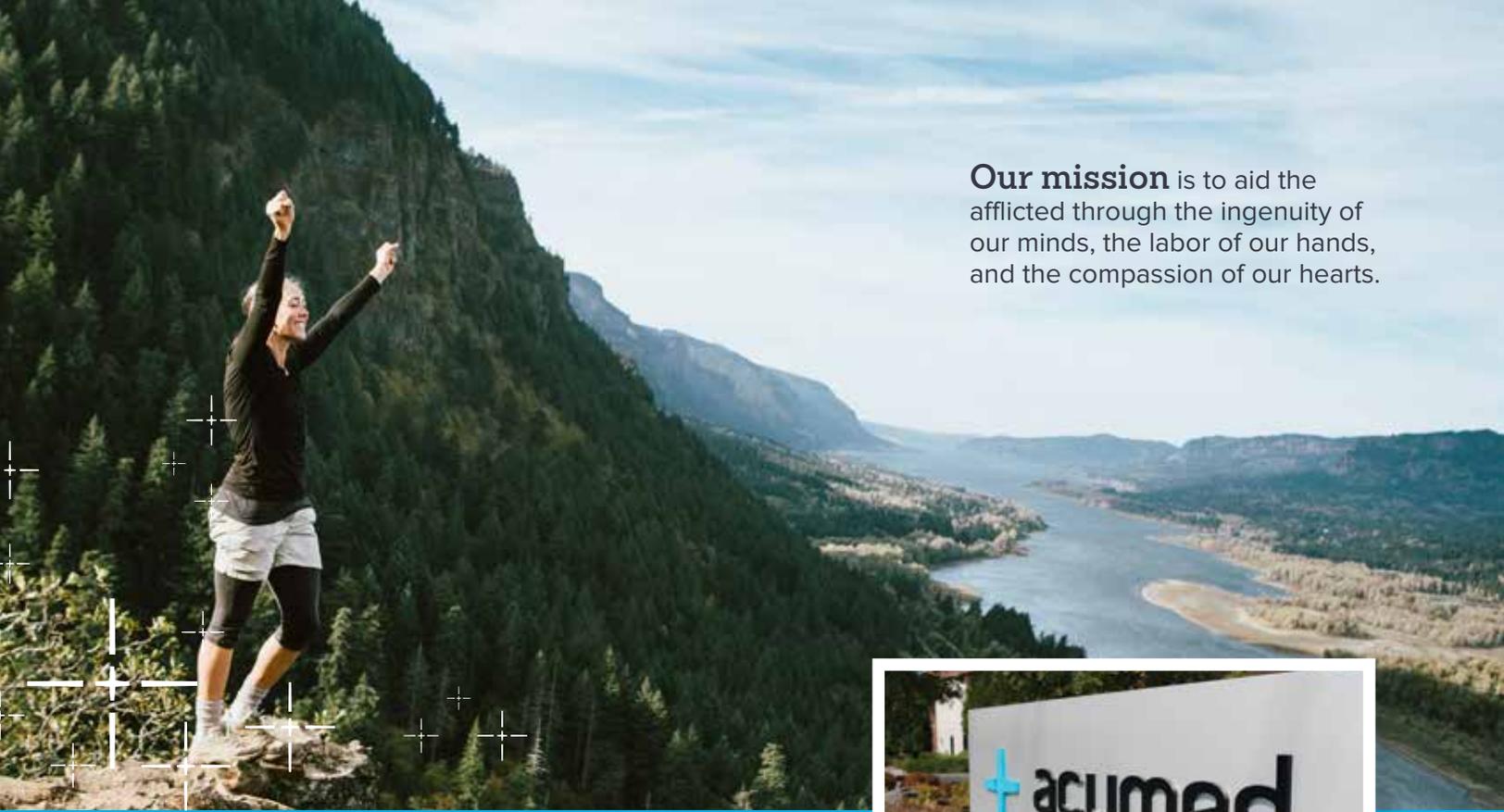




Overview of Benefits



2017-2018



Our mission is to aid the afflicted through the ingenuity of our minds, the labor of our hands, and the compassion of our hearts.



