

## Benefits of Choosing Serco



“One of the best things about Serco is that the company encourages people to seek out opportunities and find projects that appeal to their strengths”

– Peter G, Software Architecture

Serco is a government contractor with over 11,000 employees and more than 20 years experience. We provide IT and management services to the Department of Defense, federal civilian agencies and the intelligence community. Whether the assignment is helping secure our borders, enhancing intelligence capabilities, assisting federal agencies to share critical data, or supporting complex personnel functions, Serco needs talented people like you.

At Serco, we are committed to providing for our employees and their families. We offer a comprehensive program of benefits, many of which are offered at minimal or no cost to employees. Because our programs are flexible, it is up to you what type and level of coverage best suits your lifestyle and financial needs. In addition to our competitive salaries, Serco offers a wide range of benefits to all full-time employees that may include:

### Flexible Benefits

Serco recognizes that employee benefit programs are an important part of the total compensation package. We are committed to providing you with options to protect you and your family and provide opportunities to build security for the future. An overview of the benefits package will be provided at the interview, and the benefits that may be available to you are subject to change without notice and are governed by specific policies. Employees who are eligible can select from varying levels of coverage, and we are proud to offer these benefits at very competitive rates:

- Medical and prescription drug coverage
- Dental coverage
- Vision plan
- Group legal assistance
- Elder care assistance
- Pet discount programs
- Health care flexible spending account
- Auto & home owners insurance

### Training and Development Programs

Serco is committed to the continued personal and professional development of our employees as a strategic investment. We recognize our success comes down to our people. Our training and development programs offered through our 24 x 7 online Serco Business Academy focus on essential leadership, technical, and business skills necessary to support our customers and their mission and align those skills with the career development objectives of our employees. Many industry certifications are also offered and available for employees.

### Industry Awards

“Top 100 Federal Prime Contractors” (#29)  
*Washington Technology – May 2010*

“Top 250 GSA Vendors” (#32)  
*Federal Times – June 2010*

“Top 100 DHS Contractors”  
*Government Security News – January 2010*

“Top 50 Best for Vets Employers” (#32)  
*Military Times Edge – Aug 2010*

“Top 200 Government Contractors” (#75)  
*Government Executive – August 2010*

“Top 50 Technology Employers”  
*Washington Business Journal – July 2010*

“Dealmaker of the Year”  
*Association for Corporate Growth (National Capital Chapter) – 2009*

# Our Business is Our People



“The best part about coming to work everyday is the people. Everyone contributes to our overall goal here at Serco”  
– Alice T., Defense Personnel Services

## This is a Company you want to be a part of!

We encourage a healthy work-life balance by providing employees with the benefits and tools for personal success. To help you manage the demands of personal and professional life we offer the following benefits:

- Paid vacation and sick time
- Employee Assistance Program
- Tuition reimbursement
- Domestic partner benefits
- Dependent day-care flexible spending accounts

## Income Protection

Serco provides a fundamental level of financial protection for our employees in the case of an unforeseen event. Serco pays the full cost of short-term disability, long-term disability, life insurance, and accidental death and dismemberment insurance. Employees have the option to increase the level of protection depending on their needs. We also offer long-term insurance to protect you and your loved ones from accident or illness that is unexpected.

## Future Financial Security

Serco offers employees the opportunity to invest in their future through a competitive company match in a 401(k) plan as an easy and tax-free way to save for retirement.

## Career Growth & Progression

Serco's Career Progression model defines the skills, competencies and success factors necessary to be considered for a management role – from Manager to Vice President. This allows Serco to have a well qualified, well trained and available cadre of leaders for current and future business needs and enhances our ability to develop talent internally.

## The Serco Difference

### Entrepreneurship

Many employees who join Serco soon learn one thing that differentiates us from other government contractors – our entrepreneurial culture. This is part of our culture and guides our interaction with our employees as we seek their contribution. We are passionate about building innovative and successful solutions. This means we succeed by encouraging and generating new ideas. We trust our people to deliver. We embrace change and taking measured risks and encourage creative thinking.

### Diversity

At Serco, diversity is not simply a program but rather an essential ingredient necessary to achieving our business goals. Our people have a variety of backgrounds and diverse perspectives, which fosters a professional environment that inspires innovation. Serco is an Equal Opportunity/Affirmative Action employer. The company is committed to ensuring equal employment opportunity and a work environment without discrimination or harassment on the basis of age, disability, national origin, race, religion, gender, or other status protected by applicable law. Discrimination and harassment on such bases are serious offenses that undermine our deep commitment to a reward system based on merit and job performance.

### Employee Awards and Recognition

We value our employees and understand they want to be appreciated for their contributions. We take every opportunity to recognize and celebrate when our people go the extra mile and exceed expectations. Our multi-tiered reward and recognition companywide program provides several options for managers and fellow employees to be recognized for their outstanding contributions to our clients, to Serco, and to our communities.

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Bringing service to life

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