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. 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.
- **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 firm-paid coverage, equal to your annual base salary. You may purchase

**Key Facts About Booz Allen**

**FOUNDED**
1914

**HEADQUARTERS**
McLean, VA

**EMPLOYEES**
More than 33,000

**Explore our careers**

**Benefit Highlights**

**BUILD YOUR SKILLS**
We provide training and mentorship so you can upskill and reskill.

**TAKE TIME TO REST**
Take time to rebuild, repair, and recharge with flexible time off.

**JUMP IN**
We offer challenges to care for your physical, emotional, and financial well-being.

**BE YOU**
Our work isn’t one-size fits all, and we aren’t either. Bring your whole self to work.

**Learn more about our benefits**
additional coverage for yourself and eligible dependents.

• Accidental Death and Dismemberment: Firm-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 firm-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 employer 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 firm.

• Long-Term Care Insurance: A voluntary plan to help you pay for nursing home fees or home health care costs not covered elsewhere.

FINANCIAL BENEFITS

The Employees’ Capital Accumulation Plan (ECAP) is a tax-deferred, defined contribution plan to help ensure that you maintain the balance of work, personal time, community interests, and commitments that support your personal and professional well-being.

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.


• Bereavement Leave: Up to 3 days of leave to mourn the loss of an immediate family member or loss of a dependent in the event of a terminal illness.

• Parental Leave: Mothers and fathers receive up to 26 weeks of paid leave after the birth or adoption of a child (in addition to disability leave for mothers following birth).

• Military Reserve Leave: We offer various programs that support your reservist.

• 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: This program 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, HSA, 529 College Savings Plan, or student loan.

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 adoption) up to 24 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.

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 recognizing 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 firm-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.

• Mentoring and Career Planning: Mentorship 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 encouraging 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 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.

• Dependence on a 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 care for infants and children. You can take advantage of services and other benefits.

• Legal Plan: A firm-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.

• Mentoring and Career Planning: Mentorship 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.
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 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 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 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 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 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.

**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.

**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](https://www.BoozAllen.com).

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**Candidate Resources**
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- Interview Preparation
- Life at Booz Allen
- Hiring Events

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**The World Can’t Wait. Careers.BoozAllen.com**
We’re an equal opportunity employer that empowers our people—no matter their race, color, religion, sex, gender identity, sexual orientation, national origin, disability, or veteran status—to fearlessly drive change.