Welcome to Acumed!

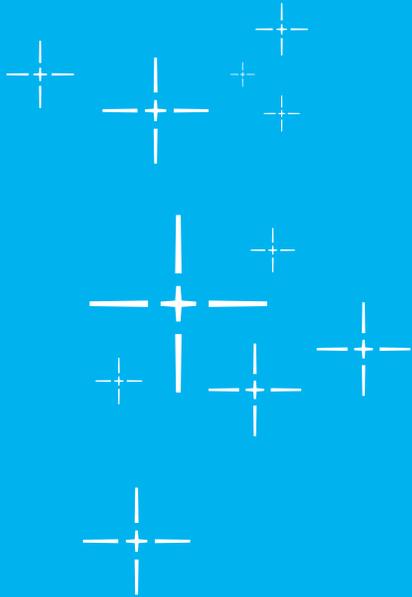
We know your health and wellbeing plays an important role in our ability to deliver amazing products into the healthcare marketplace. Therefore, the overall care of our employees is reflected in the benefit package we have carefully assembled and are proud to offer. Our healthcare benefits differentiate us from other employers because of their affordability, quality providers, and comprehensive coverage.

International employees: We care about ensuring our International Acumed employees are provided comparable benefit coverage and always comply with the statutory coverage requirements of each country in which employees reside. For additional information about International employee benefits, contact Human Resources.

This booklet covers information regarding the following:

- ▶ Medical & Vision Insurance
- ▶ Dental Insurance
- ▶ Basic Life and Accidental Death and Dismemberment (AD&D) Insurance
- ▶ Supplemental Life and Accidental Death and Dismemberment (AD&D) Insurance
- ▶ Short & Long Term Disability
- ▶ Employee Assistance Program (EAP)
- ▶ Healthcare Flexible Spending Accounts
- ▶ Dependent Care Flexible Spending Accounts
- ▶ Paid Time Off and Holidays
- ▶ Retirement Savings Plans
- ▶ Tuition Reimbursement
- ▶ Acumed Perquisites
- ▶ Employee Recognition & Events
- ▶ Social Responsibility

Fine Print: The plan year runs from April 1 to March 31. Please note this document is presented as a matter of information and is not intended to constitute a promise or contractual commitment by the Company. The Company reserves the right to unilaterally change or terminate any or all of the programs discussed herein, as well as all of its benefit plans and programs, at any time and without prior notice. Also, modifications may be necessary to comply with applicable legal requirements. In the event of any inconsistency between a statement contained in this document and the relevant plan document or summary plan description, the plan document or summary plan description will control this document.



Understanding Your Benefits

Medical, Vision & Dental Plan Eligibility

Full-time Acumed employees working 30 or more hours per week are eligible to enroll in medical, vision, and dental insurance beginning on the first day of the month following the date of hire. Medical coverage includes vision as a bundled package with Providence and VSP together, or Kaiser Permanente medical and vision. Enrollment is not automatic, so participation in these benefits requires completion of electronic or paper enrollment forms provided during orientation, or at the time of a status change. Once enrolled, you can expect to receive insurance cards for you and/or family members within 10 to 14 days.

If you are a part-time employee, you become eligible to enroll in medical, dental, and vision insurance if your regularly scheduled hours increase to more than 30 per week. Your enrollment is effective the first of the month following the date of the change.

For purposes of eligibility, dependents are defined as your legal spouse, your domestic partner regardless of sex (state registration is not required), your children or the children of your spouse, who do not have medical coverage, up to age 26. Your children may not be “double-covered” by Acumed health insurance in the event that both parents are employed by Acumed.

If you wish to opt out of health insurance with Acumed, we will ask you to decline benefits by completing an electronic or paper declination form.

