



COLLABORATE • INNOVATE • DELIVER

2009 • 2010 ANNUAL REPORT

noblis[®]
For the best of reasons

The quest to serve the needs of a growing, dynamic population with finite resources becomes more difficult with each passing minute. These challenges call for the most forward-thinking sustainable solutions that serve the greatest good. At Noblis, we realize that we are at our best when we collaborate across multiple disciplines, looking at problems from every angle to find the best possible answers. The following case studies illustrate how we use collaboration, innovation, and transformation to deliver the greatest benefit, with the most effective use of limited economic and natural resources, on behalf of our clients and the public we are proud to serve.

COLLABORATE • INNOVATE • DELIVER

Message from our Chairman of the Board and Noblis' President and CEO



Amr A. ElSawy
President & Chief Executive Officer

The Honorable Togo D. West, Jr.
Chairman, Noblis Board of Trustees

At Noblis we believe the difference between optimism and pessimism is a matter of perspective. Our society is the most resilient and resourceful in the history of our planet. But, the first decade of the 21st century has delivered some tough and, in fact, unprecedented challenges. Every day we see vulnerabilities in our healthcare system, threats to our clean air and water, and an ever-constant understanding that our national security could be placed at risk. And the daily financial and economic headlines remind us that, while our government leaders are dedicated to addressing these challenges, their resources for doing so are limited.

There are no easy answers for the critical questions we face, but at Noblis we are optimistic because we know those answers exist. We believe that resource limitations should never constrain the deployment of good ideas and we're putting that theory to work on a regular basis. You see it in the way we maximize our biometric technologies with greater computing power to help the government identify threats to homeland security. It's there when we help clients anticipate how today's decisions and tomorrow's actions will impact the environment. It can be seen in the way we use innovative thinking to bring greater cost-effectiveness to healthcare delivery and as we work to provide optimum care for our nation's wounded warriors.

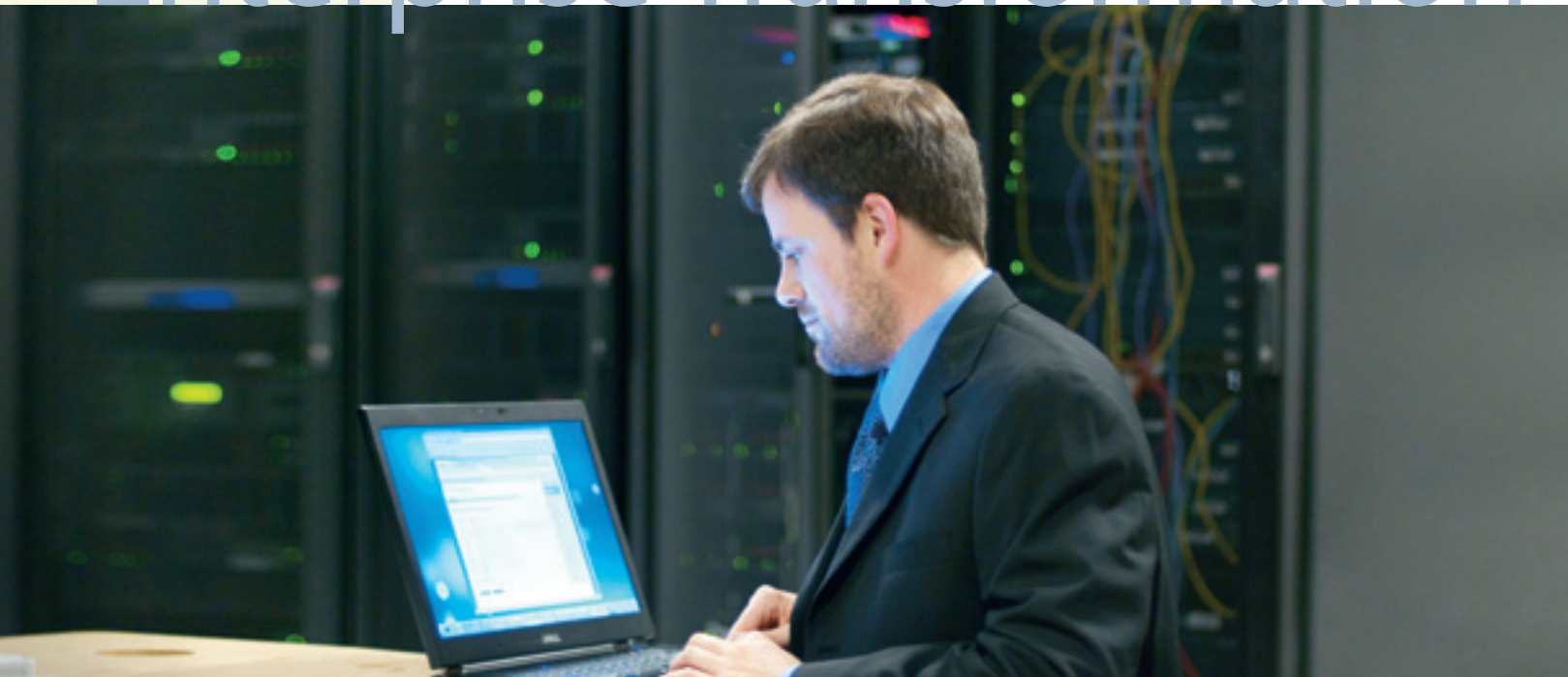
We are very proud of some recent developments at Noblis. One is the creation of our Noblis Innovation and Collaboration Center (NICC). This facility embodies the passion we bring to the development of new ideas and enables our clients to see firsthand the work that we're doing on their behalf. It's in the NICC that we developed our award-winning Grand Challenge solution in the 2010 Visual Analytics Science and Technology (VAST) Challenge.

