



SUMMARY OF BENEFITS

Effective June 1, 2011

Our Company Benefits Programs

Immunomedics has established a variety of employee benefit programs through Aetna (Medical and Dental) and Prudential (Life and Long term Disability Insurance). These health plans are designed to assist you and your eligible dependents in meeting the financial burdens which often result from illness, disability, or death. These benefits are subject to modification and/or termination at the discretion of the Company. The Company also reserves the right to require employee contributions or increase the premiums employees may be contributing towards insurance benefits.

Insurance

All full-time regular employees are entitled to participate in the Company's group health insurance plans (e.g. medical, dental) effective *the first of the month* after employment commences. Generally, part-time employees are not eligible for health insurance benefits. Below is a breakdown of employee contributions amounts by level of coverage.

Employees with no covered dependents are required to contribute **\$25.00** per month towards the medical/dental policies. These dollars are a pre-tax payroll deduction.

Employees electing to cover a child or children are required to contribute **\$58.00** per month towards the medical/dental policies. These dollars are a pre-tax payroll deduction.

Employees electing to cover a spouse are required to contribute **\$60.00** per month towards the medical/dental policies. These dollars are a pre-tax payroll deduction.

Employees electing to cover a family are required to contribute **\$100.00** per month towards the medical/dental policies. These dollars are a pre-tax payroll deduction.

Aetna Choice POS (Point-of-Service) program offers medical coverage options to you and your family that gives you the chance to receive In-Network medical care at lower costs. If you choose a physician/hospital out of the Choice POS program, the cost to you might be higher, and subject to Out-of-Network charges.



IMMUNOMEDICS, INC.

Aetna Choice POS Program*

Effective June 1, 2011

	In-Network	Out-of-Network
PRIMARY CARE PHYSICIAN		
Office Hours	\$10 copay	20% after deductible
After Hours/Home Visits	\$15 copay	20% after deductible
SPECIALITY CARE		
Office Visits	\$20 copay	20% after deductible
Diagnostic Outpatient Testing	\$20 copay	20% after deductible
HOSPITALIZATION	Covered 100%	20% after deductible
SKILLED NURSING FACILITY	Covered 100%	20% after deductible; 240 days
EMERGENCY ROOM	\$35 copay	\$35 copay
HOME CARE	Covered 100%	20% after deductible
MATERNITY		
OB Visit	\$20 copay initial visit	20% after deductible
Hospital	Covered 100%	20% after deductible
MENTAL HEALTH		
In-patient	Covered 100%	20% after deductible
Out-patient	\$20 copay	20% after deductible
SUBSTANCE ABUSE		
Detoxification	Covered 100%	20% after deductible
In-Patient Rehabilitation	Covered 100%	20% after deductible
Out-patient Rehabilitation	\$20 copay	20% after deductible
PREVENTIVE CARE		
Routine Physicals	Covered 100%	20% deductible waived
Routine Eye Exam	Covered 100%	20% after deductible
Routine GYN Exam	Covered 100%	20% after deductible
Immunizations	Covered 100%	20% deductible waived
Mammography	Covered 100%	20% after deductible
CHIROPRACTIC CARE	\$20 copay; 20 visits	20% after deductible with \$1,000 annual max.
PRESCRIPTIONS		
Contraceptives 31-90 Day Supply (RETAIL & MOD)	\$5/10/25 copay; 30 Day \$10/20/50 copay	Not covered
DURABLE MEDICAL EQUIPMENT	Covered 100%	20% after Deductible
FINANCIAL		
Deductible Single/Family	N/A	\$250/\$750
Coinsurance Limit Single/Family	N/A	\$1,000/\$3,000
Lifetime Maximum Benefit	Unlimited	Unlimited

*Based on Aetna Choice Point-of-Service plan for New Jersey. Coverage and rates vary by state. To receive maximum benefits, In-Network services must be provided or referred by the participating primary care physician you have selected. All benefits are provided in accordance with the applicable group contract and insurance certificate.



