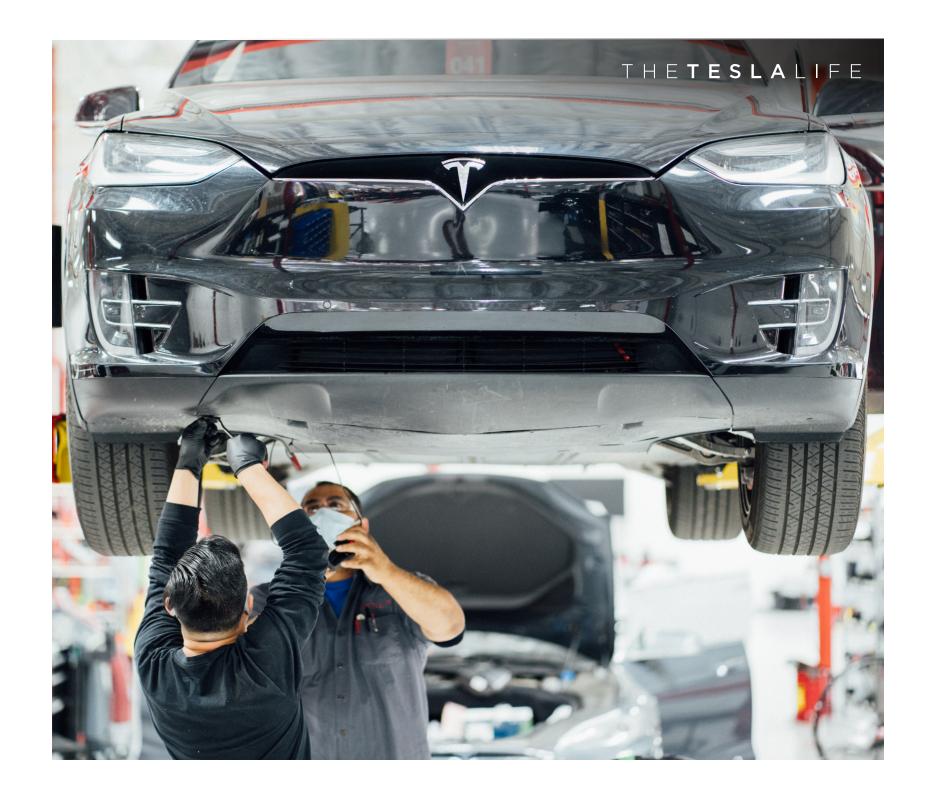
2021 Benefits Guide



TheTeslaLife

At Tesla, we aim to support your health, personal and financial wellbeing with a range of benefit options at little or no cost to you. Our benefits allow you to build what's right for you and your family — whatever stage of life you're in. We offer medical, dental and vision plans with \$0 paycheck contributions for you and your dependents. If you elect an HSA-eligible medical plan, Tesla contributes to your HSA to help you pay for health care expenses throughout the year.

We also know it's important to help you be your best at home and work. From student loan consolidation services and confidential counseling resources to our Tesla Babies program, we provide additional offerings to support both you and your family.





Medical (HMSA)

Dental

Vision

Make the Most of the Tesla Life

Voluntary Benefits

Questions?

Check out **TheTeslaLife.com** for more information and resources.

Choose the Benefits That Fit Your Life

Tesla offers comprehensive medical, dental and vision plan options designed to support your health and financial wellbeing. You can also choose a Plus plan for enhanced benefits.

- Base, Plus and HSA medical plan options are available through UnitedHealthcare. The Base and HSA plans are free there are no paycheck deductions. The PPO Plus and Kaiser Plus options are available for a paycheck deduction. If you live in California, you have two additional plan options through Kaiser Permanente: Kaiser HSA and Kaiser Plus. If you live in Hawaii, you are offered one medical plan through the Hawaii Medical Service Association (HMSA).
- Base and Plus options are available for dental coverage through Delta Dental.
 The Base option is free.
- Base and Plus options are available for vision coverage through Vision Service
 Plan (VSP). The Base option has a \$0 paycheck deduction for you and your family members.

Consider a Medical Plan With a Health Savings Account (HSA)

If you select an eligible plan, you have access to an HSA that can be used to pay for eligible out-of-pocket health care expenses now or to save for future expenses. Tesla contributes to your HSA as well. **Get the details**.

Consider a Health Care or Dependent Care Flexible Spending Account (FSA)

If you are not in an HSA plan, you are eligible to enroll in a Health Care FSA. Similar to an HSA, you can pay for eligible out-of-pocket medical, dental or vision expenses using pre-tax dollars. You can also pay for eligible dependent care expenses using pre-tax dollars through a Dependent Care FSA. **Get the details**.

Click below to review your medical, dental and vision plan options. Remember, you'll receive a discounted rate when you use in-network providers, which means lower out-of-pocket costs for you.

Medical Plan Chart

Dental Plan Chart

Vision Plan Chart

Check Your Beneficiaries

Be sure to review your beneficiary information to ensure that it's accurate and up to date. It's important to do this for all of your benefits, including your 401(k), stock, HSA, life, and accidental death & dismemberment (AD&D) insurance.





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Make the Most of the Tesla Life

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Questions About Terminology?

Please see **Definitions and Terms**.

Note: The deductible is the amount of money you are responsible for paying before your insurance starts to pay a portion of your bills. Deductibles are an annual amount, which means they reset each calendar year.

UnitedHealthcare Network

Each of the UnitedHealthcare plans use the UHC Choice Plus network (the UHC Choice Select network for California residents), so you'll have access to the same network of providers no matter which UHC plan you choose.

Puerto Rico Plans

For more information on the medical plans offered in Puerto Rico, please visit **tesla.welcometouhc.com**.



In-Network Medical Options & Coverage

UnitedHealthcare (all locations, except Hawaii)			Kaiser (Cali	fornia only)	
2021 Plan	HSA	PPO Base*	PPO Plus*	Kaiser HSA	Kaiser Plus*
Cost (per paycheck)	Free	Free	Employee-Only: \$25 Employee + Spouse/Partner: \$65 Employee + Child(ren): \$45 Employee + Family: \$85	Free	Employee-Only: \$25 Employee + Spouse/Partner: \$65 Employee + Child(ren): \$45 Employee + Family: \$85
Deductible (Individual / Family)**	\$1,750 / \$3,500	\$750 / \$1,500	None	1,750 / \$3,500	None
Out-of-Pocket Maximum (Individual / Family)**	\$3,250 / \$6,500	\$2,000 / \$4,000	\$1,500 / \$3,000	\$3,250 / \$6,500	\$1,500 / \$3,000
HSA Funding*** (Individual / Family)	\$750 / \$1,500	N/A	N/A	\$750 / \$1,500	N/A

What You Pay for Care

Coinsurance	20%	10%	10%	20%	N/A
Primary Care / Specialist	20% after deductible	\$25 copay / \$40 copay	\$20 copay / \$35 copay	20% after deductible	\$20 copay / \$35 copay
Emergency Room	20% after deductible	\$100 copay	\$100 copay	20% after deductible	\$100 copay (waived if admitted)
Urgent Care	20% after deductible	\$50 copay	\$50 copay	20% after deductible	\$20 copay
Inpatient Hospital (per admission)	20% after deductible	\$500 copay	\$250 copay	20% after deductible	\$250 copay
Virtual Visits	20% after deductible	\$0	\$0	\$0 after deductible	\$0

^{*} Copayments do not apply to the deductible, but most do apply to the out-of-pocket maximum.





