

# The AEGIS Technologies Group

World Leadership in Modeling, Simulation, and Microsystems Technologies

## Career Advantage



THE ENVIRONMENT, BENEFITS, DEVELOPMENT, AND REWARDS

**AEGIS**  
TECHNOLOGIES



At AEGIS Technologies, we value honesty, integrity and hard work. These core values are the foundation of our corporate philosophy and are reflected in the way we conduct our business every day.

Our primary objectives as an organization are summarized as follows:

- To provide a constructive, secure, family friendly, and long-lived work environment;
- To help our customers succeed by delivering products and services of exceptional quality and appropriateness with respect to their needs, and
- To make a difference

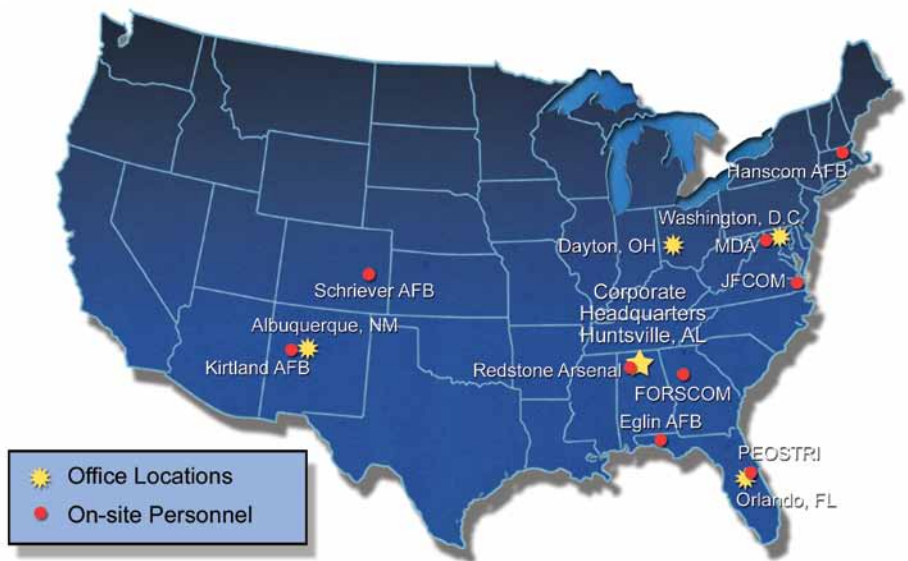
Our employees are our most valuable resource and we treat each person as a critical asset. We strive to create a professional environment where each employee can build a career, not just do a job. Your employment with AEGIS should be a mutually beneficial relationship that meets the objectives of the corporation and exceeds your personal goals.

Together we can build a future that advances your career, ensures our customers' success, and fosters corporate achievement. I hope we have the perfect career opportunity for you to join the AEGIS family!

-- Steven S. Hill  
President and Chief Executive Officer

## The AEGIS Technologies Career Advantage

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☀ Office Locations  
● On-site Personnel

## Office Locations



### Huntsville, AL Corporate Headquarters

410 Jan Davis Drive  
Huntsville, AL 35806  
Phone: 256.922.0802 • FAX: 256.922.0904



### Orlando, FL

12000 Research Pkwy • Suite 236  
Orlando, Florida 32826  
Phone: 407.380.5001 • Fax: 407.380.7902



### Albuquerque, NM

6565 Americas Parkway • Suite 825  
Albuquerque, New Mexico 87110  
Phone: 505.881.1003  
Fax: 505.881.5003



### Washington, D.C.

1911 North Fort Myer Drive • Suite 605  
Alexandria, Virginia 22209  
Phone: 703-528-8620  
FAX: 703-528-8604



### Dayton, OH

11360 Technology Court  
Suite 200A • Dayton, OH 45430  
Phone: 937-474-1870

## On-site Personnel

- Ft. Walton Beach, FL  
Eglin, Florida  
Phone: 850-882-7737  
FAX: 407-380-7902
- Newport, RI  
P.O. Box 537  
Exeter, Rhode Island 02882  
Phone: 401-539-2504
- Albuquerque, NM  
Laser Laboratory  
Sandia Science and Technology Park  
10501 Research Rd. Suite D  
Albuquerque, NM  
Phone: 505-938-9222
- Suffolk, VA  
USJFCOM JNTC ATT Group  
112 Lakeview Parkway  
Suffolk, Virginia 23435  
Phone: 757-203-5875  
FAX: 757-203-5851

