

## Flexibility

**Hybrid working.** A balanced approach across home and office.

**Long weekends.** Six paid days a year to extend your weekend, from 2022.

**Leave purchase:** The ability to purchase up to 10 days additional annual leave.

## Remuneration

**Equity grants.** Rewards our top 25% of performers with an equity grant that is 20% of their base salary.

**Retirement.** 401k savings. Up to 25% pre-tax contribution against the IRS annual limit.

**Profit share.** An annual incentive when iress meets its annual profit targets.

**Share investment.** Invest in iress shares from your pre-tax salary.

**Referral program.** A cash bonus for anyone you refer who joins us.



## Health, wellbeing & community

**Insurance.** Health insurance, Dental insurance, Income Protection plus life insurance - 1x annual base salary.

**Confidential counselling.** Access to our employee assistance program for you and members of your family.



## Everyday benefits

**Professional and personal development.** Access hundreds of courses through online training platform Udemy.

**Workplace.** Contemporary offices.