We are also pleased to say that Noblis is now ISO 9001 certified, a testimony to the strength of our quality management practices and the professionalism that we bring to our clients' work every day. For the fifth time, Noblis has been named "one of the best companies to work for in America." This shows how, even during challenging economic times, we make our people our foremost priority. We are equally proud to be, once again, recognized as one of the world's most ethical companies by the Ethisphere Institute and as a winner of the 2010 National Capital Business Ethics Award. It is a great honor to be designated as a company that demonstrates "real and sustained ethical leadership" in our industry.

Noblis is fortunate to have people who, even in tough times, take our mission to heart and are dedicated to finding solutions to problems that others might deem insolvable. It's the kind of work we are privileged to witness every day. And that's why, when it comes to our future, we are optimistic.

At Noblis, we see firsthand that there are no challenges that clear vision, sharp minds, and determined spirits cannot solve.

Enterprise Transformation

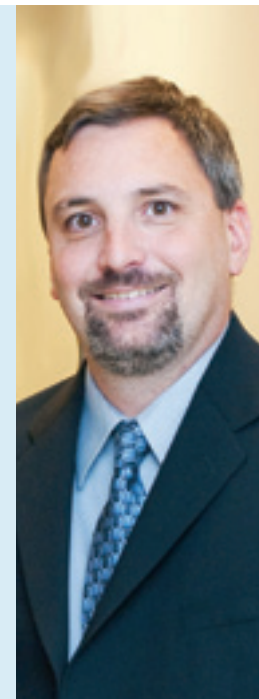


Noblis is developing successful, real-world solutions to strengthen capabilities without breaking budgets.

These are challenging times for government. Every public official faces tough challenges in meeting the imperative to provide top-quality services while maximizing cost efficiency. How do you do more and do better while conserving resources? Noblis is developing tools to make that job easier and more achievable in disciplines ranging from investment decision making, program management, and federal acquisitions to software effectiveness. We are helping the government transform its operations by providing solutions that improve financial, organizational, and operational performance.

Nowhere is this more evident than in our work with the Social Security Administration (SSA). By providing technical alternatives analysis and acquisition support, Noblis is helping SSA acquire a new centralized disability claims processing system that will replace 54 different systems currently used by state governments. Better service, provided more efficiently.

When it comes to cell phone use, matching minutes to need is harder than it sounds. All too often, business and government are paying too much for cellular service that doesn't fit their needs. Noblis is using consolidated purchasing and negotiating contracts with multiple vendors to deliver better service and drive prices down. The end result? Users are getting newer devices with better coverage, and government and business are controlling costs without sacrificing security or quality of service.



