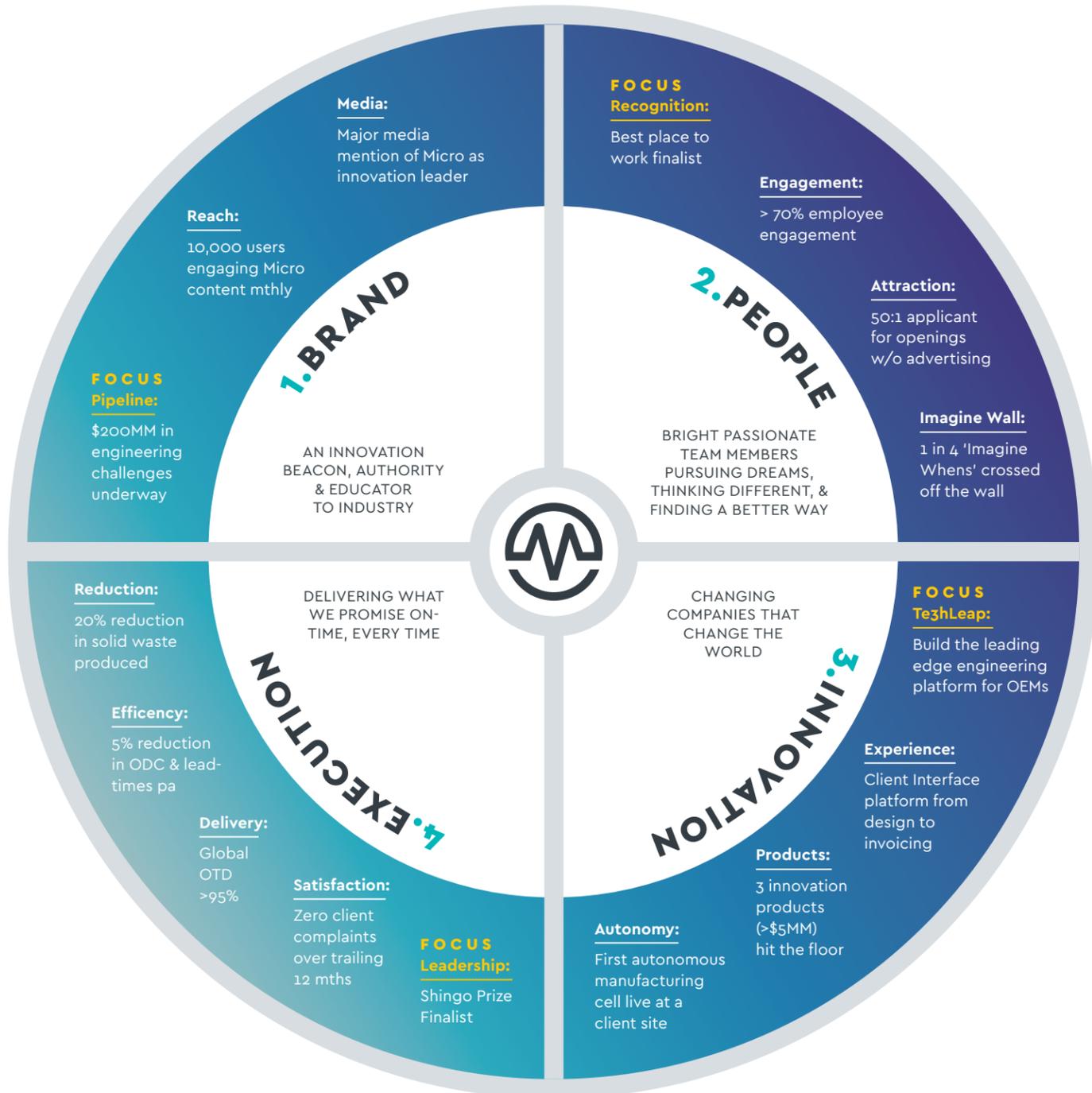


# Our vivid vision



**Business Results**

25% YOY growth  
 \$10MM in reserve funds for growth  
 First acquisition LOI signed



“

# Our Declaration for the Future

At Micro, our Vivid Vision is perhaps the most important document we possess, and we reference it weekly.

