

WHO WE ARE

Full Visibility is a growing technology solutions company that supports federal and state government agencies specializing in full stack application system development and data analytics. **Founded in 2006 as a federally certified Virginia-based Small Business**, our primary asset is our exceptionally skilled, loyal, and motivated workforce. Our clients benefit from high employee morale and retention rates which leads to an experienced and consistent quality performance. Our success is evidenced by our awards and rankings, including as **an eleven-time honoree and the #1 Best Place to Work ranking by the Washington Business Journal in 2021 and 2022**; as well as being included on Inc. 5000 "Fastest Growing Private Companies in America" list for 2014 to 2021.



THE FULL EMPLOYEE

We prioritize the **full employee** by ensuring our folks have the ability to grow professionally and personally - supporting the mission while also maintaining work/life balance.



FRINGE BENEFITS

We offer a number of additional perks and benefits that have garnered recognition as **the #1 Best Place to Work** in Greater Washington, D.C.

These fringe benefits include:

- **Flexible Paid Time Off**
 - 10-20 Paid Vacation Days Based on Tenure
 - 11 Company Holidays
 - 10 Days Sick Leave
- **\$5,000 Continuous Education Annual Allowance** for professional growth, certifications, conferences, courses, etc.
- **Technology Allowance** annual stipend for technical items/hardware
- **Wellness Allowance** to promote health and wellness annually
- **Happiness Allowance** to bring a little extra joy each year
- **Tickets to Local Sporting and Entertainment Events** - Season tickets to the Nats, Caps, Commanders; Kennedy Center events or whatever is in town - we frequently get tickets for our employees!
- **Company Hosted Social Gatherings** - throughout the year for employees, including some family friendly events



Additionally, Full Visibility offers **annual merit-based bonuses and pay increases** to employees; as well as opportunities to earn referral bonuses and ad-hoc exceptional performance awards.

OUR BENEFITS

Full Visibility offers a comprehensive suite of benefit choices to meet employees' needs at an affordable cost. This document provides an overview of these programs and options for our employees. The benefits described in this document and our full benefit summaries are governed by insurance contracts, plan documents and/or Full Visibility policies. Should you find a discrepancy, the full plan insurance contracts or policy document shall govern.

Receipt of this document does not constitute eligibility; it is for information purposes only.

BENEFIT	COST STRUCTURE	ELIGIBILITY	BENEFIT DESCRIPTION
Medical Insurance	The cost is shared between you and Full Visibility. Your portion of payment will be payroll deducted on a pre-tax basis.	Date of hire for eligible employees.	Cigna medical insurance, with a choice of two nationwide PPO plan designs, both with a large, nationwide network of providers.
Dental Insurance	The cost is shared between you and Full Visibility. Your portion of payment will be payroll deducted on a pre-tax basis.	Date of hire for eligible employees.	Cigna offers Traditional Dental coverage, which allows you the freedom to see any dentist you choose as well as a premium option that expands the Dental Network and out-of-pocket maximum. Both options include Orthodontist coverage.
Supplemental Vision Insurance	The cost is shared between you and Full Visibility. Your portion of payment will be payroll deducted on a pre-tax basis.	Date of hire for eligible employees.	Professional vision services including routine eye examinations, eyeglasses and contact lenses offered by Cigna Vision.
401k Plan	Company matches 100% of first 4% of employee contributions. These contributions are vested immediately.	Can contribute date of hire for eligible employees. Company matches after one year.	Plan administered by ADP Retirement Services.
Paid Time Off (PTO) and Company Holidays	Company paid.	Eligible employees will begin accruing PTO on their date of hire.	Paid time off each year to be used for vacation, sick, or personal days - dependent on years of service. Further details are available in the <i>FV Company Policies</i> .
Flex Time	Company paid.	Date of hire for eligible employees.	Full Visibility is committed to work/life balance and allows for flex time to supplement existing vacation allowances in conjunction with client support needs.
Tax Free Flexible Savings Account	Your portion of payment will be payroll deducted on a pre-tax basis.	Date of hire for eligible employees.	Managed through TASC, this plan allows employees to elect pre-tax contributions for eligible health care and dependent care expenses.
Short- and Long-Term Disability Insurance	Company paid.	Date of hire for eligible employees.	Mutual of Omaha Coverage. You will receive income protection that is 60% of your monthly salary once subject to policy maximum. Further details are available on request through the <i>FV Mutual of Omaha Policy</i> .
Supplemental Life and AD&D Insurance	Company paid.	Date of hire for eligible employees.	Mutual of Omaha Coverage. Life Insurance/AD&D is 1x annual salary subject to policy maximums. Further details are available on request through the <i>FV Mutual of Omaha Policy</i> .
Supplemental Life and AD&D Insurance for Employee and Dependents	(Beyond Company Paid Base Policy: Your premium will be payroll deducted.	Date of hire for eligible employees.	Mutual of Omaha Coverage. Additional higher limit policies for employee and dependents are available at a monthly cost to the employee. Further details are available on request through the <i>FV Mutual of Omaha Policy</i> .