Paying for Insurance

You and Acumed share in the cost of your health benefits. Your health care contributions are deducted on a pre-tax basis. This means that the money used to pay for these benefits is deducted from your pay before social security, federal, state and local taxes are withheld.

Acumed covers 95% of the health insurance premium cost for employees and 80% for eligible dependents. Benefit eligible employees have four coverage levels to choose from for health insurance. The bi-weekly amount you pay depends on the coverage level you choose:

- ▶ Employee only
- ▶ Employee + Spouse or Domestic Partner
- ▶ Employee + Child(ren)
- ▶ Employee + Family

For domestic partner coverage, employees are required to pay the taxes on the value of the coverage provided (imputed income), which can significantly increase the cost of coverage. The tax is deducted from your bi-weekly paycheck.

Insurance deductions that are missed due to payroll deadlines, effective dates, status changes, etc., will be made up in the next payroll.

Medical Insurance

Medical coverage is one of the most important benefits Acumed offers you and your eligible family members, and Acumed makes medical coverage as accessible and affordable as possible. Acumed offers two medical plans for our Hillsboro-based employees and one medical plan for our employees located outside Oregon or Southwest Washington. Be sure to carefully review what’s covered by each type of plan, as well as which providers and facilities participate within the plan networks. Please see full provider summaries for more detailed benefits.



Staying Healthy

Summary of Medical & Vision Insurance Options

Hillsboro/Portland Metro area employees have the choice of two medical plans

1. Providence Health Plans, Signature Network

Personal Option

- ▶ Medical coverage is available through the participating Providence Health Plan network, in addition to Providence Health facilities.
- ▶ Coverage includes Prescription Drugs and Alternative Care such as chiropractic, naturopathic, and acupuncture treatment.
- ▶ Medical coverage by the plan requires payment of deductible, copays and/or coinsurance.
- ▶ Vision coverage is available through the participating VSP network, as well as out-of-network providers.
- ▶ Vision coverage by the plan requires copays and allows benefit allowances per services provided.

2. Kaiser Permanente, Health Maintenance Organization (HMO)

Oregon Deductible Plan

- ▶ Medical and vision insurance coverage is offered at Kaiser Permanente facilities throughout the Hillsboro/Portland Metro area.
- ▶ With the exception of emergency services, medical services are generally covered only when treated at a Kaiser facility, or with the express authorization from Kaiser Permanente outside of a Kaiser facility.
- ▶ Coverage includes Prescription Drugs and Alternative Care such as chiropractic, naturopathic, acupuncture, and massage therapy.
- ▶ Coverage by the plan requires payment of deductibles, copays, and/or coinsurance.

Providence Traditional Option for US Based Remote Employees Residing Outside Oregon or SW Washington

- ▶ Medical coverage is available through various regional networks of physicians.
- ▶ Coverage includes Prescription Drugs and Alternative Care such as chiropractic, naturopathic, and acupuncture treatment.
- ▶ Medical coverage by the plan requires payment of deductible and coinsurance only.
- ▶ Vision coverage is available through the participating VSP network, as well as out-of-network providers.
- ▶ Vision coverage by the plan requires copays and allows benefit allowances per services provided.

Vision Insurance

All Acumed medical plan options include vision insurance coverage for you and your enrolled family members. Coverage includes annual eye exams, eye glass frames and lenses, and contact lenses.

- ▶ The Providence network of vision providers is carried by Vision Service Providers (VSP) throughout the U.S.
- ▶ Kaiser Permanente has vision providers within their facilities for its members.

Dental Insurance

We know proper dental care plays an important role in your overall health. Acumed’s coverage includes routine preventive care, fillings, oral surgery, dentures, and bridges at various levels of coinsurance. Like medical, dental premium tiers are employee only, employee plus spouse or domestic partner, employee plus child(ren), and employee plus family. Dental plans are independent of medical/vision coverage. That means you may enroll in or waive dental coverage regardless of your medical enrollment. Dental insurance coverage is administered by Delta Dental and is available to employees nationwide. The plan is flexible enough for you to choose dental providers that best meet your needs and the needs of your family.

