

ENGINEER NEW POSSIBILITES™

Engineer the life you want, for you, your family and your community. Your ideas are valued here. **Be innovative. Be you.** Together, we can save lives and design a better future

We thrive on solving our customers' "impossible" problems. We use intelligence, instinct and drive to discover unexpected, innovative solutions that are constantly *redefining possible*® while helping to protect our nation and our allies. Our teams work together to develop, prototype, simulate and test holistic solutions to the toughest challenges our customers can throw at us.

WHAT IT'S LIKE TO WORK HERE

At SRC we strive to build a supportive environment that values, respects and welcomes everyone. We each bring a different perspective and different experiences to our work — when we combine those differences we find new ways to approach problems and develop solutions that are more advanced, powerful and dynamic.

Building a healthy workplace around the needs of our employees is crucial to our success. We offer flexible schedules and telecommuting options,



work with employees and managers to maintain a healthy work/life balance, and our employee assistance program helps employees and their families with counseling support. We care about our employees and our employees care about each other, supporting one another with our PTO donation program and celebrating great work with our recognition program. Employees also enjoy many events throughout the year like food truck days, flapjack Fridays, chili cook-offs, wellness fairs, a holiday party and the SRC family picnic.

Knowledge and learning are cornerstones of the research and development culture at SRC. We encourage employees to pursue advanced degrees and professional certifications, and we work with employees to publish articles that increase their influence and visibility in their fields. We host lunch time

talks from leading researchers and professors, as well as our own experts to help employees grow their knowledge and technical skills. SRC also runs an employee mentoring program and offers leadership development courses to identify and support our next great leaders.

CORE VALUES

Our shared values guide our conduct and relationships with customers, stakeholders and each other.

- Exceptional employee experience
- Innovation
- Integrity and respect
- Customer-centered
- Quality
- Diversity and inclusion
- Teamwork and collaboration
- Community



ENGINEER NEW POSSIBILITIES™

BENEFITS

Our employees work hard to support our warfighters and our nation, so we have a responsibility to support our employees. Our benefits go beyond providing health insurance and retirement support – as an employee we want you to know that we have your back and we'll give you the support you need to build the career and the life you want.

10% Retirement Contribution

SRC contributes 10% of your pre-tax salary toward your retirement – in addition to the 5% or more you contribute. We also offer counseling with TIAA financial advisors to help you build a strong foundation for your financial future.

Health and Wellness

We offer great medical, dental and vision insurance, employee and family counseling through our employee assistance program, flexible spending accounts, on-site fitness rooms, a fitness reimbursement, and an employee wellness program.

100% Tuition Support

SRC provides 100% tuition support to help you further your education. In addition, we offer student loan refinancing support and you may qualify for student loan forgiveness under the federal Public Service Loan Forgiveness program.

PTO and Holidays

You start with at least four weeks of paid time off (PTO), as well as nine paid holidays, and you'll be able to earn up to six weeks PTO. We also run a PTO donation program, helping employees support each other in times of need.



COMMUNITY COMMITMENT

Our mission to help keep America and our allies safe and strong begins in our own backyard. We take an active role in our communities by providing both volunteer and financial support to local non-profit organizations. We focus our philanthropic efforts in three areas: STEM education, the military and the United Way.

Community Internship Program

SRC provides employees' dependents with summer internships at local non-profits. SRC pays the interns, giving non-profits much needed support while giving employees' children valuable real-life work experience.

Matching Donations

SRC matches employee donations to higher education and the United Way.

Volunteer Opportunities

Employees volunteer thousands of hours of their time annually. We organize a variety of volunteer activities making it easy to find something that fits your schedule and interests.

SUPPORTING EMPLOYEES

- ▶ TIAA retirement plans with 10% employer contribution
- ▶ 100% tuition support
- ▶ 4+ Weeks PTO, 9 holidays and PTO donation program
- ▶ Health, vision and dental insurance
- ▶ Employee Assistance Program
- ▶ Community Internship Program
- ▶ Flexible schedules and telecommuting
- ▶ Fitness facilities and reimbursement
- ▶ Employee and family focused events
- ▶ Employee recognition program
- ▶ Wellness programs

TIAA Retirement Plan

10% + 5% = 15%

Employer Contribution	Employee Contribution	Total Contribution
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