




2018 Benefits Summary



SAGE designed this benefit and wellness package with you and your family in mind. It is meant to assist you in staying healthy, planning for the future, and developing your career. It is one of the many ways SAGE demonstrates our commitment to your health, well-being, and overall satisfaction.

Sage Therapeutics 2018 Benefits Summary



Insurance Programs are available to all employees working 30+ hours per week, effective on your date of hire.

Benefits Plan	Benefit Summary	Cost Per Pay Period	Out-of-Pocket Expenses
<p>Medical Insurance: BCBS MA Preferred Blue PPO</p> <p>Member Services (800) 262-2583</p> <p>Blue Cross Blue Shield MA Website: http://www.bluecrossma.com/visitor/</p> 	<p>A primary care physician is not needed with the PPO Plan. However, your out-of-pocket costs will be lower if you utilize network providers.</p> <p>Member Discounts Include:</p> <ul style="list-style-type: none"> • Gym Membership – up to 3 consecutive months or 10 fitness classes per calendar year • Weight Loss – up to 3 months participation fee 	<p>SAGE pays 80% of premium cost, employee contributes 20%</p> <p>Employee Cost: Employee: \$52.88</p> <p>Employee + Spouse: \$105.76</p> <p>Employee + Child/Children: \$97.83</p> <p>Family: \$150.71</p>	<p>Deductible- \$2,000/\$4,000 (individual/family) that is covered by our HRA</p> <p>PCP Office Visit- \$15 Specialist Office Visit - \$15 Preventive Care - \$0 ER – \$150 per admission after deductible</p> <p>Rx Retail- In-Network: generic / \$15 preferred / \$30 non-preferred / \$50 Out-of-Network: generic / \$30 preferred / \$60 non-preferred / \$100 Rx Mail- In-Network: generic / \$30 preferred / \$60 non-preferred / \$150 Out-of-Network: Not Covered</p> <p>Eye Exams – one visit per 24 months *Most out-of-network care is covered at 80% after the deductible has been met</p>

Sage Therapeutics 2018 Benefits Summary

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<p>Health Reimbursement Account (HRA): HRC Total Solutions</p> <p>Member Services: (603)647-1147 option 1</p> <p>http://hrcts.com/</p> 	<p>The HRA is designed to provide employer funded reimbursement.</p> <p>The company will fund 100% of the Individual Deductible and 100% of the Family deductible annually.</p>	<p>No cost</p>	
<p>Flexible Spending Account (FSA):</p> <p>Member Services: (603) 647-1147 option 1</p> <p>http://fsastore.com/?a_aid=4e4ae7d05a235&a_bid=02c1889a</p> 	<p>An FSA allows you to pay certain Health Care and/or Dependent Care expenses with pre-tax money.</p> <p>FSA qualified medical expenses can be reviewed at the FSA Store.</p>	<p>N/A</p>	<p>Can be used for any qualified medical expenses</p> <p>Flexible Spending Account \$2,650 maximum election</p> <p>Dependent Care Account \$5,000 maximum election</p> <p>Current FSA plan year ends 12/31/18; have until March 15, 2019 to spend balance</p>



Sage Therapeutics 2018 Benefits Summary

<p>Dental Insurance: BCBSMA</p> <p>Member Services (800) 522-1254 or (800) 262-2583</p> <p>http://www.bluecrossma.com/visitor/</p> 	<p>\$1,500 Calendar Year Maximum Benefit per member</p> <p>\$1,500 Orthodontia Lifetime Maximum Benefit</p>	<p>SAGE contributes 80% of premium cost, employee contributes 20%</p> <p>Employee Cost: Employee: \$5.25</p> <p>Employee + Spouse: \$9.46</p> <p>Family: \$13.14</p>	<p>Maximum benefit \$1,500 Preventative- covered 100% Basic Restorative- covered 80% after deductible Major Restorative- covered 50% after deductible</p> <p>Orthodontia- covered at 50% to \$1,500 per lifetime</p> <p>Deductible per plan- \$50 Ind./\$150 Family</p>
<p>Vision Insurance: VSP</p> <p>Member Services (800) 877-7195</p> <p>https://www.vsp.com/</p> 	<p>Coverage is with VSP doctors and affiliate providers</p>	<p>SAGE contributes 80% of premium cost, employee contributes 20%</p> <p>Employee Cost: Employee: \$.73</p> <p>Employee + Spouse: \$1.06</p> <p>Family: \$1.91</p>	<p>Well Vision Exam- \$20 copay, every 12 months</p> <p>Prescription Glasses- \$20 copay, every 12 months Frames – every 24 months</p> <p>Contacts- copay: \$0 up to \$140, every 12 months</p> <p>Extra Savings- 20% off additional glasses/sunglasses, including lens options, from any VSP doctor within 12 months of your last Well Vision exam</p>
<p>Short-term disability:</p> <p>Contact your Representative (800) 351-7500</p> <p>RELIANCE STANDARD</p>	<p>\$50 per week from Reliance Standard</p> <p>In addition, Sage Therapeutics will replace 100% of salary while out on Short Term Disability.</p> <p>No elimination period for disabilities caused by an accident; one week elimination period for disabilities caused by an illness or pregnancy.</p> <p>Max duration 90 days</p>	<p>SAGE Paid Benefit</p> <p>Employee only</p>	


