

Our Benefits



Our next big investment is in you

Receive a rich selection of benefits you can personalize to support your health and well-being, retirement, financial security, and work-life needs.

At Wells Fargo, employees are our most valuable resource and a key competitive advantage. We want to be an employer of choice — a company where people matter, teamwork is rewarded, everyone feels respected and empowered to speak up, diversity and inclusion are embraced, and how our work gets done is just as important as getting the work done.

Our belief in this strategy puts strong emphasis on engaging our employees. Engagement is an emotional connection with, and commitment to, Wells Fargo where we feel included, valued, and supported to do work that energizes us, and where we are inspired to go farther together — for one another, our customers, and our communities.

Wells Fargo provides all eligible full- and part-time employees with a comprehensive set of benefits designed to protect their physical and financial health and to help them make the most of their financial future. Employees may also participate in a stock purchase plan and take advantage of discounts on financial products, home mortgages, and more.



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- [Who We Are](#)
- [Leadership and Governance](#)
- [Corporate Responsibility](#)

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Health plans

We offer comprehensive and competitive medical, dental, and vision benefits. Our medical plans offer you preventive care services covered at 100%, prescription drug benefits, mental health and substance abuse coverage and a network of doctors and hospitals to help you and your family improve or maintain your health.

Well-being

Our culture supports employees wherever you are on your health and well-being journey. We offer tools and resources so the healthy can stay healthy, those who may face health problems in the future can begin to make positive changes now, and those with current health care needs have the support to manage them.

Parental and Critical Caregiving Leaves

These paid leaves provide you with time away from work to help you care for the ones you love. Wells Fargo provides up to 16 weeks of paid parental leave for a primary caregiver and up to four weeks for a parent who is not the primary caregiver to care for a new child following birth or adoption (available after one full year of service). In addition, one regularly scheduled workweek per year of paid critical caregiving leave is available to care for a spouse, partner, parent, or child with a certified serious health condition. Additionally, employees are eligible for up to five days per calendar year of in-home, back-up adult care for yourself, your elderly parents or parents-in-law, an ill spouse or partner, or a child who is age 18 or older.

Paid time off

Wells Fargo understands that our employees have busy lives and diverse needs and that you are at your best when you have had the opportunity to relax and rejuvenate yourself. Our time away benefit provides a variety of competitive options to accommodate diverse needs and life events including time off for vacation, illness, caring for a family member, volunteering, the birth or adoption of a child, the loss of a family member, and more.

As a regular employee with a base pay, you will accrue 18 days of paid time off (PTO) in your first year, and you can expect periodic increases to your PTO throughout your tenure. We also observe 13 paid holidays, including personal holidays, that can be used for religious, family, cultural, patriotic, community, or diversity observances.

401(k) Plan

Wells Fargo is committed to your financial success and provides the 401(k) Plan to help you save for retirement. Currently, Wells Fargo matches your contributions annually - dollar for dollar - up to 6% of your eligible pay, after you complete one year of service. Additionally, Wells Fargo makes an annual Base Contribution and may make an annual Discretionary Contribution, if you meet certain eligibility requirements.

Discounts & savings

To support your financial health, we offer special discounts on Wells Fargo financial products and services that are typically offered to our best customers.

Commuter benefits

Save money when you pay for mass transit or parking on a pre-tax basis.

Adoption reimbursement

Wells Fargo provides up to \$5,000 for eligible adoption-related expenses through our Adoption Reimbursement Program.

Education benefits

- Tuition reimbursement**
 Your professional development is encouraged and supported, which is why Wells Fargo will reimburse you for eligible tuition expenses up to \$5,000 annually.
- Scholarships for dependent children**
 Several scholarships are offered to children of employees every year. Your children can apply to receive awards ranging from \$1,000 to \$3,000.

The information presented on this site does not provide the official plan provisions of the employee benefit plans sponsored by Wells Fargo & Company. If there is any discrepancy between the information presented on this site and the official plan documents, the official plan documents will govern. Wells Fargo & Company reserves the unilateral right to amend, modify, or terminate any of its benefits plans (or benefit plan options), programs, policies, or practices at any time, for any reason, with or without notice. Any such amendment, modification, or termination may apply to both current and future participants and their dependents and beneficiaries.

Relevant military experience is considered for veterans and transitioning service men and women.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.

[EEO is the Law \(PDF\)](#)

[EEO Supplemental Information \(PDF\)](#)

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