

Medical & Dental

Comprehensive and inclusive medical and dental insurance plans through Blue Cross Blue Shield, subsidized 90% by Moderna.

Vision

Vision insurance through VSP, subsidized 90% by Moderna.

PLAN	BI-WEEKLY COST		
	Self	Plus 1	Family
MEDICAL	\$30.42	\$58.64	\$90.78
DENTAL	\$2.35	\$5.02	\$7.02
VISION	\$0.55	\$0.79	\$1.42

Life and Disability

Life & Accidental death and dismemberment benefit of 2X annual earnings up to \$900,000.

Short-term disability benefit of 100% pay for up to 20 weeks.

Long Term Disability benefit of 60% of monthly base salary and target bonus up to \$22,500 a month. Benefit is tax free.

All benefits are 100% paid for by Moderna.

401(k) Savings

Retirement plan provided through Fidelity. Employee contributions can be made on a post or pre-tax basis. Contributions are matched.

Paid Time Off

- 3 weeks of Vacation time
- Sick and Volunteer time
- Company Holidays
- Discretionary winter shutdown
- Bereavement Time

Paid Sabbatical

Paid Sabbatical after 5 years of service, and every 3 years thereafter.

Paid Leave Options

Moderna offers several benefits which are paid at 100%

- 18 weeks of leave to bond with a new family member.
- 16 weeks of leave to take care of a sick loved one.

Lifestyle Spending Accounts

Annual and monthly allowances for employees to build their own pathway to well.

Family Care Support

Paid Premium membership to Care.com. Up to 30 subsidized back-up care days each year.

Well-being Support

Access to fitness, nutrition and mindfulness content through:

- Peloton App Membership
- Wellbeats Virtual Wellness
- Calm App Membership
- Mindfulness Courses

Inclusive Healthcare

Comprehensive care navigation platform to support our LGBTQ+ community through Included Health.

Family Planning

Fertility planning and support through a premier specialist network, and personal care advocate through Progyny.

Adoption and surrogacy benefit of up to \$30,000 per child.

Plus, an additional personalized concierge to guide you through building your family.

Circles Concierge Services

Free personal-assistance program to help you save time and manage your daily tasks.

Services include: Errand running, Gift shopping, Travel planning and more!

Flexible Spending Accounts

Ability for you to save money, on a pre-tax basis, to pay for healthcare and dependent care expenses.

Voluntary Benefits

- Supplemental Life, Critical Illness and Accident Insurance for employees and their families.
- Legal Insurance, including ID Theft protection.

Moderna's Values



Bold

We accept responsibility for delivering on the promise of mRNA technology to transform the lives of patients. We are visionaries.



Collaborative

We know that the only way to accomplish our goals is by working together, supporting each other and respecting one another's viewpoints. We are one team.



Curious

We are intensely curious and are always seeking to challenge and improve upon the status quo. We believe curiosity is at the heart of innovation.



Relentless

We are tenacious in pursuit of our mission to bring medicines to patients. We are undaunted by challenges and look to quickly build on successes. We are relentless.