

BENEFITS & PERKS



Our benefits are shaped by the needs and well-being of our employees.

PLAN YOUR CAREER

Advance Your Career

Employees can advance their careers at Chainbridge Solutions by participating in regular conversations with their managers and by establishing career growth goals with their manager's guidance. Growth is possible within our technical, business, and leadership paths. Employees can gain experience horizontally through job transfer assignments and by being assigned to work outside their area of expertise.

Career Paths

Employees can also advance vertically in our career paths by learning and demonstrating highly sought after technical, business, client facing, leadership, and people management skills. We have opportunities for professionals to progress from entry level Associate to Principal level.

STAY HEALTHY

Medical

Chainbridge Solutions offers three tiers for Health Insurance under our carrier. All of our health plans have a national network and preventative care. Routine Preventative care is covered at 100%. Employees also have options to enroll in Health Savings Accounts and Flexible Health Care Spending Accounts to reduce taxable income and cover out-of-pocket medical expenses.

Dental & Vision

We have two tiers of Dental Insurance with a Basic and Enhanced Plan. Chainbridge Solutions dental plans reimburse for both in and out of network coverage with reduced costs for in-network care, and cover Orthodontia up to plan maximums.

Our Vision plan includes yearly comprehensive eye exams and new lenses or contacts every year.

Our Employee Assistance Program provides resources and trained counselors who can assist with life challenges and includes up to 5 consultations with a licensed mental health counselor per issue.

BALANCE LIFE & WORK

What We Bring to the Table

Many of the Jobs at Chainbridge Solutions allow employees to work remotely from most states within the US. For those local to the DC area, we offer a hybrid option to come into our office on the days that make most sense for your project teams and you.

All full-time employees earn 20 days (4 weeks) of PTO, accrued at 6.67 hours per pay period.

Federal Holidays & Flexible Fridays

Chainbridge Solutions also observes 8 federal holidays (including the day after Thanksgiving). In addition, Chainbridge offers all employees 4 floating holidays. The number of floating holidays is pro-rated depending upon hire date but are immediately available to use upon hire.

We also offer Flexible Fridays. Company-wide and team meetings on Fridays are kept to a minimum and employees who have worked 40 hours by mid-day Friday are allowed to take the remainder of the day off with manager permission.

SAVE FOR YOUR RETIREMENT

Savings Plans

Employees are eligible to participate in our retirement savings plans immediately upon hire. Chainbridge Solutions contributes 3%. Unlike many companies that have a vesting period, Chainbridge Solutions offers 100% immediate vesting. Employees have options for both Roth (post tax) and traditional (pretax) 401 (k) plans.

Simple & Easy

Our Payroll system allows you to contribute to your 401(k) plan with ease and understanding of the impact on your paycheck. We make saving simple and clear.

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TAKE TIME FOR YOUR FAMILY

Parental Leave

Chainbridge Solutions provides eligible parents with 3 weeks of fully paid parental leave to care for and bond with their newborn, newly adopted or newly placed child for foster care. Birthing parents are also eligible for Short Term Disability which provides additional income. Birthing Parents can take up to 12 weeks of leave using a combination of parental leave, disability and accrued paid time off. Non-birthing parents can take the 3 weeks of parental leave and may use additional accrued paid time off with approval.

Bereavement Leave

In the unfortunate event that you lose a family member, full-time employees are eligible for up to 3 days of bereavement leave per occurrence for immediate family members.

YOUR INCOME STABILITY

Short Term Disability

Full-time* employees are eligible for short term disability if they become injured or disabled due to illness or other medical conditions. Short term disability will pay 60% of income up to \$1,500 per week for up to 13 weeks.

*Full-time employees are those working 30 or more hours per week.

Long Term Disability & Life Insurance

Long term disability is also available for circumstances where you are disabled for longer than 13 weeks. Long-term disability covers 60% of earnings, up to \$5,000 per month.

All full-time employees are also eligible for Basic Term Life insurance and Accidental Death & Dismemberment.

RECOGNITION

Employee Acknowledgement

Recognition at Chainbridge Solutions comes in a variety of forms including verbal recognition from our CEO at our All-Hands meetings, formal dinner gatherings for milestone anniversaries, spot bonuses for outstanding effort, and end-of year bonuses when the company does well.

Referrals

Team Members are encouraged to submit qualified referrals for our open positions. Referral bonuses of \$1,000 are paid out once the referred candidate reaches 6 months of employment with Chainbridge Solutions.

ADVANCE YOUR CAREER

Tuition Reimbursement, Team Meetings & More

In addition, Chainbridge Solutions supports professional employee certifications to continue learning in professional programs related to the work we do, as well as Tuition Reimbursement for college level learning

We love to share our knowledge with our teammates and colleagues by hosting brown bag lunches and give demonstrations of innovative technologies.