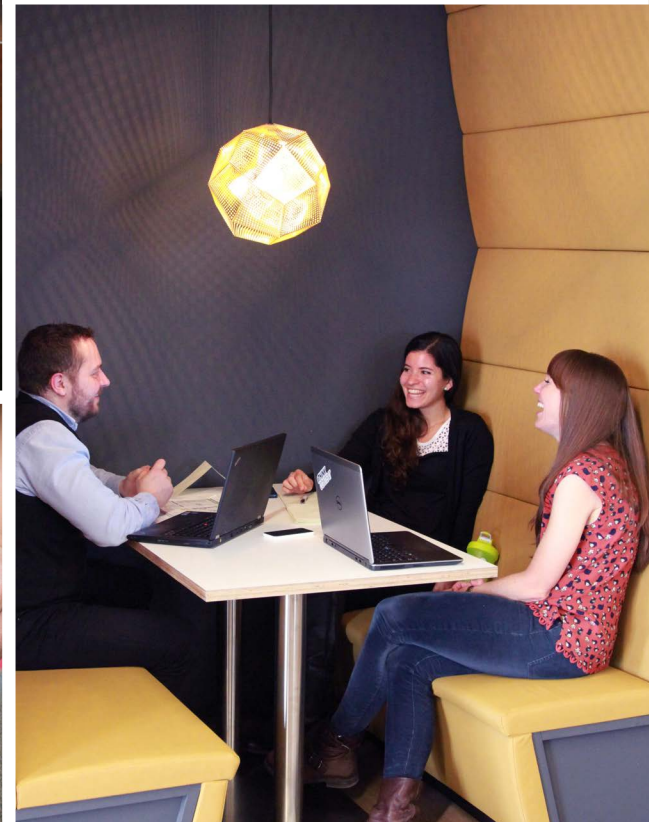


# Company and Benefits Summary

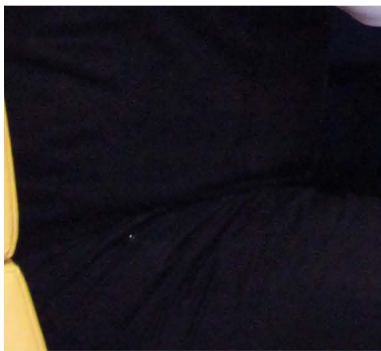
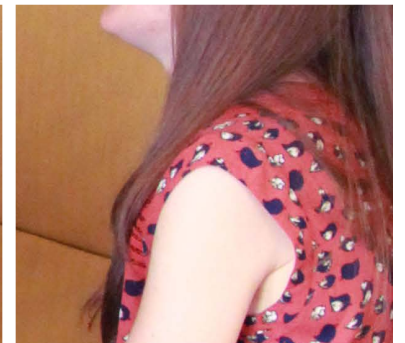
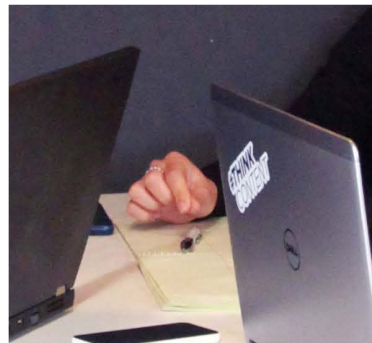
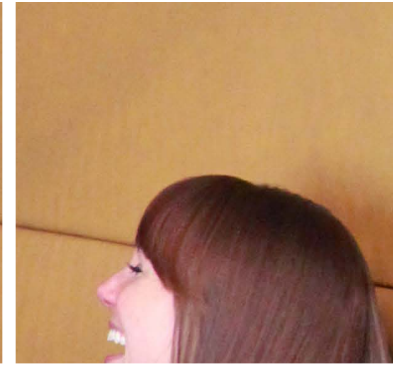
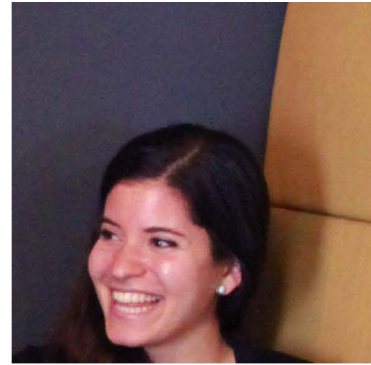
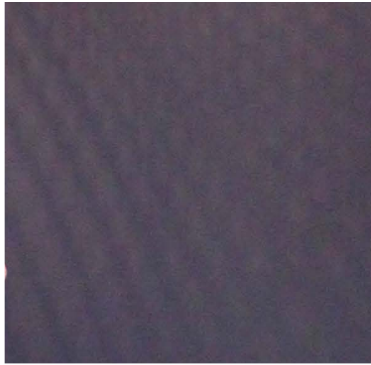
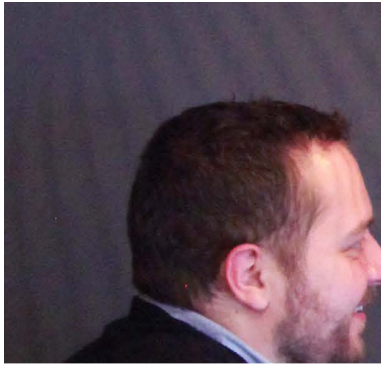
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01

