

# Shape your future. Dream big with us.

Booz  
Allen

## Total Rewards at Booz Allen

It's our people who steer us into the future, enabling us to accomplish the impossible. We depend on each other, so we take the time to help one another—especially when it matters the most. At Booz Allen, you'll receive the support you need both personally and professionally to achieve your goals and drive real-world change.

We're committed to your health and wellbeing. Our benefits are designed to show you appreciation for your contributions, provide you with opportunities and choice, and help you navigate work-life integration.

### COMPENSATION

You're the best in the industry, and we offer pay that reflects this. We conduct regular benchmarking to make sure that our compensation package is competitive. Additionally, you'll have the opportunity to receive a merit increase, which is tied to your performance against goals and companywide behaviors. Our benefits packages ensure that you'll be able to be your best self—physically, emotionally, and financially.

### HEALTH, LIFE, AND DISABILITY BENEFITS

Our benefits program gives you a broad spectrum of protection against the financial risks of illness and injury for you and your eligible dependents, including your spouse or domestic partner and your dependent children. For most of these programs, we pay a majority of the costs with a supporting contribution from you.

- **Medical, Dental, and Voluntary Vision Coverage:** You'll get to choose from a comprehensive collection of healthcare plans to best meet your needs. Choices include Consumer-Driven Health Plans (CDHP)—Platinum, Gold, and Bronze—with a Health Savings Account option (HSA) or Health Maintenance Organization (HMO) in select markets. TRICARE Supplement is also offered for military retirees.
- **Health Savings Accounts (HSA):** HSAs complement CDHPs by allowing you to save for and pay for qualified healthcare expenses on a pre-tax basis. An HSA is a financial tool that gives you more control over your healthcare decisions.
- **Health Care Flexible Spending Account (FSA):** This type of account allows you to set aside pre-tax funds each year to reimburse yourself for certain medical, dental, and vision expenses not covered by another plan.
- **Group Term Life:** This insurance is company-paid coverage, equal to your annual base salary. You may purchase additional coverage for yourself and eligible dependents.
- **Accidental Death and Dismemberment:** Company-paid coverage is equal to two times your annual base salary, with the opportunity to purchase additional coverage for yourself and your eligible dependents.
- **Business Travel Accident:** This insurance is company-paid coverage of two times your annual base salary while traveling on business (international and domestic).
- **Short-Term Disability (STD):** STD coverage provides up to 26 weeks of paid leave (based on years of service) should an illness or injury require you to be away from work. The first week (e.g., 40 consecutive working hours) of disability leave is considered an unpaid waiting period; however, you may be paid for this period using your accrued Paid Time Off (PTO). Paid leave is then provided through the STD program for the remaining period. Coverage is paid by the company and is available immediately upon your date of hire.
- **Long-Term Disability (LTD):** LTD insurance provides income protection during an extended period of disability. If you elect LTD insurance, benefits begin after you have been partially or totally disabled for 26 weeks, and the cost of coverage is shared between you and the company.
- **Long-Term Care Insurance:** A voluntary plan to help you pay for nursing home fees or home healthcare costs not covered elsewhere.

## FINANCIAL BENEFITS

The Employees' Capital Accumulation Plan (ECAP) is a tax-deferred, defined contribution plan to help ensure that you're financially ready for what's next.

### Employee 401K Retirement Plan

- The 401K program offers a dollar-for-dollar annual matching contribution of up to 6 percent of eligible compensation. The annual matching contribution is immediately vested, and you must be an active employee on the last day of the plan year (December 31) to be eligible for the matching contribution.
- The 401K plan allows you to make pre-tax and Roth after-tax contributions via convenient payroll deductions up to the annual maximum Internal Revenue Service (IRS) limit.
- During the first 60 days from your hire date, you have the option to elect/change your contribution rate or elect not to contribute. If you choose not to do anything, you'll be automatically enrolled in the ECAP 401K with a 6 percent pre-tax contribution deducted from your paycheck. You can change your 401K deferral rate at any time.
- If you're age 50 or older, you may make an additional "catch-up" contribution to your voluntary 401K account each year—up to the annual maximum IRS limit.

### Employee Stock Purchase Plan (ESPP)

- Our ESPP provides you with the opportunity to purchase Booz Allen stock at a 5 percent discount. If you meet the eligibility requirements, you can authorize monthly after-tax payroll deductions between 1 percent and 15 percent of your eligible compensation to purchase shares of Booz Allen stock.

