



# New Hire Orientation

2026 BENEFITS

# AGENDA

- Eligibility
- Qualified Life Event
- Medical
- Dental
- Vision
- Flexible Spending Accounts
- Life & Disability
- Accident Insurance & Critical Illness
- Additional Benefits
- Summary & Next Steps



# WHO IS ELIGIBLE TO ENROLL



- Regular full-time employee scheduled to work at least 30 hours per week
- Eligible Dependents:
  - Legal spouse or registered domestic partner
  - Biological children, stepchildren, adopted children, or dependent through a court order of the employee or spouse:
    - Under the age of 26
    - Any age, if he/she is mentally or physically disabled, dependent on you for support
- Documentation to verify the dependent relationship and eligibility is required at the time of benefits enrollment. Proof of legal dependent documentation includes:
  - Marriage License/Domestic Partnership Affidavit
  - Child's Birth Certificate
  - Tax Document listing your eligible dependent, if marriage license or child's birth certificate is unavailable

# CAN I CHANGE MY BENEFITS DURING THE YEAR?

Elections you make during New Hire Enrollment will be in place for 2026.

You may make changes during the plan year only if you experience a qualifying life event (QLE).

*Most common QLEs: marriage, divorce, new baby, child turns 26.*

## IMPORTANT!

You must make your changes within **30 DAYS** of your QLE (NO exceptions). Employees must submit proof of event to the HR Benefits Team at [benefits@immunitybio.com](mailto:benefits@immunitybio.com)

blue   
california

Medical



Insurance Carrier  
BlueShield of California



# PREVENTIVE CARE IS COVERED AT 100%



Covered preventive care includes:

## Physical Exam

- This exam is prevention focused, not problem focused

## Immunizations

- Immunizations that can protect against a number of serious diseases

## Screenings

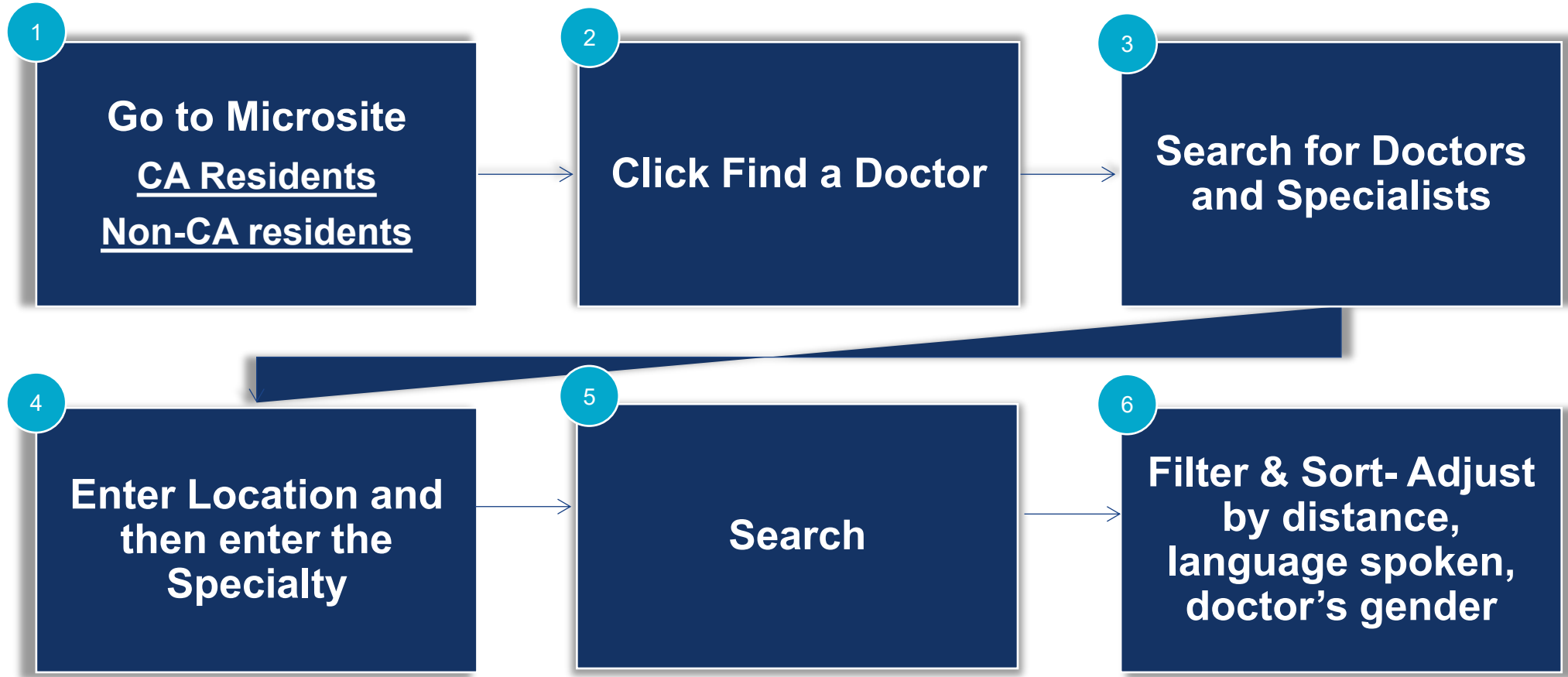
- Tests or health screenings needed based on your age, gender, and overall health status



