

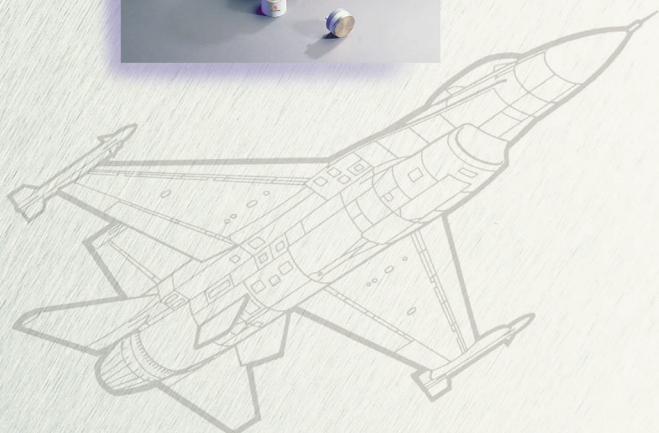
What does Randtron Antenna Systems have to offer?



- ▶ Competitive Salaries
- ▶ Comprehensive Package of Benefits
- ▶ 9/80 Alternative Work Schedule
- ▶ Fully Equipped On-Site Fitness Center
- ▶ Company Sponsored Recreation
- ▶ On-Site Massage
- ▶ Dry Cleaners Pick-Up and Delivery
- ▶ Family Atmosphere
- ▶ Fun

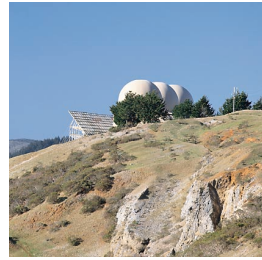


We Invite you to join us...



Who We Are...

Since 1972, Randtron has been a designer and producer of state-of-the-art microwave antenna systems and associated microwave components for use in a variety of Department of Defense (DoD) aerospace applications. These applications involve design and manufacturing issues well beyond those normally addressed by generic catalog products. As a result, Randtron provides a broad and comprehensive technical and manufacturing capability for our many customers. This knowledge and experience, combined with our reputation for innovative high quality products and on time deliveries, makes Randtron truly unique in our area of expertise. In fact, Randtron is one of the few companies in the United States whose primary product is custom antenna systems.



Would twenty-six, three day weekends fit your schedule?

■ *What is a 9/80 Work Schedule?*

A 9/80 Work Schedule compresses 80 hours of work over a two-week period from 10 days into 9 days. This is accomplished by working eight 9-hour days and one 8-hour day. This results in employees having alternating Friday's off, thus enjoying a three day weekend every other week. It reduces traffic congestion and helps with environmental conditions.

■ *How it works* The following illustrates the daily hours over a two-week period on two typical timecards.

	F	S	S	M	T	W	T	F	
Week 1				9	9	9	9	4	= 40 hours
Week 2	4			9	9	9	9		= 40 hours

The 9/80 schedule shows that the first 4 hours on Friday complete a 40 hour work week, and the last 4 hours on the same day begin another work week. Therefore, regular full time employees will continue to receive 80 hour paychecks.

■ *Scheduled Work Hours*

Flexible schedules must be approved in advance by an employee's supervisor. Employees must remain cognizant of the 9/80 Work Schedule legal requirements which primarily impact the Friday schedule: 4 hours complete one work week and the remaining 4 hours begin the next work week. Management may use discretion in approval of employee requests for deviations from these schedules provided they adhere to legal constraints.

■ *Payday*

Employees receive their paycheck/paystub on regularly scheduled paydays.

■ *Holidays*

Holidays that occur Monday through Thursday will result in 9 hours of holiday pay. Holidays that occur on regularly scheduled Fridays will result in 8 hours of holiday pay. If a holiday falls on a Friday that is not a scheduled workday, no holiday pay is authorized. Based on the majority of holidays being paid at 9 hours per day for employees on the 9/80 Work Schedule, total holiday hours paid remain essentially equal when comparing the 9/80 with a 10/80 work schedule.



■ ***Calling all Fitness Enthusiasts***

Our fully equipped Fitness Center offers employees and their partners the opportunity to work out with our cardiovascular equipment, train with weights and attend fitness classes. Have fun with fitness incentives, recreational tournaments and events or request individual nutritional counseling or exercise programs from our very own Fitness/Wellness Coordinator. Nearby walking and biking trails are conveniently located for those who enjoy the outdoors. Work up a sweat, feel healthy and jump in the shower (also provided).

■ ***Employee Activities***

Join the Recreation Committee! Recreational and social activities are offered throughout the year and are partially funded by Randtron Antenna Systems. A committee of elected employees plan the annual golf tournament, holiday party, Breakfast with Santa, company picnic, fishing trips and other on-site activities that promote our family atmosphere!

■ ***Perks***

Basketball and volleyball court, horseshoe pit, ping-pong and pool table, free coffee and tea, soda and vending machines. Located with easy access from all points in the Bay Area. Free parking, access to local mass transit, bus and free shuttle services close by. Credit Union membership, on-site masseuse and dry cleaning pick-up and delivery.

■ ***Need Some Time Off***

Randtron provides various paid holidays throughout the year including floating holidays between Christmas and New Years. This shut down period is paid time off, so relax and we will see you in the new year.

Ask Human Resources about our vacation and sick accrual policies. Accruals may vary depending upon years of service. You may use your sick accruals to care for children or other dependent family members.

■ ***Retirement Savings Plan 401(k)***

Join the Randtron Retirement Savings Plan and invest in your retirement. Many investment options to choose from and a loan feature as well. After a designated period of employment the Company will match your contributions up to 6% dollar for dollar!

■ ***Do you want to go back to school and get that degree?***

Randtron offers a Tuition Assistance Program for job related courses at accredited institutions. Whether it is an AA, BA/BS, MBA or PhD, Randtron will pay a portion of your tuition. Ask Human Resources for more information.

■ ***Headache, toothache, sprain***

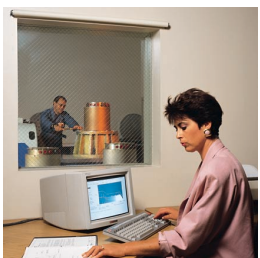
Liberal benefits are offered to Randtron employees who meet eligibility requirements. Enjoy the comfort of having medical, dental, prescription and vision coverage for you and your family. Flexible Spending Accounts (FSA) and Dependent Care Spending Accounts (DSA) are also available. Randtron also pays for employee life insurance providing a benefit of 1.5x your annual salary.

■ ***Need some help?***

The Employee Assistance Program (EAP) is available to all employees and eligible family members. The EAP provides guidance with confidential consultations and referral services for various important personal issues. Your personal well-being is important to us.

■ ***Employee Referral Award Program***

Refer your friends for employment and participate in the Employee Referral Award Program. If a hire is made, upon eligibility you will receive a monetary award for the referral. *It pays to work at Randtron.*



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