

Highlights

- Health Savings Account
- Dependent Care Flexible Spending Account
- 401K Plan with 4% Entrada match
- Equity and Employee Stock Purchase Plan
- Pre-tax Commuter Benefit
- Mobile Reimbursement
- \$500 Wellness Account
- Parental and Medical Leaves
- Care Concierge Services
- Mental Wellness (access to care)
- Employee Assistance Program
- Pet Insurance
- Financial Coaching
- Education Reimbursement
- Free Drinks and Snacks
- Company Lunches and Birthday Treats
- Entrada Swag & Gear
- Milestone Gifts
- Company Sponsored Social Events

Our Values



Humanity

We genuinely care about patients and about one another



Tenacity

We're relentless and persistent in the pursuit of developing therapies for patients



Creativity

We're creative problem solvers



Collaboration

We're more than the sum of our parts



Curiosity

We've got a growth mindset

Entrada Employee Value Proposition



At Entrada, our mission-driven culture extends beyond the lab, fostering collaboration and intellectual curiosity in all we do. We celebrate successes, tackle challenges together, and prioritize care for our patients, community, and each other. Our diverse team is unified in advancing science into life-changing medicines. With innovation at our core, we offer benefits that reflect this commitment—supporting growth, teamwork, and well-being to empower every employee on their journey.



Stay Connected

Entrada is committed to making the most of our time together and apart. We match people up for coffee bi-weekly, have all hands meetings, create social opportunities and celebrate our values and mission together any chance we get.

Benefits Highlights: Bi-Weekly Contribution Rates

Your Cost Per Pay Period	Employee	Employee+Partner	Employee + Child(ren)	Employee + Partner + Child(ren)
PPO HSA	\$72.64	\$145.27	\$134.38	\$207.01
PPO	\$97.72	\$195.44	\$180.78	\$278.50
DENTAL	\$5.50	\$11.00	\$8.80	\$14.30
VISION	\$0.66	\$1.24	\$1.31	\$1.92

2025 Benefit Limits

Pre-tax and tax advantaged benefits have IRS contribution limits. This year's limits are:

HEALTH SAVINGS ACCOUNT CONTRIBUTIONS	
2025 Contribution Rules	Maximum HSA contributions are \$4,300 if enrolled as an individual Maximum HSA contributions are \$8,550 if enrolled with a partner and/or child(ren)
Company Contribution	Entrada will contribute \$2,000 if enrolled as an individual Entrada will contribute \$4,000 if enrolled with a partner and/or child(ren)
Employee Contribution	You can make employee contributions at any time up to the IRS limit for your enrollment level IRS annual limits include employee and employer contributions
Additional Contribution	Those 55 years of age or higher, but not yet enrolled in Medicare, can fund an additional \$1,000/year "catch-up" contribution

2025 Holidays

DATE	DAY	HOLIDAY
January 1	Wed.	New Year's Day
January 20	Mon.	Martin Luther King Jr. Day
February 17	Mon.	Presidents' Day
April 21	Mon.	Patriots' Day
May 26	Mon.	Memorial Day
June 19	Thur.	Juneteenth
July 4	Fri.	Independence Day
September 1	Mon.	Labor Day
October 13	Mon.	Indigenous People's Day
November 27	Thurs.	Thanksgiving
November 28	Fri.	Day after Thanksgiving
Dec. 25 – Jan. 1	Thurs.-Thurs.	Shut Down for non-critical employees

Paid Time-Off

Shutdowns:

For 2025, we will have a winter shutdown from Dec 25–Jan 1 for non-critical employees

Wellbeing Days:

Entrada regularly provides shut down days throughout the year to give employees additional time to disconnect. They are generally attached to long weekends in the summer and corporate winter holiday celebrations.

Vacation:

Employees enjoy discretionary paid time off. Take time when you need to recharge. We support a healthy work-life balance.

Sick Time:

We support employees with a flexible sick time policy that allows them to use time as needed

Leaves:

- Birthing Parent – 100% pay for 16 weeks
- Non-Birthing Parent – 100% pay for 16 weeks
- Adoption – 100% pay for 16 weeks
- Medical Leave - 100% pay for up to 8 weeks

Plan	Eligibility	Details	Cost
BCBS PPO (High deductible plan with HSA)	Full-time employee <ul style="list-style-type: none"> Day of hire, Open Enrollment (OE), or qualifying life event 	Deductible: \$2000 single/ \$4000 family <ul style="list-style-type: none"> Office visit: deductible then \$0 Specialist: deductible then \$0 ER: deductible then \$150 copay RX 30 day: \$10/ \$25/ \$45 RX 90 day: \$20/ \$50/ \$135 Out of pocket maximum: \$6,450 individual/ \$12,900 Family	Contributions made by employee and company Please see the 2025 bi-weekly contribution rates on previous page for more information
BCBS PPO	Full-time employee <ul style="list-style-type: none"> Day of hire, Open Enrollment (OE), or qualifying life event 	Deductible: \$1,000 single/ \$2,500 family <ul style="list-style-type: none"> Office visit: \$15 copay Specialist: \$15 copay ER: deductible then \$150 copay RX 30 day: \$15/ \$30/ \$50 RX 90 day: \$30/ \$60/ \$150 Out of pocket maximum: \$5,450 individual/ \$10,900 Family	Contributions made by employee and company Please see the 2025 bi-weekly contribution rates on previous page for more information
BCBS Dental	Full-time employee <ul style="list-style-type: none"> Date of hire, OE, or qualifying life event 	\$2,000 calendar year maximum <ul style="list-style-type: none"> Deductible: \$50 single/ \$150 family Preventative care: 100% Basic treatment: 80% Major treatment: 50% Orthodontics: \$2,000 separate lifetime maximum Covers orthodontia for children and adults 	Contributions made by employee and company Please see the 2025 bi-weekly contribution rates on previous page for more information
EyeMed Vision	Full-time employee <ul style="list-style-type: none"> Date of hire, OE, or qualifying life event 	Annual eye exam: \$10 copay <ul style="list-style-type: none"> Prescription glasses: \$25 copay Standard frames: \$180 allowance Contacts: \$180 allowance Frames and lenses covered every 12 months 	Contributions made by employee and company Please see the 2025 bi-weekly contribution rates on previous page for more information
Sun Life: Life and AD&D	Full-time employee <ul style="list-style-type: none"> Automatically enrolled 	Coverage is annual salary up to \$500,000	100% company funded
Vanguard 401K	Full-time employee <ul style="list-style-type: none"> Date of hire 	Basic match of 100% of Salary Deferrals up to the first 3% of Plan Compensation plus 50% of Salary Deferrals up to the next 2% of Plan Compensation – 4% match.	Employee and company funded Fees are paid by employee and company
Health Savings Account	Full-time employee <ul style="list-style-type: none"> 1st of month post hire date, OE, or qualifying life event Enrollment in Entrada PPO HSA Medical Plan 	Company contributes: \$2,000 individual \$4,000 family 100% rollover	Company funded Additional funds can be added by employee pre-tax
Pre-tax Commuter Benefit	Full-time employee in specific working models	Supporting commuting expenses to Entrada Offices up to \$325/month	Partially company funded based on working model
Lifestyle Spending Account "Wellness Account"	Full-time employee <ul style="list-style-type: none"> Automatically enrolled 	Can be used to support wellness Annual \$500 stipend	100% company funded

***Full-time: Entrada W-2 employees working 30+ hours a week**