



## PwC's Commitment to their Employees

For PricewaterhouseCoopers to deliver quality service and value to their clients—what they call the PwC Experience—they need their people to have a similar experience at the firm. Career satisfaction is focused on more than money—it's also about having great client opportunities, learning and developing, building relationships, and being recognized for their accomplishments. But most of all, it's about feeling supported as employees strive to achieve their own goals and grow their career.

PwC offers innovative and inspiring ways to reward their people and they are transparent in the way they talk with their people about pay. Their total rewards package is aimed to deliver the value needed to meet staff's needs beyond just base compensation.

Through compensation strategy, PwC strives to provide employees with a compensation package that surpasses what their competitors offer, through a combination of salary, bonus opportunities, recognition awards, and non-monetary awards and benefits. This balanced approach results in a compensation program that aims to deliver value with depth and breadth to meet the employee's needs and the firm's needs on a number of different levels.

Unfortunately, student loan debt sometimes gets in the way of a person's career satisfaction. Student loan debt is an issue at the heart of PwC's Purpose: to build trust in society and solve important problems. PwC's Student Loan Paydown (SLP) benefit also helps address a challenge experienced disproportionately by those in certain minority groups, and aligns with PwC's Corporate Responsibility position as a leader around financial literacy.

The SLP benefit provides eligible associates and senior associates with \$100 per month (or \$1,200 per year) paid directly to their student loan servicer for up to six years, or until promotion to manager (whichever comes first). The SLP benefit has the potential over time to help eligible staff reduce their student loan principal and interest obligation by as much as \$10,000 and shorten their loan payoff period by up to three years.

PwC understands the significant toll student debt can have. Aligned to their commitment to corporate responsibility, the Student Loan Paydown benefit is something PwC is proud to offer its employees.

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