



# 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 Happyness Is a Choice program, through which our employees decide how to donate 1% of our annual revenues to the charities that matter most to them. Since 2012, Zumasys has donated more than half a million dollars to nonprofit organizations.

**But that's just the beginning...**



#1 Small Company for Social Responsibility  
#2 Small Company in Top Work Places  
Small Company Leadership Medallion Award



[www.zumasys.com](http://www.zumasys.com)



# TOP 5 UNIQUE BENEFITS OF WORKING AT ZUMASYS



International Travel Incentive

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

International Travel Incentive Destinations to Date (2011-2013)



## 1 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. In order of tenure, four to six people each year get a paid week off and a \$4,000 stipend to go anywhere in the world!



Through the program, our employees have traveled to destinations that include Australia, Bali, China, Ecuador, England, France, Greece, Ireland, Italy, Monaco, Peru, Portugal, Scotland, Africa, Spain and Thailand. They come back to work with new experiences and perspectives on their life, goals and career. **Where would you go?**



## 2 HAPPYNESS IS A CHOICE: THE ZUMASYS 1% NONPROFIT 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 our business. That's why we have pledged to donate 1% of our annual revenue to nonprofit organizations nominated and selected by our employees. To date, Zumasys has donated to more than 50 charities, each one with personal meaning to the nominating employee. Our goal is to give away more than \$1 million by 2015. To see a complete list of nonprofits that we've supported, visit our website.



**"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, CLOUD SOLUTIONS ARCHITECT



# 3

## 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 associates. Our people take pride in their own professional evolution. We encourage and pay for continuing education opportunities and certifications from partners such as Cisco, Citrix, VMware, Microsoft, NetApp and more. We want to be the best in the business, and we fully support our employees' dedication to learning.



## REWARDS, REWARDS, REWARDS

Inspired by the book *The Great Game of Business* by Jack Stack, our goal is to have measurements and rewards throughout the company, from sales to operations to every technical services division. Incentive programs give each employee in the company an opportunity to earn bonuses throughout the year for outstanding performance. Annual holiday parties at the St. Regis Hotel and President's Club trips for our top employees 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?

# 5

## ZUMASYS' CUSTOMER SOLUTIONS SUMMIT: ZUMAPALOOZA

When we host Zumapalooza, our customer solutions summit in Las Vegas, we bring the whole team with us. Zumapalooza is a special event that attracts more than 400 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.







## OUR PEOPLE

**ENTHUSIASTIC** & **POSITIVE**  
PURPOSEFUL IN MY ACTIONS  
**ADAPTABLE** IN ALL SITUATIONS  
**RESPONSIVE** & **RELIABLE**  
**LOYAL** & **COMMITTED** TO MY TEAM  
Supportive of my community  
**CREATIVE** IN MY APPROACH  
**Dedicated** to getting things done  
A SMART & KNOWLEDGEABLE **PROBLEM-SOLVER**  
THOROUGH & **CONSISTENT**  
**PERSISTENT**  
**INNOVATIVE** in my thinking  
Compassionate toward others  
**A HARD-WORKING GO-GETTER**  
CONSTANTLY **EVOLVING** MYSELF AND PUSHING BEYOND...

I AM ZUMASYS

## 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 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.

## LET'S GROW TOGETHER

Our culture and technical expertise have fueled **43% average annual growth** since our inception. Our consistent growth has landed us on the Inc. 5000 list of America's fastest growing private companies five times and garnered appearances on countless other growth lists from Orange County Register, OCBJ, CRN and others. Come grow with us. Learn more at [www.zumasys.com/careers](http://www.zumasys.com/careers).



## 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 and music.



### IRVINE HEADQUARTERS

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### BRANCH OFFICES

SAN DIEGO, CA | WINTER GARDEN, FL | BLOOMINGTON, MN  
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