The Vivid vision brings us together and aligns our efforts, intentions and definition of success. As we grow, the need to have a unified cause and direction is more vital than ever, and the Vivid Vision is exactly that. This is where we are going and this is how we will know when we get there.

Michael Tucci,  
 CEO and President

# 1. Brand

## An innovation beacon, authority and educator to industry.

We facilitate conversation on the convergence between manufacturing and innovation, and in doing this, we ensure our clients are not left behind. We pro-actively position ourselves as the innovation brand in our space and are building the largest community of engineers to facilitate forward thinking conversations within the OEM community and provide innovative solutions that materialize the talk into action. We are more than a manufacturing company - We are thought leader, educator and innovation partner, deploying information to thousands each week.

For Micro the People brand, we are deploying real-time ways of obtaining input from our staff on how we can improve, and build a culture enviable to anyone on the outside. For our external brand, we are investing into the building of a community that promotes learning, education and conversation on the innovation topics that matter. And for our client experience, we work hard to them along for the ride, helping them transform their organizations in order to retain their competitive edge.

## Focus

### Pipeline \$200M in engineering challenges underway

Our innovation engine is fired up and has become our primary go-to-market tool. We have demonstrated the game changing power of our platform and word got out that we went from 0-200 faster than anyone imagined. The work we are undertaking is successfully helping to unlock our clients' breakthrough technologies and the results have crystallized the Micro brand.

## Results

### Monthly innovation delivered messages read by over

#### 10,000 industry targets:

We take our position as thought leader in delivering innovation to large OEMs seriously and make sure to spread the knowledge far and wide. Our innovations on and off the floor are of genuine value and the write-ups are anticipated reading for over 10,000 industry leaders around the globe.

### Article written up in major media on delivering innovation

We have crossed the Rubicon into mainstream media, who took notice of our unique and exponential approach to accelerating client breakthroughs. We have been written up in magazines like Fast Company and Industry Week for how we are combining disruption and reliability and our first case study is in discussion.

# 2. People

## Bright passionate team members pursuing dreams, thinking different, and finding a better way.

With technology being deployed at every front, it's easy to think the age of the robots has finally arrived. However, now more than ever Micro places people as our number one asset and top priority. We have become a place for those who think too different for large companies and too big for small ones to thrive. We seek creators and not maintainers, people who are obsessed with finding a better way. We build and have automation follow behind, freeing us up for the next challenge. We are not for everyone and we love it that way.

Our employees know our simple principles: we live our code; we manage our processes and; we exercise leadership. We are known throughout our industry as a tough place to work and that makes us proud. We have a highly reliable profile of individuals who are more likely to succeed in our company. We relentlessly seek those who fit that profile and make sure to help those who don't, prosper elsewhere.

## Focus

### Best place to work finalist

The Forbes Best Place to Work methodology aligns right into Micro's cornerstone of trust philosophy, so we went for it. In just three short years, we have made it to their honorable mention list with our sights set squarely on the bull's eye next year.

## Results

### >70% employee engagement

The right mix of technology, communications, and face to face straight talk has yielded a huge leap forward in trust and engagement. Over 90% of our employees are responding to surveys, with a 20% year over year improvement on survey results. Finally, each and every team member knows where they stand in the company pipeline.

### 50:1 applicants for openings w/o advertising

Micro's culture has been magnetized and its attractive power for the right people has become our most successful recruitment tool. Word has gotten out that this is the place for the best and brightest - the ones who think a little different. All we do now is post an opening on our website and related platforms. From that, the right people flock to the opportunity.

### 1 in 4 'Imagine Whens' crossed off the wall

Micro is about making dreams happen, for us individually and collectively. Our Imagine Whens have grown to cover most of our factory entry walls, and we take each one of them seriously. The dreams written upon them are core to who we are and will become. Each is part of our strategy, and we have gotten damn good at bringing them to life.

## 3. Innovation

### Changing companies that change the world.

We have gone back to the future and embraced our roots of finding solutions to emerging technology problems, albeit injected with the true exponential horsepower that today's technology enables. We have long been experts on delivering, now we have turned our focus to the spaces in between - the interface. We have turned our industry's biggest limiting factor into our greatest strength and have developed the strongest engineering community cultivated to tackle leading OEM design challenges.

