

SELF-DESIGNATED ACHIEVEMENT RECOGNITION BONUS PLAN

Drawing on our experience as program management experts in the federal government contracting arena, THE CENTECH GROUP, Inc. (CENTECH) has developed a unique set of Human Factors Management Programs that help us attract, maintain and motivate highly-skilled and productive team members (employees). These programs provided added value and benefit to our customers because they raise retention rates, encourage increased levels of creativity and productivity and reduce risks. To capitalize on team member creativity while also encouraging and motivating productivity that will enhance the value of CENTECH to our clients, we have developed a singular program called the Self-Designated Achievement Recognition Bonus Plan.

Under this plan, team members first identify a problem, issue or risk and develop an effective solution. They then write and submit a proposal to the CENTECH Executive Committee for projects that are above and beyond the scope of their normal duties and done outside of normal work hours. These projects usually involve developments and processes that are innovative and/or help team members use resources more effectively and do their jobs better. These projects must not negatively affect normal duties and must benefit CENTECH by improving services to the client or company. Once a team member receives approval from the Executive Committee and the work is completed, the team member receives the self-designated bonus. There are limitless ways to participate in the program and team members can participate at any time and as often as they like.

This plan encourages talented self-starters to:

- take more initiative,
- develop leadership and project management skills,
- demonstrate creativity and look for new ways to address issues,
- contribute to our client's mission objectives,
- develop new products and services,
- increase their compensation without charge to our clients

Just two demonstrations of the great success of this program, which has resulted in new and improved products and services include the design and fabrication of a visually-cued continuity tester for one client and the development of an asset management database for another.