

SHAPE YOUR WORLD. YOUR WORK. YOUR CAREER.



At Alcoa, we turn ideas into innovation. Impossibility into impact. And YOU are an essential part of our purpose: to turn raw potential into real progress. The way we see it, every Alcoan has a role to play and is a work-shaper, team-shaper, idea-shaper and world-shaper. Together, we are empowered to make a meaningful difference in our communities and the world.



Why work at Alcoa?

Shape your career as part of a global team committed to building a legacy of excellence for future generations. At Alcoa, our success depends on great teams, where people can do their best work, develop, and be their authentic selves in a supportive environment that is committed to diversity, equity and inclusion. We are creating an empowering and enriching employee experience that inspires and enables us to compete for the talent we need now, and in the future. Join us now and shape your career with us!

Our Values: Act with Integrity. Operate with Excellence. Care for People. Lead with Courage.

TOTAL REWARDS

What does this mean for you?



Work/Life Benefits*

You are eligible for the following benefits from your first day of employment:

- **Vacation and holidays:** Beginning with 15 days of paid vacation, increasing with years of service; up to 12 days paid annual holidays.
- **Paid Sick and Safe Leave:** Receive up to 56 hours of paid sick and safe leave each January.
- **Care for Family Leave:** Provides up to 8 weeks per year of paid leave to care for a family member with a serious health condition or due to a family member's active-duty status.
- **Parental Leave:** Paid leave of up to 14 weeks as birth parent or 8 weeks as non-birth parent or to foster or adopt a child.
- **Alcoa's Flexibility First** initiative offers flexibility on Where, When, and How people work.

Other Benefits and Wellness Support

- **Potential 9% employer contribution to the retirement 401(k) plan:** Automatic 3% plus up to 6% savings match (plan includes Roth savings options and immediate vesting of all contributions).
- **Medical, dental, vision, and prescription drug plans** with Flexible Spending Accounts opportunities and telehealth.
- **Choice of PPO or High Deductible Health Plan (HDHP)** with a Health Savings Account (HSA).
- Personalized programs for managing chronic conditions.
- **Employee Assistance Plan**, which includes counseling and pet care, as well as legal, education, financial, and caregiver services.

**Specific benefits may vary and be prorated based on hire date, role and state/local laws.*



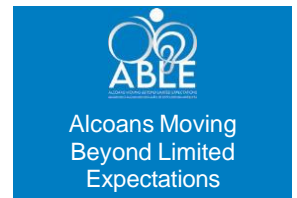
Employee Development*

- Mentoring and coaching opportunities.
- Internships and apprenticeships.
- Learning and development programs.
- Tuition and professional membership reimbursement.
- International and domestic assignment possibilities.
- Short-term projects (gigs).



Diversity, Inclusion and Community

Alcoa is a safe, respectful, and inclusive workplace where giving back matters, which is why we offer 4 hours of paid community volunteer time annually and support 4 inclusion groups:



SHAPE YOUR WORLD

Your Work. Your World.
Shape them for the better.