^{**} Most of Tesla's medical plans feature embedded family deductibles and out-of-pocket maximums, which means each covered individual is only responsible for their own portion of the family deductible or out-of-pocket maximum. However, the UHC HSA plan features a true family deductible and out-of-pocket maximum, which means the full family amounts must be reached before the plan begins to pay benefits or fully cover care. See <u>Definitions and Terms</u> for more details.

^{***} Tesla's HSA employer contribution is prorated based on hire date. Tesla contributes to your HSA on a per-paycheck basis.

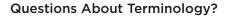
Medical (HMSA)

Dental

Vision

Make the Most of the Tesla Life

Voluntary Benefits



Please see **Definitions and Terms**.

Note: The deductible is the amount of money you are responsible for paying before your insurance starts to pay a portion of your bills. Deductibles are an annual amount, which means they reset each calendar year.



In-Network Prescription Drugs Coverage

UnitedHealthcare (all locations, except Hawaii)			Kaiser (Cali	fornia only)	
2021 Plan	HSA	PPO Base	PPO Plus	Kaiser HSA	Kaiser Plus
Retail Prescription Drugs*					
Generic	20% after deductible, up to \$25	\$15 copay	\$10 copay	20% after deductible, up to \$25	\$10 copay
Preferred Brand	20% after deductible, up to \$50	\$45 copay	\$30 copay	20% after deductible, up to \$50	\$30 copay
Non-Preferred Brand	20% after deductible, up to \$100	\$90 copay	\$60 copay	N/A	N/A

Mail-Order Prescription Drugs

	UHC mail-order supply limit: up to 90 days			Kaiser mail-order supply limit: u	o to 100 days
Generic	20% after deductible up to \$50	\$30 copay	\$20 copay	20% after deductible up to \$25	\$20 copay
Preferred Brand	20% after deductible up to \$100	\$90 copay	\$60 copay	20% after deductible, up to \$50	\$60 copay
Non-Preferred Brand	20% after deductible up to \$200	\$180 copay	\$120 copay	N/A	N/A

^{*} Check your specific plan for the day supply of your medication (e.g., 31 days).





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Make the Most of the Tesla Life

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Questions About Terminology?

Please see **Definitions and Terms**.

Note: The deductible is the amount of money you are responsible for paying before your insurance starts to pay a portion of your bills. Deductibles are an annual amount, which means they reset each calendar year.

Out-of-Network Coverage

You will pay less if you use a provider in the plan's network. If your plan includes an out-of-network benefit and you use a non-network provider, you are responsible for any difference between the covered expense and the actual non-participating provider's charge.

Puerto Rico Plans

For more information on the medical plans offered in Puerto Rico, please visit **tesla.welcometouhc.com**.



Out-of-Network Medical and Prescription Drugs Options & Coverage

UnitedHealthcare (all locations, except Hawaii)			Kaiser* (Cali	ifornia only)	
2021 Plan	HSA	PPO Base**	PPO Plus**	Kaiser HSA	Kaiser Plus
Deductible (Individual / Family)†	\$1,750 / \$3,500	\$1,500 / \$3,000	\$1,000 / \$2,000	N/A	N/A
Out-of-Pocket Maximum***† (Individual / Family)	\$6,500 / \$13,000	\$4,000 / \$8,000	\$3,000 / \$6,000	N/A	N/A

What You Pay for Care

Coinsurance	40%	30%	30%	N/A	N/A
Primary Care / Specialist	40% after deductible	30% after deductible	30% after deductible	N/A	N/A
Emergency Room	20% after deductible	\$100 copay	\$100 copay	20% after deductible	\$100 copay (waived if admitted)
Urgent Care	40% after deductible	30% after deductible	30% after deductible	20% after deductible	\$20 copay
Inpatient Hospital (per admission) (prior authorization required or coinsurance reduced to 50%)	40% after deductible	30% after deductible	30% after deductible	N/A	N/A

Retail Prescription Drugs

Generic	40% after deductible	\$15 copay	\$10 copay	N/A	N/A
Preferred Brand	40% after deductible	\$45 copay	\$30 copay	N/A	N/A
Non-Preferred Brand	40% after deductible	\$90 copay	\$60 copay	N/A	N/A

- * Kaiser does not cover out-of-network benefits, except for urgent and emergency care.
- ** Copayments do not apply to the deductible, but most do apply to the out-of-pocket maximum.
- *** In-network and out-of-network deductibles and out-of-pocket maximums cross accumulate.
- † Most of Tesla's medical plans feature embedded family deductibles and out-of-pocket maximums, which means each covered individual is only responsible for their own portion of the family deductible or out-of-pocket maximum. However, the UHC HSA plan features a true family deductible and out-of-pocket maximum, which means the full family amounts must be reached before the plan begins to pay benefits or fully cover care. See <u>Definitions and Terms</u> for more details.





Medical (UHC and Kaiser)

Medical (HMSA)

Dental

Vision

Make the Most of the Tesla Life

Voluntary Benefits

Questions About Terminology?

Please see **Definitions and Terms**.

Note: The deductible is the amount of money you are responsible for paying before your insurance starts to pay a portion of your bills. Deductibles are an annual amount, which means they reset each calendar year.



In- and Out-of-Network Medical and Prescription Drugs Options & Coverage

Hawaii only	Hawaii Medical Services Association (HMSA)			
	In-Network	Out-of-Network		
2021 Plan				
Cost (per paycheck)	Free	Free		
Deductible (Individual / Family)	\$0	\$100 / \$300		
Medical Out-of-Pocket Maximum (Individual / Family)	\$2,500 / \$7,500	\$2,500 / \$7,500		
Rx Out-of-Pocket Maximum (Individual / Family)	\$3,600 / \$4,200	\$3,600 / \$4,200		
What You Pay for Care				
Coinsurance	20%	30%		
Primary Care / Specialist	\$12 copay	30% after deductible		
Emergency Room	20% (deductible waived)	20% (deductible waived)		
Urgent Care	\$12 copay	30% after deductible		
Inpatient Hospital (per admission)	10% (deductible waived)	30% after deductible		
HMSA Virtual Visits*	\$0	N/A		
* Cost share for HMSA Online Care				
Retail Prescription Drugs				
Generic	\$7 copay	\$7 copay + 20% (deductible waived)		
Preferred Brand	\$30 copay	\$30 copay + 20% (deductible waived)		
Non-Preferred Brand	\$75 copay	\$75 copay + 20% (deductible waived)		
Mail-Order Prescription Drugs				
Generic	\$11 copay	N/A		



\$65 copay

\$200 copay



N/A

N/A

Preferred Brand

Non-Preferred Brand

Medical (UHC and Kaiser) Medical (HMSA) Dental

Vision

Make the Most of the Tesla Life

Voluntary Benefits

Questions About Terminology?

