

ABOUT ARENA

WHO WE ARE & WHERE WE ARE HEADED

Arena Pharmaceuticals, Inc. is a biopharmaceutical company developing a richly diversified portfolio of therapeutics candidates targeting **gastroenterology**, **dermatology**, and **cardiology**. We work with a sense of urgency every day to understand the needs of all our stakeholders, identify bold, sometimes disruptive, ideas to deliver important medicines to patients, and relentlessly execute until it's done.

With our new **Work Together, Live Wherever** approach, we have employees across the USA and Switzerland, with hub offices in San Diego, CA; Boston, MA; Park City, UT; and Zug, Switzerland.

By shifting our pipeline focus and realigning our vision, we have grown from less than 130 employees in 2019, to over 400 employees today. As we advance from discovery and development to commercialization, we are building Arena into a long-term, sustainable, and vibrant enterprise.

VALUES – THE ARENA WAY

PUT PEOPLE FIRST

THINK DISRUPTIVE

BE CURIOUS

BE DARING

QUICK FACTS

Employee Count



400+

Global Presence



US – 88%
Zug – 12%

CEO



Amit Munshi

Nasdaq



ARNA

Founded



1997

THE SCIENCE

Arena is interested in GPCRs (**g-protein-coupled-receptors**), as they constitute the largest superfamily of receptors.
[Click Here to View Our Pipeline!](#)

EMPLOYEE INVESTMENT

Health and Well-Being

- ✓ Medical, Dental, and Vision (*US Only*)
- ✓ FSA and HSA (*US Only*)
- ✓ Life & AD&D Insurance
- ✓ Onsite Gym Access (*San Diego*)
- ✓ Paid Holidays and Company Shutdowns
- ✓ Flexible/Vacation Time

Compensation

- ✓ Annual Performance-Based Bonus
- ✓ Annual Equity Grants
- ✓ Employee Stock Purchase Plan
- ✓ Employee Referral Program
- ✓ Mobile Phone Stipend
- ✓ Generous Retirement Savings Plan

Culture

- ✓ Inclusion, Diversity, Equity Strategy
- ✓ Recognition Awards
- ✓ Childcare Assistance (*US only*)
- ✓ Winter & Summer Shutdown
- ✓ Culture Building Events
- ✓ Learning & Development
- ✓ Education Reimbursement
- ✓ Charitable Match

Benefits Overview



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 COVERAGE OPTIONS					
Employees are offered three (3) medical plan options for enrollment, all including comprehensive medical care and prescription drug coverage.					
HMO Plan Options (CA Only)		PPO Plan Option		PPO HDHP with HSA Option	
Full Network & Limited Network option available.		Traditional PPO that gives you the freedom to seek care from the provider of your choice.		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 COVERAGE					
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 & 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 employees.			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 two-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. Arena provides sick time, company holidays and two week-long, paid breaks during summer and the week between Christmas and New Years'.					
EXTRA BENEFITS					
Charitable Match	Education Reimbursement	On-Site Gym (San Diego)	Biometric Screenings	Onsite Flu Shots	Company Sponsored Events