**In-network preventive care is free for medical plan members.** The medical plans pay 100% of the cost of preventive care when received from a network provider. This means you typically won't have to pay anything out of your pocket.

# Find a Doctor

- For Direct search to review the network and PCPs, use the Microsite link during the enrollment process
- The Microsite link can be found on the Benefit Portal website on the Medical HMO & PPO tab in the Provider Finder Section



# BLUE SHIELD PLAN COMPARISON: HMO | PPO



Plan Provision	HMO (CA Only)	PPO – In Network	PPO- Out of Network
<b>Deductible</b>			
• Individual	\$0	\$500	\$2,000
• Family	\$0	\$1,500	\$6,000
<b>Out of Pocket Maximum</b>			
• Individual	\$7,500	\$7,500	\$15,000
• Family	\$15,000	\$15,000	\$30,000
<b>Office Visits</b>			
• PCP	\$15 Copay	\$20 Copay	40% deductible applies
• Specialist	\$15 Copay	\$20 Copay	40% deductible applies
• Self-Referral	\$30 Copay (Access + Specialist)	N/A	40% deductible applies
• Teladoc (Virtual Visits)	\$0	\$0	40% deductible applies
• Urgent Care	\$15	\$20	40% deductible applies
<b>Emergency Room (Waive if Admitted)</b>	\$100/Visit	\$100/Visit plus 20%	\$100 visit plus 20%
<b>Hospitalization</b>			
• Inpatient	\$0	20% deductible applies	40% up to a max of \$600/day
• Outpatient	\$0	10-25% deductible applies	40% up to max of \$350/day
<b>Ambulance Services</b>	\$100/Transport (Emergency or authorized surgery)	20% deductible applies	20% deductible applies
<b>Lab &amp; X-ray</b>	\$0	20% deductible applies	40% deductible applies

# PRESCRIPTION DRUG COVERAGE

	HMO (CA Only)	PPO – In Network	PPO- Out of Network
<b>Retail (30 day-supply)</b>			
Generic	\$10	\$15	25% plus \$15
Brand	\$30	\$40	25% plus \$40
Non-formulary	\$50	\$70	25% plus \$70
Specialty	20% up to \$250	30% up to \$250	30% up to \$250
<b>Mail Order (90 day-supply)</b>			
Generic	\$20	\$30	Not Covered
Brand	\$60	\$80	Not Covered
Non-formulary	\$100	\$140	Not Covered
Specialty	20% up to \$500	30% up to \$500	Not Covered

To get an updated copy of the Performance Drug List (PDL), visit [blueshieldca.com/formulary](https://blueshieldca.com/formulary).



# TELADOC

VIRTUAL CARE BENEFITS  
24/7/365  
BY SECURE VIDEO CHAT,  
PHONE, OR MOBILE APP

## Teladoc General Medicine

- With Teladoc General Medical, you get 24/7 access to low-cost, high-quality virtual health care for common health concerns like cough, sore throat, fever, rashes, allergies, asthma, ear infections, pink eye, nausea, and more.

## Teladoc Mental Health Care

- Teladoc Mental Health Care provides convenient, confidential access to trusted professionals who can help you manage stress, anxiety, grief, depression, and more.

## How to Activate Your Account

- Registration is quick and easy. There are several ways to activate your Teladoc account so you're ready for a virtual visit when you need one:
  - Visit [blueshieldca.com/teladoc](https://blueshieldca.com/teladoc) to register or log in and answer a few questions
  - Download the Blue Shield of California mobile app to access care from anywhere
  - Call **1-800-835-2362**



# WELLNESS

**Wellvolution** is Blue Shield of California's digital platform with a variety of clinical and general wellbeing programs to prevent, treat and reverse disease.