# THE AEGIS TECHNOLOGIES GROUP CAREER ADVANTAGE

Work Environment • Career Development • Awards • Benefits



*At AEGIS, we understand that a satisfying career is important both to you and to the company...financially, professionally and personally. That's why the total value of your career – your AEGIS Career Advantage – is worth much more than your paycheck alone!*

Your AEGIS Career Advantage is a comprehensive package that places you in a professional work environment where you will be given the opportunity to excel. When offered a place on the AEGIS Team, you are welcomed into a company that strives to be the best. AEGIS Technologies Group, Inc. is committed to:

- Our mission - to provide world leadership in modeling and simulation.
- Providing daily critical support to defense and commercial entities – proudly serving our nation and the global community, and doing our part to preserve freedom.
- Employing the best and brightest individuals who are making a difference in their chosen professions - administrative professionals and technical experts providing real-life solutions for all phases of the Modeling and Simulation lifecycle and support.
- Offering competitive wages, as well as a comprehensive and highly desirable benefits package for all employees.
- Supplying intangible benefits that add to quality of life -- facilities, people, benefits, rewards and incentives, and professional development.

## ENVIRONMENT

- Professional Atmosphere
- High Ethical Standard
- Flexible Work Schedules
- Technically Challenging Work

## DEVELOPMENT

- Professional Training
- Tuition Reimbursement
- Career Advancement

## AWARDS

- Service Awards
- Referral Bonus
- Employee Incentive Bonus Plan

## BENEFITS

- Competitive Salary
- Health Care
- Pension/Retirement Savings
- Employee Leave

# WORK ENVIRONMENT

Ethics • Professional Staff • Growth • Safety • Quality of Life



*The Aegis Technologies Group offers professional work environments in offices and on-site locations throughout the USA.*

## High Standards and Ethics

At Aegis, we subscribe to a world view that is committed to proper stewardship of our resources and our relationships with others – including a commitment to develop, produce, deliver and support outstanding products and services to our customers. Our management is devoted to assembling a stable and supportive network of professionals interacting in a cooperative manner. Our staff is dedicated to the highest standards of professional and personal ethical conduct.

## Professional Staff

The professional expertise of the staff at Aegis is unsurpassed. Over 90% of our staff hold undergraduate or advanced degrees, and over 65% have more than 10 years of experience in their chosen field. We have assembled a group of highly specialized individuals who have come together to tackle today's tough challenges and provide solutions that will impact tomorrow with profound significance. Aegis is an equal opportunity employer that embraces a company policy of diversity in the workplace that respects people from all backgrounds and experience.

## Company Growth

Aegis is a dynamic, leading edge technology company with an average employment growth of 15 percent per year. We have been recognized three times on the "INC 500" list of the fastest growing privately held companies in America and named to the Military Training Technology Top 100 List of companies that have made significant contributions to the military training industry.

## Workplace Safety and Health

At Aegis, we know that health and safety is crucial for the long-term productivity and retention of our work force. We demonstrate a commitment to good health by providing opportunities to enhance personal well-being wherever possible. Fitness equipment, employee participation in races and marathons, immunization clinics, blood drives, and sponsorship of sports teams provide a few examples.

## Quality of Life

Flexible work schedules and a corporate commitment to family values give Aegis employees a personal edge. Special events offer employees an opportunity to relax and socialize together. Company picnics, holiday celebrations and company-sponsored lunches show our commitment to providing a family friendly atmosphere and promoting the closeness of our team.

# CAREER DEVELOPMENT

Training and Certification • Career Advancement

*AEgis provides numerous career-building opportunities and offers a wide range of training and educational options, giving our employees the opportunity to reach their full potential.*

## Training and Certification

AEgis financially supports and encourages employees to obtain training and professional certification in their chosen field of expertise related to their position at AEgis. Tuition reimbursement is available for qualified programs of study related to occupational duties.

## Career Advancement

AEgis has embraced a philosophy of "promotion from within" where possible to promote the AEgis goal of high employee retention, professional advancement, and employee satisfaction. Employees are advanced based on individual merit and abilities.



# AWARDS

Service Awards • Employee Referral • Employee Incentive Plan

*AEgis recognizes superior employees for their commitment to corporate excellence, positive attitudes, and professional achievement*

## Service Awards

AEgis recognizes benchmarks of employee service by providing corporate recognition and employee incentives.