Sage Therapeutics 2018 Benefits Summary

<p>Long-term disability</p> <p>Contact your Representative (800) 351-7500</p> <p>RELIANCE STANDARD</p>	<p>60% of base salary up to \$12,500 per month; if employee elects to pay the tax on the premium, benefit would be tax free income if approved for benefit.</p> <p>Elimination period is the later of 90-days or end of Short-term disability payments.</p>	<p>SAGE Paid Benefit</p> <p>Employee only</p>																																			
<p>Group Life & AD&D</p> <p>Contact your Representative (800) 351-7500</p> <p>RELIANCE STANDARD</p>	<p>Group Life Benefit Amount: 2X annual earnings to a maximum of \$600,000</p> <p>AD&D benefit amount: 2X annual earnings to a maximum of \$600,000</p> <p>Guarantee Issue Amount: \$600,000</p>	<p>SAGE Paid Benefit</p> <p>Employee only</p>																																			
<p>Voluntary Life Insurance</p> <p>Contact your Representative (800) 351-7500</p> <p>RELIANCE STANDARD</p>	<p>Employee: \$10,000 to \$500,000 in \$10,000 increments</p> <p>Spouse: \$10,000 to \$500,000 in \$10,000 increments</p> <p>Dependent Children: 14 days up to 6 months: \$1,000 6 months up to age 20: choice of \$2,500, \$5,000, \$7,500, \$10,000</p> <p>Depending upon amount of election, you may need to complete evidence of insurability to be approved for voluntary life insurance request.</p>	<p>Variable depending upon election.</p>	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2" style="text-align: left;">Emp./Spouse</th> </tr> <tr> <th style="text-align: left;">Age Band</th> <th style="text-align: left;">Rate Per \$10,000</th> </tr> </thead> <tbody> <tr><td>Under 30</td><td>\$0.540</td></tr> <tr><td>30-34</td><td>\$0.550</td></tr> <tr><td>35-39</td><td>\$0.800</td></tr> <tr><td>40-44</td><td>\$1.320</td></tr> <tr><td>45-49</td><td>\$2.240</td></tr> <tr><td>50-54</td><td>\$3.730</td></tr> <tr><td>55-59</td><td>\$6.320</td></tr> <tr><td>60-64</td><td>\$8.440</td></tr> <tr><td>65-69</td><td>\$12.940</td></tr> <tr><td>70+</td><td>\$26.390</td></tr> </tbody> </table> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2" style="text-align: left;">Dependent Children</th> </tr> </thead> <tbody> <tr><td>\$2,500</td><td>\$0.42</td></tr> <tr><td>\$5,000</td><td>\$0.82</td></tr> <tr><td>\$7,500</td><td>\$1.22</td></tr> <tr><td>\$10,000</td><td>\$1.62</td></tr> </tbody> </table>	Emp./Spouse		Age Band	Rate Per \$10,000	Under 30	\$0.540	30-34	\$0.550	35-39	\$0.800	40-44	\$1.320	45-49	\$2.240	50-54	\$3.730	55-59	\$6.320	60-64	\$8.440	65-69	\$12.940	70+	\$26.390	Dependent Children		\$2,500	\$0.42	\$5,000	\$0.82	\$7,500	\$1.22	\$10,000	\$1.62
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<p>401K Savings Plan</p> <p>Contact ADP Information Line (800) 225-5237 or www.mykplan.com / Plan #231778</p> 	<p>Pre-tax retirement savings plan.</p> <p>Contributions are "tax-deferred" - deducted from paychecks before taxes and then taxed when a withdrawal is made from the 401(k) account.</p>	<p>Variable depending upon election.</p> <p>Bi-weekly contribution of gross salary – up to the total IRS contribution limit of \$18,500 (2018) with additional amount of \$6,000 if you are 50 years of age or older</p>	<p>Employer Contributions: Effective 1/1/18, 50% up to 6% of compensation</p> <p>Vesting: 25% per year; 100% after 4 years</p> <p>Distributions: 59 ½ ; termination of employment</p> <p>Loans: 50% the balance of account; minimum \$1,000 – maximum \$50,000</p> <p>Interest Rate: Prime + 1%</p>
<p>Employee Stock Purchase Plan (ESPP):</p>	<p>Provides eligible employees with opportunities to purchase shares of the Company's common stock</p> <ul style="list-style-type: none"> • Offering Periods: January 1st – June 30th and July 1st – December 31st • Eligibility: 30 days of employment (prior to January 1 and July 1), must work 20 or more hours a week • Purchase Price: eighty-five percent (85%) of the Fair Market Value of the Common Stock on the Offering Date or the Exercise Date, whichever is less 		
<p>Tuition Reimbursement:</p>	<p>Sage will reimburse up to \$5,250 per calendar year for employees who are interested in pursuing a formal degree</p> <ul style="list-style-type: none"> • Degree must be related to current role and/or a role that you would like to develop into here at Sage • Have support from your direct manager/functional leader and Human Resources • Enrolled in a formal degree program at an accredited institution 		
<p>Technology Benefit:</p> 	<p>You may expense up to \$1,000 every 2 years</p> <p>Includes technology that will help you do your job better – e.g. smart phones and tablets</p>		