We have automated the entire client experience from design integration to order entry to invoicing and pulled it off in a fashion that can only be described as one big easy button. We have turned our factory floor into our showcase of innovation, selecting and realizing no less than three new products that provided the breakthroughs our clients needed to unleash their leading edge platforms. Innovation is in our blood.

### Focus

#### Creating best engineering platform for OEMs

Our Te3hLeap approach to building a leading-edge engineering platform has reached critical mass and is the most valued feature of our value proposition. We have cultivated a winning three-layer system with the best and brightest core team of engineers supported by a 10x curated on demand workforce and 1000X community of engineers. The platform is bringing the \$200MM in design challenges to life in a fraction of the time and cost of traditional approaches, and creating an unrivalled sense of WOW within our industries.

### Results

#### Client Interface platform from design to invoicing

The Te3hLeap platform naturally wanted to extend our digital footprint from design all the way through to order fulfilment. New thinking and latest machine learning combined to seamlessly integrate our various client inputs and convert them digitally to the factory floor and our partners. Our team focuses on the next improvement rather than maintaining manual operations.

#### 3 innovation products (>\$5MM) hitting the floor

Our factory floor has once again become a showcase of innovation, and of how we make the improbable come to life. There are no less than three new innovations that have helped change the game for our client's technology growth plan. These innovations are now in various stages of validation, and the pace is only quickening.

#### First autonomous manufacturing cell live at a client site

Our novel and trademarked approach to localized manufacturing, called Decoupled Manufacturing, has placed its first truly autonomous final assembly system inside our client's facility. The speed of responsiveness and streamlined supply chain have ushered in a new level of reliability and service excellence.

## 4. Execution

### Delivering on what we promise, on-time, every time.

There is a saying in New York that a good idea and one ticket will get you on the subway. Our manufacturing arm has been singularly focused on delivering what we promise, on-time every time. We realized that there are more and more companies who claim to be a precision manufacturer for demanding clients and that the tide is rising on expectations. We decided to raise our sights as high as possible and shoot for the highest award possible - The Shingo. Quality, operational excellence, and team performance were all attacked with ruthless discipline and dogged perseverance. What we built was nothing short of amazing and landed us as a finalist on the podium in less than three years. As nice as recognition is, however, the real value was in the transformation on both the operating system and people who operate it. Streamlined and airtight processes were built by people who wanted it badly enough. The results were amazing, not a single client complaint in the last twelve months and all primary indicators are trending in the right direction.

### Focus

#### Shingo Prize Finalist

Our business is one of trust and trust stems from quality. We realized that shining on the new world stage of manufacturing required us to go from great to near perfect, and we set our sights on a singular goal for operational excellence - The Shingo. It was amazing to watch the foundational transformation in our company as systems and processes were strengthened and simplified. People were trained to an unheard-of level, and the gears all synced up for the true pursuit of perfection. We made it to the Shingo mention list and know we will be on the podium next year.

### Results

#### Zero client complaints trailing 12 months

There is a big difference between a little and none. All the work on the Shingo effort combined with daily attention to detail has created a perfect scorecard for client complaints in the last year. We are still catching problems, but are doing so on the floor before they get out the door, and the team is impressive in their root cause problem solving so we rarely talk about the same issue twice.

#### Global OTD >95%

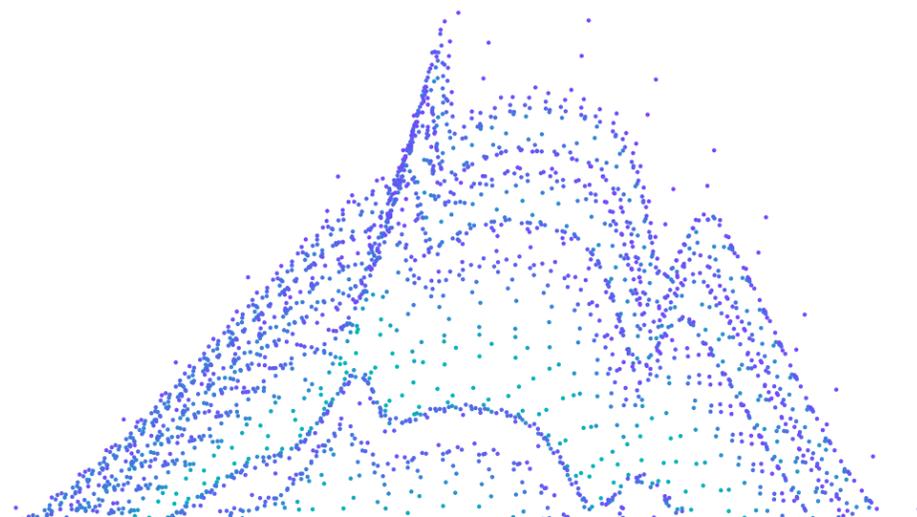
Good parts out the door on-time every time has been the mantra of the Micro Tech team. We embrace the "I want it now" approach to delivery expectations and the main automation platform has enabled flawless shipments and happy clients.

