



2022 - 2023

Group Health & Wellness Benefits Summary **USA**

We are excited that you are interested in joining Triumvira Immunologics and being part of our innovative team! Great people are critical to achieving our vision of developing novel T-cell therapies. We strive to offer a competitive compensation and benefits package that is rewarding and offers work/life flexibility. Take a moment to review the options available to our employees.

ELIGIBILITY

Triumvira pays 82 – 90% of monthly premiums, depending on your level of coverage (Employee Only, Employee + Spouse, Employee + Children, or Family) for Medical, Dental or Vision insurance. All full-time employees and their dependents are eligible for benefits from their first day of employment. Our benefits plan year runs from July 1 to June 30, annually.

HEALTHCARE

Our employees choose from preferred carriers in their state or region and can choose from Preferred Provider Organization (PPO) and High Deductible Health Plan (HDHP) options.

You can choose from a list of top medical insurance providers including Aetna, Blue Cross & Blue Shield, United Healthcare, Kaiser Permanente, Cigna and others!

Choice is key for our employees! You will be able to select plans with a deductible, co-pay, co-insurance and specific coverage limits that fit your lifestyle and needs. If you need to evaluate specific pricing, talk with someone in Human Resources.

These plans cover Preventative Care Visits, Urgent Care, Specialists, Emergency Room Care, and Prescription Drugs (Rx)

Benefits Waiver Credit: \$1,300/year (if waiving medical insurance)

HDHP Employer Contribution: \$1,300 (Individual) and \$2,600 (Family)



DENTAL PLAN

Carriers include Aetna, Guardian, Delta Dental and MetLife. Shown below is an illustration of the \$50 deductible plan.

Deductible (In-Network): \$50 Individual / \$150 Family
Preventative Services (In Network): 100% covered

Basic Services: 10% coinsurance

Major Services: 35% coinsurance

Orthodontia: 50% coinsurance

Annual Maximum Benefit: \$1,500

Annual Maximum for Orthodontia: \$1,500

VISION PLAN

Carriers include Aetna and VSP, both utilize a PPO network. Shown below is the standard VSP Vision Plan.

Annual Vision Exam: \$10

Lenses: Covered in Prescription Glasses

Frames: \$130 (value brands), \$150 (featured brands), or \$70 (Walmart, Sam's Club or Costco purchases)

Contact Lenses: \$120 allowance



ADDITIONAL BENEFITS

Basic Life + Accidental Death & Dismemberment (AD&D) – COMPANY PAID

All employees receive Basic Life & AD&D valued at 2x their annual salary. Supplemental (employee paid) life insurance can be purchased.

Short & Long-Term Disability Insurance – COMPANY PAID

Company-paid disability insurance if you are unable to work due to illness, injury or pregnancy.

Short Term: 60% of weekly income | \$1,154 max

Long Term: 60% of monthly income | \$10,000 max

VACATION, SICK & HOLIDAY LEAVE

To perform at our best, in and out of the office, employees need to take time off to rest, rejuvenate and enjoy life. You will earn 1 additional day of vacation for each year of service completed.

Vacation Leave: Starting at 15 days (120 hours) annually

Sick Leave: 10 days (80 hours) annually

TRIUMVIRA OBSERVES 12 HOLIDAYS:

- New Year's Day
- Martin Luther King, Jr. Day
- Good Friday
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Thanksgiving Day
- Day After Thanksgiving
- Christmas Eve
- Christmas Day
- New Year's Eve

DISCRETIONARY INCENTIVE BONUS PROGRAM

Employees are eligible to participate in **Triumvira's** annual discretionary incentive bonus program. This provides an opportunity to earn up to a certain percentage of salary, as a bonus. Bonuses are granted at the discretion of management and the Board of Directors, and distributed annually by March.

EQUITY STOCK OPTIONS

Employees may be granted (equity) stock options as part of Triumvira's long-term incentive plan. Twenty-five (25%) of options vest after 1 year of employment and the remaining options vest in monthly installments over 36 months.

401(K) RETIREMENT PLAN & COMPANY MATCH

Triumvira makes it easy for you to save for the future by allowing employees to participate in 401(k) savings plans (Pre-tax or Roth). This allows you to save a portion of your salary, up to the IRS annual maximums. Eligibility begins after 90 days of employment.

Triumvira matches 75% of the first 5% of employee retirement contribution with immediate vesting.

WELL-BEING AND LIFESTYLE BENEFITS

- Employee Assistance Plan (EAP)
- AFLAC Supplemental Insurance
- MetLife Pet Insurance
- MetLife Legal Insurance
- Discounted rates on Auto/Home Insurance (MetLife) Chubb Personal Excess Liability

Other exciting benefits and perks offered to Triumvira employees:

- Employees are eligible for annual salary review
- 8 weeks of Paid Parental Leave (Top-Up)
- Company-paid onsite parking benefit
- Company-paid Global Travel Insurance
- Employee Referral Bonus Program
- Daily casual dress, jeans and sports shoes are OK
- Employees get complementary access to LinkedIn Learning
- Employees can enroll in MasterClass training content
- Snacks, coffee and monthly lunches
- Hybrid/Flexible working arrangements

Triumvira is committed to making diversity, equality, and inclusion part of everything we do. We strive to have a workforce that represents our communities and our world. **Triumvira** is a place where everyone can feel a sense of belonging and participate in a diversity of ideas and experiences every day. We are also committed to providing reasonable accommodations to individuals who have a disability and providing equal access to employees and our applicants.

FOR MORE BENEFITS INFORMATION, CONTACT A MEMBER OF THE HUMAN RESOURCES TEAM.