



We save lives!

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8(a) • HUBZone • Veteran • SDB • DBE/MBE



Full-Time Benefits as of January 2017

Benefits

- 401K Retirement Plans with 4% employer matching and fully vested
- Discretionary Time Off (DTO)
- Leave without pay (LWOP)
- Paid annual federal holidays
- Education and Training Assistance
- Short Term Disability (STD)
- Long Term Disability (LTD)
- Basic Life Insurance
- Extended Work Week

Healthcare

Medical – Humana NPOS

(four plans offered) Premium 100% company paid for select plan.

Dental – HumanaDental Traditional

Preferred to include orthodontics. Premium 100% company paid.

Vision – HumanaVision Vision Care Plan

that covers routine eye exams, frames, lenses, contact lenses, and even a discount on Lasik. Premium 100% company paid.

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2017 Full-Time Benefits Package Summary

This Summary is intended to be a **quick overview** of ZAPATA's benefits. It is suggested that all new employees refer to each specific Coverage Booklet to get the most up-to-date and detailed information. Zapata Technology pays up to 100% of the premiums for your benefits depending on which medical plan is chosen. Three other medical plans are offered at the employee's expense. Premiums based on family size and plan. The medical plan detailed below is the 100% premiums paid plan offered by Zapata Technology for full-time employees. Only one vision and one dental plan is provided.



Medical

Humana is the medical insurance provider for Zapata Technology. Please refer to your certificate booklet for complete details.

Benefit Period Deductible*

Network Individual:	\$0
Network Family:	\$0
Non-Network Individual:	\$5,000
Non-Network-Family	\$10,000

Benefit Period Out-of-Pocket Maximum

Network Individual:	\$6,850
Network Family:	\$13,700
Non-Network Individual:	\$20,550
Non-Network Family:	\$41,100

Co-Payments**

Network:	\$55/Primary care \$100/Specialist
Non-Network:	30% coinsurance

Hospital Inpatient Services***

Network:	\$2,250
Non-Network:	30% coinsurance

Hospital Outpatient Services***

Network:	\$2,250
Non-Network:	30% coinsurance

Emergency Room Services

Network:	\$750
Non-Network:	\$750

Preventative Health Care

Network:	No charge
Non-Network:	30% coinsurance

There is no overall annual limit on what the plan pays.

*Does not apply to prescription drugs and preventive services. Co-insurance and co-payments do not count toward the deductible.

**Preventive care, screenings, immunizations are no charge. Please read all provisions of this plan carefully.

***Preauthorization may be required.



Medical – Options and Costs Per Month

Plan	Your Cost Per Month	You + Spouse Per Month	You + Children Per Month	You + Family Per Month	Plan Details
GA SG NPOS 16 100 Opt 1 Gold	\$214.78	\$429.56	\$397.35	\$612.13	View More Details
NPOS Gold Opt 9	\$180.63	\$361.26	\$334.17	\$514.80	View More Details
NPOS Silver Opt 11	\$112.19	\$224.38	\$207.55	\$319.74	View More Details
NPOS 16 Silver Opt 4 Silver	\$0.00	\$0.00	\$0.00	\$0.00	View More Details

For further details please visit our Zenefits page:

<https://secure.zenefits.com/benefitsPreview/details?token=16ed9080-1764-472d-895d-85f02c790e88>



Dental

HumanaDental is the dental insurance provider for Zapata Technology. Please refer to your certificate booklet for complete details.

Benefit Period Deductible

Network Individual: \$50
Network Family: \$150

Annual Maximum: \$2,000

Preventive Services:

Network: 100% covered, no deductible

Basic Services:

Network: 80% covered, after deductible

Major Services:

Network: 50% covered, after deductible

Orthodontics:

Child orthodontia covers children through age 18. Plan pays 50% (no deductible) of the covered orthodontia services up to \$1,500 lifetime orthodontia max.

Non-participating dentists can bill you for charges above the amount covered by your HumanaDental plan. To ensure you do not receive additional charges, visit a participating PPO Network dentist. If a member sees an out-of-network dentist, the coinsurance level will apply to the maximum allowable fee.



Vision

HumanaVision is the vision insurance provider for Zapata Technology. Please refer to your certificate booklet for complete details.