Employee Assistance Program (EAP) www.eapbda.com

An employee assistance program provides you and your dependents support, guidance, and resources for coping with challenges in life, whether work related or personal. Acumed offers a confidential Employee Assistance Program through The Standard Insurance Company, in partnership with Bensinger, DuPont & Associates at no cost to you.

The EAP allows 24 hours per day, 7 days per week access to confidential phone support from a Master’s level clinician. Also included are three visits with a Master’s level counseling professional. The support can help you or your family members with life challenges such as:

- | | | |
|------------------------------------|---------------------------|------------------|
| ▶ Personal and relationship issues | ▶ Parenting | ▶ Legal matters |
| ▶ Health information | ▶ Helping older relatives | ▶ Identity theft |
| ▶ Addiction | ▶ Financial issues | ▶ Work issues |

Flexible Spending Accounts (FSA)

Acumed sponsors Flexible Spending Accounts for eligible health care and dependent care expenses through HealthEquity. Flexible Spending Accounts allow you to set aside a portion of your wages, pre-tax, to pay for eligible out-of-pocket health care and/or dependent care expenses.

Employees may elect participation in Acumed sponsored Flexible Spending Accounts during initial benefit eligibility or open enrollment. Certain qualified dependent and employment status changes may allow you to change your elections. Please contact HR for more information.

Health Care Flexible Spending Account (HCFSA)

Employees can elect to defer up to \$2,600 during the plan year for health care expenses. To be eligible for reimbursement, health care expenses must be for medical and/or dental care. Examples of eligible health care expenses are:

- ▶ Deductibles
- ▶ Copays
- ▶ Prescriptions
- ▶ Orthodontia

Dependent Care Reimbursement Account (DCRA)

Employees can defer up to \$5,000 per married couple during the calendar year for dependent care expenses. To be eligible for reimbursement, dependent care expenses must be custodial in nature and allow you and your spouse to be gainfully employed. Examples of eligible dependent care expenses are:

- ▶ Before and after school care for children 12 and under
- ▶ Care provided in your home (provider cannot be an IRS tax dependent or a dependent under age 19)
- ▶ Home or day care for eligible disabled IRS tax dependents (must spend at least eight hours per day in your home)
- ▶ Licensed day care providers
- ▶ Registration fees
- ▶ Summer day camps for children 12 and under

Planning for the Unexpected

Basic Life and Accidental Death & Dismemberment (AD&D) Insurance

Life insurance is an important part of your financial well-being, especially if others depend on you for support. Acumed pays for Basic Life and AD&D insurance through The Standard for all eligible employees. You can designate a beneficiary in your enrollment forms when you become eligible.

The Standard Life and AD&D coverage also includes financial and legal counseling for survivors and terminally ill employees. If you fall terminally ill, you may be eligible to request up to 75% of your life insurance amount, based on certification by a doctor and approval from The Standard. If you retire, reduce your hours, or leave Acumed, you may be eligible to take this coverage with you by porting or converting coverage. Portability allows you to convert the group life policy to a personal, term life policy. Conversion allows you to convert the policy to a whole life policy.

Supplemental Life and Accidental Death & Dismemberment (AD&D) Insurance

You have the option of purchasing Supplemental Life Insurance, Supplemental AD&D Insurance,* or both for yourself, your spouse, and/or your child(ren). In order to purchase coverage for your spouse or children, you must purchase an equal or greater amount of coverage for yourself. The combination of employer paid Basic Life insurance and Supplemental Life Insurance cannot exceed 6 times your annual earnings.

*You must purchase Supplemental Life Insurance in order to be eligible for Supplemental AD&D Insurance.

