Commuter Plan

Commuter Plans allow eligible employees to use pre-tax dollars to pay for qualified commuting expenses under Internal Revenue Code (IRC) Section 132(f). Two account options are available: Transit and Parking, and employees may enroll in either or both.

By contributing through pre-tax payroll deductions, you can reduce your taxable income while setting aside funds for eligible commuting expenses.

The information provided in this document is intended as a high-level overview and does not contain all details, thus it's important for you to review the commuter plan information found on the Commuter Plan page of **Acadia's benefit site** and/or contact our Commuter Savings Account vendor, Igoe, at (800) 633-8818 with any questions.

Eligible Transit Expenses

Qualified transit expenses incurred for travel between an employee's residence and workplace, including:

- Bus
- Train
- Subway
- Ferry
- Vanpool
- Other qualifying public transportation services

Eligible Parking Expenses

- Parking expenses incurred at or near the employee's workplace; or
- At a location from which the employee commutes using mass transit, a commuter highway vehicle, or a carpool arrangement.

Ineligible Expenses

- Fuel or mileage costs
- Tolls
- Ride-sharing services that do not qualify as mass transit
- Parking at or near an employee's residence
- Personal travel expenses
- Enrollment and Contributions

Eligible employees may enroll in commuter savings accounts at time of hire, during the annual open enrollment period, or due to an applicable qualifying life event. Coverage will generally become effective on the first day of the month following enrollment.

Employees may add, change, or discontinue commuter savings account contribution deferrals on a monthly basis. Contribution changes submitted via Workday between the 1st and 15th of the month will generally become effective on the first day of the following month. Changes submitted after the 15th of the month will generally become effective on the first day of the second month following the request.

Unused transit and parking balances may be carried forward from month to month, subject to applicable plan provisions and IRS regulations.

Employees may transfer funds between transit and parking accounts if:

- The amount being transferred is equal to or less than the IRS monthly maximum amount for the applicable plan year (the IRS does not permit transfers in excess of the month maximum contribution limit)
    - In 2027, the IRS maximum contribution limit for either type of commuter account is $350.00
- The transfer does not cause either savings account to exceed the applicable IRS monthly limit

Reimbursement of Expenses

- Claims for eligible expenses must be submitted within 180 days of the date of service, subject to the plan year run out deadline.
- Reimbursement is limited to the amount available in the applicable commuter account at the time the claim is processed
- Upon termination of employment, participants have 60 days to submit claims for eligible expenses incurred on or prior to their separation date.

Important Information

All the terms and conditions of Acadia benefits plans or programs are subject to applicable laws, regulations, and policies. In case of a discrepancy between Acadia's benefit plan documents and the information contained in this information sheet, the plan documents will always govern.

Acadia Pharmaceuticals reserves the right to amend, modify, or terminate commuter savings accounts at any time, subject to applicable law.