




Benefit & Carrier	Plan Offerings	Details																													
 <p>Medical</p>	<p>2 plan choices offered:</p> <ul style="list-style-type: none"> PPO – \$500 individual/\$1,500 family deductible, \$25 copay. HDHP – \$3,200 individual/\$6,400 family deductible, 100% covered after deductible is met. 	<p align="center">Monthly Medical Plan Cost</p> <table border="1"> <thead> <tr> <th>Coverage</th> <th>You Pay Monthly</th> <th>CVRx Pays Monthly</th> </tr> </thead> <tbody> <tr> <td rowspan="4">PPO Premiums</td> <td>Employee</td> <td>\$129</td> <td>\$708.19</td> </tr> <tr> <td>Employee + Married Spouse</td> <td>\$271</td> <td>\$1,487.09</td> </tr> <tr> <td>Employee + Child(ren)</td> <td>\$283</td> <td>\$1,558.76</td> </tr> <tr> <td>Family</td> <td>\$426</td> <td>\$2,336.71</td> </tr> <tr> <td rowspan="4">HDHP Premiums</td> <td>Employee</td> <td>\$0.00</td> <td>\$694.83</td> </tr> <tr> <td>Employee + Married Spouse</td> <td>\$0.00</td> <td>\$1,459.13</td> </tr> <tr> <td>Employee + Child(ren)</td> <td>\$0.00</td> <td>\$1,528.57</td> </tr> <tr> <td>Family</td> <td>\$0.00</td> <td>\$2,292.91</td> </tr> </tbody> </table> <p>In network preventative vision and hearing exams are included in both plans.</p>	Coverage	You Pay Monthly	CVRx Pays Monthly	PPO Premiums	Employee	\$129	\$708.19	Employee + Married Spouse	\$271	\$1,487.09	Employee + Child(ren)	\$283	\$1,558.76	Family	\$426	\$2,336.71	HDHP Premiums	Employee	\$0.00	\$694.83	Employee + Married Spouse	\$0.00	\$1,459.13	Employee + Child(ren)	\$0.00	\$1,528.57	Family	\$0.00	\$2,292.91
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<p>FURTHER by HealthEquity</p> <p>Health and Flexible Spending Accounts (HSA & FSA)</p>	<ul style="list-style-type: none"> Health Care FSA For PPO participants only. FSAs regardless of plan: Limited purpose for vision & dental and costs for HDHP after deductible is met. Dependent care – spending account for daycare and eldercare. 	<p align="center">Monthly Employer HSA Contributions*</p> <table border="1"> <thead> <tr> <th>Coverage</th> <th>Monthly</th> </tr> </thead> <tbody> <tr> <td>Employee</td> <td>\$60.00</td> </tr> <tr> <td>Employee + Married Spouse</td> <td>\$80.00</td> </tr> <tr> <td>Employee + Child(ren)</td> <td>\$80.00</td> </tr> <tr> <td>Family</td> <td>\$100.00</td> </tr> </tbody> </table> <p>*HSA available to HDHP participants only.</p>	Coverage	Monthly	Employee	\$60.00	Employee + Married Spouse	\$80.00	Employee + Child(ren)	\$80.00	Family	\$100.00																			
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 <p>Dental</p>	<ul style="list-style-type: none"> Preventative covered 100%. \$50 individual/ \$150 family deductible. \$1,250 annual maximum benefit. 	<p align="center">Monthly Dental Plan Cost</p> <table border="1"> <thead> <tr> <th>Coverage</th> <th>You Pay Monthly</th> <th>CVRx Pays Monthly</th> </tr> </thead> <tbody> <tr> <td>Employee</td> <td>\$0.00</td> <td>\$48.22</td> </tr> <tr> <td>Employee + Married Spouse</td> <td>\$0.00</td> <td>\$96.92</td> </tr> <tr> <td>Employee + Child(ren)</td> <td>\$0.00</td> <td>\$91.14</td> </tr> <tr> <td>Family</td> <td>\$0.00</td> <td>\$137.88</td> </tr> </tbody> </table>	Coverage	You Pay Monthly	CVRx Pays Monthly	Employee	\$0.00	\$48.22	Employee + Married Spouse	\$0.00	\$96.92	Employee + Child(ren)	\$0.00	\$91.14	Family	\$0.00	\$137.88														
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 <p>Vision Materials Only*</p>	<ul style="list-style-type: none"> Up to \$200 allowance for glasses or \$150 allowance for contacts once every plan year. Copays or discounts apply after allowance. 	<p align="center">Monthly Vision Plan Cost</p> <table border="1"> <thead> <tr> <th>Coverage</th> <th>Monthly</th> </tr> </thead> <tbody> <tr> <td>Employee</td> <td>\$7.88</td> </tr> <tr> <td>Employee + Married Spouse</td> <td>\$14.97</td> </tr> <tr> <td>Employee + Child(ren)</td> <td>\$15.76</td> </tr> <tr> <td>Family</td> <td>\$23.17</td> </tr> </tbody> </table>	Coverage	Monthly	Employee	\$7.88	Employee + Married Spouse	\$14.97	Employee + Child(ren)	\$15.76	Family	\$23.17																			
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 <p>Life and Disability</p>	<ul style="list-style-type: none"> Basic Life = 1x annual salary. Voluntary Life/AD&D. Short Term Disability – 60% to \$2,769 per week. Long Term Disability – 60% to \$17,500 per month. 	<ul style="list-style-type: none"> Basic Life, Short and Long-Term Disability are CVRx paid benefits (for long-term disability, CVRx covers cost with special monthly bonus payment). Voluntary Life is an Employee paid benefit. 																													
 <p>Prepaid Legal and Identity Theft</p>	<p>Services available include:</p> <ul style="list-style-type: none"> Estate planning. Family services (ex: adoption). Financial (ex: contracts). Auto, home and general (ex: refinancing). 	<p align="center">Monthly prepaid legal and identity theft plan cost*</p> <table border="1"> <thead> <tr> <th>Plan</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>Legal Plan</td> <td>\$18.95</td> </tr> <tr> <td>Individual IDShield Plan</td> <td>\$8.95</td> </tr> <tr> <td>Family IDShield Plan</td> <td>\$18.95</td> </tr> <tr> <td>Individual Combination Plan</td> <td>\$27.90</td> </tr> <tr> <td>Family Combination Plan</td> <td>\$33.90</td> </tr> </tbody> </table> <p>*For employees living in states MA, NV, NY, AK, HI rates differ.</p>	Plan	Rate	Legal Plan	\$18.95	Individual IDShield Plan	\$8.95	Family IDShield Plan	\$18.95	Individual Combination Plan	\$27.90	Family Combination Plan	\$33.90																	
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*Vision Exams are covered through Blue Cross Blue Shield with the exception of the state of New Mexico.

