



2019-2020 Benefits Package

Deciphera is pleased to offer its employees one of the most competitive and comprehensive benefits packages in the industry. We understand that our employees are our greatest asset, and have selected a total rewards package to support the health of you and your families.

Core Benefits: Deciphera contributes 90% towards medical, dental and vision premiums!

Medical Insurance – Blue Cross Blue Shield of MA

- 2 PPO Plan Options:
 - **PPO \$500/\$1,000 Deductible Plan**
Best-in-class plan with copays (no deductible) for office visits, prescriptions, and the Emergency Room.
 - **PPO Saver \$1,500/\$3,000 Deductible Plan (HSA)** Open a Health Savings Account (HSA), and Deciphera will contribute 50% of the deductible into your HSA!
- Both are national plans with in- and out-of-network coverage and do not require you to choose a PCP or to obtain referrals to specialists
- To search for in-network providers, go to <https://myfindadoctor.bluecrossma.com> and select the “PPO or EPO” network dropdown

Dental Insurance – Delta Dental of MA

- \$2,000 calendar year maximum and an orthodontic benefit of 50% up to \$1,500 per lifetime.
- To search for in-network providers, go to www.deltadentalma.com/findadentist and search in the “Premier” network. The “PPO” network is also available, with greater cost discounts but a smaller network of dentists.

Vision Insurance – VSP

- \$10 exam copay every 12 months
- \$180 contacts allowance every year or \$180 frame allowance every other year
- To search for in-network providers, go to www.vsp.com/find-eye-doctors.html and search in the “Choice” network.

Benefits Costs: Semi Monthly Payroll Deductions (24 per year)

	Medical PPO \$500/\$1,000	Medical PPO Saver \$1,500/\$3,000 (HSA)	Dental	Vision
Employee Only	\$37.42	\$32.61	\$2.37	\$0.32
Employee + Spouse	\$74.83	\$65.22	\$4.57	\$0.51
Employee + Child(ren)	\$67.15	\$58.52	\$4.28	\$0.47
Family	\$113.16	\$98.62	\$8.89	\$0.84

Additional Benefits

Life and Disability Insurance – Sun Life

100% employer paid

- Group Life AD&D = 2x base salary up to \$750,000
- Short Term Disability = 100% of salary with no maximum
- Long Term Disability = 60% of salary up to \$15,000 monthly (employee taxed on the premium)

Flexible Spending Accounts – HealthEquity

Deduct money from your pay on a pre-tax basis

- Health Care Spending Account (FSA) = Up to \$2,750 annually (not available if you also enroll in HSA)
- Dependent Care Spending Account (DCA) = Up to \$5,000 annually per family

401(k) Plan – T. Rowe Price

- Traditional and Roth options, always 100% vested!
- Employer match of 100% up to the first 3% contributed, then 50% of the next 2% contributed
- Reminder: You can change your contribution at any time throughout the year

KGA EAP

- Our EAP partner, KGA, offers confidential consultations, counseling and referrals at no cost to you and your adult household members.

Healthy Actions

- Get rewarded for your Healthy Actions through Blue Cross Blue Shield. This benefit is only for employees enrolled in the medical plan.
- Start by going to www.healthy-actions.com and clicking “First time? Register.”
- Enter demographic information (BCBS member ID is your 9 digit ID number followed by 00).
- Take the health assessment and save the pre-populated Clinician Health Review Form.
- Ask your doctor to complete the Form
 - Receive a clean bill of health and receive a \$300 Visa card.
 - If it is deemed you need to improve your health you will receive an initial \$100 Visa card, then you can work with your doctor to set health goals, and get the remaining \$200 when you achieve them!

GeoBlue

- GeoBlue coverage extends to employees who travel outside their home country for work-related trips.
- Coverage includes concierge services like translation assistance, hospital referrals, and emergency medical assistance, in addition to coverage for medical services.
- Benefit also extends to any personal trips that are directly tied to a business trip.

Cell Phone Reimbursement

- \$100 (gross) per month stipend to assist with cell phone expenses
- Paid automatically via Payroll – no receipts or approval required

Time Off

- Non-Accrual PTO
- \$500 Summer Vacation Bonus
- 4th of July week Summer Shutdown
- Winter Shutdown between Christmas Eve and New Year’s Day

Paid Leaves

- 12 – 14 weeks of paid maternity leave, based on type of delivery
- 6 weeks of paid paternity leave
- 6 weeks of paid adoption leave

Other Perks

- Rewards and Recognition Program
- Employee Referral Program
- Monthly Happy Hours
- Munch and Learns
- LOTS of free snacks and drinks
- Verizon & AT&T Mobile Discounts

This summary highlights key features of the company benefits. Complete plan Documents are Available Online, or contact HR.