

This comprehensive benefits overview will supply you with information regarding:

MEDICAL INSURANCE AND
PRESCRIPTION DRUG
COVERAGE

DENTAL INSURANCE

FLEXIBLE SPENDING ACCOUNTS
(FSA)

401(K) RETIREMENT PLAN

LIFE/AD&D INSURANCE

SHORT-TERM DISABILITY

SALARY CONTINUATION

LONG-TERM DISABILITY

NEW JERSEY PAID FAMILY
LEAVE

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COLLEGE TUITION BENEFIT

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MISCELLANEOUS BENEFITS



Benefits-at-a-Glance

Immunomedics, Inc. offers a comprehensive benefit program to all eligible employees. Unless otherwise noted, full-time regular employees are eligible for the benefits described in this summary the first day of the month after employment commences. You will have an opportunity to make enrollment changes within 30 days of a qualified life event, or annually during the open enrollment period. We are confident that you will find this benefit package of great value to you and your family. If you have any questions regarding the information contained in this benefit summary, or require further plan details, please contact Human Resources.

This benefit overview does not create a contract of employment between Immunomedics and any employee.

The Company reserves the right to amend, suspend, or terminate the benefit plans at any time.

In all instances, the plan documents and summary plan descriptions will govern the benefit determinations.

MEDICAL

Aetna – Managed Choice POS (Open Access) Program

- ◆ Not required to choose a Primary Care Physician
- ◆ No referrals required

| | In-Network | Out-of-Network* |
|-------------------------------------|--|----------------------------------|
| Annual Deductible | | |
| Individual | N/A | \$300 |
| Family | N/A | \$600 |
| Annual Out-of-Pocket Maximum | | Includes deductible |
| Individual | \$2,500 | \$2,500 |
| Family | \$5,000 | \$5,000 |
| Lifetime Maximum | Unlimited | Unlimited |
| Coinsurance (Member pays) | N/A | 20% of Usual & Customary Charges |
| Office Visit | | |
| Primary Care | \$10 copay | Coinsurance & Deductible |
| Specialist | \$15 copay | |
| Preventive Care (Adult & Child) | Covered 100% (copay waived) | Coinsurance & Deductible |
| Teladoc | Covered 100% | N/A |
| Emergency Room | \$50 copay (waived if admitted) | \$50 copay (waived if admitted) |
| Maternity OB Visits | \$15 copay initial visit only, thereafter covered 100% | Coinsurance & Deductible |
| Inpatient Hospital | Covered 100% | Coinsurance & Deductible |
| Outpatient Hospital | Covered 100% | Coinsurance & Deductible |
| Inpatient Mental & Substance Abuse | Covered 100% | Coinsurance & Deductible |
| Outpatient Mental & Substance Abuse | \$15 copay per visit | Coinsurance & Deductible |
| Annual Vision Exam | Covered 100% (copay waived) | Coinsurance & Deductible |

* Out-of-Network charges subject to balance billing above what Aetna deems usual and customary.

Prescription Drug (Rx)

| | In-Network* | |
|---------------------|------------------------------|----------------------------------|
| | Retail Copay (30-day supply) | Mail-Order Copay (90-day supply) |
| Generic | \$5 | \$10 |
| Preferred Brand | \$15 | \$30 |
| Non-preferred Brand | \$30 | \$60 |

*Out-of-Network: Retail - Member pays 20% of the submitted cost after applicable copay. Mail Order - Benefit is not available.

DENTAL

Guardian – Dual Option Program

- ◆ Option to switch between dental plans during annual open enrollment

| Type of Plan | Pre-Paid MDG/DHMO | PPO* |
|-----------------------------------|---|--|
| Network Access | In-Network only | In- & Out-of-Network |
| Deductible Individual/Family | N/A | (Waived for Preventive) \$50/\$150 |
| Office Visit Copay | \$5 | N/A |
| Annual Individual Maximum | N/A | \$2,000 (incl. Maximum Rollover Account) |
| Coinsurance (Plan pays) | | |
| Preventive Services | Governed by Fee Schedule \$2,425 copay then plan pays 100% | 100% |
| Basic Services | | 80% |
| Major Services | | 50% |
| Orthodontics (Adult & Child(ren)) | | 50% |
| Lifetime Ortho Benefit | | \$1,000 |

*PPO out-of-network charges are subject to balance billing above what Guardian deems usual and customary.

