

Health Benefits	
Medical	Multiple plan options available including HMO, PPO, and high-deductible plans to meet the varying needs of our employees. Cyclerion is committed to paying the majority of plan premiums. Plans available for employee, spouse or domestic partner, and children.
Dental	Comprehensive coverage available for employee, spouse or domestic partner, and children.
Vision	Comprehensive coverage 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. Assistance for various coverage and claims issues.
Wellness	Cyclerion is committed to employee wellbeing and offers a variety of wellness programs.
Financial Benefits	
Equity Awards	Employees are eligible for Cyclerion stock options.
401(k) Savings	Cyclerion matches a percentage of each employee's 401(k) contribution.
Life and AD&D Insurance	Company-paid benefit. Provides benefits in the event of death or debilitating accidents; supplemental coverage for employees, spouse or domestic partner, and/or children is available for purchase.
Disability Insurance	Cyclerion provides income protection for employees who are disabled and unable to work, with generous company-paid programs for both short and long-term disability.
Flexible Spending Accounts	Cyclerion FSA plans allow employees to set aside pre-tax salary contributions to cover costs associated with eligible healthcare and childcare expenses.
Health Savings Account	Eligible employees participating in a high deductible health plan may enroll in a Health Savings Account and set aside pre-tax salary to cover eligible healthcare costs. Cyclerion also contributes to employee Health Savings Accounts.
MetLaw	Voluntary legal benefit that provides comprehensive legal support.
Identity Protection	Voluntary identity protection benefit that helps you look after your online credit activity, from financial transactions to what you share on social media and offers support in the event your personal information is compromised.
Work-Life Balance Benefits	
Paid Time Off	Discretionary (unlimited) paid time off policy provides ease and flexibility to employees.
Holidays	10 paid holidays. A paid holiday shutdown is also observed from December 25 – December 31 each year.
Tuition Reimbursement	Generous tuition reimbursement program for certain career or job-related tuition expenses. Employees are eligible to participate after 6 months of employment.
Leave of Absence	Paid and unpaid leave programs include maternity, bonding, adoption, military, family leave, bereavement, and jury duty.
Remote Working	Monthly payroll subsidy to help offset the costs related to working remotely.
Employee Assistance Program	Free and confidential resource available to employees and their family members for work/life questions and concerns.

This outline provides a brief summary of Cyclerion'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. Cyclerion reserves the right to change the programs at any time.