## Company Overview

# Company Overview

**Obsidian Global, LLC** provides Information Technology, Cybersecurity, and DevSecOps solutions to a wide array of federal customers. In these and other technology disciplines, we provide critical services, knowledge, and expertise using industry best practice standards.

We are headquartered in Washington, DC with an office in Dayton, OH.



## OUR MISSION

Obsidian seeks to create cutting edge solutions to solve our customers toughest challenges. We believe that mutual success is achieved through a combination of providing both a flexible technical approach and uncompromising customer value to every problem we encounter.



## OUR VISION

We endeavor to provide a workplace for our industries highest performing professionals that seek a productivity rewarding culture that fosters the spirit of entrepreneurship for innovation and growth inside the organization




## OUR VALUES

Obsidian strives to bring fresh perspectives and energy to all aspects of our business including workforce diversification, customer engagement, employee retention, veteran recruiting, and ethical business practices.

- 300+ Employees
- 25+ Clients Supported Across 7 + Agencies
- ISO Certified - 9001; 20000; 27001
- CMMI Dev3 v2.0 Appraisal
- CMMI Svc3 v2.0 Appraisal
- 10+ Years of Past Performance

## CORE CAPABILITIES

DevSecOps Experts  
Solutions Architecture  
Cloud and IT Services  
Agile Development  
Cyber Security



*“Health and  
intellect are the  
two blessings  
of life.”*

*—Menander*

02

Group  
Benefits



## Medical

Your health matters to us. Healthcare enhances your personal well-being. Access to quality, affordable healthcare is an important aspect of everyone's life.

*Obsidian* has teamed with United Healthcare to provide medical insurance plans.

We provide comprehensive programs that help you balance your physical, emotional, social and financial health.

*Obsidian* covers 70% of your healthcare costs for individual employees and 60% for family plans. The remaining cost to the employee is outlined in the following medical comparison chart below. The amount listed is the **bi-monthly** contribution by the employee.

You can request full summary details for each plan from Human Resources at [HR@Obsidiang.com](mailto:HR@Obsidiang.com).



### UNITED HEALTHCARE INSURANCE OPTIONS – BI-MONTHLY COSTS

| PLAN                 | Individual | Employee & Spouse | Employee & Children | Full Family |
|----------------------|------------|-------------------|---------------------|-------------|
| DGLE (UHIC HSA) 2000 | \$101.88   | \$285.27          | \$233.65            | \$410.24    |
| CLH4 (UHIC) 1500     | \$120.53   | \$337.47          | \$276.41            | \$485.32    |
| CLH5 (UHIC) 1000     | \$128.19   | \$358.94          | \$293.98            | \$516.18    |
| CLHX (UHIC) 500      | \$129.52   | \$362.66          | \$297.04            | \$521.53    |



## Dental

Great oral health is an essential part of a healthy lifestyle.

Obsidian is partnered with UHC to provide employees with a Dental plan.

100% Coverage for preventative services.

**Find an provider at <https://www.uhc.com/find-a-doctor>**

*Obsidian* covers 60% of your Dental Insurance. Below is the remaining bi-monthly cost to you should you elect to have it.

You can request summary details for the plan by contacting Human Resources at [HR@obsidiang.com](mailto:HR@obsidiang.com).

