



#### ABOUT INERTIA

Inertia is taking the most direct, scientifically-proven path to commercializing fusion, leveraging the only successful achievement of fusion ignition, using a process that was pioneered at the U.S. Department of Energy's (DOE) Lawrence Livermore National Laboratory (LLNL). With groundbreaking innovation, transformative technology, and multi-year investment, Inertia is committed to commercializing fusion energy in the next decade. Learn more about us on [our website](#).

#### CORPORATE HEADQUARTERS

7800 Las Positas Road, Livermore, CA 94551

#### TOTAL REWARDS

Benefits are available to regular Full-Time employees and their eligible dependents. We're committed to supporting your well-being with comprehensive, high-value benefits across health, financial wellness, and everyday life.

#### PTO

We offer unlimited Paid Time Off (with manager approval). Time away from work is beneficial, and all employees are encouraged to take it. However, no particular amount of time off is promised, guaranteed, vested or accrued.

#### HOLIDAY SCHEDULE

- Holiday Schedule
- New Year's Day
- Martin Luther King, Jr. Day
- Presidents Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day and Day After (Thursday & Friday)
- Christmas Day

#### 401K

We provide a 401(k) match of up 3% (effective January 1, 2026).

## BENEFITS ELIGIBILITY & ENROLLMENT

Regular, Full Time employees are eligible to participate in a number of Company-sponsored benefits beginning on their Start Date. Inertia has very strong medical, dental and vision benefit offerings relevant to the market. The Company covers 75-100% of the cost for employee-only coverage, and 75-85% of the costs for employee + dependent coverage, depending on the plan selected.

## MEDICAL

Employees can choose from multiple medical plans, including Anthem PPO and HMO options or Kaiser HMO plans. Plans that focus on using in-network providers (HMOs) or high deductibles and lower premiums (HDHPs) will have no or lower cost to employees on a monthly basis. Plans that prioritize freedom of flexibility of providers (PPOs) or lower deductibles and higher premiums will have some cost employees on a monthly basis. Monthly costs to employees will increase for all plans when you add dependents (partners and family).

## DENTAL & VISION

Employees are offered dental insurance plans provided by Guardian and vision insurance plans provided by VSP.

## TAX SAVINGS

We offer a Health Savings Account (HSA) which includes employer contributions, as well as a Flexible Spending Account (FSA).

## COMMUTER BENEFITS

Employees are covered for work-related parking and transit expenses with flexibility to opt in or out any time and a balance that rolls over at the end of each month.

## LIFE & DISABILITY COVERAGE

Benefits provided at no cost to you through Guardian. Designed to provide protection to you and your dependents against loss of income due to death, injury, or accident.

## OTHER EMPLOYEE BENEFITS AND PERKS

- Team building company events and parties
- Catered team lunch once per week
- Annual company bonus
- Reimbursements for pet care
- Virtual care and telehealth options
- Mental health support
- MetLife Legal Plans for protection with wills, trusts, home purchase, adoption, traffic ticket, prenuptial agreements, eldercare, pet liabilities, personal property issues, creditor negotiations and civil litigation