



## WE TREAT YOU RIGHT

Our company is dedicated to improving people's health, but we can only succeed in that mission if our commitment to well-being starts right here in our own community. Genentech provides some of the most competitive, comprehensive benefits in the country for our employees to thrive at work and beyond. We offer a host of health benefits, financial plans, and other services designed to make life better - both at work and at home. Below is an overview of the Company's benefit programs. For more information, visit [YourLifeYourRewards.com](https://www.genentech.com/YourLifeYourRewards.com).

### Health & Well-Being

As a Genentech employee, choose from a number of health and medical benefits designed to make healthy living easier for you and your family.

### Medical, Dental, & Vision

We offer three medical plans - two administered by United Healthcare and one by Kaiser Permanente. Each provides comprehensive medical and prescription drug coverage as well as mental health and counseling benefits. We also offer two dental plans with Delta Dental and two vision plans via Vision Service Plan (VSP). If you have already signed an offer, you can find

detailed information on your onboarding portal under "Genentech Benefits Info" in the Information Only section.

## Well-Being

We support the well-being of our employees. Genentech provides a range of resources and programs to account for diverse needs and where people might be in their personal and professional lives at any particular moment in time. Some of these include: fitness and health apps, meditation and mindfulness resources, sleep improvement tools, resiliency training, coaching and mental health therapy sessions, and wellness reward programs.

At our South San Francisco site, employees also have access to [B34, also known as the 'Hub'](#), our campus community center which focuses on the physical, emotional, financial, community, career and social aspects of well-being. Within the hub employees have access to our free, on-campus fitness center, health center, onsite mental health clinicians, career lab, and financial advising. Genentech employees at our other locations have access to nearby fitness facilities or can be reimbursed for individual membership at local health clubs.

## Health Savings Account

We offer a Health Savings Account (HSA) for employees enrolled in the High Deductible Health Choice Medical Plan. This lets you use pre-tax dollars to pay for eligible out-of-pocket expenses and to save for the future. The company provides a generous annual ITSA contribution to enrolled employees.

## Flexible Savings Accounts

We offer Flexible Savings Accounts (FSAs) that let you use pre-tax dollars to pay for eligible out-of-pocket healthcare and dependent day care expenses.

## Financial Benefits

### Compensation

In addition to competitive salaries, we provide an array of compensation benefits. Cash bonuses, long-term incentives, and other rewards inspire great performance and allow you to share in the company's success.

## Retirement

Our 401(k) plan offers a variety of investment options and provides up to 4% in company matching contributions. We also make an annual 401(k) contribution equal to 6% of your 401(k)-eligible pay.

## Insurance

We help you plan for the unexpected. Genentech pays for basic life and accident insurance, and we offer a range of additional coverage options, including supplemental life insurance and short- and long-term disability. Auto, home, pet, long-term care insurance, and identity theft coverage are available at reduced rates.

## Your Commute

gRide, Genentech's employee transportation program, helps you get to and from work stress-free. Save time and money while supporting the environment.

### GenenBuses, BART and Caltrain

GenenBuses provide service to several cities in the Bay Area and frequent last mile service at Caltrain, BART, and the Ferry terminal. Employees are reimbursed for their transit fares. If the bus does not work for you, gRide manages a robust vanpool program and provides incentives for employees who bike, walk, or drive carpools to work.

## Time Off

We believe in dedication and hard work, but we also believe in balance.

## Vacation

Genentech employees get 18 days of paid vacation each year, on top of a number of paid holidays, one personal holiday each year, including our year-end shutdown.

## Sabbaticals

If you've been with Genentech full-time for six years, you're eligible to take six continuous weeks off with full pay and benefits. It's a good time to recharge, as you can see [here](#).

## Other Perks

Genentech provides a number of benefits to help employees focus on their daily work while maintaining good work-life balance.

- Full-service cafeterias
- On-site childcare in South San Francisco
- Educational seminars and learning opportunities
- Tuition assistance programs (up to \$10,000 per year)
- Adoption and surrogacy reimbursement programs
- Fertility support
- Access to urgent care doctors or psychologists through Doctors on Demand
- Free counseling, financial and legal advice
- 1:1 career consultations with career experts
- Concierge and travel arrangements
- On-site dental van for full service care
- Private rooms for nursing mothers
- Sponsored employee sports teams
- Discounts to area museums and attractions
- On-site amenities including car wash facilities, bicycle repair, and haircut services

And one of our favorite aspects of our culture is a Genentech tradition: [Ho-Hos](#). These bi-monthly get-togethers give you a chance to unwind and connect with your colleagues.