## Employee Referral

AEgis rewards employees who refer qualified individuals who are subsequently successfully hired by the company.

## Employee Incentive Plan

AEgis offers discretionary cash bonus awards for superior service, business development, technical or administrative contribution, sales profitability or management performance.



# PAID LEAVE

Vacation • Holidays • Sick Leave • Bereavement Leave • Military Leave



Everyone needs some time away from work. AEGIS employees can balance their personal and professional needs, without lost income thanks to our generous paid leave policies.

## Vacation

Vacation accrual begins on your full time employment date and is graduated based upon your experience level.

## Holidays

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Eve
- Christmas Day
- (2) Discretionary Holidays\*

\*Awarded for the first year based on full-time employment date.

- January 1 – March 31  
2 discretionary holidays granted
- April 1 – September 30  
1 discretionary holiday granted
- October 1 – December 31  
No discretionary holidays granted

Experience	Beginning With	Days Per Year	Hours Accrued Semi-monthly
Less than 15 years	First Year	12	4.0
	Sixth Year	15	5.0
	Eleventh Year	20	6.67
15 or more years	First Year	15	5.0
	Sixth Year	18	6.0
	Eleventh Year	20	6.67

## Sick Leave

Sick Leave accrual begins on your full time employment date and accrues at a rate of 3.34 hours semi-monthly, or 10 days per year. At the end of the calendar year, every two hours of your unused sick leave can be converted to one hour of vacation leave.

## Bereavement Leave

In the unfortunate event of a death in your immediate family or your spouse's immediate family, AEGIS provides up to three days of paid leave.

## Military Leave

For our employees who participate in the National Guard or Reserves, AEGIS provides paid Military Leave for annual training and active duty deployment.

# RETIREMENT PLAN

401K

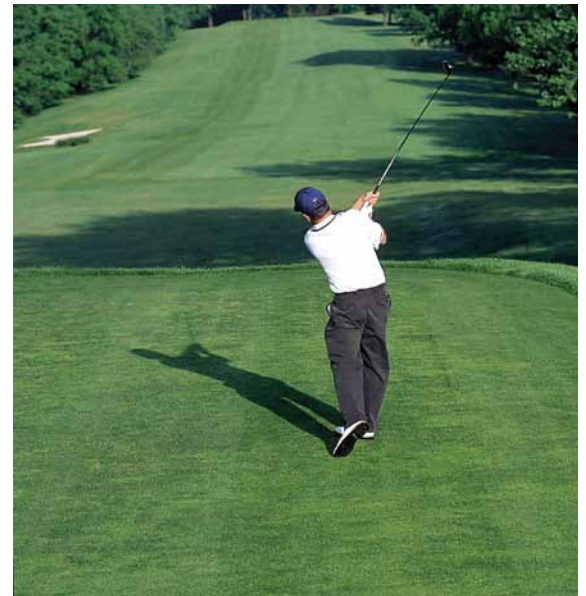


*At AEGIS, we help our employees prepare for their future financial needs with our 401(k) retirement plan.*

You can enroll at any time after your date of employment. We provide options for pre-tax and after tax contributions in accordance with IRS guidelines. A generous 10% company contribution makes your savings grow even faster. With a variety of investment options, managed by Fidelity Investments, preparing for your future has never been easier. The first 3% of AEGIS contributions are designated as Safe Harbor Non-Elective Contributions. You are immediately vested in these contributions. You become vested in the additional 7% contributed by AEGIS according to your length of service.



Vesting After Each Year of Service	Percent Vested
1 year	0%
2 year	50%
3 year	65%
4 year	80%
5 year	100%



# HEALTHCARE BENEFITS

Medical • Dental • Vision



*AEgis understands that healthy employees mean a healthy company. That's why AEgis provides a comprehensive healthcare package including Medical, Dental, and Vision Insurance Plans to our employees. Our employees share the responsibility with the company to control costs in today's climate of increasing health care costs. Your pre-tax deductions for these benefits will help lower your tax liability as well.*

