



Come Work with the Company That Works for You



Benefits. Choice. Future.



ENSCO, Inc. employees give their best every day – their best ideas, creativity, dedication and time. In return, we believe in working hard for our employees by offering an outstanding package of benefits, policies and programs that promote career growth and provide support for time away from work. If you are going to work hard on your career, choose a company that works hard for you.

Why ENSCO?

ENSCO is seeking highly motivated, entrepreneurial people to join our team who provide engineering, science and advanced technology support to both the public sector and private industry. From national security to transportation safety to aerospace, ENSCO succeeds in developing solutions that make our nation and our world a safer place. Whether you want to grow your career or start a new one, ENSCO offers opportunities to challenge your abilities while acquiring new technical skills and knowledge in a committed team environment.

At ENSCO, our commitment to maintain a family-friendly culture is genuine. We take care of our employees and their families by offering comprehensive benefits programs, encouraging training and career development, and providing a generous time off policy.

Strength in Diversity

We are continuously committed to the practice and implemented action of equal employment opportunity and affirmative action. Our employees have different strengths, experiences and backgrounds who excel by promoting a culture of inclusivity and belonging based on personal merit, qualifications, experience, ability and job performance. Equal employment opportunity and affirmative action must be pursued with the same enthusiasm and energy applied to all company goals and objectives, to ensure fair and impartial treatment, while providing a safe working environment for all.

ENSCO by the Numbers

Offering two highly rated nationwide health insurance plans provided by UnitedHealthcare: full featured Choice Plus Plan and a High Deductible plan with HSA	
ENSCO 401(k) plan	Company match up to 6%
Employee assistance program Life insurance, disability, AD&D Business travel accident insurance Professional liability insurance	100% paid
Annual tuition reimbursement	\$7,000—Bachelor \$8,000—Master \$10,000—PH.D.
Competitive Paid Time Off (PTO) with a cash out option 2X per year	
Holidays	8 Paid Annual Holidays New Year's Day Memorial Day Independence Day Labor Day Veterans Day (floating) Thanksgiving Friday after Thanksgiving Christmas Day
Generous annual employee bonuses depending upon company performance and individual contribution and referral bonuses	
Paid parental leave	2 weeks
Paid military leave	Regular ENSCO salary differential pay for up to 90 days

This is a summary of ENSCO's current benefits for general informational purposes. These benefits are subject to change and governed by the provisions of the benefits plans and ENSCO policies.





What You Can Expect Working at ENSCO

Come to work every day knowing you contribute to solving some of the world's most complex and pressing challenges. If developing your career at an exciting, high-tech organization with a family-friendly workplace appeals to you, then we don't just want you to work for us—we want to work for you.

Home / Work Integration

At times, the boundaries between home and work can blur. We want you to enjoy your work and disconnect when you need to.



Family-friendly workplace:

- Flexible schedules: 4/10s, 9/80s and hybrid or remote work available with many of our positions
- Two weeks of paid parental leave
- Flexible leave with PTO and ability to borrow up to 40 hours upon hire with manager approval
- Generous leave without pay program available upon hire
- Annual PTO cash out option
- New baby gift program
- Company sponsorship of community events and matching charitable contributions
- Fun and engaging employee activities, including annual meeting for employees and significant others, ENSCO branded items from the ENSCO online shop, company funded events organized by employee activity committees in every major location

CAREER DEVELOPMENT

- Generous tuition reimbursement up to \$10,000 per year
- Home study courses paid up to \$1,000 per year
- Professional certification courses paid up to \$7,000 per year
- Leadership development program
- In-house training programs and technical forums
- Outside seminars and conferences
- Self-study materials and online courses
- Professional memberships and publication subscriptions

HEALTH and WELLNESS

Benefits:

- Medical, dental and vision insurance
- Health savings account (HSA) with employer contribution up to \$2,350 per year
- Flexible spending accounts (FSA) for medical and dependent care
- Critical illness protection and hospital indemnity plans
- Voluntary programs such as supplemental life insurance, pet insurance, legal program, auto and home insurance and other discount programs
- 100% company paid Employee Assistance Program for employees and household members
- 100% paid life insurance, disability, accidental death and dismemberment, business travel accident and professional liability insurance (employee only)
- Wellness incentive programs and fitness challenges, including company-paid flu shots, weight loss programs and yoga classes (not all programs available at all sites)
- Membership to local recreation centers and gyms available at some locations

FINANCIAL WELLNESS and REWARDS:

- 401(k) program— Company match up to 6%
- Annual discretionary, recognition, and new employee referral bonuses
- Bereavement, jury duty, military service, and family medical leave available
- Patent and awards programs

ENSCO, Inc. and its wholly-owned U.S. subsidiaries are equal opportunity employers. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, status as a protected veteran or any other characteristic protected by law.