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# Employee Benefits

## Contact Us

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## Dev Technology Group Benefits

Dev Technology offers a comprehensive benefits program designed to support the health, financial well-being, and work-life balance of our employees and their families. Explore the available benefits and learn how we support employees at every stage of their career.

**FLEXIBLE TIME OFF (FTO)** Full-time employees are eligible to take approved time off on a flexible basis as and when needed effective immediately upon hire. Employees are not required to accrue time off in order to use FTO.

**PAID PARENTAL LEAVE** We provide paid parental leave to employees following the birth of an employee’s child or the placement of a child with adoption, foster care, or permanent parental care.

**STUDENT LOAN REPAYMENT** Dev is committed to supporting financial wellness for employees and offers student loan reimbursements to eligible employees.

**HOME OFFICE REIMBURSEMENT** In an effort to help create healthy and comfortable remote workspaces, Dev offers a home office reimbursement to all eligible employees.

**VOLUNTEER WORK** We support organizations in the communities where our offices are located. Our passion is to give a helping hand to families and children. Dev Technology also regularly supports employee suggested charities. Dev Technology offers 8 hours of company paid time annually to participate in either a personal interest or a corporate-sponsored program.

**CAREER DEVELOPMENT & TUITION REIMBURSEMENT** Dev Technology fosters a culture committed to ongoing professional growth and development through our career development programs that are open to employees at all levels of their career. We also support the education of our employees through traditional training classes as well as other avenues. Each approach offers unique value to knowledge expansion and career development.

**WELLNESS REIMBURSEMENT** We enjoy Friday yoga and regular fitness challenges. All employees are eligible for an annual wellness reimbursement. We also stock offices with healthy snacks, including fresh fruit that is delivered weekly. Our Reston office has free gyms in the building for employees to use.

**401(K) RETIREMENT PLAN** Dev Technology’s retirement plan allows you to elect pre-tax contributions to our 401(k) plan. You will automatically be enrolled in the 401(k) from your paycheck on the 1st of the month after hire. There is also an employer match that will begin the first of the month after 3 months of employment.

**HEALTH SAVINGS ACCOUNT (HSA)** The Health Savings Account allows you to save money for qualified medical expenses that you’re expecting, including contact lenses or monthly prescriptions, as well as unexpected ones - for this year and the future.

- Money is deposited in the HSA fund on a pre-tax basis via pay-roll deductions and funds within the HSA grow tax-free. Funds are withdrawn tax-free or qualified healthcare related needs.
- Money taken out of the HSA for non-eligible expenses is subject to taxes and a 20% penalty if the member is under age 65, after age 65 only taxes apply without penalties.
- To be eligible to open the HSA, you cannot be covered by another health insurance plan, be enrolled in TRICARE or Medicare, or have VA Benefits in the last 90 days. You or your spouse cannot participate in a medical Flexible Spending Account.

**HEALTHCARE FLEXIBLE SPENDING ACCOUNT** The Healthcare Flexible Spending Account allows you to set aside money from your paycheck on a tax-free basis each year into an account. You may then reimburse yourself from your account during the year for eligible health- care expenses—such as healthcare and dental care deductibles and co-pays, contact lenses, prescription drugs, and certain over-the-counter medications.

**DEPENDENT CARE SPENDING ACCOUNT** The Dependent Care Spending Account allows you to set aside money, from your paycheck on a tax-free basis each year into an account. You may then reimburse yourself from your account during the year for eligible day care expenses such as day camp, elder care, before and after school care.

**LIMITED PURPOSE HEALTHCARE FSA** If you are enrolled in an HSA plan you are eligible to participate in the Limited Purpose Health Care FSA. The Limited Purpose Health Care FSA covers dental, vision and preventative care costs. After you hit the IRS annual deductible your Limited Purpose FSA can cover eligible out of pocket medical expenses.

## Additional Benefits

24-HOUR NURSES LINE

TELADOC FOR BEHAVIORAL HEALTH

TELADOC

RX HASSLE FREE REFILL

This Overview provides a summary of the plans offered and in no way serves as the Summary Plan Description or plan document for the plans. If there are any discrepancies between this overview and the plan documents, the plan documents will govern.