



# *A place for great ideas and the people who have them*

## **Join Our Team**

At Attain Partners, we combine the expertise of a large business with the spirit and drive of a nimble, entrepreneurial team. Our collaborative learning environment fosters innovation, encourages new ways of thinking, and values a commitment to excellence—producing the best results for our clients.

We are problem solvers at both strategic and operational levels. Every day, we roll up our sleeves to work alongside our clients—the top colleges, universities, and academic medical centers, healthcare organizations, national and local non-profits, and state and local government agencies.

And it all starts with our people. It's our people who make our clients' and our company's success a reality. That's why we put our people first, promoting individual strengths, recognizing contributions, and rewarding great ideas.

## **The Attain Way**

The Attain Way inspires and motivates us as consultants, committing us to excellence, achieving the best results for our clients, improving the communities in which we live and work, and attaining insanely great success.

The seven core values comprising The Attain Way guide every decision we make and every interaction we have with our clients and those in the communities in which we live and work. Our values embody the character that we believe a trusted partner and a client advisor should possess, but we don't just work by these values, we live by them.



*2016, 2017, 2018, and 2019 Consulting Magazine's Fastest Growing Firms  
2017, 2019, 2023 Consulting Magazine's Best Firms to Work For  
2016 Washington Post Top Workplace*

# Benefits

## Medical, Dental, and Vision

Attain Partners is committed to the health and well-being of our team, and provides three different options of medical coverage for your unique needs. Participants in the high-deductible health plan benefit from an employer-funded Health Savings Account (HSA), and \$0 premium for the employee. Our dental PPO lets you choose any dentist, in or out-of-network, for most preventative procedures at low or no cost as well as referral-free access to specialists. Attain Partners also offers a network of providers to deliver access to high quality vision care, from exams to diagnoses and treatment plans.

## Flexible Spending Account (FSA)

Attain Partners offers a pre-tax flexible spending account (FSA) for eligible healthcare expenses such as medical and dental deductibles, co-pays, or prescription drugs; a dependent care spending account for eligible daycare expenses such as day camp, elder care, before- and after-school care, and in-home daycare; and a transportation spending account from which you may reimburse yourself for eligible transit and parking expenses. Employees who participate in our high deductible medical plan can also access a limited purpose FSA.

## 401(k)

We support you in investing for your future. Employees can make pre-tax contributions to 401(k) plan accounts through automatic payroll deductions. You may contribute between 1% and 80% of your eligible compensation, up to the IRS annual maximum or \$22,500. Attain Partners matches 100% of the first 4% of your contribution, fully vested on day one.

## Life and Disability

Attain Partners provides all full-time employees with basic group term life insurance equal to 1x annual salary up to \$250,000. Additionally, accidental death and dismemberment (AD&D) and short-term and long-term disability insurance are provided. Voluntary life, AD&D, and disability insurance are available for purchase to supplement these programs.

## Employee Referral Program

We recognize and reward employee contributions in attracting new team members through employee referral bonuses ranging from \$500 to \$2,000. Send us your best candidates, at all levels, for all divisions, for a variety of roles.

## Unlimited Paid Time Off (UTO)

At Attain Partners, we recognize the importance of your personal time and encourage all employees to use this well-earned benefit throughout the year. Use UTO for a variety of needs including vacation, personal or family illness, medical appointments, school, and volunteerism.

## Paid Parental Leave

We're proud to offer a competitive paid parental leave benefit, providing four weeks paid leave to new employees and eight weeks paid leave to all full-time employees after their first year. Attain Partners also supplements provider-paid short-term disability (STD) benefits so that employees receive 100% of their salary while on STD leave.

## Fertility and Family Building Support

We are proud to offer all benefits-eligible employees up to \$5,000 per year for fertility and family-building services, such as egg-freezing, IUI, and IVF; reimbursement for eligible donor, surrogacy, and adoption services; and virtual holistic health coaching sessions.

## Education Reimbursement

Attain Partners values the continued growth, education, and development of employees and provides tuition reimbursement towards a qualified degree, certification, and/or training.

## Flexible Work Options

Our people are more than just the work they do here at Attain Partners—they're philanthropists, athletes, active members of the community, parents, and caregivers. We work with our employees to find the best solution to support personal and business needs.

## Value-Added Programs and Services

At no cost to our employees, we offer programs to help you and your family with your health, well-being, and sense of security. These services include an Employee Assistance Program (EAP), Healthy Rewards, Life Assistance, Will Preparation, Secure Travel, and Identity Theft.

## *Not just powering the future—empowering it.*

Based in McLean, Va., Attain Partners is a leading management, technology, and compliance consulting firm delivering services and solutions to advance client missions across the education, nonprofit, healthcare, and state and local government landscapes. We're an innovative and values-driven firm working to disrupt the status quo to change the world and improve the lives of those we serve.

For more information, visit [attainpartners.com](https://attainpartners.com).