

# **Tesla, Inc. Detailed Schedule of Operational Employment Labor and Wages – Schedule D**

**The Office has determined the detailed Operational  
Employment Labor and Wages schedule as described in this  
application constitutes confidential proprietary information  
of Tesla, Inc. and is not a public record.**

# **Tesla, Inc. Detailed Schedule of Construction Employment– Schedule E**

**The Office has determined the detailed Construction  
Employment schedule as described in this application  
constitutes confidential proprietary information of Tesla, Inc.  
and is not a public record.**



## G - Evaluation of Health Plans Offered by Companies

Company Name: Tesla, Inc.

County: Storey

Total Number of Full-Time Employees: 3,000

Average Hourly Wage per Employee \$33.49  
 Average Annual Wage per Employee (implied) \$69,668.56

### COST OF HEALTH INSURANCE

Annual Health Insurance Premium Cost: \$9,900.00  
 Percentage of Premium Covered by:  
     Company 91%  
     Employee 9%

### HEALTH INSURANCE PLANS:

Base Health Insurance Plan*:	Aetna PPO Base Plan
Deductible - per employee	\$ 750
Coinsurance	90% / 10%
Out-of-Pocket Maximum per employee	\$ 2,000

Additional Health Insurance Plan*:	Aetna PPO Plus Plan
Deductible - per employee	None
Coinsurance	90% / 10%
Out-of-Pocket Maximum per employee	\$ 1,500

Additional Health Insurance Plan*:	Aetna HSA Plan
Deductible - per employee	\$ 1,750
Coinsurance	80% / 20%
Out-of-Pocket Maximum per employee	\$ 3,250

\*Note: **Please list only "In Network" for deductible and out of the pocket amounts .**

### Generalized Criteria for Essential Health Benefits (EHB)

[following requirements outlined in the Affordable Care Act and US Code, including 42 USC Section 18022]

Covered employee's premium not to exceed 9.5% of annual wage	1.4%	MMQ
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Annual Out-of-Pocket Maximum not to exceed \$9,100 (2023)	\$2,000	MMQ
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Minimum essential health benefits covered (Company offers PPO):

- (A) Ambulatory patient services
- (B) Emergency services
- (C) Hospitalization
- (D) Maternity and newborn care
- (E) Mental health/substance use disorder/behavioral health treatment
- (F) Prescription drugs
- (G) Rehabilitative and habilitative services and devices
- (H) Laboratory services
- (I) Preventive and wellness services and chronic disease management
- (J) Pediatric services, including oral and vision care

No Annual Limits on Essential Health Benefits

I, the undersigned, hereby declare to the Governor's Office of Economic Development that the facts herein stated are true, and that I have attached a qualified plan with information highlighting where our plan reflects meeting the 65% minimum threshold for the employee paid portion of the plan for GOED to independently confirm the same.

Chris Reilly  
 Name of person authorized for signature

  
 Signature

Policy and Business Development  
 Title

24-Jan-23  
 Date

# Tesla Employee Benefits

## Full-Time Nevada Employee



### 3 Medical Plans

2 plan options with \$0  
paycheck deduction  
(Aetna)

### 2 Dental Plans

1 plan option with \$0  
paycheck deduction  
(Delta Dental)

### 2 Vision Plans

1 plan option with \$0  
paycheck deduction  
(VSP)

#### Employee Benefits:

- 401(k) with Match - Traditional pre-tax & Roth post-tax options\*
- Employee Stock Purchase Plan (ESPP) - 15% Discount
- Paid Holidays & Time Off
- Up to 25 Free Counseling/Therapy Sessions through Lyra EAP
- Up to 9 weeks of paid pregnancy & up to 7 weeks of paid child bonding leave based on hire date
- Company Paid Life, Short-Term & Long-Term Disability Benefits
- Adoption & Surrogacy Benefits through Kindbody
  - Infertility with Kindbody through Aetna Medical
- LGBTQ+ Concierge Service through Included Health
- Hinge Health - Virtual Physical Therapy Benefit through Aetna

#### Plus Perks!

- Care.com Backup Childcare
- Rethink Benefits for Your Children with or without Learning, Social, or Behavioral Challenges
- Perks at Work Discount Programs
- Pet Insurance Discount
- Up to 35% Off Tesla Apparel Discount
- Free Weight Loss & Quitting Tobacco Programs
- Free Tesla Babies Gift Box
- ID Theft, Legal, Accident Insurance, Critical Illness, and Hospital Indemnity Plans
- Tesla Fitness
- Commuter Benefits
- Tesla Vehicle Purchase/Leasing Programs
- And More ...

#### 2023 Benefits

\*50% on employees' first 6% contribution  
(capped at \$3000 annually)

US Nevada Full-Time Employees  
V. 2.22.2023

# H - Company Interest List

Company Name: Tesla, Inc.

County: Storey

## Section 1 - Company Interest List

Directions: Please provide a detailed list of owners and/or members of the company. *The Governor's Office of Economic Development strives to maintain the highest standards of integrity, and it is vital that the public be confident of our commitment. Accordingly, any conflict or appearance of a conflict must be avoided. To maintain our integrity and credibility, the applicant is required to provide a detailed list of owners, members, equity holders and Board members of the company.*

(a) Name	(b) Title
Elon Musk	Chief Executive Officer and Technoking
Zachary Kirkhorn	Chief Financial Officer and Master of Coin
Andrew Baglino	Senior Vice President, Powertrain and Energy Engineering

## Section 2 - Company Affiliates and/or Subsidiaries

Are there any subsidiary or affiliate companies sharing tax liability with the applicant company? No  Yes

**If Yes, continue below:**

Directions: In order to include affiliates/subsidiaries, under the exemption letter, they must to be added to the Contract. Per standard practice GOED requires a corporate schematic to understand the exact relationships between the companies. Please populate the below table to show the exact relationships between the companies and include:

1. The names as they would read on the tax exemption letter.
2. Which entity(ies) will do the hiring?
3. Which entity(ies) will be purchasing the equipment?

Name of Subsidiary or Affiliate Entity, Role and Legal Control Relationship

Please include any additional details below: