



## **Summary of CMC Biologics Benefit Programs**

### **Staying Healthy**

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

- Choice of Standard or Enhanced plans
- Coverage effective on the first day of employment
- CMC Biologics pays 92% of the employee cost and 87% of the dependent cost (based on the Standard plan options)

#### **Wellness Programs**

- Fitness Incentive Programs
- Discounted membership at local gym

#### **Employee Assistance Plan**

- Confidential personal resources and referral services to help 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 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

### **Flexi-Pass 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)
- Sick Leave (80 hours per year, pro-rated for new hires)
- Floating holidays (32 hours per year, pro-rated for new hires)
- Company holidays (8 days per year)
- Paternity leave (up to 80 hours)
- Adoption leave (up to 80 hours)
- Bereavement leave
- Jury duty leave

### **Shared Leave Program**

Allows 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 6 months of employment

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

### **Employee Recognition Programs**

## **Fun at Work**

### **Company Events and Activities**

- Summer outing
- BBQs
- Softball team
- Holiday party
- Other celebrations and contests throughout the year

**Disclaimer:** Benefits are subject to change. Programs and options may differ based on the requirements of the business. To the extent any statements above are inconsistent with the controlling plans or programs, the terms of the official plan documents, policies or programs will govern.