

# Halozyme Benefit Highlights

Benefit	How It Benefits You
Medical and Prescription Plan	<ul style="list-style-type: none"> <li>• Offers three plan types: a Health Maintenance Organization (HMO), a traditional Preferred Provider Organization (PPO) plan and a Consumer Driven Health Plan (CDHP) with a Health Savings Account (HSA)</li> <li>• All plans include prescription drug coverage</li> <li>• Administered through UnitedHealthcare</li> </ul>
Dental Plan	<ul style="list-style-type: none"> <li>• Preferred Provider Organization (PPO)</li> <li>• Includes orthodontia services for children up to age 26 and adults</li> <li>• Administered through Aetna</li> </ul>
Vision Plan	<ul style="list-style-type: none"> <li>• Preferred Provider Organization (PPO)</li> <li>• Includes coverage for exam, lenses, frames and contacts</li> <li>• Administered through VSP</li> </ul>
Flexible Spending Accounts	<ul style="list-style-type: none"> <li>• Access to three Flexible Spending Account types: a traditional Health Care FSA, a Combination FSA (can be paired with the Health Savings Account) and the Dependent Care FSA.</li> <li>• IRS maximum annual contributions for 2018:               <ul style="list-style-type: none"> <li>– Traditional Health Care FSA: \$2,700</li> <li>– Combination FSA: \$2,700</li> <li>– Dependent Care FSA: \$5,000 per couple; \$2,500 if filing separately</li> </ul> </li> <li>• Ability to carryover portion of unused funds in traditional Health Care FSA and Combination FSA to next plan year</li> <li>• Grace period offered for Dependent Care FSA</li> <li>• Administered by Mercer Marketplace 365</li> </ul>
Health Savings Account	<ul style="list-style-type: none"> <li>• Access to a Health Savings Account (HSA) if you enroll in the Consumer Driven Health Plan (CDHP)</li> <li>• Employer annual HSA contribution (prorated based on date of hire):               <ul style="list-style-type: none"> <li>– Employee only: \$750</li> <li>– Family: \$1,500</li> </ul> </li> <li>• IRS maximum annual contribution for 2019:               <ul style="list-style-type: none"> <li>– Employee only: \$3,500</li> <li>– Family: \$7,000</li> <li>– Age 55 and older: Additional \$1,000 per year</li> </ul> </li> <li>• Administered by Mercer Marketplace 365</li> </ul>
Group Life and AD&D Coverage	<ul style="list-style-type: none"> <li>• Group life insurance of 1 times annual earnings up to \$500,000</li> <li>• AD&amp;D of 1 times annual earnings up to \$500,000</li> <li>• Administered by Reliance Standard</li> </ul>
Voluntary Life and AD&D Coverage	<ul style="list-style-type: none"> <li>• Employees may purchase additional life insurance in increments of \$10,000 up to five times salary or \$500,000 (whichever is lower)</li> <li>• Optional employee AD&amp;D insurance available for purchase in same amounts as optional life insurance</li> <li>• Spouse/state registered domestic partner coverage available in increments of \$10,000 up to a \$250,000 maximum (not to exceed 50 percent of the employee election)</li> <li>• \$5,000 or \$10,000 coverage available for child(ren) six months old up to age 26</li> <li>• Administered by Reliance Standard</li> </ul>

Disability	<ul style="list-style-type: none"> <li>• Short-term disability coverage supplements state disability insurance targeting a benefit equal to 60 percent of your earnings, up to \$3,500 per week for up to 13 weeks</li> <li>• For disability leaves lasting longer than 13 weeks, long-term disability is also available</li> <li>• Administered by Reliance Standard</li> </ul>
Supplemental Medical Plans	<ul style="list-style-type: none"> <li>• Three types of supplemental plans available: <ul style="list-style-type: none"> <li>– Hospital Indemnity: Provides supplemental payments to use toward out-of-pocket medical expenses</li> <li>– Critical Illness: Provides a lump sum benefit to cover out-of-pocket expenses related to certain illnesses</li> <li>– Accident: Provides cash benefits to pay for out-of-pocket expenses related to an accidental injury</li> </ul> </li> <li>• Administered by Aflac</li> </ul>
Employee Assistance Program	<ul style="list-style-type: none"> <li>• Access to resources, information and counseling for wide range of personal issues</li> <li>• Five face-to-face sessions per person, per issue, per year (limited to three visits in a six month period for each incident)</li> <li>• Administered by ACI Specialty</li> </ul>
Legal Services	<ul style="list-style-type: none"> <li>• Access to network of attorneys via telephone or in-office consultation</li> <li>• Administered by Hyatt Legal Plans / MetLife</li> </ul>
Identity Theft Protection	<ul style="list-style-type: none"> <li>• Provides access to identity and credit monitoring, social media reputation monitoring, privacy advocate remediation and more</li> <li>• Administered by InfoArmor</li> </ul>
Pet Insurance	<ul style="list-style-type: none"> <li>• Access to a range of wellness and major medical plans for your pet</li> <li>• Administered by Nationwide</li> </ul>
Auto and Home Insurance	<ul style="list-style-type: none"> <li>• Auto insurance includes basic liability and collision, towing and roadside assistance, windshield repair (no deductible) and more</li> <li>• Homeowners insurances includes coverage to fully replace home in event of a loss (not available in MA or FL)</li> <li>• Administered by MetLife</li> </ul>
401(k) Plan	<ul style="list-style-type: none"> <li>• Discretionary company match of 75 percent up to 6 percent of eligible compensation</li> <li>• Immediate vesting</li> <li>• Match is provided as a cash contribution</li> <li>• Administered by Fidelity</li> </ul>
Holidays	<ul style="list-style-type: none"> <li>• 12 paid holidays, including Winter closure between Christmas and New Year's Eve</li> </ul>
Paid Time Off	<ul style="list-style-type: none"> <li>• Between 15 and 23 days per year based on tenure and position level</li> </ul>
Paid Sick Time Off	<ul style="list-style-type: none"> <li>• 40 hours of paid sick time off granted on January 1 each year (prorated based on date of hire)</li> </ul>
Education Assistance Reimbursement	<ul style="list-style-type: none"> <li>• Includes college / university courses, training seminars and educational conferences</li> <li>• Maximum annual reimbursement of \$5,250 per calendar year</li> </ul>
Employee Referral Program	<ul style="list-style-type: none"> <li>• Earn \$1,500 for any candidate hired into a regular, full-time position up to and including associate director</li> <li>• Earn up to \$3,000 for any candidate hired into a regular, full time position at the director level or above</li> </ul>
Other Amenities in San Diego	<ul style="list-style-type: none"> <li>• Free onsite gym</li> <li>• Mobile car wash</li> <li>• Dry cleaning</li> </ul>