Note from the Founders

We provide the benefits listed in this brochure in order to hire people with skills, talents, and potential. These are people who have core values, in addition to individual talents.

They aren't just engineers or other technical specialists, nor do they care only about the financial rewards of a nine-to-five job.

Rather, they are people who care about where they work and the people they work with

and for their



Individual talents bound by core values

co-workers, clients, and their communities. They take pride in the service they deliver and in the relationships they form. Only after we find bright, quick-learning, energetic types, who want to be motivated, to be a part of a team, and to contribute not only to their own but to others' successes, do we consider specific talents.

Core values form the foundation of Overlook's qualified and committed work force.

NOTES / QUESTIONS				
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Overlook Systems Technologies, Inc.

1950 Old Gallows Road Suite 400 Vienna, VA 22182

Phone: 703-972-4368 Fax: 703-356-9029



Overlook Systems Technologies, Inc.



LEAVE

Holiday

10 company-paid holidays

Sick

5 days per year

Vacation

Year 1 — 10 days

Year 2 — 10 days

Year 3 — 12 days

Year 4 — 15 days

Year 5 — 15 days

After 5 years of service — 20 days per year

Other

Bereavement, jury duty, military leave: Overlook may provide time off for these activities with management approval.

These are Overlook benefits as they currently exist. Overlook reserves the right to change or cancel any company benefits.

COMPANY-PROVIDED

Health/Prescription/Vision

80% of the premiums paid by the company

Dental

100% of the premiums paid by the company

Life Insurance and AD&D

\$50,000 of life insurance for employee \$100,000 AD&D for employee \$2,000 for spouse \$1,000 for child

Travel Accident

\$250,000 of AD&D; 100% of the premiums paid by the company

Long-Term Disability

Benefit equal to 2/3rds of your salary not to exceed \$7,500 per month; 100% of the premiums paid by the company

Short-Term Disability

2/3rds of your salary up to 3 months (until long-term disability begins)

401K Contribution

3% Safe Harbor contribution by the employer

Flexible Spending

Allows employees to defer up to \$2,550 for dependent medical care and \$5,000 for child care on a pre-tax basis per year

MANAGEMENT DISCRETIONARY

Bonus

Based on company performance, individual performance, position, and customer satisfaction

401K Profit Sharing

Based on company performance, an added contribution may be made to participants in the plan

Training and Education

Tuition, books, and fees will be 100% reimbursed for courses taken for credit (up to 18 semester hours per year)

Travel

Actual reasonable expenses, regardless of per diem

Miscellaneous

Parking and coffee are provided by the company