Digital Apps are designed to focus on prevention, self management, and/or condition reversal

- Better sleep
- Increased physical activity
- Improved diet
- Smoking cessation
- Foster strong social connections

To enroll in the program:

- Go to [www.wellvolution.com](http://www.wellvolution.com)
- Create an account with a password
- Enter your member ID

## Wellness Discount Programs

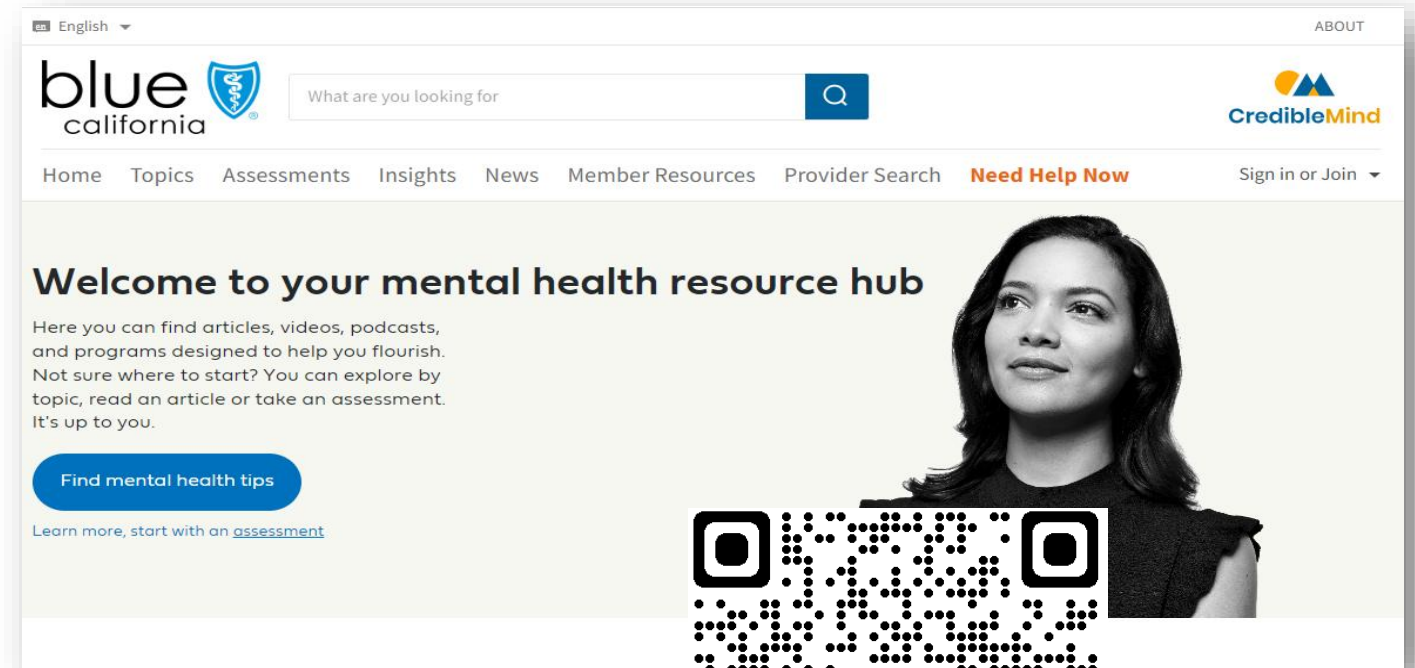
- Fitness and exercise
- Gym membership discounts
- 800 fitness centers in California and more nationwide
- Alternative care discounts – save up to 25%
- Acupuncture services
- Chiropractic services
- Massage therapy
- Vision care – save up to 20%
- Routine eye exams
- Frames, lenses, and non-prescription sunglasses
- Hard contact lenses
- LASIK surgery (in select states)

[blueshieldca.com/wellnessdiscounts.com](http://blueshieldca.com/wellnessdiscounts.com)

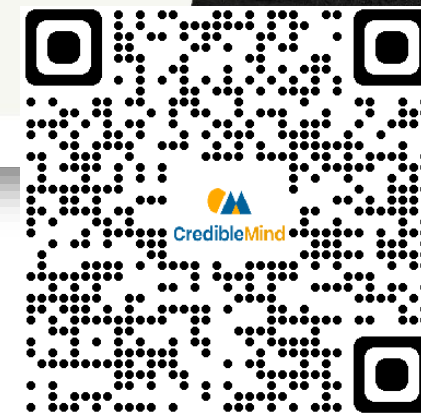
# CREDIBLEMIND: YOUR MENTAL HEALTH RESOURCES HUB

The Crediblemind website makes it easy to find mental health information and access care

