



Zumasys.

A Better Way To Do Business.

Zumasys is a company that puts the growth and success of its people first.

We believe that the success of our company is a direct result of the pride and enthusiasm that our team brings to work every day. In the fast-paced, competitive field of infrastructure technology, we are able to attract and retain some of the industry's best talent by investing in the happiness and satisfaction of our associates.

Zumasys offers exceptional benefits and perks including an International Travel Incentive, President's Club and the 1% Non Profit Program, where our employees decide how to donate 1% of our annual revenues to the charities that matter most to them. In 2012 alone, Zumasys donated \$200,000 to non profit organizations.

But that's just the beginning...



www.zumasys.com



TOP 5 UNIQUE BENEFITS OF WORKING AT ZUMASY'S



International Travel Incentive

Objective: Encourage global perspective by offering an incentive for one employee per quarter to travel abroad.



Zumasys associates traveled to the following destinations in 2011-2012.

1 THE INTERNATIONAL TRAVEL INCENTIVE

Our International Travel Incentive program is designed to rejuvenate our team members with opportunities to engage with other cultures and see new parts of the world. We give one person a paid week off and a \$3,000 stipend to go anywhere in the world! In order of tenure, four to six people each year leave the country and come back to work with new experiences and perspectives on their life, goals, and career. Through the program, our employees have traveled to destinations, including Australia, Bali, China, Ireland, Italy, England, France, and Peru. **Where would you go?**



Zumasys presents Second Harvest Food Bank with \$25,000 donation.

2 GAINING BY GIVING: THE ZUMASY'S 1% PROGRAM

Zumasys employees take pride in working for more than the bottom line. Our vision has been to make Zumasys a place where what's important to our people is what's important to the business. That's why we have pledged to donate 1% of our annual revenue to nonprofit organizations nominated and selected by our employees. In 2012 alone, Zumasys donated to more than 50 charities, each one with personal meaning to the nominating employee. To see a complete list of our supported non-profits, visit www.zumasys.com

"BECAUSE THE COMPANY IS SO FOCUSED ON THE WELL-BEING OF ITS EMPLOYEES, THERE'S A LOT OF GOODWILL THAT GOES OUT TO THE REST OF THE WORLD." – Dave McCary, Senior Solutions Consultant

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CERTIFICATIONS AND CONTINUING EDUCATION

Investing in our employees is not just a smart business strategy, it's a reflection of our deep commitment to the satisfaction and growth of our people. Our employees take pride in their ongoing professional evolution and we fully support their dedication to learning. We encourage and pay for continuing education opportunities and certifications from market leaders Cisco, Citrix, VMware, NetApp, ShoreTel, and more.



REWARDS, REWARDS, REWARDS

Inspired by the book **The Great Game of Business** (Jack Stack), our goal is to have performance measurements and rewards throughout the company, from sales to operations to each of our technical services divisions. Incentive programs give each employee in the company an opportunity to earn bonuses throughout the year for outstanding performance. Annual holiday parties (St. Regis Resort) and President's Club trips for our top employees (Maui in 2013) are just the tip of the iceberg. We also celebrate by relaxing poolside in Las Vegas after a month of record sales, zip lining in Catalina, and getting together for our many parking lot events. Where else can you come into work and drop the company president into a dunk tank?

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ZUMASYS' CUSTOMER SOLUTIONS SUMMIT ZUMAPALOOZA

When we host our biannual Customer Solutions Summit in Las Vegas, we bring the whole team with us. Zumapalooza is a special event that attracts more than 350 attendees, and we think that everyone who works for us should have the chance to get to know our top customers and vendors and have some fun while they're at it.





THE NERDERY WEST

Our employee lounge is on par with that of any technology company in Silicon Valley or elsewhere. It's a place for our associates to recharge throughout the day, meet and exchange ideas, and learn from one another. It features classic arcade games, a pool table, music, and a fridge filled with our employees' favorite drinks.

In 2010, our employee lounge was renamed The Nerdery West in honor of our former Director of Sales and friend Luke Bucklin, who passed away unexpectedly in 2010. Luke was the CEO of The Nerdery, a Minneapolis-based software development company with 450+ employees. For more information about The Nerdery, visit: www.nerdery.com/luke.

ZUMASYS BENEFITS

- **401(k) retirement plan** – Zumasys matches 25% up to 6% of gross pay.
- **Life insurance** – We provide \$30,000 of group-term life insurance at no cost to our employees.
- **Disability insurance** – We also sponsor disability insurance that provides up to 60% of your gross income for short-term and long-term disability.
- **Medical insurance** – Zumasys pays approximately 75% of employee medical premiums with both HMO and PPO choice plans. We also offer dental insurance and comprehensive vision coverage.
- **Paid time off** – Our associates enjoy 120 to 160 hours of paid time off (PTO) per year.

ZUMASYS CULTURE

- ▶ **Collaborative** ▶ Zumasys works closely with customers & partners to find the best solution for any situation.
- ▶ **Accessible** ▶ Zumasys makes sophisticated technology solutions available and understandable to companies of every size.
- ▶ **Passionate** ▶ At Zumasys we are excited and inspired by technology. We love what we do!
- ▶ **Tenacious** ▶ Zumasys responds to customer needs and solves problems with determination.
- ▶ **Fun** ▶ Zumasys brings enthusiasm, energy and realness to business technology.



And if you like gourmet cuisine, you've come to the right place. Zumasys team members are foodies, and we celebrate that passion—perhaps a bit excessively. Food trucks, such as the Burnt Truck and the Lime Truck, crawfish boils, BBQs, and themed lunches are the norm here. Don't worry about the typical "Zumasys 20," we have plenty of team members that are all about an active lifestyle as well.

LET'S GROW TOGETHER

Our culture and technical expertise have fueled **35% average annual growth** since our inception. Our consistent growth has landed us on the Inc. 5000 list of America's fastest growing private companies four times and garnered appearances on countless other growth lists from OCBJ, CRN, Deloitte, etc. Come grow with us – learn more at www.zumasys.com/careers.

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