

Cyclerion Benefits



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.
Fitness	Company provides monthly taxable stipend to subsidize any fitness or health-related activities employees choose to pursue.
Wellness	Cyclerion is committed to employee wellbeing and offers a variety of wellness programs. An on-site fitness center with showers and locker rooms is available as well as lunch delivery programs with healthy meal options.
Preventative Health	On-site flu shots, blood pressure screenings, dental and vision exams, chair massages.
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, spouses, domestic partners, 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 HDHP may enroll in a Health Savings Account and set aside pre-tax salary to cover eligible healthcare costs. Cyclerion contributes to HSAs.
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 to December 31 each year.
Commuting	Company provides taxable monthly transit stipend to employees. Parking and T-passes are available to purchase, and conveniently paid for through pre-tax payroll deductions.
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	Includes maternity, parental, adoption, military, bereavement, and jury duty. Paid leave of absence depending on the need.
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.