



MasterPeace Solutions, Ltd.

www.MasterPeaceLtd.com

“Advancing the Art of Software and Systems Engineering”

Quarterly
#7 - 7.15.2010

ALL TEAM MEETING

We were happy to see so many team members at the recent meeting and look forward to seeing you all at the next one on October 13, 2010. Watch this box and the Employee Portal for more MasterPeace events!

MasterPeace at a Glance

MasterPeace is growing at a significant rate and is picking up momentum as well. We have doubled in revenues since the last newsletter – and have more than doubled the candidate pipeline and more than tripled the contract and marketing pipeline. Of course, these percentage rates won't be able to continue indefinitely as our base of business grows larger, but we expect to increase the real numbers at a non-linear rate.

Our technology lab has been developed and solutions are being crafted currently. Technology vendor partnerships have doubled and we are creating serious inroads for them with our customer base.

We are aggressively bolstering our Human Capital Development and People Support Programs. We have started to bring elements of them on-line through our new Employee Portal and thereby attempting to improve communication, collaboration, engagement and career satisfaction of our Team Members.

We also have retained a lobbyist who has arranged meetings with Congressional members from the Appropriations Committee starting at the end of July. The purpose is to procure earmarks for R&D money to fund our corporate growth, IRAD and Product development initiatives.

Contracts

- MasterPeace currently has 9 subcontract vehicles, 7 supporting Prime contractors and 2 supporting other federal programs. We have just been invited on 4 more programs to be consummated in the next month.
- We also have developed 8 Tier 1 Teaming Agreements for new opportunities on various federal contracts. We are in discussion with a number of other Primes in Maryland and Virginia.
- We have formalized three VAR agreements with product vendors and are in active discussion with four more.

Areas of Growth and Progress

Team Members

Total number of employees has grown to 18, up from 2 this time last year!

Corporate team members

2 new corporate staff members: Diane Lardy, Director of Talent Acquisition, and Tom Murphy, Talent Acquisition.

Marketing has been broad and MasterPeace is supporting several prime teams

- We are actively supporting proposal efforts for on the federal level and actively supporting TTO proposals under the Department of Defense.
- We are in discussion with several primes to be on their existing teams and have received invitations for additional RFP's and teaming opportunities.

MasterPeace has a very full marketing pipeline! We have identified 635 programs or decision makers in the Intelligence Community and are aggressively tracking or contacting many of them. We are in very active dialogue with our top 30.



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Contingent Offers

- Four contingent offers were recently accepted by software and systems engineers. Seven more contingent offers were recently extended.
- We have a total of 18 accepted contingency offers that we are in the process of locating positions for.
- We are submitting an average of 4 candidates per week on existing programs and are hoping to add 3 new team members per month in the very near future.
- MasterPeace is continuously working to get new team members approved for projects

Candidates

We welcome both employee referrals and candidate leads and have been interviewing our first employee referrals.

We currently have a great line of candidates from MasterPeace Talent Manager, Diane, and, from our partner company, Hire Performance Talent Managers, LaMont and Tom.

Partner Companies

MasterPeace has established formal relationships with StreamBase, ObjectFX and GemStone under which we will obtain their software products for use in our lab to train our engineers, develop capability demonstrations and develop potential solutions for critical customer problems. GemStone was recently acquired by VMware, giving us an immediate opportunity to expand that relationship significantly by adding the Spring product suite and VMware virtualization software products to our mix. We are also in continuing discussion with SAS, Netezza, Composite Software and Qosmos to create additional value added reseller (VAR) agreements.

We have also initiated discussion with TASC and other companies on the topic of collaborative development in which we jointly focus our internal development efforts on a common goal.

Human Capital Development Programs

A critical element in our Human Capital programs is communication throughout the company. Our efforts are to create an environment that supports frequent contact among team members and a comfort in knowing that we are each here to support the other.

To that end, the **Employee Portal** is now live and available. As the capabilities of the portal grow, we hope that you will be accessing it frequently to find out what is going on at MasterPeace and to access other resources.

We hope to have the design and development complete within the next 4-6 weeks and intend to include your topics and recommendations for the portal.

Technology

Technology Council Meeting

We have initiated Technology Council meetings and started a regular schedule of meetings every other Tuesday from 4:00 to 6:00 in the MasterPeace office. The council generally includes the engineering leaders in each of our core competency areas, but council meetings sometime expand to include a broader set of our technical team. Our initial focus is to develop a technically sound approach to developing solutions focused on Machine Speed Processing and Cyber Analytics.