#### >5% reduction in ODC each year

Our clients have come to expect that we share our improvements to help them compete on the global stage. Each and every team member is involved in process and cost improvement and we empower them to make incremental advances each and every day. We save new dollars every day - it's in our blood and we are happy to pass it forward.

#### 20% reduction in solid waste produced

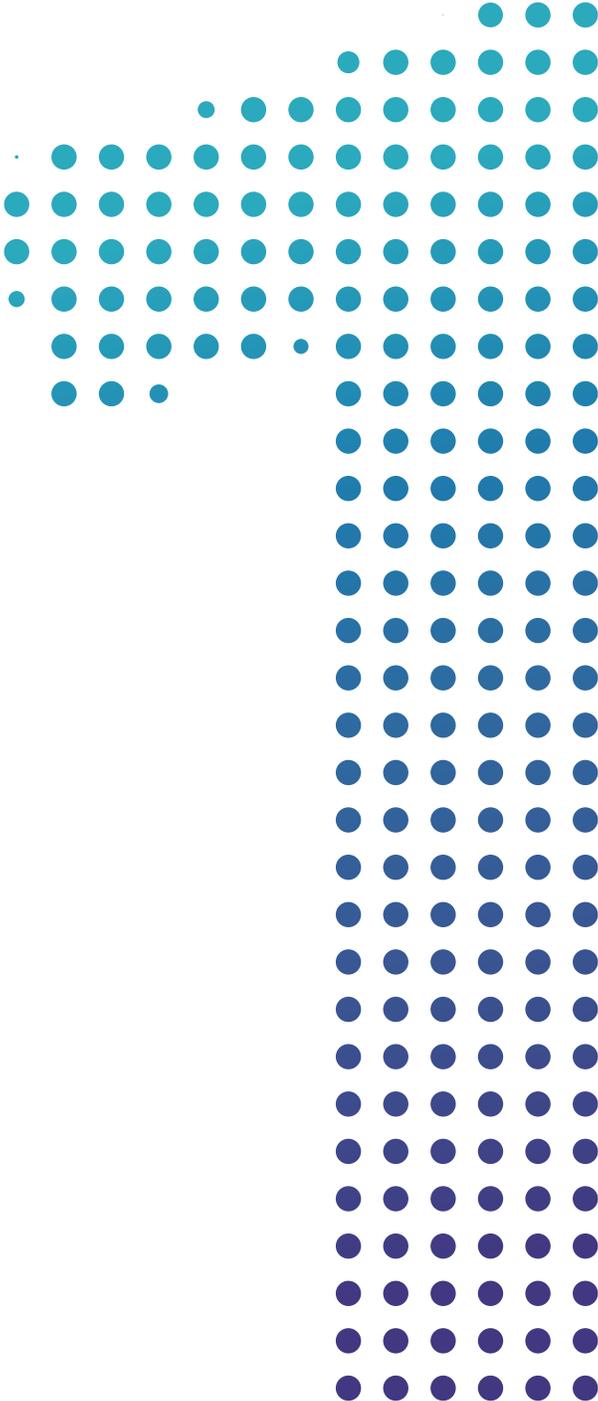
Waste not, want not. Our improvements in efficiency has yielded a positive benefit beyond our company and into our community and environment - a reduction in the garbage we create. Shining a light onto this overlooked area brought the first wave of change, and monitoring our improvements since then has become a point of pride for all of us.



Our goal is simple. Be...



N<sup>o</sup>



New York | Florida | Michigan | Costa Rica