



# PUEO

## Joining the Team

**Did you Know?** Owls are generally solitary, but when together the group is called a “parliament” as they have long been considered to be of a wise disposition.

### Our Story

As former military, industry, academic, and government executives, our course to create Pueo began out of frustration ... frustrated with vendors who are motivated by profits alone, frustrated with bureaucracy that makes it impossible to acquire the best solution, and frustrated with mismatched employee-to-corporate priorities which seem to forget that without the employees the corporation would cease to exist. We determined that the optimal post from which to tackle these mission-impeding challenges, was from the perch of a small business – one formed with trusted relationships, structured to foster innovation and creativity, and focused upon supporting a passionate and energetic workforce.

### Our Philosophy

We hypothesized that with a crystalized focus on these basic principles, we could achieve an extra-ordinary and revolutionary consulting experience.

- We are committed to developing and applying the merits of strong team dynamics.
- We are self-aware enough, to know that our continued success hinges on our capacity to learn, and our aptitude to share and enhance our capabilities through extensible technical solutions.
- Our priorities are grounded in employee productivity and morale – as opposed to a stock price or fancy view.

We foster a culture and workforce in which every employee is stretched outside of his or her comfort zone – challenged to explore new horizons, to innovate new techniques, and to pioneer new and improved solutions. Pueo employees are proven athletes, capable of successfully tackling any task, and excited to blaze new trails.

### Early Proof

Through our commitment to this philosophy, we effectively built a foundational team and a corresponding reputation for excellence, across a diverse customer set.



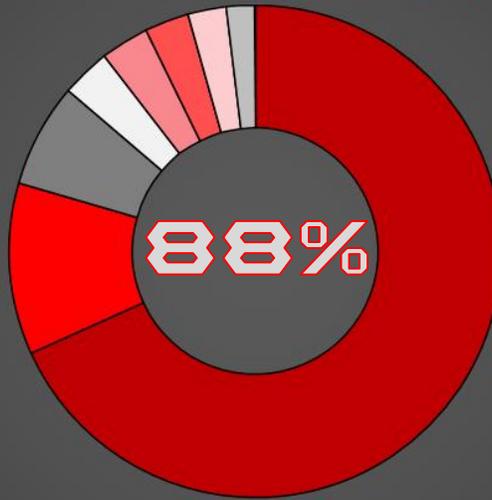
**“Pueo - Clear, solution-oriented, business and IT experts”**



CRITICAL SOLUTIONS

We invite you to learn more about the benefits of joining the  
**PUEO PARLIAMENT.**

# PUEO REVENUE DISTRIBUTION



## COMPETITIVE SALARY

Typically 15% more than government equivalent



## 100% EMPLOYER-PAID INSURANCE

Employer-paid health, vision, dental, STD, LTD, life, deductible



## 401K RETIREMENT

4.5% employer contribution (no matching required)

## TRAINING & EDUCATION

Financial AND time investments; 100% GT MS in Computer Sciences



## TEAM EVENTS

Team-focused recreation, development, and support



## FLEXIBLE LEAVE

2 weeks holiday, 3 weeks vacation, 1 week personal/sick leave



■ Labor ■ Insurance ■ Retirement Benefits ■ Education / Training ■ Travel ■ Business ■ Marketing ■ Operations

88 cents of every dollar earned goes directly back to each employee in the form of salary, benefits, and leave.

## Our Commitment

We realize and appreciate that Pueo candidates are in high demand and that market competition is fierce. Furthermore, we take our commitments to our team seriously. We are proud of the compensation and benefit packages we offer, which included competitive salaries, fully-funded benefits, and even ADP discounts to common consumer services ... all on the house, so our employees can keep more of their hard-earned money in their pockets. See how our plans stack up against the competition.

- Most overall value for
- Some overall value for employee
- Least overall value for employee



PUEO



GOVERNMENT - AETNA



INDUSTRY

Medical Plans Comparison <sub>1</sub>	UHC-HSA-AHIV-2600-NTL-FL <sub>3</sub>	Aetna Health Fund		Healthy Focus Advantage Plan
		HMO	PPO	
Deductible <sub>2</sub>	\$0	\$1,500	\$350	\$2,600
Coinsurance	0%	\$0	\$0	\$0 (20% after deductible)
Annual Out-of-Pocket Maximum <sub>2,3</sub>	\$4,800	\$4,000	\$5,000	\$6,000
Hospital Inpatient / Copay	0%	10%	\$350	20%
Office Visit/Specialist Copay	0%	10%	30%	20%
Emergency Room	0%	10%	15%	20%
Urgent Care	0%	10%	\$0 or \$30	20%
Prescription	\$10/\$35/\$60, Specialty Rx: \$10/\$100/\$200	Ded then \$10/\$35/\$75 up 50%/\$500 max	20% up to 45%	Ded then \$5 Up to 50%
Monthly Premium <sub>2</sub>	\$0	\$282	\$508	\$336

1. Please conduct your own comparison to these and other plans. 2. Reflects family costs with deductibles funded via Pueo HSA, 3. Based upon Employer-funded HSA to cover entire deductible

Vision Plans Comparison <sub>1</sub>	Vision Service Plan - Choice	Aetna Vision Preferred- High	United Health Care - Standard	Vision Service Plan
WellVision Exam	\$10	\$0	\$10	\$20
Prescription Glasses <sub>2</sub> (frames + lenses)	\$15	\$10	\$25	\$0
Monthly Premium <sub>3</sub>	\$0	\$18	\$9	\$12

1. Please conduct your own comparison to these and other plans, 2. If applied in lieu of glasses, 3. Reflects family costs

Dental Plans Comparison <sub>1</sub>	Aetna - Dental (Southeast 1) Plans	Aetna - Dental High	Delta Dental - High	Aetna PPO Dental
Annual Maximum Benefit	\$2,000	\$2,500	\$4,000	\$1,500
Preventative	100%	100%	100%	100%
Basic Services	80%	60%	70%	80%
Major Services	50%	40%	50%	50%
Orthodontic Services	50%	50%	50%	50%
Monthly Premium <sub>2</sub>	\$0	\$48	\$74	\$68

1. Please conduct your own comparison to these and other plans, 2. Reflects family costs

Other Comparisons <sub>1</sub>	Pueo	Government	Industry
Long Term Disability	60% \$2,500/mo-90	Employee Paid	60% \$1,500/mo
Short Term Disability	60% \$500/wk (14/14-13)	Employee Paid	60% \$500/wk (14/14-13)
401K (Retirement)	4.5%	Match up to 5%	Match up to 8%

1. Please conduct your own comparison to these and other plans

We are proud to work with ADP to accommodate diverse employee needs and provide dedicated HR support, a self-service management portal, and more.

