



Momenta Pharmaceuticals 2020 Benefits Summary

This is a summary of benefits in place as of November 2019. In the event of conflict between this summary and the official company plan documents and policies, the office plan documents and policies govern. Momenta reserves the right to modify or terminate benefits at any time.

Healthcare

Medical

Momenta offers both PPO and HMO medical plans to employees through Blue Cross Blue Shield of Massachusetts. Employees have the option to elect from three premium tiers: Employee Only, Employee + 1 and Employee + Family. Plan highlights include low deductibles, domestic partner coverage, and 100% coverage for preventative services.

Dental

Momenta offers one extensive Dental plan through Blue Cross Blue Shield of Massachusetts. Employees have the option to elect from three premium tiers: Employee Only, Employee + 1 and Employee + Family. Program features include Domestic Partner coverage, orthodontia coverage, and 100% covered Diagnostic and Preventative care.

Vision

Momenta extends the option of two vision plans through VSP to employees. Each plan offers annual eye exams and extensive lenses/frames and contact lenses coverage.

Life/Disability

Momenta provides employer-paid insurance through Reliance Standard:

- Life Insurance and Accidental Death & Dismemberment
- Short Term Disability
- Long Term Disability
- Supplemental Life Insurance

Flexible Spending Account

Employees have the option to elect into a Flexible Spending Account (FSA) through Benefit Strategies, where pre-tax dollars can be deducted into an account exclusively for medical or dependent care expenses.

Wellness Program

Momenta places an emphasis on employee health through our robust wellness program. Activities include seminars on a variety of mental, physical and financial wellness topics, as well as fitness classes and healthy food available onsite.

Work/Life

Commuting Benefit

Momenta covers the full cost of either a monthly parking pass in the company's onsite parking garage or a monthly MBTA pass. In addition, Momenta employees have free access to the EZ-Ride shuttle from North Station to Kendall Square.

Onsite Fitness Center & Health Club Subsidized Program

Employees have access to an onsite fitness center at Momenta's Cambridge office, as well as discounted membership rates to participating athletic clubs.

Education Assistance Program

Employees are eligible to receive reimbursement for educational pursuits up to \$5,250 per calendar year for eligible courses.

Insurance Discounts

Momenta partners with Columbia Insurance Agency to offer group discounts on Auto, Homeowner/Tenants or Pet insurance.

Subsidized Tickets Program

Momenta is proud to partner with local movie theaters and museums to offer a discounted ticket program to employees.

Employee Assistance Program

Kathleen Greer Associates offers 24-hour, unlimited confidential counseling to employees and immediate family members on issues ranging from legal to financial problems to personal counselors.

Flexible Hours/Work from Home

Momenta provides flexibility to its employees to adjust their schedule and to work from home in moderation with prior approval

Saving Plans

401(k) Plan

Momenta offers a 401(k) plan through Fidelity Investments, and a match of up to 50% of the first 6% of employee contributions. All contributions are vested immediately.

Stock Plan

Momenta employees are eligible to receive new hire and annual stock awards vesting quarterly over four years. Additionally, employees are eligible to participate in a stock purchase plan twice a year at a discounted rate.

Paid Time Off

Momenta is proud to offer a robust paid time off program

- Three weeks of vacation time each calendar year, with the opportunity to accrue four weeks upon the employee's 5th anniversary with the company.
- Ability to rollover unused days into the following year
- Five personal days each calendar year
- Unlimited sick days
- Summer Hours every Friday from Memorial Day to Labor Day
- Eight paid holidays and Christmas Week Shutdown
- Paid parental leaves

Holiday Schedule

- New Year's Day
- Martin Luther King, Jr. Day
- Presidents' Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Week

