

# 2023 US Benefits Summary



## About Sage Therapeutics Benefits Program

*An Employee's benefits journey starts here*

At Sage Therapeutics, we will change the lives of millions of patients and families by seeing the brain differently and becoming the leader in brain health. Our employees' role in helping us on this journey is instrumental — we value and appreciate all their hard work everyday.

We care about our employees and their family, and we're totally committed to supporting their well-being — physically, emotionally and financially. We want them to do great work and fulfill their career growth aspirations while they are with us. At the same time, we want them to lead a rewarding and balanced life outside of Sage. For this reason, we offer an extensive benefits package that is family centric in supporting them every step of the way on their journey at Sage, whether at work or at home.

All regular employees schedule to work at least 30 hours per week as well as their eligible dependents can take advantage of the benefits offered at Sage.

Our program gives our employees the flexibility to choose the benefits that are right for themselves and their family.



# Health Care

## Your physical and mental well-being

There is nothing more important than your health. Our programs ensure you have extensive coverage for medical, dental assistance and vision both in and out-of-network. Our PPO medical plan includes a Health Reimbursement Arrangement (HRA) to fully cover the annual medical plan deductible. With the PPO Saver HSA medical plan, you can take advantage of a Health Savings Account (HSA) to help pay for out-of-pocket health care expenses or save for future expenses. Sage makes a contribution to your HSA.

### Medical

Blue Cross Blue Shield MA	Preferred Blue PPO	PPO Saver HSA
	In-Network	In-Network
Calendar Year Deductible (Individual/Family)	\$2,000 / \$4,000*	\$2,000 / \$4,000
Calendar Year Out-of-Pocket Maximum (Individual/Family)	\$5,450 / \$10,900*	\$6,450 / \$12,900
Preventive Care	Covered 100%; no deductible	Covered 100%; no deductible
Outpatient Services	\$15 copay after deductible	Covered 100% after deductible
Inpatient Services	Covered 100% after deductible	Covered 100% after deductible
Prescription Drug Retail Pharmacy (up to 30-day supply): Tier 1/Tier 2/Tier 3 Copay	\$15 / \$30 / \$50	Subject to above deductible, then: \$10 / \$25 / \$45
<b>Employee Contributions (per semi-monthly pay period)</b>		
— Employee Only	\$76.00	\$59.18
— Employee + Spouse/Domestic Partner	\$151.99	\$118.35
— Employee + Child(ren)	\$140.60	\$109.48
— Family	\$216.59	\$168.66

\*Sage fully covers the medical deductible through the HRA, which will result in a lower out-of-pocket maximum.

### Dental

Blue Cross Blue Shield MA	Dental Blue	
	In-Network Coverage	
Calendar Year Deductible (Individual/Family)	\$50 / \$150	
Preventive & diagnostic care covered at 100%, no deductible; other basic and major restorative services subject to coinsurance after the plan's deductible has been met (\$2,000 calendar year benefit maximum)		
Orthodontia services covered at 50%, no deductible (\$2,000 lifetime maximum)		
<b>Employee Contributions (per semi-monthly pay period)</b>		
Employee Only	Employee + Spouse/Domestic Partner or Child	Family
\$6.07	\$10.94	\$15.19

### Vision

Vision Service Plan		
WellVision Exam	\$20 copay	
Frames	\$20 copay; frame allowance; discount on amount over allowance	
Lenses	\$20 copay; restrictions apply	
Contact Lenses	\$200 allowance provided when purchasing contacts instead of glasses	
<b>Employee Contributions (per semi-monthly pay period)</b>		
Employee Only	Employee + Spouse/Domestic Partner or Child	Family
\$0.73	\$1.06	\$1.91

# Financial Benefits

## *Savings and Protection When You Need It*

### **Flexible Spending Accounts (FSAs)**

*Savings for health care and dependent care expenses*

Flexible Spending Accounts (FSAs) allow an employee to set aside money on a pre-tax basis through payroll deductions to help pay for certain out-of-pocket health care and/or dependent care expenses. Set aside up to \$3,050 for the Health Care FSA (or Limited Purpose Health Care FSA, if electing the PPO Saver HSA plan) and \$5,000 for the Dependent Care FSA.

### **Life and Accidental Death & Dismemberment Insurance**

*Providing valuable financial protection*

Sage offers company-paid, basic Life and Accidental Death & Dismemberment (AD&D) insurance of two times annual base earnings up to a maximum of \$600,000. Employees then have the option to purchase additional voluntary Life and AD&D protection for themselves, spouse and dependent children.

### **Disability Benefits**

*Providing income replacement when unable to work*

Sage offers company-paid, Short Term Disability (STD) and Long Term Disability (LTD) benefits in the event you become ill or injured and cannot work for a period of time. STD benefits replace 100% of base salary to a maximum of 13 weeks and LTD benefits replace 60% of base salary if disability continues.

### **Retirement Savings**

*Build a nest egg for the future*

Sage offers a 401(k) savings plan to help employees save for retirement. In addition to employee contributions, Sage will make a matching contribution of 50% on the first 6% an employee contributes.

### **Employee Stock Purchase Plan (ESPP)**

*Take stock in the company*

Through the ESPP, employees can contribute and purchase Sage stock at a discount.

## **Voluntary Benefits**

### *Even more great benefits*

- **Identity Theft Protection.** Provides protection in the event personal data has been compromised as well as offer other valuable services.
- **Pet Insurance.** Protects your pets in the event they become suddenly sick or hurt as well as offers a wellness plan to keep them healthy.
- **Auto/Homeowners Insurance.** Get special savings on quality auto and home insurance.

