

# Why join Iress?



## Flexibility

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

**Long weekends.** Eight paid days a year to extend your weekend, from 2023.

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

**Parental leave.** 17 weeks' paid parental leave and a further 9 weeks at half-pay. Return from parental leave on reduced hours for four weeks at your full salary.

**School transition leave.** 8.5 days of starting school leave for permanent employees, which can be accessed within the first term to assist with the transition to school.

**December Shutdown.** Typically this falls between 24-31 Dec.



## 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.