Staff Benefits
APL offers a generous package of employee benefits.

The importance of a secure future
APL contributes up to 10.5 percent of staff members’ pay to their retirement plans. This includes an APL contribution equal to 2.5 percent of pay, plus matching contributions of 82 for every $1 of staff member contributions, up to a maximum APL contribution of 8 percent of pay. Staff members become eligible for APL’s contributions after one year of employment and are immediately 100% vested in all Laboratory contributions.

APL has you covered
The Lab offers the Cigna Allegiance Open Access Plus medical plan with options for several levels of coverage. Staff members also enjoy dental, vision, life, legal services, and disability benefit options with before- and after-tax dollars. Accidental death insurance and travel accident insurance coverage are fully paid by APL.

Earn money toward your benefit costs
Through APL’s In The Zone program, registered staff members can earn wellness credits throughout the year when they participate in healthy lifestyle activities. Participants can earn a $100 credit toward their benefit costs for the following year.

Financial assistance for your family
APL offers college tuition scholarships to dependent children of full- and part-time staff members with at least five years of employment at APL. These scholarships provide 50 percent of the cost of tuition and academic fees up to a maximum of $10,500 per year and are awarded competitively based on test scores and high school academic records.

Education and Professional Development
APL values continued education and provides generous educational assistance for staff members who want to further their work-related education.

Financial assistance for continuing your education
The Lab will pay for up to 18 credit hours per academic year for a relevant degree or part-time coursework. The Lab also partners with Johns Hopkins University’s Engineering for Professionals program to offer convenient, on-site evening classes and other learning opportunities for a relevant degree.

Continue learning throughout your career
APL encourages staff members to join professional organizations, attend conferences and training programs, and publish papers. The Lab provides its employees with the resources and funding to participate in professional development.

On-site learning opportunities
APL’s Training and Development Office partners with internal audiences to design and develop learning and professional development solutions that advance the Lab’s mission.

Work–Life Balance and Amenities
APL recognizes that a key element of a rewarding career is balancing work and home life. To help staff members achieve this balance, APL offers a wide range of benefits and services.

Flexibility to fit your schedule
Many positions offer the flexibility of adjusting your work schedule to meet your personal needs. Some employees may be eligible to work remotely.

Generous vacation and leave
Professional staff members at the Lab start with 15 days of paid vacation, increasing with years of service at APL. The Lab allows generous vacation carryover for unused paid vacation at the end of the year. Paid leave is also offered for major holidays, up to seven sick days, and one personal day during the year.

Everything you need located on campus
APL’s 450-acre main campus is equipped with cafeterias, state-of-the-art fitness facilities and locker rooms, a medical center, and a post office. The Lab’s Recreation Office offers and coordinates family activities on campus.

Network, get involved, and meet new people
Staff members at APL have the opportunity to participate in a wide range of employee resource groups, clubs, and organizations that provide opportunities to network and grow based on interests, cultural heritage, and more. From promoting diversity to building your presentation skills and even sports leagues, there are many ways to get involved and meet new people.

Giving back to the community where we live and work
APL staff members are involved in a wide range of charitable giving and volunteer activities. Through the STEM (Science, Technology, Engineering, and Math) Program Office, staff members can volunteer to help local students learn more about careers in STEM, serve as mentors, and more. APL also hosts regular American Red Cross blood drive events, participates in the United Way’s annual giving campaign, and more to help improve the community where we live and work.

Opportunities for innovation and collaboration at your fingertips
The Lab is committed to enhancing its culture of innovation through a series of coordinated, enterprise-level initiatives, including Ignition Grants, which allow staff members to submit new ideas for funding and then improve their ideas via crowdsourcing, and Central Spark, the Lab’s innovation center where staff members can share ideas, innovations, creations, and knowledge on any topic they choose, around the clock, seven days a week.

This brochure summarizes the various programs offered by APL. Upon joining APL, you will receive more detailed information. If inconsistent or ambiguous information is discovered in this brochure, the corresponding legal documents and contracts will govern.
**APL** is located midway between Washington and Baltimore, with convenient access to major highways and local attractions. See our Visitor’s Guide for details.

For more information, contact:

**Employment:**
240-228-3172

or visit us on the web at:
www.jhuapl.edu

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**APL’s Commitment to Diversity**

The success of APL’s mission demands quality and versatility in its staff. To ensure that success, we must attract and retain a highly talented staff. Fundamental to the success of APL’s envisioned future is an environment that encourages creativity, remains rich in diversity of thought, and promotes the inclusion of new ideas. This kind of environment can exist only if APL is a place where race, gender, religion, and other such characteristics do not define talent.

The Johns Hopkins University Applied Physics Laboratory is an equal opportunity/affirmative action employer that complies with Title IX of the Education Amendments Act of 1972, as well as other applicable laws, and values diversity in its workforce. Additional information can be found at www.jhuapl.edu.