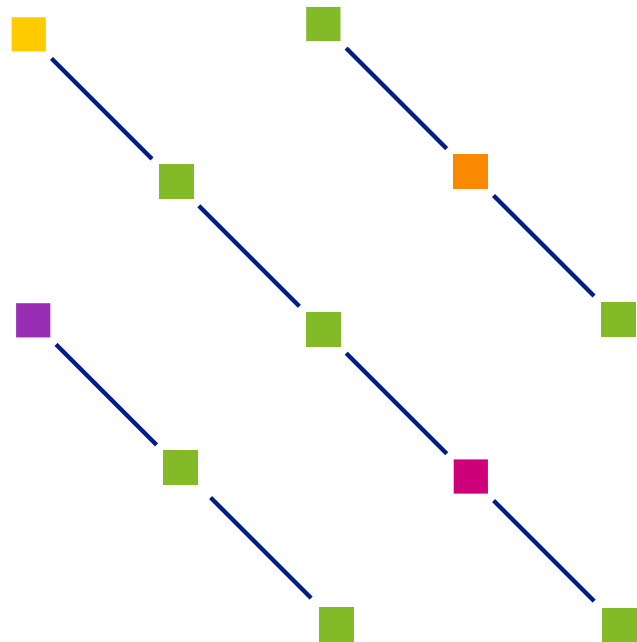


netlogx™

**A Celebration of 25
Years in Business**



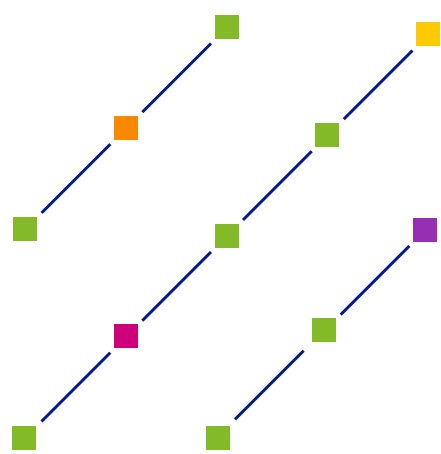
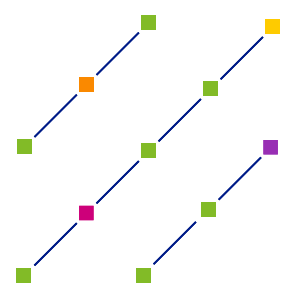


Table of Contents



Letter from our CHRO & COO

3

netlogx at a Glance

4

Mission & Key Operating Principles

5

Our Culture

6

Initiatives

7-8

Why We Love netlogx

9-10

Community

11-12

Practice Areas & Our Work

13-14

Our Past

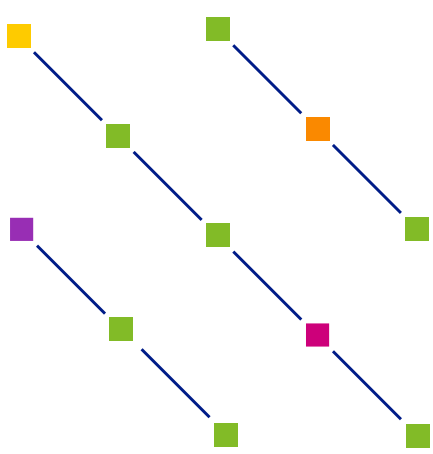
15

Our Future

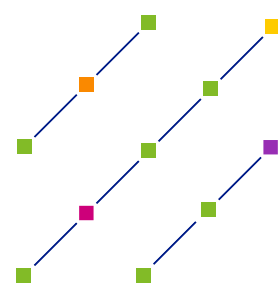
16

Closing

17



Letter from CHRO & COO



Looking back at the past **25 years** of business, it's amazing to see how much netlogx has accomplished. The **#netlogxteam** has helped many organizations solve complex operational challenges and support their transformations. In the next **25 years**, we want to continue a legacy of providing quality solutions to organizations that foster lasting success.

The work we've provided, and the success we've seen, would not be possible without the amazing talent we have on our team. It's been a pleasure to see the **#netlogxteam** grow and evolve, and we celebrate all they bring to the organization. The **#netlogxteam** is at the heart of what we do, and netlogx would not be the same without the award-winning culture we've created or the people who are an integral part of it.

Thank you to the **#netlogxteam** for all of the hard work you've invested in our clients and our organization. Thank you to our clients and partners for collaborating with us and making it such an enjoyable experience. Together, we've solved complex operational challenges and made a meaningful impact. Together, we can do anything.