Sage Therapeutics 2018 Benefits Summary

<p>Benefit Hub:</p> <p>https://NAME.benefithub.com</p> <p>Create an account and enter referral code SZGX16</p> 	<p>Employee discount marketplace with thousands of deals in numerous categories:</p> <ul style="list-style-type: none"> - Favorite retailers - Restaurants - Gyms <p>Tickets to sporting events, concerts, movies, theme parks</p>
<p>Discretionary Time off:</p>	<p>Sage believes in fostering a work environment built on a culture of <u>trust and responsibility</u>.</p> <p>We believe employees should have the <u>flexibility to take the time off</u> that they need, when they need it, to achieve balance in their lives and to <u>deliver exceptional results</u> when they are on the job.</p>
<p>Parental Benefits</p>	<p>Time</p> <p>3 Months 100% paid Primary Caregiver leave</p> <ul style="list-style-type: none"> - For those new Mom's or Dad's who are the primary caregiver for the newly born and/or adopted child. <p>4 weeks 100% paid Secondary Caregiver leave</p> <ul style="list-style-type: none"> - For those new Mom's or Dad's who are not the primary caregiver, but need time to assist with the care for the newly born and/or adopted child. <p>Gifts</p> <ul style="list-style-type: none"> - 6 months worth of diapers - TaskRabbit gift card – Have a handyman, gardener, cleaning crew come to finish those projects around your house. You can even hire someone to deliver your groceries or stand in line for those tickets you want to purchase. - Milk Stork partnership – For our breastfeeding moms that travel for Sage; we will pay for you to ship your breastmilk home while on the road.
<p>Wellness Incentives/Benefits:</p>	<p>Discounted membership at Cambridge Athletic Club</p> <p>Reimbursement for fitness-related expenses in the amount of 50% up to \$360 per year</p> <ul style="list-style-type: none"> - Eligible: wellness-oriented expenses such as health club memberships, exercise/aerobics/yoga classes, and home gym equipment (such as treadmills, elliptical machines, free weights, nautilus machines, stationary bikes, etc.)
<p>Parking/Commuter Reimbursement:</p>	<p>Sage offers onsite parking (or nearby parking garage) or reimbursement for MBTA commuter rail, T or boat passes</p>