

Benefits at a Glance



PAVIR offers a competitive salary, 401(k) plan, and meaningful benefits to inspire you to have fun and live well. This flyer gives you a highlight of your available benefit plan options. PAVIR sponsors the majority of the premium cost of the medical, dental, and vision plans. The applicable per-pay-period contribution premium is listed for each plan.

Medical • Cigna HDHP/PPO/EPO

PAVIR offers comprehensive medical plans to choose from.

	Cigna HDHP	Cigna PPO	Cigna EPO
Preventive Care	No charge	No charge	No charge
Deductible	\$3,200 Single; \$6,400 Family	\$500 Single; \$1,500 Family	None
Office Visit	0%	\$20 PCP / \$40 Spec.	\$20 PCP / \$40 Spec.
Most Services	0%	10%	Various copays
Retail Rx Tier 1/2/3	\$15 / \$40 / \$60	\$15 / \$30 / \$50	\$15 / \$30 / \$50
Out-of-Pocket Max	\$5,000 Single; \$10,000 Family	\$3,500 Single; \$7,000 Family	\$2,000 Single; \$4,000 Family
You	\$27.50	\$52.25	\$44.00
You + Spouse	\$198.00	\$302.50	\$286.00
You + Child(ren)	\$159.50	\$247.50	\$236.50
You + Family	\$316.25	\$489.50	\$462.00

Dental • Guardian PPO

	Coverage
Preventive Care (Routine Exams/Cleanings)	Covered 100%, no deductible, 1x every 6 months
Deductible	\$50 (3 per family max)
Annual Plan Maximum	\$2,000/covered member
Orthodontia (Children and Adults)	50% to \$1,500 lifetime max

Vision • EyeMed Vision

	Coverage
Vision Exam (1x per 12 month period)	\$10 copay
Glasses (1x per 12 month period)	\$25 copay + cost for lens enhancements and frames over \$150 allowance
Contacts (in lieu of glasses)	\$150 allowance
Contact Lens Fitting	Up to \$40 copay

Cost of Coverage (Your Per-Pay-Period Contribution to enroll in the plan)

You	\$7.50	\$3.50
You + Spouse	\$20.00	\$4.00
You + Child(ren)	\$35.00	\$4.00
You + Family	\$47.50	\$6.00

Medical, dental, and vision in-network benefits only are shown. Benefit limitations or maximums may apply. Out-of-network benefits, when available, are significantly reduced. See applicable carrier plan documents for details.

Pre-Tax Accounts

- **Flexible Spending Arrangements:** Set aside pre-tax payroll dollars* to use for qualified healthcare expenses or for qualified childcare expenses for your children age 12 and younger.
- **Commuter Plans:** Load funds onto a Commuter Debit Card using pre-tax payroll reductions*. Commuter funds can then be used for qualified transit or parking expenses.
- **Health Savings Account (HSA):** If you enroll in the HDHP, PAVIR will contribute to your HSA account each month. Maximize savings and contribute to your tax-preferred HSA using pre-tax payroll deductions*.
**IRS annual contribution limits apply. Subject to IRS regulations. See plan documents for details and limitations.*

Protection for Peace of Mind

PAVIR provides all benefit-eligible employees with company paid life insurance and disability insurance. In addition to these plans, you may purchase additional coverage at reasonable rates.

- **Life and AD&D Insurance:** Employer paid coverage equal to a flat \$100,000.
- **Optional Life:** Purchase additional life and AD&D coverage for yourself in \$25,000 increments to a maximum of \$200,000. You can also purchase coverage for your spouse equal to 50% of your coverage to a maximum of \$100,000, and/or coverage for child(ren) at a flat \$10,000. Rates are based on age; see plan details for additional information.
- **Short-Term Disability:** If you are sick or injured and unable to work, after 7 days this plan pays a weekly benefit equal to 60% of your covered pre-disability earnings, to a maximum weekly benefit of \$2,309, combined with other sources.
- **Long-Term Disability:** If you continue to be unable to work due to illness or injury after 90 days, this plan pays a monthly benefit equal to 60% of your covered pre-disability earnings, to a maximum monthly benefit of \$10,000, combined with other sources. This benefit is payable to age 65.

Employee Discounts and Other Benefits

- **Summer Student Loan Benefit:** a free, end-to-end student loan platform helping employees efficiently lower student loan payments and achieve forgiveness. Available to employees and up to 3 family members!
- **Employee Assistance Program:** A free, professional, confidential consultation service provided by Guardian. Employees as well as any household members may call (855) 239-0743, 24 hours a day to seek assistance and are entitled to up to three (3) face-to-face counseling sessions per calendar year.
- **ADP/LifeMart:** Employees and dependents can take advantage of a discount program to save on ticketed events and online shopping.
- **Stanford Federal Credit Union:** PAVIR employees have access to the Stanford Federal Credit Union. If interested, please contact hr@pavir.org for more information.
- **Pet Insurance:** Pet insurance is now offered through Pets Best. There are a few levels to choose from. For more information, you can call (888) 984-8700 or visit www.petsbest.com/paloaltopets.

Retirement • PAVIR 401(k) Plan

Eligible employees may participate in PAVIR's qualified 401(k) retirement savings plan. You may make tax-deferred contributions into a variety of investment options. PAVIR provides an employer match up to 6% of deferrals, and eligible employees can also receive a discretionary profit-sharing contribution following one (1) year of service (historically 3% of eligible compensation).

Paid Time Off

- **Holidays:** PAVIR observes the following holidays each year:

New Year's Day	Independence Day	Day after Thanksgiving
Martin Luther King, Jr. Day	Labor Day	Christmas Day
President's Day	Columbus Day	Christmas Eve
Memorial Day	Veterans Day	New Year's Eve
Juneteenth Day	Thanksgiving Day	

Eligible employees will receive holiday pay if they are in active status and regularly scheduled to work on the day on which the holiday is observed.

- **Vacation:** Eligible employees* accrue vacation hours based on hours paid each pay period. Your accrual rate is based on your length of service, which may be adjusted based on your prior creditable service. Directors, Executives and Principal Investigators are eligible for a higher vacation accrual rate - HR will provide the details.

0-3 Years of Service	3-15 Years of Service	15+ Years of Service
5% accrual rate	7.5% accrual rate	10% accrual rate

*Note: Temporary employees are not eligible for vacation and holiday pay even if they are working 30+ hours a week.

- **Sick Leave:** Full-time employees accumulate sick hours at a rate of 5% of the hours paid each pay period with a maximum accumulation cap of 1,040 hours. Part-time and temporary employees are allotted 40 sick hours per year with a maximum cap of 80 hours. The accumulation rate is not subject to an adjustment based on prior service.