

# BENE FITS YOU.

**Benefits that fit your life,  
not just your career.**



At Raytheon Australia we offer benefits that fit your life, not just your career. Our employee benefits package is one of the reasons why it's great to work here – we offer competitive rewards for everyone, no matter your stage of career or life.

As a trusted capability partner to the Australian Defence Force, we are offering exciting opportunities across the joint domain. Join our world-class team and enjoy our unique suite of employee benefits.

## **Generous leave benefits**

Raytheon Australia is committed to helping our employees achieve a work-life balance that allows them to effectively manage the demands of home and work. To support this, we provide additional leave to our employees, including Special Carers, Study, and Defence Reservist leave, as well as the opportunity to purchase leave. In addition, we offer generous primary and secondary carer parental leave, designed to help accommodate changes in your personal circumstances, including welcoming a new member to your family. As a company, we are committed to supporting you and your family at every stage.

## **Additional superannuation contribution**

Raytheon Australia rewards its employees for their work and is proud to offer a superannuation contribution of 13%. This generous contribution is just one of the ways Raytheon Australia is investing in the future of every member of our team.

## **Salary sacrifice opportunities**

Raytheon Australia offers salary sacrificing to help enhance your after-tax position. Typical salary sacrifice items include superannuation, novated leasing of motor vehicles and professional memberships.

## **Discounts**

Raytheon Australia employees enjoy a range of lucrative discounts and special offers. Discounts are available on new cars, IT assets, and Qantas Club memberships, as well as Australian and international hotels. We value our people and recognise the importance of making the most of your leisure time.

## **Health and wellbeing initiatives**

Driving a culture of health, safety and wellbeing is the number one priority at Raytheon Australia. We offer a range of benefits that encourage our people to enhance their health and wellbeing, including access to an external employee assistance program, company-funded salary continuance insurance and competitive private health insurance discounts. An annual \$250 Health & Wellbeing Benefit also allows employees to access personal training, fitness classes, fitness equipment, clothing and short courses.

## **Flexible work arrangements**

We recognise that flexibility looks different at various stages of an employee's life and career – it's not a 'one-size-fits-all' approach. Ultimately, we want to make it easier for you to effectively manage the things that are important in your life. We offer a range of flexible working arrangements so our employees can tailor an option that best suits them. This includes flexible hours, flexible location, non-standard start and finish times, and the option to work more hours on some days and less on others.

## **Recruitment referral bonuses**

Finding the best talent isn't always easy, and that's why Raytheon Australia has a generous referral bonus scheme. Some of the best candidates for our advertised roles are introduced by other members of our team. We recognise the value of these deep networks and reward our existing employees for helping us to attract the right talent to the organisation.