



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 Enticement Program
- 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

Long Term Care Insurance

- Optional, voluntary coverage available for employee and adult family members.
- Employee funded

Miscellaneous

Worldwide Emergency Travel Assistance

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

Flexi-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 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 6 months of employment

Professional Growth and Training Opportunities

Employee Recognition Programs

Fun at Work

Company Events and Activities

- Summer outing
- BBQs
- Golf tournament
- Holiday party
- Other celebrations and contests throughout the year

Teams and Clubs

- Softball team

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.