

Where *benefits* enhance your life

Roche is more than a great place to work. In addition to the valuable suite of benefits you've come to expect (medical, dental, vision, etc.), you'll get tons of extra resources to support you in every part of your life.

Health

- Three medical/prescription plan options:
 - PPO
 - HDHP
 - HMO (limited to CA, WA, and OR)
- Two dental plan options with orthodontic coverage
- Two vision plan options
- Virtual doctor visits
- Flexible Spending Accounts (FSAs)
- Health Savings Account (HSA)
- Unlimited free testing supplies and personal coaching support to help manage diabetes
- Unlimited sick time
- Reimbursements on Roche and Genentech products
- On-site wellness center
- Retiree medical plan
- Advance medical

Wellness

- On-site fitness centers and classes
- Off-site fitness center reimbursement*
- Local fitness challenges
- Employee assistance program
- On-site registered dietitian
- On-site mental health services
- Meditation rooms and apps

Family

- Generous parental leave
- Nursing mothers rooms
- Fertility benefits
- Adoption/surrogacy benefits
- Childcare referral program with discounts
- Child/elder care support
- On-site kids summer camp
- College scholarship program for dependents
- Pet insurance
- Long-term care insurance

Work/life balance

- Paid time off/holidays
- Authorized paid leave
- Flexible work schedule
- Employee discount program
- On-site cafeterias, coffee shops, grab & gos and break rooms with snacks
- Matching charitable contributions through Roche Gives Back
- Tuition reimbursement
- Special interest clubs
- Electric vehicle charging stations
- Applause employee recognition program

Wealth

- Competitive base pay
- Incentive/bonus pay
- 401(k) and Roth 401(k) plans with company match
- Equity (LTI) for eligible employees
- Retiree healthcare plan account
- Group legal coverage
- Home/auto insurance
- Short- and long-term disability insurance
- Supplemental life/accident/business travel insurance
- Deferred compensation and excess benefit plans
- Student loan refinancing, personal and mortgage loans
- Employee referral bonus program
- Identity theft protection
- Financial wellness program

Visit

yourlifeyourrewards.com
for more information.

*Benefit available to field-based employees