



This is the moment:
Explore Alnylam





Why Alnylam?

We are a company positioned for tremendous growth and a positive impact on patients. Investing in our employees is core to our culture and crucial to our success.

Offering a competitive Total Rewards package, including annual salary, cash bonus, equity awards and other benefits, not only allows us to attract and retain top talent, but is also an integral part of our commitment to invest in our employees.

As our employees focus on meeting the needs of patients who are our “north star”, we work to ensure that our programs keep pace with the market and meet the needs of our growing and diverse employee population – recognizing our employees for their hard work and results as we continue to advance our robust pipeline of innovative medicines.

**For prospective employees with “the right stuff,”
this is the moment to join a company that is truly unique.**





My Health

We're committed to supporting our employees' total wellbeing, with a range of healthy programs to help you take care of yourself and your loved ones.

+ Medical

Compare the plans using the table below

	PPO		HDHP	
	Blue Care Elect	Blue Care Elect Saver (with HSA)	In-Network	Out-of-Network
Deductible	In-Network \$0 individual / \$0 family	Out-of-Network \$500 individual / \$1,000 family	In-Network \$1,500 individual / \$3,000 family*	Out-of-Network
Pre-Tax Spending Account	Healthcare Flexible Spending Account		Health Savings Account	
Alnylam's Contribution to Pre-Tax Account	None		\$750 individual / \$1,500 family	
Preventive Visit	\$0	20% coinsurance	\$0	20% coinsurance
Office Visits	\$20	20% coinsurance	\$0, after deductible	20% coinsurance
Diagnostic Testing	\$0	20% coinsurance	\$0, after deductible	20% coinsurance
High-Tech Imaging	\$50 per visit	20% coinsurance	\$0, after deductible	20% coinsurance
Inpatient Hospital	\$250 per visit	20% coinsurance	\$0, after deductible	20% coinsurance
Outpatient Hospital	\$150 per visit	20% coinsurance	\$0, after deductible	20% coinsurance
Emergency Room	\$200 per visit		\$150 per visit, after deductible	
Medical Out-of-Pocket Maximum	\$5,450 individual / \$10,900 family		\$6,450 individual / \$12,900 family	
Prescription Drugs	No deductible		After deductible**	
Generic	\$15 retail and mail-order	Not covered	\$10 retail / \$20 mail-order	\$20 retail
Preferred Brand	\$30 retail and mail-order	Not covered	\$25 retail / \$50 mail-order	\$50 retail
Non-Preferred Brand	\$50 retail and mail-order	Not covered	\$45 retail / \$135 mail-order	\$90 retail
Prescription Out-of-Pocket Maximum	\$1,000 individual / \$2,000 family		Combined with medical	
Employee Bi-weekly Contributions				
Employee Only	\$69.34		\$27.65	
Employee +1	\$145.61		\$58.07	
Family	\$191.46		\$76.36	

Both plans include:

- ✓ Doctors, specialists and hospitals
- ✓ Preventive services that are covered in full
- ✓ 90-day prescription drug supply (available from CVS)
- ✓ Basic vision exams
- ✓ Acupuncture
- ✓ Behavioral Health benefits
- ✓ BCBS services, including Nurseline and Well Connection
- ✓ Exclusive discounts and reimbursements for health and wellness programs

You can also keep a doctor in your pocket with the Telehealth program – bringing you easy, convenient care on the go.

* Unlike the Traditional PPO plan, the HDHP family deductible is an 'aggregate' deductible, which means that the entire family deductible amount must be satisfied before coverage kicks in for any one family member.

** Certain preventive medications are not subject to the deductible. Ensure you review the BCBS preventive medications list to see how your prescription may be covered.



Dental

Keep smiling with our comprehensive dental plan, offered through Delta Dental – bringing you an extensive, nationwide network of dentists.

Dental Plan summary

Take a look at the table below for a breakdown of the covered services and costs.

	PPO In-Network Out-of-Network
Calendar Year Deductible	\$50 individual / \$150 family
Calendar Year Maximum	\$2,000 per person
Covered Services	Coinsurance
Preventive Care	0%, no deductible
Basic Restorative	20% after deductible
Major Restorative	50% after deductible
Orthodontia (members up to age 19)	50% up to \$2,000 per lifetime
Employee Bi-weekly Contributions	
Employee Only	\$3.74
Employee +1	\$7.85
Family	\$12.41

Fitness

In addition to the annual BCBS \$150 reimbursement for fitness and \$150 for weight loss, save money while getting healthy with our flexible IncentFit program! Check in to any fitness facility, anywhere in the world.

In addition, Alnylam offers a broad range of programs and onsite events:

- Onsite yoga
- Monthly chair massages
- Annual flu shot clinics
- Sponsored sports teams
- Zumba Classes
- Lift tickets
- Golf lessons
- And many more!

Vision

To help you see clearly, we offer a single, comprehensive vision plan through EyeMed. And to get care that suits you, you even have the flexibility to pick your own provider.

Vision Plan summary

Take a look at the table below for a breakdown of the covered services and costs.

