

Caring for Your Changing Life: Qualifying Life Events



Reminder:

Qualifying life events require proof of event documentation. Contact benefits@karyopharm for more information.

You have 30 days from your qualifying event date to report your event to benefits@karyopharm.com.

- **New Hires:** You are given the opportunity to elect your benefits within 30 days after your date of hire. Most benefits coverage begins on your date of hire; however, Vision coverage begins the first of the month following your date of hire. Coverage is effective through December 31st unless you have a qualifying life event.
- **Annual Enrollment:** Held in November, this is your once per year opportunity to select or update the employee health benefits that matter to you and your family. Your elections coverage is effective January 1st through December 31st unless you have a qualifying life event. You will enroll in benefits through Sage People.
- **Qualifying Life Events:** If you experience a qualifying life event such as marriage, divorce, birth, adoption, and any change in benefits eligibility elsewhere for you and your dependents (such as a change in your dependents' employment status or dependents who have reached age 26), you have the opportunity to change your benefit elections. It is your responsibility to report your event to the Benefits Department within 30 days of the date of your event and make benefit changes related to that event on Sage People. Proof of life event documentation will be required. Your elections coverage is effective on the date of your event through December 31st unless you report another qualifying event.
- **Terminated Employees:** When you terminate your employment, your medical, dental and vision coverage ends at the end of the month in which you terminate. You will then be offered continued coverage through COBRA. Your life insurance coverage ends on the date of termination. Contact benefits@Karyopharm.com for information about applying for personal direct billed life insurance.

Caring for You and Your Family: Dependents and Beneficiaries

Who's eligible: Karyopharm's regular employees scheduled to work 30 hours or more per week are eligible for benefits

Your Eligible Dependents: If you are eligible for benefits, the following dependents are eligible to participate in your benefits:

- your spouse
- your children up to age 26
- your domestic partner*
- your domestic partner's children

You will need to add your eligible dependents to Sage People for coverage.

Beneficiaries: Make sure you add your beneficiaries to your life insurance coverage when you enroll in benefits. Enter your beneficiaries for your 401(k) plan online with Fidelity.

* Contact benefits@Karyopharm.com to fill out a domestic partner affidavit when you want to cover your domestic partner on your benefits.



KPTI understands that caring for you, our employee is not enough. Caring for your families is also essential to give you peace of mind and allow for you to maintain a happy, healthy, and productive work life.



To help protect your family from the financial burden of death or sudden injury and plan for your family's security, KPTI provides you with life and accidental death and dismemberment (AD&D) insurance at no cost to you.

Providing for Your Family: Life Insurance Coverage

BASIC LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)

Basic Life Insurance covers you for 2x your base annual salary up to \$500,000 in the event of your untimely death.

Note: *The IRS requires Karyopharm to tax the amount of basic life coverage greater than \$50,000. You will see a notation on your paycheck as well as on your W2 at the end of the year.*

Basic AD&D Insurance covers you for 2x your base annual salary up to \$500,000 in the event of your untimely death from an accidental injury. AD&D also pays a benefit if you are severely injured and suffer a loss, such as the loss of a limb or eyesight.

Note that if in the event of accidental death both Basic Life and AD&D will be applicable.

Providing for Your Family: Life Insurance Coverage

VOLUNTARY LIFE & ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)

Voluntary Employee Life Insurance: You can elect additional benefit amounts in \$10,000 increments up to the lesser of 5 x your Base Annual Earnings to a maximum of \$500,000. As a newly eligible employee you can elect up to \$150,000. This amount is called Guarantee-Issue (GI). Any election over the GI amount, or *any future increased election*, will require approval from our vendor through an online health questionnaire. Once the vendor has approved the additional amount, we will add it to your benefits coverage.

Voluntary Spouse life insurance: You can elect to cover your spouse or domestic partner in \$5,000 increments up to the lesser of 100% of the Employee election or \$500,000. During enrollment you can elect up to \$25,000 as a newly eligible employee. This amount is called Guarantee-Issue (GI). Any election over the GI amount, or any future increased election, will require approval from our vendor through an online health questionnaire. Once the vendor has approved the additional amount, we will add it to your benefits coverage.