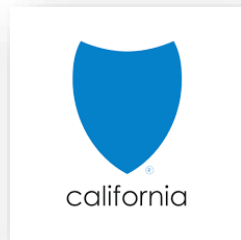
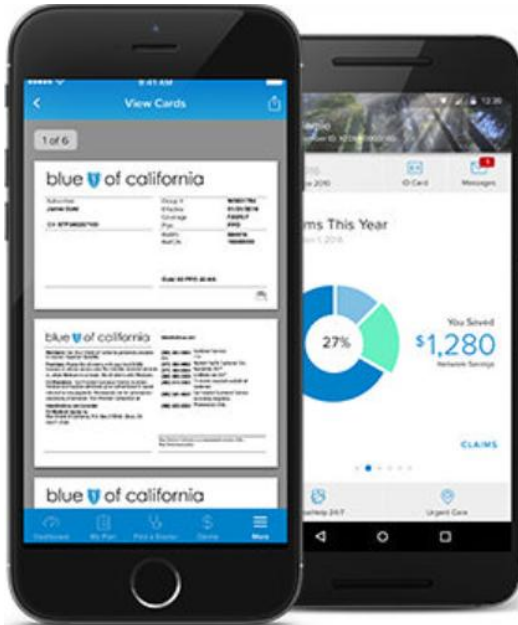
- View articles, videos, podcasts, newsletters
- Take a wellbeing assessments on a variety of topics (stress, depression, anxiety and more)
- Access crisis resources and hotlines
- Explore Blue Shield mental health services and programs
- Find mental health providers



Get started at [blueshieldca.com/mentalhealth](https://blueshieldca.com/mentalhealth)



# REGISTER FOR PORTAL ACCESS



ID card on hand

View your personalized dashboard

Search for providers

Track plan usage

View claims and benefits

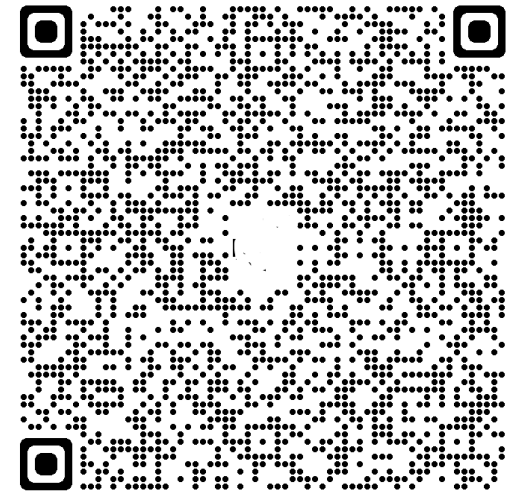
View all the plan offerings

Access to Wellvolution

Access to Teladoc

And much more!!

[www.Blueshieldca.com](http://www.Blueshieldca.com)





# Dental



Insurance Carrier  
**Delta Dental**

# DENTAL PLAN: HMO

Dental Services	HMO
Deductible	None
Screening and Assessment	\$5 copay
Preventive	100%
Basic Coverage	Based on copay schedule
Major	Based on copay schedule
Annual Allowance	Unlimited
Orthodontia (Adult/Children)	\$2,000

## HMO Plan available to residents of California and Texas

You must choose a primary care dentist. If you would like to change your primary dentist, you must do so by the 15<sup>th</sup> of the month for the 1<sup>st</sup> of the following month.

No annual benefit maximums or deductibles.

Set copayments for services you receive.

# DENTAL PLAN: PPO LOW / PPO HIGH

Dental Services *	PPO Low Plan	PPO High Plan
Deductible - Single / Family	\$25 / \$75	\$25 / \$75
Preventive	100%	100%
Basic Coverage	80%	80%
Major	50%	50%
Annual Allowance	\$2,000	\$5,000
Orthodontia (Adult/Children)	50%	50%
Orthodontia Lifetime Max	\$2,000	\$2,000

\*You may choose an out-of-network provider, but you will be responsible for the amounts over the reasonable and customary fees determined by Delta Dental.

# CHECK OUT THE WEBSITE

## [DELTA DENTAL INS.COM](https://www.deltadentalins.com)

- Search for a network dentist in your area.
- Create your online account.
- Look up claim statements for recent dental visits.
- Estimate the cost of your next procedure.
- Submit questions to Customer Service.
- View or print your ID card.

