



ImmunityBio provides robust & competitive benefit offerings to our employees.

Full-Time, Regular Employee Offerings

Health & Wellness	• Benefits begin at the start of the month following your hire date • Medical and Dental - 80/20 Employer/Employee paid split • Medical, Dental & Vision benefits eligibility – Must be full-time (30+ hours) ○ Medical & Prescription – PPO and HMO Plans (HMO CA only) ○ Dental – PPO and HMO Plans (HMO CA and TX only) ○ Vision – choice of Base or Buy-Up Plan ○ Employee Assistance Program ○ Wellness Resources and Programs
Retirement & College Planning	• 401(K) ○ Fidelity ○ Regular, Full-Time and Part-Time employee ○ Begin participation the 1st of the month following 30-days of regular employment ○ ImmunityBio will match up to 4% of employee's contribution ○ 100% vested in ImmunityBio match at 3 years of service • 529 Plan
Paid Time-Off	• 11 Designated Paid Holidays - all regular employees • 1 Cultural Day to observe as you choose – all regular employees • Other Paid Time Off ○ Exempt Employees – Eligible to participate in approved unlimited paid time- off ○ Nonexempt Employees ▪ 2 Personal Days per fiscal year ▪ Health Pay Bank: 56 hours per fiscal year ▪ Accrued Vacation time – Employees with less than 5 years of service accrue up to 80 hours per year
Additional Company- Paid Benefits	• Short-Term Disability Insurance – 75% of covered earnings up to \$3,000 per week • Long-Term Disability Insurance – 60% of covered earnings up to \$5,000 per month • Basic Life / AD&D Insurance – benefit equals 2x your annual earnings up \$1,000,000
Voluntary Benefit Offerings (Employee paid)	• Flexible Spending Accounts ○ Healthcare - \$3,400 per individual cap ○ Dependent Care - \$7,000 per household cap • Voluntary Short Term Disability Ins. – 90% of covered earnings up to \$3K per week • Voluntary Long-Term Disability Ins. – 60% of covered earnings up to \$15K per month • Voluntary Life/AD&D Insurance • Voluntary Accident Insurance • Voluntary Critical Illness Insurance • Identity Theft Protection – Norton LifeLock • Legal Services – MetLife • Pet Insurance - Nationwide • Emergency Travel Assistance Program • Employee Perks & Discounts - BenefitHub