

2021

BENEFITS OVERVIEW



WELCOME

Benefits are an important part of overall compensation. We are pleased to offer a comprehensive array of quality benefits to protect your health, your family and your way of life.

- Medical Plans
- Dental Plan
- Vision Plan
- Flexible Spending Accounts (FSA)
- Life and AD&D
- Disability Insurance
- 401(k)
- ESPP
- Paid Time Off
- Cost of Benefits
- Valuable Extras

MEDICAL

Employees are offered three (3) medical plan options for enrollment, all including comprehensive medical care and prescription drug coverage.

HMO Plan Options (CA Only) – Full Network & Limited Network option available.

PPO Plan Option – Traditional PPO that gives you the freedom to seek care from the provider of your choice.

PPO HDHP w/ HSA Plan Option – Like the traditional PPO plan, the HDHP gives you the freedom to seek the provider of your choice and is accompanied by a health savings account (HSA) that allows you to save pre-tax dollars to pay for qualified expenses as defined by the IRS. Additionally, Arena contributes money to your HSA that you can use toward qualified expenses.

DENTAL

A PPO dental plan is offered to employees providing in-network and out-of-network provider options, with a \$2k maximum and a \$2k orthodontia lifetime benefit maximum.

VISION

A PPO vision plan is offered to employees providing in-network and out-of-network provider options.

FLEXIBLE SPENDING ACCOUNTS

Health care FSA & Dependent Care FSA are offered as an enrollment option to employees.

LIFE AND AD&D

Basic coverage provided at 2x base salary up to a \$500k maximum, at no cost to employee.

Supplemental coverage is offered for employee up to 5x base salary or \$500k maximum; for spouse/DP up to 50% of employee coverage amount or \$250,000; for child(ren) at \$5-10k.

DISABILITY

Short & long-term disability is provided at no cost to employee.

401(K) PLAN OPTION

Discretionary match is offered at 100%, up to a maximum of 6% of your eligible compensation each pay period. The employer match has a 2-year vesting schedule of 50% for each year of employment.

ESPP

Arena offers a stock ownership plan that allows you to purchase shares of Arena stock at a discount. Employees can elect up to a 20% contribution featuring a 12-month Offering Period with two six-month Purchase Periods. Shares will be purchased at a 15% discount with a look-back and rollover provision.

PAID TIME OFF

Flexible time off is available for exempt employees. Non-exempt employees may accrue **vacation** time off up to 15 days per year, and 19 days per year upon the employee's third anniversary. Additionally, Arena provides **sick** time, company **holidays** and **(2) week-long, paid breaks** during summer and the week between Christmas and New Years'.

COST OF BENEFITS

Employee contributions toward the cost of benefits depend upon the plan(s) selected, and are highly subsidized by Arena.

VALUABLE EXTRAS

- Charitable Match Program
- Education Reimbursement
- Free onsite gym (San Diego location)
- Biometric health screenings
- Onsite flu shots
- Company-sponsored happy hours, food trucks and holiday parties, and more!