Disability Insurance

An unexpected injury or illness that keeps you out of work can rapidly use up your savings. Disability insurance can help replace lost wages and can be an important part of your personal financial planning. Acumed continues to provide full-time employees working 30 hours or more per week with Short and Long Term Disability benefits, and pays the full cost of this coverage.

Short Term Disability

Acumed provides Short Term Disability insurance at no cost to you. This insurance provides replacement income if you experience illness or injuries that prevent you from working. If you have a qualifying illness or injury, you may be eligible to apply to receive a weekly payment from The Standard equal to approximately 60% of your weekly earnings. Payment of claims is subject to a 14-day “elimination” or waiting period. You may receive Short Term Disability payments for up to 11 weeks. The Standard also provides return-to-work assistance if you qualify under the terms of the contract.

Long Term Disability

In the event that your illness or injury continues beyond 90 days, you may be eligible for Long Term Disability benefits. The duration of benefits depends on your age when the disability occurs due to coordination of disability with Social Security retirement/disability benefits. This benefit is offered at no cost to you and is also insured through The Standard.

To initiate a claim for either Long Term or Short Term Disability, contact your HR and Benefits Administrator.

Building a Secure Future

Retirement Savings Plan

CERP 401(k)

As a Colson Associates Member Company, Acumed offers you a way to save for retirement through in a 401(k) plan administered by Fidelity. All newly hired employees are automatically enrolled in a pre-tax account at a 3% contribution rate starting the first of the month following 30-days of employment. This plan offers both a traditional pre-tax contribution election and a Roth 401(k) plan after-tax election option. You can self-direct your contributions into a number of Fidelity funds.

Features of the plan include:

- ▶ Employee Pre-tax, Salary Deferral Contributions
- ▶ Employee Roth Post-tax, Salary Deferral Contributions
- ▶ Employer Match Contributions
- ▶ Employer Discretionary Contributions

Acumed will match half of the first 6% of your contributions (up to 3% total) each year. Employer matching and discretionary contributions begin accruing the first day of the fiscal quarter following one year of employment. To be eligible to receive employer matching contributions, employees must work for 1,000 hours during the plan year, be 18 years of age or older, and be employed on the last day of the plan year.



Valuing Your Education and Development

Tuition Reimbursement

Acumed recognizes the value of professional development and encourages our employees to pursue educational opportunities. After meeting eligibility requirements, regular, full-time employees are able to apply for tuition reimbursement. Our program offers reimbursement up to 95% of tuition for undergraduate courses, required textbooks, and applicable fees for approved college, university, or continuing education courses with a grade equivalent of “B-“ or better. Graduate level courses with a grade equivalent of “B” or better will be reimbursed at 85% of tuition, books, and applicable fees. Any reimbursement above the IRS limit of \$5,250 in a calendar year will be considered taxable income.

Prior approval is required. Approval is typically dependent upon available funds, relevance to your job, and evidence of successful completion.

Employee Training and Development

Acumed is committed to employee development and personal growth. Continuous training and professional development opportunities ensure employees are equipped with the required knowledge, skills, and abilities to support Acumed’s achievement of its business objectives. Employee development is supported in a variety of ways, including covering costs associated with conferences, seminars, training events, and professional certifications/memberships with supervisor approval.

Robert A. Pritzker Scholarship Program for Employee Dependents

To honor the memory of Robert Pritzker and his commitment to education, Colson Associates established a scholarship program. As a Colson Associates Member Company, eligible Acumed employees’ dependents may apply for renewable scholarships. This program is a benefit for dependents (age 24 years or less) of employees who have been employed with Acumed for at least two years. Dependents may apply for renewable scholarships each year toward post-secondary undergraduate education, including vocational and technical schools.

Eligibility:

- ▶ This program is open to the dependents of employees of any Colson Associates Company worldwide who have completed a minimum of 2 years of employment as of the application deadline (February 20).
- ▶ Dependents must be postsecondary undergraduates (current freshman or above). Students outside the United States must be current technical or university level students.