\*\* These features are available via the Delta Dental Mobile App





Vision



Insurance Carrier  
EyeMed

# VISION PLAN: BASE PLAN

	Frequency	In-Network <i>"Select Network"</i>	Out-of- Network
Exam	12 months	\$10	Up to \$30
Lenses	12 months	\$25	Up to \$25-\$60
Frames	24 months	Up to \$120 + 20% off	Up to \$60
Contacts (in lieu of glasses)	12 months	Up to \$120 + 15% off	Up to \$96

- EyeMed Vision- member only special offers for Independent Provider Network, Target Optical, Lens Crafters, and Pearl Vision for registered members.
- Lasik savings promotions at Lasik Plus, TLC Laser EyeCenter and Lasik Vision Institute network.
- Hearing Care Discounts available through Amplifon network.

## Find an eye doctor

Utilize the provider locator via [Find an Eye Doctor link](#)- use the **Select Network**



# VISION PLAN: BUY UP

	Frequency	In-Network "Select Network"	Out-of- Network
Exam	12 months	\$10	Up to \$30
Lenses	12 months	\$25	Up to \$25-\$67
Frames	12 months	Up to \$200 + 20% off	Up to \$100
Contacts (in lieu of glasses)	12 months	Up to \$200 + 15% off	Up to \$160

- EyeMed Vision- member only special offers for Independent Provider Network, Target Optical, Lens Crafters, and Pearl Vision for registered members.
- Lasik savings promotions at Lasik Plus, TLC Laser EyeCenter and Lasik Vision Institute network
- Hearing Care Discounts available through Amplifon network

## Find an eye doctor

Utilize the provider locator via [Find an Eye Doctor link](#)- use the **Select Network**





# Flexible Spending



Insurance Carrier  
Spending Account Service Center

# HEALTHCARE FLEXIBLE SPENDING ACCOUNT



## WHAT?

An account for which pre-tax dollars can be used to pay for eligible medical, dental and vision expenses that cannot be reimbursed through insurance or any other arrangement:

- Full amount of funds made available the first day of the plan
- Must re-enroll into account annually
- Employees can enroll into employer's FSA without electing medical plan
- Reimburses out-of-pocket qualified expenses



## ELIGIBLE EXPENSES?

There are hundreds, perhaps thousands, of products and services eligible for reimbursement under a HCFSA.

- Product or service must have been incurred, or have a service date, within the HCRA plan year
- Some Eligible Expenses:
  - Medical Copays, Deductibles, Coinsurance
  - Prescription Drugs
  - OTC Medicines
  - Feminine Hygiene Products
  - Hearing Aids
  - Dental Exams, Fillings, etc.
  - Orthodontia
  - Vision Exams, Glasses, etc.



## IRS ANNUAL MAX CONTRIBUTION

- 2026 IRS maximum contribution (projected) is **\$3,400**
- Deductions taken per pay over the course of the year
- Full amount can be dispersed regardless of accumulation
- Up to **\$660** can rollover into next year



## HOW IT WORKS

### Benefits include:

- Pay for qualified health care expenses using pre-tax dollars
- Using pre-tax dollars decreases taxable income – reducing Federal income and payroll taxes

# DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT



## WHAT?

Allows you to make pre-tax payroll contributions to pay for dependent care expenses:

- Employee determines amount they wish to contribute for the year
- Funds accrued and only accessible as they are deposited with each payroll deduction. Deductions taken per pay over the course of the year.
- Cannot use both DCRA and Dependent Care Tax Credit
- If you elect DCRA and have a spouse, the spouse must be a full-time worker/full time student, or incapable of self care
- Provider must report money as income and provide SSN or Tax ID on claim form



## IRS ANNUAL MAX CONTRIBUTION

- 2026 maximum contribution amount is **\$7,500** per household
- Deductions taken per pay over the course of the year



## ELIGIBLE EXPENSES?

- Day care through Pre-Kindergarten
- Pre and post school care, day camp
- Adult day care center (non-residential)
- In-home nursing for legal dependent
- Au pair services (some exclusions apply)



## HOW IT WORKS

### Benefits Include:

- Pre-tax dollars used to pay qualified out-of-pocket dependent care expenses
- Using pre-tax dollars decreases taxable income – reducing Federal income and payroll taxes

# HOW TO GET REIMBURSED FOR FSA EXPENSES

## Use Online Claim Submission\*

Step by step instructions guide you through the process to submit a claim online at the **Spending Account Service Center Consumer Portal**:

- Access the portal by using the Login information provided on your Spending Account Service Center enrollment confirmation
- Reimbursement is made via check or direct deposit
- Appropriate documentation is required. You must include supporting documentation with claim submission.

