



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

Category	Benefit Offerings
<b>Health &amp; Wellness Benefits</b>	<ul style="list-style-type: none"> <li>- Medical</li> <li>- Prescriptions</li> <li>- Dental</li> <li>- Vision</li> <li>- Employee Assistance Program</li> <li>- Wellness Programs</li> <li>- Telemedicine</li> <li>- Mental Health</li> </ul>
<b>Paid Time-Off</b>	<ul style="list-style-type: none"> <li>- Holidays - 11 Designated Holidays</li> <li>- Cultural Day - 1 Cultural Day to observe as you choose</li> <li>- Other Paid Time-Office               <ul style="list-style-type: none"> <li>o Exempt Employees                   <ul style="list-style-type: none"> <li>- Eligible to participate in an approved Unlimited Paid Time-Off (PTO) program</li> </ul> </li> <li>o Non-Exempt                   <ul style="list-style-type: none"> <li>- Vacation: 10 Days (eligibility and accrual on a biweekly basis starts first year)</li> <li>- Personal Leave: 2 Days</li> <li>- Health Pay: 56 Hours or state mandate (whichever is greater)</li> </ul> </li> </ul> </li> </ul>
<b>Retirement &amp; College Planning</b>	<ul style="list-style-type: none"> <li>- 401k</li> <li>- 529 Plan</li> </ul>
<b>Additional Company-Paid Financial Benefits:</b>	<ul style="list-style-type: none"> <li>- Short-term Disability Insurance</li> <li>- Long-term Disability Insurance</li> <li>- Basic Life/AD&amp;D Insurance</li> <li>- Discounts</li> </ul>
<b>Voluntary Benefits</b>	<ul style="list-style-type: none"> <li>- STD Additional Insurance</li> <li>- LTD Additional Insurance</li> <li>- Additional Life Insurance</li> <li>- Identity Theft Protection</li> <li>- Legal Services</li> <li>- Pet Insurance</li> </ul>