We're excited to see what the next **25 years** have in store.

Cheers,



Vicki Chabot

Chief Human Resources Officer

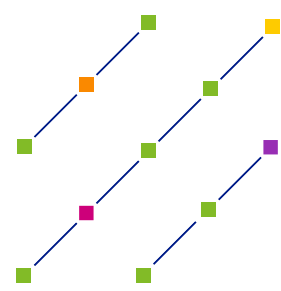
&



Stephanie Sponsel

Chief Operations Officer

netlogx at a Glance



25
years
in
business

7 team
members
have
rejoined
netlogx



9-time winner
of **Best Places to**
Work in Indiana



5 Six Sigma
Black Belts
on Staff

*netlogx runs complimentary
training sessions each year*



Interns
Over the
Years: **30**



States
Served: **10**

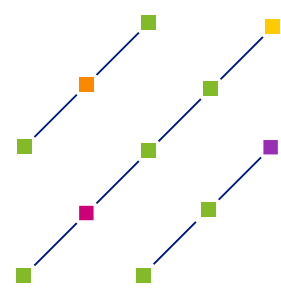


24 State
Registrations
6 Diversity
Certifications

10-year
netlogx
employees:
12



Mission & Key Operating Principles



netlogx' mission is to help public and private sector organizations manage and navigate operational challenges by providing strategic management consulting services.



information management



security management



process management



project/program management

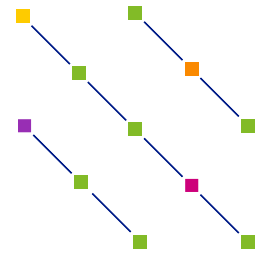


organizational change management

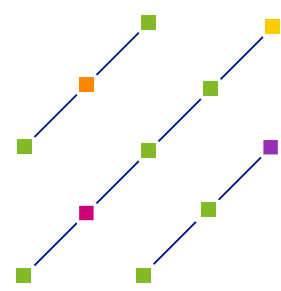


performance management

Key Operating Principles



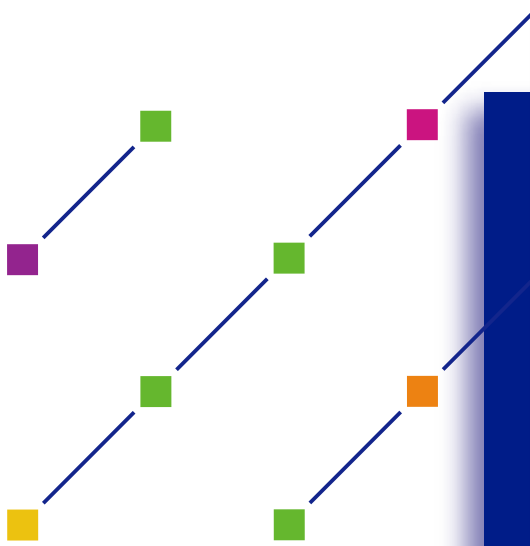
Our Culture



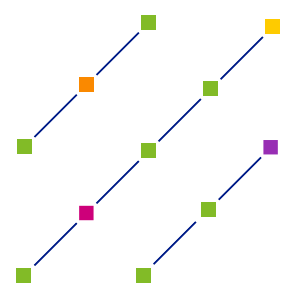
There will never be a standard, one-size-fits-all approach to creating and fostering a positive, diverse company culture. However, company culture is incredibly important for any organization, and it frequently sets the stage for anything a business does.

An empowering workplace culture has been essential to our success. From the beginning, we wanted to build a company where team members felt valued and appreciated. It's our members that make netlogx a success.

One way that we demonstrate our award-winning culture is by being **Diverse by Design**. We are personally invested in and understand the importance of diversity in the workplace. It allows for a range of perspectives that contribute to an open and innovative atmosphere. As an organization, we are purposefully focused on creating teams that look like the communities we work with. netlogx is not only focused on gender equality but is also dedicated to making a conscious effort to bring in team members from diverse ethnic and cultural backgrounds.

