

TOTAL REWARDS SUMMARY—US

2023



HEALTHEDGE

VACATION

Regular, full-time employees accrue fifteen (15) vacation days during their first year of employment. Part-time employees working at least 30 hours and/or those hired mid-year receive prorated vacation days.

SICK TIME

Unlimited sick time is available for all employees.

PAID HOLIDAYS

Regular, full-time employees are offered eighteen (18) paid holidays annually, which is a combination of twelve (12) national holidays, five (5) global holidays, and one (1) floating holiday. Part-time employees and/or those hired mid-year receive prorated holiday time.

PAID VOLUNTEER TIME OFF (VTO)

Eligible employees are provided sixteen (16) hours of paid VTO to participate in volunteering activities of their choice (to be validated, some restrictions apply).

PARENTAL BONDING LEAVE PROGRAM

HealthEdge provides Parental Bonding Leave to eligible employees following the birth of an employee's child or for adoption in order to bond with and care for their new child. All regular employees can receive up to 14 weeks of bonding leave. The leave is 100% paid for employees with at least one year of service. The leave is considered unpaid for employees with less than one year of service as of the start of the leave.

MEDICAL/RX

To meet the needs of HealthEdge's diverse workforce, HealthEdge offers eligible employees three medical plan options through Aetna: a High-Deductible Health Plan (HDHP), a Core Co-Pay Plan, and a Buy-Up Co-Pay Plan. Optum Rx prescription drug coverage and One Medical 24/7 care is included with all medical plan options through Aetna. 2

HEALTH SAVINGS ACCOUNT (HSA)

HealthEdge offers an HSA account that pairs with the HDHP medical plan option. You can make pre-tax contributions and the company also contributes to the HSA.

FLEXIBLE SPENDING ACCOUNTS (FSAS)

HealthEdge offers a Healthcare FSA, Limited Purpose Healthcare FSA, Dependent Care FSA, which are administered by Payflex.

DENTAL

HealthEdge provides eligible employees dental coverage through Delta Dental of Massachusetts with nationwide coverage.

VISION

HealthEdge provides eligible employees with the opportunity to enroll in vision coverage through VSP. Eligible employees may choose from two vision plan options: a Base Plan or Buy-Up Plan for additional coverage.

ACCIDENT BENEFIT

HealthEdge offers voluntary accident coverage to eligible employees through Prudential, which provides a lump-sum benefit to help cover the gap between what the medical plan covers and what you owe out-of-pocket.

HOSPITAL INDEMNITY BENEFIT

HealthEdge offers voluntary hospital indemnity coverage to eligible employees through Prudential, which provides a lump-sum amount directly to you if you are admitted into a hospital for care.

CRITICAL ILLNESS

HealthEdge offers voluntary critical illness coverage to eligible employees through Prudential, which helps cover out-of-pocket expenses in the event of a serious illness.

BASIC LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE

HealthEdge provides company-paid basic life insurance and AD&D insurance to eligible employees through Prudential to provide financial protection to eligible employees and their beneficiaries in the event of death or covered injury.

VOLUNTARY LIFE AND AD&D INSURANCE

Eligible employees have the option to purchase additional voluntary life and AD&D insurance through Prudential for themselves and their spouse/domestic partner and/or children.

GROUP DISABILITY INSURANCE

HealthEdge offers company-paid short- and long- term disability insurance to eligible employees through Prudential, which provides partial income replacement for eligible employees who are disabled by a qualifying injury or sickness (including pregnancy).

401(K) RETIREMENT PLAN

The HealthEdge 401(k) Plan provides eligible employees with a great way to save for retirement and includes per pay period employer match contributions.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

HealthEdge cares about employees' health and well-being, both on and off the job, and offers the EAP to eligible employees through Prudential, which includes telephonic and online support services 24/7 for eligible employees and their household members.

GINGER MENTAL HEALTH SERVICES

Ginger is an app that offers confidential, on-demand emotional and mental health support for your life challenges through coaching via text-based chats, self-care activities, and video-based therapy and psychiatry.

LEGAL INSURANCE

This legal insurance plan from MetLife provides eligible employees access to a national network of attorneys for common non-employment related legal needs for eligible employees.

IDENTITY THEFT PROTECTION

This Identity Theft Protection Plan from MetLife is available to eligible employees and provides protection services such as monitoring your digital identity and credit profile, alerts you of fraudulent activity, and helps with restoration services in the event you should need it.

PET INSURANCE

Voluntary pet insurance through MetLife is available to eligible employees for dogs, cats, birds, and a variety of exotic pets, at a discounted rate.

FINANCIAL PLANNING

Financial Planning is available to all U.S. based HealthEdge employees through a partnership with Janney Montgomery Scott LLC. The team at Hundley McGovern Wealth Management helps individuals and families achieve their long-term financial goals, with services and solutions tailored to fit their unique needs, preferences, and goals.

MERIT REVIEW

A company-wide merit review is performed on an annual basis which provides the potential for a base salary increase.

2023 EMPLOYEE CONTRIBUTIONS

Below are the employee contribution amounts for benefits effective January 1, 2023–December 31, 2023 for eligible employees.

Pre-Tax Contributions

Employee contributions are automatically deducted on a pre-tax basis, before Federal Income or Social Security Taxes are withheld. This means that you will pay less tax and have more money to spend and save. If you do not want your benefits deducted pre-tax, you must notify HR in writing. Under the IRS tax regulations, contribution deductions for a domestic partner are not eligible on a pre-tax basis.

