

**MOLECULAR EPIDEMIOLOGY, INC. 401(K) PROFIT SHARING PLAN  
PLAN HIGHLIGHTS**

**IMPORTANT:** *This is a summary of the plan features. For full details, please refer to the Summary Plan Description.*

<b>Eligibility</b>	
<b>Excluded Employees:</b>	The following employees are excluded from the Plan: <ul style="list-style-type: none"> <li>• Employees covered by a collective bargaining agreement</li> <li>• Leased employees</li> <li>• Non-resident aliens</li> </ul>
<b>Elective Deferral Contributions:</b>	You must meet the following criteria to be eligible to make Elective Deferral Contributions <ul style="list-style-type: none"> <li>• You must attain age 21</li> </ul>
<b>Matching Contributions:</b>	You must meet the following criteria to be eligible to receive Matching Contributions under the Plan: <ul style="list-style-type: none"> <li>• You must attain age 21</li> <li>• You must complete one (1) Year of Eligibility Service, during which you complete 1000 hours of service.</li> </ul>
<b>Enrollment Periods</b>	
<b>Elective Deferral Contributions:</b>	On the date you meet the eligibility criteria specified above.
<b>Matching Contributions:</b>	On the first day of the first month and seventh month of the Plan Year next following the time you meet the eligibility criteria specified above.
<b>Contributions</b>	
<b>Elective Deferral:</b>	You may elect to defer up to 100% of your Compensation on a pre-tax basis. You may also elect to make Roth contributions to the Plan on an after-tax basis. You may elect to change your elections to contribute to the Plan as of each pay period. Federal law also limits the amount you may elect to defer under the Plan (\$18,500 in 2018). However, if you are age 50 or over, you may defer an additional amount up to \$6,000 (in 2018).
<b>Matching Contributions:</b>	The Employer will make a Matching Contribution on your behalf in an amount equal to 100% of your contributions that are not in excess of 3% of your Compensation. The Employer may, in its sole discretion, make Matching Contributions in addition to those described above.
<b>Rollovers:</b>	The Plan may accept a Rollover Contribution made on behalf of any Eligible Employee, regardless of whether such Employee has met the age and service requirements of the Plan. An Eligible Employee who has not yet met any of the eligibility requirements of the Plan will be deemed a Participant only with respect to amounts, if any, in his Rollover Contribution Account.
<b>Vesting</b>	
<b>Fully Vested Accounts:</b>	You will have a fully vested and nonforfeitable interest in your Elective Deferral Account, Rollover Contribution Account and Qualified Nonelective Contribution Account.
<b>Matching Contribution Account:</b>	Your interest in your Matching Contribution Account will vest based on your Years of Vesting Service according to the following vesting schedule - Less than One Year: 0%; One Year but less than Two Years: 25%; Two Years but less than Three Years: 50%; Three Years but less than Four Years: 100%; Four Years but less than Five Years: 100%; Five Years but less than Six Years: 100%; and Six or More Years: 100%
<b>Investing Plan Contributions</b>	
<b>Investments:</b>	You may direct the investment of all of your Accounts in one or more of the available Investment Funds. Your elections will be subject to such rules and limitations as the Plan Administrator may prescribe. The Plan Administrator may restrict investment transfers to the extent required to comply with applicable law.  The Plan is intended to constitute a plan described in section 404(c) of ERISA. This means that Plan fiduciaries may be relieved of liability for any of your losses that are the result of your investment elections.
<b>Distributions and Loans</b>	

<b>Distributions from the plan:</b>	<p>You may receive a distribution from your account under the following circumstances:</p> <ul style="list-style-type: none"> <li>Immediately after your employment terminates</li> <li>Normal Retirement Age (even if you are still working)</li> <li>Hardship (limited accounts)</li> <li>After age 59-1/2</li> <li>From the Rollover Contribution Account at any time</li> <li>Death</li> <li>Disability</li> </ul>
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<b>Loans:</b>	The minimum loan amount is \$1,000 and the maximum number of loans outstanding is 2.
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<b>Contact Information</b>	
<p>Plan Administrator:  Molecular Epidemiology, Inc.  Address: 15300 Bothell Way NE, Lake Forest, Washington 98155  Phone number: 206-522-5432</p>	

*Note: These plan highlights are intended to be a very concise overview of plan features. For a detailed description of plan features, please review the Summary Plan Description or contact the Plan Administrator for more information. The plan features described in these plan highlights are subject to change and in the event of a discrepancy between the legal plan document and these highlights (or any other summary of plan features), the plan document shall control.*