

Work Flexibility

We believe that a healthy work-life balance is essential for long-term success. Our policies are designed to give you the flexibility you need to thrive both professionally and personally.



Flexible Work Schedules: We trust you to get your work done effectively and on time, which is why we offer flexible scheduling to help you manage your personal and professional commitments.



Discretionary Time Off (DTO): Take the time you need, when you need it. Our flexible, all-inclusive policy lets you take time off for vacation, illness, or personal business so you can recharge and return to work at your best.



Work-From-Home Stipend: Get a \$1,000 stipend every three years to help set up your home office.



Paid Parental Leave: We provide up to six weeks of paid leave to welcome a new child into your family.



Federal Holidays: We observe all federal holidays recognized by the Office of Personnel Management (OPM).

Financial Wellness

Helping you build a secure financial future.

- **401(k) with 4% Match:** We'll match 4% of your retirement contributions.
- **Reservist Differential Pay:** If you're a reservist, we'll pay the difference between your reserve pay and your regular salary.
- **Referral Bonuses:** Get rewarded for helping us find top talent.

Professional Development

We invest in your growth and success.

Reimbursement: We'll reimburse you for approved training, coaching, education, and development opportunities that help you build your skills and advance your career.

SimpleSense®

Join our team of exceptional professionals and problem solvers



Health & Wellbeing

Your health is our priority, and we offer a comprehensive benefits package to support you and your family.

- **Comprehensive Health Coverage:** Choose from three Cigna medical plans and enjoy employer-paid vision and dental coverage for both you and your dependents through UNUM.
- **Cash-in-Lieu Offer:** If you have health coverage elsewhere, you can opt to receive a \$125 cash payment in place of our medical benefits.
- **Disability and Life Insurance:** We provide employer-paid short-term and long-term disability, as well as basic life and accidental death and dismemberment (AD&D) insurance. You also have the option to purchase additional voluntary coverage for yourself and your dependents.
- **Flexible Spending Accounts (FSA):** Manage your healthcare and dependent care expenses with our FSA, Dependent Care Account (DCA), and Health Savings Account (HSA) options.

Expert problem solvers with mission experience

Our team is filled with imaginative thinkers whose expertise is grounded in decades of solving complex national security problems as active duty military and intelligence community veterans, Department of Defense contractors, and technology gurus.

SimpleSense's problem solving culture reflects how we work together and how we work with our customers, leveraging existing technology and best practices to solve their complex problems.