WORKING AT MATHWORKS

At MathWorks, we shape the future of engineering and science.

Like our products, our company culture is innovative, vibrant, and leading-edge. We actively foster an environment that welcomes unique thinkers and is consciously inclusive and equitable.

Join us to work in an exciting, challenging environment and contribute to our mission to change the world.

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ABOUT MATHWORKS

MathWorks is the leading developer of mathematical computing software. MATLAB® and Simulink® are fundamental tools for research and development for engineers and scientists around the world. Founded in 1984, MathWorks employs more than 6,500 people in 34 offices around the world, with headquarters in Natick, Massachusetts, USA. The company has been profitable every year since its founding and is privately held.

FAST FACTS

There are more than **5 million+** users of MATLAB worldwide.

MATLAB and Simulink are installed at **more than 100,000** businesses, universities, and government organizations.

More than 6,500 colleges and universities around the world use MATLAB and Simulink for teaching and research.

92% of the global top 300 ranked universities have unlimited access to all MathWorks products through Campus-Wide Licenses.

MATHWORKS MISSION AND VALUES

At MathWorks, we express who we are as an organization through our mission and our core values. Our mission articulates our goals as a company and how we go about achieving them. Our core values set out the principles that define who we are and how we work together. Together, they are intrinsically important to the organization and provide different ways of understanding MathWorks.

MISSION

TECHNOLOGY

Our purpose is to change the world by accelerating the pace of discovery, innovation, development, and learning in engineering and science.

We work to provide the ultimate computing environment for technical computation, visualization, design, simulation, and implementation. We use this environment to provide innovative solutions in a wide range of application areas.

BUSINESS

We strive to be the leading worldwide developer and supplier of technical computing software. Our business activities are characterized by quality, innovation, and timeliness; competitive awareness; ethical business practices; and outstanding service to our customers.

HUMAN

We cultivate an enjoyable, vibrant, participatory, and rational work environment that nurtures individual growth, empowerment, and responsibility; appreciates diversity; encourages initiative and creativity; values teamwork; shares success; and rewards excellence.

SOCIAL

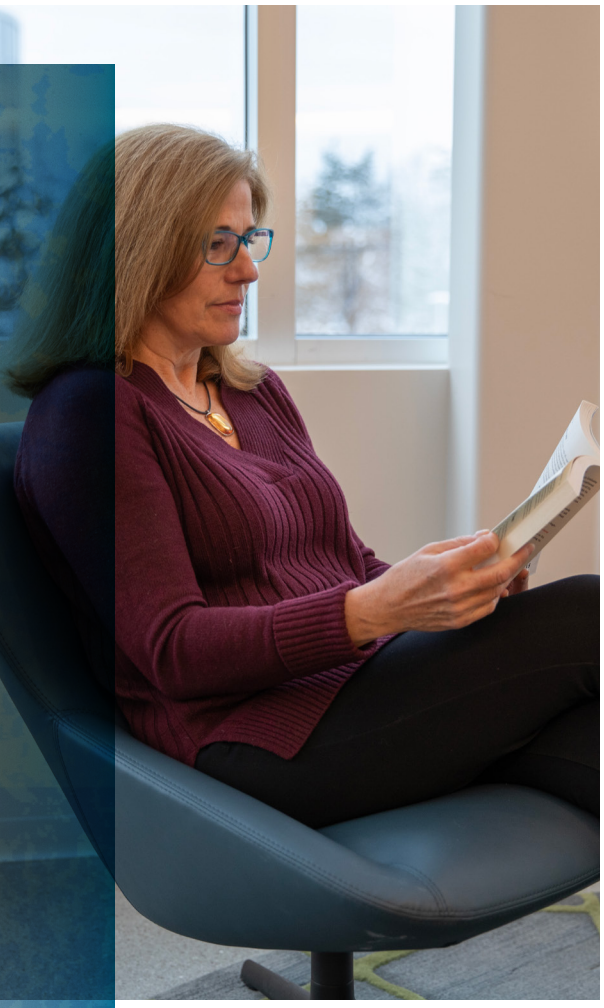
We actively support our local and professional communities through initiatives that advance STEM education, foster staff volunteerism, build environmental sustainability, and aid global relief efforts. For more than 20 years, MathWorks has partnered with the Museum of Science, Boston to demonstrate the power of STEM to solve problems, and we recently made a transformational seven-year donation to Mass Audubon to help protect and restore the Commonwealth's most valuable natural lands.

