



2018 Benefits Summary

Medical*

Nevro is pleased to offer two medical plans from which to choose. There is no employee contribution at this time.

Cigna POS

- o \$25 co-pay
- o No deductible
- o Does not require primary care physician approval to see specialist
- o Team member pays 30% of out-of-network
- o Prescription co-pays are \$10 for generic, \$20 for brand name and \$40 for non-preferred brands
- o Infertility benefit to a maximum of \$35,000 per member per lifetime

Kaiser HMO (Available to California employees only)

- o \$20 co-pay
- o No deductible
- o No out-of-network reimbursement
- o Prescription co-pays are \$10 for generic and \$20 for brand name

Dental*

Nevro's dental plan is *Cigna DPPO*. This plan provides you with the option of going to any dentist you choose. Benefits for In-network providers will allow you to take advantage of discounts offered by participating providers, thus reducing your out-of-pocket cost. There is no team member contribution at this time.

- o Calendar Year Maximum is \$1,500
- o Annual deductible is \$50 per person and \$150 per family
- o Orthodontia Adult and Child (\$1,500 Benefit Lifetime)
- o In-network coinsurance is 100% for preventative, 90% for basic and 60% for major (i.e. crowns)
- o Out of network coinsurance matches in network coinsurance

Vision*

Our vision care provider is *Vision Service Plan (VSP)*. There is no team member contribution at this time.

- o The plan includes a \$10 co-pay for eye exam
- o Frame and contact lenses allowance is \$140
- o Frequency of exam, contact lenses or frames are every 12 months
- o Effective date of coverage is the 1st of the month after hire date

*Coverage is available for domestic partners, but per IRS requirements – there is a taxable event applied to your paycheck for this additional benefit. If you waive medical, dental, and vision coverage, Nevro will reimburse you \$300 a month. Please note that you can only waive medical coverage if you are covered elsewhere.

Short Term Disability

This benefit pays a weekly benefit up to a maximum of 12 weeks when you are unable to work due to an illness or injury that is not work related. The benefit pays 66.67% of your weekly salary, up to a maximum of \$2,308 per week. This is a taxable benefit. Elimination period is 7 days.

Long Term Disability

This benefit assures replacement income if you become disabled and are unable to work for greater than 90 days. The benefit pays 66.67% of your monthly salary, up to \$10,000 per month. This is a taxable benefit. Elimination period is 90 days.

Life and AD&D

Nevro covers all team members for Life and Accidental Death Life insurance at 2 times their annual salary to a maximum of \$425,000. There is a taxable event for coverage in excess of \$50,000. Team members can choose to limit the coverage to \$50,000 to avoid the taxes.

Tuition Reimbursement

100% reimbursement up to a calendar year max of \$5,250. Course or degree program must be related to job for tax-free benefit. Grade of B or better is required for reimbursement. Reimbursement covers course fees and books.

Voluntary Life (Team Member Paid)

Team member can elect up to 5 times their annual salary for a maximum amount of \$500,000. Guaranteed issued amount of \$100,000 for team members without completing an EOI (Evidence of Insurability). Spouse/ Domestic Partner policies are available at 50% of team member elected amount for a maximum amount of \$250,000 with a guaranteed issue amount of \$10,000 without completing an EOI. Child policies valued at \$10,000 can be purchased for children 6 months to 19 years of age.

Legal Services (Team Member Paid)

Save time and money with legal insurance from ARAG. Legal insurance helps you address everyday situations like dealing with traffic tickets, resolving warranty issues or buying a home. Provides access to a nationwide network of more than 11,000 credentialed attorneys who can advise and represent you. Unlimited legal advice over the phone to help prepare documents, letters, or a will. ARAG provides online tools and useful information to learn more about legal issues on your own.

Pet Insurance (Team Member Paid)

A pet insurance policy can help you plan for your pet's healthcare – and offset costs for routine care and unexpected illness or injury. Coverage is available through Nationwide.

Flexible Spending Accounts

The Health Care and Dependent Care Spending Accounts allow eligible team members to use tax-free monies to pay for health care expenses (*expenses that are not paid for by any medical, dental and/or vision plan*), and dependent care expenses (*day-care expenses for your dependents while you work*). Eligible team members can contribute up to a maximum of \$5,000 total household for dependent care, and \$2,650 for medical reimbursement. Please note that for dependent care, if you are married, both parents have to work or one has to be a full-time student in order to elect dependent care. WageWorks is the provider.

Employee Assistance Program

The EAP provided by Lincoln, is a comprehensive program that helps team members resolve personal issues and concern that may adversely impact their work performance, conduct, health, and well-being.

401(k) Plan

Our 401K is with Fidelity. Team members are eligible after the first of the month and will automatically be enrolled at 3% unless the employee opts out. There is no vesting period; you are 100% vested when you join the Plan. Annual limit for CY2018 is up to \$18,500. For those over 50 years old, the additional catch is \$6,000 or up to \$24,000. Please go to www.401K.com for enrollment. There is a discretionary match, dollar for dollar up to a max of \$5,000. The company match is vested over 4 years of service.

Employee Stock Purchase Plan (ESPP)

Our ESPP is with E*TRADE. ESPP will allow team members to purchase Nevro Corp. stock at a discounted price. Contributions will be made through payroll deductions. ESPP offering periods run from May 16 – Nov 15 and Nov 16 – May 15 each year. Open enrollment for the ESPP will start one month prior to the offering period. No enrollments can be made once an offering period has started.

Paid Time Off (PTO)

Nevro has combined vacation, sick and personal time off into a single program called Paid Time Off (PTO). You can accrue up to 160 hours a year (assuming you worked the full calendar year). Accrual is accounted for on each paycheck. Maximum accrual cap is 240 hours.

Holidays

We observe 13 fixed Holidays in 2018.

Jury/Witness Duty

Nevro will pay your normal earnings for up to five business days of jury/witness service.

Bereavement Leave

Should a death occur in the immediate family, full-time or part-time regular team members are eligible for up to three days of paid time off.

NOTE: Nevro reserves the right to change our benefits offering including employer and employee cost to the plan.