



# Employee Benefits Snapshot

(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
- Healthcare Flexible Spending Account
- Dependent Care Flexible Spending Account
- Employer Paid Short-Term Disability
- Employer Paid Life and AD&D Insurance
- Voluntary Employee Life and AD&D
- Voluntary Dependent Life & AD&D
- Voluntary Critical Illness and Accident
- Employee Assistance Program
- Employee Discount Offerings
- Paid Time Away from Work
  - 9 Paid Holidays
  - 4 Floating Holidays
  - Vacation Days
  - Other Paid Time Off
- Tuition Reimbursement
- Safety Shoe and RX Safety Glasses Cost Sharing
- Years of Service Awards
- Events and Misc. Perks

**Benefits Begin 60 Calendar Days from Direct, Full-Time 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 \$400
- \$15 copay for PCP & Specialist office visits

**Dental insurance** is provided through BlueCross BlueShield of Illinois. Employees who sign up for medical will have dental coverage at the same level with **no additional premium**. 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. Employees who sign up for medical will have vision coverage at the same level with **no additional premium**. In-network coverage highlights include:

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

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

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

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

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

**Voluntary Critical Illness and Accident Insurance!**

**Generous Paid Time Away from Work!**

**Generous College Tuition Reimbursement for Employees!**

**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. For detailed information, refer to the appropriate policy/document or contact the Human Resources Department. Provided benefits are subject to change at the discretion of the Company and any negotiations regarding the Collective Bargaining Agreement. This above summary applies to active, full-time Ipsen employees, who fall under the UAW Local 2056 Unit #1 Collective Bargaining Agreement. Rev. 12/2025*