## Medical Insurance



AEgis provides a comprehensive medical insurance plan for you and your family through BCBS of AL. This Consumer Driven Health Care plan puts you in control of your health care spending and is available on your first day of employment. High deductibles are paid with tax-free funds from your individual Health Savings Account. A generous AEgis donation to your HSA, helps to minimize your out-of-pocket expenses, while providing the opportunity to save for long term health care costs. The focus on Preventive Care and Wellness, gives employees and dependents the tools they need to obtain and maintain good health. The company pays 100% of the premiums for Employee Coverage and 75% for Dependent Coverage. Some of the features of the plan include:

- 100% first-dollar coverage for preventive care, not subject to the deductible. Coverage includes annual physicals for all ages.
- Calendar Year Deductible: Individual - \$2,000, Family - \$4,000
- 100% coverage for all medical services once calendar year deductible is met.
- Point of Sale Prescription Drug Coverage, where member receives BCBS discount for prescription drugs purchased at participating pharmacies. Simple on-line claim process to request credit toward annual deductible or reimbursement.

## Dental Insurance



Dental Insurance is available through Guardian Dental on your first day of employment. The company offers both Premium and Value plans, designed to meet the specific needs of you and your family members. The premium plan offers enhanced benefits, specifically for those who utilize an out of network provider. The company pays 50% of the premiums for Employee Coverage. Dependent coverage is paid by the employee.

Some of the features of the plan include:

- \$50 per person annual deductible (maximum of 3 deductibles per family per year)
- Preventive services covered at 100%, not subject to an annual deductible
- Basic restorative services covered at 100% for premium plan subscribers, 80% for value plan subscribers
- Major restorative services covered at 60% for premium plan subscribers, 50% for value plan subscribers
- Orthodontia for qualified dependents covered at 50% (up to \$1,000, not subject to deductible)
- \$1,500 annual maximum with rollover feature for premium plan subscribers, \$1,000 annual maximum for value plan subscribers

# HEALTHCARE BENEFITS

Medical • Dental • Vision

## Vision Insurance



Vision Insurance is available through VSP on your first day of employment. This benefit is 100% Employee paid. Some features of the plan include:

- \$20 Copay for annual exams
- \$20 Copay for materials
  - Lenses replaced every 12 months
  - Frames replaced every 24 months
  - Contact Lenses replaced every 12 months (in lieu of frames and lenses)

*Note: The benefit summaries provided are based on utilization of in-network providers. Additional costs will be incurred for those using out-of-network providers. The information contained in this brochure is for informational purposes only. Please refer to the Certificate of Coverage for each plan for detailed coverage information.*

## TRICARE Supplement Plan

Administered by Association & Society Insurance Corporation (ASI), and underwritten by the Monumental Life Insurance Company and Transamerica Financial Life Insurance Company. The TRICARE Supplement Plan is available regardless of rank, branch of service or duty status with no medical examination required or pre-existing condition limitations. The supplement acts as a comprehensive “wrap around” plan, similar to a Medicare Supplement, so that covered members and their family receive coverage that is coordinated with and designed to work with TRICARE.

# TAX-ADVANTAGED REIMBURSEMENT ACCOUNTS

Reimbursement • Flexible Spending

## Health Savings Account (HSA)

A Health Savings Account (HSA) is provided for employees who participate in our health insurance plan. Pre-tax payroll deductions combined with AEGIS' generous contribution will ensure that funds are available to pay the out-of-pocket expenses associated with our health care plan.

HSA's allow:

- Tax-free contributions by employer or employee
- Tax-free growth of interest or investment earnings
- Tax-free disbursements of principal and interest to pay for qualified medical expenses
- Accumulation and rollover of unused funds and portability between employers
- Immediate vesting in employee and employer contributions
- Flexible use – consumers choose whether or when to use the account for health expenses, now or after employment ends



## Flexible Spending Accounts (FSA)

Flexible Spending Accounts give employees the option to set aside pre-tax dollars to pay medical or dependent care expenses. Qualifying expenses for these accounts are subject to IRS guidelines.

The FSA accounts that are offered include:

- General Purpose Medical FSA - available for employees who do not participate in our health care plan. Can be used to pay any qualified medical expense with a \$2,500 annual maximum contribution.
- Limited Purpose Medical FSA - available for HSA participants to pay for dental and vision expenses only with a \$2,500 annual maximum.
- Dependent Care FSA – available to all employees to pay day care expenses for eligible dependents with a \$5,000 annual maximum.

