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ATLAS TECH

# 2024 ANNUAL REPORT



B. M. WILLIAMS PRIMARY



U.S. COAST GUARD



## Dear Atlas Tech Stakeholders, Community Partners, and Team Members,

Reflecting on 2024, I am immensely proud of the achievements and progress we have made together. Our 370 dedicated Team Members have relentlessly worked to push the boundaries of cybersecurity and IT solutions to support the Warfighter. By closely collaborating with our customers, we have successfully addressed their needs and helped transform the defense enterprise.

This annual report offers a comprehensive snapshot of our performance, community involvement, and Team Member engagement over the past year. It highlights the significant growth we have experienced, from welcoming new Team Members to securing new contracts. I am particularly proud of our commitment to giving back, as we contributed more than \$200,000 to nonprofit organizations that positively impact our communities.

Our efforts have not gone unnoticed. We are honored to be recognized as a HIREVets Gold Medallion Winner and a "Best Place to Work" in South Carolina and Virginia. These accolades are a testament to the dedication and hard work of our incredible Team Members.

I am expressing my deepest gratitude for our outstanding results in 2024. Your commitment and passion have been instrumental in our success. As we look ahead to the new year, I am confident we will continue to achieve remarkable outcomes and further our mission to continue to support our customers and communities.

Thank you for your continued dedication and support. Together, we will make 2025 another year of exceptional achievements.



A stylized, handwritten signature in black ink, appearing to read 'B Miller'.

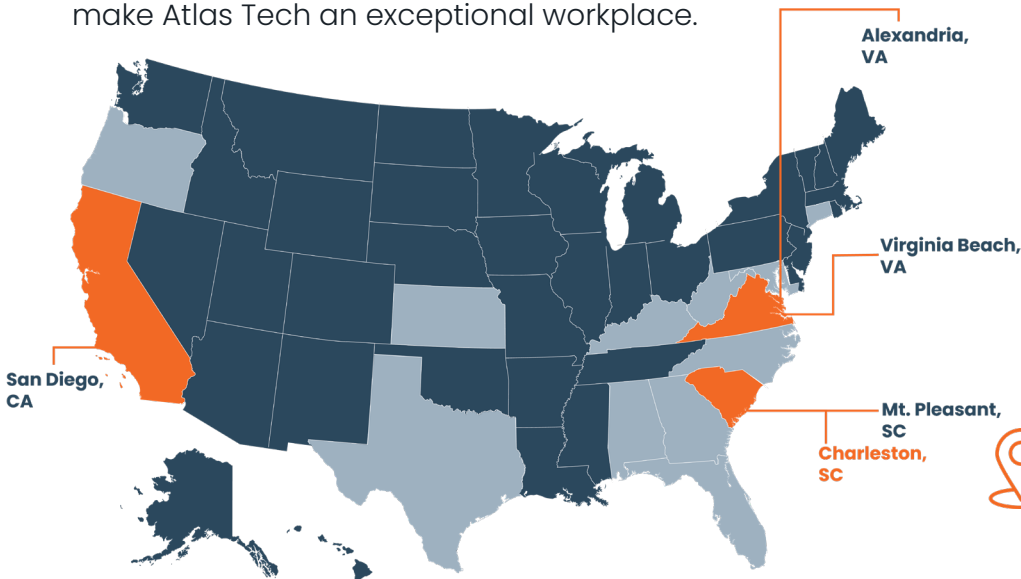
**BRIAN MILLER**  
CEO & Visionary, Atlas Tech

**"PRIORITIZING PEOPLE TO BETTER  
SERVE THE WORLD WE TOUCH"**

# WHO WE ARE

Atlas Technologies, Inc. is a veteran-owned defense contractor that delivers superior, innovative, reliable, and secure information solutions in the most stringent environments. We compete for and have been chosen to design, engineer, and integrate technology on our nation's military ships and submarines and to support their ashore IT needs. Our subject matter experts build highly secure, cutting-edge solutions every day that very few people in the world get to touch—all in support of the highest calling—our nation's defense and advancement.

