

GLOWFORGE - BENEFITS AT A GLANCE

ELIGIBILITY

New hires are eligible for Glowforge's benefits on the first of the month following their date of hire, provided they meet the hours and eligibility requirements. To be eligible for Health & Welfare Benefits you must work a minimum of 30 hours per week. When eligible, you may enroll yourself and your eligible dependents prior to your effective date.

Note: Some states (currently, California, Massachusetts, New Jersey, Rhode Island, Washington D.C., and Vermont) may impose a tax on residents who do not have health insurance coverage, subject to limited exceptions.

MEDICAL

Glowforge gives you the option of enrolling in one of two medical plans administered by Regence. Both plans use Regence's Preferred network. The HSA Medical Plan can be paired with a Health Savings Account (HSA). The PPO plan is a traditional PPO plan that cannot be paired with an HSA. You can request a detailed benefits summary for each plan from your People Operations Team.

	HSA Medical Plan	PPO Medical Plan
In-Network Benefits – Visit www.regence.com to find a provider directory***		
Calendar Year Deductible - Always applies unless stated as "DW" (Deductible Waived).		
Individual / Family	\$2,000 Individual / \$4,000 Family*	\$750 Individual / \$1,500 Family
Coinsurance		
Plan Pays	80%	80%
Calendar Year Out-of-Pocket Maximum – Includes deductible, coinsurance, and any copays.		
Individual / Family	\$5,000 Individual / \$10,000 Family**	\$3,500 Individual / \$6,500 Family
Physician Office Visit		
Primary Care or Specialist	80%	\$25 copay (DW)
HSA Compatible Plan?		
	Yes	No
Preventive Care		
Adult Periodic Exams & Well-Child Care	100% (DW)	100% (DW)
Diagnostic Services		
X-ray, Lab Tests, Imaging	80%	80% (DW)
Urgent Care Facility	80%	\$25 copay (DW)
Emergency Room Facility Charges	80%	\$200 copay, then covered at 80%
Retail Pharmacy (Cost Share per 30 Day Supply) – Visit www.regence.com/go/2024/WW/4tier to find Regence's Drug List		
Deductible	Combined with Medical Plan Deductible	N/A
Tier 1	80%	\$10 copay
Tier 2	80%	\$25 copay
Tier 3	80%	\$40 copay
Tier 4	80%	\$250 copay
Mail Order Pharmacy (Cost Share per 90 Day Supply)		
Tier 1	80%	\$25 copay
Tier 2	80%	\$62.50 copay
Tier 3	80%	\$100 copay
Tier 4	Not covered	Not covered

***Aggregate:** The full family deductible must be satisfied before the plan begins to pay for any one member within the family unit.

**An individual within a family unit will not have their in-network Out-of-Pocket Maximum exceed \$5,000.

***If you are located outside of WA State, you will have coverage through your local Blues Network.

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HEALTH SAVINGS ACCOUNT (HSA)

An HSA is a bank account in your name which both you and Glowforge can deposit funds on a tax-free basis* if you are enrolled in the HSA Medical Plan (please see the complete information regarding an HSA for possible exclusions and limitations of eligibility). You can request a benefits guide from your People Operations Team). You can use the funds in your HSA to help pay your medical deductible and coinsurance, plus other eligible medical, dental and vision expenses. Any funds in the account that you do not spend will roll over into the next year and remain available to you. The HSA is your bank account. Should you leave Glowforge, you may take the account with you.

	Glowforge's 2024 HSA Contribution	IRS' 2024 Contribution Limits
Employee Only Enrollment	\$750	\$4,150
Family Enrollment	\$1,500	\$8,300
Employees age 55 and older	\$1,000 additional "catch-up" contribution	

*HSA Contributions are taxed by CA and NJ. For more information, please speak with a tax advisor.

**Glowforge's plan year contribution is prorated and contributed to your account each pay period.

DENTAL

Glowforge offers Dental coverage to eligible employees through Delta Dental of Washington. A detailed benefits summary can be provided by your People Operations Team.

	Delta Dental of Washington (DDWA)		
	PPO Dentist	Premier Dentist	Non-Participating Dentist
Calendar Year Deductible (Waived for Preventive Care)			
Individual / Family	\$50 / \$150		
Calendar Year Maximum			
Per Person	\$2,500		
Benefits			
Preventive	100%	100%	100% (MAC*)
Basic	90%	80%	80% (MAC)
Major	50%	50%	50% (MAC)
Orthodontia (Adults & Children)			
Benefit Percentage	50%	50%	50% (MAC)
Lifetime Maximum (Per Person)	\$2,000		

*MAC: Maximum Allowable Charges. DDWA will reimburse services provided by Non-Participating Providers based on their Maximum Allowable Charge for a service.

VISION

Glowforge is also pleased to provide you with the option to enroll in our vision plan through Vision Service Plan (VSP). A detailed benefits summary can be provided by your People Operations Team.

	VSP – In-Network Benefits	
	Member Cost Share	Benefit Frequency

This summary is intended to convey general information and is not an exhaustive analysis. Should there be any discrepancies herein, the plan document will supersede these materials. Please reference your plan documents for additional details.

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Routine Vision Exam	\$10 copay	12 months
Materials	\$25 copay	
Frames	Amounts over \$200 allowance	24 months
Lenses (Single vision, lined bifocal, lined trifocal, impact resistant lenses for children)	Covered after materials copay	12 months
Elective Contacts (in lieu of frame and lenses)	100% to \$180 allowance	12 months

FLEXIBLE SPENDING ACCOUNTS (FSA)

As a benefits eligible employee, you can choose to enroll in Glowforge's Flexible Spending Accounts (FSAs) administered by Navia Benefit Solutions. You can enroll in a Healthcare Flexible Spending Account and/or a Dependent Care Flexible Spending Account to set aside pre-tax dollars for eligible expenses.

ADDITIONAL BENEFITS

Glowforge provides all eligible employees, at no cost, with a basic Life and Accidental Death and Dismemberment (AD&D) benefit through Lincoln Financial Group. If you need to purchase additional Life insurance, you may sign up for the Voluntary Life and AD&D coverage also offered through Lincoln Financial Group.

Additionally, benefits eligible employees are automatically enrolled in employer-paid Short and Long Term Disability coverage. Information about these benefits can be provided by your People Operations Team.

To assist with personal problems or crisis, Glowforge provides benefit eligible employees and their family members, at no cost, access to a confidential Employee Assistance Program (EAP) through Lincoln Financial Group. The EAP is there to assist with work and personal problems.

MONTHLY EMPLOYEE COSTS

	HSA Medical Plan	PPO Medical Plan	Dental Plan	Vision Plan
Employee	\$0.00	\$0.00	\$0.00	\$0.00
Employee & Spouse / DP*	\$386.37	\$435.55	\$23.30	\$2.36
Employee & Child(ren)	\$309.10	\$348.45	\$35.17	\$2.50
Employee & Spouse / DP & Child(ren) (Family)	\$695.47	\$783.97	\$58.48	\$6.44

*These premiums are deducted from your paycheck on a pre-tax basis through a Premium-Only Section 125 Plan. Due to IRS Regulations, the premiums you pay for non-tax dependent domestic partner coverage are not eligible for Section 125 savings.

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