## EMPLOYEE RESILIENCE FUND

Our Employee Resilience Fund is a charitable grant program that provides financial assistance to employees to cover qualified expenses resulting from a qualified catastrophic disaster or personal hardship. In addition, the Employee Resilience Fund allows Booz Allen employees to support fellow employees who are experiencing a financial hardship through charitable financial donations.

### PAID LEAVE PROGRAMS

We offer a comprehensive set of paid leave programs designed to help you maintain the balance of work, personal time, community interests, and commitments that support your personal and professional wellbeing.

These programs include the following:

- **Paid Time Off (PTO):** A pool of leave to spend as you choose—not only for rest and relaxation, but also for the unexpected, such as personal illness or any matter that requires you to be away from work. Your leave grows with your tenure and advancement.
- **Holidays:** The firm offers 11 fixed paid holidays each year: New Year's Day, Martin Luther King, Jr. Day, Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Indigenous Peoples' Day, Veterans Day, Thanksgiving Day, and Christmas Day.
- **Bereavement Leave:** Up to 3 days of leave to mourn the loss of an immediate family member or loss of pregnancy and an additional 2 days of leave if out-of-town travel is required.

- **Paid Parental Leave:** Mothers and fathers receive up to 6 weeks of paid leave after the birth or adoption of a child (in addition to disability leave for mothers following birth).
- **Military Reservist Leave:** We offer various programs that support our reservists.
- **Paid Leave for Civic Responsibilities:** We provide you with time off without loss of pay or benefits if you serve on a jury, participate in certain legal proceedings, or perform certain civic duties.
- **PTO Donation:** Allows you to donate PTO hours to support colleagues in need and request PTO if you experience a personal hardship due to a catastrophic event.
- **PTO Flex Program:** Allows you to purchase additional hours of PTO or sell accrued PTO to receive a cash payout or allocate to your 401K or HSA.

We provide additional unpaid leave for various reasons to supplement paid leave programs, including:

- **Unpaid Parental Leave:** After 1 year of employment, we provide new parents (birth or adoptive) up to 24 work weeks of unpaid leave. All other applicable Booz Allen leave benefits (e.g., STD, Paid Parental Leave, and Family and Medical Leave Act) run concurrently with this leave program.

LEVEL	YEARS OF SERVICE			
	LESS THAN 2 YEARS	2-4	5-9	10+
	ANNUAL ACCRUAL (DAYS)			
Admin Professional, Technician, Consultant, Engineer/Technologist/Scientist, Senior Consultant and Staff Engineer/Technologist/Scientist	16	18	20	25
Associate, Lead Engineer/Technologist/Scientist, Lead Associate, Senior Lead Engineer/Technologist/Scientist, Senior Associate, and Chief Engineer/Technologist/Scientist	20	21	21	25
Principal/Director	25	25	25	25
Vice President	30	30	30	30

## PROFESSIONAL DEVELOPMENT

We invest in you, providing training and mentorship so you can upskill and reskill:

- **New Hire Onboarding:** An immersive onboarding experience to introduce you to the people, culture, and mission of Booz Allen. This engaging program is the first step to welcome you to Booz Allen and ensures that you're set up for success.
- **Award-Winning Training:** You can take advantage of tailored learning opportunities—through traditional classroom training and 2,000+ online, self-paced courses—focusing on technology, professional development, and desktop applications. We're consistently recognized in the industry for top-notch training initiatives and have been inducted into *Training* magazine's "Top 10 Hall of Fame" for employer-sponsored workforce training programs.
- **FlexEd:** A company-funded employee education benefit that gives you the opportunity to pursue external education and skills development for voluntary, job-related training. Annual funding is provided based on your length of service.

0-LESS THAN 2 YEARS:	<b>\$5,250</b>
2 TO LESS THAN 5 YEARS:	<b>\$7,500</b>
5+ YEARS:	<b>\$10,000</b>

- **Mentoring and Career Planning:** Mentoring and career planning resources are available to help map out a career plan that fits your needs and connect with colleagues who can provide guidance and insight into your development.
- **Badging Program:** Allows you to validate and be recognized for your accomplishments, skills or competencies at the foundational, practitioner, and expert levels in specific areas.

## WORK-LIFE PROGRAMS

We recognize the importance of managing your personal interests with your work responsibilities. In addition to endorsing flexible work arrangements, we provide the following programs:

- **Employee Assistance Program (EAP):** A free, confidential resource for you and eligible dependents that helps you deal with the challenges of everyday life—from locating a gym in your area to managing eldercare responsibilities. The EAP provides clinical counseling and crisis intervention to help you and your family successfully deal with life's critical challenges.
- **Mental Health Program:** A voluntary mental health and substance abuse program providing more options for getting mental health care without the long wait times.