Our Team Members are dedicated to creating a positive impact by delivering exceptional value to our clients and the warfighter. This commitment fosters an inspiring environment of continuous learning and mentorship. Thanks to our amazing Team Members, Atlas Tech has been recognized as one of the Best Places to Work in South Carolina for six years and in Virginia for four years. They make Atlas Tech an exceptional workplace.



**TEAM MEMBERS**      **VETERAN WORKFORCE**

**370**      **130**

**CONTRACTS**

**100**



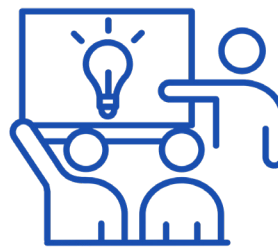
## GLOBAL REACH & OPERATIONS

We proudly operate in five office locations across South Carolina, Virginia, and California, three on-site locations in Washington, D.C., Maryland, and Naples, Italy, and remotely from 15 states.

# OUR CORE VALUES



**LEARNING** is paramount at Atlas Tech, and while we have the highest quality standards in place, we are never satisfied with stopping there. We believe in continually raising the bar and improving our colleagues, customers, and community.



We **TEACH** what we learn to our team and our customers. We are constantly working to mentor each other and our customers. Our Team Members have a desire to help others succeed.



**FLEXIBILITY** shows that we are continuously working to find a way to get the job done. We embrace challenges with flexibility and teamwork, as our Team Members have a can-do and will-do mentality.



Our Team Members are driven by a deep **PASSION** for serving our customers and positively impacting our communities. We push for excellence and are highly motivated to get the job done and make an impact.

# WHO WE WORK WITH

Our Team Members work closely with clients and partners to ensure needs are met and exceeded. This collaboration is not always in static locations, and the past 27 years have seen Atlas Tech's presence across the country and the globe.



## 2024 BENCHMARK ACHIEVEMENTS

- △ Awarded the PEO C4I LCM follow-on contract, valued at \$92 million over the next five years, representing all LCM Team Members' excellent work, dedication, and support to NIWC LANT PMW 160.
- △ Kicked off the new TNIS WAN course, a follow-on to the Atlas Tech TNIS course that has graduated 28 USCG system administrators since 2020.
- △ Secured new work in Groton, CT, supporting the NIWC LANT SWFTS Modernization program and modernization testing support of submarine electronic warfare and combat control systems aboard Virginia Class Submarines.
- △ RDT&E team expanded its cybersecurity tasking to include eMASS and RMF support, which are highly sought after and critical capabilities for the company with increased, integrated support in the government RMF package development and certification processes
- △ Initiated a new PeopleSoft DA Engineering Team, representing Atlas Tech's dedication and support for the USCG IPT in diverse specializations, including program management, knowledge management, cloud services, SharePoint management, system installation and modernization, information assurance, testing, and more.
- △ Expanded TACNET CB ISEA team capabilities to provide Enhanced Distance Support via Technical Network Remote Access (TNRA) over satellite link.

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# WORKFORCE DRIVEN BY SUCCESS



**Launched New & Improved, Atlas Tech LMS:** The new Atlas Tech Learning Management System (LMS) provides a superior user experience and premiere technical content for all our Team Members in every location, continuously improving course content in a secure environment.

**ATN: A Hub for Collaboration, Knowledge Sharing & Innovation:** The Atlas Technical Network (ATN) connects our subject matter experts across different projects and portfolios, allowing Team Members to align their skills with future opportunities and business pursuits, share ideas, and exchange knowledge.