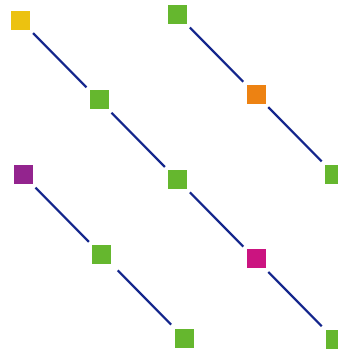


Initiatives



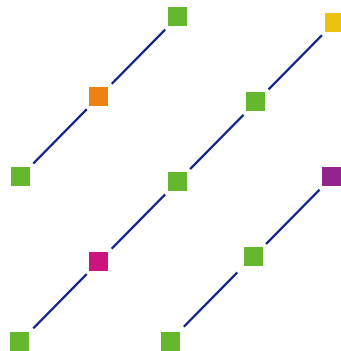
Fast Track

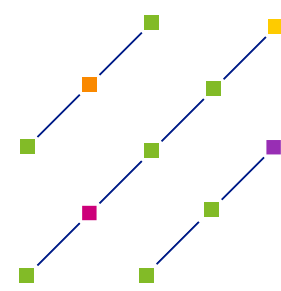
The Fast Track Development Program allows recent graduates to rotate through different projects and roles to gain experience that can be used throughout their professional careers. Program associates participate in structured assessment and evaluation and are eligible for performance-related incentives.



Multi-Award-Winning Intern Development Program

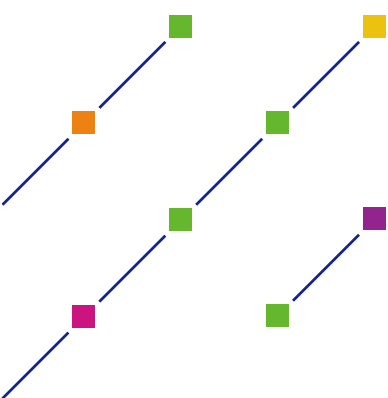
Interns at netlogx can gain experience through an ongoing part-time schedule throughout the school year or a traditional summer internship to help kick-start their professional development. Our program allows interns to work on a variety of tasks in a fast-paced, realistic work environment and take part in our Mentor Program.



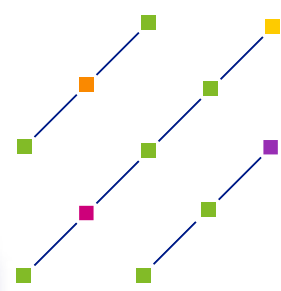


Wellness Program + Team Member Wellbeing

- **Wellness is incredibly important at netlogx**, and we've had a comprehensive Wellness Program for team members since 2013. The Wellness Committee, which meets every month, finds ways of creatively increasing awareness of wellness-related issues to get netlogx healthier and happier. This includes:
- **Wellness reimbursement dollars**—Each full-time team member gets an extra \$150 a year to spend on wellness.
- **Guest speakers**—Wellness-related guest speakers are invited to attend team building meetings to promote healthy living and wellness.
- **Team step and water challenges**—We regularly have challenges to help team members increase their daily step activity and water intake. We have an average of 30 team members who participate monthly, and in 2022 our total number of steps for netlogx was 44,536,771 steps, which is about 18,974 miles.
- **Team meetings**—Once every quarter, one of our company-wide team meetings is dedicated to wellness.
- **Internal company-wide communications**—Every monthly internal newsletter and weekly update contains wellness tips or healthy recipes to help reaffirm our commitment to our team members' wellbeing.
- **Team building**—The Wellness Committee hosts periodic team building events such as netlogx team members participating in half marathons, wellness walks, walking lunches or, more recently, volunteering to help clean up a section of downtown Indianapolis
- **Wellness Wednesdays**—Team members submit videos every week sharing their tips and insights on living a fulfilled and wellness-focused life.



Why We Love netlogx



The environment is supportive in so many ways.

I appreciate working within a project-oriented atmosphere facing opportunities to gain technical, career-building skills.

I love working with positive team members who are fearless in the face of challenges.

I live for wellness and take advantage of every opportunity provided by the company from reimbursements, meditations, and monthly challenges.

I value transparency in leadership and find it extremely important that Audrey and Nick remain open, helpful, and accommodating at all times.

Joel Gutzki



Teamwork! The people at netlogx actually work together as a team, with everyone working toward a common goal. People are willing to help others and they are kind while doing it.

Brenda Mengle



The employee engagement initiatives, training, and generous benefits bring big company perks while maintaining that small company feeling of family due to the wonderful company culture.

