



LEVERAGE
INFORMATION
TECHNOLOGIES LLC

VIVID VISION 2020

SNAPSHOT

Welcome to our Vivid Vision.

The purpose of this document is to help us see, hear, and *feel* our future right now, in the present moment, so we can begin building it together.

This is our detailed depiction of WHAT we'll be doing in 3 years, WHY we will be so successful, and WHERE we are headed.

Sentence by sentence. Step by step. Together, we will transform the vision on this paper into reality.

Let's step into the future for a moment...

The year is now 2020...

WHO WE ARE & WHAT WE DO

Leverage Information Technologies LLC (LIT) has become known for our “People First” culture, the industry’s best in-class service, and undeniable thought leadership.

By enforcing a “People First” model, we are able to implement world-class IT solutions that protect our country.

We challenge the “Mission First” mentality that has been beaten into the intelligence community for decades.

We believe that we will accomplish this mission as a result of always putting our people before profit. We recognize and celebrate that our greatest asset to our company and country’s defense, is the individuals that surround us. When we put our people first, the mission will more than take care of itself.



CORE VALUES

Words To Work (And Live) By

We aren’t afraid to fail, in fact it is encouraged. With failure we learn to challenge the status quo, and push onward to success!

FAIL FORWARD



We take a hard look at the challenges before us in order to decipher better solutions, fine-tune processes, and alleviate friction.

GENERATE SOLUTIONS & REFINE PROCESSES

AUTHENTIC RELATIONSHIPS



We wow our customers, team members, and partners with our above industry standards, transforming them into our #1 fans by creating deep, meaningful relationships.

PROFESSIONAL DOESN’T MEAN STUFFY

We work hard and have fun. We don’t have to be serious and buttoned up all the time. Jeans and sneakers are welcomed (assuming your customer is ‘ok’ with it)!



TEAM & CULTURE

LIT has experienced incredible growth over the last 3 years.

When you look around the varying workplaces, you see LIT customers, team members, and subcontractors with smiles on their faces. They're taken care of and motivated to show up and do their best, knowing the company is invested in them for the long haul.

Our employees rave about a perk that is non-existent elsewhere in the industry: The Dream Manager Program. Every year, LIT offers each employee an annual "Quality of Life" stipend to assist in reaching a personal goal, such as learning a second language, becoming a pilates guru, singing, or really any goal they have in mind. To complement this program, we offer monthly coaching to help employees be accountable for reaching their dreams. The program has been so successful that it has bumped our retention rate to a steady 90%.

In the spirit of keeping the heart of our company pumping strong, we have a part-time Chief Heart Office (CHO) who tracks birthdays, anniversaries, and the like to make sure we reach out to employees on important dates, reminding them how much they mean to LIT and the intelligence community at large.

We are known for hiring superstars and delivering top notch services. Our team has grown from 3 employees to 30 highly-qualified employees with varying technical backgrounds, which include but are not limited to: Project Management, System Engineering, Cyber Security Engineering, Software Testing, Software Development, and System Integration.

Since our employees work in different government facilities, we actively create opportunities to bring everyone together to maintain a cohesive team feel. Employees engage with management on a regular monthly basis. We hold quarterly all hands meetings and social activities like team dinners, bowling, and sporting events to keep our team united.

We arrange an annual retreat for management to one of Virginia's many historical bed & breakfasts or a day at one of Loudoun County's amazing wineries or breweries. This trip is an opportunity to reflect on how the past year went, check in on yearly goals, strategically plan the upcoming year, and have fun!

To assist in maintaining the current growth trajectory, LIT has hired its first full time C-level executive. This strategic hire has allowed us to reach a more diverse client base and aids us in company operations, business development, profit and loss, and overall employee and customer happiness.

FINANCIALS

As I review financials I have nothing but a smile on my face.

In fact, there are “happy faces” on all the financial metrics. LIT continues to be 100% debt free. We have a great relationship with our banks — they continue to offer us credit we don’t need! Our audits and corporate governance controls are at the highest possible level, and we’ve had a strong set of books for five years running.

We currently have 7 sub-contract vehicles across 5 different Prime contractors serving 2 different government agencies. Due to this tremendous growth and diversification, LIT is currently forecasting \$7.5M in top line sales for 2021. LIT currently has an 11% return on sales, which is driven heavily by maintaining a low overall overhead posture.

We are happy to announce that for the 4th year in a row we will be returning profits back to our employees in the form of a profit share. Most employees will receive between a 4-7% employer contribution (on the employee’s salary) into their 401k.

Through our successful social media marketing, we have positioned ourselves as the go-to place in the industry for top talent in the field. When an expert in this industry wants a new job, they choose the employer... time and time again, **they choose us.**

MEDIA/AWARDS

Our staff is known and trusted for providing high-quality products and exceptional customer service.

Thanks to this, we’ve made the INC. 5000 list for being one of the nation’s fastest growing privately held companies.

Our “People First” work culture has rewarded us with a spot on the Washington Post’s Top Workplaces list, “The Best Place to Work According to Employees.” And that’s without a physical location!



AMERICA'S
FASTEST
GROWING
PRIVATE
COMPANIES

A NOTE FROM OUR FOUNDER

In my years working as a contractor in the intelligence community, I observed a deficiency in work-life balance and a decrease in employee morale. I knew there had to be a better way.

I created LIT to challenge the “Mission First” status quo and redefine the IT contractor workforce as a community that fosters quality work AND personal happiness.

Our work and productivity has improved tremendously, precisely because we’ve made people our priority. We motivate each other to show up as the best version of ourselves in our professional and personal lives. Day after day.

As founder, I operate in the dirt AND in the clouds. I do everything in my power to live by and manifest our company goals and values. I nurture all the relationships in my life because I cannot, nor would I want to, do this alone.

I share my expertise to help LIT and other organizations become happier and healthier while achieving sustainable growth. I write articles, essays, and books and speak at industry events and forums. I continue to pursue happiness and health at work and at home, spending time with my family and pursuing travel, education and good old-fashioned fun.

At LIT, we’re dreamers that *do* and boy, have we accomplished a great deal in the past 3 years!

None of this would be possible without **YOU.**

I am forever grateful for what you do everyday to make LIT what it is today and what it has yet to become in the years to follow.

With gratitude
and peace,



Paul Sjoberg





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