



EXECUTIVE SUMMARY
BENEFITS
HOLIDAYS
VACATION & SICK LEAVE

SPATIALinfo is a network-management software company based out of Melbourne, Australia and Englewood, Colorado, USA.

We develop software products to manage physical and logical networks for cable, broadband, telecommunications, and utility (electric, gas, water, and waste water) companies. SPATIALinfo employs a number of highly skilled staff, with diverse backgrounds, to deliver our unique and unparalleled spatialSUITE™ of products.

The spatialSUITE™ of products is comprised of comprehensive and ever-evolving software and tools to manage all network visualization, design, engineering, and business-related needs. The spatialSUITE products include:

- spatialNET™
- spatialWEB™
- spatialOFFLINE™
- ADDRESSmanager™
- MAPupdater™

The spatialSUITE™ continues to evolve and grow to meet all of our customer needs.



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Prospective Employee Handbook



Investing in Your Future

WHAT CAN SPATIALINFO DO FOR YOU?

SPATIALinfo is a leader in the communication solutions industry, whose mission is to build the best, most open, most configurable, and most integratable software products for our market. Our solutions are the very best in the industry, and we expect the same high level of performance from our employees that our customers have come to anticipate from our products.

By employing a highly-skilled staff with diverse backgrounds, we can offer an unrivaled degree of integrity to our customers. In turn, we offer the best in comprehensive and flexible benefits to all of our full-time, non-contract employees. Benefits include medical, dental

and vision coverage, 401(k), short-term and long-term disability insurance, life insurance, prescription coverage, flexible spending accounts, paid vacation, paid sick leave, and 10 nationally recognized holidays.

Employees are also afforded the luxury of knowing that they are working for one of the most respected data-management solution companies in the United States and Australia.

WE WORK WITH A DIVERSE CUSTOMER BASE.

NOW WE WANT TO WORK WITH YOU.

HOLIDAYS

- NEW YEAR'S DAY
- PRESIDENT'S DAY
- GOOD FRIDAY
- MEMORIAL DAY
- INDEPENDENCE DAY
- LABOR DAY
- COLUMBUS DAY
- THANKSGIVING DAY
- DAY AFTER THANKSGIVING DAY
- CHRISTMAS DAY

** Please note: Holidays may vary depending on calendar year. Contact Human Resources for a current listing of company holidays.

INSURANCE BENEFITS

At SPATIALinfo we strive to achieve the highest levels of integrity and productivity, and to do so requires that we have happy, healthy employees. To ensure that all of our employees can be as healthy as possible, and in turn be productive and innovative team members, SPATIALinfo offers EPO medical coverage to all full-time employees through United Healthcare.

Employees of SPATIALinfo are eligible for the following benefits:

- Medical
- Dental
- Vision
- 401(k)
- Short-Term Disability Insurance
- Long-Term Disability Insurance
- Life Insurance
- Prescription Coverage
- Flexible Spending Accounts

We understand that insurance coverage can be a major determining factor when seeking employment, and therefore we offer our medical, dental and vision plans at affordable premiums for both individuals and families.

Comprehensive medical plans are available at a rate of \$84 per month for individuals, and \$225 per month for families, while co-pays are \$25 per office visit, and \$45 per visit to a specialist. Deductibles are also inexpensive, ranging from \$1,000 to \$3,000.

Dental care is available to SPATIALinfo employees through a Preferred Provider Organization (PPO). Premiums for dental coverage are \$7.25 per months for an individual, and \$24.66 per month for families.



SPATIALinfo specializes in developing network-management solutions for the cable, telecommunication, utility and transportation industries. Our spatialSUITE™ products make it easy for professionals to map, model and manage complex fiber, copper and coaxial cable networks. With strong partnerships and loyal customers, SPATIALinfo has become an international leader in developing off-the-shelf network management solutions that offer a proven return on investment.

SpatialSUITE™ products include:

- spatialNET™ uses a familiar AutoCAD interface to manage, design and maintain inside plant and outside plant networks.
- spatialWEB™ is an easy-to-use web application capable of displaying complex combination of CAD/GIS map data and network information.
- spatialOFFLINE™ is a field-friendly application for technicians to use on their laptops and Toughbooks while disconnected from the corporate database.
- ADDRESSmanager™ processes address and business intelligence data from multiple sources and reconciles them into a single, master address record.
- MAPupdater™ keeps the spatialNET database current as the network evolves by automatically loading data from CAD maps into the database.

SPATIALinfo collaborates with its customers to ensure its products and services meet their business needs.

With nearly 30 years of expertise in modeling, mapping and managing networks, SPATIALinfo's dedicated and highly skilled staff understands the intricacies of the business from every perspective. SPATIALinfo provides the most technologically relevant network-management software solutions that offer benefits to every user and a return on investment for every business organization.

For more information regarding SPATIALinfo and the spatialSUITE of products visit our website at <http://www.spatialinfo.com>.

SPATIALinfo employees seeking vision coverage have the option of receiving vision care as part of the medical care plan at no additional charge, or by enrolling in a separate vision plan provided by United Healthcare.

Premiums for the vision coverage are easily affordable with no premiums for individuals, and the low rate of \$11.78 per month for families.

VACATION & SICK LEAVE

All full-time, non-contract employees of SPATIALinfo are entitled to vacation time. Vacation time is considered to be "use-it-or-lose-it"; any unused time does not roll over to the following year. All vacation requests must be submitted to, and approved by, a supervisor.

Employees are also granted five days of paid sick leave.

401(k)

At SPATIALinfo we believe in helping our employees work towards their goals, including plans for the future and retirement. Retirement benefits are matched up to 5% by the company. Employees are eligible for, and immediately vested in, 401(k) benefits from the first day of employment.

INCENTIVE COMPENSATION PLAN

SPATIALinfo wants to provide for our employees in a way that goes above and beyond our competition. The SPATIALinfo incentive compensation plan rewards exceptional efforts with company stock, cash or both. All rewards are tied to the effort of the individual and the performance of the company. When SPATIALinfo succeeds, so do you.

