



**Do great work.  
Get great benefits.**

Seattle Genetics benefits are available to all employees working 30 or more hours a week.

### **Be healthy**

- Medical and prescription drug coverage
- Dental
- Vision
- Employee Assistance Program

### **Protect your family**

- Company-paid disability benefits
- Company-paid basic life and AD&D insurance
- Additional life and AD&D insurance at group rates

### **Get smarter**

- Tuition assistance for college courses
- Professional development opportunities

### **Rest and recharge**

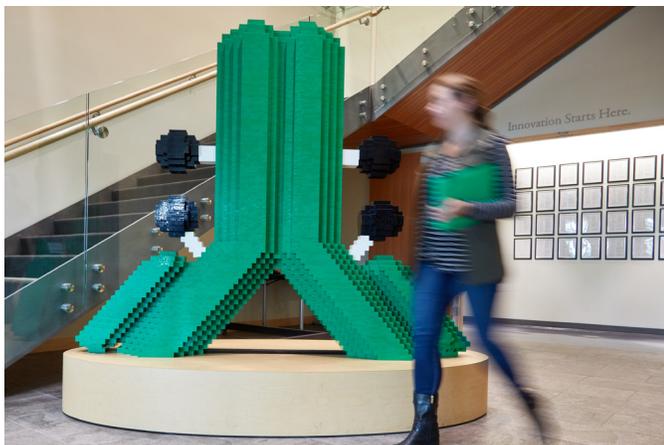
- 13 paid holidays
- Three weeks of vacation
- Two weeks of sick time
- Three-week sabbatical after eight years and after 16 years

### **Earn stock**

- Stock options and restricted stock units granted annually, as well as at hire and promotion

### **Save money**

- 401(k), with company match
- Employee stock purchase plan
- Flexible spending accounts (FSAs)
- Health Savings Account that comes with the HSA Medical Plan



In case of any conflict or question regarding this summary, the official plan documents or applicable policies will govern.

# Benefits. What to expect.



## Right away

You'll receive a grant of stock options and/or restricted stock units at hire.

You are automatically covered by these benefits as of your hire date, with no cost to you:

- The Employee Assistance Program offers free, confidential short-term counseling and other support to make your busy life easier
- Short and long-term disability benefits protect a portion of your pay in the event of a disability
- Basic life and accidental death & dismemberment (AD&D) insurance pays two times your annual salary for a covered injury or death, up to \$500,000

You have the following coverage if you enroll within 30 days:

- A choice of two comprehensive medical plans
- One of the medical plans comes with a Health Savings Account, or HSA; Seattle Genetics makes tax-free contributions on your behalf and you can add your own
- The dental plan covers preventive, basic, major and orthodontic care
- The vision plan covers exams, glasses and contacts
- Flexible spending accounts let you pay for eligible health care and dependent care expenses with tax-free dollars
- Purchase supplemental life and AD&D insurance for yourself, your spouse and your dependent children; employee coverage is available up to the lesser of five times your pay or \$750,000

Enroll in the 401(k) Plan and receive a dollar for dollar match on the first 5.5% of your pay that you save; matching contributions vest immediately.

## During your first year

During the semi-annual enrollment period, you have the opportunity to enroll in the Employee Stock Purchase Plan (ESPP), which lets you buy company stock at a discount.

After six months of employment, you can apply for the Education Assistance Program, which reimburses tuition and required study materials for coursework at an accredited college or university up to a maximum of \$5,250 per year.

Enjoy annually observed holidays (which may fluctuate year to year) including one week during winter and two days at Thanksgiving.

You'll earn up to three weeks of vacation and two weeks of sick time each year (for your first year, vacation and sick leave are pro-rated based on your hire date).

## Over your career

Each year and upon promotion, you'll receive a grant of stock options and/or restricted stock units.

Depending on your job level, earn 5 additional vacation days upon your fifth anniversary, or one day each year, up to a maximum of 25 days.

Take a three-week sabbatical after eight years, and again after 16 years or elect the cash equivalent.