Dental Benefits Summary

Immunomedics, Inc.
Effective Date: 06-01-2008

	<u>DMO</u>	<u>Passive PPO</u>
Annual Deductible*		
Individual	None	\$50
Family	None	\$150
Preventive Services	100%	100%
Basic Services	100%	80%
Major Services	60%	50%
Annual Benefit Maximum	None	\$2,000
Office Visit Copay	\$5	N/A
Orthodontic Services (Adult and Child)	50%	50%
Orthodontic Deductible	None	None
Orthodontic Lifetime Maximum	***	\$1,000
*The deductible applies to: Basic & Major services only		
*** 24 months of comprehensive orthodontic treatment plus 24 months of retention		

Partial List of Plan Provisions	<u>DMO</u>	<u>Passive PPO</u>
Preventive		
Oral examinations (a)	100%	100%
Cleanings, including scaling and polishing (a) Adult/Child	100%	100%
Fluoride (a)	100%	100%
Sealants (permanent molars only) (a)	100%	100%
Bitewing X-rays (a)	100%	100%
Full mouth series X-rays (a)	100%	100%
Space Maintainers	100%	100%
Basic		
Root canal therapy		
Anterior teeth / Bicuspid teeth	100%	80%
Scaling and root planing (a)	100%	80%
Gingivectomy*	100%	80%
Amalgam (silver) fillings	100%	80%
Composite fillings (anterior teeth only)	100%	80%
Stainless steel crowns	100%	80%
Incision and drainage of abscess*	100%	80%
Uncomplicated extractions	100%	80%
Surgical removal of erupted tooth*	100%	80%
Surgical removal of impacted tooth (soft tissue)*	100%	80%
Major		
Inlays	60%	50%
Onlays	60%	50%
Crowns	60%	50%
Full & partial dentures	60%	50%
Pontics	60%	50%
Root canal therapy, molar teeth	60%	50%
Osseous surgery (a)*	60%	50%
Surgical removal of impacted tooth (partial bony/ full bony)*	60%	50%
General anesthesia/intravenous sedation*	60%	50%
Denture repairs	60%	50%
*Certain services may be covered under the Medical Plan. Contact Member Services for more details.		
(a) Frequency and/or age limitations may apply to these services. These limits are described in the booklet/certificate or evidence of coverage.		



Flexible Spending Account

Effective January 1, 2012

Immunomedics, Inc. Flexible Spending Plan offers an innovative way for you to reduce your taxes. The Health Care and Dependent Care Accounts (also called Spending Accounts) allow you the flexibility to pay for eligible expenses you may incur with pre-tax dollars. You pay for the benefits that you and your family need while increasing the amount of your spendable income.

This program allows you to fund for these types of expenses through the convenience of payroll deduction. The tax-free amounts you withhold will be deposited into your account. Tax-free means that you will not have to pay Federal, Social Security and most State income taxes on the amount that you withhold. You will never pay taxes on the money that you place in the spending accounts.

Currently, you probably pay for medical and dental plan deductibles, co-payments or expenses not covered by your medical insurance, with your tax dollars. Consequently, you receive no tax breaks for those expenses. You will receive a tax break for those expenses by using the Flexible Spending Accounts. This means you will have more money to take home every payday. **You may participate in the Flexible Spending Plan even if you do not enroll in Immunomedics' health plan.**

All full-time employees are eligible to participate in this benefit as of the **first of the month** after employment commences. The maximum amount a participant may receive under his/her Flexible Spending Account is as follows:

- Medical Reimbursement - up to \$2,500.00 per year
- Dependent Care Reimbursement - up to \$5,000.00 per year

If you need further information on this program, please contact the Human Resources Department.

Miscellaneous Benefits

<p>Life Insurance</p> <p>AD&D</p> <p>LTD</p>	<p>One time annual salary. (All employees are given the opportunity to purchase additional supplemental life insurance.)</p> <p>One time annual salary</p> <p>60% (benefit percentage) of basic monthly earnings not to exceed the maximum monthly benefit of \$10,000, less other income benefits</p>
<p>401(K) Savings Plan</p>	<p>Open Enrollment January 1, April 1, July 1 & October 1 of every year Employees are eligible to join the plan after 3 months of service. The Company matches 25% up to 5% of base salary. There are (8) investment programs to choose from Loans are available</p>
<p>Stock Options</p>	<p>Employees with a Salary Grade of 8 and above are eligible for stock options.</p>
<p>Credit Union</p>	<p>All employees are eligible (participation is voluntary) Electronic Deposit \$5.00 to open a savings account \$0.01 to open a checking account Services Provided by: Affinity Federal Credit Union 73 Mountain View Blvd. P.O. Box 621 Basking Ridge, NJ 07920 (800) 325-0808 Services Offered: Savings, checking, local branches, visa card, home equity loans, first mortgages, CD's, The Auto Plan, MAC cards.</p>
<p>Direct Deposit</p>	<p>All employees can elect direct deposit of paychecks.</p>
<p>Tuition Reimbursement</p>	<p>All employees are eligible after one year on the job Grade A or B - 100% reimbursement; Grade C - 50% Lab Fees - 100%; no books \$3,000 per calendar year Pre-approval of course(s); job or career related only.</p>

Flexible Schedule

Immunomedics observes a standard work week of five days, Monday through Friday. The standard workday is 8 hours, commencing at 8:30 a.m. and ending at 5 p.m. All employees are entitled to a 30-minute unpaid lunch break. Our normal work schedule for full-time regular employees is 40 hours. The work week commences on Monday morning and ends the following Sunday evening.