AcquTrak®, Noblis' source selection software application, has assisted federal agencies with acquisitions worth over \$100B. And, due to its superior tracking and documentation capabilities, there has never been a successful protest to a contract issued with the help of AcquTrak.

– William Morris, Principal, Enterprise Services

Noblis is also engaged in solving one of the government's greatest technological challenge; that is finding new ways to build better, more sophisticated software while lowering risk. According to Robert Menna, Noblis' director of Enterprise Transformation, "Large, complex information technology systems are rarely successful at the outset, mainly because software developers and end users have difficulty communicating about expectations and program specifications."

Noblis has developed an answer. Working with the Department of Labor, Noblis has created a unique service-oriented architecture methodology in which we create prototypes that allow clients to test new IT programs before they're actually built. Under this new approach, users can test drive the software at their desks and ensure that it meets the desired capabilities before the software vendor begins writing the actual code to develop the systems.

For a government facing unprecedented service demands and the need to control costs, the ability to get new technology-based systems up and running without expensive setbacks is invaluable. This new Noblis methodology will help government IT programs to be delivered on time, on budget, and with greater user satisfaction.

Noblis innovations in acquisitions and software development are helping the government maximize cost efficiency while enhancing the quality of vital services.



Leading the Way in Secure Federal Cloud Computing

The government's Cloud First Policy has created a new demand for internet-based applications and services. Using our extensive cloud security expertise, Noblis helped the General Services Administration's Office of Citizen Services maintain the security of its infrastructure as it transformed its operations and moved to a cloud computing environment. Noblis' guidance through the complex laws and policies governing federal cloud computing allowed the Office of Citizen Services to fully leverage the cost savings of cloud computing and enabled it to better respond to the needs of our nation's citizens.

Transportation Systems



We're working to improve the digital exchange of information between planes and ground controllers, reducing the likelihood of human error and improving both the safety and efficiency of air travel.

– Elvan McMillen, Senior Principal, Transportation Systems

No one gains from sitting still on highways or runways. Noblis is developing answers to keep people and the economy moving.

Overcrowding is a modern-day fact of life. Every day we see more cars on the road and commuting times are steadily getting longer. The problems on the ground are mirrored in our skies. Record numbers of aircraft are trying to get to their destinations, leading to lengthier airport delays that frustrate travelers and reduce revenue for businesses.

Not only are travel delays bad for the economy, but idling automobiles and jet airliners are harmful to our environment. Noblis professionals are energetically working with federal agencies to address our overburdened transportation systems.

The Federal Aviation Administration (FAA) has launched NextGen, the Next Generation Air Transportation System modernization program. To help that program succeed, Noblis is providing technology for what is known as 4D trajectory modeling. Essentially, this means using state-of-the-art software in a laboratory environment to help FAA officials make better decisions about how to coordinate the use of airspace to enhance air safety and efficiency.

This complex computer modeling program can simulate air traffic situations during different seasons, at various times of the day, even in extreme weather conditions. Using these simulations, FAA decision makers can test new approaches and policy variations to get an accurate snapshot of how they will affect real-world air congestion.

Noblis' work on this project is evolutionary. It's designed to improve air traffic not just today, but for the next 20 to 25 years, even as demands and flight technologies change.

Back on the ground, Noblis and federal transportation officials share a vision of a future in which virtually every automobile on the road will be capable of collecting data from sensors implanted in roadways. This information will give drivers real-time guidance on the best available routes and warn them about potentially dangerous situations. Noblis is helping the Department of Transportation make that vision a reality through an ongoing effort to build a complex communications infrastructure that will provide travelers with instantaneous data on traffic conditions, weather, and other factors that may affect their commutes.

"There is still a great deal of work to do, both in building the infrastructure on roads and highways and in working with automobile manufacturers to install the necessary information technology, but the benefits will be considerable," says Noblis director of Transportation Systems, Daniel Brudnicki. "There will be tremendous environmental, economic, and safety gains when automobiles and drivers can have genuine real-time data to make commuting decisions."

"Similarly," adds Brudnicki, "digital information exchange technologies will help alleviate flight delays and overcrowding in the skies by giving pilots and FAA officials the information they need to determine the best way to use airspace under current conditions."

