



## 4D Molecular Therapeutics Benefits Summary

4D Molecular Therapeutics (4DMT) greatly values our employees, and this is reflected in the compensation and benefits packages that we provide. In addition to an inspirational, meaningful, dynamic and challenging work environment, we offer competitive base pay, bonus programs based on company and individual performance, comprehensive health and wellness benefits, generous paid time off, and more.

### Insurance, Health & Wellness

#### **Medical, Dental, Prescription Drug and Vision coverage**

- Choice of Standard or Enhanced plans
- Coverage effective on the first day of employment

#### **Wellness Programs**

- Access to onsite gym

#### **Employee Assistance Plan**

- Employees and family members may access 24-hour free, confidential counseling and referral services for assistance with personal, family and work-related concerns

**Basic Life Insurance** (supplemental available)

**Accidental Death & Dismemberment (AD&D) insurance** (supplemental available)

### Work + Life Balance

We are committed to fostering an environment and culture supporting work/life balance. We recognize life events occur that can challenge one's ability to maintain that balance, and we are committed to caring for and supporting employees and their families during challenging times.

#### **"4D 4 Families" Personal Leave Policy**

4D will provide 100% of salary less any monies received through State of California (Disability & paid family leave insurance) or company STD/LTD plans, for 4.5 months, for qualifying events, including:

- Care for self or a family member or domestic partner due to health condition, medical issue, or personal trauma.
- Care for/bond with a new child after birth, adoption, foster care, or guardianship.

When moved to COBRA for health insurance, 4D will cover the increased cost; employee pays same amount for same coverage continuation.

## **Flexible Work Hours**

**Telecommuting options for eligible positions**

## **Vacation & Time Off**

### **Paid Time Off**

- Vacation (three weeks per year for full-time employees with 0-1 year of service, four weeks per year 1+ year of service)
- Sick Leave (two weeks per year, pro-rated for new hires; frontloaded into employee account)
- Floating holidays (2 days per year)
- Company holidays (10 days per year)
- Bereavement leave
- Jury duty leave

## **Financial & Retirement**

**Competitive salaries**

**Stock options**

**Employee Bonus Program**

**Employee Referral Program**

**401(k) Plan with matching contributions**

**Health and Dependent Care Flexible Spending Accounts (FSA)**

- Pay for many out-of-pocket healthcare and/or dependent care expenses on a pre-tax basis

**Flexi-Pass Commuter Program**

- Pay for work-related commuting costs on a pre-tax basis

## **Perks & Discounts**

Through our insurance agent, discounts are available for vacation destinations, hotels, food, restaurants, car rentals, retail, and much more.

## **Voluntary Benefits Available (employee funded)**

- Critical illness insurance
- Group legal services plan
- Group Variable Universal Life insurance (GVUL)
- Auto, home, and renters insurance
- Pet insurance
- Lifelong income annuity options
- Accident insurance
- Cancer insurance
- Hospital confinement and intensive care insurance
- Specified disease insurance