



Total Rewards

You deserve to be rewarded for your contribution to Ernst & Young LLP US' (EY's) success. When you thrive, we thrive. That's why we offer a Total Rewards package that supports and invests in you. It's one reason we're the only Big Four organization to be on FORTUNE's "100 Best Companies to Work For®" list for 23 consecutive years, among other awards.

Join the
conversation

Job search

Competitive compensation

We offer a base salary that is externally competitive, internally equitable and tied to performance. In addition, we offer variable pay, including annual bonuses, just-in-time recognition awards, and client serving promotion bonuses.

Generous time off

EY's flexible vacation policy provides a flexible work environment for our people - there is no set number of vacation days allotted to each person annually. Our employees have the flexibility and discretion to decide when and how much vacation they need. Additionally, we offer 19 paid holidays, including four-day weekends and week-long Summer and Winter breaks.

To support those transitioning to parenthood, EY offers 16 weeks of paid parental leave for US staff and US partners and principals with at least one year of service.

US salaried employees also receive up to 10 days (up to 80 hours) of paid time off each calendar year for personal care for when they are unable to work due to need to care for family members.

Better You. Well-being. Reimagined

Better You is our commitment to helping you achieve the vitality needed to perform at your best, both inside and outside the workplace. It is our holistic approach to well-being, providing you with carefully curated benefits, programs and tools for your physical, emotional/daily life, financial and social well-being.

To learn more about all of the benefits and well-being programs we offer, visit our **Better You** site.