Guardian – Maximum Rollover

- ◆ Available for PPO members only
- ◆ Members may roll over a portion of their unused annual maximum into a Maximum Rollover Account (MRA), which can be applied to future dental claims
- ◆ To qualify a member must submit a claim and not exceed the paid claims threshold of \$800 during the benefit year
- ◆ If a member obtains services from a participating provider, the amount credited to the MRA will be greater than if a member received care from a non-participating provider
- ◆ The MRA Limit is \$1,500

MEDICAL AND DENTAL MONTHLY EMPLOYEE PRE-TAX CONTRIBUTIONS

| | |
|-----------------------|----------|
| Employee Only | \$31.26 |
| Employee + Child(ren) | \$72.50 |
| Employee + Spouse | \$75.00 |
| Employee + Family | \$125.00 |

FLEXIBLE SPENDING ACCOUNTS (FSA)

Infinisource

Health Care Reimbursement Program

- ◆ Employee uses pre-tax dollars to pay for eligible medical/dental/vision expenses not covered under the health benefits program
- ◆ Employee may annually elect to defer up to a maximum of \$2,550
- ◆ If the money set aside in your account is not used by the end of the year, it will be forfeited to the Plan

Dependent Care Reimbursement Program

- ◆ Employee uses pre-tax dollars to pay for eligible dependent child and/or adult care services
- ◆ Employee may annually elect to defer up to a maximum of \$5,000 (\$2,500 if married and filing separately)
- ◆ If the money set aside in your account is not used by the end of the year, it will be forfeited to the Plan

401(k) RETIREMENT PLAN

Fidelity

- ◆ Employee can defer pre-tax dollars automatically from your paycheck to be invested in multiple investment options
- ◆ Employees are eligible to participate as of the next quarterly open enrollment period (January 1, April 1, July 1, October 1) following 3 months of service
- ◆ Immunomedics matches 25% of the first 5% you contribute
- ◆ Loans are available
- ◆ Catch-up contributions for participants age 50 and over

LIFE/AD&D INSURANCE

Guardian

Basic Term Life/AD&D Insurance

- ◆ Amount of Life and AD&D Insurance: 1 times your Annual Base Salary
- ◆ Minimum Amount: \$5,000
- ◆ Non-Medical Maximum: \$365,000
- ◆ Maximum Amount: \$500,000
- ◆ Immunomedics pays full cost of coverage

Voluntary Employee Term Life Insurance

- ◆ Amount of Life Insurance: Multiples of \$10,000
- ◆ Non-Medical Maximum: \$150,000
- ◆ Maximum Amount: Lesser of 5 times Annual Base Salary or \$500,000
- ◆ *WillPrep Services* are included with voluntary life enrollment. Offers support, guidance, and access to a resource library and to professionals who can assist with properly preparing documents such as: Advanced Health Care Directives, Financial Power of Attorney, Wills and Living Wills, and Healthcare Power of Attorney and Trusts. Resources can also assist with Estate Taxes, Guardianship and Conservatorship, and Executors & Probate issues.
- ◆ Employee pays full cost of coverage. See Human Resources for rate sheet

Voluntary Dependent Term Life Insurance

Spouse

- ◆ Amount of Spouse Life Insurance: Multiples of \$5,000
- ◆ Non-Medical Maximum: \$10,000
- ◆ Maximum Amount: 50% of employee elected amount
- ◆ Employee pays full cost of coverage. See Human Resources for rate sheet

Child

- ◆ Amount of Child Life Insurance: Multiples of \$2,000
- ◆ Non-Medical Maximum: \$10,000
- ◆ Maximum Amount: Lesser of 50% of employee elected amount or \$10,000
- ◆ Employee pays full cost of coverage. See Human Resources for rate sheet

SHORT-TERM DISABILITY (STD)

New Jersey Statutory Temporary Disability Insurance (TDI)

- ◆ Provides financial protection for you by paying a portion of your income while you are disabled for a limited period of time
- ◆ Benefits begin after 7 consecutive days of disability
- ◆ Weekly benefit is 66 2/3% of weekly income to a maximum of \$615 for 2016
- ◆ Maximum period of disability payments is 26 weeks
- ◆ Some disabilities may not be covered under this plan (i.e., work-related illness or injury)
- ◆ Cost is a payroll tax for both employee and Immunomedics that is state-determined

SALARY CONTINUATION

- ◆ Immunomedics has established a salary continuation plan to supplement the Company's medical leave, short term disability, and workers' compensation insurance programs.
- ◆ Under this plan, all full-time regular employees who have been employed for at least six (6) continuous months are eligible for benefits after seven (7) consecutive days on an approved formal medical absence as a result of an illness or injury, based on the following chart:

| Employed at Least | But Less Than | Continuation of Salary For Up To |
|-------------------|---------------|----------------------------------|
| 6 months | 1 year | 4 weeks |
| 1 year | 3 years | 8 weeks |
| 3 years | 5 years | 12 weeks |
| 5 years or more | | 16 weeks |

LONG TERM DISABILITY (LTD)

Guardian

- ◆ Provides financial protection for you by paying a portion of your income while you are disabled for an extended period of time
- ◆ Benefits begin after an Elimination Period of 180 days is completed
- ◆ Monthly benefit is 60% of gross income to a maximum of \$10,000
- ◆ Your payment may be reduced by deductible sources of income. (i.e., Social Security, Workers' Compensation, etc.)
- ◆ Some disabilities may not be covered under this plan
- ◆ Immunomedics pays full cost of coverage

