

Benefits Overview

Innovative Analytics & Training needs talented people who are ready to lead the way in solving some of the toughest problems facing our nation and the world. We are proud to provide a comprehensive package of valuable benefits including a full range of **Benefit Programs:**

HEALTH BENEFITS

- Premium Medical Plan options
- Prescription Drug Plan
- Dental Plan
- Vision Plan
- Health Care Flexible Spending Account
- Employee Assistance Program

FINANCIAL BENEFITS

- 401(k), with a maximum 4% company match. Eligibility after 1,000 hours of service, with **100% vesting immediately.**
- Performance-based **bonus and award programs**
- **Employee referral bonuses**
- Direct Deposit with ePayStub Option
- Access to a Federal Credit Union

WELFARE BENEFITS

- Basic Term Life and Personal Accident Insurance
- Short Term and Long Term Disability Insurance
- Voluntary Group Universal Life Insurance
- Voluntary Personal Accident Insurance

EDUCATION BENEFITS

- Generous Education Assistance Program
- Access to over 2,600 training courses through Administristaff's Online Learning Center at no cost to employees
- 40 hours of **continuing professional training** and/or writing time per year
- 529 College Savings Plan

WORK/LIFE BALANCE BENEFITS

- **15 Days Paid Time Off (PTO)** in first year of employment, with the option to receive payment of unused PTO hours after completion of first year of employment
- **10 Paid Holidays** each year
- **Flexible** work arrangements
- Commuter Benefits Program
- Adoption Assistance Program
- Marketplace discounts
- Personal benefit summary, payroll and other information available 24/7 online through secure Employee Service Center

OFFICE AMENITIES

- On-site parking/garage parking
- On-site fitness center
- On-site complimentary Starbucks coffee and homemade cookies
- Metro accessibility

We blend the high-quality research characteristic of a nonprofit with the agility and responsiveness of a for-profit firm. And, our virtual organization provides the flexibility to chart your own path. If you have a creative mind and positive energy, take a look at our career opportunities at: www.innovative-analytics.com/careers.