

## Overview of Benefits

CMC ICOS Biologics, Inc., dba AGC Biologics (“AGC”) is proud to offer a flexible and comprehensive package of benefits, along with valuable work and family programs. These programs can help employees attain their retirement savings and career goals, as well as help to meet their everyday needs. Our programs are designed to allow you to tailor a benefits package that best meets the unique needs of you and your family.

### Staying Healthy

#### Medical, Dental, Prescription Drug, and Vision coverage

- Choice of Standard or Enhanced plans
- Coverage effective the first day of employment

#### Employee Assistance Plan

- Confidential personal resources and referral services to help employees be well, do more and manage better
- Employer-funded

### Financial Security

#### Competitive Salaries

#### Employee Bonus Program

#### 401(k) Plan

- Employer match of 50% of the first 6% that an employee contributes
- Matching contributions vest over four (4) years (25% annually)

#### Financial Planning Services

- No-cost, one-on-one, basic financial planning consultations

#### Health and Dependent Care Flexible Spending Accounts

- Pay for many out-of-pocket healthcare and/or dependent care expenses on a pre-tax basis

#### Group Term Life and Accidental Death & Dismemberment (AD&D) Insurance

- Benefit equal to two times annual salary (to a maximum of \$400,000)
- Employer-funded

#### Optional Life Insurance

- Optional, voluntary coverage available for employee, spouse and children
- Employee-funded

#### Short-Term Disability Benefits

- 100% salary continuation payable for up to 13 weeks if disabled
- Employer-funded

#### Long-Term Disability Benefits

- 60% of pre-disability monthly salary (to a maximum of \$16,000 per month)
- Employer-funded

## **Miscellaneous**

### **Worldwide Emergency Travel Assistance**

- Emergency assistance for employee, spouse and children anywhere in the world
- Employer funded

### **Pre-Tax Commuter Program**

- Pay for work-related commuting costs on a pre-tax basis.

### **Employee Referral Program**

### **Adoption Assistance Program**

## **Taking a Break from Work**

### **Paid Time Off**

- Vacation (starting at 120 hours per year for full-time employees, pro-rated for new hires)
- Sick Leave (80 hours per year, pro-rated for new hires)
- Company holidays (8 days per year)
- Floating Holidays (32 hours per year, pro-rated for new hires)
- Paternity leave (up to 80 hours)
- Adoption leave (up to 80 hours)
- Bereavement leave
- Jury duty leave

### **Shared Leave Program**

- Allows regular status employees to receive donations of paid leave from other employees if the employee will need to take leave without pay or separate from employment because of a qualifying situation

## **Career Development**

### **Educational Assistance Program**

- Tuition assistance available to regular, full-time employees after six (6) months of employment

### **Professional Growth and Training Opportunities**

### **Employee Recognition Programs**