# Benefits at Electric Hydrogen

## How the workplace can support you

### Well-being

**Healthcare**
- 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**
- 100% covered premiums
- PPO for you and your dependents
- Orthodontia for adults and children

**Flexible Spending Account (FSA)**
- Flexible Spending Account options for medical and dependent care
- Parking & Transit Account

**Vision**
- 100% covered premiums
- VSP Network for you and your dependents
- Supplemental employee paid plan available via HP Health

**Disability Insurance**
- 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**
- 4% employer match
- You are 100% fully vested

**Equity**
- Pre-IPO stock options
- 4 years vesting with 25% vested on your one-year anniversary

**Patent Program**
- Pre-IPO stock options plus cash awards to inventors

**Employee Referrals**
- Cash awards when you help us hire your talented friends

**Cellphone Allowance**
- $75 monthly cell phone stipend
## Work Experience

| Time Off                  | - Unlimited PTO to exempt employees  
|                         | - 15 paid vacation days plus 5 sick days to non-exempt employees  
| Onsite Gym               | - Gym set up in San Carlos and Natick offices  
|                         | - Showers and lockers available  
| Onsite Lunches           | - Lunch catered every Monday in San Carlos and San Jose and every Wednesday in Natick  
| Happy Hour               | - Join us for hors d'oeuvres on Thursdays at any location  
| Pet-Friendly Offices     | - We love our furry friends  
|                         | - Share the love and excitement of your pet with our team  
| Employee Resource Groups | - Get to know your co-workers and support an inclusive culture  
|                         | - Current groups: Women, Latin American, Pride  
| EH2 Futures              | - 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           | - 12 weeks fully paid for primary caregivers  
|                         | - 4 weeks fully paid for secondary caregivers  

Join us today

Learn more at eh2.com/careers

August 2023