

# VIRGIN ORBIT TEAMMATE BENEFITS

## TOTAL COMPENSATION PACKAGE

Virgin Orbit takes pride in offering competitive base pay, annual bonus and stock options for all teammates.

## HEALTH AND WELFARE BENEFITS

As a teammate of Virgin Orbit, working at least 30 hours per week, you and your eligible dependents are eligible for our generous benefit plans. Benefit become effective the 1st of the month following your date of hire. We offer 3 medical plans, 3 dental plans and 2 vision plans and significantly contribute toward all benefits. We also offer a variety of benefits to provide a comprehensive package.

## 401K

Virgin Orbit offers savings and retirement opportunities **three ways**; voluntary teammate deferral with employer match and Safe Harbor employer contributions, whether or not you elect personal deferrals.

- Our savings benefits start 3 months following your start date
- We match 50% of the teammate deferred first 6%
- Virgin Orbit contributes 3% Safe Harbor on your behalf
- Contributions are 100% vested immediately

## THE BENNY CARD

*Progressive Benefits Solutions*

Being able to provide assistance to you and your health care related expenses is a primary goal of ours. Virgin Orbit employees are eligible to receive the Benny card! The Benny card is mailed directly to your home for expenses related to Medical plans and/or if you elect FSA (Flexible Spending) or Commuter Benefits.

One card, multiple uses; HRA, FSA and Employee Commuter Benefits

**HRA (Health Reimbursement Account)** – At no cost to teammates, we offer company provided funds when you elect our medical benefits that can be applied to deductible expenses, copays and several other allowable medical expenses. VO provided based upon your total dependents on our plan.

- No employee contribution required
- Annually loaded onto Benny Card
- No fund carry over

Covered Group	HRA Pre-Loaded Amount
Employee Only	\$1,000

*IT GETS BETTER - FREE SNACKS, DRINKS, AND LUNCHES. OH YES.*

Employee + 1	\$2,000
Employee + Family	\$3,000

**FSA (Flexible Spending Account)** – teammate elected pre-tax dollars that can be used on any eligible FSA related expenses for Dependent Care, Medical, Dental or Vision expenses. Annual enrollment in the FSA Health Care and/or FSA Dependent Care categories with max contributions following IRS guidelines.

- Employee election required
- Loaded onto Benny Card
- No fund carry over year over year

## TIME OFF PACKAGE

Virgin Orbit also emphasizes the work-life integration of our teammates and accordingly offers an incredible time off package:

- Vacation accrued annually\*
- 5 days of sick time annually
- Typically we have 9 paid holidays.
- In addition to the standard holidays, we are also closed between Christmas and New Year's.

\*Non-exempt teammates accrue 10 days of vacation annually. Exempt teammates accrue 15 days of vacation annually.

## DISCOUNTS

Discounts at the following establishments:

- Flight School – Ground School Academy
- National Car Rental and Enterprise Rent-A-Car
- Verizon Wireless
- Working Advantage
- Orangetheory Fitness
- GritCycle
- Ra Yoga
- Paradise Cleaners – Dry Cleaning
- ASPCA Pet Insurance
- ...and more!

*These benefits are subject to change at any time at the sole discretion of Virgin Orbit*

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