



Join a team that is proud of its success but even more inspired by the opportunities ahead. Gilead is large enough that you will have the support and resources you need to excel, but small enough that you will see tangible results from your contributions.

Passion. Growth. Rewards.

Throughout our 20-year history, Gilead Sciences has brought together employees who share a **passion** for making a difference in the lives of patients suffering from serious unmet medical needs.

The commitment and drive of our employees has helped us to achieve dramatic **growth** over the past two decades, with annual revenues exceeding \$4 billion, a staff that currently exceeds 3,000, and 25 sites spread across North America, Europe and Australia.

Gilead recognizes outstanding performance with a variety of **rewards**. Our Total Rewards package helps us to attract and motivate the talent we need to remain competitive in our industry.

Gilead's Total Rewards program includes exceptional stock option and employee stock purchase plans, a competitive base salary and incentive compensation, health and welfare benefits, 401(k) savings with a company match that vests immediately, and other valuable benefits, such as paid time off and wellness programs.

Passion. Growth. Rewards.

These words capture the philosophy underlying Gilead's Total Rewards package: the passion and dedication of our workforce, the dramatic growth of our company and the rewards of working at Gilead. 

Total Rewards Program Components

Direct Compensation

Linking pay to company and individual performance is central to Gilead's continued success. Our Total Rewards program allows you to see your compensation increase when you perform well.

Base pay	Gilead offers competitive base pay that reflects your role in the company and your level of responsibility.
Corporate bonus plan	<p>All Gilead employees are eligible for a bonus, except those on commission plans.</p> <p>Corporate Bonus awards are based on two factors. We tie bonuses to overall company performance so that we can offer everyone a share in the company's success. We also tie bonuses to individual performance to ensure that top performers receive top awards.</p>
Stock option plan	<p>Unlike many other companies, Gilead offers every U.S. regular employee a stock option grant at hire. We want all employees to have the opportunity to share in Gilead's success.</p> <p>We understand that our stock option plan is one of the Gilead benefits that candidates and employees value most. After the new-hire grant, additional stock options are granted annually according to your individual performance and potential.</p>
Values at Work recognition program	Through the <i>Values at Work</i> cash rewards program, we recognize employees who demonstrate Gilead's core values of integrity, accountability, excellence and teamwork.

Benefits from Gilead

- ▶ You are eligible for health and welfare benefits if you are a full-time or part-time employee working 30 hours or more per week.
- ▶ Your coverage begins on your date of hire.
- ▶ Your spouse or domestic partner and your dependent children up to age 19 (or up to age 25 for full-time students) are eligible dependents under Gilead's benefit plans.

Savings and Retirement Benefits

Employee Stock Purchase Plan (ESPP)	<p>Gilead's ESPP is one of our most highly valued benefits. When you participate in the plan, you can elect to have 1% to 15% of your pay withheld (subject to IRS limits) to purchase company stock at a discount. Gilead offers an enrollment date for new employees every quarter.</p> <p>Our ESPP differs from those of most other companies in that your purchase price is typically locked in for a two-year period rather than the usual six-month period. Your purchase price is 85% of either the fair market value on the date you enter the plan or the fair market value of Gilead stock on the purchase date, whichever is lower. You benefit from the automatic 15% discount off the price of the stock, as well as from any gain in the stock price during the time you hold the stock.</p>
401(k) plan	<p>The Gilead 401(k) plan is managed by Fidelity Investments, which provides a range of investment funds.</p> <p>The program includes a matching contribution from Gilead of 50% of your contributions, up to a maximum of \$5,000 per year. Unlike many plans, where matching contributions vest over several years, Gilead's matching contributions vest immediately.</p>



Health and Welfare Benefits

BENEFIT	DESCRIPTION	WHO PAYS
Wellness at Gilead program	<p>The Wellness at Gilead program provides services and tools to help you and your family make informed healthcare decisions and pursue healthy lifestyles.</p> <ul style="list-style-type: none"> • Onsite fitness centers or gym membership subsidies, depending on the location • A wellness website with health improvement programs and tracking tools for exercise and nutrition • Onsite wellness education and company-wide health and fitness events • Onsite health risk assessments and health screenings 	Gilead
Medical plan options	<p>Gilead allows you to select the medical plan that best meets your needs. You can choose one of the following plans for yourself and your eligible dependents:</p> <ul style="list-style-type: none"> • Anthem Blue Cross PPO (preferred provider organization) • Anthem Blue Cross EPO (exclusive provider organization) • Kaiser Permanente HMO (health maintenance organization), available in California and Colorado • Group Health HMO (a Kaiser affiliate), available in Washington State 	Gilead and you
Dental plan	<p>You can visit a Delta-contracted dentist or use the licensed dentist of your choice with Gilead's dental coverage, provided by Delta Dental.</p>	Gilead and you
Vision plan	<p>You receive coverage for routine eye exams and eyeglasses or contact lenses through Vision Service Plan (VSP).</p>	Gilead and you
Tuition reimbursement	<p>After six months of employment, you can receive up to \$5,250 per year to pursue undergraduate, graduate or certificate courses at an accredited college or university.</p>	Gilead

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Health and Welfare Benefits continued

BENEFIT	DESCRIPTION	WHO PAYS
Backup Care program	When you experience a temporary interruption in normal child care, elder care or other care arrangements, and need to return to work, the Backup Care program supports you with center-based or in-home care.	Gilead and you
Flexible Spending Accounts	You can pay for eligible health- and dependent-care expenses with pretax dollars through Gilead's Flexible Spending Accounts (FSAs).	You
Life insurance and accidental death and disability (AD&D) insurance	Gilead provides two times your base annual pay plus \$20,000 in basic life insurance, up to \$1.5 million, as well as an additional matching AD&D benefit. You may also purchase supplemental coverage.	Gilead
Paid time off	As a regular, full-time U.S. employee, you will receive: <ul style="list-style-type: none">• 12 company-paid holidays, including an annual winter shutdown• 15 days (120 hours) of vacation per year during the first five years of service• 10 paid sick days	Gilead

Additional Benefits

- ▶ Voluntary Long-Term Care insurance
- ▶ Employee Assistance Plan (EAP)
- ▶ Supplemental life insurance and AD&D insurance
- ▶ Short- and long-term disability benefits

We make every effort to ensure that this summary accurately reflects our official plan documents. Should there be a conflict between this summary and the official plan documents, the plan documents will prevail. We reserve the right to change the benefits offered to employees at any time.