CORE VALUES

Core values are the essential and enduring principles of MathWorks that are integral to our success. These core values are unaffected by the trends of the day or changing market conditions. We explicitly state our core values because we want them understood and practiced throughout the organization.

Our five core values are:

- Continuous Improvement and the Pursuit of Excellence
- Respect and Invest
- Rational Workplace
- Learning and Self-Improvement
- Credibility and Integrity



CLIMATE ACTION

MathWorks is committed to decarbonizing our operations, especially in spaces we own and operate, such as our Natick headquarters campuses. Our activities and considerations in this effort include:

- Establishing key performance metrics for our energy and water use, as well as carbon emissions, and reporting on these values and our efforts to improve through our annual Climate Action Report.
- Building the Energy Mart database, which stores and analyzes our Natick campus energy data, enabling us to take action to maintain and continually improve our building efficiency.
- Generating more than 2,000 MWh annually with seven solar panel arrays, maximizing onsite energy generation.
- Investing in nature-based carbon removal projects (reforestation) to remove some of the greenhouse gases we emit from the atmosphere.
- Participating in a virtual power purchase agreement (VPPA) in which we've made a 12-year commitment to annually purchase 50,000 MWh of electricity and the associated RECs from the 25-mile Creek Wind Farm in Oklahoma.
- Incorporating chilled beams, triple-pane glass, water-saving equipment, smart landscaping, green roofs, and other building technologies to create very efficient and comfortable workspaces.
- Striving to divert at least 90% of our waste from landfills and incinerators. Nearly two-thirds of our waste is recycled or composted; what isn't is sent to a waste-to-energy facility, where it helps fuel energy production.
- Providing free electric vehicle charging stations and bikes for carbon-free travel along a local bike trail between our Natick campuses.
- Offsetting 100% of our global Scope 1 and Scope 2 emissions, as well as a portion of our Scope 3 emissions such as commuting, business travel, waste, and some remote work.

PRODUCT OVERVIEW

MATLAB, the language of engineers and scientists, is a programming environment for algorithm development, data analysis, visualization, and numeric computation. Simulink is a block diagram environment for the simulation and Model-Based Design of multidomain and embedded engineering systems. The company produces over 130 add-on products for image and signal processing, control systems, robotics, deep learning, and many other specialized tasks.

MATLAB and Simulink are used as fundamental modeling and simulation tools for research and development wherever engineering and science is applied. This includes industries and applications such as automotive, aerospace, energy, medical devices, communications, electronics, financial services, industrial automation and machinery, earth and ocean sciences, and biotech and pharmaceutical.

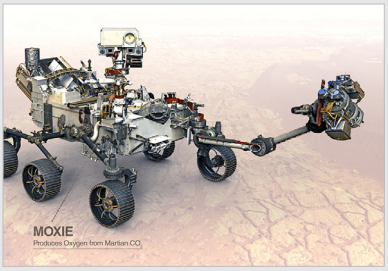
Engineers and scientists use MATLAB and Simulink to design and develop a wide range of advanced products, including autonomous and connected vehicles, aerospace flight control and avionics, telecommunications and other electronics equipment, industrial machinery and robots, and smart medical devices.

» Learn more about what we do

CUSTOMER APPLICATIONS

AUTOMOTIVE

Lumen Freedom developed its Wireless Electric Vehicle Charging system, which eliminates EV range anxiety and advances green technology.



AEROSPACE

MIT developed the Mars Oxygen In-Situ Resource Utilization Experiment (MOXIE), installed on the NASA Perseverance rover, to make oxygen from the Martian atmosphere.

ENERGY PRODUCTION

TAE Technologies is on the path to fusion power, which has zero greenhouse gas emissions and doesn't create long-term radioactive waste.

U.S. OFFICES

Headquartered in Natick, Massachusetts, 20 miles west of Boston, MathWorks has six other U.S. offices: Carlsbad, Santa Clara, and Torrance, California; Chevy Chase, Maryland; Novi, Michigan; and Plano, Texas. These office locations are home to staff in Engineering and Development, Sales and Service, Marketing, and Business Operations.

