



BENEFITS

AT A GLANCE

APL OFFERS A GENEROUS PACKAGE OF EMPLOYEE BENEFITS

The importance of a secure future

APL contributes up to 10.5 percent of staff members' pay to their retirement plans. This includes an APL contribution equal to 2.5 percent of pay, plus matching contributions of \$2 for every \$1 of staff member contributions, up to a maximum APL contribution of 8 percent of pay. Staff members become eligible for APL's contributions after one year of employment and are immediately 100 percent vested in all Laboratory contributions.

APL has you covered

The Lab offers the Cigna Allegiance Open Access Plus medical plan with options for several levels of coverage. Staff members also enjoy dental, vision, life, legal services, and disability benefit options with before- and after-tax dollars. Accidental death insurance and travel accident insurance coverage are fully paid by APL.

Mental health and well-being

We prioritize your well-being through comprehensive health benefits that include mental health coverage, an Employee Assistance Program (EAP) for confidential counseling, and flexible work-life balance initiatives.

Financial assistance for your family

APL offers college tuition scholarships to dependent children of full- and part-time staff members with at least five years of employment at APL. These scholarships provide 50 percent of the cost of tuition and academic fees up to an annual maximum and are awarded competitively based on test scores and high school academic records.

Student loan forgiveness

Full-time APL employees may be eligible for the Public Service Loan Forgiveness Program. For more information about the program, visit studentaid.gov/pslf/.





APL VALUES CONTINUED EDUCATION AND PROVIDES GENEROUS EDUCATIONAL ASSISTANCE FOR STAFF MEMBERS WHO WANT TO FURTHER THEIR WORK-RELATED EDUCATION.

Financial assistance for continuing your education

The Lab will pay tuition for up to 24 credit hours per academic year for a relevant degree or part-time coursework. Staff members in part-time doctoral programs are eligible for 200 hours of paid leave per year while in the dissertation phase, for up to three years. APL also partners with Johns Hopkins University's Engineering for Professionals program to offer convenient,

on-site evening classes and other learning opportunities for a relevant degree.

Continue learning throughout your career

APL encourages staff members to join professional organizations, attend conferences and training programs, and publish papers. The Lab provides its employees with the resources and funding to participate in professional development.





APL RECOGNIZES THAT A KEY ELEMENT OF A REWARDING CAREER IS BALANCING WORK AND HOME LIFE.

Generous vacation and leave

Paid leave is offered for major holidays, up to seven sick days, and one personal day during the year. Paid leave is also available for military leave, jury duty, continuing education, and bereavement. Paid vacation is based on years of employment and staff level. Please see the table below.

Staff Level	Years Employed	Vacation Days Each Year (Full Time)
Supporting and Associate	1-10	15
	11-19	20
	20+	25
Senior	1-5	15
	6-15	20
	16+	25

Flexibility to fit your schedule

Some positions offer the flexibility of adjusting your work schedule to meet your personal needs. Some staff members may be eligible to work remotely.

Everything you need located on campus

APL's 453-acre main campus is equipped with cafeterias, state-of-the-art fitness facilities and locker rooms, a medical center, and a post office. The Laboratory organizes on-campus events for staff members, including APL Family Day every summer.



Network, get involved, and meet new people

Staff members at APL have the opportunity to participate in our employee affinity groups and a wide range of clubs and organizations that provide opportunities to network and grow based on interests, cultural heritage, and more. From promoting diversity to building your presentation skills and even participating in sports leagues, there are many ways to get involved and meet new people.

Giving back to the community where we live and work

APL staff members are involved in a wide range of charitable giving and volunteer activities. Through the STEM (Science, Technology, Engineering, and Math) Program Office, staff members can volunteer to help local students learn more about careers in STEM, serve as

mentors, and more. APL also hosts regular American Red Cross blood drive events, participates in the United Way's annual giving campaign, and supports activities to help improve the community where we live and work.

Opportunities for innovation and collaboration at your fingertips

APL enables a culture of innovation through enterprise-level grant programs. Staff members can find collaborators and submit bold new ideas for funding through Project Catalyst and the Independent Research and Development program. All staff members also have access to Central Spark, the Lab's 9,000 square foot, 24/7 makerspace, offering access to training and equipment to explore ideas through extended reality technologies, fabrication and prototyping tools, high-end computing systems, and more.

WHY WORK AT APL?

APL brings world-class expertise to our nation's most critical defense, security, space, and science challenges. While we are dedicated to solving complex problems and pioneering new technologies, what makes us truly outstanding is our culture. We offer a vibrant, welcoming atmosphere where you can bring your authentic self to work, continue to grow, and build strong connections with inspiring teammates.

APL is located midway between Washington, DC, and Baltimore, with convenient access to major highways and local attractions. See our online Visitor's Guide for details.

This brochure summarizes the various programs offered by APL. Upon joining APL, you will receive more detailed information. If inconsistent or ambiguous information is discovered in this brochure, the corresponding legal documents and contracts will govern.

The Johns Hopkins University Applied Physics Laboratory is an equal opportunity/affirmative action employer that complies with Title IX of the Education Amendments Act of 1972, as well as other applicable laws, and values diversity in its workforce. Additional information can be found at www.jhuapl.edu.





 **JOHNS HOPKINS**
APPLIED PHYSICS LABORATORY