



amazon

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Investing in Our Employees



## Investing in Our Employees

Amazon is building a strong culture and investing in our people to attract the diverse, innovative workforce we need to exceed our customers' expectations today and into the future.

### By the Numbers

We are committed to providing the support, benefits, and opportunities our employees need to be successful, whether they are building their careers at Amazon or developing skills with us to help them on their professional journey.

# 1.3 Million

### Global Employees

Including full-time and part-time employees as of December 31, 2020.

# \$2.5 Billion

### Bonuses and Incentives

To support our global front-line employees during the COVID-19 pandemic in 2020.

# 20

## **Weeks Paid Parental Leave**

Available to birth mothers. Non-birth parents have access to six weeks paid leave.

# 40,000+

## **Veterans and Military Spouses**

Employed by Amazon, surpassing our goal of 25,000 by 2021.



## **Benefits of Increasing Wages**

Offering leading starting wages has a positive impact on other wages in local labor markets where Amazon operates in the U.S. A recent study by economists at the University of California-Berkeley and Brandeis University found that Amazon's decision to increase its starting wage to \$15 per hour resulted in a 4.7% increase in the average hourly wage among other employers in the same labor market based on commuting zone.

[Learn More](#)

## **Minimum Wage**

In 2018, Amazon raised the minimum wage to \$15 for all U.S. employees.

[Learn More](#)

# \$15 per hour

In the U.S., Amazon's starting wage is \$15 per hour for all full-time, part-time, temporary (including those hired by agencies), and seasonal employees. We also offer competitive starting wages around the world. Our starting hourly wage is 9.70 GBP in the UK, 16 CAD in Canada, 12 EUR in Germany, and 10.67 EUR in France. In addition to competitive pay, regular full-time employees in the U.S. have opportunities to participate in a 401(k) plan with 50% company matching up to 4% of compensation; open Flexible Spending Accounts for health and dependent care; and receive paid time off and holiday overtime pay.

## Healthcare and Family Support

### Comprehensive Health Benefits >

In the U.S., we offer comprehensive, transgender-inclusive health benefits that start the first day on the job for regular, full-time employees. More than 90% of our regular full-time and part-time employees in the U.S. are eligible for healthcare benefits. These benefits include medical, prescription drug, dental, and vision coverage. To increase access to quality and affordable healthcare for our employees, we are building a network of Neighborhood Health Centers on-site or close to our facilities in five U.S. states, offering clinics exclusively dedicated to serving our employees and their families. We offer U.S. employees and their families access to telehealth and on-demand healthcare services through Amazon Care, which allows them to connect with a doctor in 60 seconds or less. We also launched a new mental health benefit in 2021 called Resources for Living, offering free confidential mental health services to U.S. employees, their families, and members of their household.

### Additional Benefits >

### Global Benefits >



## Employing Veterans and Military Spouses

As of June 2021, Amazon employed more than 40,000 veterans and military spouses across the

U.S., surpassing the Joining Forces Pledge we made in 2016 to hire 25,000 veterans and military spouses over the next five years, and to train 10,000 active duty service members, veterans, and military spouses. Amazon provides a Military Leave of Absence to all eligible serving employees, including differential pay, continued healthcare coverage, and job protection.

[Learn More](#)



## Upskilling 2025

In 2019, Amazon committed \$700 million to pilot, launch, and scale free or low-cost upskilling opportunities to 100,000 employees by 2025. Since making this commitment, Amazon has scaled and expanded our skills training programs, with 15,000 employees participating in the first 12 months. Through this pledge, Amazon is helping our workforce gain education to transition into high demand and technical roles in areas that will continue growing in years to come, such as medicine, cloud computing, and machine learning.

[Learn More](#)

## Education and Career Advancement

Among our skills training programs is Career Choice, which pre-pays 95% of tuition for courses in high-demand fields for employees in the U.S., Europe, Australia, South Africa, Canada, and Costa Rica. Through Career Choice, more than 40,000 employees in 14 countries have pursued degrees across the fields of information technology, healthcare, mechanical and skilled trades, administration and business services, and transportation. Additional programs include Amazon Apprenticeship, Amazon Technical Academy, Associate2Tech, Machine Learning University, and AWS Training and Certification, all of which help Amazon employees gain critical skills to move into higher skill, better-paying, technical and non-technical roles, either within Amazon or elsewhere.

“Since graduating from the Associate2Tech program, I’ve had the opportunity to launch new sites and work on projects that improved overall customer experience, and have been promoted to the next level within IT.”