NEW JERSEY PAID FAMILY LEAVE

- ◆ Employees in New Jersey under State Law have the opportunity for up to six (6) weeks of paid time off from employment to bond with their newborn or adopted child; or to care for a family member with a serious health condition
- ◆ Mirrors the New Jersey TDI which is currently a weekly benefit of 66 2/3% of weekly income to a maximum of \$615 for 2016
- ◆ NJ Employees are encouraged to visit <http://lwd.state.nj.us/labor/fli/fliindex.html> for further details

HEALTH ADVOCATE

- ◆ Helps members deal with clinical, insurance, and administrative issues involving medical, hospital, dental, pharmacy and other healthcare needs
- ◆ How Can Health Advocate Help?
 - Find the best doctors, hospitals and other leading healthcare providers
 - Arrange and schedule appointments with providers, especially with hard to reach specialists
 - Save money on healthcare bills
 - Sort out claim questions, billing and payment arrangements and related administrative issues
 - Navigate within an insurance company to help obtain approval for eligible benefit services
 - Obtain unbiased healthcare information to help make an informed decision
- ◆ Available 24 hours a day / 7 days a week. Services are also available to spouses, children, parents and parents-in-law.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Guardian - WorkLifeMatters

Immunomedics offers an EAP that includes unlimited access to a counselor via telephone and up to three face-to-face sessions free of charge. Referral services are available to assist you and your immediate family members with behavioral health, well-being or life issues. EAP capabilities can help you resolve issues quickly – before they escalate. This benefit is offered to all employees, at no cost. Counseling and Referral Services include:

- ◆ Personal Issues (i.e., depression, job pressures, stress and anxiety, grief and loss)
- ◆ Legal Information, Resources and Consultation (i.e., divorce and family law, debt obligations, bankruptcy, civil lawsuits, contracts)
- ◆ Financial Information, Resources and Tools (i.e., saving for college, getting out of debt, estate planning, tax questions)
- ◆ Online Information, Tools and Services

COLLEGE TUITION BENEFIT

Guardian

- ◆ Available to all Guardian Dental plan members – MDG and PPO
- ◆ Employees participating in the Guardian Dental plan will earn Tuition Rewards that can be used to pay for up to one year's tuition at a SAGE Scholar College
- ◆ Tuition Rewards can be used at over 340 private colleges and universities across the nation who participate in the SAGE consortium
- ◆ Eligible members will receive 2,000 Tuition Rewards for each year they remain in the Guardian dental plan
- ◆ Each Tuition Reward point equals a \$1 tuition reduction
- ◆ Tuition Rewards can be given to relatives including children, nephews/nieces and grandchildren

PAID TIME OFF

Company Holidays

- ◆ Immunomedics is closed on the following holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day,

Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day

- ◆ Immunomedics has a paid company shutdown starting the day after Christmas which continues through New Year's Eve.

Vacation

- ◆ Regular status full-time employees are eligible to accrue paid vacation time based on salary grade and length of employment per the chart below.
- ◆ Vacation benefits operate on a calendar year basis and incremental accruals occur each per period based on eligibility. Although vacation accruals begin once an employee enters into an eligible employment classification, employees must have six months' continuous employment before they are eligible to take accrued vacation leave.

| Salary Grade | Years of Service Completed | | | |
|--------------|----------------------------|---------|---------|---------|
| | 1 | 5 | 10 | 15 |
| 0 – 8 | 10 days | 15 days | 20 days | 25 days |
| 9 – 17 | 15 days | 20 days | 25 days | |
| 18 – 21 | 20 days | 25 days | | |

Sick

- ◆ Regular status full-time employees may utilize paid sick leave benefits for absences due to their own illness or injury or that of a minor child who resides in the employee's household.
- ◆ Sick leave benefits are intended solely to provide income protection in the event of illness or injury, and may not be used for any other absence.

MISCELLANEOUS BENEFITS

Stock Options: Employees within Salary Grade 8 and above may be eligible for stock options.

Tuition Reimbursement

- ◆ All Employees are eligible after one year on the job
- ◆ Job/career-related courses are required to be pre-approved in order to be eligible for reimbursement
- ◆ Reimbursement is as follows:
 - Grade A or B – 100%
 - Grade C – 50%
 - Lab Fees – 100%
 - No Book Reimbursement
- ◆ \$3,000 annual reimbursement maximum

Flex Schedule

- ◆ With prior approval from your supervisor, employees may start their 8-hour work day (excluding half-hour unpaid lunch) anytime between 7:00 a.m. and 9:30 a.m., on the hour or half-hour
- ◆ Must be a minimum 3-month duration
- ◆ Not all departments and/or positions may be able to accommodate flexible scheduling.
- ◆ See Human Resources for more details

Dress Code

- ◆ Business Casual with the option to dress in casual attire every Friday and the day before an observed holiday
- ◆ See Human Resources for a list of what is considered appropriate and not appropriate dress