Scholarship Details & Payments:

- ▶ Scholarships in the amount of \$5,000 each will be awarded to 4 recipients each year.
- ▶ Scholarship would begin in sophomore year of college and can be renewed for up to 3 additional years.



Finding Time to Rest, Relax & Recuperate

Paid Time Off (PTO)

Acumed supports your need to rest and recharge by offering Paid Time Off. Paid Time Off is offered to full- and part-time employees based on the number of regularly scheduled work hours. PTO can be used for any reason, such as appointments, sick/personal days, and leisure. For newly hired full-time employees, PTO accrues at five hours per pay period. Based on years of service with Acumed, your accrual rate will increase over time. The number of PTO hours in your bank will carry over to the following year if you have not exhausted them. The maximum number of PTO hours you can accrue in your bank is 360 hours. In the event that you leave Acumed, the maximum payout of your accrued PTO is 240 hours.

Oregon Paid Sick Time

Oregon passed a law requiring employers to provide employees with paid sick time effective January 1, 2016. Because Acumed already offers a substantial PTO plan which covers paid sick time, we already comply with the key provisions of this new law.

Employees may use sick time for the following reasons:

- ▶ To care for his/her own or a family member's mental or physical illness or injury
- ▶ For any of the purposes covered under the Oregon Family Leave Act
- ▶ Leave related to domestic violence, harassment, or sexual assault
- ▶ Donating accrued sick time to another employee

Contact your supervisor or Human Resources for additional information.

Holidays and Floating Holidays

The following holidays are recognized by Acumed as paid holidays for regular, full-time and part-time employees (eligible on a pro-rata basis):

- ▶ New Year's Day
- ▶ Independence Day
- ▶ Thanksgiving Day
- ▶ Memorial Day
- ▶ Labor Day
- ▶ Christmas Day

Employees are provided with 3 Floating Holidays, which are awarded at the beginning of each year and can be requested for use like PTO throughout the year, upon approval from your supervisor. Floating holidays are reset at the beginning of each calendar year and do not carry over into the following year. For newly hired employees, floating holidays are prorated for the balance of their first calendar year of employment based upon date of hire.

Bereavement Pay

If you suffer the loss of a close family member, you are eligible to take up to three days of paid bereavement leave for hours that you would otherwise be scheduled to work. Bereavement leave beyond three paid days may be approved as unpaid days or PTO. "Close family" typically includes your spouse, domestic partner, parents (step parents, foster parents, parents-in-law and domestic partner's parents), grandparents, siblings, children, children of a domestic partner, step child, adopted child and/or a child for whom the employee has parenting responsibilities.

Jury Duty Pay

To provide income protection while you carry out your civic responsibility, Acumed will pay for hours spent in jury duty at your regular rate of pay, for your regularly scheduled work hours, up to a maximum of 10 days. Upon receipt of notification from the state or federal courts of an obligation to serve on a jury, you should notify your supervisor and provide copies of the subpoena or jury summons to Human Resources.



Improving Your Life

Perquisites

Beyond the traditional benefit plans described in this booklet, Acumed also encourages employees to take advantage of “perks” provided by the Company.

Employee Referral Incentive Program

Acumed affords employees the opportunity to earn an incentive reward for helping to bring new talent to the Company. Eligible employees must submit an Employee Referral form to Human Resources prior to the acceptance of the written offer. Upon signing of the offer letter, the referring employee will receive \$500. Once the newly hired employee successfully completes 90 days of service with Acumed, the referring employee will receive an additional \$500. Both payments are processed through Payroll.

Bike Commute Rewards Program

Cycling to the office is easier than you think and Acumed helps make it convenient as well. We have secure bike storage locations and showers at both Oregon locations in addition to our rewards program for regular cyclists.

