

Noblis Benefits

Noblis' competitive benefits package includes a rich, diverse program of health and welfare benefits.



Health and Welfare Benefits

The official plan documents shall govern in the event of any discrepancies between this list and the actual provisions of the plan.

Retirement Program

One of the most significant benefits of working at Noblis is the retirement program, which offers the option of pre-tax or after-tax contributions and the choice of many investment options. Outstanding features of the program include flexibility to change contribution rates and investment funds at any time. Noblis provides substantial matching contributions to all participants.

Noblis is committed to helping our employees achieve retirement security by offering on-site appointments with retirement counselors, investment seminars, annual retirement planning projections and data, and other retirement planning tools.

Medical Care

Choose from three subsidized medical plans. Both medical plans provide comprehensive coverage for hospitalization, surgery, routine office visits, prescription drugs, and there are no pre-existing condition exclusions on the plans.

Dental Care

A preferred provider organization plan covers reasonable and customary dental charges for a wide range of services including preventative, basic, and major services.

Vision Plan

The voluntary vision plan covers comprehensive eye exams and provides allowances for frames and contact lenses and discounts for laser eye surgery. Employees can take advantage of group rates and have the convenience of paying through pre-tax payroll deduction.

Flexible Spending Accounts

Flexible spending accounts allow you to set aside pre-tax dollars to pay for unreimbursed healthcare expenses or eligible child or dependent day care expenses.

Life/Accidental Death and Dismemberment (AD&D) Insurance

You are automatically enrolled in basic term life and AD&D insurance at two times annual base salary. You may purchase supplemental life and AD&D coverage at group rates from one to five times annual base salary. You are covered by business travel accident coverage.

Short Term Disability

Short term disability may be used for an employee's personal injury or illness for up to 25 weeks for a documented disability that extends for more than seven consecutive calendar days.

Long Term Disability

Long-term disability provides income replacement for a disability that exceeds 180 days. Benefits equal 60% of base monthly salary.

Long Term Care

Long Term Care (LTC) is the type of care received either at home or in a facility, when someone requires assistance with activities of daily living. The need for assistance may result from an illness, accident, or advancing age. You, your spouse, parents, grandparents, and in-laws may also apply for supplemental coverage at any time.

Paid Absences

Eligible employees are provided with a generous, flexible, fully vested Paid Time Off (PTO) program based on years of service at Noblis. PTO can be used for scheduled and unscheduled absences such as vacation, personal time and short personal illnesses. Enrollment in the PTO cash-out program is available annually (subject to minimum balances).

Leave Sharing Program

The Leave Sharing Program (LSP) is a pool of donated PTO used by qualified employees who have immediate family members (parents, children, spouses) who are experiencing serious health conditions, as defined by the Family Medical Leave Act (FMLA). The LSP provides income protection in the form of additional PTO when an employee is absent from work for a prolonged period of time and has exhausted all accrued individual PTO.

Educational Assistance

To encourage further education in ways that will enhance their work at Noblis, tuition reimbursement for work-related courses is available. Application, registration, laboratory, and graduation fees are paid at 100%.

Credit Union

Noblis partners with Hanscom Federal Credit Union to give employees access to lower interest rates on loans, higher rates on savings accounts, free network ATM transactions, and much more. An ATM is located on site and representatives from Hanscom are on-site in Fairview Park two days each week.

Work/Life Programs

Telecommuting Program

Noblis recognizes the need for increased staff flexibility. Our telecommuting program has the potential of improving quality of life for employees who choose to participate, as well as serving the greater good of the community. Participation in this program is subject to manager approval.

Flexible Work Schedule

Noblis' core hours are 9:00 a.m. to 3:00 p.m. Through the flexible work schedule you can create your own schedule to allow more of a balance between work and family life.

Health and Wellness

The Wellness Resource Center promotes health and wellness by offering a wide range of support to employees. Noblis provides a multitude of programs designed to assist employees with their goals to achieve, enhance, and maintain a healthy lifestyle. Examples of the health and wellness programs include nutritional evaluations, screenings, flu shots, blood donations, group exercise classes, fitness reimbursements, educational seminars, and ergonomic evaluations.

Employee Assistance Program

You and your immediate family members have access to a confidential counseling and referral service program. A 24-hour toll-free number and website provide immediate information and counseling on a variety of topics related to work, family, and personal life.

ID Theft Assist

You and your household family members are provided with an identity theft recovery program if you or a family member's identity is compromised in any way.

Corporate Attire

For those days that you are not meeting with clients, take advantage of our business casual dress policy.

Discounts, Services and Programs

- Auto/home insurance discounts
- College savings plan
- Credit union
- Employee charitable giving program
- Employee discount programs
- Employee referral program
- Group legal plan
- On-site fitness center
- Pet insurance
- Savings bond purchase program
- Smoke-free work environment
- Social activities
- United Buying Service
- Beneficial bonuses up to \$2,500
- WMATA SmarTrip Transit Program

Free parking*

On-site cafeteria*

On-site fitness center*

*Available at Corporate Headquarters in Reston, VA

About Noblis

Noblis, Inc. is a nonprofit science, technology, and strategy organization that brings the best of scientific thought, management, and engineering expertise in an environment of independence and objectivity. We work with a wide range of government and industry clients to tackle the nation's toughest problems and support our clients' most critical national security and intelligence, transportation and telecommunications, citizen services, environmental sustainability, and health missions.

For More Information

answers@noblis.org
703.610.2000
www.noblis.org

