

We at AGC Biologics are proud to offer a flexible and comprehensive package of benefits, along with valuable work and family programs. We value our people and their livelihood is important to us. 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

Flexible Spending Account

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

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, offered as a part of the Employee Assistance Program (EAP)

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

- 80% salary continuation payable for up to 13 weeks if disabled with a maximum weekly benefit of \$6,923
- Employer-funded

Long-Term Disability Benefits

- 60% of pre-disability monthly salary (to a maximum of \$13,500 per month)
- Employer-funded



MISCELLANEOUS

Worldwide Emergency Travel Assistance

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

Paid Time Off

- Vacation (starting at 120 hours per year for full-time employees, earned with each pay period)
- 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)
- New Parent Leave (up to 80 hours)
- Bereavement leave
- Jury Duty Leave (up to 30 days paid leave annually)

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
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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



REFERRAL REWARDS

Employee Referral Program

- Bonus program for full-time employees who help us build our AGC Biologics team by referring candidates that are then hired into full-time positions
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COMMUNITY INVOLVEMENT

Employee Committees

- Employee-run committees organize a variety of internal employee activities and external community activities, including but not limited to: holiday parties, cooking contests, local 5K races, and volunteer opportunities with local non-profit organizations