



# 2023 Employee Benefits Overview

At Traverse Therapeutics, we are In Rare for Life. Our mission is to identify, develop and deliver life-changing therapies to people living with rare disease. If you share our deep-rooted commitment to making a difference, you will find a home and purpose here.

Our commitment to patients also extends to our people. We want to ensure you are taken care of and have the benefits you need to bring your best self in all aspects of work and life.

[We invite you to explore our competitive, comprehensive and future-focused set of benefits here.](#)

## HEALTH



### Medical Plans: Cigna

Medical and prescription plans through Cigna that provide comprehensive coverage.

- Select Network HMO (California only)
- Full Network HMO (California only)
- PPO Plan (All locations)
- HDHP + HSA (All locations)



### Health Savings Account (HSA): HSA Bank

Team members who are enrolled in the Cigna HDHP + HSA medical plan can set aside pre-tax dollars (up to the annual IRS limits of \$3,850 for single coverage and \$7,750 for family coverage) to this tax-advantaged account to pay for current or future qualified health care expenses. Employees age 55+ can make additional catch-up contributions of up to \$1,000 per year to their account.

**Traverse also contributes to the HSA to help it grow** (see page 3 for details).



### Dental PPO Plan: Cigna

Coverage for preventive, basic, major and child orthodontia services. You may see any provider, but will maximize your benefits and lower your out-of-pocket costs if you see a Cigna provider.



### Vision Plan: VSP

Coverage for eye exams, lenses, frames and contacts. You may see any provider, but will maximize your benefits and lower your out-of-pocket costs if you see a VSP provider.

## FINANCIAL



### Flexible Spending Accounts (FSAs): Igoe

Three options let you set aside pre-tax dollars (up to the annual IRS limits) to pay for qualified expenses.

- Health Care FSA
- Limited-Purpose FSA (for HDHP + HSA medical plan members)
- Commuter Benefits FSA



### Life/AD&D: Mutual of Omaha

Company-paid basic life/AD&D insurance and employee-paid supplemental life/AD&D coverage options that help you maintain financial security.



### Disability: Mutual of Omaha

Short-and long-term disability coverage that pays you a percentage of your income should you need to take time off due to a serious illness or non-work-related injury.



### 401(k): Fidelity

Make pre-tax, Roth or after-tax contributions to save for retirement. The pre-tax and Roth deferrals offer a discretionary match of 50% of what you contribute, up to the first 7% of your base annual salary.



### Employee Stock Purchase Plan (ESPP)

Purchase company stock at a 15% discount and share in the company's success.

## WORK-LIFE & WELL-BEING



### Accolade

Accolade provides personalized support to you and your family members.



### Calm Mobile App

The Calm Premium subscription is provided at **no cost** to you, and includes a meditation series to help you sleep better, find balance and become more mindful.



### Cigna Mental Health Resources

Cigna medical plan members have access to a variety of online resources to help address behavioral health concerns:

- Ginger
- Meru Health
- MDLIVE
- iPrevail
- Talkspace



### EAP: Aetna Resources for Living

Confidential employee assistance program (EAP) that provides 24/7 assistance and up to six sessions per issue, per year for all household members for a variety of work-life issues at **no cost**.



### Caregiving Service: Cariloop

Take care of your loved ones and overcome caregiving challenges with the help of an experienced Care Coach at **no cost**.



### Family Support: Helpr

Find primary or backup child and/or adult care, virtual education assistance, and virtual “play/learn” group sessions at **no or subsidized cost**.



### Time Away from Work

Travere provides sick days, personal days, service award days, personal/family care leave, wellness days and company holidays.



### Vacation Time

Vacation hours accrue each pay period up to a maximum accrual balance of 280 hours.



### Wellness Dollars

Travere contributes \$150 each quarter so you can choose a well-being benefit that works for you.



### Wellness Portal

Online wellness program that helps you develop healthy habits for mind, body and life, and rewards employees for completing challenges and earning points.

## VALUABLE EXTRAS



### Hospital Care Insurance: Cigna

A cash benefit is paid to you if you or a covered family member is admitted to the hospital. Travere covers the cost for HDHP + HSA medical plan members who are enrolled in individual coverage.



### Identity Protection: Allstate

Helps you stay safe and recover your identity if it is stolen.



### Pre-Paid Legal Plan: MetLife

Access legal expertise for a wide range of legal concerns at **no cost or a discounted rate**.



### Pet Insurance: Nationwide

Helps take the financial worry out of vet visits. Sign up for wellness coverage, major medical or a combination of the two.



### Education Reimbursement

Get reimbursed up to \$5,250 per year for eligible education-related expenses.



### Domestic Relocation

Relocation services within the U.S. are available for applicable roles.



### Employee Recognition

Our Rare Awards program provides opportunities for leadership and peers to recognize when you go above and beyond to embody our corporate values and make significant contributions. In addition, we recognize years of service with Travere at certain milestones in celebration of your commitment to our values.



### Employee Discounts

Access exclusive discounts on a variety of products and services through the following programs:

- BenefitHub
- LifeMart



### Cigna Healthy Rewards

Cigna members get exclusive discounts on hundreds of products and services:

- Alternative medicine
- Fitness membership and devices
- Nutritional meal delivery services
- Vision care, LASIK surgery and hearing aids
- Yoga products and virtual workouts