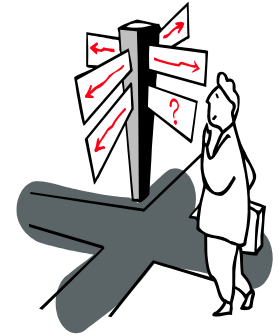


Human Resource Successes

Plans & Programs Implemented

- ✓ Base Salary Programs (Grades & Ranges)
- ✓ Merit Reviews / 360 Feedback (Increase Guidelines)
 - ✓ Incentive Pay / Bonus Plans
 - ✓ Stock Option Plans
 - ✓ Stock Purchase Plans
- ✓ Business Development Commission Plans
 - ✓ Recognition Programs
- ✓ Employee Assistance Programs
- ✓ Employee Opinion Surveys



Plans & Programs Upgraded

- ✓ 401 (K)
- ✓ Benefits Administration (Medical, Vision, Dental, Life/ADD, Disability, COBRA)
 - ✓ Section 125 / FSA Plans
 - ✓ Holiday / Vacation / Sick
 - ✓ Workers Compensation
 - ✓ Leave of Absence
- ✓ Employee Referral Programs
- ✓ Visa / Immigration Programs

Training Programs Offered

- ✓ College Relations
- ✓ New Hire Orientation
- ✓ Professional Development (Negotiation Skills, Business Writing, Presentation Skills, etc.)
- ✓ Management Development (Performance Mgmt, Compensation Basics, Recruiting, Coaching, etc.)
 - ✓ Technical Training
- ✓ Public Company Officers Training

