



Employee Benefits Snapshot

(full-time, non-union)

2026 Benefits Overview

Ipsen Inc. 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
- 401K 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
 - 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 is provided through the BlueCross BlueShield of Illinois network:

- 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 is provided through BlueCross BlueShield of Illinois. In-network coverage highlights include:

- 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 is provided through EyeMed. In-network coverage highlights include:

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

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

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!

\$6,000.00 Employee Referral Program!

Generous 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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