



# THOUGHTS

Newsletter Issue No. 40

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## Healthcare Risk and Reward



One of the most important benefits that a company can provide to its employees is comprehensive healthcare. It is also one of the most challenging and the most expensive. This year our provider proposed a dramatic and unsustainable increase to our premium (proposed at a 46% increase). Neither passing on those cost to you nor absorbing those cost was a viable alternative, so we are going a different route. Not only in selecting a different provider but in the structure of the plan from a company perspective. TekSynap is becoming - "self-insured".

First the "Reward" part of the equation. Our employee contribution for healthcare benefits will stay steady for the second year in a row. For the Individual, Individual + Children, Individual + Spouse and Family plans the increase is less than 1% (far below the industry average). The plans are largely the same from an employee perspective. Our new health insurance provider will be Cigna. We have done an analysis and 97% of the doctors used In-Network last year under Anthem are also available as Cigna In-Network providers. Like last year, our plan will be a high deductible plan and once again TekSynap will pay 100% of the in-network deductible through an employer funded HRA plan (benny card). This year the benny card will be an integrated part of the Cigna plan (Cigna managed). We are hoping that the integration will make it a bit easier to administer (less receipts!). The reward part of the equation is a good news story - we have a strong benefits department at TekSynap and they have worked hard to cost effectively maintain the high level of benefits that set TekSynap apart.

Now for the "Risk" part of the equation. Previously, TekSynap directly paid healthcare cost, up to the deductible limit (individual or family). After that the insurance company covered any additional cost. That changes with the self-insured model. TekSynap will pay actual claim cost. We will have reinsurance for catastrophic claims, so rest assured that you are just as covered under the new plan as you were under the old plan. The bottom line is that we will more directly benefit from a healthy workforce. More than ever, we need you to make smart decisions on how healthcare is provided for you and your family. The company is undertaking new levels of risk in order to keep our excellent benefits affordable. We can only continue to do this with your help. Understand your choices for cost effective services, be diligent about preventive care, take medication as prescribed for chronic conditions, and live a healthy life style. Remember to always have services provided at the appropriate tier of



services - primary care physician for every day matters, urgent care providers for after-hours support for immediate needs, and the emergency room/hospitals for care for life threatening conditions. While our insurance is excellent - understand the cost of services provided to you and make smart choices. While the cost may not impact you immediately/directly under our plan, it is our collective responsibility to control cost so that we can continue to have the same level of coverage going forward.

Healthcare is a complicated topic and one that is often in the news. Rising medical cost

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### WE WANT YOU!



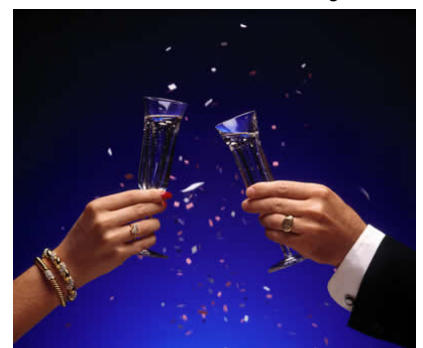
TekSynap is sponsoring a team in the **35th Anniversary Army Ten-Miler** which will take place in Washington DC on **October 13**.

Employees, their spouses or adult children are eligible to participate on our team.

To register please contact team captain [Kearstin McGinnis](#). Availability is limited.

### Holiday Party Save the Date

Our holiday party will be held on Saturday, December 14th in Washington DC. Look for more details in the coming months.



continue to challenge companies. It has created a split between companies that care for their employees and provide great (and costly) benefits and those that meet minimum government requirements and pass those healthcare risk to their employees. I am proud to say that we are firmly in the former group with benefits that exceed those of our industry partners.

- Dave Gauldfeldt

### Lowering Prescription Cost - GoodRX.com

I don't normally make a pitch for third party services, but I personally use GoodRX.com and have found that prices for my medications are significantly lower than even what our "insured" cost for medications would have been under our plan. A quick search on GoodRX.com (it is free), gets you a "coupon" for your local pharmacy. I encourage you to try it on your medications. Cost for my personal prescription dropped by 50%. While the cost is covered by the Benny card either way, it is one way that I reduce the overall company expenditure towards healthcare cost. Every dollar saved is another dollar that can be redirected to improved benefits for all.  
- Dave

## Frequently Asked Questions

Do you know when you can make changes to your benefits? How about who to call to report Insider Threat? ADP FAQs have your answers! In ADP, navigate to Resources > Company Information > FAQs to see the answers to the most frequently asked questions. Have one to add? Reach out to [hr@teksynap.com](mailto:hr@teksynap.com) to submit your FAQ.



## Asset Identification

All TekSynap employees are responsible for protecting and ensuring confidentiality of all assets within the workplace. An asset is anything of value related to a classified program or contract, the loss, compromise, or damage of which may adversely affect national security. The categories listed below may help identify the general types of assets relevant to a cleared contractor facility that need to remain secure.

