

2010 BENEFIT SUMMARY

HEALTH & WELFARE BENEFITS



Omnicell is committed to providing a quality and comprehensive benefits package to employees and their dependents. Employees must be regular full-time and working at least 30 hours or more per week. Eligible dependents can be covered for medical, dental, vision, supplemental Life/A&D as well as have access to Omnicell's Employee Assistance Program (EAP).

Eligible dependents include:

- Legal spouse
- Qualified domestic partner (to enroll a domestic partner, an employee will be required to sign an affidavit confirming that specific criteria have been met as well as provide proof of the relationship)
- Unmarried children, including stepchildren or legally adopted children, from birth to age 19 or to age 25, if they are a full-time student in an accredited school.

Most coverages are effective the first of the month following your date of hire. Omnicell shares the cost for Health and Welfare Benefits with employees, including dependent coverage. The employee-paid portion will be automatically deducted pre-tax from paychecks, on a semi-monthly basis.

This summary contains an overview of Omnicell's benefits. It is not intended to be a legal document. For more detailed information regarding limitations and exclusions, please request to review a Summary Plan Description.

ANTHEM BLUE CROSS – TRADITIONAL PPO

Under the Anthem BlueCross Traditional PPO Plan, employees have access to a large network of contracted doctors and hospitals as well as the option to access non-contracted providers. Under this Plan, employees are covered at a low co-payment or 90% after meeting a \$250 individual/\$750 family deductible for in-network providers, and at 80% after meeting the deductible for out-of-network providers. **This plan is available to all employees.**

ANTHEM BLUE CROSS – HIGH DEDUCTIBLE PPO

Omnicell offers the Anthem BlueCross High Deductible PPO Plan, which provides access to a large network of contracted doctors and hospitals as well as the option to access non-contracted providers. Under this Plan, employees are covered at a low co-payment or 90% after meeting a \$750 individual/\$2250 family deductible for in-network providers, and at 70% after meeting a \$1000 individual/\$3000 family deductible for out-of-network providers. **This Plan is available to all employees.**

ANTHEM BLUE CROSS – POWER CAREADVOCATE PPO

Omnicell offers the Anthem BlueCross Power CareAdvocate PPO Plan for employees who reside outside of California. In this plan, employees do not need to pay a deductible or a co-payment for most services when PPO providers are used and a "care advocate" is pre-notified of any services received. When this is done, the Plan will pay 100% of the cost of care. If the care advocate is not pre-notified, a \$500 per person deductible will be applied. Once the deductible is met, the Plan covers 80% for in-network care and 60% for out-of-network care. **This plan is only available to employees who reside outside of California.**

ANTHEM BLUE CROSS – HMO

The Anthem BlueCross HMO Plan requires the employee to choose a Primary Care Physician (PCP) who manages all care, including referrals for surgery and specialty care. PCP-approved services are generally covered at 100% with a low co-payment, without the need to satisfy a deductible. **This plan is only available to employees who reside in California.**

KAISER PERMANENTE – HMO

Omnicell also gives employees access to coverage with Kaiser Permanente. In the Kaiser HMO Plan, Kaiser facilities and doctors must be used. 100% of covered expenses are paid (after a minimal co-payment) without the need to satisfy a deductible. **This plan is only available to employees who reside in California.**

ANTHEM BLUE CROSS DENTAL

Omnicell provides dental coverage with Anthem Blue Cross. Employees have access to one of the largest national network of contracted dentists who provide services at a significant discount. Utilizing in-network providers will also result in higher coverage and lower out-of-pocket costs.

Employees can utilize non-network providers, but coverage is slightly lower and the employee may have more out-of-pocket expenses. Reimbursement to non-network dentists is based on reasonable and customary charges for the geographic area.

ANTHEM BLUE CROSS BLUE VIEW VISION PLAN

Omnicell offers vision coverage through Anthem Blue Cross Blue View Vision. Anthem utilizes the large Blue View Vision network and also provides additional access to large retail providers like Lens Crafters and Target Optical. When using a Blue View Vision provider, 100% of the cost for eye exams is covered. A portion of the cost for lenses and frames, up to a certain dollar amount, after a \$20 co-payment, is also covered. If you utilize non-network providers, you will be reimbursed for services up to a maximum allowed amount.

METLAW – HYATT LEGAL PLAN

Through semi-monthly payroll deductions employees can enroll in the legal plan through MetLaw – Hyatt Legal Plan. You can receive access to many of the most frequently needed personal legal services at no charge or at discounted rates. Services are provided by Hyatt Legal Plans, which is the nation's largest provider of group legal services.

GROUP INSURANCE

Employees will be automatically enrolled in company paid Group Term Life, Accidental Death and Dismemberment, Short Term Disability and Long Term Disability Insurance through Unum. Employees must apply and pay for Supplemental Insurance.

GROUP TERM LIFE & ACCIDENTAL DEATH & DISMEMBERMENT

This Plan pays one and a half times an employee's annual salary rounded to the next higher \$1,000 with a \$250,000 maximum. The payment will be made to an employee's designated beneficiary in the event of a death from any cause. If death occurs within 90 days of, and as a result of, an accident, the benefit paid to the designated beneficiary would be twice the amount described above.

SHORT TERM DISABILITY

This Plan pays 60% of an employee's weekly earnings with a maximum benefit of \$2,500 per week for 25 weeks.

