

2021 Employee Benefits Overview



Health



Financial



Work-Life



At Travers Therapeutics, our employees represent a diverse mosaic of experiences, knowledge and perspectives that allow us to pursue our mission: to identify, develop and deliver life-changing therapies to people living with rare disease.

Just as we provide a mosaic of support to our patients, our benefits provide a mosaic of support that can help you and your loved ones meet your unique needs and situation. What's more, our benefits are designed to grow and change with you as your needs change over time.

We invite you to explore the many benefits available to Travers Therapeutics employees.

Medical Plans

We offer employees a choice of three medical plans through UnitedHealthcare (UHC).

HMO Plans (California only)

With the UHC Signature Value Network and Alliance (Narrow) Network HMO plans, members select a primary care physician (PCP) from the plan's HMO network who will coordinate all health care needs, including referrals to specialists and approvals for further medical treatment. Services received outside of the HMO network are not covered, except in the case of emergencies.

PPO Plan (All locations)

The UHC PPO plan gives members the freedom to seek care from the provider of their choice. Benefits are maximized and out-of-pocket costs are reduced if a participating UHC PPO network provider is used.

Dental Plan

The MetLife PPO dental plan gives members the freedom to seek care from the provider of their choice. Benefits are maximized and out-of-pocket costs are reduced if a participating MetLife PPO network provider is used. The plan provides coverage for preventive, basic, major and child orthodontia services.

Vision Plan

The VSP vision plan gives members the freedom to seek care from the provider of their choice. Benefits are maximized and out-of-pocket costs are reduced if a participating VSP network provider is used. The plan provides coverage for eye exams, lenses, frames and contacts.

Flexible Spending Accounts (FSAs)

With the FSAs administered through Igoe, employees can set aside pre-tax dollars through payroll deductions to pay for qualified health care and/or work-related commuter expenses.

Health Care FSA

Employees may contribute up to \$2,750 per year to cover eligible health care expenses incurred by themselves, their spouse and their children up to age 26.

Commuter Benefits FSA

Employees may contribute up to \$270 per month to cover eligible work-related transportation and parking expenses.

Life and Accidental Death & Dismemberment (AD&D) Insurance

Basic Life/AD&D

We provide basic life and AD&D coverage at **NO COST** through Mutual of Omaha.

- Benefit amount is two times employee's annual earnings, up to a maximum of \$750,000.

Supplemental Life/AD&D

Employees have an opportunity to purchase additional life/AD&D coverage at an affordable group rate.

- Employee coverage in \$10,000 increments, up to a maximum of \$500,000 (not to exceed five times annual salary).
- Spouse/DP coverage in \$5,000 increments, up to a maximum of \$500,000 (not to exceed 100% of employee's amount).
- Child coverage is \$10,000.

Disability Insurance

We provide disability insurance at **NO COST** through Mutual of Omaha. Disability insurance provides benefits that replace part of an employee's lost income if they become unable to work due to a covered injury, illness or pregnancy.

Short-Term Disability (STD)

Benefit amount is equal to 70% of the employee's weekly earnings, up to a maximum of \$3,000 per week. Benefits begin after seven days of disability (after meeting waiting period) for a maximum of 25 weeks.

Long-Term Disability (LTD)

Benefit amount is equal to 60% of the employee's monthly earnings, up to a maximum of \$15,000 per month. Benefits begin after 180 days of disability until disability ends or Social Security retirement age.

Support Services

Employee Assistance Program (EAP)

Employees and their eligible family members are provided with the Aetna Resources for Living EAP at **NO COST**. This program provides confidential, around-the-clock assistance to help employees balance the demands of work, life and personal issues. Benefits include unlimited telephone access, resources and tools online and up to six free face-to-face counseling sessions per issue, per member, per year.

Caregiving Service

Cariloop is a caregiver support benefit provided to employees at **NO COST**. Cariloop health care coaches are available to help employees overcome caregiving challenges.

Family Support

This service through Helpr enables employees to find primary or back-up child care/ adult care, virtual education assistance, and virtual "play/learn" group sessions. Travers Therapeutics subsidizes part of the cost of services.

Paid Time Off

We understand the need to take time off from work to relax, recover or take care of yourself or a loved one. We offer the following forms of paid time off.

- 120 vacation hours per year for employees below Director level and 160 vacation hours per year for Director and above
- 9 sick days per year
- 4 personal days per year
- Up to 4 weeks of paid personal/family care leave
- Company holidays including winter break

Valuable Extras

401(k) Retirement Plan

Employees can plan for retirement by participating in the 401(k) plan through Fidelity. The company offers a discretionary match of 50% of what the employee contributes, up to the first 7% of their base annual salary.

Employee Stock Purchase Plan (ESPP)

The ESPP allows employees to purchase company stock at a discount.

Identity Protection

This benefit through Allstate monitors personal information and helps employees recover their identity if it is stolen.

Pre-Paid Legal Plan

Legal coverage through MetLife Legal Plans gives employees access to legal expertise for a wide range of events.

Pet Insurance

Pet insurance, offered through Nationwide, helps take the financial worry out of vet visits.

Education Reimbursement

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

Employee Recognition

We seek to recognize employees who go above and beyond to embody our corporate values, as well as those whose years of service with the company have made our organization great.

Employee Discounts

We offer the following programs that give employees access to exclusive discounts on a variety of products and services:

- BenefitHub
- LifeMart