Please see **Definitions and Terms**.

Note: The deductible is what you pay out of pocket before your insurance starts paying its share of your costs. The calendar year maximum is the most the insurance company will pay in a year for dental costs. The orthodontia lifetime maximum is the total amount the insurance company will pay per eligible person. The dental lifetime maximum is separate from the orthodontia lifetime maximum.



In-Network Dental Options & Coverage

	Del	ta Dental
2021 Plans	Base	Plus
Cost (per paycheck)	Free	Employee-Only: \$5 • Employee + Spouse/Partner: \$11 Employee + Child(ren): \$12 • Employee + Family: \$18
Deductible (Individual / Family)	\$100 / \$300	\$0
Calendar Year Maximum (excludes orthodontia)	\$1,000 per person	\$2,500 per person
Service		
Preventive and Diagnostic	\$0	\$0
Basic Restorative Care	20% after deductible	20% (deductible waived)
Major Restorative Care	30% after deductible	30% (deductible waived)
Orthodontia (children and adults)	50%; \$1,000 lifetime maximum (deductible waived)	50%; \$2,500 lifetime maximum (deductible waived)

Out-of-Network Dental Options & Coverage**

	Delta I	Dental
2021 Plans	Base	Plus
Deductible* (Individual / Family)	\$100 / \$300	\$0
Calendar Year Maximum (excludes orthodontia)	\$1,000 per person	\$2,500 per person

Service

Preventive and Diagnostic	10% (deductible waived)	10% (deductible waived)
Basic Restorative Care	30% after deductible	30% (deductible waived)
Major Restorative Care	50% after deductible	50% (deductible waived)
Orthodontia (child(ren) and adults)	50%; \$1,000 lifetime maximum (deductible waived)	50%; \$2,500 lifetime maximum (deductible waived)

Out-of-network dentists may bill you the difference between their usual fee and Delta Dental's maximum contract allowance.





^{*} The deductible is combined for in-network and out-of-network.

Medical (HMSA)

Vision

Make the Most of the Tesla Life

Questions About Terminology?

Please see **Definitions and Terms**.

Voluntary Benefits



In-Network Vision Options & Coverage

Vision Service Plan (VSP)		
2021 Plans	Base	Plus
Cost (per paycheck)	Free	Employee-Only: \$2.50 • Employee + Spouse/Partner: \$6.25 Employee + Child(ren): \$5.00 • Employee + Family: \$8.75
Well Vision Exam (per calendar year)	\$25 copay	\$10 copay
Frames* (per calendar year)	\$25 copay; \$100 allowance	\$10 copay; \$200 allowance
Standard Progressive Lenses	\$0	\$0
Premium and Custom Progressive Lenses	\$0 - \$175 copay	\$25 copay
High Index Lenses	Not covered	\$0
Contact Lenses* (per calendar year)	\$25 copay; \$100 allowance	\$10 copay; \$200 allowance



Out-of-Network Vision Options & Coverage**

Vision Service Plan (VSP)				
2021 Plans	Base	Plus		
Well Vision Exam (per calendar year)	Up to \$45 allowance	Up to \$45 allowance		
Frames (per calendar year)	Up to \$70 allowance	Up to \$70 allowance		
Standard Progressive Lenses	Up to \$45 allowance	Up to \$45 allowance		
Elective Contact Lenses	Up to \$70 allowance	Up to \$70 allowance		

^{*} Members in the Base plan get an allowance for contact lenses or one pair of frames (not both). Members in the Plus plan have an allowance for contact lenses and an allowance for one pair of frames. These allowances are separate and cannot be combined.





^{**} Out-of-network allowances are subject to applicable copays.

Medical (UHC and Kaiser)

Medical (HMSA)

Dental

Vision

Make the Most of the Tesla Life

Voluntary Benefits

Make The Most of The Tesla Life All Year Long

Get Personalized Help with Your Medical Benefits

No matter which medical plan you choose, there is a program to help you navigate the health care system. For UHC plans, it's Health Advisor and for Kaiser plans, it's Member Services.

	Health Advisor (UHC)	Member Services (Kaiser)
Understand your health benefits, options for care and better manage health care and prescription costs	✓	√
Get support from advisors who can help locate doctors and schedule appointments, explain medical bills or claims and help to resolve billing issues	✓	√
Contact a nurse for any health-related questions — available 24/7 by phone	✓	√

These free, personalized and confidential services are available to you and your family members. Think of them as your "go-to" resource for health information and support. Call UHC Health Advisor at 888.708.3752 or Kaiser Member Services at 800.464.4000 to learn more.

Know Where to Go When You Need Care

Your Tesla benefits are **designed to be used**, and we want to help you make the most of them. If you're facing a minor medical issue and your first instinct is to head to the emergency room, consider trying something new — it could save you time and money.

	Virtual Visits Connect with a physician or health care specialist via phone or video chat for non-emergency issues like allergies, headaches, sore throats, and more	Average cost:
	Primary Care Physician (available during business hours) Visit for your annual preventive exam and routine care or an issue that can wait until the next day	Average cost:
(*)	Urgent Care (often available after hours) Visit for immediate care for common issues like colds, flu, low fevers, rashes and minor injuries	Average cost: \$\$
	Emergency Room (open 24/7) Visit for potentially life-threatening situations that need attention right away	Average cost: \$\$\$

Get More Value From Your Prescription Benefits

Generic Versus Brand-Name Drugs

Generic drugs cost less than brand-name drugs and meet the same FDA requirements for effectiveness, quality and safety. You can save money if your prescription is a generic drug, but always check with your doctor first before making any changes.

UnitedHealthcare, HMSA or Kaiser's formulary list may change throughout the year, so be sure to check with them if you have questions or concerns.

Advantages of Using Mail-Order Services

The mail-order service can be used for maintenance medications that you take on a regular basis. Using this service can help you save money, and you have the added convenience of your medications being delivered directly to your home. Plus, you'll receive 90-100 days' worth of your prescription at a time, so you don't have to worry about going to the pharmacy each month or running out of your medication. Contact your medical plan provider to learn more and sign up. You can find your provider's contact information on your member ID card or on **TheTeslaLife.com**.





