



# Benefits, Wellness & Compensation

From compensation and benefits to wellness and on-site childcare, we aim to support your commitment to your job as well as your priorities and interests outside of work.

## Compensation

Your compensation will be reviewed annually and may consist of salary, discretionary compensation, and certain local allowances, where applicable. Compensation is determined by a number of factors, including the firm's performance, divisional performance and individual performance. We spend a great deal of time ensuring that people are compensated appropriately and we aim to provide highly competitive pay levels over the long term.

## Benefits

### Healthcare and Medical Insurance



Our people attend the 2018 Benefits Fair to learn about the firm's offerings

We offer a wide range of health and welfare programs that vary depending on office location. These generally include medical, dental, short-term disability, long-term disability, life, accidental death, labor accident and business travel accident insurance.

### Holiday and Vacation Policies

We offer competitive vacation policies based on employee level and years of service. This is in addition to any number of statutory and public holidays as determined by each office.

### Retirement Planning

The firm offers a range of retirement plans and financial counseling services that are designed to support employees in meeting their personal long-term financial goals.

## Wellness

We provide a range of wellness services and programs designed to support your personal health and wellbeing.

### Health Services

We offer a medical advocacy service for employees and family members facing critical health situations, and counseling and referral services through the Employee Assistance Program (EAP). We provide Global Medical, Security and Travel Assistance and a Workplace Ergonomics Program. We also offer state-of-the-art on-site health centers in certain offices.



2018 Benefits Fair

## Personal and Family Responsibilities

### Childcare / Family Care

In some offices, we offer on-site child care centers that provide full-time and emergency back-up care, as well as mother and baby rooms and homework rooms. In every office, we provide advice and counseling services, expectant parent resources and transitional programs for parents returning from parental leave. Adoption, surrogacy, egg donation and egg retrieval stipends are also available.

### Leave of Absence

Employees are generally eligible for additional marriage or civil partnership leave, parental and adoption leave and family emergency leave. Pay and duration is determined by each office.

## Other Benefits



2018 Benefits Fair

A comprehensive range of other benefits is available to employees. These vary by office location and include Business Travel Assistance, scholarships and support for education, reimbursement for certain entertainment, meals, communication and transportation.

### Flexible Working

Based on manager approval, the following arrangements may be available to help employees meet their personal and family responsibilities: part-time schedules, job sharing, telecommuting, and alternate hours.

## Wealth Creation and Equity Awards

Our equity program is designed to attract, retain and motivate employees; and to align them with the long-term growth of the firm. The firm also looks to offer additional wealth-creation opportunities, including the Employee Special Investment Program, which offers Goldman Sachs funds to eligible employees who are qualified investors.

*All offerings vary by location.*

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