000 for a professional level and \$500 for a non-exempt level. Payments are made after 90 days and 180 days (respectively) of hire based on satisfactory performance. Some positions of significant hiring influence are ineligible to participate.

Other Benefits:

- Wellness Program
- Childcare Support
- Car Pool Incentive
- Business Travel Accident Insurance
- MetLife Group Auto/Home Insurance
- Nursing Mother's Lounge
- Pet Insurance
- Employee Activities
- Healthy Lifestyle Program
- Subsidized Cafeteria - The Stain Street Café