Your Health	Your Finances	Your Spending	Your Perks	Your Family	Contacts	Your Eligibility	Definitions and Terms
		Accounts					

Medical (HMSA)

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Make the Most of the Tesla Life

Voluntary Benefits

Other Health Benefits

Lyra Confidential Counseling

Lyra provides confidential therapy when you need it, at no cost to you. Whether you're feeling stressed, anxious, depressed or are dealing with any number of life's emotional challenges, Lyra can guide you through it.

- Find personalized recommendations for top therapists just for you
- Meet with a therapist in-person, via live video or tap into self-care apps on-the-go
- Schedule appointments online at **tesla.lyrahealth.com** or by phone at **855.238.5972**
- Pay nothing sessions are covered for you, your spouse/domestic partner and dependents

Learn how to communicate better, improve your relationships and build your skill set for taking on life's challenges at tesla.lyrahealth.com.

Lyra Work-Life

Tesla provides legal consultations and financial planning services in partnership with Lyra to you and your family members.

To learn more about these services, call Lyra at 844.700.8039 or visit tesla.lyrahealth.com/worklife.

UnitedHealthcare Tobacco Cessation Program

Quit For Life is a free program for employees enrolled in a UnitedHealthcare medical plan to help you and your family members stop using tobacco products. The program includes a personalized Quit Plan, access to a Quit Coach, nicotine replacement therapy and ongoing support from an online community of peers.

Call 866.QUIT4LIFE (866.784.8454) or visit quitnow.net to join countless others who have kicked the habit.

Kaiser Tobacco Cessation Program

Employees enrolled in a Kaiser medical plan can get the support they need to quit using tobacco products with help from Kaiser. Visit **kp.org/quitsmoking** or call **800.464.4000** for more information.





Medical (UHC and Kaiser)

Medical (HMSA)

Dental

Vision

Make the Most of the Tesla Life

Voluntary Benefits

Other Health Benefits (cont.)

UnitedHealthcare Real Appeal Weight Loss Program

Real Appeal connects you and your family members with a Transformation Coach, helps you track your activities and progress and gives you access to useful recipes and workouts. This online weight loss program is available at no additional cost. Learn more and sign up on **TheTeslaLife.com**.

Kaiser Permanente Balance Weight Loss Program

Balance is designed to help you get to a healthier weight with a personalized action plan. This online resource has videos, goal-tracking tools and recipes to support you and your family in building new healthy habits by balancing nutrition, exercise and a healthy lifestyle. Learn more on the **Kaiser Permanente website**.





Medical (UHC and Kaiser)

Medical (HMSA)

Dental

Vision

Make the Most of the Tesla Life

Voluntary Benefits

Voluntary Benefits

Voluntary benefits supplement your health benefits by paying a lump sum in the event that you have an accident, are hospitalized or become critically ill. You can use the funds for anything — medical expenses, hotel bills, groceries and more. Tesla provides three types of voluntary benefits — accident, hospital indemnity and critical illness insurance. For complete coverage details, including exclusions and limitations, go to **TheTeslaLife.com** or call **833.543.1900**.

Accident Insurance

Even with medical coverage, accidents can be very expensive. Voluntary accident insurance through Voya pays you in the event that you or a family member covered under the plan is in an accident, such as a sporting injury or a household accident. Keep in mind that voluntary accident insurance is not a replacement for medical coverage.

Your cost is automatically deducted from your paycheck when you enroll. The bi-weekly cost is based on your coverage level, as outlined below:

- Employee Only; \$3.26

- Employee + Spouse/Partner: \$5.85

- Employee + Child(ren): \$6.94

- Employee + Family: \$9.53

Hospital Indemnity Insurance

When you or a family member is in the hospital, the last thing you want to worry about is the bill. Hospital indemnity insurance through Voya pays you in the event that you or a family member covered under the plan is hospitalized.

Your cost is automatically deducted from your paycheck when you enroll. The bi-weekly cost is based on your coverage level, as outlined below:

- Employee Only; \$6.43

- Employee + Spouse/Partner: \$13.58

- Employee + Child(ren): \$8.22

- Employee + Family: \$15.37

Critical Illness Insurance

Dealing with a serious illness is hard. Critical illness insurance through Voya pays a benefit in the event that you or a covered family member become critically ill. Covered illnesses include heart attack, stroke and kidney failure, among others. Plus, you can earn a \$50 benefit when you complete an eligible health screening test, like a colonoscopy, mammogram or certain cancer screenings.





The Tesla 401(k) Plan

Employee Stock Purchase Plan (ESPP)

Equity Incentive Plan

Student Loan Refinancing

Salary Finance

Life Insurance

Accidental Death & Dismemberment Insurance

Disability Benefits

Building Your Wealth

Whether you're just getting started with a financial plan or you're a seasoned saver, you have the flexibility to personalize how Tesla's savings programs can help.

Save With the Tesla 401(K) Plan

Tesla offers a 401(k) Plan to help you save for retirement. As a new hire, we'll automatically put 5% of your gross pay into your Tesla 401(k) account each paycheck, unless you tell Fidelity that you'd like to do something else. Of course, you're always in control of your money, and can change your contribution at any time throughout the year. If you're new to Tesla, make sure to report any contributions that you made into a prior employer's 401(k) this year to **payroll@tesla.com**. Don't risk over contributing! Failure to do so may result in tax implications.

You Choose How to Invest Your Funds

To make things even easier, when you first enroll in the 401(k) Plan, you'll automatically contribute to a "life cycle" fund. This type of fund is based on your date of birth and a retirement age of 65, and it is actively managed by investment experts who monitor and adjust the investments as you approach retirement.

If you want additional control over your 401(k) savings, Tesla provides a variety of options that allow you to actively manage your investments in the 401(k) Plan.

Learn more about your options and manage your 401(k) account by visiting TheTeslaLife.com.

Employee Stock Purchase Plan (ESPP)

Through this voluntary program, you can purchase company stock at a 15% discount off the market price at either the beginning or the end of the 6-month offering period, whichever is lower.

Offering periods begin March 1 and September 1, and purchases are made on the last day of each offering period. Shares are purchased using after-tax contributions made through payroll deductions that accumulate during the 6-month offering period.





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Equity Incentive Plan

Tesla created the Equity Incentive Plan to give every employee the opportunity to own a portion of the company whose success they're helping to drive. Through equity based awards, the plan allows Tesla to recognize outstanding work performance, and it allows employees to benefit from Tesla's continued success.

The value of vested shares of Tesla stock can be a significant portion of your total compensation. You can personally contribute to that value through innovation, efficiency and commitment to quality. Hard work is as evident in the exceptional products we deliver to customers as it is in the performance of our stock.

Tesla has partnered with E*TRADE Financial to help employees manage and stay updated on the status of their equity awards. Please refer to your equity grant for the specific terms and conditions and your applicable vesting schedule.

Student Loan Refinancing

SoFi takes a unique approach to student loan refinancing to help save you money. SoFi is one of the few lenders that handles federal and private student loan consolidation. You can refinance through **sofi.com/tesla** and get a \$400 welcome bonus with your loan.