*“No performer should attempt to bite off a red-hot iron unless he has a good set of teeth.”*

*—Harry Houdini*

### Your Bi-Monthly Cost

| UNUM DENTAL PLAN |                   |                       |             |
|------------------|-------------------|-----------------------|-------------|
| Employee         | Employee & Spouse | Employee & Child(ren) | Full Family |
| \$7.74           | \$15.48           | \$20.10               | \$29.48     |



## Vision

*“Keep your eyes  
on the stars,  
and your feet  
on the ground.”*

*—Theodore  
Roosevelt*

There's a lot more to maintaining healthy eyesight than eating your carrots. Regular eye exams can help detect health conditions such as diabetes, high blood pressure and high cholesterol.

**Our vision provider search engine is [myuhcvision.com](https://myuhcvision.com)**

Vision insurance can also help save you money on eye exams, eyeglasses and contact lenses.

Obsidian covers 60% of your Vision Insurance. Below is the remaining bi-monthly cost to you should you elect to have it.

You can request summary details for the plan by contacting Human Resources at [HR@obsidiang.com](mailto:HR@obsidiang.com).

### Your Bi-Monthly Cost

| UNUM VISION PLAN |                   |                       |             |
|------------------|-------------------|-----------------------|-------------|
| Employee         | Employee & Spouse | Employee & Child(ren) | Full Family |
| \$0.90           | \$1.70            | \$1.99                | \$2.80      |

# Life Insurance



Life insurance is all about peace of mind, knowing you're protecting your loved ones.

In the event of your passing, life insurance is a guaranteed promise to pay money directly to your beneficiaries (whom you select).

Through Unum, Obsidian provides Voluntary Life & Accidental Death and Dismemberment Insurance (AD&D). This plan includes a benefit amount up to 1X annual earnings to a maximum benefit of 50,000. This plan is an employer paid benefit.

Obsidian offers Voluntary Life & Accidental Death and Dismemberment Insurance (AD&D). You can choose to purchase additional coverage from \$10,000 to \$500,000 in \$10,000 increments, up to 5 times your earnings.

**Details will be available upon enrollment.**

## Short Term and Long Term Disability



*Obsidian  
has a  
plan!*

If you have an illness or injury that prevents you from working, short term disability insurance can help replace a portion of your income for a specific period of time.

*Obsidian* offers a basic plan that pays up to 60% of your monthly salary, with a maximum of \$2,000.00, in the event you become temporarily unable to work. This plan is fully paid for by *Obsidian*.

If you have an illness or injury that prevents you from returning to work for an extended period of time, long term disability insurance can help replace a portion of your income during that time, after you have exhausted both sick days and short term disability.

*Obsidian* provides a basic plan that pays up to 60% of your monthly salary, with a maximum of \$7,500.00. This plan is fully paid for by *Obsidian*.

# Voluntary Benefits



Voluntary Benefits is all about peace of mind to help families cope with unexpected financial impacts that aren't covered by traditional insurance. Through UNUM, *Obsidian* offers Accident, Critical Care, and Hospital supplemental coverage as an added layer of protection for life's speed bumps.

Payments are made directly to you to use however you wish.

## What It Does

### Accident

Pays a set amount for various treatments and services if you get injured accidentally on/off the job.

### Critical Care

Pays a lump-sum amount directly to you when you're diagnosed with a covered condition.

- Can pay a set amount when a person is diagnosed with a covered serious condition, such as heart attack, stroke, organ failure and more

### Hospital

Pays a set amount when you're admitted to the hospital.

- Covers hospital stays due to accidents, illness or childbirth

## What It Covers

Pays benefits for 50+ covered injuries/treatments, including:

- ER visits & Follow-up visits
- Burns, broken bones & dislocations
- Emergency dental
- Physical therapy

Specified serious illnesses, including:

- End-stage renal failure
- Heart attack and Stroke
- Major organ failure requiring transplant
- Invasive cancer (including breast cancer)
- Non-invasive cancer (25%) and Skin cancer (\$500)

Benefit Covers:

- Hospital Admission
- Hospital Stay (Daily or Short)
- Ambulance (Air or Ground)



03

401(k) Plan



# 401(k) Savings and Retirement Plan

401(k) savings and retirement plans are a critical part of achieving financial independence in retirement. But you don't have to save for retirement just on your own. *Obsidian* offers assistance. Upon employment, you will receive a complete description of the plan. See below for a brief summary.



Please visit [The Standard](#) for 401(k) savings options

## Entering the Plan

An employee becomes a participant in our plan on the first available date after commencing employment. You must be 21 years of age or older to participate in the plan.

Our 401(k) is an auto-enrollment plan after 30 days of employment. Unless you make an election, Obsidian will deduct 6% from your earnings as a Pre-Tax contribution to your retirement.