- **Dependent Care Flexible Spending Account (FSA):** This account allows you to set aside pre-tax funds annually to pay for the care of your eligible children or other dependents.
- **Dependent Care:** Backup dependent care services provide alternative center-based and in-home child and adult care when your primary provider is unavailable. Childcare center tuition discounts include a 5- to 10-percent discount off monthly tuition at national and select regional childcare vendors.
- **Advanced Infertility Treatment:** Our CDHPs provide up to four in vitro fertilization attempts per lifetime and unlimited cycles of artificial insemination.
- **Adoption/Surrogacy Benefits:** Provides financial assistance up to \$10,000 for each child adopted, including via surrogate arrangements, to cover the costs of certain expenses associated with adoption and surrogacy.
- **Legal Plan:** This voluntary legal benefit provides you with access to participating attorneys for assistance with many services (e.g., divorce, family law, identity theft defense, and real estate matters).
- **Critical Illness:** This coverage can supplement your current healthcare coverage and provide additional financial security for you and your family upon diagnosis of a covered illness.
- **Group Accident:** This voluntary program pays cash benefits for expenses associated with an accidental injury and can help protect your savings should an off-the-job accidental injury occur.

- Accident coverage can help pick up where your healthcare insurance leaves off and provide cash to cover the expense.
- **Group Hospital Indemnity:** This voluntary benefit will help supplement your current healthcare insurance coverage by providing cash benefits if you're injured or ill and must stay in the hospital. It provides cash benefits that correspond with the first-day hospital stay, daily hospital stays, and hospital intensive-care treatment.
- **Student Loan Refinancing Program:** This program provides you with the ability to refinance federal and private student loans and Parent PLUS loans at lower rates and to consolidate both your federal and private student loans.
- **Identity Protection:** This voluntary benefit provides prevention and remediation solutions to help you gain control of your personal information and protect and recover your identity, if it's ever stolen.
- **Auto and Home:** This coverage is a voluntary benefit that provides you with access to auto and home insurance through your choice of three national carriers at special group savings and discounts.
- **Pet Insurance:** This voluntary benefit provides you with pet insurance at a group discounted rate.
- **Discounts:** This program provides a one-stop shop to great discounts from an assortment of national and local retailers.

- In addition, Purchasing Power provides the ability to get products and pay for them over time, directly from your paycheck, and with no interest.
- **Wellness:** Our work isn't one-size-fits-all, and we aren't either. Through the PowerUP employee wellness program, we offer activities to care for your physical, emotional, and financial wellbeing. Earn incentives by taking steps to care for your total wellbeing and take time to rebuild, repair, and recharge with our flexible time off policy.
- **Back, Joint, and Pelvic Floor Support Programs:** Our CDHPs provide access to a personalized digital exercise program and care team for joint and muscle pain and specialized support for pelvic health issues.
- **Menopause Support from Maven:** This program provides access to comprehensive resources to help support all stages of menopause.
- **Neurodivergent Support:** Our expansive support includes access to training and expert consultation for both neurodivergent employees and neurotypical team members, and parental support for caregivers of neurodivergent dependents.

## AWARDS PROGRAMS

We honor our employees' contributions by offering both service anniversary and recognition award programs. Our recognition awards program acknowledges non-bonus-eligible employees for exceptional performance, noteworthy accomplishments, and superior demonstration of our values.

## ABOUT BOOZ ALLEN

**Founded:**  
1914

**Headquarters:**  
McLean, VA

**Employees:**  
More than 35,900

### About Booz Allen:

Booz Allen is the advanced technology company delivering outcomes with speed for America's most critical defense, civil, and national security priorities. We build technology solutions using AI, cyber, and other cutting-edge technologies to advance and protect the nation and its citizens. By focusing on outcomes, we enable our people, clients, and their missions to succeed—accelerating the nation to realize our purpose: Empower People to Change the World®.

## CREATE YOUR CAREER

- **Grow with us:** Your growth matters to us - explore our career development opportunities.
- **Be empowered to succeed:** Connect with others in our people-first culture and enhance our collective ingenuity.
- **Support your wellbeing:** Learn how we'll support you as you pursue a balanced, fulfilling life.
- **Your candidate journey:** Discover what to expect during your journey as a candidate with us.

Join us. The world can't wait. [BoozAllen.com/Careers](https://BoozAllen.com/Careers)