Salary Finance

Salary Finance is a simple way to borrow and save that can help you manage your finances and get out of debt. With Salary Finance, you can borrow at affordable rates, pay back your loan directly from your paycheck and refinance existing, higher-cost debt. Learn more on **TheTeslaLife.com**.





The Tesla 401(k) Plan

Employee Stock Purchase Plan (ESPP)

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Student Loan Refinancing

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Life Insurance

Accidental Death & Dismemberment Insurance

Disability Benefits

Basic Life Insurance

- 2 times your annual earnings up to \$1,000,000
- Monthly premium cost is paid by Tesla

Optional Life Insurance

- For you: \$10,000 increments up to \$2,000,000 maximum, not to exceed 8 times your base annual earnings
- For your spouse/domestic partner: \$10,000 increments up to \$500,000 maximum, not to exceed 100% of the total of your basic and optional life insurance amount
- For your child(ren): \$5,000 increments up to \$20,000 for each child

Employee + Spouse/Partner				
Age of Insured Person	Monthly Rate per \$1,000 of Coverage			
Under 25	\$0.038			
25-29	\$0.048			
30-34	\$0.067			
35-39	\$0.076			
40-44	\$0.086			
45-49	\$0.133			
50-54	\$0.209			
55-59	\$0.390			
60-64	\$0.589			
65-69	\$1.140			
70-74	\$1.853			
75-79	\$1.853			
80+	\$1.853			

Child				
Coverage Level	Monthly Rate*			
\$5,000 Benefit per Child	\$0.150			
\$10,000 Benefit per Child	\$0.300			
\$15,000 Benefit per Child	\$0.450			
\$20,000 Benefit per Child	\$0.600			

^{*} The monthly rates apply regardless of the number of children you cover.

Your cost is automatically deducted from your paycheck when you enroll online at **TheTeslaLife.com**.





The Tesla 401(k) Plan

Employee Stock Purchase Plan (ESPP)

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Life Insurance

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Accidental Death & Dismemberment Insurance

Disability Benefits

Evidence of Insurability

You may be required to provide proof of good health by filling out an Evidence of Insurability questionnaire, depending on the amount of optional life insurance you elect.

Evidence of insurability is NOT required if:

- You enroll when you are a new hire for an amount that does not exceed the lesser of 5 times your salary or \$500,000
- You elect coverage between \$5,000 and \$20,000 for your child(ren)
- You elect coverage between \$10,000 and \$50,000 for your spouse, when first eligible

Evidence of insurability IS required if:

- At Annual Enrollment or during a qualifying life event, you increase your existing coverage by more than one level or any increase above \$500,000 you will need
 to answer a few simple health questions and your responses will be submitted for approval
- You elect more than \$50,000 for your spouse/domestic partner, if you elect coverage for your spouse/domestic partner for the first time during a qualifying life event or Annual Enrollment, or if you increase coverage for your spouse/domestic partner by more than one level your spouse/domestic partner will need to answer a few simple health questions and their responses will then be submitted for approval





The Tesla 401(k) Plan

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Salary Finance

Life Insurance

Accidental Death & Dismemberment Insurance

Disability Benefits

Basic Accidental Death & Dismemberment (AD&D) Insurance

- 2 times your annual earnings up to \$1,000,000
- Monthly premium cost is paid by Tesla

Optional AD&D Insurance

- For you: \$10,000 increments up to \$2,000,000 maximum, not to exceed 8 times your base annual earnings
- For your spouse/domestic partner: \$10,000 increments up to the lesser of 5x salary or \$500,000 maximum, not to exceed 100% of the total of your basic and optional AD&D coverage amount
- For your child(ren): \$5,000 increments up to \$20,000 for each child cost based on coverage level, as noted below
- Your monthly cost of coverage is \$0.03 per \$1,000 of coverage, which is deducted from your paycheck when you enroll online at **TheTeslaLife.com**.
- * You do not have to be enrolled for dependent coverage to elect Optional Life or AD&D coverage. Dependent coverage may not exceed 100% of combined Basic + Optional Employee coverage.

Disability Benefits

In general, these benefits can provide income replacement of up to two-thirds of your income if you become disabled due to illness or injury that keeps you from working for an extended period of time. Tesla pays for the cost of this benefit.

- Short-term disability (STD): Provides 66.67% of weekly pre-disability earnings up to a maximum of \$2,308 for up to 6 months
- Long-term disability (LTD): Provides up to \$15,000 per month after you have been disabled and unable to work for 180 days





Health Care Flexible Spending Account (HCFSA)

Dependent Care Flexible Spending Account (DCFSA)

Know the Fine Print

Health Savings Account (HSA)

Use It or Lose It — It's Up to You

Any amount remaining at the end of the plan year is forfeited. All the money in your HCFSA must be spent by March 15 of the following year, and claims must be submitted by April 30 of that year.

Create a Tax Break for Yourself

Tesla's Spending Accounts give you a tax break on your eligible health care and dependent care expenses by having tax-free Health Savings Account (HSA) and Flexible Spending Account (FSA) contributions taken from your paycheck. (That's where the tax break and savings come in.)

You can use your Health Care FSA debit card to pay for your eligible medical, dental, and vision expenses, or you can submit claims to request reimbursement for your eligible health care and dependent care expenses online via **TheTeslaLife.com** or using the Optum Bank mobile phone app.

Health Care Flexible Spending Account (HCFSA)

The HCFSA allows you to:

- Pay for certain medical, dental, and vision expenses that are not covered by your health care plan (such as copays, coinsurance, non-cosmetic dental expenses, most prescription drugs and eyeglasses).
- Contribute up to \$2,750 in 2021 through tax-free payroll deductions. The minimum 2021 annual contribution is \$100.

Note: You are not eligible to enroll in the HCFSA if you are enrolled in a medical plan that has a Health Savings Account (HSA) in 2021. IRS rules require that FSAs are use it or lose it plans. If you don't spend the funds within the plan year, you will lose them. If electing, you may want to be conservative if you do not anticipate any qualified expenses.

Find a full list of eligible health care expenses at irs.gov/publications/p502/.





Health Care Flexible Spending Account (HCFSA)

Dependent Care Flexible Spending Account (DCFSA)

Know the Fine Print

Health Savings Account (HSA)

Use It or Lose It — It's Up to You

Any amount remaining at the end of the plan year is forfeited. All the money in your DCFSA must be spent by December 31 of that year, and claims must be submitted by April 30 of the following year.

Dependent Care Flexible Spending Account (DCFSA — Day Care Reimbursement)

The DCFSA allows you to:

- Pay for certain preschool expenses, nursery school expenses, day care expenses, senior day care facility needs, and licensed home child care (expenses related to child care must be for a child under the age of 13).
- Make tax-free payroll contributions up to \$5,000 annually if you are single or if you are married and file a joint tax return (\$2,500 annually if you are married and file separately). The minimum 2021 annual contribution is \$100.
- There is a \$1,500 limit for certain highly compensated employees.

