

Exceptional benefits for exceptional talent

Perspecta Labs employees are exceptional—giving us a competitive advantage by bringing bold thinking and new ideas to work every day. So when it comes to benefits for our employees and their families, we are committed to offering a full suite of health care and insurance options to fit every lifestyle. We also encourage a healthy work-life balance. Our leadership recognizes that the investment we make in talent and development is essential to our success, which is the reason we offer tailored career paths and individual development plans for each employee, along with online, in-classroom and certification training programs.

Enjoy a full range of benefits



Education and training

- On-the-job and classroom training and experience with emerging technologies
- Reimbursement program for select industry certifications
- Technical, certification, supervisory, business and leadership courses
- Online courses available any time, any place



Career development

- Mentoring program for new employees
- Opportunities to publish research, attend conferences, compete in hack-a-thons, etc.
- Seminars and lunch-and-learn sessions to disseminate new research



Flexible schedules, casual environment and telecommuting

- Flexible schedules based on work assignment
- Telecommuting options based on work assignment
- Casual, friendly work environment



Medical, dental and vision

- Flexible options for medical, including prescription, dental and vision coverage
- Substantial company subsidy to offset costs and ensure competitive benefits
- Coverage for dependents, including domestic partners and dependent children up to age 26
- Health savings accounts and various flexible savings accounts available as permitted



Health and wellness

- No-cost employee assistance program with confidential counseling and referral services
- Tobacco cessation program
- Virgin Pulse wellness program
- Company-paid 2nd.MD consultation service which provides a virtual second medical



401(k) plan with company match

- Dollar-for-dollar match on the first 3% of eligible contributions, fifty cents per dollar for the next 2%, and a total match of 4% up to plan and statutory limits, including catch-up (age 50 and up)
- Pre-tax and Roth election options
- Offers a wide array of funds, as well as a self-directed brokerage account



Paid time-off (PTO) and paid holidays

- Annual PTO starts at 15 days/year and increases with years of service up to 24 days/year
- 10 paid holidays in a combination of fixed and floating
- May accrue and carry over up to 320 hours of PTO



Corporate volunteer programs and social events

- Annual summer picnic, Halloween costume competition and holiday party
- Diverse volunteer opportunities (charity walks, beach clean-ups, Toys 4 Tots, etc.)
- Site-specific social events such as bowling league, weekly sushi lunch, etc.
- Quarterly town halls with Perspecta Labs senior leadership



Commuter and consumer benefits and discounts

- Set aside pre-tax funds to supplement transit costs
- Corporate discounts on travel, tickets, electronics and more



Work-life balance and family support

- Company-paid Torchlight platform with advice and tools for family-care challenges
- Adoption assistance benefit of up to \$5K/child
- One-week paid parental leave for birth or adoption of child



Life, dependent, home, auto and pet insurance

- Company-paid employee life insurance at 1x salary
- Option to purchase additional life insurance for employee or dependents at competitive rates
- Discounts on home, auto, travel and pet insurance



Employee referral bonus

- Generous employee referral bonus paid after first 90 days
- Additional referral bonus at one-year anniversary
- Total bonus may range as high as \$7.5-10K for hard to fill positions requiring clearance