The Bike Commute Rewards Program offers cash incentives based on the percentage of your commute completed by bicycle, with additional rewards for riders cycling the most miles. This can be one-way, both ways, and may include public transportation, but at least one section (minimum one mile) needs to be commuted by bicycle. Only miles traveled on the bike count, so if you take public transportation in combination, only log the miles actually biked.

The Acumed Bike Commute Rewards Program is in effect year-round with rewards distributed each quarter.

TriMet Pass Discount

In support of the environment, Acumed sponsors discounted annual TriMet transit passes for employees in the Hillsboro/Portland-Metro area. The cost to employees for an annual pass purchased through Acumed is \$25 (the cost of an annual pass purchased through TriMet is \$1,100). Employees receive a TriMet sticker for their Acumed photo ID badge. The passes may be used on buses, MAX Light Rail and WES Commuter Rail, as well as the Portland Streetcar and Portland Aerial Tram.

Costco Membership Discount

Acumed offers employees the option to purchase a subsidized membership at Costco, which includes an additional card for a household member. The employee cost for a one-year, Gold Star membership is a payroll deduction of \$20. The employee cost for an Executive Membership is a payroll deduction of \$70. Membership enrollment opportunities are offered twice per year in February and August.

Fitness Reimbursement

Acumed will reimburse up to \$100 associated with a fitness center membership or class fees for each employee. This is a one-time reimbursement program for employees who belong to a gym, choose to join a gym, or take fitness classes such as aerobics, yoga, dance, rock climbing, etc. The program covers initiation fees and/or membership dues. The initiation fee may be applied to a family membership, as long as the employee is one of the participating family members.

Matching Gift Program

Acumed encourages employees to contribute to certain types of private philanthropic organizations and we support the interests of those employees by matching such contributions with Company funds. Any gift made to one or more qualified institutions by a full-time employee (of at least \$25 but not exceeding a total per individual of \$2,000 in each calendar year) will be matched by Acumed. For additional information, please contact HR.



Corporate Discounts

Acumed has negotiated discounts with several companies for savings toward technology purchases. Employees may access these discounts via a link on the Acumed Portal.

Acumed's Employee Purchase Program (EPP) may be used with companies such as CDW, Dell, and Microsoft and enable you to purchase technology products at Acumed's corporate pricing using the EPP Access Number.

Detailed information about EPP discounts for each company is available by accessing the Acumed portal, and clicking on IT Help and Support, followed by the technology company name to learn about eligible products and EPP prices.

PTO Donation Program

Coworkers have the ability to support each other during times of difficulty, such as a medical or family crisis which requires time away from work. Employees experiencing these life challenges sometimes run out of Paid Time Off (PTO). The PTO Donation Program allows employees to donate PTO to a coworker in need. This voluntary program directly impacts those in need in our Acumed workplace community and supports our mission. Supervisors and HR are able to provide employees with a form and policy information for donating PTO hours to a coworker.

Grant PTO Program

We know that medical emergencies or personal crises can create financial stress for employees. In order to support employees who experience these life challenges, the Company implemented the Grant PTO Program to help ease those financial concerns. Employees who have exhausted their PTO balance may be eligible to receive a one-time grant of up to 480 hours to use for an approved leave of absence. Please see HR for additional details.

Professional Memberships

Acumed sponsors professional memberships because we value the benefits employees derive from being affiliated with professional associations. With professional memberships, Acumed employees are able to take advantage of development opportunities, knowledge and resources in the field, as well as stay abreast of marketplace trends. If interested, contact your manager with information about membership. Advanced approval is required.

Prescription Safety Glasses

Acumed employees who work in positions which require safety glasses are eligible for subsidized prescription safety glasses. Acumed will pay up to \$200 for single vision and \$240 for progressive lenses for an employee needing prescription safety glasses for work. This program covers prescription/work-related safety glasses only, not daily eyewear, every 2 years.