## Mail or Fax Claim Submission\*

Claim forms can be found on the **Spending Account Service Center Consumer Portal**:

- Access the portal by using the Login information provided on your Spending Account Service Center enrollment confirmation
- Reimbursement is made via check or direct deposit
- Appropriate documentation is required. You must include supporting documentation with claim submission.

## Use your Prepaid MasterCard®

You have instant access to your account funds for:

- Eligible health care and dependent care expenses
- At the point of service: the pharmacy counter, dentist, optometrist or doctor's office, daycare center and wherever MasterCard® cards are accepted



## Use the Mobile App

This free application (iPhone and Android) allows you to:

- view your balance
- submit receipts and claims
- sign up for text messages
- about claims and payments
- access to your account at your fingertips
- get reimbursed (check or direct deposit)



**Last day to submit claims incurred during 2026 is 3/31/2027.**

# Life and Disability



Insurance Carrier  
Unum

# BASIC & VOLUNTARY LIFE/AD&D

- Company provides Basic coverage at no cost to you.
- Elect additional coverage for you, your spouse, and your dependent children (up to age 26).
- Employees must purchase coverage for themselves to purchase coverage for a spouse and/or child.

Coverage Option	Benefit
<b>Basic Life/AD&amp;D (Company Paid)</b>	<ul style="list-style-type: none"> <li>▪ 2x your annual earning up to a maximum of \$1,000,000</li> </ul>
<b>Voluntary Life/ AD&amp;D (Employee Paid)</b>	
<b>Employee*</b>	<ul style="list-style-type: none"> <li>▪ Purchase 1 to 3 times your annual earnings, rounded to the next \$1,000 up to a maximum of \$1,000,000.</li> </ul>
<b>Spouse*</b>	<ul style="list-style-type: none"> <li>▪ Available to purchase in \$5,000 increments to a maximum of \$50,000, not to exceed 100% of employee benefit amount.</li> </ul>
<b>Dependent Children (up to age 26)</b>	<ul style="list-style-type: none"> <li>▪ Available to purchase in increments of: \$5,000, \$10,000, or \$15,000</li> </ul>

\* Age reduction rules apply - based on Employee's age

\* Evidence of Insurability applies to new elections and requests to increase coverage by more than one tier.

# DISABILITY INSURANCE

Disability insurance can help you remain financially stable by providing a portion of your income if you become disabled and are unable to work. Company provides a Core Benefit at no cost to you. You may elect to enroll in the Buy-Up Plans.

Short Term Disability	
<b>Elimination Period</b>	After 7 days due to covered accident or illness
<b>Core Benefit <i>Company Paid</i></b>	Up to 75% of monthly gross earnings up to a maximum of \$3,000
<b>Buy-up Benefit <i>Employee Paid</i></b>	Up to 90% of monthly gross earnings up to a maximum of \$3,000
<b>Duration</b>	Up to 26 weeks

Long Term Disability	
<b>Benefits Begin</b>	180 days after the start of your illness or injury
<b>Core Benefit <i>Company Paid</i></b>	60% of your pre-disability earnings up to a maximum of \$5,000 per month
<b>Buy-up Benefit <i>Employee Paid</i></b>	60% of your pre-disability earnings up to a maximum of \$15,000 per month
<b>Duration</b>	Based on your age when disability begins.



# Retirement



Plan Administrator  
Fidelity Investments



# RETIREMENT: 401K & ROTH PLANS

**Eligibility:** Regular employees are eligible on the 1st day of the month following 30 days of service

- Automatic Enrollment Program: starting at 4% deferral and will increase by 1% each year, up to a maximum of 10%.
- You have 30 days after your effective date to opt out of the Automatic Enrollment Program.
- You may change your deferral or opt out at any time during the year.
- ImmunityBio will match your 401K contribution, dollar for dollar up to 4%.
- You are fully vested in the Company Match after 3 years of service.
- **2026 contribution limit is \$24,500, or \$32,500 if you are age 50 by 12/31/2026.**
- To register, enroll or make changes to your deferral online, go to: [www.netbenefits.com](http://www.netbenefits.com)
- Consider prior employer 401(k) contributions to ensure you do not exceed your annual contributions, according IRS guidelines.





# 529 EDUCATION SAVINGS PLAN

## Open an account for anyone

- **CollegeAmerica** is not just for college-bound children. You can open an account for nieces, nephews, friends - or even yourself.

