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 well-being. 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, firmwide behaviors, and performance expectations. In most locations, senior consultant equivalents through vice presidents are paid once a month (on the last banking day of the month), and consultant equivalents, administrative professionals, and technicians are paid twice a month (on the fifteenth day and the last banking day of the month).

Booz Allen is committed to your health and well-being, so our benefits packages ensure that you will 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 (regardless of gender) 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.

Key Facts About Booz Allen

FOUNDED
1914

HEADQUARTERS
McLean, VA

EMPLOYEES
More than 29,000

WEBSITE
Careers.bah.com
Health Care Expense Flexible Spending Account: 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 firm-paid coverage, equal to your annual base salary. You may purchase additional coverage for yourself and eligible dependents.

Accidental Death and Dismemberment: Firm-paid coverage is equal to two times your annual base salary while traveling on business or pleasure (international and domestic travel) and is available immediately upon your date of hire.

Long-Term Disability (LTD): STD coverage provides you with two weeks of paid time off while traveling on business or pleasure and is available immediately upon your date of hire. The first week should an illness or injury require you to be away from work. Your leave grows with your tenure and advancement.

Business Travel Accident: This insurance is firm-paid coverage of two times your annual base salary while traveling on business or pleasure (international and domestic travel) and is available immediately upon your date of hire.

Group Disability Insurance: Long-Term Care Insurance: This insurance is available immediately upon your date of hire and is provided at no cost to you. Coverage may also be available to your eligible dependents.

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Business Travel Accident: This insurance is firm-paid coverage of two times your annual base salary while traveling on business or pleasure (international and domestic travel) and is available immediately upon your date of hire.

Short-Term Disability (STD): STD coverage provides you with 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 for by the firm 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 partially or totally paid for by the firm.

Dependent care: Backup dependent care services provide assistance to employees for pre-tax funds annually to pay for the cost of care for your eligible children or other dependents.

Parental leave: We offer paid parental leave to new parents (birth or adoption) up to 26 weeks. Leave is paid before the birth or adoption of a child (in addition to disability leave for mothers following birth).

Military Reservist Leave: Sick Leave: We offer various programs that support our reservists.

Paid Leave for Civic Responsibilities: We also offer opportunities to participate in certain legal proceedings, or perform certain civic duties.

Employee Stock Purchase Plan (ESPP): We offer an employee stock purchase plan. Stock at a 5 percent discount. If you elect LTD insurance, benefits begin after you have been partially or totally disabled for 26 weeks, and the cost of coverage is partially or totally paid for by the firm.

Employee Resilience Fund: A voluntary plan to help you pay for nursing home fees or home health expenses not covered elsewhere.

Care costs not covered elsewhere.

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Care costs not covered elsewhere.
family law, identity theft defense, and real estate matters).

- **Critical Illness:** This coverage can supplement your current healthcare coverage and provides 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 are 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 Theft:** 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 is 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.

- **529 College Savings:** This program is a voluntary benefit that allows you to research 529 plans in a state of your choice and make contributions to any 529 college savings plan through regular, convenient payroll deductions.

- **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 well-being. Earn incentives by taking steps to care for your total wellness and take time to rebuild, repair, and recharge with our flexible time off policy.

- **Diabetes Management Program:** This voluntary program is available and free to CDHP plan members who are diagnosed with either Type 1 or Type 2 diabetes. The program provides a blood glucose meter, unlimited strips and lancets delivered to you, anytime access to expert health coaches, and addresses other conditions/issues associated with a diabetes diagnosis.

- **Parental Support Program:** This program provides new and future parents with free access to on-demand support at every stage of your parenting journey, including fertility, adoption, surrogacy, pregnancy, postpartum, and returning to work.

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**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.

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**Join us. The world can’t wait.**

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**About Booz Allen**

For more than 100 years, business, government, and military leaders have turned to Booz Allen Hamilton to solve their most complex problems. As a consulting firm with experts in analytics, digital, engineering, and cyber, we help organizations transform. To learn more, visit BoozAllen.com.