



MASSACHUSETTS
GENERAL HOSPITAL



HARVARD
MEDICAL SCHOOL

Richard N. Pierson III, MD
Scientific Director
Center for Transplantation Sciences

*Professor of Surgery, Harvard Medical School
W. Gerald and Patricia Austen Chair in
Cardiac Surgery, Massachusetts General Hospital*

September 19, 2023

Dr. Sho Takemoto
307-2-27-11 Hakomatsu
Higashi-Ku
Fukuoka, JAPAN 812-0061

RE: Research Fellowship Offer Letter

Dear Dr. Takemoto,

Thank you for your interest in joining our laboratory and the research communities at the Massachusetts General Hospital (“MGH”) and Harvard Medical School (“HMS”). I hope our recent conversation and written communications have given you a sense of the remarkable opportunities for research and collaboration at the MGH. Based on your promising clinical and research career to date, and based on our shared research interests, I am pleased to offer you the position of Research Fellow in the MGH Center for Transplantation Sciences, beginning on a date to be mutually agreed, after December 1, 2023, and with an expected start no later than on January 2, 2024.

As we have previously discussed, the main topic of your research will be to participate in *in vivo* studies of heart xenotransplantation and heart allotransplant tolerance, *ex vivo* and *in vivo* studies of lung xenograft rejection, and *ex vivo* studies of heart and lung ischemia reperfusion injury. Your responsibilities will include designing and performing experiments; preparing IACUC protocols; analyzing and presenting data; organizing a biobank with animals’ samples; applying for research grants; mentoring laboratory technical staff members and students; preparing manuscripts for publication; and presenting data in scientific meetings. You will report to me on a regular basis to discuss the advancement of your project. It is expected that you will show motivation and rigor in your work as a post-doctoral investigator in our center.

Your employment will commence with an initial salary of \$78,741 per year from MGH. Your salary will be supported for a period of 12 months, starting from your date of hire. This period may be extended for 1 to 4 additional years, provided both parties desire to extend your fellowship and that funding permits such an extension. It is my understanding that you will make every effort during this initial period to generate the results required for such an extension. Please be aware that your employment beyond 12 months is contingent upon adequate funding from research grants or other outside sources to fully support your salary and benefits. Because you may transition to a clinical training position in the Division of Cardiac Surgery at MGH 12 to 18 months after your arrival, MGH will apply for a J-category visa for you that anticipates your future clinical activity. Acceptance for clinical training at MGH assumes that you will successfully apply for medical licensure as a trainee in Massachusetts, and qualify for credentialing as a

clinical fellow at MGH. (Completion of your Massachusetts medical licensure process is not a prerequisite for you to begin your research fellowship under my supervision in December, 2023 or January, 2024.)

Your research position is supported in whole or in part by federal funding (e.g., NIH, DOD), Industry, or outside foundation grants. Due to the Covid-19 pandemic and its effect on institutional resources and finances, your employment at MGH is expressly contingent on (1) the institution having the resources (e.g., space, personnel and equipment) to facilitate your research, (2) the availability of this funding, which must be current and in good standing, and (3) research is actively occurring at the time you start. If any one of these factors is not in effect, your employment will not commence or it will terminate, contemporaneous with the loss of funding or institutional resources. If your employment terminates, you will not be eligible for severance or any type of continuation pay, notwithstanding any policy to the contrary. Your engagement in this position also is subject to approval by the hospital leadership (Senior Vice President for Research or Chief Academic Officer) at MGH, and research leadership at Partners HealthCare.

You will be eligible for certain employee benefits, including a monthly Benefits Credit to help defray the costs of purchasing healthcare coverage. The MGH offers a comprehensive benefits program to choose from including a broad spectrum of medical insurance plans, a prescription drug plan, two dental insurance plans, a vision care plan, a pre-tax flexible spending account, long-term disability insurance, life insurance, accidental death and dismemberment insurance plans, a tax-sheltered annuity program, and long-term care coverage. The MGH also offers a fitness benefit to employees to join the MGH/Charles River Park Fitness Center at a discounted membership rate. To obtain further details about these benefits, you should contact the Professional Staff Benefits Office at 617-726-9267. Please be aware that your employment is contingent upon adequate funding from research grants or other outside sources to fully support your salary and benefits.

In acknowledgement of the need for a beneficial work-life balance, Research Fellows at the MGH are entitled to 15 working days of paid time off per year to be used annually for vacation or sick time. Research Fellows are encouraged to make use of vacation time annually as any unused time does not carry over beyond the appointment year in which it was accrued, or to subsequent reappointments to the Professional Staff, nor does it pay out upon termination of employment with the MGH.

I will recommend you for appointment to the Non-Clinical Professional Staff at the MGH as a Research Fellow. ***This offer of employment and agreement are subject to your satisfactory completion of the MGH/MGPO credentialing process and final appointment to the MGH/MGPO Professional Staff by the Trustees of the Hospital, as well as satisfactory completion of all MGH/MGPO pre-employment requirements, including drug screening.***

As you may already be aware from our previous discussions, the Research Fellow appointment is intended to be a training position at the MGH and to provide valuable experience to support and facilitate the transition towards an academic career or another professional path. Therefore, consistent with MGH policy, your appointment as a Research Fellow may not exceed five years from the date of your initial employment. By then, it is expected that you will move into another position, either at the MGH or elsewhere. Research Fellow appointments are reviewed and processed annually by the Department of Surgery. The Department of Surgery may also propose that you be appointed as a Research Fellow at the Harvard Medical School, however, final approval of this appointment rests with HMS.

The MGH Guidelines for Research Fellows provide details on your rights and responsibilities as an MGH postdoctoral fellow; a copy of this policy is available on-line. In addition, as an employee of the MGH, you will be subject to all applicable policies of the Hospital, including the Professional Staff Bylaws of the MGH and the Partners HealthCare System Research Integrity Policy, both of which are available on-line.

This arrangement may be terminated without cause by either you or the MGH. Research Fellows are expected to provide at least thirty (30) days prior written notice should they decide to terminate the appointment. Consistent with HMS policy, faculty mentors wishing to terminate the arrangement are generally expected to provide ninety (90) days prior written notice. Either party also may terminate this arrangement for cause at any time.

Please sign this letter below, indicating that you agree to the terms of this employment as outlined above, retain a copy for your records, and return one copy to the attention of Sarah Elishe Burke, Massachusetts General Hospital, 55 Fruit Street, Thier 815, Boston, MA 02114.

Please excuse some of the formal legal language in this official offer letter, which we are asked to use based on a template. Specifically, please do not interpret any of the 'contingency language' as a reflection that we have any concerns about your candidacy for this position, or regarding your future career trajectory. I am delighted at the prospect of your joining us here at the MGH, and we look forward to welcoming you to our research team by early next year!

Sincerely,



9/19/23

Richard Norris Pierson III, MD
(Principal Investigator)

Date



9/20/23

Sho Takemoto, MD
(Research Fellow)

Date