To provide flexibility for personal and/or family schedules, Immunomedics, Inc. has adopted a flexible work schedule. Under such schedules, employees' starting and quitting times may vary from department to department, or even employee to employee, depending upon department requirements and workloads. Some of the reasons an individual may wish to work an alternative schedule include:

- a. Participating in car pooling arrangements
- b. Arranging for child care
- c. Avoiding traffic congestion problems
- d. Coordinating work schedule with a limited mass transit schedule

Within the guidelines described, it is Immunomedics' policy to provide all full-time employees the opportunity to request the hours of work that consistently suit their individual needs. However, it is recognized that it will not be possible to accommodate all such requests for alternative schedules.

Guidelines:

1. Each employee may request flex time schedules. You should first speak with your supervisor to ascertain the needs of your department, and to coordinate those needs with yours. **Upon obtaining your supervisor's approval, you may elect a flexible schedule.**
1. Employees who are on a flex time schedule are normally permitted to begin their workday anytime between 7:00 a.m. and 9:30 a.m. daily, on the hour or half-hour.
2. Some departments may be unable to offer flexible hours for some positions and/or during certain times of the year.
3. A fixed schedule should be selected for a minimum of (3) months in duration.
4. New employees will be requested to work the standard 8:30 a.m. to 5 p.m. schedule to assure appropriate training and interaction with others in the department. After three months, an alternative schedule may be requested.
5. **Flex time schedules must be approved in writing, by your supervisor and the Human Resources department in advance of implementation.**

Your individual work schedule may be changed from time to time to meet the varying conditions of our business. You will be notified of any change in your schedule as far in advance as reasonably possible.

The Company reserves the right to change or terminate this program at any time without notice.

Dress Code

What we wear to work is a reflection of the pride we have in the Company and, as an employee of Immunomedics, we expect you to present a professional appearance when you represent us, whether that is in, or outside of, the office. To favorably impress our customers, members of the public and industry representatives, it is important for all employees to present a businesslike appearance. Your appearance should reflect positively on the Company, and be appropriate when due consideration is given to your job duties.

Acceptable attire for men includes business suits or sport coats and trousers, dress shirts, ties and dress shoes. For women, acceptable attire includes dresses, suits, blouses, sweaters, skirts, dress pants and dress shoes.

T-shirts, jeans, leggings, sweatsuits, shorts, sneakers, or any clothing of too casual a nature are not considered appropriate, except on designated “Casual days”. (Please refer to our “Casual day” guideline as outlined below).

Casual Days

The following information is intended to serve as a guide to help define appropriate casual attire for all employees during designated casual days at Immunomedics, Inc. Each Friday and the day before an observed holiday will be designated casual days. Immunomedics, Inc. reserves the right to waive a designated casual day in order to meet the varying conditions of our business.

Our primary objective is to have employees project a professional image while taking advantage of more casual and relaxed fashions. Casual dress offers a welcome alternative to the formality of typical business attire.

However, not all casual clothing is appropriate for the office. Casual attire means neat, professional clothing. It is never appropriate to wear revealing clothing to the workplace.

Listed below is a general overview of acceptable casual attire, as well as a listing of some of the more common items that are not appropriate for the office. Obviously, neither group is intended to be all-inclusive. Rather, these items should help set the general parameters for proper casual attire and allow you to make intelligent judgments about items that are not specifically addressed.

Examples of acceptable and unacceptable casual attire include:

Acceptable casual attire	Unacceptable casual attire
Slacks (corduroys, khakis)	Shorts
Dressy jeans	Form fitting pants
Casual dresses and skirts	T-shirts or sweatshirts with offensive messages
Casual shirts and blouses	Tank tops
Golf and polo shirts (knit shirts)	Halter tops
Turtlenecks	Tops with bare shoulders unless worn under blouse or
Sweaters	Visible undergarments
Monochrome T-shirts	Beachwear
Monochrome sweatshirts	Slippers
Loafers	Frayed or torn jeans
Open-toed dress sandals	
Athletic shoes	

For some, traditional business attire may simply remain a more favored option on casual days. The choice will be yours. We hope that casual days will help make our workplace more enjoyable and productive.