Voluntary Child(ren) life insurance: You can elect to cover your dependent children up to age 26 in \$2,000 increments up to the lesser of 100% of the Employee election or \$10,000. All dependent children are covered under one elected amount.

Voluntary Employee AD&D Insurance: You can elect additional benefit amounts in \$10,000 increments up to the lesser of 5 x your Base Annual Earnings to a maximum of \$500,000.

Voluntary Spouse AD&D insurance: You can elect to cover your spouse or domestic partner in \$5,000 increments up to the lesser of 100% of the Employee election or \$500,000.

Voluntary Child(ren) AD&D insurance: You can elect to cover your dependent children up to age 26 in \$2,000 increments up to the lesser of 100% of the Employee election or \$10,000. All dependent children are covered under one elected amount.



In order to ensure you have the appropriate level of insurance available, additional life and AD&D insurance is available to meet the needs of you and your family.



Providing Income Protection: Disability Coverage

KPTI provides parental leave for employees to care for a child after birth or adoption.



KPTI's disability insurance plan provides a stable income source to carry you and your family through your temporary disability. In the event of a non work related accident or any non work related debilitating event, a portion of your salary will be continued for a period of time.

SHORT-TERM DISABILITY

After an elimination period of 7 calendar days, STD benefits will begin. STD coverage provides you with 60% of your Base Weekly Earnings for the length of your recovery up to 12 weeks.

LONG-TERM DISABILITY

If your disability lasts longer than 12 weeks or 90 days, you may be eligible for Long Term disability. LTD provides you with 60% of your Base Monthly Earnings up to a maximum benefit of \$13,000 per month. Benefits continue while you are disabled up to age 65 or longer if the disability occurs after age 65.

PARENTAL LEAVE

Primary Caregiver: After six months of regular full-time employment, you will be eligible to receive up to ten (10) weeks of paid *Parental* leave for the purpose of caring for a newborn, adopting a child eighteen (18) years or younger, or adopting a mentally or physically disabled child age twenty-three (23) or younger, provided that you will be the primary caregiver of the child.

Secondary Caregiver: After six months of regular full-time employment, you will be eligible to receive up to two (2) weeks of paid *Parental* secondary caregiver leave for the purpose of caring for a newborn, adopting a child eighteen (18) years or younger, or adopting a mentally or physically disabled child age twenty-three (23) or younger.

LEAVE OF ABSENCE

You must apply for STD or LTD coverage as well as any state or government related benefits for which you may qualify including FMLA. Please contact benefits@Karyopharm.com should you need to take a leave of absence.

Caring for Life: Valuable Additional Benefits

TUITION ASSISTANCE PROGRAM

After 6 months of employment, Karyopharm will provide tuition assistance, where appropriate, to invest in the professional development of employees enrolled in job related undergraduate or graduate degree programs.

Karyopharm will reimburse up to \$5000 each calendar year! Two payments will be made to the employee for the requested amount. Fifty percent will be paid at the start of a course and 50% upon completion of the course. You can find the Tuition Assistance form and more program details on our KaryoNet.

Please email khart@karyopharm.com for any additional questions.

EMPLOYEE REFERRAL BONUS

The best employees come from current employees, therefore, Karyopharm offers an employee referral bonus to employees that introduce candidates, who become employees. The following outlines the program.

- \$2,500 for standard roles, paid \$500 in first paycheck after new hire start date. Remainder paid after 3-month anniversary date of the newly hired employee
- Not Eligible: HR, VP level and above, if in department of hiring manager, or filling role in own reporting line

CARE.COM

Care.com can help you manage all of your family care needs! Karyopharm pays for your Premium-Care.com membership – unlimited access to the world's largest network of caregivers to find care for children, adults, pets, housekeeping, and more! You can easily browse local caregivers, post jobs describing your exact care needs, set up interviews and access background check options.

Care.com accepts your payment through the website for care giver fees. You can access this special network at karyopharm.care.com and select "Let's Get Started" or call 855.781.1303 or email careteam@care.com for assistance.



**Education is the passport
to the future, for
tomorrow belongs to those
who prepare for it today.**

