

Blackstone Medical, Inc. (BMI) recognizes that employees are our most valuable resources. That is why our focus is on providing you a high-quality benefits program for your commitment, loyalty and hard work. Our goal is to meet the diverse needs of our employees and reward them for their contribution to the success of BMI.

BMI provides all eligible full-time employees certain benefits that are low cost or no cost to them. In addition, eligible full-time employees have the opportunity to participate in other voluntary benefit plans. (Employees pay their share of costs for voluntary benefits through payroll deductions.) Unless otherwise noted, participation for most benefits begins 30 days from your date of hire. Employees must complete paperwork within 31 calendar days of benefits eligibility date in order to qualify for benefits.

Health & Welfare**Medical & Dental Insurance**

- Multi-tiered medical plans
- Low employee co-pays
- Low cost participation with corporate funding
- Premiums paid qualify for pre-tax Section 125 group plan
- Dental in-network preventative care covered at 100%, \$1,000 calendar year dental maximum plan benefit and \$1,000 orthodontia maximum lifetime benefit (per individual)

Vision Insurance

- Vision coverage and discounts
- Low cost participation with corporate funding
- In-network and non-network benefits for comprehensive exams, standard lenses, or contact lenses
- Premiums paid qualify for pre-tax Section 125 group plan

Flexible Spending Accounts (FSAs)

- Allocate up to \$5,000 dependent care expenses and \$4,000 medical expenses pre-tax per calendar year
- FSA debit card convenience

Basic Life Insurance/AD&D

- 100% corporate funded for regular full-time employees
- 1x base salary up to a maximum of \$500,000
- Optional voluntary purchase of additional insurance for self, spouse and children

Short and Long Term Disability

- 100% corporate funded for regular full-time employees
- Short term disability coverage is 80% of base pay for non-work related injury or illness for a period greater than 14 consecutive days
- Long term disability coverage is 60% of base pay for non-work related injury or illness for a period greater than 90 days

Employee Assistance Program (EAP)

- A confidential service for employees, offering guidance for problems relating to family relationships, individual frustration, depression, stress, substance abuse, or other difficulties
- No cost to employees and their dependents

Paid Time Off

Vacation

The BMI vacation year runs from January 1 to December 31. Vacation accrual is based on length of service. Vacation can range from 10 to 20 days based on years of service. Eligible new employees hired after January 1 receive a pro-rated vacation time for the partial calendar year. For any partial year, vacation time will be pro-rated based on the month the employee began employment.

Holidays

All employees receive 11 paid holidays per calendar year. Paid holidays include 8 company assigned holidays and 3 additional floating holidays.

Financial Future

Blackstone Medical 401(k) Savings Plan

BMI offers a competitive 401(k) program for regular full-time employees.

- Employee can contribute between 1% and 75% of pay (up to IRS calendar year limit)
- Competitive vesting schedule
- Rollover funds from other qualified plans at any time
- Choose from multiple fund options

Orthofix Employee Stock Purchase Plan

BMI's parent company, Orthofix International N.V., encourages eligible employees to become owners of common stock; the Stock Purchase plan year runs from July 1 to June 30.

- Employee can contribute between 1% and 25% of base pay
- Purchase stock at a discount from Fair Market Value

Tuition Reimbursement Program

- Regular full-time employees can continue their education through accredited institutions
- Competitive reimbursements per semester for undergrad and graduate approved courses

Employee Referral Program (ERP)

- Regular full-time employees can receive cash incentives for referring talented candidates for hire
- Cash incentives are paid 3 months following candidate's start date