

WORKING AT ALEXION

Rewarding Our Employees with Industry-Leading U.S. Benefits

We take every opportunity to reward employees for their contributions and achievements, offering a comprehensive benefits package that is not only one of the best in the industry, but is also as progressive and unique as the therapies we develop.

Work/Life Balance and Family Assistance



GENEROUS PTO PROGRAM

with vacation time starting at 3 weeks and 17 paid holidays in 2018, including Christmas Eve through New Year's Day



PAID LEAVE PROGRAMS

- Minimum of 4 weeks for all new parents, with up to 16 weeks for birth mothers and adoptive parents
- 4 weeks for caregivers of seriously ill family members



BACK-UP CARE COVERAGE

with up to 12 days of back-up and adult care, or the option of being reimbursed up to \$100/day to find your own provider when traveling overnight on business

Generous commuter benefits + Free breast milk delivery service (for work travel) + Up to \$8,000 in adoption assistance per child

Recognition and Career Growth



COMPETITIVE REFERRAL BONUS

so employees can tap their talent networks



LEADERSHIP TRAINING AND DEVELOPMENT PROGRAMS



GLOBAL REACH



UP TO \$10,000 PER YEAR FOR TUITION ASSISTANCE

Health and Wellness



EQUAL MENTAL HEALTH COPAYS

in-and-out of network



24-HOUR

- Counseling (EAP)
- Telemedicine services
- Concierge service



UP TO \$400 ANNUAL FITNESS REIMBURSEMENT

Up to 60 visits for speech, physical, or occupational therapy + Diabetes management program + Unique High Deductible Health Plan (HDHP) and Health Savings Account (HSA) that offer short- and long-term savings

Planning for the Future

401(k) MATCHING

dollar for dollar up to 6% pay

RESOURCES FOR REFINANCING STUDENT LOANS

Average savings of \$11,000

Giving Back

UP TO \$1,500/YEAR GIFT MATCHING

for personal philanthropic efforts



ANNUAL GLOBAL DAY OF SERVICE