

# Benefits Summary

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 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

### 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 to \$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