We will use these Tech Council meetings to introduce current and potential partner companies, review their technical and product capabilities and develop procedures for vetting the products prior to entering into VAR and solution development agreements.

Lab Update

We are currently in the process of architecting and designing our first two unique solutions in our lab. One is integrating the ObjectFX, GEMFIRE and Agile Client products together into an intelligent, machine speed,



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object tracking and alerting system. The other is using integrating StreamBase and GEMFIRE to solve some thorny machine speed, massive data related Cyber Analytics problems.

We have developed partnerships with over 8 vendors focused on machine speed processing and machine speed analytics, which we intend to utilize to solve problems with IC Mission Systems or Cyber Analytics problems.

MasterPeace team members have also been collaborating with ObjectFX, StreamBase, and GemStone to obtain software and demonstrations suitable for loading into the MasterPeace lab. The capabilities we plan to demonstrate as well as include in solutions to be developed for customers include:

ObjectFX – a demonstration of their GeoSpatial imaging and alerting through use of their Spatial Rules complex event processing engine

GemStone – a presentation of their GEMFIRE product, a middleware product for creating and managing a large cache memory that is highly scalable and fault resistant

StreamBase- a real-time processing capability for data in motion

These initial demonstrations will be improved over time and others will be added as our partner relationships evolve.

Infrastructure

For those brainstorming efforts required in the lab (and other functional areas of MasterPeace) the “whiteboard” paint for the small conference room has arrived and is due to be applied to those walls any time now!

The flat screen and associated display software was installed during the third week in July. By early August our demonstration capability should be ready to go.

We also have mapped out the expansion of our Solutions Lab to include a hardware/software product

development capability, which is expected to support our custom-engineered products in the future. (Though this is 12-18 months away, we are planning

for this capability currently. Depending on our growth rate, we can institutionalize this earlier.)

Recognition and Thanks

By Cheryl D.

Just a quick paragraph to **THANK** all those team members that have been generous enough to help interview our prospective team members. Your perspective, of our interested candidates, really helps to heighten their interest in MasterPeace as an employer of choice. Your experience and commitment to MasterPeace is critical in the interviewing process and we really appreciate all that you do.

Some of our most recent interviews have been referrals from our team members and other interested individuals. In the near future, the “Employee Referral and Lead” form will be easily accessible through the Employee Portal, so watch for the expansion of the Portal as a communication center.

We appreciate your referral efforts and your willingness to participate in the interview process. Keep up the good work and thank you very much!

Introducing the Employee Portal

By Leon

Welcome to the MasterPeace Solutions Employee Portal and bulletin board! We hope you will take the time to enter the portal and hope you find the resources here to be useful and that you return often. Go to <http://www.masterpeaceLtd.com/portal/>. The User ID and password were sent out to team members last week. Please let us know if you need them.

The employee portal will give you immediate access to current company news, video updates on company status, growth and plans, a calendar of future events, status of current technology, projects and links to



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useful forms (such as employee referrals), documents and tools such as Taleo and ADP for timecards as well as MasterPeace e-mail and our newsletters.

You will be able to see the progress of our Technical Thought Leadership Groups and find out about current and planned Lab projects. You will also be able to review various elements of our Human Capital Development Program.

We will be updating the video and audio clips on a regular basis. Our goal is to provide a useful and easily available means of two-way communication and collaboration. Also, as the portal is expanded, there will be links to training resources and real and virtual library resources along with links to other items of interest.

We encourage you to use the feedback link for comments and suggestions to make both this site and MasterPeace better.

GEMFIRE Development Training and Participation

By Jim

This course requires a working knowledge of the Java, C++ and/or C# programming languages according to course content chosen. No prior experience with GEMFIRE or distributed systems is assumed.

It offers new developers the opportunity to explore the GEMFIRE programming model and learn the patterns and practices used in GEMFIRE development. Throughout, the focus is on useful architectures and real-world design. The course is divided into roughly half lecture and demonstration and half hands-on exercises.

GemStone's product line allows a distributed memory data management solution across multiple processes that manage application objects and behavior. They provide continuous availability, high performance, scalability, and asynchronous event notifications – while reducing overall cost of ownership. Their product line allows seamless integration of data objects using

C#, C++, and Java development languages. The Agency is heavily tied to C++ and Java developed systems. Other competing “Cloud Computing” providers are one language systems, making integration of numerous and large applications unyielding and costly.

