



2024 Benefits Overview

HTC is proud to offer a comprehensive benefits package to our employees and their families. This package is designed to provide choice, flexibility, and value.

BENEFIT	DESCRIPTION	COST SHARING
Medical/Rx	<i>Aetna</i> Two plan options: High Deductible Health Plan (HDHP) and PPO Plan. Aetna nationwide coverage network.	HTC covers 100% of the Employee Only premium on the HDHP option
Health Savings Account	<i>Navia Benefit Solutions</i> HSA available to those enrolling in the HTC Premera HDHP. Pre-tax employee account to pay you back for eligible health care services now or in the future.	\$1,000 Employee Only coverage \$2,000 Employee + Dependent coverage
Dental	<i>Delta Dental of Washington (DDWA)</i>	HTC covers 100% of dental premiums for all coverage tiers
Vision	<i>Vision Service Plan (VSP)</i>	HTC covers 100% of vision premiums for all coverage tiers
Life & Disability	<i>Prudential</i> Long-Term Disability and up to 2x earnings (\$300k max.) Life & AD&D benefit.	100% HTC paid
Flexible Spending Accounts & Commuter Benefits*	<i>Navia Benefit Solutions</i> Healthcare & Dependent Care Flexible Spending Accounts, Transit & Parking benefits.	Pre-tax employee account HTC makes a discretionary contribution to the commuter accounts
Voluntary Life and AD&D	<i>Unum and Standard</i> Up to \$500,000 in additional employee voluntary coverage.	Employee paid
Voluntary Critical Illness	<i>Standard</i> Pays a benefit direct to you for covered illnesses.	Employee paid
Voluntary Legal	<i>MetLife Legal Plans</i> Telephone and office consultations for a variety of legal	Employee paid
Voluntary Identity Theft Additional Benefits	<i>Allstate Identity Theft Protection</i> Assistance in case your identity is compromised. Benefits related questions or claims assistance Travel Assistance	Employee paid 100% employer paid
Voluntary Pet Insurance	Available through <i>TTrupanion</i> Coverage to protect the health & wellbeing of your dog and/or cat.	Employee paid
Benefit Advocates	<i>Gallagher Benefit Advocates Services</i> Benefits related questions or claims assistance related to	100% employer HTC paid
Employee Assistance Program Voluntary Discount Programs	<i>Guidance Resources, through Prudential</i> A Resource for your family anytime you experience personal or professional problems or need a	100% employer HTC paid

*Only available to employees working in one of HTC's office locations.

Please Note: Benefits are subject to change at anytime with or without notice.



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Additional benefits offered by HTC

BENEFIT	DESCRIPTION	COST SHARING
Comprehensive Leave Plans	Employees are allocated PTO and sick days that accrue during your time working at HTC. <ul style="list-style-type: none">• Vacation/PTO• Sick Leave	
Cellphone Reimbursement	When applicable, HTC will reimburse your cellphone expense. To learn more and/or find out if you are benefit eligible, contact HTC Human Resources at Americas_Benefits@htc.com .	HTC Reimburses

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