



OPEN ENROLLMENT

Newsletter Issue No. 18

September 2017

Insurance and Serenity



*"..grant me the serenity to accept
the things I cannot change,
Courage to change the things I can,
And wisdom to know the difference."*

The American theologian Reinhold Niebuhr first introduced this inciteful prayer in 1934. As we battled through the benefits negotiation process this year with our suppliers, I have to admit it came to mind. What's happening in the health insurance market is one of those things that I guess I should accept - prices continue to rise and new restrictions on how we leverage our health care are imposed. The core of the great benefits package that Synapttek offers remains unchanged for most Synapttek employees. However, as much as our team fought on behalf of all our employees there are some important benefit changes of which you should be aware.

We were able to keep a similar Anthem BCBS plan to what we enjoyed last year. I say similar because the plan we had last year is no longer offered. I'll start with the good news. The basic structure of our health care plan stays the same and our premium increase of around 13.8% is less than the industry norm. Given the current turmoil in the health care industry, this continuity is a good thing. For those employees who stay within the Anthem BCBS in-network providers, (which is a vast network of providers) not much will change. The most important change is in the treatment of charges from out of network providers. The

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Kudos

**WELL
DONE**

Our DLA JETS customer recognizes [Cindy Shawd](#) for always going the extra mile and being a true professional.

Our VA customer would like to praise [Lonny LeGrand](#) for his ready-to-roll work ethic and positive attitude.

If you have someone you would like to thank or recognize, email your message to news@synapttekcorp.com

**REFER
YOUR FRIENDS.
GET
REWARDED.**

DOI New Orleans
Orade ADF Java Software Engineer

new plan has significant financial disincentives for use of out of network providers. This manifests in two ways:

First, the deductible pools are now separate, so you would need to satisfy the deductible completely in either pool prior to having the Anthem BCBS begin to pay claims directly. Second, the deductibles for out of network providers has increased significantly, both for individuals and family. Looking at the positive side - Synaptex will still pay up to \$3,000 for individuals and \$6,000 for families on the "Benny Card" - this is regardless of whether the provider is in or out of network. If you stay in-network the program pretty much stays the same where Synaptex picks up most out-of-pocket costs (outside of employee premiums) for health care. However, if you use out of network providers you must be aware that it can result in a significant increase in your personal cost for health care. It is important that you check with your providers to ensure that they are "in-network providers" with our Anthem BCBS plan (or check the website). It is noteworthy that most of Synaptex employees did not use out of network providers last year and hopefully with careful planning it can be even less in the 2017-2018 plan year. Anthem BCBS has one of the largest nationwide provider networks spanning all medical specialties. If you have a specific doctor that is not in-network and is integral to your care - we can work with Anthem to see if they would be willing to become an in-network provider. I have to admit that I still haven't quite reached the "serenity" stage on this one.

On the "*Courage to change the things I can*". Our HR team continues to look for new innovative ways to support our staff. This year we are adding Pet Assure and Pet Plus as benefit options. Pet Assure is a group discount plan accepted by many veterinarians. Pet Plus is a cost-effective option offering savings on preventive remedies such as heart worm and flea and tick medicines. We continue to provide our above market benefits to include a 401k retirement savings plan with dollar for dollar matching up to 4% and a 529 college saving plan matching of up to \$1000 per year. We are exploring nation-wide options for our support of gym memberships.

Synaptex is a vibrant growing company. We will continue to support our workforce with excellent benefits in a competitive market. One element that drives plan evaluation is prior use history. I want to thank everyone for their judicious use of our benefits - smart decision on the use of primary care physicians over urgent care facilities and urgent care instead of emergency rooms dramatically impact cost. Use of generic prescriptions and the avoidance of designer medicines can result in an order of magnitude savings. Just because a drug is newer and is advertising on television does not mean it has any greater efficacy than proven medications with greater evidence of usefulness. In order to maintain the cost effectiveness of our care, we all have a new question to ask our health care providers - "Are you a participating provider in my plan?"

J2EE Software Architect
Principal Java Software Engineer

Navy Driftwood, Mississippi
Applications System Programmer
Sr. Applications System Programmer

DLA
Network Engineer - Columbus, OH
Network Engineer - Richmond, VA
Network Engineer - Warner Robins, GA
Sr. Network Engineer - Richmond, VA

ETM
Enterprise Management- Pentagon
Network Engineer (TACLANE)-Crystal City, VA
Circuit Engineer Help Desk- Pentagon

PFFA- Falls Church, VA
Senior Windows Administrator
Inside Plant Engineer
Operations Manager
Mid Level Information Security Analyst
Applications Administrator (Mid)
Senior System Architect

NATIONS
Junior Field Engineer - National Benefit Center - Lee's Summit, MO
Senior Field Engineer - SCA - Houston, TX
Field Engineer - San Fernando, CA

Please email your referral resumes to:
careers@synaptexcorp.com
or visit [Synaptex Careers](#).

Employee Anniversaries

2 Years
Kenneth LeDou
Philip Pappas



Welcome New Employees!

Jarod Bailey, DLA JETS
Anthony Broderick, FBI
Brandon Cisco, DLA JETS
Lindsey Dale, DOI BSEE
Kevin Donnelly, BU4
Dat Nguyen, HQ
Elzey Pounds, DLA JETS
Nicholas Schiebel, FBI

Anthem In-Network Doctors

Dave Gauldfeldt

Four Years Strong

For the fourth year in a row Synaptex has been awarded a spot on Washington Technology's Fast 50! The list ranks the fastest growing small businesses working for the federal market. Synaptex landed on the list with a growth rate of 42.2%! The full list can be found [here!](#)



Open Enrollment Webinar

Please be aware that Open Enrollment is in effect. If you would like a refresher of the benefits or would like to learn about our new pet benefit option, please join us for the Open Enrollment Benefit Webinar hosted by Raffa Financial. The next webinar will be held on:

Tuesday, September 12, 2017 from 9:00am-10:00am EST

Register [here!](#)

Benefit Forms

The new addition to our benefit options this year is a pet care discount plan. Pet Assure is a group discount plan accepted by many veterinarians and Pet Plus offers savings on medicines. To learn more about pet benefits or to view a list of participating veterinarians please click [here.](#)

To view a full list of Anthem BlueCross BlueShield in-network providers please follow this [link](#). Here you'll be able to find doctors within your area that participate in Anthem BlueCross BlueShield Lumenos plan.



Synaptex Holiday Party December 16, 2016

Westfields Marriott
Chantilly, VA

We want to hear from you!

Send us your news – babies, weddings, pets, trips and vacations, graduations, kudos to coworkers...

Send all submissions to news@synaptexcorp.com





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