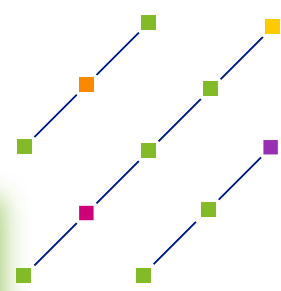
Diane Watton



The team members truly embrace and act on our Operating principles: integrity, kindness, honesty, communication, respect, accountability, humor, initiative, empowerment, team work, courage, recognition and inspiration. netlogx provides opportunities to grow professionally and personally to achieve goals and embraces new ideas and suggestions for company growth. Many of my personal and professional goals have been realized because I was given the opportunities within netlogx.

Laura Shanahan





The company's core competencies help build a great company culture. netlogx is a company that embraces diversity and inspires work and dedication to each team member. Employees are provided several platforms to communicate new ideas and work together to provide excellent customer service to our clients.

Rafaela O'Reilly



Having worked for both larger and smaller organizations, it always feels good to be more than a number. I love the family oriented vibe that you're surrounded by when working with this company. Everyone knows everyone, and everyone feels important and heard. That goes a long way -- even more so when you know what the opposite feels like.



Alec Mitchell

I like working at netlogx because it feels like I actually matter

Nick McAfee



One of the reasons I love working at netlogx is their generous PTO! I'm able to use my PTO to plan multiple vacations or staycations during the year. netlogx also provides us additional PTO to use in the summer and our birthdays!



Ashlee Fosnaugh

netlogx respects my professional talents to do my job and provides a family-friendly work environment.

Wendy Maple

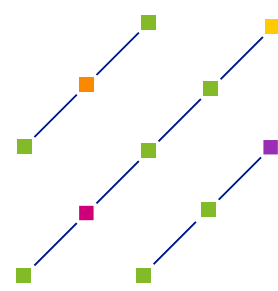


The wonderful team members we have!



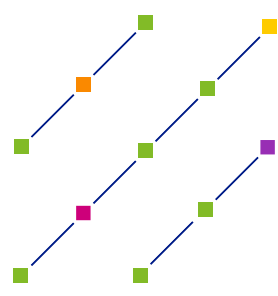
Vicki Chabot

Community



Giving back to our local community is very important to netlogx. Among many other community initiatives, we support our local community by:

- Donating time on a weekly basis to deliver food with **Second Helpings** to help **#FeedIndy**.
- Sponsoring **Shift Up Now** to support the next generation of female racers as they rise through the ranks in a male-dominated field.
- Sponsoring and participating in board leadership roles for **Women & Hi Tech** to help support their mission of advancing women in STEM in Indiana.
- Sponsoring and participating in board leadership for **NAWBO-Indianapolis** to support women business owners in our state.
- Participating as a board member for the **Indy Chamber**.
- Sponsoring and participating in interactive events with **Girls Inc.** to support girls' development and growth.
- Providing guidance and subject matter expertise to the **United Way of Central Indiana** Technology Fund, which offers grants to community-based organizations to support upgrades and enhancements for technology they need to thrive.
- Providing **paid volunteer hours** to each team member to give to the charitable causes of their choice in local communities.



Cleaning the Indianapolis Cultural Trail

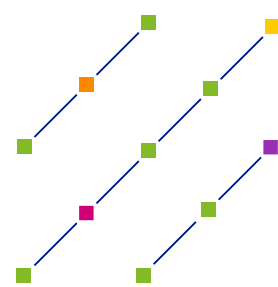


girls inc.



Women & hi tech

Practice Areas & Our Work



netlogx is a leading management consulting services firm that helps clients nationwide solve operational challenges. Backed by Lean Six Sigma principles and Project Management Body of Knowledge (PMBOK) methodologies, our management consulting services create high value for our public and private sector clients, resulting in successful operational and cost efficiency improvements. netlogx is considered a trusted advisor for our clients, many of whom have been with us since our company's inception.

Information Management



Information is the lifeblood of organizations. It's important to understand what information you have and know what you can and should do with it to be successful. netlogx guides you through the process so that you can manage and store information efficiently and effectively.

Security Management



Protecting the security of physical assets, people, and information is important to prevent damage or unauthorized access and ensure the continued execution of normal business processes. netlogx guides you through the availability of data and its integrity — as well as network management, server management, and physical security — so we can help minimize the risk of threats to your assets or data.

Process Management



Business processes show how information flows, and work gets done to meet defined organizational goals. Processes need to be streamlined, strong, and healthy to reduce costs, increase value, optimize the speed of execution, and improve quality. netlogx helps you maximize your return on investment by helping you create streamlined processes and implement them across your organization.

Project and Program Management



Whether you need to make major or minor changes to your processes, you need to manage change, quality, communication, resources, and deliverables so that change works for you and meets organizational goals and objectives. netlogx helps you plan a path for projects that align time, cost, and scope to deliver quality projects consistently.