LONG TERM DISABILITY

This Plan pays 60% of an employee's monthly salary to a maximum of \$15,000 per month, in the event that the employee became totally disabled while employed at Omnicell as a result of illness or injury.

SUPPLEMENTAL LIFE

Through semi-monthly payroll deductions, employees may increase Group Term Life Insurance in increments of \$10,000 up to 5 times their annual salary or a maximum of \$500,000 (whichever is less).

WORKERS COMPENSATION

Workers Compensation Insurance is offered through Gallagher Bassett. This plan pays 2/3rd of an employee's income in the case of an on the job injury that results in lost time from work. Workers Compensation insurance is available to all regular full-time and part-time employees.

FLEXIBLE SPENDING ACCOUNT

HEALTH CARE FSA

Employees may set aside as much as \$7,500 of pre-tax income to pay for expected or unexpected out-of-pocket medical, dental, vision and prescription drug expenses and co-payments. If the allocated money that is set aside is not used by the end of the plan year, the ability to access the money will be lost and it will not be refunded.

DEPENDENT CARE FSA

Employees, who are single or married and filing jointly, may set aside up to \$5,000 of pre-tax income for eligible Dependent Care expenses each year. Employees who are married and filing separately may set aside up to \$2,500. Examples of eligible Dependent Care expenses include childcare and eldercare. The employees' election will be automatically deducted from their paychecks pre-tax semi-monthly.

EMPLOYEE ASSISTANCE PROGRAM

Omnicell offers an Employee Assistance Program (EAP) through Anthem Blue Cross for all employees and their dependents. The EAP provides assessment and counseling for an average of 4 visits per issue. Work/life services are also available. Employees will be automatically enrolled in the EAP on the first of the month following their first day of employment. This is a fully Company sponsored benefit.

401(k) PLAN

Omnicell offers a 401(k) Retirement Plan through Fidelity to all regular full-time and part-time employees who are at least 21 years old.

Employees may contribute 1% to 75% of their pay per calendar year on a "pre-tax" basis, subject to IRS limitations or up to \$16,500 for 2010.

Employees who are age 50 or over may contribute up to an additional \$5,500 in 2010 for the "Catch-Up Contributions" per calendar year.

The Company will match your contributions dollar-for-dollar, up to 3% of eligible pay (matching contributions limited to \$1,000 per year). You own, or become vested in, Company matching contributions at a rate of 25% per year. After 4 years of service, you become 100% vested in the Company match.

Employees are eligible to join the plan the first of the month following their employment date. However, the employee must have been hired the month prior to the enrollment month. 401(k) enrollments are processed directly through Fidelity.

After 30 days following your hire date, you will automatically be enrolled for 3% in the Freedom Fund based on your retirement year. If you would like to opt out, you may do so at anytime; however, the funds that were already contributed will remain in your account. Employee contributions will be automatically deducted from your paychecks, semi-monthly.

EMPLOYEE STOCK OPTIONS

Omnicell offers all applicable employees stock options upon hire. Stock options have a 48 month vesting period with a 1 year cliff and 25% of the stock vests after the first year.

EMPLOYEE STOCK PURCHASE PLAN

Omnicell offers an Employee Stock Purchase Plan (ESPP) to regular employees working 20 hours or more per week who have been employed with Omnicell for at least 3 months at the start of an offering period.

Employees may contribute up to 15% of their earnings, subject to IRS limitations, toward the purchase of Omnicell stock at a 15% discount of the fair market value. Employees can enroll in the ESPP in February and August. ESPP enrollments are processed directly through E*Trade and the employees' election will be automatically deducted from their paychecks, semi-monthly.

VACATION

Omnicell offers regular full-time employees 10 days of vacation pay each year, at an accrual rate of 3.334 hours per pay period, for the first two completed years of service. Regular full-time employees with 2+-5 years of service accrue 15 days of vacation per year (accrual rate is 5 hours per paycheck), regular full-time employees with 5+-10 years of service accrue 18 days of vacation (accrual rate is 6 hours per paycheck), and regular full-time employees with 10+ years of service accrue 20 days of vacation per year (accrual rate is 6.667 per paycheck). Regular part-time employees working at least 20 hours per week will accrue vacation hours on a prorated basis.

SICK LEAVE

Omnicell offers regular full-time employees sick leave, which is accrued at a rate of 3.334 hours per pay period with a maximum accrual of 4 weeks.

Regular part-time employees working at least 20 hours per week accrue sick leave on a prorated basis.

HOLIDAYS

Regular full-time employees are eligible for 9 Company paid holidays per year. Employees working less than 40 hours per week earn holiday pay on a prorated basis.

ADDITIONAL BENEFITS

TUITION REIMBURSEMENT PROGRAM

The Program is available to employees for classes that will increase their competence in their present jobs and will prepare them for advancement within Omnicell. Upon approval from the employee's manager/VP, employees may be reimbursed for classes at an accredited educational institution, provided a passing grade of "C" or better is achieved. Maximum reimbursement per year is \$5,250.

ADOPTION BENEFIT

In the event that you legally adopt a child through any agency (e.g. foster, private, etc.), you will receive \$2,000 to help offset the costs incurred.

Omnicell reserves the right to change the information in this summary at any time without prior notice and without reason.