Keep in mind that DCFSA funds can only be used to pay for a qualified dependent's day care expenses — they cannot be used to pay for health care expenses. IRS rules require that DCFSAs are use it or lose it plans. If you don't spend the dependent care funds within the plan year, you will lose them. For example, if you do not have children or day care expenses, you will not have any qualified DCFSA costs and may not want to enroll in this plan.

Find a full list of eligible dependent care expenses at irs.gov/publications/p503/.

Know the Fine Print

The IRS has certain rules for HCFSAs and DCFSAs:

- Estimate your contributions and budget carefully. There is a "use it or lose it" rule funds left over at the end of each year will be forfeited.
- Enrollment isn't automatic. You have to re-enroll each year if you want to participate in an FSA.
- You can enroll in one or both accounts, but you can't transfer money between accounts.
- You cannot enroll in a HCFSA if you are enrolled in a medical plan that has a Health Savings Account (HSA) in 2021. (You can enroll
 in a DCFSA if you're enrolled in a medical plan with an HSA).
- You can use the funds in your account for eligible expenses only.
- To be eligible for the DCFSA, you and your spouse must be working, looking for work or attending school on a full-time basis. This would include if you are enrolled in an HSA through your spouse/domestic partner.
- There are some limitations to using your FSA when you go on a leave of absence. Review the Leave of Absence Policy on <u>TheTeslaLife.com</u> for more information.





Health Care Flexible Spending Account (HCFSA)

Dependent Care Flexible Spending Account (DCFSA)

Know the Fine Print

Health Savings Account (HSA)

Health Savings Account: Tesla's Contribution to Your HSA

When you enroll in the UnitedHealthcare Health Savings Account Plan or Kaiser Health Savings Account Plan, you pay nothing out of your paycheck for your medical plan cost — plus, you get access to a Health Savings Account (HSA). An HSA is a great way to save tax-free* money for current and future health care expenses. You can contribute up to \$3,600 (individual) or \$7,200 (family) per year, and Tesla will contribute up to \$1,500 as well, depending if you are covering any dependents.

- In most states, HSA contributions are tax-free*. That means they're deducted from your paycheck before taxes are figured, which reduces the tax amount withheld from your paycheck.
- The money in your account grows tax-free*, and it's yours to keep even if you leave Tesla or move to another country.
- You are not taxed* when you use your HSA to pay for eligible medical, dental and vision expenses. Find a full list of qualified health care expenses at <u>irs.gov/publications/p502/</u>.
- Your account balance rolls over from year to year and never expires. You can even use your HSA funds into retirement. Once you are 65, you can withdraw funds for any reason without paying a penalty, but they will be subject to ordinary income tax (with the exception of qualified medical expenses, which would remain tax-free).
- If you claim your domestic partner on your tax return and cover them under your medical plan, you may use your HSA to cover their eligible health care expenses.

What You Can Do With an HSA

You can use the money in your HSA to:

- 1. Pay for current qualified health care expenses, like your medical, dental and vision copays, coinsurance and deductible.
- 2. Save for future qualified health care expenses.
- 3. Invest you can choose from a variety of investment options once your balance exceeds \$2,000.
- * In California and New Jersey, you can contribute to an HSA before federal taxes are withheld, but state taxes are still withheld. HSA earnings are subject to state tax in CA and New Jersey. Please consult with your tax specialist.

Note: Tesla's HSA employer contribution is prorated based on hire date.





Health Care Flexible Spending Account (HCFSA)

Dependent Care Flexible Spending Account (DCFSA)

Know the Fine Print

Health Savings Account (HSA)

Note: There are some limitations to using your Health Savings Account when you go on a leave of absence. Make sure to review the Leave of Absence Policy on **TheTeslaLife.com** for more information.

HSA Contribution Limits

Tesla's Contribution

If you elect an eligible medical plan and open an HSA, Tesla will contribute to your account. The amount depends on your hire date and if you're covering any dependents.

2021 Plans	UHC and Kaiser HSA
Individual coverage	\$750
Individual + Family coverage	\$1,500

Tesla's HSA employer contribution is prorated based on hire date. For example, if you are hired in June, you will receive half of the annual employer contribution because you are only working for Tesla half of the year.

Your Contribution

The IRS determines how much you can contribute to your HSA each year. In 2021, contribution limits are as follows:

- **\$3,600** for individual coverage
- **\$7,200** for family coverage

These amounts include Tesla's contribution to your HSA. If you are 55 or older, you can contribute an additional \$1,000 each a year as a "catch up" contribution.





Discounted Gympass Membership

Commuter Benefits

Tesla Shop Discount

Identity Theft Protection

Legal Services

Travel Assistance

Business Travel Insurance

Your Perks

Tesla perks make your life easier, more affordable and more enjoyable. We have a growing range of perks to choose from, so there's something for everyone.

Discounted Fitness Membership With Gympass

Receive discounted membership rates on the Gympass corporate wellness app. Plans start at \$9.99 and your first week is free!

- Live-streamed classes
- One-on-one virtual personal training sessions
- Wellness apps for mindfulness, therapy, nutrition and on-demand fitness content
- Gyms and studios

Download the app and learn more at gympass.com/us/tesla-us

Commuter Benefits

We aim to support your daily commute by providing full-time employees and interns \$130 per month to use towards specific commuting costs, and you can contribute up to \$270 per month for mass transit and mass transit parking costs. For more information and to enroll in commuter benefits, visit Go Tesla at **tesla.luum.com**.

Tesla Shop Discount

You receive 35% off all Tesla apparel. Visit **shop.tesla.com/us/en.html** to get started. Sign in with your Tesla email (xxx@tesla.com) to participate — no discount code necessary! Discounts are automatically applied at checkout on eligible items.

Identity Theft Protection

If your identity is stolen, it can take a long time and a lot of trouble to repair the damage. Identity theft protection from EZ Shield could help you catch fraud in its early stages through 24/7 monitoring of your personal and financial information. It can also help you act quickly to limit damage if your personal or financial information is stolen.

Your cost for coverage is \$4.32 bi-weekly, which is deducted from your paycheck when you enroll through <u>TheTeslaLife.com</u>. For a complete list of identity theft protection services available, go to <u>TheTeslaLife.com</u> or call **833.543.1900**.





Discounted Gympass Membership

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Tesla Shop Discount

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Legal Services

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Business Travel Insurance

Legal Services

Legal services aren't just for the serious issues in life. It's for everyday needs, too. Some you plan for (like creating a will or buying a home) and others you don't (like fighting a traffic ticket or getting your deposit back from a difficult landlord). With legal services, Network attorney fees are 100% paid-in-full for most covered matters.

