

Benefits & Compensation

ITW Benefits ...
For Life Your Way

View our current career opportunities to ignite your full potential.

Our total rewards package is broad and offers comprehensive support from health and wellness, to retirement and financial stability.

ITW is committed to offering comprehensive, affordable and flexible benefits that help you and your family be well – physically, mentally and financially. Specific benefits vary worldwide and are based on regional needs. Here are some common features of the U.S. benefit program:



Healthcare

Having a choice of healthcare options allows you to decide what works best for you and your family. Our comprehensive affordable plans include:

- Medical coverage
- Dental coverage
- Vision coverage
- Health Savings Account (HSA)
- Flexible Spending Account (FSA)



Living Well at ITW

From numerous programs and resources to personal coaching, we offer free programs to help you be well at work and at home. ITW's Employee Assistance Program (EAP) also offers confidential help whenever you or your family need it.



Income Protection

If the unexpected happens, we offer peace of mind and a safety net for you and your loved ones, with income protection benefits including:

- Short and Long-Term Disability
- Employee Life & AD&D Insurance
- Spouse and Child Life Insurance



Retirement Savings

Choose the best way to reach your retirement goals with an industry-leading 401(k) plan. You have the option to contribute to the plan on a pre-tax, Roth and after-tax basis. If you choose to save in the plan, ITW will match your contributions. In addition to the match, ITW makes an automatic contribution to help you reach your retirement goals even faster.



Pay

We offer competitive compensation packages that are aligned with market pay practices and ITW's pay for performance philosophy. This philosophy is utilized by our businesses for rewarding employees when delivering excellent individual and company performance.



Paid Time Off

We offer paid time off and a company holiday schedule to support maintaining a healthy balance in your personal and work lives.

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Parental Leave

ITW's paid parental leave includes up to four weeks for both men and women to care for and bond with their new child.



Matching Gift / Volunteer / Community

You are empowered to support the organizations and causes that matter most to you. The ITW Foundation's Matching Gift Program is industry leading, matching your donations \$3 for \$1. The ITW Foundation also supports volunteering by contributing \$10 to an employee's charity for every hour of service to the charity.