

To research and develop emerging technologies. To engineer these technologies into superior-quality, military- and private-sector products that provide a technological advantage.

**STRATEGIC OBJECTIVES**

**To operate a successful business organization, we will:**

- Pursue funding through SBIR, BAA, and other proposals
- Meet project budgets
- Meet product budgets
- Meet support budgets (IRD, B&P, Xcodes)
- Maintain a balanced operating budget, optimally 70% projects, 5% product, and 25% support
- Meet established schedules
- Leverage government R&D funding to support commercialization
- Develop customer relations and generate repeat business by exceeding customer expectations for quality
- Grow the engineering department by 10% in terms of annual revenue

**To operate a successful technical organization, we will:**

- Possess and maintain superior knowledge
- Anticipate and master new skills
- Seek innovations to improve technologies
- Protect intellectual property with patents
- Commercialize technology within our technology focus
- License technology outside our technology focus

**PRINCIPLES**

- **Customer Satisfaction** – We understand our customers’ needs, deliver products and solutions that meet those needs, and exceed expectations consistent with our business goals. We recognize that customer satisfaction is important to our reputation and success.
- **Professionalism** – We conduct ourselves at all times as professionals, exhibiting courtesy, respect for others, integrity in all we do, and a strong work ethic.
- **Knowledge** – We are a learning organization. We improve and challenge conventional wisdom. We keep open minds and are committed to lifelong learning through continuing education, training, and conference attendance.
- **Employee Satisfaction** – We understand our employees’ needs so we can motivate, recognize and reward them. We are open and honest in communications. We ask for feedback continuously and respond appropriately.
- **Accountability** – We accept personal accountability for actions and decisions.
- **Safety** – We do our jobs safely. No job is so urgent that we cannot take the time and use the necessary equipment to do it safely.

**TECHNOLOGY FOCUS**



**THERMAL CONTROL**

- High-Heat-Flux Cooling
- Heat Transfer Fluids
- Spacecraft Systems
- Military ECUs / refrigerators
- Cryocoolers



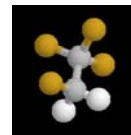
**ENERGY CONVERSION**

- Engines
- Motors / Alternators
- Batteries / Ultracapacitors
- Solar Power
- Hydrogen Technologies



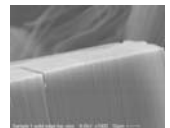
**TURBOMACHINERY**

- Compressors
- Turbines
- Magnetic Bearings
- Air / Refrigeration / Steam / Process Fluids



**CHEMISTRY-BASED TECHNOLOGIES**

- Chemical Heating/Cooling
- Sorption / Catalysts
- Chemical Replacements
- Fuels / Lubricants
- Water Purification
- Functional Coatings



**NANO-TECHNOLOGY**

- Nanotube Fabrication / Characterization
- Thermal Enhancement
- Electrochemical Enhancement
- Sorption Enhancement
- Chemical Sensors