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OUR MISSION

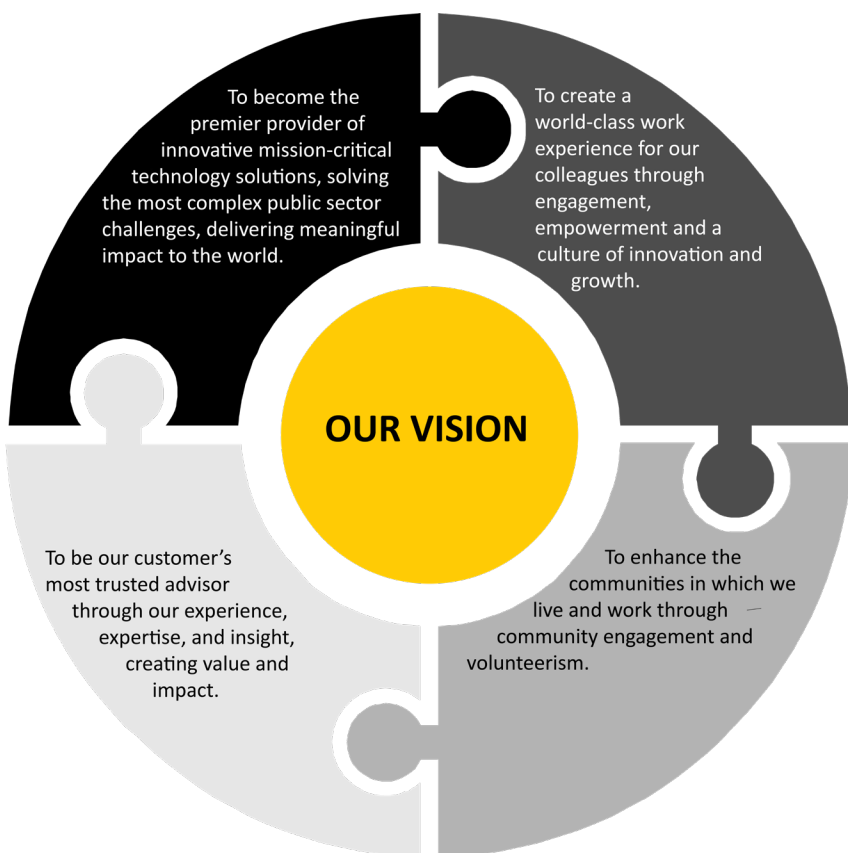
Intelligent Waves delivers mission-focused multi-domain operational expertise and innovation to the Government through high-impact technology solutions in **cybersecurity, data science, enterprise network & systems engineering, software development, and platform mission support.**

Always ready. Anytime. Anywhere. Any domain.

ABOUT INTELLIGENT WAVES

Since 2006, Intelligent Waves has proudly served federal agencies including the Department of Defense. Our ability to operate globally in a wide range of environments coupled with our deep understanding of customer needs and requirements enables us to provide cost-effective solutions to support the most complex missions.

OUR VISION



TEAM IW

- ✓ Veteran-Owned and Operated
- ✓ 220+ Team Members
- ✓ Over 50% of Team Members are Veterans
- ✓ NSA Trusted Integrator of Commercial Solutions for Classified (CSfC)
- ✓ Global Footprint in America, Europe, Middle East, and Asia
- ✓ We are honored to be recognized for the following awards:



OUR VALUES



TRUST



COMMUNICATION



TRANSPARENCY



ACCOUNTABILITY



QUALITY



TEAMWORK



COMMITMENT



INNOVATION



EQUITY



UNCOMPROMISING
ETHICS

COMPETITIVE BENEFITS



Education, Training
& Professional
Development



Holidays & PTO/
Vacation



Flexible
Spending Account



Veteran Transition
Assistance



Healthcare
Dental
Vision



Employee Referral
Program



Spot Bonuses



Life Insurance



Parental Leave



Dependent Care

BENEFIT DETAILS

- ✓ Intelligent Waves provides U.S. based team members 120 hours of accrued Paid Time Off (PTO) per year. Internationally based team members accrue 160 hours of PTO per year. Vacation hours are accrued on a semi-monthly basis. Team members can carryover a maximum of 160 hours of accrued/unused PTO into the next year.
- ✓ IW offers 80 hours of paid parental leave to any employee who has a new child in the home via birth or adoption.
- ✓ Intelligent Waves recognizes and offers eleven paid holidays as well as one floating holiday for a total of 12 paid holidays a year.
- ✓ Intelligent Waves will reimburse employees up to \$5,250 for pre-approved educational costs per calendar year. Educational costs include tuition/courses, books, tests and certifications. Employees are eligible for the education program after 90 days of employment.
- ✓ Intelligent Waves offers team members the opportunity to contribute to a 401(k)-savings plan administered by Principal Financial Group. Intelligent Waves will match both pre-tax and/or Roth elective contributions, dollar for dollar up to 3% of pay and 50 cents for each additional dollar between 3% and 5% of eligible pay. The contribution is called a safe harbor matching contribution. Team members are always 100% vested in the safe harbor matching contribution. There are numerous investment options.



Whitney Barrera

Chief People Officer

Phone: 571.441.4976

Email: whitney.barrera@intelligentwaves.com