



How We Work

We strive to maintain an environment where every employee feels valued, supported and able to meet their full potential. That goal is at the heart of our commitment to inclusion, development and engagement, and corporate social responsibility. As a State Street employee, you'll have tools to help balance your professional and personal life, paid volunteer days, and access to employee networks that help you stay connected to what matters to you.

Benefits



Medical Care and Insurance

The health and welfare of our employees is important to us. We provide a range of medical plans that cover you and your dependents. You can also take advantage of our employee and family life insurance, accidental death and dismemberment coverage.



Well-Being Programs

State Street's BeWell helps employees proactively manage their well-being: from physical, emotional and financial perspectives. Our Employee Assistance Program (EAP) provides personal and confidential assistance for a broad range of issues including marital, legal or health problems among others.



Financial Well-Being

Depending on where you work, you will be eligible for regionally specific savings and/or retirement plans. We also provide resources and host local events to educate employees on achieving financial well-being.



Holidays and Time Off

We provide our employees with a highly competitive holiday and paid vacation allowance, with considerations for local requirements. We also offer our employees two paid days off to volunteer their time to company-driven initiatives or organizations of their choice.



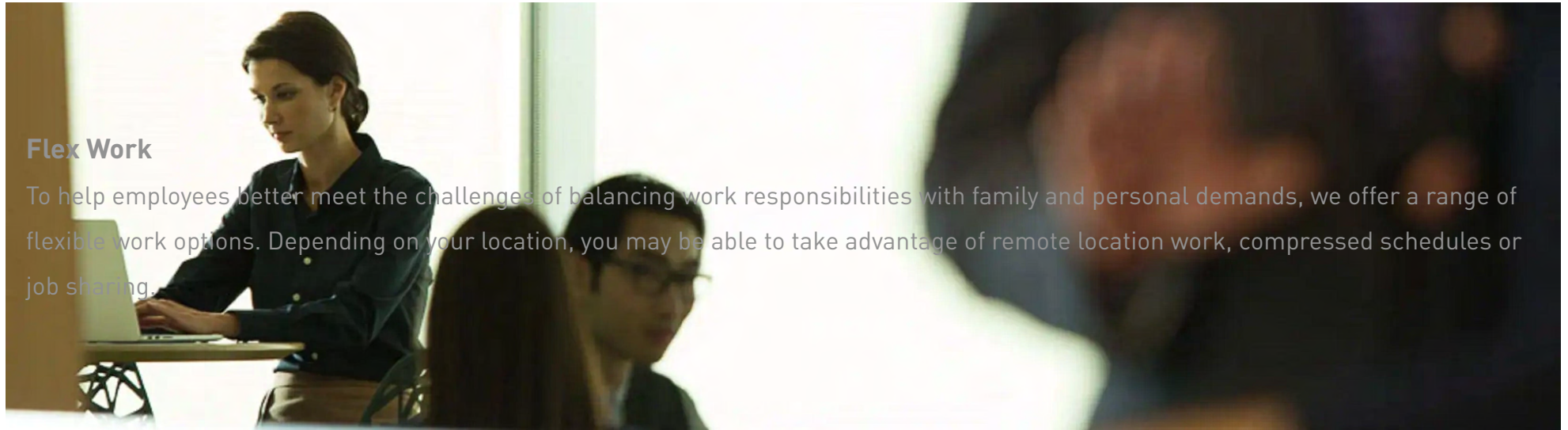
Supporting Families

We are committed to supporting all employees and the ones they care about. That is why we provide solutions that help with parenting and managing family life. Details may vary by location, but some of our programs include paid parental leaves, back-to-work support, adoption assistance or flex work arrangements.



Other Benefits

Among others benefits, you may have access to group savings, discounts at sport clubs and cinemas, and our new employee referral bonus program.



Flex Work

To help employees better meet the challenges of balancing work responsibilities with family and personal demands, we offer a range of flexible work options. Depending on your location, you may be able to take advantage of remote location work, compressed schedules or job sharing.

Inclusion and Diversity

Inclusion and diversity is about working to bring the right people to the table so that we can have the best outcomes for ourselves, for our clients, and our community. We want everyone to feel that they can add value to the fabric of what we're trying to do.