**New Benefit Offerings:** Atlas Tech promotes a culture of total performance, which is reflected in our benefits strategy. We prioritize Team Member well-being both at home and in the workplace. Our offerings include extensive health coverage, flexible options, top-tier plans, and competitive costs. In 2024, we introduced new benefit offerings and enhancements, such as:

- Increased Tuition Reimbursement to \$5,250
- Increased Student Loan Payoff to \$200
- Increased Charitable Match to \$200/year
- No cost Virtual Telehealth and Mental Health Access
- 401k Superhero Program
- Team Member Discount Program
- Health Reimbursement Account and Incentive Activities



## Celebrating INNOVATION

Exploration and innovation are fundamental to keeping pace with our partners and industry competitors and, most importantly, to helping us deliver the most cutting-edge solutions to our warfighters. The 2024 Team Member-Led Atlas Tech Innovation Challenge was an incredible journey, showcasing our Team Members' immense talent and creativity through eight submissions. All participants showcased a remarkable range of ideas to improve engineering processes, enhance efficiency, reduce costs, and increase safety.

The 2024 Innovation Challenge winner, Jamal Long, earned the esteemed Guiding Helm of Innovation, which includes a \$15,000 reward and further mentorship and investment in his project. Jamal developed an AI-powered IT Troubleshooter to streamline how application engineers and analysts troubleshoot and monitor issues. He was able to demonstrate real-time error detection and voice enabled language processing capabilities. Thank you to our other two finalists, Matt Morgan and Michael Morrissey, for their hard work, time, and incredible projects! We are already looking forward to the next chapter of innovation.



# PEOPLE FIRST. ALWAYS.

Our **PASSION** is to create a positive impact for our...



**COUNTRY**



**COMMUNITY**



**TEAM**



**CUSTOMERS**

Our **PASSION** is what we accomplish every day at Atlas Tech. This is beyond hard deliverables and contracts and doesn't change with time, technology, or trends.

## 2024 BY THE NUMBERS

- 18.3% TEAM MEMBER GROWTH**
- 15 TEAM MEMBER REFERRALS**
- 135 MOTIVATIONAL AWARDS**
- \$53K MOTIVATIONAL AWARDS PAID**
- 52 TENURE AWARDS**



*Danielle Goodman*  
2024 Compass Rose Award Winner

## AWARD-WINNING CULTURE

The Atlas Tech team embodies ingenuity, skill, and experience. We are united by a deep commitment to making a positive impact on our fellow Team Members, customers, and communities.

- △ Best Places to Work in South Carolina for six years
- △ Best Places to Work in Virginia for four years
- △ U.S. Department of Labor, Gold HIRE Vets Medallion
- △ SC Best in Business, Best Defense Contractors – Silver Charleston Regional Business Journal Reader Ranking's
- △ Best Cybersecurity Company and Most Philanthropic Business of the Year
- △ CEO and Visionary, Brian Miller, Recognized on SC Biz News' Palmetto Power List



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# A+ IMPACT TEAM IN ACTION

At Atlas Tech, a strong sense of corporate responsibility is woven into the very fabric of our culture. Since our inception, we have not only aimed to achieve business success but have also committed ourselves to positively impacting the communities we serve. Our success is measured not only by our achievements but also by our positive impact on the world. This culture of giving strengthens our bonds as Team Members and enhances our sense of fulfillment and pride in being part of the Atlas Tech family.



- \$200K A+ CHARITABLE CONTRIBUTIONS**
- \$3,900+ TOTAL MATCHING CONTRIBUTIONS**
- 450+ TEAM MEMBER VOLUNTEER HOURS**
- 440 VPTO HOURS SUBMITTED**
- 40+ VOLUNTEER EVENTS**
- 60+ ORGANIZATIONS IMPACTED**

*"Giving back to the community strengthens our collective future. It's not just about generosity but fostering connection, opportunity, and shared growth. Each act of kindness, big or small, creates ripples that inspire others. Together, we can build a world where everyone has a chance to thrive." - Ed Copes, Chair, A+ Impact Team*



## VALUED COMMUNITY PARTNERS



LEARNING | TEACHING | FLEXIBILITY | PASSION



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