

Performance Reviews:

6K employees receive their interim reviews after three months and again after twelve months. All subsequent reviews are done on an annual basis. Out of Cycle Reviews are performed on an exception basis.

Bonus Plan:

- Determined annually by the President and Vice President
- Available to all employees
- Based on, but not limited to:
 - Performance
 - Business Development
 - Client Recognition
 - Contribution to Profit
 - Technical Merit
 - Corporate Success
 - Work Ethic

Employee Referral Program:

This program is available to all full-time employees. Project Managers are eligible for referral bonuses for positions outside of their own projects. Bonuses are payable after six months of continuous employment of the referred party.

Direct Deposit:

6K employees may take advantage of direct deposit immediately. There is no charge to our employees for this convenience. Please review separate information regarding guidelines and policies. Direct deposit is distributed through Wachovia National Bank.



Integrity

Customer Service

Best Value

Quality

Excellence

Employee Satisfaction



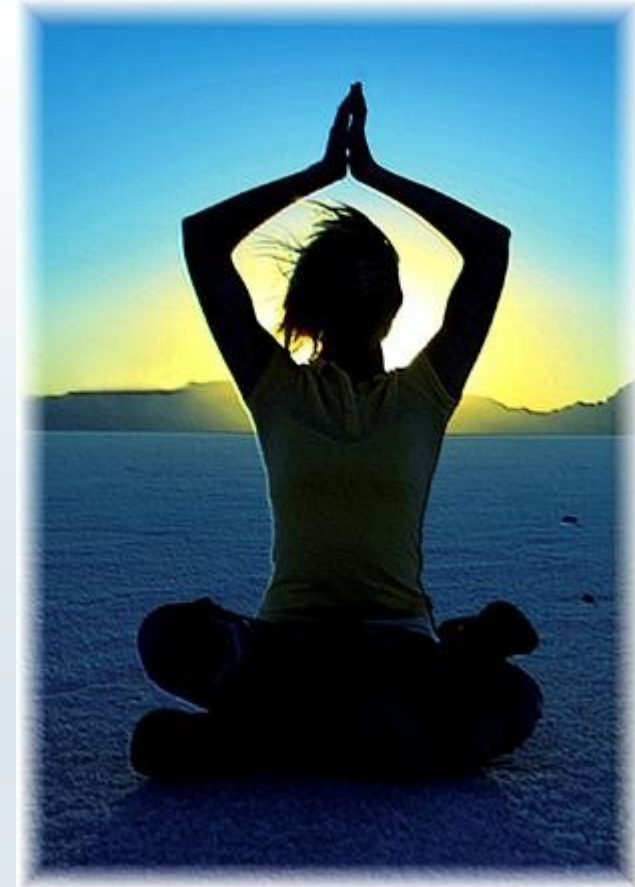
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8(a), SDB, GSA Schedule 70, 8(a) STARS

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Employee Benefits

Benefits for full-time employees

6K Systems, Inc.

Where our business is making your business a 6-cess!

Personal Leave:

- 15 days per year (Year 0 - 3)
- 20 days per year (Years 4 - 6)
- 25 days per year (7 Years and over)

Service Contract Act (SCA) staff members will earn leave as designated by the Wage Determination for their respective contract.

Full-time employees are eligible to use accrued leave after two (2) months. 6K employees may carry over one (1) year of accrued leave for use in the next calendar year.

10 holidays days per year!

New Year's Day	Labor Day
M.L.K. Birthday*	Columbus Day*
President's Day*	Veteran's Day*
Memorial Day	Thanksgiving Day
Fourth of July	Christmas Day

* Represents floating holidays. Floating holidays must be used within the same calendar year and approved in advance by your supervisor. Floating holidays are not available to personnel when their contract or position prohibits or discourages this practice.

Jury Duty:

Each employee is paid the difference between jury duty pay received and the employee's regular salary for up to two (2) weeks per year.

Military Reserve Leave:

Each employee is paid the difference between military reserve pay received and the employee's regular salary for up to two (2) weeks per year.



Bereavement Leave:

Full-time employees receive up to three (3) days paid leave in the event of the death of an immediate family member.

Flexible Spending Plan:

Medical and dependant care accounts offered through Employee Benefits Group, available January 1 of each calendar year.

Health Insurance:

6K offers a comprehensive medical and dental package to full-time employees. Coverage is provided through Anthem Blue Cross/Blue Shield and Guardian Dental. 6K covers 70% of insurance premiums for eligible employees.



Life Insurance/Accidental Death and Dismemberment:

Provided through the Fortis/Assurant Benefits Group.

6K provides life insurance equal to one year of the employee's annual salary up to a maximum of \$125,000. This insurance is provided at no cost to the employee.

Long Term Disability Insurance:

- Provided through Fortis/Assurant Benefits Group
- 90 days benefit waiting period
- Provides 60% of salary
- Maximum benefits to age 65
- Available at no cost to the employee



Short Term Disability Insurance:

- Provided through Fortis/Assurant Benefits Group
- 1 - 8 days waiting period (depending on circumstance)
- Rolls into LTD after disabled for 90 days
- This coverage is available at no cost to the employee

Educational Assistance/Professional Membership fees:

Full-time employees are eligible for 6K's tuition reimbursement program after 90 days of continuous service. This applies to job related courses approved by the employee's direct supervisor. We also assist with undergraduate and graduate degrees that are applicable to the employees work requirements.

We pay up to of \$2,000 annually and we reimburse for fees and membership dues when it is a professional organization directly related to the employees position.