**People** mark the single most critical asset. Although the entire workforce is important to mission success, personnel identified as an asset should have unique knowledge, subject matter expertise, or access which if compromised would have an adverse impact to national security.  
Ex: Technologist, Subject Matter Expert

**Information** is specific data about capabilities or activities that if revealed by our adversaries could degrade our technological advantage.  
Ex: Classified, Unclassified, Sensitive Financial Data

**Equipment** is tangible property (other than land or buildings) determined to be essential to national security.  
Ex: Operational Equipment, Maintenance Tools/Special Tools

**Facilities** are identified as an asset when their incapacity or destruction would have an impact to continuity of operations.  
Ex: Training facilities, Manufacturing facilities

**Activities** are functions, missions, actions, or a collection of actions. Operations are a sequence of activities with a common theme. Activities and operations identified as an asset are those that if compromised may have an adverse effect to national security.  
Ex: Sensitive Communications, Sensitive Networking, Sensitive Movement of Operations, Personnel, or Property

**Suppliers** are those entities whose linked activities are associated with providing support from a raw material stage to an end user finished product. Suppliers identified as an asset are those if taken out of the supply chain may have an adverse impact on the end-product from a national security standpoint.  
Ex: Sole Source Suppliers, Maintenance Supplies

For more information regarding asset confidentiality and protection, please refer to the guide provided by the CDSE (link to <https://www.cdse.edu/documents/toolkits-fsos/asset-identification-guide.pdf>).

For any questions regarding Asset Identification, please contact [security@teksynap.com](mailto:security@teksynap.com).

## 401K Enrollment



Employees will have access to their retirement savings profile after their first 30 days of hire. This is where 401K deductions will be selected. The retirement savings profile can be reached by logging into ADP and clicking on Myself>Benefits>Retirement Savings

## KUDOS

**Thomas Drake** was "a great help with system upgrades over the past few months", as recognized by leadership at NRC SNCC.



The Richmond AV team was thanked by the DLA J64 for their professionalism, knowledge and experience that consistently creates win-win situations. Great work **Dakar Franklin, Tyrell Bryant and Chris Grant!**

Our AFNWC IT team was presented with a certificate of appreciation for their support to the recent COOP Exercise. Thanks to **Andrew Hughes, Christopher Garrison, Troy Denton and Matthew Stroud** for the outstanding work.

NRC was "truly impressed" by the technical and political success that **Avneesh Arya** had with the Yammer Pilot this month AND for his support of the Jam Analytics.

NRC also appreciated the troubleshooting and resolution, of a recent network latency issue, by **Daniel Mirkovic and Sarah Law**.

**Chris Grant** was commended by DLA Richmond for "doing a FABULOUS job providing GREAT customer service!" Great work supporting the Post Award Overview training.

*If you have someone you would like to thank or recognize, email your message to the*

[news@teksynap.com](mailto:news@teksynap.com).

## It's a Girl!



Congratulations to **Dominick Ditcharo (DTRA)** and his wife Leslie on the birth of their daughter Gianna Audrey. Gianna was born on June 18th weighing 7 pounds and 2 ounces!

EMPLOYEE DISCOUNT

Did you know that as corporate clients of AT&T, our employees can apply for an 8% discount on their personal AT&T lines by going [here](#) and entering your TekSynap email address. Once prompted enter discount code: 4831037. Email **Adam Thomas** if you



into FICA and checking on my own. Thanks! Retirement Savings.  
 TekSynap offers a 4% salary match with no vesting period. If you have any questions please email [hr@teksynap.com](mailto:hr@teksynap.com).

## Employee Anniversaries

### 6 Years

Robert Kennett  
Darrin Snyder

### 5 Years

Froilan Aquino  
Joseph Li  
Leon Faircloth

### 2 Years

Thomas Murphy  
Steven Yingst  
Michael Foote  
Cory Keamey  
Mario Mastrangeli  
Sean Pigford  
Patrick Miller  
Kearstin McGinnis  
Ryan Hagan  
Damien Gibson

### 1 Year

Jovani Gutierrez  
Reginald Washington  
Meg Hall

## Welcome New Employees!

Ronnie Blunt  
Derek Farris  
Karen Billingsley  
Samuel Curtis  
Daniel Wright  
Tyrek Worrell  
Anthony Bosco  
Kelly Toppin  
Matthew Pham  
Travis Springs  
Million Biratu  
Grace Opara  
Addison Ballard  
Tyler Wallace  
Desmond Joseph  
Jeffrey Montano  
Tracy Shurtleff  
Abunasser Shaheen  
Joseph Foushee  
Pancratius Chuba  
Patrick Kelly  
Robert Neatrou  
Joe Sousa  
Maurice Marks  
Kimberly Snyder  
Martha Wadsworth  
Nicolas Perricci  
Mitchell Clouse  
Christopher Nelson



### DTRA - Fort Belvoir

Splunk Architect  
Splunk Engineer  
Lead System Administrator  
Senior Systems Administrator  
NOSC System Administrator

### DLA JETS

IT Support Specialist - New Cumberland, PA  
IT Support Specialist - Columbus, OH  
Computer Systems Integration Analyst - Richmond, VA  
Senior Network Engineer - Dayton, OH

### AFNCR

Helpdesk Specialist - JB Andrews, MD  
Operations Center Lead - JB Andrews, MD

### 50 SC5

Technical Controller - Colorado Spring, CO

### Kirtland

Helpdesk Technician - Albuquerque, NM

### NRC-SNCC (Rockville, MD)

ICAM SME II  
Cost/Schedule Analyst

Please email your referral resumes to:

[careers@teksynap.com](mailto:careers@teksynap.com)  
or visit [TekSynap Careers](https://www.teksynap.com/careers)

## We want to hear from you!

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

Send all submissions to the [Newsletter team](#).



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