

MAY 2022

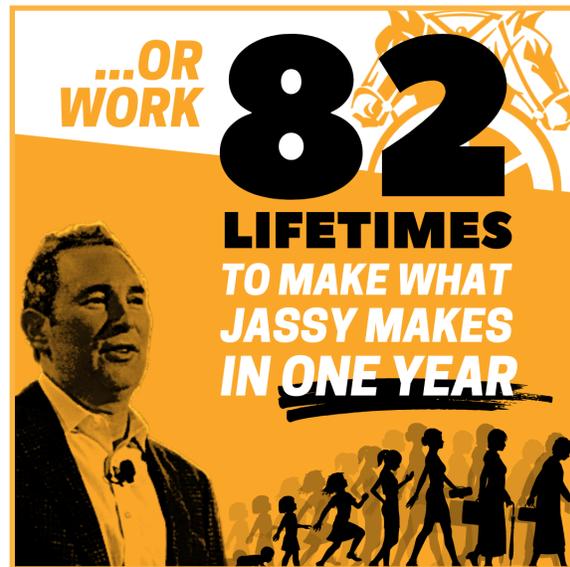
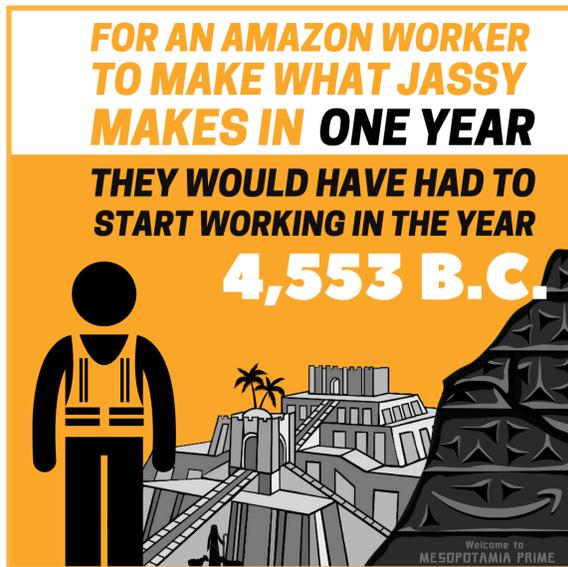
BREAKING DOWN AMAZON'S EXCESSIVE EXECUTIVE COMPENSATION



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Amazon paid its CEO Andy Jassy **\$212 million** last year, or **6,474 times** what the median Amazon worker earns in a year. This means:

- For the typical Amazon worker's lifetime earnings to equal what Andy Jassy makes in one year, they would have had to start working in the year 4,553 B.C. (this is the equivalent of working for **82 lifetimes**).



Additional Background on Amazon's Excessive Executive Compensation:

ANDY JASSY

"Andy Jassy inherited a fortune by becoming Amazon's CEO. He's raking in hundreds of millions of dollars with no accountability for the company's disgusting treatment of its workers."

– Sean M. O'Brien, General President of the International Brotherhood of Teamsters

- Jassy took home **a quarter of a billion dollars** over the past 10 years working at Amazon before the company made him CEO. Meanwhile, Amazon pays its median full-time U.S. worker ~ **\$19 per hour** and forces workers to work at a pace that causes **twice as many serious injuries as at other warehouses**.
- The **\$212 million** payout Jassy received last year could be worth more than **half a billion dollars** over the next 10 years. ***\$540 million**, if Amazon simply matches the average long-term stock market growth over the next decade.
- Amazon chose to pay Andy Jassy **\$212 million** the moment he became the company's CEO last July.
- By granting Jassy this massive payday, the company gave him the benefit of the doubt that he could go from managing the approximately **40,000 employees** at Amazon Web Services (AWS) to **1.6 million employees** at Amazon.

- However, after a year (2021) with a **20 percent increase in workplace injuries at Amazon's U.S. facilities**, the company's gamble seems hard to justify.
- Glass Lewis, a top proxy advisory firm, recently issued a report stating that Amazon shareholders "**ought to be concerned by CEO Andy Jassy's 'excessive' pay.**" The other leading proxy advisory firm, Institutional Shareholder Services (ISS), said **in its report regarding Jassy's pay that it, "is excessive in the context of an internal promotion".**

JASSY, OLSAVSKY, CLARK, SELIPSKY, & ZAPOLSKY

- Andy Jassy is not the only executive who Amazon is showering with huge payouts. While Amazon ripped **away paid leave for workers with COVID-19**, the company paid its **top five executives \$556 million** in pandemic-era equity awards.
- The **\$556 million** in pandemic-era equity awards includes **\$90 million** awarded in early April 2022, of which **\$40 million** went to the new CEO of AWS, Adam Selipsky.
- This additional **\$40 million** award to Selipsky is notable because Amazon had just awarded him **\$81 million** to take over the role of AWS CEO from Andy Jassy.



One of the wealthiest men alive, Jeff Bezos, has handed over a fortune to Andy Jassy and a few of his top executives at Amazon. Meanwhile, the company continues to **break federal labor laws** and forces employees to work so fast and in such unsafe conditions that they suffer serious injuries at rates **"more than twice as high as the rate for all other warehouse employers."**

Amazon should compensate workers for the revenue they bring in for the company. Amazon cannot generate **\$443 billion** in annual sales without the labor of its warehouse workers and drivers who sort, pack, and deliver packages. In addition, the company should reinstate its **COVID-19 paid leave policy**. It is unconscionable that Amazon would pay its CEO **\$212 million** and give top executives **half a billion dollars** in pandemic-era equity awards while it pays its median full-time U.S. workers **~ \$19 per hour** and rips away their COVID-19 paid leave time.