



MILITARY AND VETERANS AFFAIRS PROGRAM

Program Benefits

We take pride in our veterans, reservists, and guardsmen. The following are key highlights of our industry-leading MILVET program.

Enhanced Benefits For Reservists And Guard Members

Area	Coverage	Highlights
Activations – compensation bridge	Yes Up to 5 years	Our new industry-leading bridge compensation and benefits plan also covers those already on activation orders.
Activation – benefit continuation		
Post activation – transition time off	Yes	We provide paid transition time off when our Reserve and Guard members return from active duty.
Annual training support	Yes 4 weeks per year	We provide Reserve and Guard member employees up to 4 weeks of paid time off per year to complete annual training requirements.
USERRA compliance	Yes	We aggressively follow and work to exceed USERRA standards.

Veteran Recruitment Focus

Area	Coverage	Highlights
Dedicated military and veterans affairs team	Yes	Our dedicated MILVET director and MILVET coordinator advance initiatives focused on veteran recruitment, community, and retention across the organization.
Active-duty transition fellowships	Yes	Using the DoD SkillBridge Program framework and nonprofit veteran-transition organization partnerships, we actively seek to provide fellowship opportunities to service members in order to help facilitate their transition into the civilian workforce and gain valuable industry-focused work experience.
Recognized as a military-friendly organization	Yes	We have received multiple ESGR Patriot awards for our support of the Guard, been designated a G.I. Jobs® Military Friendly® employer, and received Military Times Best for Vets recognition.
Career mapping assistance for veterans	Yes	We have trained recruiters to assist service members with career mapping and planning.
Transition assistance advice, TAP visits, and resume workshops	Yes	We proactively reach out to TAP/Family Readiness offices across the globe to determine how we can best engage and support transitioning service members.

Veteran Retention Initiatives

Area	Coverage	Highlights
Company military and veterans affairs program executive commitment and support	Yes	Our MILVET program is guided by an executive steering committee, consisting of top leaders from across the organization.
Focus on veteran community-building inside the organization	Yes	We have regular veteran and military community resource group meetings and have an internal social media site, RallyPoint, focused on military announcements and events for our community at Parsons.
Focus on veteran peer and mentoring support inside the organization	Yes	Our Battle Buddy Program is focused on career trajectory and hosts networking and speed mentoring events for veterans.
Parental leave	Yes	Available for new parents up to 80 hours of paid leave for the birth or adoption of a child.
TRICARE supplemental insurance	Yes	We offer pre-tax TRICARE supplemental insurance for qualifying veterans, reservists, and guardsmen that reimburses a percentage of the TRICARE deductible.