Certain groups of employees are excluded from participating in the plan including:

- Residents of Puerto Rico
- Non-Resident Aliens with no US-Sourced income



## Your Contributions

You may contribute to the plan on a Pre-Tax, Post-Tax, and Roth Basis.

Federal law limits the amount of Pre-Tax, Post-Tax, and Roth contributions you may contribute each year, which is adjusted from time to time. The maximum is \$22,500. An additional \$7,500 contribution can be made if you are age 50 or older.

Other factors may further limit contributions.

*Obsidian* will match up to 3.5% of your contributions. (100% of the first 1% and 50% of the next 5% contributed by the employee).

Our 401(k) is an auto-enrollment plan after 30 days of employment. Unless you make an election, Obsidian will deduct 6% from your earnings as a Pre-Tax contribution to your retirement.



04

## Human Capital Plan

# Human Capital Plan

The *Obsidian* Human Capital Plan provides staff with the ability to pursue diverse careers that align with their personal goals and interests. This enables *Obsidian* to attract and retain employees with critical expertise to support the business and serve our clients.

We value team members interested in leadership, business development, as well as those interested in technical specialization - one size does not fit all.

This plan enables you to take ownership of your career - pursuing career opportunities within *Obsidian* and understanding expectations for advancement.

You can build a career that supports your aspirations, while *Obsidian* builds the right workforce to expand our business and support our diverse client base.

Obsidian recognizes the role continuing education plays in career growth, so we partner with StormWind Studios to offer online technical training courses. These are available as live interactive courses or prerecorded sessions you may take at your leisure. All courses have supplemental slides and material to help you with your learning needs.

Additionally, we offer training reimbursement for client mandated trainings/certifications and up to \$1,500/year for pre-approved trainings/certifications. Approval for non-client required training requires at least 6 months of employment, is handled on a case by case basis and is contingent on factors such as the benefit to your current role, cost, and relevance to Obsidian's core competencies. Furthermore, reimbursement may be owed back to Obsidian if you voluntarily terminate employment within a year of completing the training.



*“The secret of getting ahead is getting started.”*

*—Mark Twain*



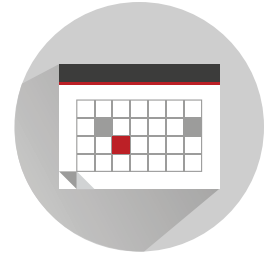
*“Health and  
cheerfulness  
naturally beget  
each other.”  
—Joseph Addison*



05

Pay Schedule and  
Paid Time Off

# Pay Schedule and Paid Time Off



To foster work/life balance, *Obsidian* provides paid time off (PTO) to all full-time salaried Employees, which combines time off for vacation, sick leave and personal time. You begin accruing PTO on your first day of employment. Employees are given 15 days of PTO per year, which will be accrued at the rate of 5 hours per pay period.

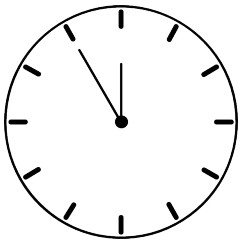
Upon completion of the employee's third year of employment, employees will receive 20 days of PTO per year, which will accrue at a rate of 6.666 hours per pay period.

Employee's PTO balance will carry over up to 80 hours from year to year. Please note that once an employee is terminated, *Obsidian* will pay out a maximum of 120 hours of PTO.

## Pay Schedule

As an *Obsidian* employee, you will be paid on the 10th and 25th of each month for the two time-card periods of the 1st-15th of the month and the 16th - last day of the month.

If the 10th or 25th falls on a weekend or a bank holiday, you will be paid the previous business day. An email memo will be sent out further detailing the information.



## Reservist Differential

An employee that is a member of the Army Reserve or National Guard is entitled to differential pay for up to 10 days of required annual training or active duty orders.

Differential pay is offered when the gross military pay is less than the gross pay from *Obsidian*. Differential pay is capped at \$300/day

## Observed Holidays

Regular full-time salaried Employees are eligible for paid holidays during each calendar year. A paid holiday does not count as a day worked in calculating overtime for the week.

*Obsidian Global, LLC* contract employees follow the holiday schedule of the client contract, which may vary in some cases.

As a standard, *Obsidian Obsidian* offers 11 Paid Annual Holidays:

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- Christmas Day



*"We make our  
decisions, and then  
our decisions turn  
around and make  
us."*

*—F.W. Boreham*