

Heliogen Benefit Summary 2022

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: Cigna

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

Vision: Cigna

- 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
 - 2022 Medical FSA Maximum: \$2,850 (with \$500 rollover)
 - 2022 Dependent Care FSA Maximum: \$5,000

401(k) Retirement Benefits: Empower Retirement Services

- Annual deferrals are not to exceed the 2022 IRS Max limit of \$20,500 (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



Heliogen Holidays 2022-2023

Heliogen observes the following holidays:

Dec 31 - New Year's Day Observation (January 1, 2022)

Jan 17 - Martin Luther King Jr. Day

Feb 21 - Presidents' Day

May 30 - Memorial Day

Jun 20 - Juneteenth

Jul 1 - Day before Independence Day (Company Floating Holiday)

Jul 4 - Independence Day

Sep 5 - Labor Day

Nov 24 - Thanksgiving Day

Nov 25 - Day after Thanksgiving

Dec 26 - Christmas Day Observation

Jan 2, 2023 - New Year's Day Observation