

# Total Rewards

Eaton Vance takes a holistic approach to employee rewards. We recognize that the compensation and benefits we provide, the training and development opportunities we offer, and the work experiences of our employees are key to attracting, developing and retaining top talent and achieving high levels of performance excellence.

## Compensation

Our compensation programs are driven by three primary objectives: attracting a highly qualified and diverse workforce; retaining and motivating employees by recognizing and rewarding achievement, contribution and excellence; aligning the focus of employees, management and shareholders on long-term business and investment results.

The principal elements of our compensation program are base salaries, performance- and incentive-based cash awards, and stock-based compensation. Including stock-based compensation as a significant component of overall compensation helps align the interests of our employees with those of the Company's shareholders.

## Benefits

Eaton Vance provides a comprehensive suite of employee benefits, which include:

### ***Health, Dental and Vision Insurance***

Eaton Vance offers medical, dental, and vision insurance to all full-time employees, part-time employees working at least 21 hours per week and their eligible dependents. Employees are eligible for coverage upon their first day of employment, with different plan options available to meet the varying needs of our employees.

### ***Retirement Plan***

All employees are eligible to participate in the Company's Profit Sharing and Savings Plan. Under the Plan, employees may contribute up to 75% of their base salary to a 401(k), Roth 401(k) or thrift account. The Company matches each employee's contribution dollar for dollar to a maximum of \$2,000 per year. After completing 1,000 hours of service in a year, employees are also eligible to receive an annual Company-funded profit-sharing contribution. While not guaranteed, past profit-sharing contributions have consistently equaled to 15% of base compensation.

### ***Parental Leave and Adoption Assistance***

Eaton Vance permits employees to take up to 12 weeks of paid leave in connection with the birth, adoption or foster care of a child. Birthing mothers receive disability benefits for nine weeks, in addition to 15 parental leave days, for a total of 12 paid weeks. Primary caregivers receive nine weeks in addition to 15 parental leave days, for a total of 12 paid weeks. Secondary caregivers receive 15 parental leave days.

Eaton Vance provides full-time employees and part-time employees working at least 21 hours a week with up to \$5,000 per child toward the cost of qualified adoption expenses for domestic and internal adoptions.

### ***Back-Up Child Care***

All U.S. employees are eligible to receive back-up daycare services through Bright Horizons. This program gives employees access to in-home and center-based care for children, as well as care for senior relatives. It also provides access to discounts on sitters, regular child care, nannies, pet sitters, and tutors.

### ***Domestic Partner Benefits***

Medical, dental, vision and life insurance benefits are available to domestic partners and eligible dependents of Eaton Vance employees.

### ***Flexible Work Arrangements***

Eaton Vance offers a variety of flexible work arrangement options, such as flexible arrival and departure times and the ability to work from home or another location. Flexible work arrangements may range from a short period of time (less than 30 days) to

more long-term schedule changes. All flexible work arrangements must be approved by the employee's manager.

### ***Commuter Benefit Plan***

Through the Commuter Benefit Plan, employees may purchase transit passes with pretax dollars, the cost of which is subsidized by the Company. Employees may also elect to set aside pretax dollars for reimbursement of eligible commuter-related parking expenses.

### ***CFA Exam Reimbursement***

The Chartered Financial Analyst (CFA®) designation holds a high distinction in the investment management profession. Eaton Vance supports employees pursuing this designation by reimbursing costs associated with sitting for each level of the CFA exam.

### ***Tuition Reimbursement***

Eaton Vance reimburses tuition costs for employees who successfully complete any approved business-related course or exam, or any course required to complete an undergraduate degree at an accredited college or university, up to a specified maximum dollar amount per year. Eaton Vance also reimburses employees for costs of job-related certifications.

### ***Paid Time Off***

The Company maintains a generous vacation policy, with the number of paid days off dependent on level and years of service. We also observe all New York Stock Exchange holidays.

### ***Wellness Program***

Our wellness program promotes healthy living by our employees through newsletters, seminars and events that cover a wide range of wellness-related subjects, including physical and nutritional health, emotional and social well-being, and financial health. The Company offers free flu shots, biometric screenings, wellness fairs and exercise challenges to encourage employees to maintain a healthy lifestyle. All employees are eligible for an annual \$200 wellness reimbursement from the Company.

### ***Employee Assistance Program***

The Employee Assistance Program offers confidential counseling services to employees and their family members for any type of personal problem. Employee Assistance Program services include initial assessments, short-term counseling, referrals and follow-up.

### ***Employee Stock Purchase Plan***

All eligible employees working more than 20 hours per week for more than five months in a calendar year may participate in the Eaton Vance Employee Stock Purchase Plan. Purchase opportunities are offered either semiannually or quarterly, giving participating employees the opportunity to buy Eaton Vance nonvoting common stock through payroll deductions at a discount to market price and without any brokerage fees.

### ***Voluntary Benefits***

- MetLife home and auto insurance discounts
- MetLife legal plans
- Working Advantage employee discount and reward programs
- Supplemental spousal and dependent life insurance
- Pet insurance

## **Commitment to Equal Opportunity**

Eaton Vance is an equal opportunity employer committed to nondiscrimination in our compensation and benefit programs and employment practices. Compensation decisions are subject to review to ensure fairness across all jobs, from senior officers to entry-level. Please see our [Equal Employment Opportunity Policy](#).

[Back to Careers Overview](#)



**HEADQUARTERS**

Two International Place  
Boston, MA 02110

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- Singapore
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