GEMFIRE is a distributed in memory data management middleware product. Their customers such as JP Morgan, Citibank, Credit Suisse, Adobe, Fidelity, and others find that their applications run 4 to 40 times faster on the average than they previously did. They have gained the ability to correlate and react in real time to data that was previously in separate stove pipe systems. GEMFIRE provides the capabilities to enable building a system at the PL-3 level.

MasterPeace is using its close contacts and inside customer relationships to get access to Agency shareholders allowing GemStone to then stage product reviews and demonstration of business successes. MasterPeace will use the generated interest to fuel a white paper research effort which will show the advantages and throughput gains possible on massive data processing systems. MasterPeace will leverage its experienced inside Agency engineers and GemStone partners to design an innovative solution that will more efficiently utilize limited resources and greatly increase processing capabilities. Integrating GemStone products to critical massive data processing systems with a complete system engineering approach will show the advantageous improvements that can be accomplished.

I enjoyed this course and would recommend it to others that would be interested on working in the Real-Time Processing group.



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Friends Don't Let Friends Miss Out! Employee Lead / Referral Program

By: Diane L.

If you have been here a while you probably realize what an exceptional opportunity we have here at MasterPeace. We hope you feel that this is a company where talented engineers are appreciated and encouraged. Where else is the potential for growth, learning and even wealth building so viable? In the not too distant future the whole community is going to notice the culture of excellence and integrity that are the keystone of MasterPeace Solutions. Wouldn't you like to get the credit for telling your friends about it first?

We are improving our systems and capabilities to further support this with our new Human Capital Development and Collaboration systems that we are starting to employ.

We are diligently seeking the best and the brightest engineers in the Intelligence Community. As you know, the MasterPeace “talent” is a unique set of individuals with a quest for cutting edge technology and not just a paycheck.

MasterPeace encourages and appreciates the referral of qualified candidates from all employees. You know who the cream of the crop are, why not tell them about our company? Our Talent Acquisition team is trying to fill over 100 positions. All of them are posted on the MasterPeace website. Currently, we have significant opportunities for C/C++ software developers, Java software developers and SIGINT system engineers and need your help in leading us to talent that might be qualified. Even if they are not looking, we can gently approach them and introduce our company. We can leave your name out of the introduction as well if you are not certain of the receptivity.

To further reward you for spreading the good word, MasterPeace provides generous bonuses for bringing to our attention qualified candidates that are subsequently hired. This program is open to all eligible full- and part-time employees.

There are two ways to do this:

Lead

An effective employee **Lead** requires:

1. The candidate is pre-qualified for openings that the company currently is searching for so that placement efforts are less than normally expected.
2. Provide a fully executed and signed **Lead form** containing required contact information for the candidate.
3. It is assumed that the candidate is generally unfamiliar with MasterPeace and that normal recruiting and courting efforts are required to bring the potential candidate on board.
4. *If you prefer, you can remain anonymous!*

Referral

An effective employee **Referral** requires:

1. The candidate is pre-qualified for openings that the company currently is searching for so that placement efforts are less than normally expected.
2. Provide both a fully executed and signed **Referral form** containing required contact information for the candidate and the **Candidate's resume**.
3. It is assumed that the participant has acquainted the candidate with MasterPeace to a sufficient degree that normal recruiting and courting efforts are not required.

Please contact a representative of the Human Resources Department for the details on this program.

Introduction of the Newest Team Member

By Cheryl D.

Please welcome Diane S. Lardy to MasterPeace as the newest member of the team. Diane joined us in April as Director of Talent Acquisition.

Diane is really pleased to be located at headquarters along with other corporate based team members. She



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comes to MasterPeace with a varied background and with experience as a recruiter in the cleared arena, an entrepreneurial small company owner and a special education teacher.

Diane brings not only her sense of humor to MasterPeace but a reputation as a talented recruiter. While she was with Manpower, she earned the coveted “Circle of Stars” award for being in the top 10% of Manpower recruiters in North America. One of her areas of expertise and responsibility was finding and recruiting candidates for customers who needed technical support.

Most recently, Diane was employed in the Government Contracting arenas where her responsibilities included the overseeing of staffing and recruitment. She specialized in IT, Human Resources, and Quality Assurance.

At one point in her career, Diane owned and operated a privately owned retail establishment, “Children’s Orchard,” specializing in children’s clothing, toys and equipment. It’s no wonder she understands small companies so well and we like her so much!

Diane earned her Bachelor’s of Science Degree in Special Education at the University of Delaware.

We are very pleased to welcome and introduce Diane Lardy to the MasterPeace team!



We always welcome and encourage your thoughts and articles for this newsletter. Please feel free to make recommendations and submit articles.