



# Cubist at a glance

## The Organization

- Cubist Pharmaceuticals, Inc. is a biopharmaceutical company focused on the research, development, and commercialization of pharmaceutical products that address unmet medical needs in the acute care environment
- In the U.S., Cubist markets CUBICIN® (daptomycin for injection), the first I.V. antibiotic from a class of anti-infectives called lipopeptides. Launched in 2003, CUBICIN continues to track as the most successful IV antibiotic launch in U.S. history (in dollar terms)
- CUBICIN is the only once-daily IV bactericidal antibiotic approved in the U.S. for the treatment of complicated skin and skin structure infections and for the treatment of *S. aureus* bloodstream infections (bacteremia), including right-sided infective endocarditis, caused by MRSA and MSSA
- Cubist has entered into an agreement with AstraZeneca to handle U.S. hospital sales for their established broad spectrum antibiotic, MERREM I.V.® (meropenem for injection)
- The Cubist product pipeline includes ecallantide, a recombinant human protein in Phase 2 clinical trials for the prevention of blood loss during cardiothoracic surgery, and pre-clinical programs that address unmet medical needs in Gram-negative infections, CDAD (Clostridium difficile-associated diarrhea), and HCV (Hepatitis C infections)

## The Culture

- **Cubist Core Values:** Accountability, Culture of Learning, Improving Health and Saving Lives, Innovation, Integrity, Meritocracy, Teamwork, Work/Life Balance
- **Rewards and Recognition Program:** spot awards, monthly awards, annual awards, Patriot's ticket raffles and birthday breakfasts with the CEO
- **Social Events:** First Friday celebrations held monthly, Take Your Child to Work day, holiday party, summer events including weekly visits from an ice cream truck
- **Employee Referral Program:** bonuses available for the successful hire of full time employees
- **Focus on Work/Life Balance:** Summer hours program, flexible work schedule, convenience benefits, business casual attire, lunchtime learning seminars
- **Cubist University:** Microsoft Office application training, as well as seminars on Goal Setting, Preventing Burnout, Presentation Skills, Situational Self Leadership and other topics
- **Business Announcements:** Quarterly all-employee meetings, hire-date anniversaries, campaign launches, company milestone and achievement celebrations
- **Cubist's Awards include:** Ranked #36 overall and #13 in midsize companies in The Boston Globe "2008 Globe 100's Top Places to Work," ranked #40 in 2008 Deloitte Technology Fast 500, and received The Smaller Business Association of New England's (SBANE) prestigious "Innovation Award" in 2006

## Benefits and Programs

### Your Money

- 401(K) with company match of .75 on the dollar up to 6% of employee's contributions on a quarterly basis
- Employee Stock Purchase Plan enables purchase of CBST stock at 15% discount
- Free on-site parking
- MBTA "T-Pass" reimbursement and shuttle service from Alewife "T" station
- Health and Dependent care flexible spending accounts
- Discounted auto and homeowners insurance

### Your Health

- Core Benefits: medical, dental, short/long-term disability, life insurance
- Fitness reimbursement
- On-site lunchtime fitness activities
- On-site massage therapist
- On-site Weight Watchers meetings
- On-site workout room
- Free annual flu shot clinic

### Your Time

- 3 weeks of paid vacation and 12 paid holidays per year
- Summer Hours program
- Leave of absence policies & flexible work schedule
- On-site dry cleaning pick-up
- On-site full service cafeteria

### Your Family

- Domestic partner coverage
- Childcare & eldercare subsidy
- Adoption Assistance program
- Back-up childcare
- Employee Assistance Program

### Your Career

- Comprehensive training programs for all levels of employees
- Tuition Assistance Program
- Short-term performance based incentive bonus program for all managers and employees
- Individual Development Planning and Goal Setting for each employee