MathWorks staff are accelerating the pace of engineering and science in a wide variety of roles, and also make an impact in other ways. They support each other by sustaining a supportive and collaborative work environment, and give back to the local community through paid time off for volunteer work.

STUDENTS AND NEW CAREERS

In Natick, the UK, and India, MathWorks offers programs and events for those coming out of school or starting a new career path. Through an internship or position in our Engineering Development Group (EDG), you'll work on interesting and challenging projects that make a real difference for our business and for our users. And you'll be part of a company that values your ideas and gives you lots of pathways to learn, thrive, and follow your passion.

Students who become MATLAB Student Ambassadors serve as an important link between MathWorks and the student community at their university. You'll earn money while hosting fun events and using social media to spread awareness about the availability of MATLAB and Simulink on your campus.

BENEFITS

HEALTH CARE

MathWorks provides you and your family with comprehensive health coverage and a choice of two medical plan options—the Blue Cross Blue Shield Blue Care Elect PPO and High Deductible Health Plan (HDHP). Both plans offer quality health care coverage along with the flexibility of a national provider network. The PPO plan has $20 or $30 copayments for most in-network medical care services; the HDHP option includes a deductible that applies for most in-network services ($2,000 individual and $4,000 family).

Other important features in both plans are:

- First-day eligibility, no preexisting condition limitation
- Majority of the cost for staff member and family coverage levels paid for by MathWorks
- Freedom to choose any Blue Cross Blue Shield provider (no primary care physician or referral required)
- No copayment for in-network preventive care
- Prescription drug coverage, including a convenient and cost-effective mail order program
- Copayments for in-network preventive medications
- Annual eye examination coverage and eyewear discounts
- Coverage for chiropractic and acupuncture visits
- Fitness, weight loss, and mind and body reimbursements

DENTAL CARE

MathWorks dental benefit program covers many expenses to help cushion the cost of dental care. This plan provides you with comprehensive coverage through Blue Cross Blue Shield's Dental Blue Freedom plan, including:

- First-day eligibility
- Majority of the cost for staff member and family coverage levels paid for by MathWorks
- In-network and out-of-network options
- Diagnostic and preventive care covered at 100% with no deductible
- 100% coverage for children under 13
- Coverage of 100% of restorative benefits such as fillings, and 60% of major work such as crowns and dentures; annual deductible of $50 per individual ($100 cap per family) for restorative and major services
- Maximum calendar year benefit of $1,600 per member
- Orthodontia coverage for children and adults (lifetime maximum of $1,500 per member)

VISION CARE

MathWorks vision plan includes the following benefits:

- Annual eye exam
- Frames each plan year, $150 allowance, 20% off balance
- Contact lens coverage, $150 allowance, 15% off balance (in lieu of frames or lenses)
- 40% discount on additional eyewear purchases
- 20% discount on nonprescription sunglasses
- 15% discount on laser vision correction

401(K) PLAN

MathWorks offers you the opportunity to join a 401(k) retirement savings and investment plan.

- First-day eligibility
- Contribute up to 50% of your eligible earnings on a pretax and/or Roth 401(k) basis (IRS dollar maximums apply)
- Participants over age 50 eligible to make additional pretax and/or Roth 401(k) catch-up contributions
- Contribute up to 25% of your eligible earnings on a post-tax basis
- MathWorks matching for 50% of the first 6% of your pretax and/or Roth 401(k) contributions (Note: A year-end discretionary match of up to another 50% of the first 6% of your contributions may be made depending on company profitability.)
- Choose from several investment funds plus a self-directed brokerage option
- Borrow from your own savings—up to 50% of your vested account balance with a minimum loan of $1,000, and a maximum of $50,000

HYBRID WORK MODEL

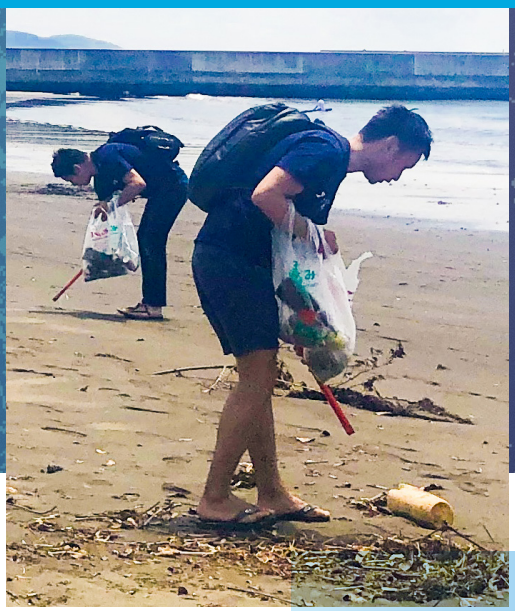
The model comprises three components:

