



# A GREAT CAREER HAPPENS ON PURPOSE.

It takes shape with every choice you make.



## At ECS, you'll grow, evolve and thrive by doing work that serves our nation and the world.

We care about where you are—and where you're going. Working with our company means making the most of your interests, putting your expertise to work, and growing along the way. You'll work alongside colleagues who are some of the best and the brightest in the industry, doing work that serves our nation and the world.

We've created a culture where hard work, commitment, and a drive to succeed are valued. As a member of our team, you'll enjoy competitive health benefits, including maternity leave, as well as tuition reimbursement. We support and encourage professional development, volunteering, and philanthropy, understanding that personal fulfillment enhances productivity and ingenuity.

Are you ready to meet the challenge and make a difference?



**Life Insurance**  
100% employer-paid  
life insurance



**Healthcare**  
medical, dental,  
and vision



**Disability**  
short-term &  
long-term insurance



**Paid Holidays**  
universal leave  
& holidays



**401(K)**  
retirement  
savings plan



**FSA**  
medical, commuter,  
& dependent care

BENEFIT*	DESCRIPTION
<b>PAID UNIVERSAL LEAVE</b>	Full-time employees earn annual leave based on their length of service with ECS.
<b>HOLIDAYS</b>	Full-time employees are entitled to 11 scheduled federal government holidays per calendar year.
<b>MEDICAL PLANS</b>	Full-time employees, working at least 30 hours a week, are offered a vast selection of plan options, varying in cost and plan design through United Healthcare. All plans utilize the Choice Plus national network of providers, pharmacies, facilities and hospitals. Coverage is effective on the first day of the month following employment. Includes prescription drug coverage through CVS Caremark.
<b>HEALTH SAVINGS ACCOUNT (HSA)</b>	ECS offers two plans that are eligible for an HSA account. An HSA allows employees to save money on a pre-tax basis to pay for health expenses. The account remains with you to keep and use through changes in employment or benefits.
<b>DENTAL PLAN</b>	Two dental plans, a basic plan and a buy-up plan, are offered through Delta Dental national PPO to each full-time employee working at least 30 hours per week. The plan also includes limited orthodontia. Coverage is effective on the first day of the month following employment.
<b>VISION PLAN</b>	ECS offers a vision plan through VSP and is 100% employee paid.
<b>DEPENDENT CARE FSA</b>	Full-time employees working at least 30 hours a week may choose to allocate part of their pay, on a pre-tax basis, to pay dependent care expenses for children under the age of 13 and/or dependent relatives. Full-time employees become eligible the first day of the month following employment.
<b>HEALTH CARE FSA</b>	Full-time employees working at least 30 hours a week may choose to allocate part of their pay, on a pre-tax basis, to pay medical, dental, and vision expenses not covered by their insurance. Full-time employees become eligible the first day of the month following employment.
<b>COMMUTER REIMBURSEMENT FSA</b>	Full time-employees working at least 30 hours a week may choose to allocate part of their pay, on a "pre-tax" basis to savetaxes, to pay commuter costs such as parking and mass transit. Full-time employees become eligible the first day of the month following employment.
<b>401(K) RETIREMENT SAVINGS PLAN</b>	<ul style="list-style-type: none"> <li>•All employees may participate on the 1st day of the month following employment or any first day of the month after.</li> <li>•All participants are immediately 100% vested in ECS Safe Harbor Contributions as well as their own contributions.</li> <li>•Employer Matching Contributions (If you contribute 5%, ECS matches a maximum of 4%) Your first 3% is matched by ECS at 100%. Your next 2% is matched at 50% each.</li> </ul>
<b>LIFE &amp; AD&amp;D INSURANCE</b>	ECS provides basic group life and AD&D insurance coverage, effective on the first day of employment, at no cost to our employees.
<b>VOLUNTARY LIFE &amp; AD&amp;D INSURANCE</b>	In addition to the above 100% paid Life and AD&D, employees may elect to purchase additional Voluntary Life and AD&D insurance for themselves, their spouse, and child/children.
<b>BUSINESS TRAVEL ACCIDENT INSURANCE</b>	Whenever employees travel on authorized ECS business, we cover them for accidental injuries that result in death, dismemberment, or loss of sight, hearing, or speech.
<b>SHORT-TERM/ LONG-TERM DISABILITY INSURANCE</b>	Full-time employees, working at least 30 hours per week are eligible for short and long term disability insurance. This coverage is at no cost to the employee.
<b>PAID PARENTAL LEAVE</b>	Eligible full-time employees receive up to 4 weeks of paid parental leave for births, adoptions, or placements of foster children.
<b>PROFESSIONAL DEVELOPMENT/ TRAINING</b>	ECS provides training for employees on an ongoing basis to assist our employees in keeping pace with the rapidly moving technology and industry.
<b>EDUCATION ASSISTANCE &amp; TRAINING</b>	Employees who have completed three months of continuous employment are eligible for reimbursement per calendar year according to policy guidelines for pre-approved, job-related classes, seminars or certificate programs.
<b>TECHNICAL &amp; PROFESSIONAL SOCIETY MEMBERSHIP</b>	ECS encourages its professional staff members to participate actively in appropriate technical/professional societies.
<b>EMPLOYEE STOCK PURCHASE PLAN (ESPP)</b>	Eligible employees are able to purchase the stock of our parent company, ASGN, at a discounted price through payroll deductions during specified open enrollment periods twice a year.
<b>REFERRAL BONUS</b>	Employees are rewarded for referring candidates who are hired by ECS.
<b>CIVIC DUTY &amp; BEREAVEMENT LEAVE</b>	Civic Duty Leave – Paid leave for civic duty tasks such as jury duty are granted within ECS' policy. Bereavement Leave – Up to 3 days of paid leave in the event of the death of an immediate family member per ECS' policy.
<b>ADOPTION ASSISTANCE PROGRAM</b>	Full-time employees working at least 30 hours a week are eligible to receive expense reimbursement for allowable charges of an immediate family member.
<b>EMPLOYEE ASSISTANCE PROGRAM</b>	Managing work and home life can sometimes be a challenge. Our Employee Assistance Program (EAP) is available with emotional wellbeing and work-life balance resources to keep employees at their best. All requests for information or assistance are free of charge and completely confidential. Qualified professionals are available 24 hours a day, 365 days a year.
<b>DISCOUNT PROGRAMS</b>	ECS offers employees special group discount programs for products and services such as: computers, cell phone carriers, florists, pet insurance, and more.
<b>VOLUNTARY BENEFITS</b>	You will have the option of enrolling in Home & Auto, Critical Illness, Hospital Indemnity, Legal Services, and Accident Insurance.