

## Featured Employer – Gilead

**Introduction-** Headquartered in Foster City, California, Gilead Sciences was founded in 1987. Gilead is a company which focuses on discovering anti-viral drugs for the treatment of various infectious diseases including influenza, hepatitis B and HIV. It also has operations in Australia and Europe. The name of the company is inspired by a place named in Bible - Gilead - which is mentioned for the availability of trees whose resin was used in various medicines.



1. **Founders of the Company** - H. DuBose Montgomery and Michael L. Riordan
2. **President & CEO** - John C. Martin
3. **Number of Staff (employees):** As of 2010 it employs 4,000 people
4. **Total Revenue** - US \$7.95 billion as of 2010

**Payroll and Benefits:** Gilead is a company which actively promotes and encourages outstanding performance. They offer many benefits and perks to their employees to ensure that the productivity remains at the highest possible level and ahead of their competitors.

Some of the top benefits and perks Gilead offers are listed below:

- Performance linked benefits, bonus and stock options
- Incentive compensation
- 401(k) plan with 50% matching contribution up to a maximum of \$7,500 annually
- Employee Stock Purchase Program which offers 1% - 15% of the pay for buying stock in the company
- Any employee who works at least 30 hours per week is eligible for health insurance
- Spouse/ partner and dependent children are covered by health insurance as well



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- Dental insurance offered
  - Free fitness programs, diagnostics and wellness seminars
  - 12 company paid holidays in addition to 10 paid sick days and 15 days vacation annually
  - Support during temporary interruption for child/elder care
  - Arrangements for both center-care and in-home care available for loved ones of any age and any type of illness
  - Tuition reimbursement up to \$5,250 per year
  - Employee entertainment discounts for Disneyland, Walt Disney World, Las Vegas Shows, etc.

**For careers at Gilead visit <http://www.hound.com>.**

Gilead offers a warm, motivating and supportive work culture for its employees. It strives to encourage productivity by ensuring that its employees feel safe and secure, not only financially, but also in other aspects that cause concern such as care of dependents, work-life balance, etc.

Gilead attracts the sharpest talent in the country and overseas by providing the best work conditions and remuneration packages. The management encourages their employees to continuously upgrade their skills to stay ahead in their profession for themselves as individuals as well as the company.