Paul Francisco

Chief Diversity Officer and

Head of Workforce Development Programs

Learn more > (<https://www.statestreet.com/values/inclusion-diversity.html>)



Employee Networks and Corporate Citizenship

With our Global Inclusion program, we work to make you feel engaged and valued by recognizing and applying your unique talents. You will be able to join one of our employee networks united around a common goal, seeking to help shape our future with their unique perspectives. These networks create volunteer, career development and cultural opportunities aligned with members' goals and interests.

Learn more> (<https://www.statestreet.com/values/inclusion-diversity.html>)

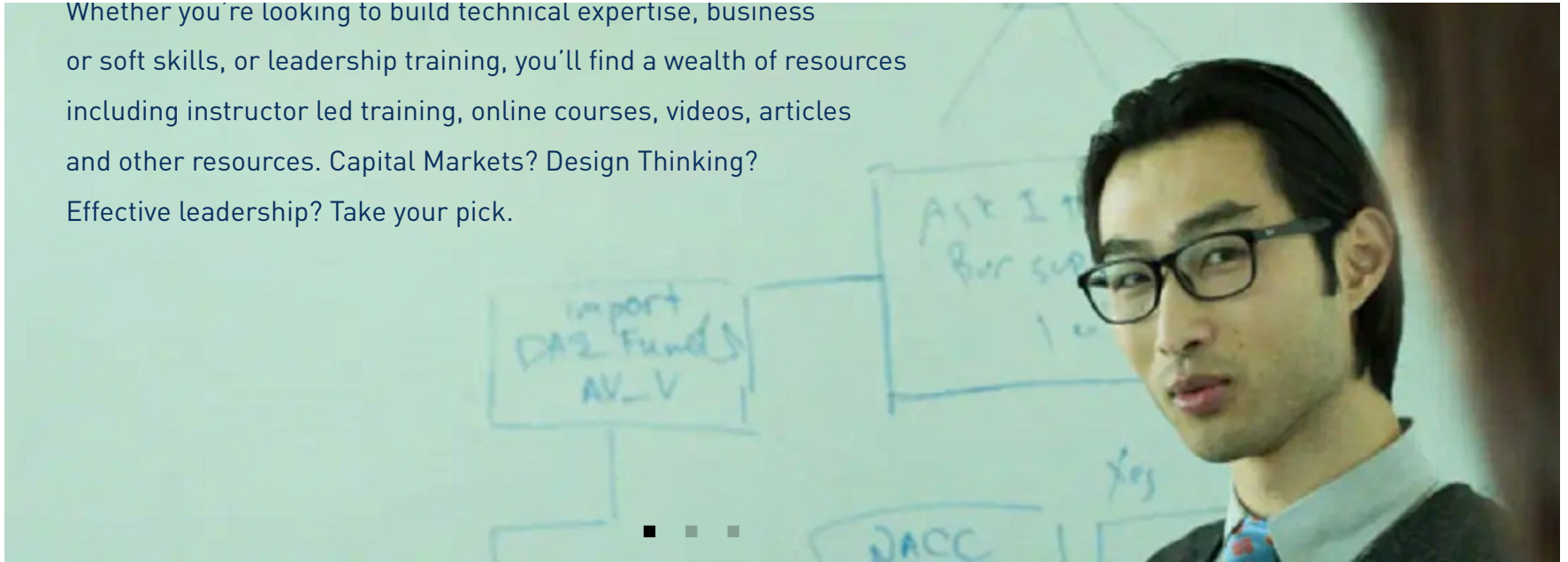


How We Grow

At State Street, you'll be able to quickly find targeted learning opportunities that meet your personal skill and career development needs, provided by a combination of internal learning professionals, subject matter experts and industry-leading external content providers. By investing in our employees, we're investing in the future of our business.

State Street Learning

Whether you're looking to build technical expertise, business or soft skills, or leadership training, you'll find a wealth of resources including instructor led training, online courses, videos, articles and other resources. Capital Markets? Design Thinking? Effective leadership? Take your pick.



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