EyePoint

2026 Employee Rewards Overview

Prospective Team Members

Welcome!

We're thrilled you're considering joining our team! At EyePoint, we believe our employees are our greatest asset, and we are deeply committed to supporting their happiness and well-being. That's why we offer a comprehensive benefits package designed to care for our employees and their family members both at work and at home.

Medical Coverage - Blue Benefit Administrators (BBA)

Choose from two medical plans: one HDHP with HSA and one PPO plan. Both plans use the national **Blue Card** network and cover in-network preventive care at 100%.

	Preferred Blue PPO Saver - with HSA	Preferred Blue PPO
Annual deductible	**$2,000** individual **$4,000** family	**$500** individual **$1,000** family
Out-of-pocket maximum	**$6,450** individual **$12,900** family	**$5,450** individual **$10,900** family
Doctor visits	**0%** after the deductible PCP **0%** after the deductible specialist	**$20 copay** PCP **$35 copay** specialist
Urgent Care	**0%** after the deductible	**$35 copay**

Pre-tax Accounts

We believe in helping you take advantage of pre-tax savings for eligible expenses.

Health Savings Account (HSA) - HealthEquity

If you enroll in the **HDHP w/ HSA** plan and meet IRS eligibility requirements, **we'll make semi-yearly contributions to your HSA**. You can use this money for qualified health expenses now and in the future.

2026 HSA Contributions	
EyePoint Contributions	**$1,500** individual / **$3,000** family / year
2026 IRS Annual Maximum	**$4,300** individual / **$8,550** family

Flexible Spending Account (FSA) - HealthEquity

Set aside pre-tax funds to pay for eligible expenses.

2026 FSA Contributions	
Health Care FSA IRS Annual Maximum	**$3,400**
Dependent Care FSA IRS Annual Maximum	**$7,500**
Limited Purpose FSA IRS Annual Maximum	**$3,400**

Eligibility for Benefits

You are eligible to enroll in benefits if you are a regular full-time employee who is actively working at least **30 hours** per week. Coverage begins on the first day of employment.

Have a family? You can also cover your spouse or domestic partner and children to age 26.

Time Away From Work

Our company takes pride in offering a generous PTO policy, which includes 10 paid holidays, a Holiday Shutdown between Christmas and New Year's Day, 2 floating holidays, and 1 volunteer day.

We believe in giving our employees the time they need to recharge and enjoy life outside of work. Employees earn additional paid time off yearly, based on years of service.

Years of Service	Max. Annual Accrual
0-3	15 days
3+	20 days
5+	25 days
10+	30 days

Wherever you are in your life, we're here to support you.

We protect what matters to you - from mental health and financial wellbeing as part of our comprehensive benefits offerings.

Dental & Vision Coverage

Care for your smile and your eyes with regular check-ups. Need braces or glasses? We have coverage for those too.

Short- and Long-Term Protection - Unum

If you're not able to work, how will the bills get paid? We make sure you're protected with **company-provided disability coverage**. In most cases, you'll receive **60% of your weekly earnings up to to a maximum of $3,000/week** for the first 12 weeks you're unable to work. Then **60% of your monthly earnings up to to a maximum of $15,000** if you're still unable to return to work.

We provide **2x your annual salary up to $500,000** Life and AD&D insurance at no cost, providing peace of mind and ensuring your family is protected.

Additional voluntary life insurance is available to purchase to cover you, your spouse and/or children.

Financial Protection

Fidelity Investments

It's never too early - or too late - to start planning for your retirement. **EyePoint will match 100% of the first 6%** of your contribution. Employer match contributions are **100% vested when posted.**

Creative Planning

Simplify your journey to financial wellness by utilizing Creative Planning's Financial Guide, at no cost to you. Financial Guide uses a comprehensive view of your finances and offers specific recommendations based on your information.

Candidly

Access a financial wellness platform designed to help manage student debt, plan for college expenses, and build financial security. Use the financial wellness for guidance or meet one-on-one with a certified expert.

Mental Health is Health Care - HealthJoy

Our Employee Assistance Program (EAP), available through HealthJoy in partnership with CuraLinc, provides emotional & mental health support, family, home & work support,

Just need some guidance? You can also access online training tools and resources to help you thrive. All participation is **confidential, and at no cost to you**.

Additional Benefits

Employees have access to additional benefits, including:

- $60 tax-free cell phone stipend for 24 pay periods for eligible employees
- Lifestyle Spending Account
- Caregiving Assistance
- Pet Insurance
- Legal Plan
- Identity Protection
- Tuition Reimbursement
- Employee Stock Purchase Plan
- And More!

EYEPOINT

2026 BEST PLACES to WORK

Proud to be named one of the 2026 Best Places to Work from BioSpace.

The information shown in this presentation is an illustrative summary only. The underlying plan contract or document governs all aspects of the plan. Final rates are dependent on actual enrollment, insurance carrier or plan rules, plan selection, and eligibility criteria. Please refer to the plan document, contract, or other notices contained in this document, applications, and other corresponding communications for additional information.