Routine eye exam copay: \$10

Materials copay: \$15

Wholesale frame allowance: \$50

Elective contact lens allowance \$150

Exam with dilation:

Network: 100% after \$10 copay

Non-Network: \$40 allowance

Lenses: Network / Non-Network

Single 100% after \$15 copay / \$33 allowance

Bifocal 100% after \$15 copay / \$50 allowance

Trifocal 100% after \$15 copay / \$65 allowance

One eye exam every 12 months, new lenses every 12 months, and one pair of complete frames every 24 months.



Prescription Drug Coverage

Provided by Humana

Level 1 Drugs

Network: \$10 copay for retail, \$25 copay for mail order

Non-Network: 30% coinsurance after network copay

Level 2 Drugs

Network: \$45 copay for retail, \$112.5 copay for mail order

Non-Network: 30% coinsurance after network copay

Level 3 Drugs

Network: \$90 copay for retail, \$225 copay for mail order

Non-Network: 30% coinsurance after network copay

Level 4 Drugs

Network: 25% coinsurance for retail and for mail order

Non-Network: 30% coinsurance after network copay

Specialty Drugs

Network and Non-Network: 35% coinsurance (when filled via a preferred network specialty pharmacy. Preauthorization may be required.

Preauthorization may be required, penalties may apply. Retail is 30 day supply, Mail Order is 90 day supply.



Life Insurance

Provided through Humana

Basic life, Accidental Death and Dismemberment \$30,000

*Zapata also offers Voluntary Life Insurance at the employee's expense for employees and their dependents. Please contact HR for rates and coverage amounts. Combined life insurance policies may not exceed \$1 million or 7 times the salary amount.

Short Term Disability

Provided through Humana

Maximum Weekly Benefit: 60% of your pre-disability earnings

Minimum Weekly Benefit: \$25

Maximum Duration of Benefits: 26 weeks

*For disability caused by injury, benefits begin on the 1st day of total disability or disabled and working. For disability caused by sickness, benefits begin on the 8th day of total disability or disabled and working.

Long Term Disability

Provided through Humana

Monthly Benefit: 60% of pre-disability earnings

Maximum Monthly Benefit: \$6,000

Minimum Monthly Benefit: \$100 or 10% of salary (whichever is greater)

*Benefits begin on week 27.



Leave

The following is a quick guide to Leave Time. Please read your Employee Handbook carefully for a more detailed explanation of Leave Time.

Leave / Sick Time / PTO (DTO): Zapata Technology recognizes that employees have diverse needs for time off from work. The company has a flexible approach to time off where, in lieu of vacation, sick, and personal time, employees are provided with a flexible Discretionary Time Off (DTO) plan. DTO cannot be used for military reserve or active duty time.

Holidays: Full-time employees enjoy 10 holidays annually - New Year's Day, Dr. Martin Luther King Jr. Day, George Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas Day

Flex Time: Zapata Technology offers flextime to its employees...at the discretion of our customers and Zapata Technology management. Flex-time is a work schedule which allows employees to work hours that are not within the standard 8:00 AM to 5:00 PM range, while maintaining a high level of service during the organization's peak operating hours.

401(k) Plan

Zapata Technology sponsors and contributes to a 401(k) Plan known as the "Sharebuilder 401K Plan" to assist in securing your financial well-being at retirement. You may elect to save from your earnings via payroll deduction and have those savings deposited to your Sharebuilder 401K Plan. The amount varies by each year and is set by the IRS. For 2017, the amount is \$18,000. Because your savings are comprised of before tax dollars, your taxable income is reduced. Since your tax-deferred savings are deposited to this account, you will not pay taxes on the money your savings earn until you withdraw your savings from the program. Zapata Technology will contribute dollar for dollar up to 4% of your salary.

The amount you contribute and all the contributions ZAPATA makes to the Plan will be invested into your account. Your account may consist of one or a combination of the funds available. Unlike an Individual Retirement Account, you can, under specific conditions (set by law), withdraw or borrow your Sharebuilder 401K funds before retirement.



Additional Benefit Information

The information provided is a summary, and is only meant to be a quick overview of Zapata Technology's benefits. It is highly suggested that all new employees refer to the applicable Benefits Booklets, Employee Handbook, and/or company policy to obtain the detailed information. We try to offer the most competitive benefits to our employees so policy details may change from time to time. You will be provided with information about those changes and it is up to the employee to keep track of the most recent details of the benefits.