Your cost for coverage is \$8.95 bi-weekly, which is deducted from your paycheck on an after-tax basis. You must enroll during your enrollment window. Visit **TheTeslaLife.com** or call **833.543.1900** for additional information.

Travel Assistance

Enjoy travel away from home, worry-free. Tesla provides free personal travel assistance for you and your family members. Services are available for trips more than 100 miles from home, and up to 180 consecutive days. Tesla employees can enjoy a long list of travel services, including medical referrals, emergency medical and security evacuation, prescription replacement, and telemedicine and more. Services are provided by International Medical Group (IMG), a global assistance provider with extensive experience handling complex and remote medical transport situations, as well as providing support for travel concerns when they arise. IMG's on-site 24/7/365 customer service center is available day or night to provide high-quality care you can depend on.

Business Travel Insurance

This plan is available to you at no cost and provides 24-hour support when traveling on business, including pre-travel assistance, medical travel services and personal security assistance. You also have access to concierge services for local recommendations and arrangements. Visit **TheTeslaLife.com** to learn more.





Tesla Babies
Back-Up Care
Kindercare Discounts
Rethink

Your Family

At Tesla, our benefits are designed to support your whole family — including any new additions.

Tesla Babies

Baby on board? Tesla Babies gives you access to helpful tools and resources to support your growing family. You'll also find information about taking a leave of absence and the process for returning to work. To top it off, we will send you a Tesla-branded care package to celebrate your new arrival!

Back-Up Care

Receive free access to <u>Care.com</u> for help finding child, adult/elder, pet and home care. You also have access to expert support finding a qualified and trusted caregiver. For those times you unexpectedly need coverage, Tesla offers 5 days of subsidized in-home or in-center back-up child and adult care. Visit the **Your Family** section of <u>TheTeslaLife.com</u> for more details.

Kindercare Discounts

Get a 10% tuition discount with the largest network of early childhood education programs in the U.S. through KinderCare, CCLC and Champions. Visit any KinderCare facility or **TheTeslaLife.com** to learn more.

Rethink

If your child has a learning, social or behavioral challenge or a developmental disability, this program can help. Rethink gives you access to live teleconsultation with behavior experts, hundreds of easy-to-follow videos and materials to support you with understanding, teaching and communicating with your child. Access Rethink through **TheTeslaLife.com**.





Contacts

	Resource or Partner	Website or Email	Phone Number
General	Tesla Benefits Center	TheTeslaLife.com	833.543.1900
	Medical - UnitedHealthcare (UHC) - Kaiser CA - Hawaii Medical Services Association (HMSA)	myuhc.com kp.org/thrive hmsa.com	888.708.3752 800.464.4000 800.776.4672
	Talk to a nurse, find a provider, get help with claims: Health Advisor	N/A	888.708.3752
	Kaiser CA Nurse Line	N/A	Northern CA: 866.454.8855 Southern CA: 888.576.6225
	Dental: Delta Dental	<u>deltadentalins.com</u>	800.765.6003
Health	Vision: VSP	<u>vsp.com</u>	800.877.7195
	Tobacco Cessation - Quit for Life (UHC members) - Kaiser Tobacco Cessation Program (Kaiser members)	quitnow.net kp.org/quitsmoking	888.QUIT4LIFE (866.784.8454) 800.464.4000
	Lyra Confidential Counseling and Coaching	tesla.lyrahealth.com	855.238.5972
	Lyra Work-Life	tesla.lyrahealth.com/worklife	844.700.8039
	Critical Illness Insurance and Hospital Indemnity Insurance: Voya	TheTeslaLife.com	833.543.1900
	Accident Insurance: Voya	TheTeslaLife.com	833.543.1900
	401(k) Plan: Fidelity Investments (27719)	401k.com	800.835.5097
	Student Loan Refinancing: SoFi	sofi.com/tesla	855.456.7634
	Salary Finance	tesla.salaryfinance.com	800.317.6850
inances	Employee Stock Purchase Plan & Equity Incentive Plan: E*TRADE	etrade.com	800.838.0908
-mances	Life and Accidental Death & Dismemberment (AD&D): Prudential	prudential.com	800.524.0542
	Leave and Disability	absenceone.com/tesla	844.648.3752
	Health Savings Account (HSA) & Flexible Spending Account (FSA): Optum Bank	optumbank.com	844.326.7967 800.243.5543
	Discounted Gympass Memberships	gympass.com/us/tesla-us	844.478.4744
	Commuter Benefit: Luum	tesla.luum.com support@luum.freshdesk.com	N/A
	Identity Theft Protection: EZ Shield	TheTeslaLife.com	833.543.1900
Perks	Legal Services: ARAG	TheTeslaLife.com	833.543.1900
	Personal Travel Assistance: IMG	imglobal.com assist@imglobal.com	855.847.2194
	Business Travel Insurance: ACE	medassist-usa@axa-assistance. uschubb.com	855.327.1414
Eamily	Tesla Babies, KinderCare Discounts	TheTeslaLife.com	N/A
Family	Back-Up Care: Care.com	tesla.care.com	855.781.1303





Eligibility

New Hires

Family Changes

Check Your Beneficiaries

Be sure to check that your beneficiary information is accurate and up to date. It's important to do this for all of your benefits, including your 401(k), stock, HSA, life insurance and AD&D insurance.

Who's Eligible?

All active, full-time employees on U.S. payroll who are scheduled to work at least 30 hours per week are eligible for the following benefits on their first day of work:

- Medical
- Dental
- Vision
- Life, Accidental Death & Dismemberment (AD&D) and Disability
- Voluntary Accident Insurance
- Identity Theft Protection
- Health Savings Account (HSA)
- Flexible Spending Account (FSA)
- ARAG Legal Plan

All active, part-time employees on U.S. payroll in Hawaii who are scheduled to work at least 20 hours per week are eligible for medical.

All active, full-time interns on U.S. payroll who are scheduled to work at least 30 hours per week are eligible for the following benefits on their first day of work:

- Medical
- Dental
- Vision
- Life and Accidental Death & Dismemberment (AD&D) and Disability
- Short-Term Disability
- Voluntary Benefits
- Health Savings Account (HSA)
- Flexible Spending Account (FSA)
- ARAG Legal Plan

All employees on U.S. payroll are eligible for the following:

- 401(k) Plan
- Employee Stock Purchase Plan (ESPP)
- Tesla Perks
- Lyra Behavioral Health & Work-Life Services

Your eligible dependents for medical, dental, vision, optional life, optional AD&D, voluntary accident insurance, Lyra behavioral health and identity theft protection include:

- Your spouse or domestic partner
- Your children (biological, adopted, domestic partner's children, stepchildren, children placed with you for adoption or children for whom you received a Qualified Medical Child Support Order (QMCSO)), regardless of their marital or student status, up until the end of the month in which they turn age 26

Click Here to **Enroll Now**





Eligibility

New Hires

Family Changes

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If You Don't Enroll as a New Hire

If you are eligible and do not make benefit elections within 31 days from your hire date, you will automatically be enrolled in the following benefits:

- Short-Term Disability
- Long-Term Disability
- Basic Life Insurance
- Basic Accidental Death & Dismemberment (AD&D) Insurance
- Lyra Behavioral Health
- Lyra Work-Life

You won't be able to enroll in other benefits until the next Annual Enrollment period (unless you experience a qualified life event, such as those noted below).