## Let tax savings add up over time

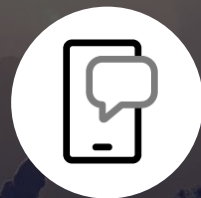
- Earnings in your **CollegeAmerica 529** account are free from federal and, in some cases, state taxes, provided they're used to pay a broad range of qualified educational expenses. This can help you accumulate more over the long term.

## Simply choose an amount you can comfortably contribute

- **CollegeAmerica** allows you to open an account and directly contribute. As your circumstances change, you can adjust your contribution to grow your savings even faster and reach your education savings goals sooner.

For more information about **CollegeAmerica**, visit [www.capitalgroup.com/529](http://www.capitalgroup.com/529)

# Additional Voluntary Products and Employee Perks



# ACCIDENT INSURANCE

Helps with costs  
that medical  
insurance doesn't  
cover

## WHAT IT DOES

- Pays a set amount for various treatments and services if you get injured accidentally on or off the job.
- Payments are made directly to you to use however you wish to cover your health insurance deductible, emergency room co-pays or other unexpected costs of an unforeseen injury.

## \$75 – BE WELL BENEFIT

- Get rewarded for healthy habits- including wellness screenings and exams.

## WHAT IT COVERS

- Pays benefits for ER visits and follow-ups, as well as 100+ covered injuries/treatments, including:
  - Broken bones
  - Burns
  - Knee ligament
  - Dislocations
  - Emergency dental
  - Physical therapy

## UNLIMITED PAYOUTS

Employees can file claims for multiple covered incidents.

## WHAT YOU SHOULD KNOW

- Portable: Employees can take this coverage with them if they leave their job.
- No medical underwriting to qualify.

# CRITICAL ILLNESS

A lifeline when you are seriously ill.

## WHAT YOU SHOULD KNOW

- **Employee Coverage**
  - \$10,000 to \$40,000 in \$10,000 increments (non-medical maximum - \$40,000)
- **Spouse Coverage**
  - 50% of employee amount (non-medical maximum - 50% of employee coverage amount)
- **Child Coverage**

Child(ren) automatically covered at 50% of employee coverage amount at no additional cost

  - Portability included
  - Reoccurrence benefit – 100%
  - No benefit reduction
  - Benefit payable for each condition

## WHAT IT DOES

- Pays a lump-sum amount directly to you when you're diagnosed with a covered condition
- Helps pay for out-of-pocket costs — like copays and deductibles — that health insurance does not cover when you face a serious illness

## \$75 – BE WELL BENEFIT

- Get rewarded for healthy habits- including regular screenings and exams

## WHAT IT COVERS

### Serious illness, including (Not limited to):

- Coronary artery disease major (50%); minor (10%)
- End-stage renal failure
- Heart attack
- Major organ failure requiring transplant
- Stroke
- Invasive cancer (including breast cancer)
- Noninvasive cancer (25%)
- Skin cancer (\$500)
- Sudden Cardiac Arrest
  
- **Find an extensive list on Benefit Portal**

# EMPLOYEE ASSISTANCE PROGRAM (EAP)

**No enrollment needed!** Unum's Work-Life Balance Employee Assistance Program (EAP) through HealthAdvocate gives employees access to counselors and services for help with personal, family, and work issues. When employees get the help they need, they can give their best at work.

**Through the EAP, employees can get help with personal, family and work issues such as:**

- Stress, depression, and anxiety
- Relationship issues, and divorce
- Job stress and work conflicts
- Work Life Balances
- Family and parenting problems
- Anger, grief, and loss
- Addiction, eating disorders, and mental illness



## Who is Covered?

All employees their spouses or domestic partners, dependent children, parents and parents-in-law are eligible to use this service.

Call the EAP 24/7 at  
800-854-1446  
or visit

[www.Unum.com/LifeBalance](http://www.Unum.com/LifeBalance)



When things happen, we can lend a helping hand



## TRAVEL ASSISTANCE

### Assist America

- Help with finding access to qualified medical providers
- Emergency medical evacuation
- Assistance for missing passports, lost credit cards and stolen cash
- Covers any member of the family when traveling 100 miles or more from home
- Legal & Interpreter Referrals
- Passport Replacement Assistance
- Critical Care Monitoring
- Referrals to Western-trained, English-speaking medical providers
- Assistance with returning a vehicle
- Prescription replacement assistance

### Assist America Mobile App

Download and activate the app today from the Apple App Store or Google Play



assist america®

# NORTON LIFE LOCK

## Norton Identity Theft Protection

- Identity Alert System
- Stolen Wallet Protection
- Social Media Monitoring
- Credit, Checking, & Savings Activity Alert
- Credit Monitoring
- Monthly Credit Score Tracking
- And More!



