

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 a holiday schedule that includes Christmas Eve through New Year's Day



PAID LEAVE PROGRAMS

- Minimum of 12 weeks for all new parents, and up to 18-20 weeks for birth mothers
- 12 weeks for caregivers of seriously ill family members



BACK-UP CARE COVERAGE
with up to 20 days of back-up care, and the option of being reimbursed up to \$100/day to find your own provider when traveling overnight on business

Subsidized commuter benefits

+

Free breast milk delivery service (for work travel)

+

Up to \$50,000 towards adoption and/or surrogacy assistance

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)
- Telehealth
- Concierge service
- Health Advocacy



UP TO \$400 ANNUAL WELLBEING REIMBURSEMENT

Unlimited speech, physical, and/or occupational therapy visits

+

Diabetes & hypertension management programs

+

High Deductible Health Plan & subsidized Health Savings Account that offer short- and long-term savings

Planning for the Future

401(k) MATCHING
dollar for dollar up to 6% pay

NO-COST STUDENT LOAN ADVISING & REFINANCING

Giving Back

UP TO \$1,500/YEAR GIFT MATCHING
for personal philanthropic efforts



ANNUAL GLOBAL WEEK OF SERVICE