



Cytokinetics provides an extensive and thorough set of benefits for our employees to support a healthy lifestyle, a good work-life balance and financial security.

TIME FOR HEALTH

Medical

Cytokinetics provides one Preferred Provider Option (PPO) and two Health Maintenance Organizations (HMO) from which to choose. Coverage is effective on your employment start date.

Dental

Cytokinetics offers one Preferred Provider Option (PPO) and one Dental Maintenance Organization (DMO).

Vision

Cytokinetics offers comprehensive vision insurance, including annual check-ups and glasses / contacts benefit coverage. Coverage is effective on your employment start date.

Employee Assistance Program

Cytokinetics offers an Employee Assistance Program (EAP), which provides an array of services at no cost. These include: Confidential short-term counseling, parenting and childcare resources, legal consultations, financial counseling, older adult services, career management and online education.

Life & Accidental Death and Dismemberment

Cytokinetics pays 100% of the premium for Life and AD & D insurance at the rate of two times your annual salary. Voluntary (i.e. supplemental) life insurance is also available. Coverage is effective on your employment start date.

Short Term Disability Insurance

Cytokinetics provides short-term disability insurance, providing income replacement for up to 12 weeks in the event of a short-term disability.

Long Term Disability Insurance

Cytokinetics provides continuing income for long-term disabilities.

Business Travel Accident Insurance

Cytokinetics pays 100% of the premium for Business Travel Accident Insurance (BTA) to all employees who travel on company business. Coverage is effective on your employment start date.

TIME FOR YOU

Holidays

Cytokinetics observes nine holidays per calendar year. The holidays include New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, plus one company designated floating holiday.



Paid Time Off

Cytokinetics provides employees with paid time off (PTO) for vacations, illnesses, and personal business. PTO is earned on a monthly basis and accrued according to the employee's length of service with the company.

TIME TO SAVE

401(k) Plan

The 401(k) plan offers employees a long-term investment program with a wide range of investment options. Cytokinetics also offers a discretionary match of 50% of up to 6% of contributions up to the IRS stipulated maximum compensation limits (IRC section 401(a)(17)).

Health Care Reimbursement Account

Employees may set aside pre-tax dollars for eligible expenses.

Dependent Care Reimbursement Account

Employees may set aside pre-tax dollars for eligible expenses.

Transportation Reimbursement Account

Employees may set aside pre-tax dollars for eligible expenses.

Credit Union

Cytokinetics is associated with a two credit unions which provide financial services at preferred rates.

OTHER BENEFITS

Concierge Service

A third party company provides dry cleaning service, film developing, shoe and purse repair, tailored alterations and eyeglass repair.

Educational Assistance

Cytokinetics is committed to helping employees achieve their full potential by furthering their education. We offer employees reimbursement for coursework in accredited schools that is directly related to the employee's present job or another position at Cytokinetics.

Employee Referral Program

Cytokinetics offers a cash bonus when you refer a new employee.

Working Out

Cytokinetics encourages its employees to lead a healthy lifestyle. We offer all employees reimbursement up to \$500 annually for membership at an athletic club/gym of their choosing.