

Employee Benefits

Along with an average starting pay of \$18 per hour—more than double the federal minimum wage—Amazon offers a range of great benefits that support employees and eligible family members, including domestic partners and their children. These comprehensive benefits begin on day one and include health care coverage, paid parental leave, ways to save for the future, paid college tuition, and other resources to improve health and well-being.

Training and career growth opportunities for employees

We want employees to have access to the skills they need to grow their careers. Amazon is investing more than \$1.2 billion to provide free upskilling opportunities to more than 300,000 U.S. employees, to help them further their careers in high-paying, in-demand roles.

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Financial success

We help our employees build successful futures for themselves through competitive pay.

Our average starting hourly wage is \$18 per hour—more than double the federal minimum wage—for full time, part time, and seasonal employees and contractors. In addition to fair pay, employees have opportunities to own Amazon stock, participate in 401(k) plans with company match, and enroll in paid life and accident insurance. Financial counseling and estate planning services are also available, plus paid short-term and long-term disability if needed.



Employee health

Taking care of our employees' health and wellness is a priority. That's why we offer medical, dental, and vision coverage to all our regular full-time employees, regardless of their level, tenure, or position.

Amazon Care is a hybrid virtual and in-person health care benefit available for Amazon employees. Care's virtual services are available in all 50 states, and in-person care is active in Seattle, Washington, D.C., Arlington, Baltimore, Boston, Dallas, Austin, and Los Angeles, with 20+ more markets coming online in

2022 alone.

When employees want to take time away from work, they are afforded ample paid time and paid holidays, in addition to other leave and medical accommodation options that are available for mental and physical health concerns.



Caring for families

Our employees are recognized for their work through compensation and valuable benefits for themselves and their families.

With many options, employees can choose the benefits that are most valuable for their personal situation. This includes child care and eldercare providers. Amazon employees have free access to a network of more than 2 million caregivers, including nannies, babysitters and special-needs caretakers. Employees receive discounts on certain day care centers, and Amazon provides a variety of free resources for parents of children with autism, ADHD and developmental disabilities. We also offer adoption assistance for qualified domestic and international adoption expenses including attorney fees, court costs, and travel.



Parental leave

Amazon supports employees throughout all stages of their lives.

We celebrate the growth of all our employees' families through a variety of benefits. We offer up to 20 weeks of paid leave to birthing mothers and six weeks for parents who adopt. Our Leave Share program allows employees to give six weeks of paid parental leave to a spouse or partner who isn't eligible for parental leave from their employer. Plus, our Ramp Back program offers birth parents eight consecutive weeks of flexibility and partial work hours as they readjust to work schedules as new parents.

Amazon to pay full college tuition for front-line employees

Amazon's more than 750,000 operations employees in the U.S. are eligible for fully funded college tuition, including the cost of classes, books, and fees.



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