



LEADING THE WAY TO MISSION READINESS

Envision your future surrounded by the industry's best.

Our people enable us to accomplish amazing things every day. They guide us into the future while staying committed to Mission Readiness for those we serve. We depend on each other and have carefully designed a company culture driven by a clear vision that's aligned with meaningful core values. The result is a solid organizational foundation and an industry-leading employee retention rate. At The Lockwood Group, it's our promise that you will receive the support you need both personally and professionally to achieve your goals and influence positive change in the world around you.

We're committed to your health and well-being. Our benefits are designed to show appreciation for your contributions, provide opportunities and choices, and help you navigate work-life balance to build a long-term future with us.



A CULTURE OF SERVICE

Our Core Values

We believe that living our core values is critical not just to our success, but our customers' too.

- Established core company values
- Value-alignment during recruiting
- Culture themed events
- Internal "Fun Committee" enables our team and family culture

WWW.THELOCKWOODGROUPLLC.COM
careers@thelockwoodgroupllc.com
888-74READY



ETHICS & INTEGRITY

We do what's right always with integrity, honesty and centered around the right ethical principles.



CUSTOMER COMMITMENT

We seek to exceed our customer's expectations. We always act in their best interest being the problem solvers that they come to trust and rely on.



TEAM & FAMILY ENVIRONMENT

Founded by a family, we take pride in family and seek to create a team environment that feels like a family competing to be the best.



SERVICE

We aspire to serve our nation, our community, our families, and each other.



LEADERSHIP

We hire highly capable people whom we trust, providing a competitive work environment for them to thrive, grow, and lead.



POSITIVITY

We seek to create a supportive environment centered around encouragement, gratitude, and positivity.

THE LOCKWOOD GROUP HOLISTIC BENEFITS PACKAGE

Committed to your health and well-being.

Many companies focus their retention on tangible items like salary and perks. Our holistic benefits package also emphasizes intangibles to create a supportive workplace unlike any other.

COMPETITIVE COMPENSATION

- Comprehensive market analysis
- Annual salary reviews
- Promotional opportunities
- Employee new hire referral bonuses
- Relocation assistance

EMPLOYEE ASSISTANCE PROGRAM (EAP)

- 24/7 access to LifeCare, a Work-Life Employee Assistance Program
- Mindfulness and meditation resources

EMPLOYEE ENGAGEMENT

- Organized team-building events
- Quarterly town-halls
- Monthly “Ask Me Anything” meeting with senior management

IF YOU CAN'T WORK

- Worker’s Compensation paid by the employer
- Short Term Disability if you need to miss work
- Long Term Disability to provide income security for an extended period

HEALTH & WELLNESS

- Medical: we share the cost with individual team members
- Health savings account (HSA)
- Dental
- Vision
- Life Insurance

MENTORING

- Dynamic, effortless onboarding experience
- Mentoring, training, and apprenticeship programs
- Open-door communication to leadership
- Transition Buddy program matches new hires with current employees to ease their integration into the workplace

MISSION & GREATER PURPOSE

- Greater vision to inspire the workforce
- Leading the Way to Mission Readiness mantra
- Tireless customer focus

PAID LEAVE

PTO is accrued bi-weekly and free to use as you choose. Your leave grows with your years of service.

1-4 years of service	120 hours
5-10 years of service	160 hours
More than 10 years of service	200 hours

- Holidays - 10 per year
- Bereavement leave
- Jury duty leave

PROFESSIONAL DEVELOPMENT

- Professional development planning with your manager
- Job-related training reimbursements approved by management
- Reimbursement for professional memberships
- Leadership development and coaching
- Mission Readiness University

RECOGNITION

- Team awards and offsite events
- Monthly employee recognition
- “Lunch with your Leader”
- SPOT and Kudos bonus for excellent customer service

RETIREMENT

- 401k with 50% employer match up to 6% of pay
- Access to a financial advisor to help you plan your retirement

ABOUT THE LOCKWOOD GROUP



We are a Service-Disabled Veteran Owned Small Business (SDVOSB) delivering services and applied solutions that solve our customer’s underlying problems. Our founding principle is to improve the Mission Readiness of all we serve: Soldiers, Airmen, Marines, Guardians and Sailors. Comprised of experts with over 150 years of experience in the industry and a distinct focus on service, the company has experienced consistent growth across the Department of Defense (DoD) with demonstrated performance and subject matter expertise.