Semi-Monthly Contributions				
	Employee Only	Employee + Spouse/ DP	Employee + Child(ren)	Employee + Family
Aetna—HDHP Plan with HSA	\$51.85	\$104.31	\$99.43	\$143.96
Aetna—PPO Core Plan	\$72.25	\$145.70	138.03	\$270.95
Aetna—Buy-Up Plan	\$126.27	\$254.97	\$241.62	\$343.61
Delta Dental	\$4.11	\$8.65	\$11.60	\$16.13
VSP Vision Base Plan	\$2.00	\$3.00	\$3.25	\$5.25
VSP Vision Buy-Up Plan	\$4.46	\$8.32	\$8.78	\$14.04

Monthly Contributions				
	Employee Only	Employee + Spouse/ DP	Employee + Child(ren)	Employee + Family
Aetna—HDHP Plan with HSA	\$103.70	\$208.62	\$198.86	\$287.91
Aetna—PPO Core Plan	\$145.70	\$291.40	\$276.06	\$541.90
Aetna—Buy-Up Plan	\$252.55	\$509.95	\$483.23	\$687.22
Delta Dental	\$8.22	\$17.30	\$23.20	\$32.25
VSP Vision Base Plan	\$4.00	\$6.00	\$6.50	\$10.50
VSP Vision Buy-Up Plan	\$8.92	\$16.63	\$17.56	\$28.08

Accident		
Coverage Tier	Monthly Base Rate	Semi-Monthly
Employee Only	\$9.48	\$4.74
Employee + Spouse	\$13.61	\$6.81
Employee + Children	\$13.85	\$6.93
Family	\$21.40	\$10.70

ID Theft		
Coverage Tier	Monthly Base Rate	
	Protection	Protection Plus
Employee	\$6.95	\$10.95
Family	\$12.95	\$18.95

Legal		
Coverage Tier	Ultimate Monthly	Ultimate Semi-Monthly
EE + Dependents	\$21.25	\$10.63

Hospital Indemnity		
Coverage Tier	Monthly Base Rate	Semi-Monthly
Employee Only	\$15.03	\$7.52
Employee + Spouse	\$31.00	\$15.50
Employee + Children	\$22.17	\$11.09
Family	\$39.87	\$19.94

Critical Illness			
Employee		Spouse	
\$10K Monthly	\$10K Semi-Monthly	\$10K Monthly	\$10K Semi-Monthly
\$3.54	\$1.77	\$3.56	\$1.78
\$4.30	\$2.15	\$4.31	\$2.16
\$5.46	\$2.73	\$5.53	\$2.77
\$6.65	\$3.33	\$6.70	\$3.35
\$7.97	\$3.99	\$8.07	\$4.04
\$11.84	\$5.92	\$11.79	\$5.90
\$17.32	\$8.66	\$16.87	\$8.44
\$25.25	\$12.63	\$24.26	\$12.13
\$34.85	\$17.43	\$33.16	\$16.58
\$51.79	\$25.90	\$49.10	\$24.55
\$63.26	\$31.63	\$60.11	\$30.06
\$20K Monthly	\$20K Semi-Monthly	\$20K Monthly	\$20K Semi-Monthly
\$7.08	\$3.54	\$7.12	\$3.56
\$8.60	\$4.30	\$8.62	\$4.31
\$10.92	\$5.46	\$11.06	\$5.53
\$13.30	\$6.65	\$13.40	\$6.70
\$15.94	\$7.97	\$16.14	\$8.07
\$23.68	\$11.84	\$23.58	\$11.79
\$34.64	\$17.32	\$33.74	\$16.87
\$50.50	\$25.25	\$48.52	\$24.26
\$69.70	\$34.85	\$66.32	\$33.16
\$103.58	\$51.79	\$98.20	\$49.10
\$126.52	\$63.26	\$120.22	\$60.11
\$30K Monthly	\$30K Semi-Monthly	\$30K Monthly	\$30K Semi-Monthly
\$10.62	\$5.31	\$10.68	\$5.34
\$12.90	\$6.45	\$12.93	\$6.47
\$16.38	\$8.19	\$16.59	\$8.30
\$19.95	\$9.98	\$20.10	\$10.05
\$23.91	\$11.96	\$24.21	\$12.11
\$35.52	\$17.76	\$35.37	\$17.69
\$51.96	\$25.98	\$50.61	\$25.31
\$75.75	\$37.88	\$72.78	\$36.39
\$104.55	\$52.28	\$99.48	\$49.74
\$155.37	\$77.69	\$147.30	\$73.65
\$189.78	\$94.89	\$180.33	\$90.17

Voluntary Life	
Employee Rate/\$1,000	
0-24	\$0.08
25-29	\$0.08
30-34	\$0.09
35-39	\$0.12
40-44	\$0.16
45-49	\$0.26
50-54	\$0.39
55-59	\$0.67
60-64	\$1.02
65-69	\$1.86
70+	\$3.81
Spouse Rate/\$1,000	
0-24	\$0.080
25-29	\$0.080
30-34	\$0.090
35-39	\$0.119
40-44	\$0.164
45-49	\$0.255
50-54	\$0.394
55-59	\$0.667
60-64	\$1.020
65-69	\$1.860
70+	\$3.809
Child(ren) Life	
Per/\$1,000	\$0.10

Voluntary AD&D	
Rate Per \$1,000 of Benefit— Employee	\$0.03
Rate Per \$1,000 of Benefit— Spouse	\$0.03
Rate Per \$1,000 of Benefit— Children	\$0.04

Critical Illness Child					
\$5K Monthly	\$5K Semi- Monthly	\$10K Monthly	\$10K Semi- Monthly	\$15K Monthly	\$15K Semi- Monthly
\$4.49	\$2.24	\$8.97	\$4.49	\$13.46	\$6.73

