



ImmunityBio provides a robust and competitive total rewards package for our employees.

Category	Benefit Offerings
Health & Wellness Benefits	<ul style="list-style-type: none"> - Medical - Prescriptions - Dental - Vision - Employee Assistance Program - Wellness Programs - Telemedicine - Mental Health
Paid Time-Off	<ul style="list-style-type: none"> - Holidays - 11 Designated Holidays - Cultural Day - 1 Cultural Day to observe as you choose - Other Paid Time-Off <ul style="list-style-type: none"> o Exempt Employees <ul style="list-style-type: none"> - Eligible to participate in an approved Unlimited Paid Time-Off (PTO) program o Non-Exempt <ul style="list-style-type: none"> - Vacation: 15 Days (eligibility and accrual on a biweekly basis starts first year) - Personal Leave: 2 Days - Health Pay: 56 Hours or state mandate (whichever is greater)
Retirement & College Planning	<ul style="list-style-type: none"> - 401k - 529 Plan
Additional Company-Paid Financial Benefits:	<ul style="list-style-type: none"> - Short-term Disability Insurance - Long-term Disability Insurance - Basic Life/AD&D Insurance - Discounts
Voluntary Benefits	<ul style="list-style-type: none"> - STD Additional Insurance - LTD Additional Insurance - Additional Life Insurance - Identity Theft Protection - Legal Services - Pet Insurance