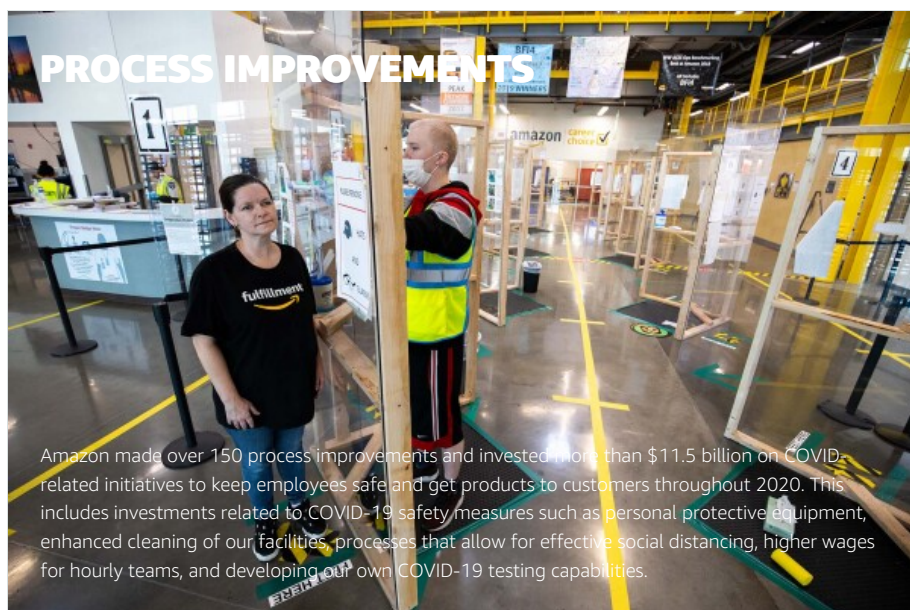
Andre Grass

Amazon Employee and Graduate of Amazon Associate2Tech Program

## Protecting Our Employees During COVID-19

Learn more about all the ways we are supporting our employees during the COVID-19 pandemic on our COVID-19 vaccination and testing blog.

[Learn More](#)



## CRITICAL SUPPLIES



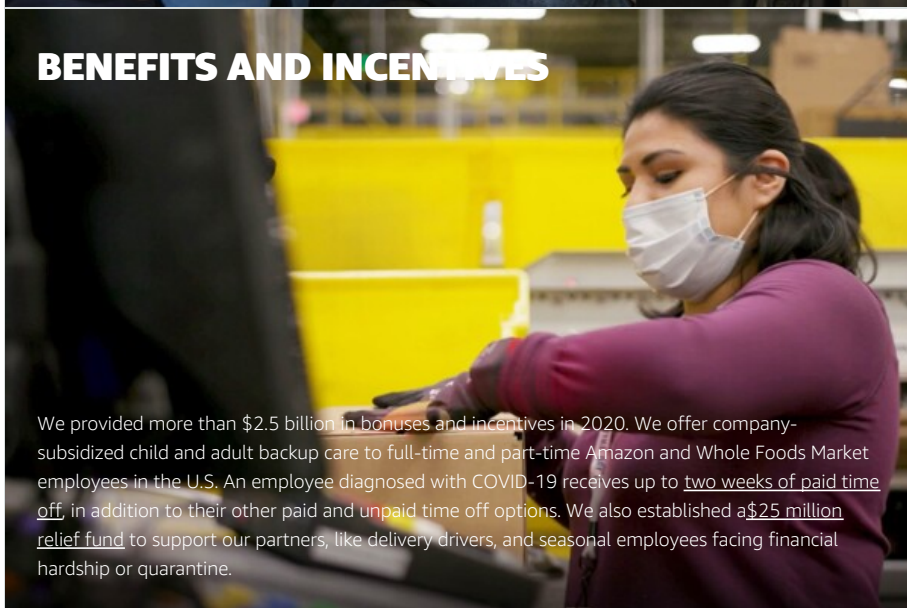
We added more than 5,700 janitorial staffers to our teams and 2,200 handwashing stations to our global facilities in 2020. We provided supplies to our fulfillment centers and office sites including more than 283 million masks, 287 million gloves, 513 million ounces of hand sanitizer, 450 million ounces of sanitizing spray, 1.5 trillion wipes, 351,000 thermometers, and 16,500 thermal cameras.

## TESTING CAPABILITIES



As part of our effort to keep our front-line employees safe, we built our own COVID-19 testing capabilities and have the capacity to conduct tens of thousands of tests per day across hundreds of sites. We are also advocating for COVID-19 vaccinations for our front-line employees, including team members working in fulfillment and data centers and at our Whole Foods Market stores.

## BENEFITS AND INCENTIVES



We provided more than \$2.5 billion in bonuses and incentives in 2020. We offer company-subsidized child and adult backup care to full-time and part-time Amazon and Whole Foods Market employees in the U.S. An employee diagnosed with COVID-19 receives up to two weeks of paid time off, in addition to their other paid and unpaid time off options. We also established a \$25 million relief fund to support our partners, like delivery drivers, and seasonal employees facing financial hardship or quarantine.

# SUPPORTING EMPLOYEES, PARTNERS, AND FAMILIES IN INDIA

As part of Amazon's commitment to help India fight the second wave of the COVID-19 outbreak, we provided oxygen concentrators, oximeters, and other critical supplies to employees in need. Amazon worked with partners to deliver more than 8,000 oxygen concentrators and 500 BiPAP machines from Singapore to hospitals and public institutions supporting patients infected with COVID-19 across India.

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## PROCESS IMPROVEMENTS

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## CRITICAL SUPPLIES

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## TESTING CAPABILITIES

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## BENEFITS AND INCENTIVES

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## SUPPORTING EMPLOYEES, PARTNERS, AND FAMILIES IN INDIA



Explore more from

## Employees

Explore

### Latest News

See how we put our scale and inventive culture to work on building a sustainable future.



#### **Amazon legal team helps prevent and correct wrongful convictions**

The Mid-Atlantic Innocence Project awarded the Amazon legal department with a Defender of Innocence Award for the team's work to prevent and correct the conviction of innocent people.





### **An update on our diversity, equity, and inclusion work at Amazon**

Earlier this year, I shared progress on our 2021 work. And over the past several months, I've worked to get a better understanding of what diversity, equity, and inclusion (DEI) means to Amazonians and what work would be most impactful to our teams. Like many of you, I've also spent time reflecting on the many things going on in the world and the tenacity it will take from all of us to make Amazon more inclusive than our world outside.



### **Former Amazon interns reveal how to land a full-time job at the company**

As our Amazon interns continue their work across nearly all areas of our business in more than 40 countries, current Amazon employees provide helpful leadership advice for the next generation of leaders.

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*All photos of people not wearing masks were taken prior to the COVID-19 pandemic.*