

Benefits at Electric Hydrogen

How the workplace can support you

Well-being

Healthcare	<ul style="list-style-type: none">- 100% covered premiums- PPO & EPO plans for you and your dependents- HSA EH2 funds \$1K for single coverage and \$2K for family coverage annually
Dental	<ul style="list-style-type: none">- 100% covered premiums- PPO for you and your dependents- Orthodontia for adults and children
Flexible Spending Account (FSA)	<ul style="list-style-type: none">- Flexible Spending Account options for medical and dependent care- Parking & Transit Account
Vision	<ul style="list-style-type: none">- 100% covered premiums- VSP Network for you and your dependents- Supplemental employee paid plan available via HP Health
Disability Insurance	<ul style="list-style-type: none">- 100% covered- Long term and short term insurance coverage- Supplemental employee paid plans available for Voluntary Life, Critical Illness, Hospital Indemnity, Accident

Savings and Wealth-building

401k	<ul style="list-style-type: none">- 4% employer match- You are 100% fully vested
Equity	<ul style="list-style-type: none">- Pre-IPO stock options- 4 years vesting with 25% vested on your one-year anniversary
Patent Program	<ul style="list-style-type: none">- Pre-IPO stock options plus cash awards to inventors
Employee Referrals	<ul style="list-style-type: none">- Cash awards when you help us hire your talented friends
Cellphone Allowance	<ul style="list-style-type: none">- \$75 monthly cell phone stipend



Work Experience

Time Off	<ul style="list-style-type: none">- Unlimited PTO to exempt employees- 15 paid vacation days plus 5 sick days to non-exempt employees
Holidays	<ul style="list-style-type: none">- 16 paid holidays: MLK Day, President’s Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Indigenous Peoples’ Day, Veterans Day, Thanksgiving Day, Black Friday, and Winter Recess
Onsite Gym	<ul style="list-style-type: none">- Gym set up in San Carlos and Natick offices- Showers and lockers available
Onsite Lunches	<ul style="list-style-type: none">- Lunch catered every Monday in San Carlos and San Jose and every Wednesday in Natick
Happy Hour	<ul style="list-style-type: none">- Join us for hors d'oeuvres on Thursdays at any location
Pet-Friendly Offices	<ul style="list-style-type: none">- We love our furry friends- Share the love and excitement of your pet with our team
Employee Resource Groups	<ul style="list-style-type: none">- Get to know your co-workers and support an inclusive culture- Current groups: Women, Latin American, Pride
EH2 Futures	<ul style="list-style-type: none">- EH2 Futures aims to support its co-ops, interns, and their mentors with resources to make everyone’s experience the best it can be
Parental Leave	<ul style="list-style-type: none">- 12 weeks fully paid for primary caregivers- 4 weeks fully paid for secondary caregivers

Join us today

[Learn more at eh2.com/careers](https://eh2.com/careers)