

# Acceleron Pharma Inc. 2020 Benefits Summary

## Health Benefits

### Medical Insurance:



MASSACHUSETTS  
BCBS MA

Blue Care Elect Preferred PPO

Within the extensive PPO network, an office visit copay is \$15

Annual physical and eye examinations for \$0 copay

Hospital Stays and Day Surgery covered in full

### Dental Insurance:



MASSACHUSETTS  
BCBS MA Dental Blue

Preventive Care - Covered at 100%

Basic Care - Covered at 80%

Major Care - Covered at 50%

Orthodontia Care - Covered at 50% (child & adult coverage)

### Vision Insurance:



EyeMed Vision

Lens and contact lenses – Every 12 months

Frames - \$130 allowance, 80% of charge over \$130 – Every 24 months


### Flexible Spending Account (FSA)





Acceleron offers a Section 125 Plan. Employees may annually withhold pre-tax, up to \$2,750 for out-of-pocket medical and dental expenses, as well as \$5,000 for dependent care

Acceleron pays 80% of the monthly premiums for medical, dental and vision insurance. Domestic Partners are also eligible for coverage.

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<h1 style="text-align: center; color: white;">Employee Wellness</h1>	<p><b>On-Site Fitness Facility and Wellness Program</b></p>	<p>Acceleron has an on-site fitness facility available as well as on-site weekly Yoga, Fit-Lab and Pilates classes taught by certified Health coach. Acceleron will reimburse employees up to \$150 annually for those who belong to any fitness center and/or participate in a weight loss program.</p>
	<p><b>Employee Vaccination Program</b></p>	<p>Acceleron offers voluntary annual flu shots to all employees. HBV (Hepatitis B) vaccine for lab workers and Tetanus vaccine for Animal Facility workers or those who have had an incident, as well voluntary travel vaccination {HepA and Tdap} to any employee traveling overseas on business-related matters at no cost to the employee.</p>
<h1 style="text-align: center; color: white;">Financial Benefits</h1>	<p><b>401(k) Retirement Savings Plan &amp; 529e College Savings Plan</b></p> 	<p>Acceleron offers a 401(k)-plan through Fidelity, with a company match. Eligible participants may enter the Plan immediately. A 529e college savings plan allows employees to contribute post-tax dollars for higher education expenses. Withdrawals are free from federal tax.</p>
	<p><b>Employee Stock Purchase Plan (ESPP)</b></p>	<p>Eligible employees have the opportunity to buy Acceleron common stock at a discounted price through payroll deductions. Employees are eligible 90 days after joining the company or the next open window.</p>

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<h1 style="font-size: 2em; margin: 0;">Financial Benefits</h1>	<p><b>Short-Term Disability (STD) &amp; Long-Term Disability</b></p>  <p><b>Life Insurance</b></p> 	<p>Acceleron will provide employees on approved short term disability leave 100% of their salary for up to 13 weeks. Acceleron provides Long Term Disability insurance that replaces 60% of monthly base salary (to a maximum of \$16,000) to employees who are disabled for more than 90 days.</p> <p>Acceleron provides two times your annual salary (to a maximum of \$750,000) in term life insurance. Dependent life insurance is also provided.</p>
<h1 style="font-size: 2em; margin: 0;">Work/Life</h1>	<p><b>Vacation</b></p>	<p>3 weeks of vacation and this increases with tenure</p>
	<p><b>Sick Time</b></p>	<p>Up to 56 hours of time off for personal health or to care for immediate family members</p>
	<p><b>Volunteer</b></p>	<p>Up to 3 days per year at a non-profit organization</p>
	<p><b>Holidays and Year-End Shutdown</b></p>	<p>Acceleron observes 11 official holidays and 2 floating holidays per year. Acceleron also shuts down from December 25<sup>th</sup> through January 1<sup>st</sup>.</p>
	<p><b>Parental Leave</b></p>	<p><b>Primary caregivers</b> are entitled to 12 weeks of paid parental leave. <b>Secondary caregivers</b> are entitled to 4 weeks of paid parental leave.</p>
	<p><b>Telecommuting Policy</b></p>	<p>Acceleron offers flexible work schedules and remote working arrangements up to 2 days per week at the manager's discretion.</p>
	<p><b>Transportation Benefit</b></p>	<p>Free parking and heavily subsidized public transportation benefit</p>



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### Growth & Recognition

**Tuition Reimbursement**

100% of course fees reimbursed up to \$5,250 per year for job-related undergraduate and graduate level courses per calendar year.

**Quarterly Career Days**

Acceleron dedicates 1 day per quarter to career development and organizes events/keynote sessions/workshops with the focus of fostering our employees' growth.