## Health Reimbursement Account (HRA)

AEGIS provides a Health Reimbursement account to help cover some out of pocket expenses incurred by our employees who do not elect to participate in the company sponsored health care plan. A single employee is eligible for reimbursement of up to \$300 per calendar year, while an employee with a spouse and/or dependent children is eligible for up to \$600 per calendar year. This amount is prorated based on your date of hire for the first year of employment. As with other medical reimbursement accounts, qualifying expenses are subject to IRS guidelines.

# INCOME PROTECTION PLANS

Life • Disability • Supplemental Insurance

*AEgis understands that you and your family rely on your income to pay for everyday expenses. That's why AEgis provides income protection plans to help pay those expenses when you can't, providing peace of mind for you and your family. Available plans include Life Insurance, Long Term Disability, Short Term Disability and Critical Illness Insurance.*

## Life Insurance and Disability Insurance



AEgis provides term life insurance through Mutual of Omaha with a value equal to two times your annual salary. Additional life insurance for yourself, your spouse and dependent children is also available on your date of employment in guaranteed issue amounts of \$100,000, \$50,000 and \$10,000, respectively.

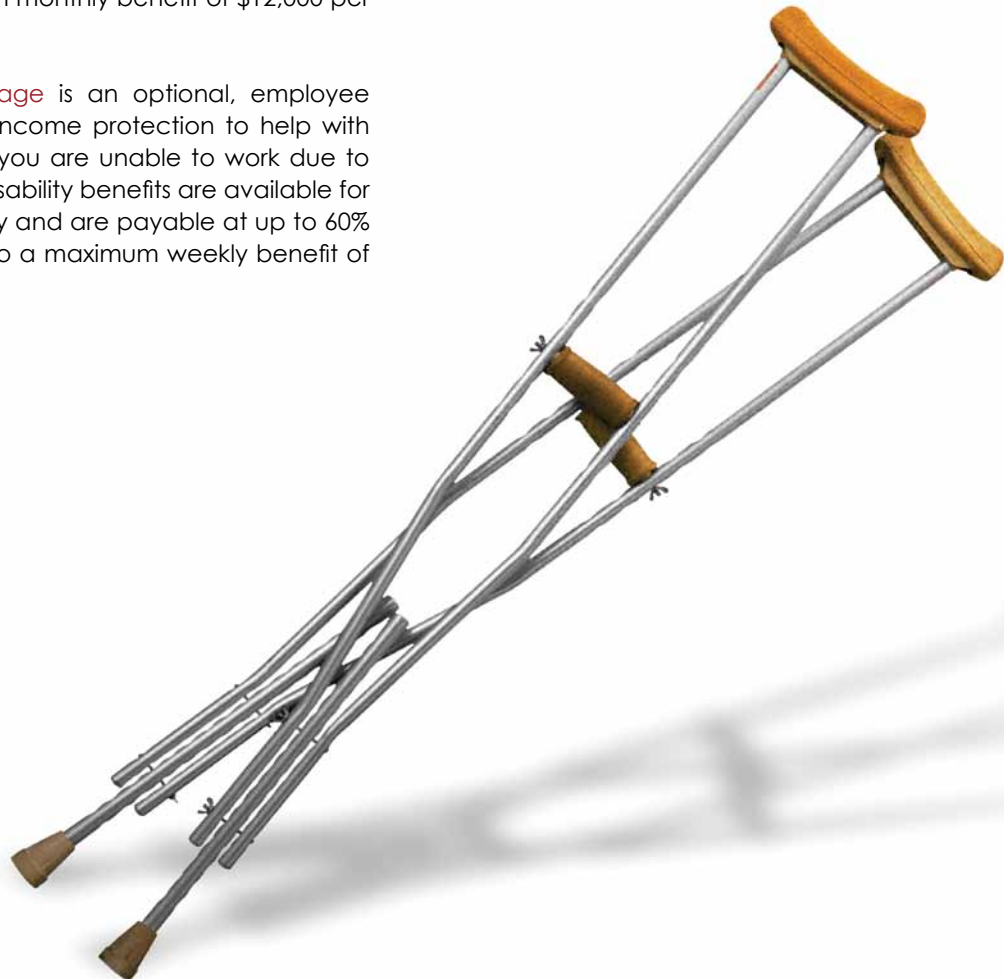
**Long-Term Disability Coverage** is also provided in the event that you are unable to work due to illness or injury, after a 90-day waiting period. Benefits are paid at up to 66 2/3% of your base earnings to a maximum monthly benefit of \$12,000 per month until age 67.