Workplace Conveniences

At Acumed, we want your workplace atmosphere to be pleasant, productive, and rewarding. We have made available conveniences for employees to enjoy. Acumed provides employees with convenient lunch rooms in our facilities stocked with ice, water, free coffee, tea, apple cider, and hot chocolate. The Company provides microwaves and refrigerators for employee use, as well as meals and snacks available for purchase through the Avanti Marketplace. Newly hired employees will receive a \$5 Avanti coupon as a welcoming gift. Lunchrooms also provide a space for events like the Chili Cookoff and monthly birthday celebration cakes. There are also break areas for coffee, tea, and water throughout the facilities.

Giving Back

Employee Recognition and Events

Minds, Hands, Hearts Employee Recognition Program

The Minds, Hands, Hearts Program is an opportunity to immediately recognize employees' positive contributions to our Company. It is with the spirit of the Acumed Mission Statement that employees are recognized through Minds, Hands, Hearts. When you receive a Minds, Hands, Hearts thank-you card, it may be redeemed for gift cards to various retail stores.

Patent Recognition Program

Acumed supports rewards and recognition programs which encourage, recognize and reward employee work and behaviors that support the Company's business goals. The Patent Recognition Program acknowledges and rewards Acumed employees who drive product innovation efforts through inventions of patentable technology. Eligible employees are acknowledged with a special wall plaque, an individual brick, an annual recognition lunch, and cash awards.

Record Sales Reward

At Acumed, we recognize that it takes a team to achieve results. Each month the Company hits a new sales records we celebrate with a \$50 cash reward for eligible Acumed employees.

Service Awards

We are proud to have a dedicated and knowledgeable workforce. Acumed recognizes employees who have demonstrated their loyalty to the Company through continued service. On an annual basis, we celebrate these achievements by hosting an Anniversary Party for employees who have milestone anniversaries of 5, 10, 15, and 20 years. Employees are welcome to bring a guest to this very special Company event.

Celebratory Events

Acumed celebrates employees by hosting various events throughout the year. Examples of events include costume contests, holiday decorating, and summer and winter Company parties.



Social Responsibility

Giving Back To Each Other, Our Community, and the World

It's important to us that our employees get involved in meaningful ways that make a positive impact at work and in the world. Social Responsibility initiatives provide essential support in making Acumed a positive workplace, giving back to our community, and demonstrating good stewardship of our environmental resources. In support of this effort, Acumed provides financial support to several foundations annually including SIGN Fracture Care, the American Red Cross, STEM Connect, and the Perry Initiative. Participation in our Social Responsibility committees is open to all employees providing you an opportunity to further Acumed's mission. Employees interested in joining a committee should contact the committee directly using the email addresses below.

The **Green Team** is a cross-functional group dedicated to preserving the environment and educating stakeholders on the benefits of being "green". The Green Team's mission is to support Acumed's commitment to sustainable business practices and initiatives through education, encouragement, community involvement, and environmental stewardship. Examples of events planned by the Green Team are earth week bingo, holiday decoration swap, and electronics recycling.

greenteam@acumed.net

The **Activities Committee** is privileged to plan and host a variety of our Company events including the annual winter party, summer picnic, Halloween, and other festivities. For recreation, employees who have formed sports teams may be eligible for sponsorship by Acumed. Sports team sponsorships are submitted and approved through the Activities Committee.

activities@acumed.net

The **Charitable Giving Committee** represents Acumed's commitment of making a positive impact on the world and the community. For this reason, the Charitable Giving Committee's mission is to support Acumed's commitment by helping those in need through educational initiatives, community action, and volunteerism. Examples of activities the Charitable Giving Committee support are food drives, blood drives, and holiday family adoptions.

charitablegiving@acumed.net

Volunteer Time Off (VTO)

Acumed offers employees up to 8 hours of paid time off for use when volunteering their time for community service and other social impact efforts. Volunteer organizations must be designated as non-profit with a community service/ social responsibility focus. Contact Human Resources for more information.



Effective: April 2017
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