# Time Off

## *Refresh, rejuvenate or care for family*

### **Discretionary Time Off**

At Sage, we foster a work environment built on a culture of trust and responsibility. Employees have the freedom and flexibility to take off the time they need, when needed – to achieve life balance and deliver exceptional results when on the job. **Note:** Case manager employees in Raleigh have paid time off according to years of service.

### **Holidays**

We recognize all the major holidays at Sage in addition to a holiday shutdown between Christmas and the New Year. Our holiday schedule differs slightly for Raleigh to accommodate business needs.

### **Family Medical Care Leave (FMCL)**

Supporting our commitment to family centricity, Sage provides paid leave to attend to the serious health condition of a parent, grandparent, sibling, spouse, domestic partner, child, stepchild or other significant person in an employee's life.

Eligible employees are provided up to four weeks of paid leave at 100% of base salary and eight additional weeks at 50% of base salary with approval.

### **Sage 5@5 Sabbatical**

To support the well-being of our Sageans, we offer the opportunity to pause along the journey at Sage and refresh with 5 weeks paid sabbatical after 5 years of service and every 5 years thereafter. A \$1,000 cash bonus is provided if two or more of the weeks are devoted to an education program or community service.

### **Parental Leave**

Sage recognizes how important it is to spend time with your new child.

Sage provides 12 weeks, 100% paid leave for new mom's and dad's who are welcoming a newly born and/or adopted child.

In addition, birth-giving parents will receive a one-week pre-partum leave and 8 weeks of disability leave, or more if medically required by your doctor.

**Grandparents:** 3 days paid grandparents leave

## **Mental Health Days**

Sage provides two annual company "Mental Health" days to coincide with the Mondays following daylight savings in the fall and spring.

For roles with mission critical work that must be performed on these particular days (e.g., Sage Central and those in the field), alternative days can be taken with appropriate management coordination.

# Other Benefits to Support Your Well-Being

*Programs and resources to help live well*

## **Brain Health**

*Breaking the stigma and supporting mental health*

### **Learn to Live**

Online access to tools, resources and coaches to learn how to better cope with mental health challenges.

### **Brightline**

Provides pediatric mental health care to your dependents between the ages of 3 and 17 who are enrolled in one of our BCBSMA medical plans.

### **Calm App**

A wellness app focused on helping you develop resiliency and mental fitness through meditation, mindfulness and better sleep.

### **Employee Assistance Program**

Sage provides a comprehensive Employee Assistance Program (EAP). The EAP is available to help employees and their family members with real life issues such as mental health, stress, depression/anxiety, substance misuse and more.

### **Family Planning Benefit**

This benefit provides up to \$10,000 lifetime maximum to help offset expenses associated with adoption fees, surrogacy, egg harvesting/freezing and reciprocal IVF.

### **Family Building Support**

With Maven Clinic, employees can access support to help grow their family. Services include support for preconception, IUI/IVG, fertility preservation, adoption and surrogacy, partner track, mental health, pregnancy, postpartum and newborn care, return to work coaching and more.

### **Care@Work**

Sage provides access to a free Care.com membership with exclusive benefits for children, seniors, pets and home care.

### **Wellness Incentives/Benefits**

Sage offers generous savings to help keep you fit such as discounted gym memberships and a 50% reimbursement (\$400 max) for fitness-related expenses.

### **Be Well Account**

Sage will provide you with up to \$1,000 taxable benefit to help with physical, mental and financial wellbeing. You can get reimbursement for wellbeing expenses such as fitness, childcare/eldercare needs, financial planning, Reiki and acupuncture, and more.

# Other Benefits to Support Your Well-Being

## *Programs and resources to help live well*

### **Tuition Reimbursement**

Sage will reimburse up to \$10,000 per calendar year for employees who are interested in pursuing a formal degree.

### **SageFlex: The Office Where You Are**

Sage provides Cambridge employees with company-paid garage parking, or a \$300 green transportation benefit and up to \$200 reimbursement for MBTA commuter rail, T or boat passes. Remote and field employees, including those local to Cambridge & Raleigh not going into the office four or more days/week, will receive a remote office monthly stipend for ongoing remote office expenses. **Note:** Employees going into the Cambridge office less than 4/days week will be able to validate or expense MBTA costs.

### **Technology Benefit**

Employees can expense up to \$1,000 every two years for either a smartphone or tablet as well as other options (e.g., fitness trackers or headphones) that will help them do their job better.

### **Mobile Phone Reimbursement**

Sage reimburses up to \$150 per month for mobile data use for employees who utilize their phone for work.

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## **Great Employee Perks**

### *For the fun of it*

**Gifts for New Parents** including 6 months worth of diapers and wipes, breast pump assistance up to \$350, Grubhub gift card, and Maven Milk for breastfeeding moms that travel for Sage.

**Employee Discount Marketplace** for thousands of deals in numerous categories, including retailers, restaurants, fitness clubs and more.

**Friday Sizzlers** to start the weekend early and enjoy half days on Fridays all year.

**Brain Food Sessions** to learn about a department, new initiative, or hear from a patient advocate.

**Other Great Perks** include free food and beverages in our cafés, regular happy hours to socialize with colleagues, free chair massage, free fitness classes, a SWAG store, discounts for local museums and entertainment, and more.

## **Circles Concierge**

Circles Concierge is a personal assistance program designed to give a helpful hand when managing priorities both in and out of the workplace (e.g., moving and storage referrals, comparing home contractors/landscapers, arranging pet services when out of town, planning special events, and more). Only pay for goods and services that are purchased.