**Short Term Disability Coverage** is an optional, employee paid benefit that provides income protection to help with expenses in the event that you are unable to work due to illness or injury. Short Term Disability benefits are available for the first 90-days of a disability and are payable at up to 60% of your covered earnings, to a maximum weekly benefit of \$1,250.00.

## Critical Illness Supplemental Insurance



This optional, employee paid benefit provides income protection in the event that you or a covered dependent are diagnosed with a critical illness. Colonial pays benefits directly to you to help offset the medical and non-medical expenses that are incurred as a result of treatment. Your benefits are in addition to any other coverage you may have. Coverage includes a \$50 per calendar year Health Screening Benefit paid when applicable screening tests are performed, with no lifetime limit. Coverage is available for you and your spouse from \$5,000 to \$50,000.



“AEGIS Technologies values integrity, character, and hard work resulting in products and services of the highest quality.”

Steve Hill, President and CEO



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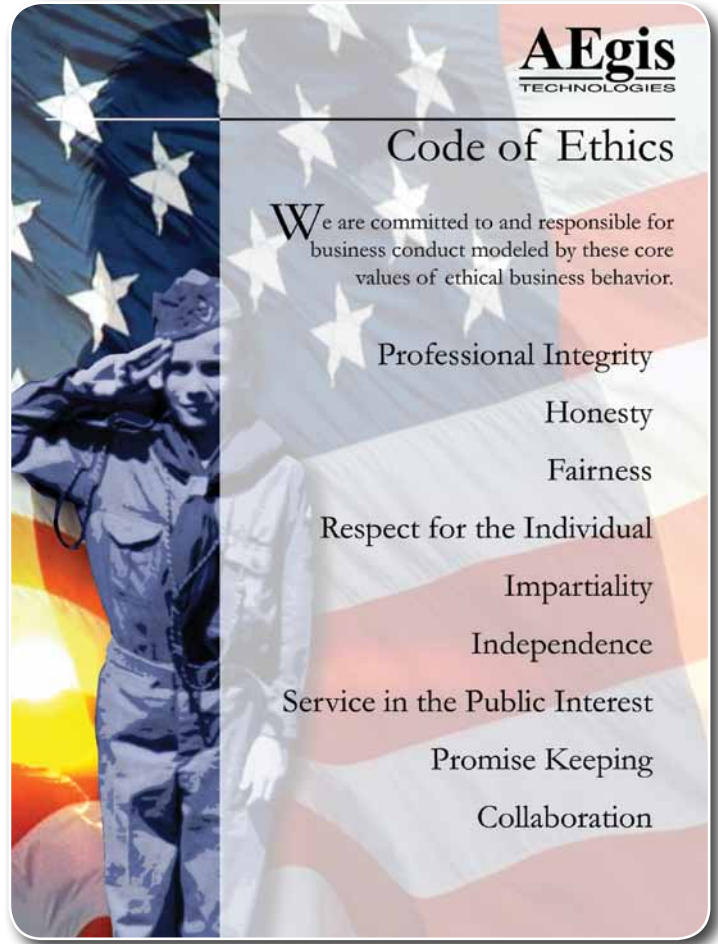
### Quality Policy

We are committed to building lasting relationships and providing superior products and services to our customers.

We endeavor to provide our customers timely, innovative solutions through teamwork, technical excellence, and process improvement.

We require individual and organizational commitment to the quality management principles of customer satisfaction, continuous improvement, process management, and employee involvement.

We are dedicated to developing, producing, delivering, and supporting all our products, services, and solutions within an Integrated Product Development environment in accordance with ISO 9001 and the Software Engineering Institute's (SEI) Capability Maturity Model (CMM<sup>®</sup>).



**AEGIS**  
TECHNOLOGIES

### Code of Ethics

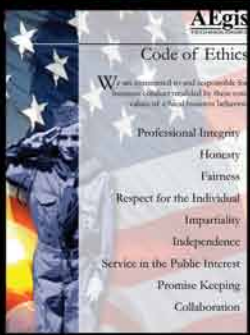
We are committed to and responsible for business conduct modeled by these core values of ethical business behavior.

- Professional Integrity
- Honesty
- Fairness
- Respect for the Individual
- Impartiality
- Independence
- Service in the Public Interest
- Promise Keeping
- Collaboration



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