

Heliogen Benefit Summary

Medical Insurance: Cigna

- Dual Option: Base Plan & Buy-up Plan
- Heliogen will pay 100% of the premium for you as a single employee for the Base plan

Dental: SunLife

- Heliogen will pay 100% of the premium for you if you elect medical coverage

Vision: SunLife

- Heliogen will pay 100% of the premium for you if you elect medical coverage

Life & AD&D Insurance: Sun Life Financial

- Heliogen will pay the applicable premiums for you as an employee
- 2x Salary up to max of \$650,000 (\$500,000 guarantee issue amount)

Short Term Disability Insurance

- Heliogen pays the applicable premium for you as an employee
- Coverage: 60% of weekly earnings up to a maximum of \$1,500 in the event of accident/illness

Long Term Disability Insurance: Sun Life Financial

- Heliogen will pay the applicable premiums for you for a
- Coverage: 60% of monthly earnings up to a maximum of \$10,000

Voluntary Life Insurance

- Employee: up to \$500,000 or 5x annual earnings
- Spouse: up to \$150,000
- Child: up to \$10,000

Accidental Insurance and Hospital Indemnity

- Coverage varies

Critical Illness

- Employee: up to \$40,000
- Spouse: up to \$40,000
- Child: up to \$20,000

Flexible Spending Account

- Employees can make pre-tax deductions up to the IRS max for healthcare and Dependent care costs
 - 2023 Medical FSA Maximum: \$3,050 (with \$610 rollover)
 - 2023 Dependent Care FSA Maximum: \$5,000

401(k) Retirement Benefits: Empower Retirement Services

- Annual deferrals are not to exceed the 2023 IRS Max limit of \$22,500 (Pre-tax and/or Roth)
- Heliogen funds a Safe Harbor match at 100% of first 3% of deferrals plus 50% on the next 2% of deferrals
- You are always 100% vested in the safe harbor contributions and any salary deferrals you make to the plan

Paid Time Off:

- Flexible Time off

Equity:

- Equity is available for full-time and part-time regular employees

Paid Parental Leave:

- After 90 days of employment, employees are eligible for up to eight(8) weeks of Paid Parental Leave



Heliogen Holidays

Heliogen observes the following holidays:

New Year's Day

Martin Luther King Jr. Day

Presidents' Day

Memorial Day

Juneteenth

Independence Day

Labor Day

Thanksgiving Day

Day after Thanksgiving

Christmas Day

One(1) Floating Holiday