



PROGRAMS MANAGEMENT ANALYTICS & TECHNOLOGIES

**PMAT**

# REASONS TO JOIN US!



## AT A GLANCE

Our employees are the heart of our company, embodying our values and driving the vibrant culture that defines who we are. We foster productivity through open communication, coaching, and collaboration. We emphasize the importance of employee development, providing tuition reimbursement and regular performance raises. Our work environment, competitive pay, and benefits have cultivated a retention rate above industry averages with employees regularly staying on board for five years and more.



### Remote Options & Flex Schedules

We value the needs of our workforce, so we don't have a one-size fits all approach. We offer flexible scheduling, as well as remote, hybrid, and in-office work options.

### Flexible Time Off

Upon 6 months of service, full-time employees are eligible for Flex Time Off (FTO). Employees can use FTO for vacation time or tending to personal needs. FTO may be requested as needed.

### Medical, Dental & Vision

Full service & comprehensive medical coverage that includes:

- ◆ Hospitalization & Urgent Care
- ◆ Out Patient Care
- ◆ Prescription Services
- ◆ 24/7 Telemedicine
- ◆ VSP Vision Care
- ◆ Employer paid Dental & Vision Premium

### Tuition & Education

After 1 year of service, employees are eligible for reimbursement on job-related educational courses

- ◆ Up to \$10k/year in tuition assistance
- OR
- ◆ Up to \$5k/year towards student loan repayment

### Physical & Mental Wellness

We offer health and wellness incentives and resources:

- ◆ Up to \$50/month in gym or fitness program reimbursement
- ◆ Therapy & telehealth options available through Insperty

## ABOUT PMAT

Programs Management Analytics & Technologies, Inc. (PMAT), is a leading small business dedicated to crafting innovative solutions that elevate mission capabilities. Our competency addresses complex challenges such as edge computing, containerizing legacy systems, and developing robust distributed data platforms. We assemble motivated teams that thrive on curiosity and relentless experimentation, driving our success. Our culture fosters continuous learning and collaboration, allowing us to leverage our collective intelligence successfully. We believe in delivering tangible results beyond basic requirements. We are proud to create targeted solutions that effectively serve the warfighter.

## BENEFITS OVERVIEW

- ◆ 401k and Profit Sharing - Graduating employer contribution beginning at 3% after 1 yr, then 5%, 8%, and 10% after 5, 8, and 10 yrs of service
- ◆ All Expense Paid Certification Training
- ◆ Disability and Life Insurance
- ◆ One on One Financial Planning
- ◆ Referral Bonuses
- ◆ Annual Employee Performance Reviews

And More!



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Benefits for 2026