800-607-9174

[www.Norton.com](http://www.Norton.com)

### Lifelock with Norton Benefit Essential

The LifeLock with Norton Benefit Essential protection helps detect potential fraud and brings it to the attention of employees through alerts via email, text, or phone.

### Lifelock with Norton Benefit Premier

The LifeLock with Norton Premier Plan is an enhanced identity protection plan that offers the features most people want and at a price to fit your budget. It includes bank account protection, credit scores, and credit reports.

# LEGAL ASSISTANCE: METLIFE

## MetLife<sup>®</sup> Advantage

## Sample Covered Benefits

### Money Matters

- Identity theft
- Negotiating with creditors
- Tax audit representation

### Family and Personal

- Adoption
- Prenuptial agreement
- Personal property issues

### Vehicle and Driving

- Defense of traffic tickets
- License suspension

### Home and Real Estate

- Sale, purchase, or refinancing of a primary or vacation home
- Property tax assessment

### Civil Lawsuits

- Civil litigation defense
- Administrative Hearing Representation
- Incompetency Defense

### Estate Planning Documents

- Simple or complex wills
- Living wills
- Revocable or irrevocable trusts

### Elder Care Issues

- Medicare
- Nursing home agreements
- Powers of attorney

# PET INSURANCE

- **Enroll anytime** you want (not just during Open Enrollment)
- Coverage includes preventative, accident and sick care
- **Two plans to choose from**
  - **50% reimbursement of vet's invoice**
  - **70% reimbursement of vet's invoice**
- Low \$250 annual deductible
- Pet Rx Express medications
- 24/7 VetHelpline access



To enroll, visit <https://benefits.petinsurance.com> or call 877-738-7874 for more information





Travel



Tickets



Auto



Electronics



Food

- Provides access to thousands of amazing discounts
- Deals on travel, hotels, restaurants, shopping, amusement parks, entertainment, family care, gym, wellness, childcare and much more.
- Easy-to-use online marketplace










It's easy to access and start saving!

- Visit [Nant.benefithub.com/welcome](https://Nant.benefithub.com/welcome)
- Create an account
- Register using referral code **5TYKKJ**
- Start saving!

Questions? Call (866) 664-4621 or email [customercare@benefithub.com](mailto:customercare@benefithub.com)



# 2026 BENEFIT PROGRAM SUMMARY

MEDICAL		FSA (HEALTH CARE / DEPENDENT CARE)	
DENTAL		LEGAL ASSISTANCE	
VISION		IDENTITY THEFT PROTECTION	
BASIC LIFE/AD&D & CORE STD/LTD		EMPLOYEE ASSISTANCE PROGRAM (EAP)	
VOLUNTARY LIFE/AD&D & BUY UP STD/LTD		PET INSURANCE	
CRITICAL ILLNESS / ACCIDENT INSURANCE		401K COMPANY MATCH (up to 4%)	

If you do not elect coverage, you will only be covered by the plans that are paid at 100% by ImmunityBio:

\*Basic Life/AD&D

\*Core STD

\*Core LTD

\*EAP

\*Travel Assistance

# ENROLLMENT INSTRUCTIONS

## Enrollment Timing & Insurance Cards:

- After you've completed your onboarding tasks in Workday, your new hire information will be transferred from Workday to BenefitSolver, ImmunityBio's benefits enrollment portal.
- Workday transfer days are **every Tuesday and Thursday**. Once the transfer is complete, you'll receive an email from BenefitSolver regarding your eligibility to enroll. You can also click on the following link to be directed to the BenefitSolver website: <https://www.benefitsolver.com/>
- Select Register, answer the questions, and enter the **company key: nantworks** (case sensitive)
- **Choose your elections and/or waive coverage no later than 30-days from your hire date**
- Adding an eligible dependent requires submission of proof of documentation to the Benefit Inbox: [benefit@immunitybio.com](mailto:benefit@immunitybio.com) no later than 30 days from your hire date
- After completing your enrollment in BenefitSolver, your information is transferred to the benefits carriers during the following Sunday file feed.
- Physical insurance cards are generated and mailed **within 7-10 business days**.
- Digital insurance cards are accessible on the carrier mobile apps or on their websites.
- If you are unable to access your ID cards, please contact [benefits@immunitybio.com](mailto:benefits@immunitybio.com)



Thank you!

2026 New Hire Enrollment  
Contact: [benefits@immunitybio.com](mailto:benefits@immunitybio.com)