

2026 BENEFITS

- Fidelity 401k with immediate vesting and up to 10% company contribution
- Four weeks of PTO (minimum), accrued annually, plus 11 paid Federal Holidays
- Cigna Medical and Vision Insurance, Aetna Dental Insurance
- Supplemental insurance offering through Aflac
- Health Savings Account (HSA) through HSA Bank providing tax-free access to health services; funds roll over for long term needs. LufCo funds \$1,200 annually
- Flexible Spending Account (FSA) - Pre-tax funds can be set aside for qualified dependent care
- Fully funded Life, AD&D, Short-Term & Long-Term Disability through UNUM. Voluntary Life with a guaranteed issue of \$100,000
- Employee Assistance Program - Counseling, legal services, financial assistance & more
- IVF coverage, chiropractic care, diabetes prevention, virtual care, and many other benefits included with medical insurance
- Parental leave and flex time

Options for medical, vision, and dental to meet employees' unique needs



COMPENSATION

- Competitive salaries (paid 2x per month)
- Referral and performance bonus opportunities
- Spot recognition and rewards



EDUCATION

- Tuition, training, and professional development - up to \$5,250 reimbursement
- Team cross-training
- In-house development infrastructure



ENTREPRENEURSHIP

- Diverse projects, partnerships, and technologies
- Solution visioning and development
- Self-governing teams



GROW

- Mentoring and peer development
- Leadership opportunities
- Peer cohorts
- Rewards for milestone anniversaries



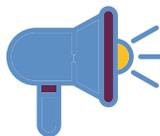
STABILITY

- Diverse, long-term contracting base
- Portfolio of federal and commercial projects



SERVE

- STEM and community philanthropy
- Military and spouse transition support
- Mentoring and volunteering



EMPLOYEE REFERRAL PROGRAM

- Refer friends, past co-workers, or others who meet the qualifications
- Earn up to \$10k referral bonus for each fully cleared hire supporting Annapolis Junction

*People,
Not Positions.*

LufCo was built around the core philosophy of the unlimited potential of small, motivated, high-functioning teams of broadly skilled engineers and business strategists.

Together we have stood up new companies, delivered mission critical systems, and actually moved back of the napkin ideas to market.

Contact

Tel: 518-256-8785

joinus@luf.co

www.luf.co

415 Pennington Avenue
Suite 200

Havre de Grace, MD 21078