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 Retirement Plan	<ul style="list-style-type: none"> Voluntary 401(k) Contributions (pre-tax). Voluntary Roth 401(k) Contributions (post-tax). Dollar for dollar match up to 4% of total compensation. 	<ul style="list-style-type: none"> Administered by NFP. Match vested immediately at 100% and will be added to your retirement account on an annual basis (e.g. the match for 2024 contributions will be calculated and contributed in January 2025). Choose from 20 different fund options, including target date retirement funds. Contributions can be made for 401(k) & Roth 401(k). Eligible to contribute first of month after 30 days of hire.
 Stock Option Grants	<p>All new hires receive an initial stock option grant with a grant and vesting start on the last day the stock market is open in the month of their start date.</p>	<ul style="list-style-type: none"> Administered by Stock Plan Solutions/Green Zapato. CVRx provides a free E*TRADE account for managing these options, which can be linked to retail E*TRADE accounts. CVRx ticker symbol is CVRX.
Employee Stock Purchase Plan (ESPP)	<p>US employees can purchase CVRx stock at 85% of the closing market price at the beginning or end of the purchase period, whichever is less.</p>	<ul style="list-style-type: none"> Administered by CVRx & PlanSolutions/Green Zapato. Two purchase periods per calendar year (1/1 – 6/30 and 7/1 – 12/31). Can contribute up to 15% of base wages (not to exceed \$25K in a year). See plan documents for other terms and conditions.
CVRx Holidays	<p>12 paid holidays per year.</p>	<p>Days vary by year and timing of US holidays</p>
Paid Time Off (PTO)	<p>(See offer letter)</p>	<ul style="list-style-type: none"> All regular full-time employees are eligible. Accrued PTO can be used when absent from work for vacation, illness that does not extend into short-term disability, or personal reasons. PTO year runs from September 1st – August 31st. Employees earn an extra day for each full PTO year of service up to a maximum of 35 days.
Paid Parental Time Off (PPTO)	<p>2 weeks of additional PTO for all new parents.</p>	<ul style="list-style-type: none"> Includes birth parent, non-birth parent, adoptive parent, or parent who has a child through surrogate. Can use within 12 months of birth/placement. Commission-eligible employees can earn commission while on PPTO.
Paid Medical Maternity Leave (PMML)	<p>CVRx tops up pay during short-term disability period and 100% of salary for weeks not covered through short-term disability. This equates to 12 weeks of 100% pay.</p>	<ul style="list-style-type: none"> Benefit for birth-mother only. PPTO can be used for weeks 11-12. Includes commissions and bonus pay.

Waiting period

If you are an active employee of CVRx who is considered full-time (not a temporary or seasonal employee) and is working at least 30 hours per week, you are eligible to participate in the following benefits starting the first of the month after your date of hire: medical, dental, vision, health care spending accounts, dependent care spending account, basic life/AD&D, voluntary life, disability insurance and voluntary benefits. For clarity, if you start in March 2024, you are eligible for these benefits on April 1, 2024.

Employees have 30 days from date of hire to enroll in benefits. After 30 days, the next opportunity to enroll would be due to a qualifying life event or during the annual open enrollment period for the next plan year.