

Cubist at a glance

CUBIST
PHARMACEUTICALS

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 I.V. antibiotic launch in U.S. history (in dollar terms). CUBICIN is the only once-daily I.V. 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.

In July 2008, Cubist began promoting MERREM[®] I.V. (meropenem for injection) in the United States. MERREM is an established carbapenem class antibiotic developed by AstraZeneca.

The Cubist product pipeline includes ecallantide, a recombinant human protein in Phase 2 clinical trials — CONSERV[™]-1 and CONSERV[™]-2 — for the reduction of blood loss during cardiac surgery, and two Phase 1 antibiotics that address unmet medical needs, one in CDAD (*Clostridium difficile*-associated diarrhea) and the other in multi-drug resistant (MDR) Gram-negative infections. In addition, the Company, in collaboration with Alnylam Pharmaceuticals, Inc. (Cambridge, MA), has a pre-IND and a Phase 2 program underway in novel treatments for respiratory syncytial virus infections using Alnylam's RNA-interference technology. Cubist is headquartered in Lexington, MA.

Additional information can be found at Cubist's web site at www.cubist.com.

The Culture

- **Cubist Core Values:** Accountability, Culture of Learning, Improving Health and Saving Lives, Innovation, Integrity, Meritocracy, Teamwork, Work/Life Balance
- **Reward and Recognition Program:** spot awards, monthly awards, annual awards, Patriots 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 1st among the "Top 100" Massachusetts-based publicly traded companies by The Boston Globe in its 21st annual "Globe 100" listing; ranked 36th overall and 13th in midsize companies in The Boston Globe "2008 Globe 100's Top Places to Work"; ranked 40th in 2008 Deloitte Technology Fast 500; received The Smaller Business Association of New England's (SBANE) prestigious "Innovation Award" in 2006

Our Total Rewards

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

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 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

Your Family

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

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