- Staff members are expected to work at the office at least three days per week.
- Two of those three days are synchronous, so you can count on seeing the greatest number of your office colleagues in person.
- Staff have an additional option to temporarily work from a location other than their home or office for four weeks per year.

The hybrid model is designed to create a better work environment than either "all at the office" or "all remote." It's a work environment where in-person buzz and energy in the office can foster important creativity, innovation, networking, community, and belonging, while at the same time providing flexible home life optimizations we all like. Your recruiter can provide more details.

"The collaborative work environment has been key for my personal growth—working closely with so many smart and experienced people in sales, marketing, and engineering."

– Michelle, Head of MATLAB Product Management



TIME OFF

MathWorks offers a variety of additional benefits to provide you with the opportunity for rest, relaxation, and personal needs.

VACATION TIME

- Initially, vacation time accrues at a rate of 15 days per year.
- After 4 years of service, the accrual rate is 20 days per year.
- After 15 years of service, the accrual rate increases to 25 days per year.

PERSONAL DAYS

Staff members have 24 hours of paid personal time each calendar year to use at their discretion.

HOLIDAYS

MathWorks provides paid time off to celebrate the following established legal and traditional holidays: New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the Friday after, and Christmas Day.

VOLUNTEER TIME

You are eligible for 8 hours of paid time off per calendar year to be used for community service activities. You may use this paid time off to participate in events organized by the MathWorks Social Mission team or in volunteer service activities that you seek out on your own.

PARENTAL LEAVE

Eligible staff members can request up to 16 weeks of leave and are eligible for 4 weeks of parental leave pay. Staff members who give birth are eligible for up to 12 weeks of paid leave, which includes 8 weeks of short-term disability pay and the 4 weeks of parental leave pay.

INCOME CONTINUATION PROGRAM

MathWorks provides a sick leave program that includes short-term and long-term disability plans. This program offers you excellent protection against income loss when illness or injury prevents you from working.

SICK PAY

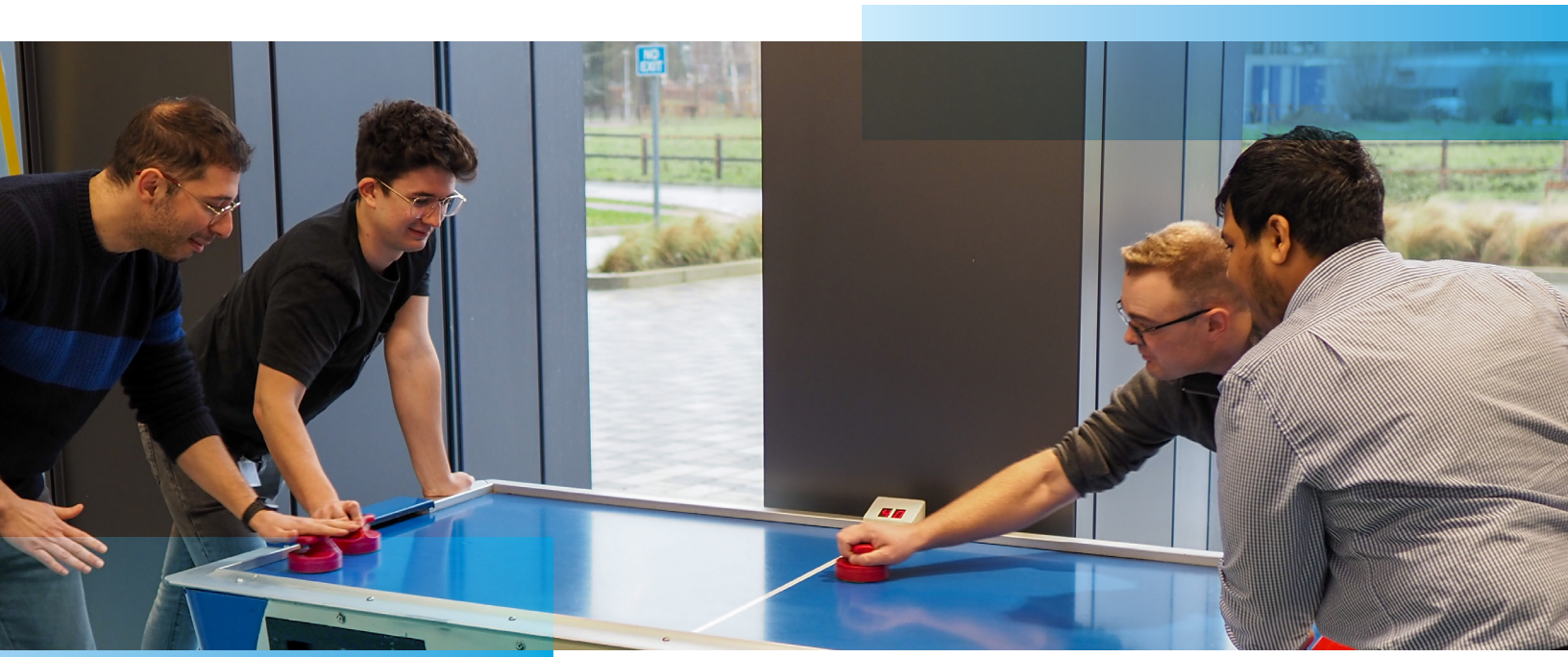
This benefit provides income continuation at 100% of your base salary if you are ill or injured and unable to work. MathWorks does not place any formal limits on the amount of sick leave you can take in a calendar year, but reserves the discretion to ensure that sick leave is used appropriately.

