

Ironwood Benefits for Employee-Owners



Health Benefits	
Medical	Health Maintenance Organization (HMO)** or Preferred Provider Organization (PPO) plans available. Ironwood is committed to paying the majority of the premium. Plans available for employee, spouse or domestic partner, and children.
Dental	Plans available for employee, spouse or domestic partner, and children.
Vision	Plans available for employee, spouse or domestic partner, and children.
Health Advocate	Personal Health Advocate, typically a registered nurse, supported by medical directors and benefits and claims specialists.
Fitness	Company provides monthly taxable stipend to subsidize any fitness or health-related activity employee chooses to pursue.
Wellness	Company provided fitness center, classes such as Pilates and yoga; showers on-site. *
Preventative Health	On-site flu shots, blood pressure screenings, chair massages. *

Financial Benefits	
Equity Awards	All employees receive Ironwood stock options and restricted stock units (RSUs).
Employee Stock Purchase Plan (ESPP)	The ESPP provides employees with an opportunity to purchase Ironwood stock at a discounted price through convenient payroll deductions.
401(k) Savings	Ironwood matches a percentage of each employee's 401(k) contribution.
Life and AD&D Insurance	Provides benefits in the event of death or debilitating accidents; supplemental coverage for spouses, domestic partners, or children is available for purchase.
Disability Insurance	Ironwood provides income protection for employees who are disabled and unable to work, with both short and long-term disability programs.
Flexible Spending Accounts	Set aside pre-tax salary to cover costs associated with eligible healthcare and childcare costs.
Health Savings Account	Eligible employees may choose to enroll in a Health Savings Account and set aside pre-tax salary to cover eligible healthcare costs. Ironwood will also contribute to HSAs.

Work-Life Balance Benefits	
Vacation	15 days per year prorated based on date of hire, increasing to 17 days per year after 3 years of service, and 20 days after 5 years.
Holidays	13 paid holidays (includes Company holidays and floating holidays, prorated based on date of hire). A holiday shutdown is also observed from December 25 – January 1 each year.
Commuting	Company provides taxable monthly travel stipend to eligible employees. Parking and T-passes are available to on-site employees, paid through payroll deductions. *
Tuition Reimbursement	Employees are eligible after 6 months of employment to be reimbursed for a portion of career or job related tuition expenses.
Leave of Absence	Includes parental, military, bereavement, and jury duty. Paid leave of absence depending on the need.
Employee Assistance Program	Free and confidential resource available for work/life questions and concerns.

This outline provides a brief summary of Ironwood's benefits, and is for informational purposes only. It's not intended to imply a contract or guarantee of employment. If there's a discrepancy between the information in this outline and the plan documents, the documents will rule. Ironwood reserves the right to change the programs at any time.

*Benefits available to on-site or **New England based employees only.