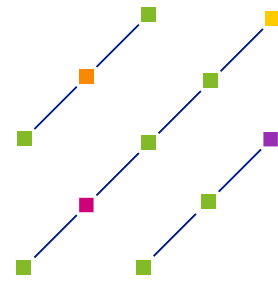
Organizational Change Management



Organizational change is inevitable and, when change occurs, it is important to manage the change with proper planning and by ensuring people are prepared. netlogx acts as guides to help you manage change and make it work for you.

Government Services

Having extensive experience with serving State agencies, netlogx provides a variety of services that helps improve efficiency and create cost savings. These services include procurement management, Advanced Planning Document (APD) services, Federal Certification for Enhanced Federal Funding, budget support, acting as an Enterprise Project Management Office (EPMO) or Project Management Office (PMO), and strategic planning.



Below are just a few real-world examples of how netlogx services deliver impact for our clients



Business Process Mapping & Reengineering

Worked collaboratively with the client to create the best possible version of an example process as a teaching tool to create and communicate further processes in-house.



Data Protection Priorities Assessment

Identified and mapped data links, extracts, and transfers, while also developing a consumer application intake workflow and a master tracking spreadsheet for the IT department.



State Agency STARS Procurement

Provided project management support for the large legislative change implementation and, in parallel, to develop and implement the modernized tracking and record support system's procurement approach.



COVID-19 Reporting Tool

Created a reporting tool to help companies organize all the requirements needed to keep their teams and clients safe during COVID and document to show compliance.



Epic Implementation

Worked with the client to coordinate and improve communication among assigned areas and disciplines, while the subject matter experts engaged in assigned activities.



Process Improvement Audit

netlogx leveraged Lean Six Sigma risk management principles to help prioritize the audit response recommendations.



Organizational Change Management

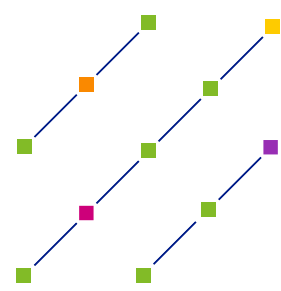
Facilitated the development of detailed business process maps and provided process recommendations based on Lean Six Sigma principles.



Second Helpings Data Consolidation

Our project management team was brought in to lead a data consolidation initiative to construct a standardized database with information regarding food donors.

Our Past



Logos Over the Years

NetLogX

NETLOGX

:NetLogX:



netlogx

netlogx²⁰
years

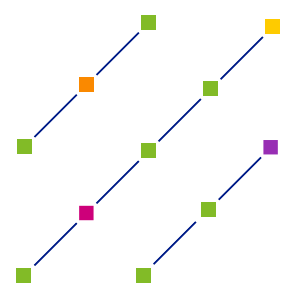
Notable Milestones

- April 6, 1998—netlogx founded
- April 2004—First netlogx employee was hired
- July 19, 2004—Certified as WBE by the State of Indiana
- September 9, 2004—First rental agreement signed at the Stutz Building
- July and October 2013—First out-of-state contracts signed in Arizona and Michigan
- February 29, 2016—Formed netlogx Limited in the UK
- April 6, 2018—20th anniversary
- March 2019—Out-of-state contract executed in New Mexico
- March 17, 2020 - Organization successfully became fully remote
- April 6, 2023—25th anniversary

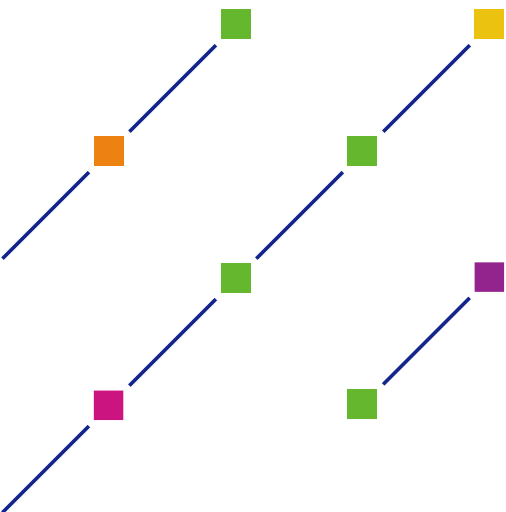
Awards Won

- 2012—Top Private Companies in Indianapolis
- 2012—Fastest-Growing Indianapolis-Area Private Companies
- 2013—Indiana Companies to Watch
- 2013, 2014 Fastest Growing Companies in Indianapolis
- 2016, 2019, 2020, 2021, 2022—Top 25 Indianapolis' Largest Woman-Owned Businesses
- 2016—Indiana INTERNnet IMPACT Employer of the Year Award
- 2019—Indiana INTERNnet IMPACT Intern Supervisor of the Year Award
- 2020—College Mentors for Kids Workplace Mentoring Award
- 2020—Small Business Inspire Award Winner
- 2014, 2016-2023 Best Places to Work in Indiana