SHORT-TERM DISABILITY

- Short-term disability is 100% company paid.
- If you become completely disabled and are unable to perform your job for more than 5 days, you are eligible for income continuation at 100% for up to 12 weeks.

LONG-TERM DISABILITY

- Long-term disability is 100% company paid.
- If you become disabled and are unable to perform your job for more than 3 months, you are eligible to apply for benefits under the MathWorks long-term disability program.
- This program provides 60% income continuation, tax-free.



LIFE AND AD&D INSURANCE

In addition to other benefits, MathWorks provides life and accidental death and dismemberment (AD&D) insurance coverage to help protect the financial security of your survivors in the event of your death.

BASIC LIFE INSURANCE AND BASIC AD&D

Both of these insurances are provided at no cost to you. The amount of insurance is your annual salary up to a maximum of $150,000 for each.

OPTIONAL LIFE INSURANCE

- You may choose to purchase additional optional life insurance coverage equal to one, two, three, or four times your annual salary to a maximum of $800,000.
- Coverage is also available for your spouse (up to $150,000) and children (up to $10,000).

OPTIONAL AD&D

- You may choose to purchase optional AD&D insurance coverage in $25,000 increments to a maximum of $500,000. (Amounts over $150,000 cannot be more than 10 times your annual salary.)
- Coverage is also available for your spouse and children.

BUSINESS TRAVEL ACCIDENT INSURANCE

When you travel on business, MathWorks provides travel accident insurance at five times your annual salary up to a maximum of $500,000.

SPENDING AND SAVINGS ACCOUNT PLANS

MathWorks offers two flexible spending account plans that allow you to contribute up to the IRS annual dollar maximum on a pretax basis to pay for eligible nonreimbursed health care expenses, and up to $5,000 per year on a pretax basis for eligible dependent care expenses. This plan enables you to save federal, state, and social security taxes. In addition, eligible members of the HDHP medical plan can contribute to a Health Savings Account (HSA) up to annual IRS limits. The HSA allows you to pay for eligible nonreimbursed health care expenses, and year-end balances roll over year to year.

TRAVEL ASSISTANCE

The travel assistance policy provides you with emergency worldwide services, including evacuation and repatriation, any time you are traveling more than 100 miles from home.

LEARNING AND DEVELOPMENT

Learning and development are not only strongly encouraged at MathWorks, they are a key part of the company's purpose and core values. We believe that continuous learning is a key to your success and the success of the company, and offer a variety of ways to support this initiative. One example is the tuition assistance program, which provides 100% reimbursement of the cost for tuition, fees, and books for two approved courses at one time, up to $5,250 per calendar year.