If Your Family Situation Changes

You have 31 days from the date of most qualified life events to change your benefit elections. If you miss the deadline, you will not be able to make changes until the next Annual Enrollment period. Eligible life events include the following:

- Marriage, divorce, legal separation or annulment
- Birth or adoption of a child
- Beginning or ending of a domestic partnership
- Court order
- Beginning or ending of benefits coverage through a spouse's or domestic partner's plan

For details on the changes that can be made for each type of life event, visit TheTeslaLife.com and select Changing My Benefits.





Definitions and Terms

Coinsurance — The percentage of claim and prescription costs that you pay. Once your costs reach the deductible limit, the insurance company pays for covered expenses at its level of coinsurance, and you pay at your level of coinsurance. For example, once a family reaches its in-network deductible, a plan with 80% coinsurance would pay for 80% of all bills or prescriptions for covered services from that point forward. You would continue to pay your portion (20% in this example) of additional costs until you reach your in-network out-of-pocket maximum.

Copay — A flat dollar amount, such as \$20, that you pay when visiting the doctor or paying for prescriptions. Some plans have copays and others do not.

Deductible — The amount of money you are responsible for paying before your insurance starts to pay a portion of your bills. Deductibles are an annual amount, which means they reset each calendar year. Tesla's medical plans have two types of deductibles:

- True Family This type of deductible does not require that you or a covered eligible family member meet the "single" deductible in order to satisfy the family deductible. If more than one person in a family is covered under this plan, benefits begin for any one covered family member only after the family deductible is satisfied. The family deductible may be met by one family member or a combination of family members. The out-of-pocket maximum functions in the same way. If more than one person in a family is covered under this plan, the out-of-pocket maximum is satisfied. The family out-of-pocket maximum may be met by one family member or a combination of family members.
- **Embedded Family** This type of deductible may be satisfied by a combination of family members, but also has an individual deductible "embedded" within the plan that may be satisfied earlier. This allows you or a covered eligible family member to begin benefits as soon as the individual's deductible is met. Another member's benefits do not begin until the person has also met his or her individual deductible, or until the group has met the family deductible. The out-of-pocket maximum functions in the same way.

Domestic partnership — Generally, a committed, intimate relationship between two adults of the same or opposite sex who share a common residence, are not married to or in a domestic partner relationship with anyone else, and are jointly responsible for their common welfare and financial obligations. To qualify your domestic partner for Tesla benefits, you both will be required to sign an affidavit attesting to your eligibility and to provide documentation to prove your joint financial responsibilities. Note: Documentation is only required outside of the Annual Enrollment period. You cannot use your Flexible Spending Accounts (FSAs) or Health Savings Account (Health Savings Account) to pay for your domestic partner's expenses unless you claim him or her as a dependent on your federal income tax return.*

*Under federal tax law, if your domestic partner does not qualify as your tax dependent for health coverage purposes, then the value of your domestic partner's coverage will be included in your gross income and be subject to federal income tax withholding and employment taxes, and will be reported on your Form W-2. This includes any portion of the premiums that Tesla pays for your domestic partner's health coverage. Applicable state taxes may apply.

This information is only a summary of the tax provisions governing the tax status of a domestic partner for health plan purposes, and is not intended nor should it be relied upon as legal or tax advice. Due to the complexity of these tax rules and the potential impact of any imputed income you may incur, you should seek advice from a competent tax professional before certifying as to the tax status of the person being enrolled. Learn more at <u>irs.gov/publications/p501/ar02.html</u>.





Definitions and Terms (cont.)

Flexible Spending Accounts (Required Annual Testing) — Health and Dependent Care FSAs are subject to IRS rules, which are designed to ensure that the program does not discriminate in favor of highly compensated individuals. Tesla has the right to unilaterally modify, reduce or revoke an employee's election or to treat some or all of the empoyee's contributions as taxable income without the employee's consent if such action is necessary or desirable to comply with IRS rules.

Formulary — A list of commonly prescribed brand-name and generic drugs that a managed care organization has listed as preferred, based on their clinical effectiveness and opportunities to help contain plan costs.

Health Savings Account (HSA) — Available with certain medical plans, this account allows you to save for eligible medical, dental and vision expenses on a pre-tax basis. The balance in the account rolls over from year to year, and the money in the account is yours to keep even if you leave Tesla. In California and New Jersey, you can contribute to an HSA before federal taxes are withheld, but state taxes are still withheld. HSA earnings are subject to state tax in CA and New Jersey. Please consult with your tax specialist.

In-Network Coverage — you will pay less if you use a provider in the plan's network as those networks provide services at lower cost to the insurance companies with which they have contracts.

Out-of-Network Coverage — you will pay less if you use a provider in the plan's network. If your plan includes an out-of-network benefit and you use a non-network provider, you are responsible for the difference between the covered expense and the actual non-participating provider's charge.

Out-of-Pocket Maximum — The annual out-of-pocket maximum is the most you and your covered family members would have to pay in a year for health care costs. The annual out-of-pocket maximum doesn't include premium costs (the amount that's deducted from your paycheck for health coverage).

Under all coverage levels, once a covered family member meets the individual out-of-pocket maximum, your insurance will pay the full cost of covered charges for that individual. Charges for all covered family members will continue to count toward the family out-of-pocket maximum. Once the family out-of-pocket maximum is met, your insurance will pay the full cost of covered charges for all covered family members.

Premiums — The amount you pay each paycheck for insurance coverage. Premiums do not count toward deductibles or out-of-pocket maximums. Premiums are also referred to as "employee contributions" or "cost of coverage."





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Your Health	Your Finances	Your Spending	Your Perks	Your Family	Contacts	Your Eligibility	Definitions and Terms
		Accounts					

This document is subject to change without notice. Tesla does not warrant that the material contained in this document is error-free. If you find any problems with this document, please report them to Tesla Human Resources in writing.

Tesla reserves the right to terminate, suspend, withdraw or modify the benefits described in this document, in whole or in part, at any time. No statement in this or any other document, and no oral representation, should be construed as a waiver of this right.

This is not a legal document. Please refer to the summary plan description for detailed information. This document is not intended to cover every option detail. Complete details are in the legal documents, contracts and administrative policies that govern benefit operation and administration found on **TheTeslaLife.com**.

If there should ever be any differences between the summaries in this handbook and these legal documents, contracts and policies, the document contracts and policies will be the final authority.