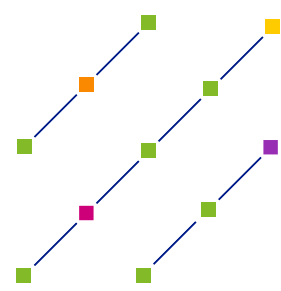
Our Future



- Our vision for the future is a **sustainable organization** that contributes to all our communities. The future of netlogx will continue to evolve and change in response to the opportunities of the marketplace and the talents of our creative team members, but will consistently align around our theme of **“solving complex operational challenges”** and delivering solutions that will drive lasting success.
- The heart of netlogx lies with our people, the **#netlogxteam**. We anticipate much growth as leaders, individuals, and a business, and we believe the collective growth will be pivotal to the company’s success in the future.
- The future for us will include more opportunities to be blown away by what netlogx can achieve in support of our clients. We look forward to new achievements and opportunities and are excited about what the future will bring.



Closing



It's hard to believe that the organization founded at our kitchen table is now **25 years old**. In addition to our two wonderful children Harry and Thomas—who have both supported our organization—netlogx is like our third child, being nurtured and developed over the years.

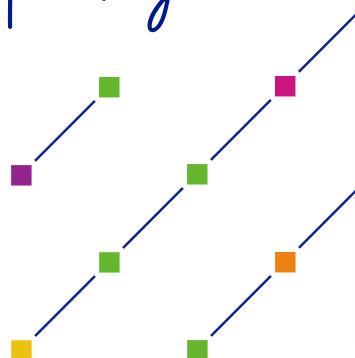
We recognize that the success of the past **25 years** would not have been possible without the support of the **#netlogxteam**. We are a beautiful tapestry of unique personalities, and we celebrate our differences daily.

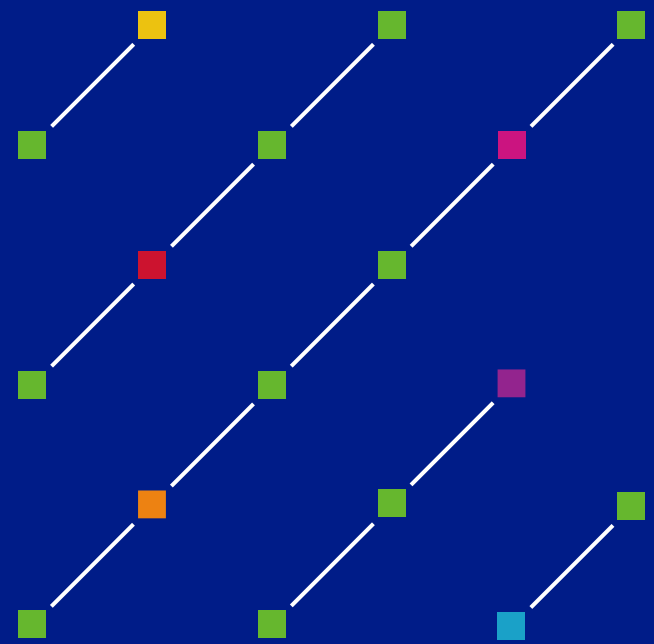
One thing we have in common is our commitment to netlogx' operating principles. Ingrained in our culture are those **core values of recognition, teamwork, honesty, initiative, inspiration, kindness, communication, integrity, accountability, respect, courage, empowerment, and humor**. The **#netlogxteam** has shown how much they value our principles by the actions they take. They make netlogx stand out in a crowd.

Not only does our commitment to our principles make our internal culture strong, but it helps to align with our clients, who share our values. It's been wonderful to see the importance clients place on the same core values we do, creating alignment in the way we work and how we work together. We appreciate our clients' recognition that this framework results in good business for all of us.

Thank you to our team, our clients, our partners, and friends for all of the support you've provided over the past **25 years**. Here's to celebrating what we've accomplished and what's yet to come in the next 25.

Audrey and Nick Taylor





netlogix

**solving complex
operational challenges**

