

VIRGIN ORBIT TEAMMATE BENEFITS

401K

Virgin Orbit offers savings and retirement opportunities **three ways**; voluntary teammate contribution, employer matching contributions based upon your contribution and safe harbor employer contributions.

- Our savings benefits start 3 months following your start date
- We match 50% of the first 6%
- Virgin Orbit contributes 3% Safe Harbor on your behalf

THE BENNY CARD

Progressive Benefits Solutions

Virgin Orbit employees are eligible to receive the Benny card! The Benny card is mailed directly to your home contingent upon your election of one of our 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) – company provided funds when you elect our medical benefits. Amount is based upon your dependents.

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

Covered Group	HRA Pre-Loaded Amount
Employee Only	\$1,000
Employee + 1	\$2,000
Employee + Family	\$3,000

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

TIME OFF PACKAGE

Virgin Orbit also emphasizes the work-life balance 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:

- Paradise Cleaners – Dry Cleaning
- National Car Rental and Enterprise Rent-A-Car
- Verizon Wireless
- Working Advantage
- 24 Hour Fitness
- Orangetheory Fitness
- GritCycle
- Ra Yoga
- ...and more!

PET INSURANCE

We have ASPCA Pet Insurance for your fur, feather and/or “other” babies!

- 5% discount with company discount code
- 10% discount for multiple pets
- Annual deduction options
- Usually and Customary Reimbursement: 90%