Noblis' work is helping shape this vision of a safer, less congested, environmentally-friendly transportation system.



Reducing Air Travel Delays

Finding better ways to utilize the national airspace system and reducing flight delays are top priorities for the FAA. Through the use of sophisticated surface and airspace modeling and simulation tools, Noblis is developing and analyzing innovative scenarios that will provide decision makers with unprecedented insight for improving current surface and airspace operations. The end result—improved air traffic flow, fewer flight delays, and reduced fuel consumption.

Health Innovation



The Noblis Insights Panel tests the pulse of healthcare executives on key industry issues. Our published reports about ICD-10 readiness, affiliation, capital allocation, and physician-hospital alignment summarize survey results collected from over 150 healthcare executives.

– Veronica Vela, Lead, Health Innovation

From national policies to bedside care, Noblis innovation is transforming healthcare.

America's healthcare system is experiencing dramatic change driven by healthcare reform and skyrocketing medical costs. This change must result in increased access to care, improved quality outcomes for patients, and reduced costs, but, ultimately, it must enable medical professionals to better save lives and improve the ways patients, providers, payers, and other healthcare stakeholders interact with our nation's healthcare system. "Our work in transforming healthcare has a holistic view," says Diane Hartingh Price, Noblis director of Health Innovation. "We focus on patient outcomes, while addressing the policy, organizational, process, and technology needs and challenges of a health system."

Much of our work is being done on behalf of the Department of Defense, enabling quality care for our nation's dedicated men and women who stand ready to serve, our wounded warriors, and the supportive dependents of our nation's military force. Noblis is working with the Walter Reed National Military Medical Center to enable coordinated, efficient, quality care for thousands of service members and their dependents. Our facility planning and clinical expertise were instrumental in opening the National Intrepid Center of Excellence (NICoE), the world-class facility dedicated to the treatment of military personnel and Veterans suffering from traumatic brain injury and psychological health issues. Noblis' work in health market and facility planning, capital investment decision modeling, and acquisition management is yielding significant results for providers trying to maintain top-quality services and stay ahead of the cost curve. This involves forecasting the future demand for healthcare services and researching and developing design and utilization support for all aspects of well- and sick care. "We never lose sight of the fact that the improvements we make to our healthcare system must ultimately benefit the health of patients," says Hartingh Price.

One of the biggest changes coming in American healthcare will put the U.S. on the same platform as the rest of the world in the way we talk about healthcare. It is ICD-10, the current international standard for coding and communicating health information and medical diagnoses. ICD-10 will open doors for new medical research, allow the U.S. to better respond to international health threats, and improve our ability to track and manage diseases globally. ICD-10 also promises to improve the patient experience by facilitating clinical information flow, reducing billing errors, and speeding the pace of reimbursement payments.

Conversion to ICD-10 will be complex and challenging. It will impact all segments of the healthcare industry, including providers, clearinghouses, and health insurance plans. That's why Noblis is working with organizations of all sizes to help them prepare for and transition to ICD-10. "Entire information systems have to be re-engineered to prepare for ICD-10," says Hartingh Price. "We are working with clients on everything from risk analysis to impact analysis and program management in order to prepare for the implementation and compliance in 2013."

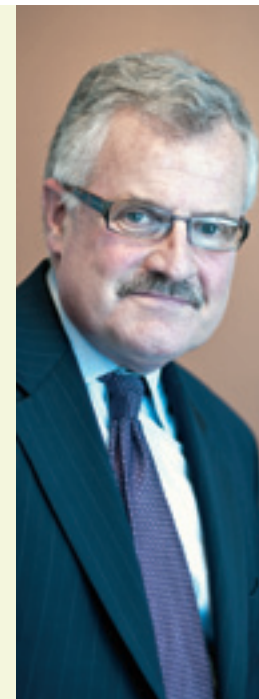
Whether we are providing strategic expertise to health organizations, helping government agencies craft new regulations and policies, or working to improve the patient experience, Noblis' singular goal is to help our clients manage health-related changes that will contribute to a safer, healthier, and better-served public.