REFERRAL AND COUNSELING SERVICES

Guidance Resources is a free service for all staff and families and includes access to financial and legal advisors, child and elder care referrals, and confidential counseling. Counselors can be reached online or by phone toll-free 24 hours a day.

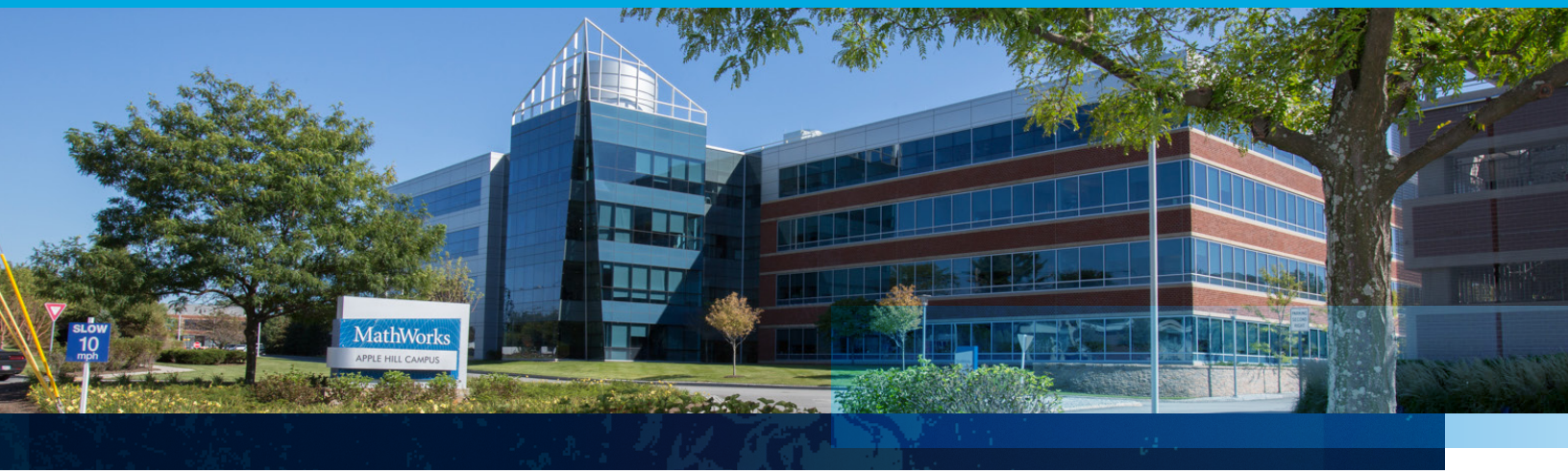
STAFF DISCOUNTS AND EXTRAS

In addition to traditional benefits, MathWorks has a variety of staff discounts and extras for staff members, such as:

- Onsite cafeteria
- Onsite wellness center
- Onsite private lactation rooms
- Onsite game rooms

ONSITE FITNESS CENTER

The MathWorks onsite fitness center is not just an exercise room; it is a subsidized, professionally managed health club, accessible by members 24 hours a day, 7 days a week. Services and amenities include group exercise classes, the latest cardio equipment and weight machines, nutritional consulting, personal training, and locker rooms with bath accessories and towel service.



UNITED STATES OFFICES

NATICK, APPLE HILL CAMPUS (CORPORATE HEADQUARTERS)

1 Apple Hill Drive
Natick, MA 01760-2098

NATICK, LAKESIDE CAMPUS

1 Lakeside Campus Drive
Natick, MA 01760

CARLSBAD

1902 Wright Place
Suite 300
Carlsbad, CA 92008

CHEVY CHASE

5404 Wisconsin Ave.
Chevy Chase, MD 20815

NOVI

28125 Cabot Drive
Suite 200
Novi, MI 48377

PLANO

5810 Tennyson Parkway
Suite 550
Plano, TX 75024

SANTA CLARA

3975 Freedom Circle
Santa Clara, CA 95054

TORRANCE

970 West 190th St.
Suite #530
Torrance, CA 90502

This brochure provides a summary of our benefits. Specific details and eligibility requirements for each of the described benefits are available from the Human Resources Department. The policies in this brochure are subject to change at any time and without notice. This brochure is intended as a brief overview of benefits and is not the basis for a contractual relationship.

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