

# DRIVE YOUR CAREER **FORWARD**

At BCMC, we are motivated minds, driving the programs and systems that make federal agencies more collaborative, efficient and secure. If you're a motivated mind who's ready to drive both government missions and your career forward, we want to talk with you!

## Company Overview

- Founded in 2007
- SBA 8(a) program participant since 2010
- SBA-certified SDB
- CMMI Level 3 certification

## Life & Disability Benefits

### *BASIC LIFE INSURANCE & AD&D*

- Paid premium for employee coverage at \$100K

### *SUPPLEMENTAL LIFE INSURANCE & AD&D*

- Available at additional purchase

### *SHORT-TERM & LONG-TERM DISABILITY*

- Refer to HR department

## Personal Benefits

### *SALARY & BONUS*

- Highly competitive salary with annual increase based on performance
- Annual performance bonus with meritorious bonus for extra dedication

### *EMPLOYEE DISCOUNT & REWARD PROGRAM*

- Save up to 60% on tickets, travel and shopping

### *EMPLOYEE WELLNESS PROGRAM*

- Monthly stipend for each employee to join a health wellness program of choice

---

## 401(k) Retirement Plan

- Enrollment eligibility after 90 days of employment
- BCMC company match 4% after 1000 hours worked

---

## Flexible Spending Account

- Health care (HCA) – \$2,400 max
- Dependent care (DCA) – \$5,000 max

---

## Paid Holidays

We honor 10 federal holidays recognized by the U.S. government (OPM) throughout the calendar year.

---

## Paid Time Off

Paid time off can be used for vacation, sick leave, and personal time, among others.

---

## Education Assistance & Training

BCMC encourages continuing education for our employees. We offer tuition support for degrees that align to our mission. We currently have employees pursuing Master's and Ph.D degrees, and we help to balance education and work hours.

We also provide training assistance for approved courses for professional certifications.

## Contact Us

If you have questions or want to learn more about our benefits, get in touch with our team using the contact information below.

*BCMC retains the rights to amend or terminate its benefits at any time.*



---

**KARRY SMITH, HUMAN RESOURCES**

[ksmith@bcmcgroup.com](mailto:ksmith@bcmcgroup.com)