

introduction

Alkermes Benefits Program
A Guide for New Employees 2006



Your Workplace Resource

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Welcome to Alkermes!

As you know, Alkermes' goal is to develop products based on our sophisticated drug delivery technology to enhance therapeutic outcomes for patients. But our focus isn't limited to patients, it also applies to our employees.

We want to help our employees to live better, healthier lives. This is encouraged through our Alkermes Benefits Program—a comprehensive, generous plan of benefits with a sharp focus on wellness, flexibility and savings.

The Alkermes Benefits Program delivers well beyond the essentials. Our Program provides excellent health care options, a large dental network and vision care coverage.

Concerned About Privacy?

We are too. The Health Insurance Portability and Accountability Act of 1996 (HIPAA) established a set of basic consumer protections to limit use and disclosure of personally identifiable information to protect your health information. At Alkermes, we are committed to keeping your personal health care information protected.

Your share of the cost for these benefits is far below the national average—with Alkermes paying 90% to 95% of costs for health insurance. Plus, you can pay your premiums with pre-tax dollars, helping you retain the most from your paycheck.

Other savings vehicles in the Alkermes Benefits Program include a flexible spending account, which allows you to set aside pre-tax dollars for eligible health care and childcare expenses, and a 401(k) plan with a company match to help you save for retirement.

In addition, you've got income protection in case of an illness or accident. The Program offers life insurance, accidental death and dismemberment insurance, short-term and long-term disability coverage so that your focus can remain on getting well.

About this Guide

This guide contains a brief overview of the Alkermes Benefit Program and associated costs so that you can make informed decisions when you enroll for coverage. For more detailed information, refer to your Employee Benefits Guide, benefit vendor-provided information, or contact HR—Your Workplace Resource.

Choose Wisely!

Your new benefit elections will remain in effect for all of 2006 unless you experience a "qualifying event" such as the birth of a child, marriage or divorce, or loss of coverage through another plan. You can find more information about qualifying events in your Employee Benefits Guide.

Who's Eligible?

Medical and Dental

You're eligible for medical and dental coverage under the Alkermes Benefits Program as of your first day of employment if you work at least 30 hours per week. You may also elect to cover your legal spouse and children to age 19 (age 25 if they are full-time students).

For the 2006 plan year, Alkermes will offer medical and dental insurance coverage options for the following categories:

- Employee Only
- Employee + Child(ren)
- Employee + Spouse
- Family

Other Benefits

If you work at least 20 hours per week, you're eligible for the following benefits:

- vision coverage
- life insurance
- accidental death and dismemberment insurance
- short-term and long-term disability insurance
- flexible spending accounts
- 401(k) retirement savings plan