



BENEFITS

Andersen Consulting offers an innovative and comprehensive compensation and benefits program. Our program provides protection today through the medical, dental, life insurance, and disability plans, and contributes to your future financial security through the employees' profit sharing plan and 401K plan. Each plan provides options; you choose the option that is most appropriate for you. Some plans offer several options. In others, you simply choose whether or not you want coverage.

Andersen Consulting automatically provides you with benefits like Short-Term Disability insurance, Accidental Death and Dismemberment (AD&D) insurance, Disability Leave, Employee Assistance Program, Child Care, and Elder Care Referral services. These add to each employees' benefits without adding cost. The number of choices in our benefits plan means that you have the flexibility to create a benefits mix specific to your needs at various stages in your career. In fact, you have the opportunity to select a new mix of benefits each year, and you can change your selections during the year if you experience a "life event," such as marriage or a new addition to your family.

Andersen Consulting also provides overtime compensation and paid vacation plans that reflect the value of your time and contributions as well as the importance of the changing needs of our clients. At the analyst and consultant levels, you will be compensated for the overtime you work at an hourly rate based on your salary. The amount of overtime will depend on the status of your current project, but typically overtime may add to your base salary and average of 10-15% a year.

At Andersen Consulting, you begin accumulating vacation hours each month after your first day of work, amounting to two week of vacation per year at analyst and consultant levels and four weeks per year when you reach manager level. In addition, we offer a unique way for you to ear more vacation time. Analysts and consultants may put their first 80 hours of overtime toward additional vacation time. This means that you may actually earn - and take - up to four weeks of vacation time during each of your first few years with us. If you don't use all your "banked" overtime as vacation time, it is paid to you on a specified date at your current salary rate.

For more detailed information on benefits, please see the enclosed brochure entitled Compensation and Benefits under the tab Additional Information.