

WHY WORK AT SAIC?

SAIC is renewed, restarted and stronger than ever. There's never been a better time to be part of our company of 15,000 highly skilled people who are united in helping our customers achieve missions that are of the utmost importance to our nation and our world.

We know that the success of our company and the success of our employees go hand in hand. That's why we offer a compelling employee value proposition anchored by four key elements — company strength, career growth, an ethical culture, and rewards and flexibility.

Read on to discover what makes SAIC a great place to work.



SAIC is a \$4.4 billion technology integrator specializing in technical, engineering, and enterprise IT services supporting complex government programs.

saic.com

SAIC
Redefining Ingenuity™

July 2015

COMPANY STRENGTH

Enduring Customer Relationships

We have a 46-year history of successful performance and long-term customer relationships. More than two-thirds of SAIC employees work side-by-side with our customers. Our enduring customer relationships help us understand what our customers need, now and into the future.

Strong Growth Accelerators

SAIC is a profitable company that excels and grows in challenging market environments. We have a strong recurring revenue base, cash flow generation, and balance sheet. Our highly efficient structure enables us to focus on building customer relationships, sharing technical capabilities and best practices, and investing in our staff and capabilities.

Core Differentiators

SAIC is one of the largest pure-play government technical services providers, with significant scale and a diverse contract base. We are a prime contractor on over 90% of select premier contract vehicles across the federal government. We pursue and win large programs with our full life-cycle offerings, repeatable methodologies, and certified processes.

CAREER GROWTH

Internal Mobility

SAIC has a tailored operational model in which our employees are aligned to the organizations that most closely match their capabilities and technical skills and are assigned to customers and projects that will benefit most from their expertise. This maximizes the ability of our employees to flexibly move across opportunities and assignments within the company.

Skills Development Focus

Our employees have access to a wide range of virtual, online and classroom-based technical and soft skills training programs, certifications, and courseware. SAIC's investment in training and development per employee consistently exceeds industry standards and highlights our focus on expanding capabilities in areas that are key to our business strategy.

Multiple Career Paths

We encourage our employees to pursue career growth opportunities in diverse locations, professional fields, and programs. We offer career paths with multiple options for keeping skills current and planning future moves. Our employees are our top source of talent for leadership opportunities at every level.

ETHICAL CULTURE

Commitment to Our Values

Ethics and integrity are the underpinnings of our business. Moral courage and a refusal to compromise on matters of principle are part of what it means to work at SAIC. We respect the attributes that make each individual unique, and we value diversity of skills, experience, and perspectives.

Mission Orientation

Partnership, customer commitment, and an enterprise mindset define SAIC's mission focus. The critical nature of our work and the important missions of the customers we serve demand our very best efforts, and we're honored to make an impact. We make decisions with the greater good of the enterprise in mind.

Pride in Our Performance

Innovation and agility are key to SAIC's high performance. We foster excellence by recognizing strong results, celebrating success and learning from our mistakes. Accountability and humility are common practices. Collaboration and compromise drive success at SAIC, and we take pride in each other's accomplishments.

REWARDS AND FLEXIBILITY

Comprehensive Total Rewards

The well-being of our employees and their families is very important. SAIC provides a wide range of benefits to promote health and wellness, build financial security and allow for personal choice. We align compensation and rewards to the roles our people perform in the markets we serve. Our programs are benchmarked against other companies to ensure we continue to offer competitive compensation and a comprehensive suite of benefits.

Results-Oriented Recognition

We take pride in our employees' achievements. We recognize their accomplishments and convey the appreciation of our company and our customers for their contributions.

Flexible Work Environment

SAIC's benefits support a healthy work-life balance. Formal and informal activities, tools and resources provide options and help our employees manage personal responsibilities while meeting our company's business goals.

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