Service	EyeMed Access
Frequency	
Eye Exam	Once every 12 months
Lenses or Contact Lenses	Once every 12 months
Frames	Once every 12 months
In-Network Benefits	
Exam	\$10 copay
Single / Bifocal / Trifocal Lenses	\$10 copay
Standard Lenses (Fit and Follow-Up)	\$10 copay
Frames	\$180 allowance, plus 20% off of the balance
Elective Contact Lenses	\$180 allowance, plus 15% off of the balance
Out-of-Network Allowances	
Exam	Up to \$50 reimbursement
Single Vision Lenses	Up to \$42 reimbursement
Bifocal Lenses	Up to \$78 reimbursement
Trifocal Lenses	Up to \$130 reimbursement
Frames	Up to \$74 reimbursement
Elective Contact Lenses	Up to \$104 reimbursement
Employee Bi-weekly Contributions	
Employee Only	\$2.04
Employee +1	\$3.87
Family	\$6.45



My Life

Whether you're focused on family planning, looking for work / life balance or simply need a hand getting day-to-day things done, we've got the benefits you need to achieve your goals!

Paid Time Off

Take a well-earned break with our generous Paid Time Off policies!

Vacation Time

You'll build up a vacation allowance at the end of each month based on your length of service with Alnylam. And if you've got any left over, you can roll over up to 5 days (40 hours) each year.

0-5 Years	5+ Years
15 days (120 hours) per year	20 days (160 hours) per year
Accruing at the end of the month at the rate of 1.25 days per month (10 hours)	Accruing at the end of the month at the rate of 1.67 days per month (13.33 hours)
Maximum accrual of 15 days (120 hours) at any time	Maximum accrual of 20 days (160 hours) at any time

Holiday Time

Every year, you'll get days off for national holidays – including:

- New Year's Day
- Martin Luther King Jr. Birthday
- Presidents' Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- New Year's Recharge*

We hope you will use this time to relax, refresh and recharge!

*Alnylam provides an opportunity each year to enjoy extended time off in conjunction with a major holiday.

Family Leave

Alnylam is the place to be if you want to start, grow or care for your family! Paid time off is available to new parents, non-birth parents and adoptive parents, allowing time to adjust to your new home situation and bond with your baby.

And if you need to care for family members with a serious health condition, you'll get paid time off to support you as you support them.

Type of Leave	Eligibility	Duration	Pay*
Maternity (paid through Short Term Disability)	Birth Parent	6 to 8 weeks (depending on delivery type)	100% (70% for employees with <1 year of service)
Family Leave – Baby Bonding	Birth Parent	10 or 12 weeks (depending on delivery type)	100% for first 6 or 4 weeks; 70% for remaining 6 weeks
	Non-birth Parent	12 weeks	100% for first 6 weeks; 70% for remaining 6 weeks
Family Leave – Caregiver	All employees	Up to 12 weeks	100% for first 6 weeks; 70% for remaining 6 weeks

* Base pay

Flex Days

If you're full-time, you'll benefit from 3 additional "flex" days (24 hours) that can be used at any point in the year.

Sick Time

Paid Sick Days provides you with paid time off to care for yourself or a family member. If you're full time, you'll be eligible for up to 5 days (40 hours) of sick time per year. Part-time employees will be eligible on a pro-rated basis.



Circles Concierge

Alnylam offers you a 24 / 7 personal assistance service through Circles – on hand to help you with everything from product research to contractor referrals to personal travel arrangements! There is a cost for the goods procured; however the service is free!

Life / Work Flexibility Program

Alnylam offers four different arrangements to help you manage your schedule – while staying productive!

- **Flextime**
Enables full-time employees to alter their work start and end times.
- **Compressed workweek**
Enables hourly employees to complete a full workweek in less than five days by increasing the number of hours worked per day.
- **Reduced / part-time schedule**
Enables employees to reduce their full-time work schedules.
- **Work from home**
Enables employees to work remotely one to two days per week.

Family Planning

Alnylam supports our employees and their growing families with a variety of programs including a \$10k allowance to help with adoption, surrogacy and other family planning costs not covered by our core programs.

Employee Discounts

Bag a bargain and make great savings with our extensive range of discounts. From restaurants to art passes, we've got a discount for you!

Includes:

- Computer / Tech Discounts
- Cell Phone Discounts
- The Learning Experience
- ZipCar for Business
- KinderCare
- deCordova Art Museum
- TicketsAtWork
- Amusement Parks
- Fuji at Kendall Square
- BlueBikes Bike Share
- Champions at Cambridge Marriott Hotel

Employee Assistance Program

Through our Employee Assistance Program (EAP), you and your family members have 24 / 7 access to professional and confidential counseling from Kathleen Greer Associates.

Benefit from:

- In-person, phone or video sessions with a counselor
- Legal consultations
- Crisis support
- And more

Pet Insurance

To keep your pets covered, you can enroll in pet insurance with payroll deduction through Nationwide at any time.



My Career

At Alnylam, we're committed to helping our people reach their full potential – giving our employees all the tools they need to be successful in their career.

Employee Development Day

An exciting annual event for full-time employees to develop a new skill or explore an area of interest to help them grow professionally.

Career Development Workshops

A series of workshops to help employees develop knowledge and skills essential for successful career growth.

Includes topics like “Growth Through Change” and “Self-Leadership”.

Leaders @ Alnylam

A custom program for Senior Directors / Directors that focuses on developing core leadership skills.

All eligible leaders who have not completed the program will be automatically enrolled at the beginning of each year.

State of Our Science

Scientific seminars to help full-time employees learn about relevant science and discoveries – keeping them up to date with what’s happening in our industry!

VP Workshops


A workshop for VPs and above to explore exciting learning opportunities.

Emerging Leaders

A custom program that helps people managers focus on developing their skills.

People managers who have not completed the program will be automatically enrolled at the beginning of each year.





**Now that you know
what we're about, this
is your moment.**

Ready to take the next step?

