



2022 Employee Benefits Overview

At Traverre Therapeutics, our employees represent a diverse representation 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 Traverre employees.



Health



Financial



Work-Life

HEALTH



Medical Plans: Cigna

Medical plans through Cigna that provide comprehensive medical and prescription drug coverage:

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



Dental PPO Plan: Cigna

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

FINANCIAL



Flexible Spending Account (FSA): Igoe

This health care and commuter benefits account lets you set aside pre-tax dollars (up to the annual IRS limits) to pay for qualified health care and/or work-related commuter expenses.



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



Employee Stock Purchase Plan (ESPP)

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

WORK-LIFE & WELL-BEING



Accolade

Helps you navigate your company benefits and make informed decisions regarding your health and well-being.



Calm Mobile App

Calm Premium subscription at **no cost** that includes a meditation series to help you sleep better, reduce anxiety and stress, and become more mindful.



Cigna Mental Health Resources

Cigna medical plan members have access to a variety of online resources to help address behavioral concerns at **no cost**.

- Ginger
- Meru Health
- MDLIVE
- iPrevail
- Talkspace



EAP: Aetna Resources for Living

Confidential employee assistance program (EAP) that provides 24/7 assistance for a variety of work-life issues at **no cost**.



Caregiving Service: Cariloop

Overcome caregiving challenges with the help of health care coaches. Available 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**.



Paid Time Off (PTO)

PTO is highly competitive and includes vacation time, sick days, personal days, service award days, personal/family care leave, wellness days and company holidays.



Wellness Dollars

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



WellRight 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



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 events at 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.



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 Traverse at certain milestones in celebration of your commitment to our mission.



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



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