

Benefits designed to empower your health, wealth, career and life.

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At Charles Schwab, we're united in a shared belief that what we do improves people's lives. Our employees put our clients first every day to help them achieve a better tomorrow. We want to do the same for you. That's why our Total Rewards package goes beyond traditional compensation and benefit plans. We offer a competitive and flexible package designed to empower you, when you work at Schwab, to make the most of your life at work and at home –today and in the future.

Total pay.
Compensation
you receive
today.

Your **total pay** at Schwab is a combination of the compensation you receive today and programs to help you invest for the future. Total pay includes base wage, incentives, stock awards, and benefits that provide financial protection.

- Base Wage
- Incentives
- Key Contributor Stock Awards

**Financial
future.**
Programs to
help you invest
for the future
and benefits
that protect
your income.

Our employees work every day as a champion for our clients' financial goals. We want to do the same for you by striving to offer benefits, resources, and tools to help them achieve a strong **financial future**.

- 401K plan
- Employee Stock Purchase Plan
- Employee Branch and Advice services
- Financial Protection

Health and wellness.
Benefits and wellness programs to support your overall well-being.

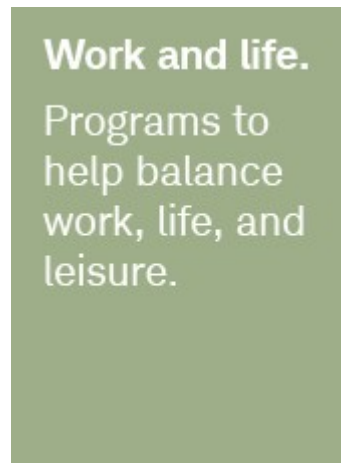
When you have your health, you can enjoy life and all it has to offer. That's why Schwab offers a range of **health and wellness** benefits to help employees be their healthiest and manage their costs.

- Medical, Dental and Vision Benefits
- Tax Advantaged HAS
- Voluntary benefits
- Wellness Programs



Your professional goals for tomorrow are based on the investment you make in your **career growth** today. Schwab offers valuable programs and support to help you succeed.

- [Education reimbursement](#)
- Mentoring and job shadowing



We know you and your family's well-being is paramount. That is why we focus on providing benefits that matter most to you if you become an employee. It's one way we can help you and your family navigate **work and life's** everyday challenges.

- Paid time off

- [Sabbatical leave](#)
- Bright Horizons family and support services
- Paid parental leave/Adoption reimbursement
- Community involvement
- Dependent care flexible spending account
- Commuter Tax savings program
- Legal plan
- Employee discount program
- Workplace Accessibility
- [Time to Volunteer](#)

DETAILED BENEFITS GUIDE

Don't see what you are looking for? Take advantage of our [Ask a Recruiter](#) blog series and send us your questions!



Schwab is committed to building a diverse and inclusive workplace where everyone feels valued. As an equal employment opportunity employer, our policy is to provide equal employment opportunities to all employees and applicants without regard to any status that is protected by law ([Equal Employment Opportunity policy](#)). Schwab is also an affirmative action employer, focused on advancing women, minorities, veterans, and individuals with

disabilities in the workplace. We believe diversity and inclusion are part of our success as a company and our purpose of serving every client with passion and integrity.

The Charles Schwab Corporation provides a full range of brokerage, banking and financial advisory services through its operating subsidiaries. Its broker-dealer subsidiary, Charles Schwab & Co., Inc. ([member SIPC](#)), offers investment services and products, including Schwab brokerage accounts. Its banking subsidiary, Charles Schwab Bank, SSB (member FDIC and an Equal Housing Lender), provides deposit and lending services and products. Access to Electronic Services may be limited or unavailable during periods of peak demand, market volatility, systems upgrade, maintenance, or for other reasons.

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