



Halozyme

# Benefit Highlights

Benefit	How It Benefits You
<b>Medical and Prescription Plan</b>	<ul style="list-style-type: none"> <li>• Three plan types: a Health Maintenance Organization (HMO), a traditional Preferred Provider Organization (PPO) plan and a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA)</li> <li>• All plans include prescription drug coverage</li> </ul>
<b>Dental Plan</b>	<ul style="list-style-type: none"> <li>• Dental Preferred Provider Organization (DPPO)</li> <li>• Includes orthodontia services for children up to age 26 and adults</li> </ul>
<b>Vision Plan</b>	<ul style="list-style-type: none"> <li>• Preferred Provider Organization (PPO)</li> <li>• Includes coverage for exam, lenses, frames and contacts</li> </ul>
<b>Flexible Spending Accounts</b>	<ul style="list-style-type: none"> <li>• 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>• 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> </ul>
<b>Health Savings Account</b>	<ul style="list-style-type: none"> <li>• Health Savings Account (HSA) if you enroll in the High Deductible Health Plan</li> <li>• In additiona to personal contributions, Halozyme makes up-front contributions each year based on coverage tier, (prorated based on date of hire)</li> </ul>
<b>Group Life and AD&amp;D Coverage</b>	<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> </ul>
<b>Voluntary Life and AD&amp;D Coverage</b>	<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/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>• Coverage available for child(ren) six months old up to age 26</li> </ul>
<b>Disability</b>	<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 12 weeks</li> <li>• For disability leaves lasting longer than 12 weeks, long-term disability is also available</li> </ul>

<b>Supplemental Medical Plans</b>	<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> </ul>
<b>Paid Parental &amp; Pregnancy Leave</b>	<ul style="list-style-type: none"> <li>• Halozyme offers up to eight weeks of paid leave to eligible employees: <ul style="list-style-type: none"> <li>– Parental Leave – following the birth of the employee's child or the placement of a child with an employee in connection with adoption or foster care, minimum two-week increments</li> <li>– Pregnancy Leave – for eligible employees who are unable to work due to a disability due to pregnancy, childbirth, or a related medical condition</li> </ul> </li> </ul>
<b>Employee Assistance Program</b>	<ul style="list-style-type: none"> <li>• Halozyme's EAP provides access to resources, information, and counseling for a wide range of personal issues. Five in-person sessions with a counselor, per year, per individual, per incident are covered (3 every 6 months in CA per incident).</li> </ul>
<b>Modern Health</b>	<ul style="list-style-type: none"> <li>• Halozyme offers employees a mental wellness platform designed to help you be your best self.</li> <li>• Modern Health directs you to resources that align with your own individual wellness goals including virtual one-on-one sessions with certified coaches/therapists, content libraries and well-being check-ins for both you and your eligible dependents.</li> </ul>
<b>Legal Services</b>	<ul style="list-style-type: none"> <li>• Access expert guidance and tools to navigate personal legal needs</li> </ul>
<b>Identity Theft Protection</b>	<ul style="list-style-type: none"> <li>• Provides access to identity and credit monitoring, social media reputation monitoring, privacy advocate remediation and more</li> </ul>
<b>BenefitHub Discounts</b>	<ul style="list-style-type: none"> <li>• Halozyme offers employees a discount marketplace to access deals from thousands of global, national, and local vendors.</li> </ul>
<b>ESPP</b>	<ul style="list-style-type: none"> <li>• An employee stock purchase plan allows you to buy company stock at a discount through automatic payroll deduction. You can contribute 1% - 15% of base salary/wages. Enrollment period is June 1 – 15 and December 1 – 15.</li> </ul>
<b>401(k) Plan</b>	<ul style="list-style-type: none"> <li>• Halozyme offers a 401(k) plan which includes both pre-tax and Roth 401(k) contributions.</li> <li>• Halozyme matches 50% of your contributions up to the IRS limits.</li> <li>• Your contributions and Halozyme's match are vested immediately.</li> </ul>
<b>Holidays</b>	<ul style="list-style-type: none"> <li>• 8 paid holidays</li> </ul>
<b>Winter Closure</b>	<ul style="list-style-type: none"> <li>• Company closed during last week of December through New Year's Day.</li> </ul>
<b>Paid Time Off</b>	<ul style="list-style-type: none"> <li>• Between 17 and 23 days per year based on tenure and position level</li> </ul>
<b>Paid Sick Time</b>	<ul style="list-style-type: none"> <li>• 40 hours granted on January 1 each year (prorated based on date of hire)</li> </ul>
<b>Education Assistance Reimbursement</b>	<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>
<b>Employee Referral Program</b>	<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>