

A Look at Accenture's Total Rewards

Rewards to recognize your skills and contributions
Benefits to care for you and your family



Every day, Accenture people invest their time and talent to deliver results and transform organizations. It's no small feat and requires people to be at their best—personally and professionally. That's why we're committed to investing in you with the programs, resources and support needed. With Accenture's Total Rewards, you are empowered to be your best—for the business, for your family, and for yourself.

Rewards to recognize your skills and contributions

Our mix of financial rewards recognize your unique skills, impact and career progression. Your personal blend of base pay, bonus and equity is tailored to the market where you work and live. As you advance in your career, you have greater opportunities to be rewarded.



Base pay

We offer competitive base pay to ensure that our people are compensated fairly for the work that they do.

Bonuses

Our bonus programs reward our people for their achievements and their contributions to our business.

Performance equity

Our leadership equity grants are awarded to recognize exceptional performance or a significant career milestone.

Benefits to care for you and your family

We offer a comprehensive suite of programs to make it easier to stay physically, emotionally and financially healthy.

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Your health

As important as your health is to you, it's equally important to us. To that end, we are proud to support your health and wellbeing with a choice of medical and dental plans and vision coverage.

Medical coverage

Employees have a choice of national plans (PPO, EPO, HDHP) covering a wide range of medical services and prescription drugs.

Dental and vision coverage

Employees have access to dental PPO and dental maintenance organization (DMO) plans, as well as a routine vision care plan.

Wellness program

The program includes an app for tracking fitness, nutrition and resiliency which provides cash rewards quarterly.

Additional benefits

Accenture Medical plan participants have access to telemedicine, free second opinion services, and digital weight loss programs.

Your family

No two families are alike. And all families matter. That's why all families at Accenture are supported by a robust offering of benefits – including fertility benefits, support for adoption and surrogacy, and caregiver concierge services.

Fertility management, adoption, and surrogacy

Accenture provides fertility and adoption navigation support, as well as reimbursements for adoption and surrogacy fees.

Parental leave

We offer the below to Accenture parents:

- 16 weeks paid maternity leave for birth parents
- 8 weeks paid time off for other parents

Care for dependents

Subsidized back-up dependent care, as well as a concierge service, is available for children, spouses or elderly family members.

Work locally

Primary caregivers, both men and women, may work locally for one year following their return from the birth or adoption of a child.

Your time away

Sometimes, situations in life call you away from your work. In those times, know that we support you with a full suite of time-away programs including paid holidays, paid time off (PTO) days, and extra time off for new parents.

Paid time off

PTO encompasses traditional vacation time along with paid sick leave; days vary based on level and tenure from 17 to 27 per year.

Holidays

We provide 8 paid standard holidays and 2 culture days (for any days you choose), in addition to the PTO program.

Other time off programs

A variety of programs exist to allow employees to take leave when life calls you away from your work.

Your financial security

As an Accenture employee, you have the opportunity to take advantage of financial programs, so you're set up to live your best life today and into the future, including a 401(k) plan and discounts on Accenture stock.

401(k) Match and savings plan

Employees can immediately contribute and, after meeting eligibility requirements, receive the \$1 for \$1 match up to 6% of contributions.

Employee share purchase plan

Eligible Accenture employees can contribute up to 10 percent of their salary to purchase Accenture shares at a 15 percent discount.

Life Insurance

Accenture provides you with a basic level of coverage and you can purchase more coverage for yourself and your family.

Spending accounts

You can use pretax dollars to pay for eligible health care and dependent day care expenses.

Disability coverage

Accenture continues a portion of your salary for up to 180 days if you are disabled and can't work. LTD insurance is also available.

Your day-to-day

Accenture offers additional benefits and programs including free annual flu shots, a legal services plan, personal excess liability insurance, identity theft insurance, pet insurance, gym membership discounts, and an online mall providing discounts on various retail offerings.

Join Our Team

Search open positions that match your skills and interest. We look for passionate, curious, creative and solution-driven team players.

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