



2017–2018 Benefits Overview

At GenMark, we believe one of our most important investments is providing a competitive employee benefits program available to employees on their first day. GenMark is proud to offer employees a variety of diverse benefits. This is a summary of the programs available to GenMark employees and their family.

Medical Plans

GenMark recognizes that employees have different needs when it comes to their medical plans. We offer two HMO plans with no deductible, and a PPO plan with a low deductible through UnitedHealthcare.

Dental Plan

GenMark offers the Sun Life Financial PPO dental plan allowing employees flexibility on dental care selection. The plan includes coverage for preventive, basic and major services, as well as orthodontia for children.

Vision Plan

GenMark offers the Vision Service Plan (VSP) through Sun Life Financial, with one of the largest networks of private practicing optometrists, ophthalmologists and opticians.

Flexible Spending Accounts (FSA)

GenMark employees have the option to enroll in the Health Care FSA and set aside up to \$2,600 pre-tax dollars per year to pay for eligible health expenses. GenMark also offers a Dependent Care FSA for employees to set aside up to \$5,000 pre-tax dollars per year to pay for eligible dependent care expenses.

Life and AD&D

GenMark employees are provided with Basic Life and Accidental Death & Dismemberment (AD&D) Insurance at no cost to the employee. The benefit amount is 2x the employee's annual earnings to a maximum of \$500,000. Employees also have the option to purchase additional Voluntary Life and AD&D coverage at affordable group rates.

Disability

GenMark provides, at no cost to the employee, short-term and long-term disability benefits for those unexpected situations that keep employees from performing their job.

Employee Assistance Program (EAP)

GenMark is proud to provide a program dedicated to supporting the emotional health and well-being of its employees and their families, at no cost. This confidential program offers clinical counseling and work-life services.

401(k) Retirement Savings Plan

GenMark's employees are able to plan for retirement by contributing to the GenMark 401(k). GenMark offers a traditional 401(k) and Roth 401(k) with a wide variety of investment funds. GenMark does not currently provide a 401(k) contribution match, but has plans to implement a match in the near future.

Employee Stock Purchase Program (ESPP)

The Employee Stock Purchase Program provides employees the opportunity of ownership in the Company. Through the ESPP, employees can purchase GenMark stock at a minimum 15% discount.

Paid Time Off (PTO)

GenMark's paid time off policy allows employees to accrue vacation and sick time.

Holidays

GenMark recognizes 10 Company-paid holidays per year.