All benefits are effective on your hire date with the exception of the Company Retirement Contribution which will commence upon one year of service

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Administrator</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>CAL Time (Consolidated Annual Leave)</td>
<td>Hach Company</td>
<td>Paid time off taken for illness, vacation, or personal leave; Amount of CAL time is based on exempt or non-exempt status and date of hire (refer to Associate Policy Handbook)</td>
</tr>
<tr>
<td>Holiday Pay</td>
<td>Hach Company</td>
<td>Scheduled holidays and any discretionary holidays as planned per year</td>
</tr>
<tr>
<td>Employee Assistance Plan</td>
<td>Cigna</td>
<td>6 free confidential counseling/advisory visits per issue for all immediate family members</td>
</tr>
<tr>
<td>Company Paid Life Insurance</td>
<td>MetLife</td>
<td>Benefit is 1.5 times annual salary</td>
</tr>
<tr>
<td>Company Paid Short Term Disability</td>
<td>Liberty Mutual</td>
<td>Provides at least 60% of pay while medically disabled for up to 180 days</td>
</tr>
<tr>
<td>Company Retirement Contribution</td>
<td>Fidelity</td>
<td>Hach Company contributes 2% of pay per payroll whether or not you are contributing to the 401(k) plan; contributions are subject to a 3 year cliff vesting schedule</td>
</tr>
</tbody>
</table>
| 401(k) Plan                                  | Fidelity             | • Associates may contribute up to 75% of pay  
• Hach Company matches 100% of first 3% of associate’s contribution and 50% of the next 2%  
• Associate contributions and company match are vested immediately |
| Medical Insurance                            | United Health Care   | • Choose between two medical options – Health Plus Plan w/ HSA or Basic Plan (80/20 PPO)  
• Out of network services are subject to lower benefit levels and R&C charges apply |
| Health Savings Account (HSA)                 | Optum                | • Pre-tax savings account to use towards medical related expenses.  
• Danaher will contribute seed money into account |
| Flexible Spending Accounts (FSA)             | Hewitt               | • Pre-tax savings account to use towards medical or dependent care costs  
• “Use it or lose it” if not used within calendar year |
| Dental Insurance                             | Cigna                | Covers routine checkups and other comprehensive dental services                                                                                                                                          |
| Vision Insurance                             | VSP                  | Save money on eye exams, glasses and contact lenses                                                                                                                                                      |
| Long Term Disability Insurance               | Liberty Mutual       | Provides 60% of pay per month if disabled for longer than 180 days                                                                                                                                      |
| Life Insurance                               | MetLife              | Term life insurance with optional benefit levels available for associate, spouse, and children                                                                                                            |
| Accidental Death and Dismemberment           | MetLife              | Accident insurance with optional benefit levels in the event of bodily injury                                                                                                                              |
| Pet Insurance                                | MetLife              | Veterinary treatments, preventative care and more                                                                                                                                                         |
| Auto & home insurance                        | MetLife              | Discounted insurance premiums                                                                                                                                                                             |
How To and Contact Information

For questions on the Benefit Plan Summary
1. Go to www.mybenefits.mydanaher.com (or call 800-964-7985)

For eligibility issues
1. Call Budco 866-367-3629

Advocacy center for benefit related issues
1. Call 800-964-7985 and ask for the advocacy center. (Mon – Fri, 8am – 7pm EST)
2. Have available: insurance card, explanation of benefits, invoices, collection agency info, contact info for provider of care

Optum Health Bank (HSA Questions)
1. Call 800-791-9361

For questions on life event changes
1. Call the Benefit Call Center, 800-964-7985

Forgot user name and/or password?
1. Click on Forgot Username/Forgot Password
2. Locked out of Website?
   • Call Benefit Call Center – 800-964-7985

United Healthcare (UHC) Doctor Find
1. Go to www.myuhc.com/groups/danaher
2. Click on Physicians and Facilities
3. Click on find Physicians and Facilities
4. Select a plan – “United Healthcare Choice Plus”
5. Select either:
   i. Search for a Physician
   ii. Search for a Hospital or Other Facility
   iii. Search for Medical Equipment or Supplies
6. Follow the prompts and enter the specific information

To change address, phone number, W-4, or direct deposit
1. Go to the Hach Intranet, hachww
2. Click on Human Resources
3. Click on Associate information
4. Click on Forms & Procedures
5. Click on the appropriate form
6. Fill out form and submit to HR
   *Direct deposit changes take 2 pay cycles to take effect

Dentist Find
1. Go to www.cigna.com
2. Toward the center of the page click on Find Doctors or Dentists by Specialty
3. Click on Dentist
4. Fill in either City or zip code and click Next
5. Click on Cigna Dental PPO
6. In the drop down menu select Radius Network
7. Click Search
   ***Note: Cigna does not mail a dental card. To obtain a card, go to my.cigna.com. Enter log in info, & then click on “ID cards.”

Change 401(k) Contribution amount
1. Go to www.401k.com and log in
2. Click on ‘Savings and Retirement’ found on the green bar at the top of the page
3. Click on ‘Danaher 401k plan’ under the Retirement Accounts section
4. Click on ‘Contribution amount’ in the menu on the left side of the screen
5. Under ‘Manage your Contribution amount’ click on ‘Contribution Amount’
6. Enter the new % in ‘desired election’ field
7. Click on ‘Change Contribution Amount’
8. Payroll will be notified automatically
   *It will take 1-2 payrolls for this change to show on your paycheck.

Enter/Update 401k Beneficiaries
1. Go to www.401k.com and login
2. Click on “Your Profile” at the top
3. Click on “Beneficiaries” (and on “Danaher Corp” if you have multiple companies listed)
4. Click “Let’s begin” and follow the instructions
5. You will need to enter at least 1 primary and 1 secondary beneficiary

Caremark Pharmacy Find
1. Go to www.caremark.com/danaher
2. Click on Plan Information
3. Click on Danaher 2011 RX Plan link
4. Click Check Drug Costs
5. Type in Drug Name
6. Pick specific drug and strength and quantity/supply
7. Review pricing

Caremark Prescription Drug Costs
1. Go to www.caremark.com/danaher
2. Click on Plan Information
3. Click on Danaher 2011 RX Plan link
4. Click Check Drug Costs
5. Type in Drug Name
6. Pick specific drug and strength and quantity/supply
7. Review pricing

Other Contact Info
• Legal Plans – www.legalplans.com; 800-821-6400
• Fidelity (401k) – 800-835-5092, www.401k.com
• Cigna (Dental) – 800-244-6224, www.cigna.com
• Cigna (Behavior Health) – 888-357-7557, www.cignabehavioral.com
• Caremark (Pharmacy) – 800-776-1355, www.caremark.com
• Caremark Connect (Specialty Medication)-800-237-2767
• United Health Care – 800-861-8533, www.myuhc.com
• Employee Assistance Program – 888-357-7557, www.cignabehavioral.com
• Conexis (Flex Spending Accounts 2010) -866-279-8385, www.conexis.org
• Hewitt (Flex Spending Accounts 2011)-800-964-7985
• VSP (Vision) – 800-877-7195, www.vsp.com
• Minnesota Life Claims Questions: 866-293-6047
• QDRO Consultants: 800-527-8481

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