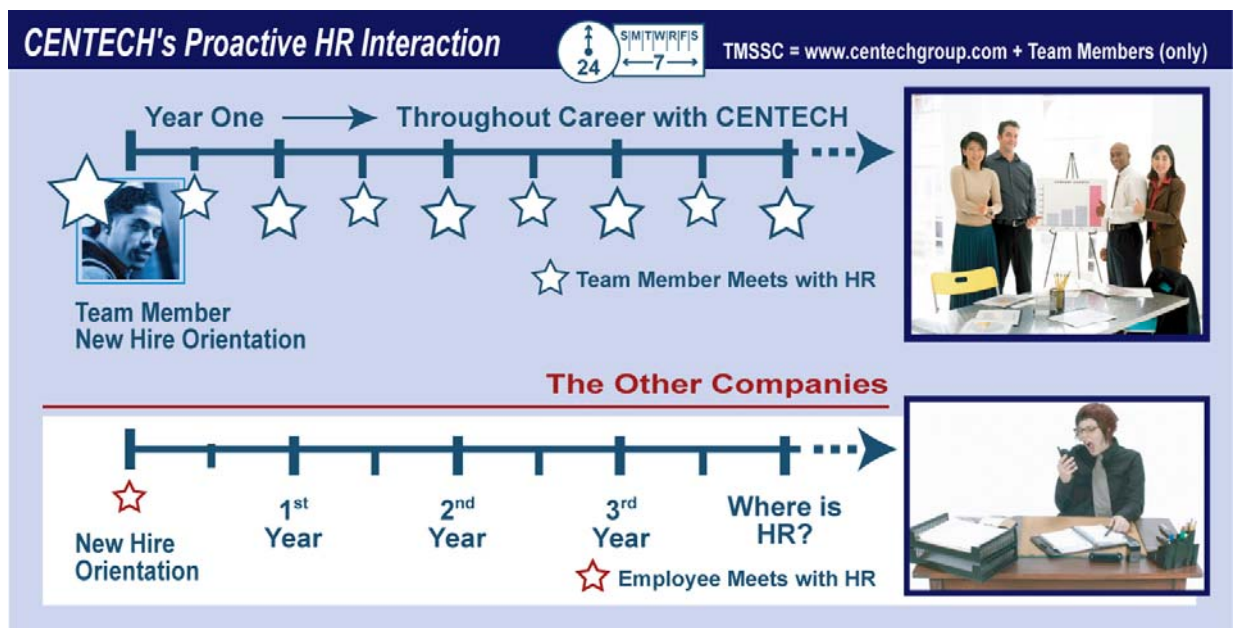



TEAM MEMBER DEVELOPMENT PROGRAM

Since 1988, THE CENTECH GROUP, Inc. (CENTECH) has gained a reputation as a leading program management expert in federal government contracting. We have been able to do this thanks, in part, to our innovative Human Factors Management Programs. One of those programs, our Team Member Development Program, expresses CENTECH management's commitment to investing in our most important asset – our team members (employees). The program's goals are to demonstrate a vested interest beyond standard human resource (HR) practices and aid in the retention of valued team members by assisting them in achieving their individual long-term professional and personal goals.

Unlike at most companies where employees only see HR staff when they are hired, during the orientation process, if there is a problem and when they leave the firm, CENTECH team members are a priority with our HR Department. Every project team member meets with an HR representative for a confidential, individual, face-to-face meeting every six months. During the meeting, team members privately discuss their current work situation, their individual skill sets and their long-term professional goals. In addition, the HR Department is always available by phone, e-mail or personal appointment. In fact, our team members can receive HR support anytime through our 24-hour, Web accessible, automated Team Member Service Support Center™ (TMSSC), which acts as a corporate level trouble ticket system and ensures that issues or concerns are addressed in a timely fashion through completion.





During the twice-yearly meeting with HR representatives, team members participate in a development questionnaire that helps establish a development path for reaching personal and professional goals. Thanks to these meetings, team members are able to more specifically design a plan of action to meet personal objectives and help them stay focused on improving their skill sets.

The following are some of the questions taken from our Team Member Development Questionnaire:

- Is your present job challenging?
- Does the position you have and your work environment meet your original expectations?
- Is there any training you should be given that you think would improve your productivity and overall performance?
- Is there any training that you would find personally fulfilling?
- What recommendations do you have as to how CENTECH can improve our productivity and meet higher standards of quality?
- Do you have any special challenges or problems in which the company can assist you?
- Is the company providing a satisfactory complement of health and welfare benefits for your personal situation?
- What job would you like to be doing two years from now?
- What are your long-term career objectives?
- How can CENTECH assist you in meeting your personal and professional objectives?

The Team Member Development Program ensures that team members are continually improving throughout the life of a contract, they stay motivated and are developing skills that will help both their professional and personal development. This results in higher employee retention rates and higher productivity, which saves our clients both time and money.