



# Employee Benefits Snapshot

(Non-Union, Full-Time)

## 2025 Benefits Overview

Ipsen provides a variety of employee benefits, designed to assist employees and their eligible dependents in meeting diverse personal/family needs and saving for retirement.

### • Health Benefits

- Medical Insurance
- Prescription Coverage
- Dental Insurance
- Vision Insurance

- 401(K) Savings Plan with Employer Match
- Healthcare Flexible Spending Account
- Dependent Care Flexible Spending Account
- Employer Paid Short-Term Disability
- Employer Paid Long-Term Disability
- Employer Paid Life and AD&D Insurance
- Voluntary Employee Life and AD&D
- Voluntary Dependent Life and AD&D
- Voluntary Critical Illness and Accident
- Employee Assistance Program
- Employee Discount Offerings
- Potential for Annual Bonus Opportunity
- Paid Time Away from Work
  - 9 Paid Holidays
  - 4 Floating Holidays
  - 2 "Bridge" Floating Holidays
  - Vacation/PTO Days
  - Personal/Sick Time Off
  - Other Paid Time Off
- 40 Hours Paid Parental Leave
- Flexible Work Schedule Policy
- Casual Dress Policy
- Health Club Membership Reimbursement
- Generous Tuition Reimbursement
- Safety Shoe and RX Safety Glasses Cost Sharing
- Employee Referral Program
- Years of Service Awards
- Events and Misc. Perks

### **Newly Hired Employees Are Eligible for Cafeteria Benefits at Date of Hire!!!**

**Medical Insurance & Prescription Coverage** - Provided through BlueCross BlueShield of Illinois & Express Scripts:

- Traditional PPO plan with very affordable premiums including possible Wellness Premium Discount
- Low individual in-network deductible of \$1,500
- \$15 copay for PCP & Specialist office visits

**Dental Insurance** - Provided through BlueCross BlueShield of Illinois:

- 100% diagnostic & preventive care coverage, including 2 annual cleanings
- \$1,800 individual annual maximum
- \$2,000 lifetime Orthodontic coverage provided up to age 19

**Vision Insurance** - Provided through EyeMed:

- \$10 copay for annual vision exam
- \$130 annual allowance for contacts or frames
- Additional discounts on services

**401(K) Savings Plan - Generous Employer Match up to 5%!**

**Flexible Spending Accounts - Health Care & Dependent Care!**

**Employer Paid Life, AD&D, Short-Term & Long-Term Disability!**

**Voluntary Employee/Dependent Life and AD&D Insurance!**

**Voluntary Critical Illness and Accident Insurance!**

**Generous Paid Time Away from Work!**

**\$2,000 Employee Referral Program!**

**Substantial Undergrad and Graduate Tuition Reimbursement!**

**Casual Dress 5-Days a Week!**

**PLUS MORE! See the Adjacent Column for a Complete List of Ipsen Company Benefit Offerings!**

*\*This document is an outline of benefits offered by Ipsen Inc. and does not include all terms and conditions. Benefits are subject to change at any time at the discretion of the Company. This above summary applies to active, full-time, Ipsen employees, who do not fall under a collective bargaining agreement.  
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