Improving Product Safety Across the Supply Chain

Research shows that the upward trend in the number of alerts and recall notices issued for medical products continues. As those numbers climb, so does the number of healthcare organizations that use Noblis' RASMAS recall management service to receive, track, and manage notices for defective products used in medical settings. With 21,000 individuals using RASMAS, it is clear that Noblis' contribution to improving healthcare delivery across the supply chain is making an impact.

National Security



The National Guard Bureau Family Services Division helps educate and support service members' families as they journey through life in the National Guard. Noblis acquisition expertise and technical guidance, supported by our AcqTrak source selection tool, were vital in securing services to empower families, promote service member retention, and enhance troop readiness.

– Michael Zelina, Senior Principal, Enterprise Services

Whether we are working in cybersecurity, biometrics, or intelligence, our work has the single goal of making our country safer.

Keeping America safe is more complex than ever before. Facing elusive adversaries who can harm innocent people in unpredictable venues requires the use of constantly evolving technologies. In today's world, the integration of science and technology is the key to protecting our citizens.

Noblis' holistic approach to national security means that we apply broad-based advisory expertise in disciplines such as systems engineering, acquisition planning, information technology and program management, as well as focused expertise in fields such as biometrics, toxicology, and biomedical defense technologies. This integrated approach allows us to see problems from many angles and develop diverse solutions and insightful strategies that are proactive, agile, and sustainable.

Noblis is working with the Department of Defense (DoD) on the Transformational Medical Technologies (TMT) program, a cutting-edge development effort designed to protect our Warfighters against naturally-emerging and intentionally-released infectious diseases. By integrating the knowledge of experts from universities, businesses, federal agencies, and the military with the latest technologies, TMT seeks to create a framework that can rapidly characterize the properties of unknown infectious agents and determine whether existing, repurposed, or new countermeasures can be fielded. Noblis' work supports the novel informatics required to make these determinations.

Enabling rapid, light-weight, and comprehensive data discovery and integration across science domains, data formats, and data locations is a core challenge for TMT and other research management and bioinformatics efforts. Noblis is working with DoD to overcome these challenges. By combining program-level advisory services with policy guidance and integrated scientific and informatics

support, we are helping DoD define their program strategies, manage risk, and advance science and technology to create a safer future for our nation.

The U.S. President's Emergency Plan for AIDS Relief (PEPFAR), administered by the Department of State's Office of the Global AIDS Coordinator (OGAC), provides HIV and AIDS care and services for people in underdeveloped countries. Noblis' work with OGAC began as a short-term acquisition task, but as we demonstrated our wide portfolio of management, science, and technology capabilities, OGAC increasingly turned to us for program support. Today, Noblis' insight and technical expertise are creating positive outcomes and transforming the lives of millions. This is evident in our work with African leaders to implement a national electronic health records management system. By aiding in the data management handling of an AIDS prevention video game, we are advancing the health and well-being of at-risk youth. Our program management expertise in facilitating a public-private partnership between an African factory and an American manufacturer has improved the diets of many African people. When a budgeting system failure threatened essential funding for 36 countries, Noblis' IT staff rapidly developed software to keep the budget funding flowing.

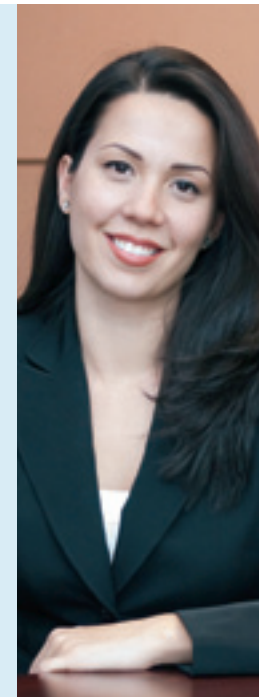
Whether we are working to detect and deter biological threats or aiding those in need, Noblis' national security efforts are focused on using innovation in science and technology to improve our nation's safety and the quality of life of others.



Using Advanced Technology to Manage Network Vulnerabilities

Noblis' threat management solution, a product of Noblis' information assurance expertise and certification and accreditation implementation capabilities, uses sophisticated authorization and authentication techniques to protect networks and the data they transmit. Noblis built the application and its workflow tools to help government security teams scan network systems and detect, track, manage, and mitigate security risks and vulnerabilities.

Sustainability



By calculating carbon reduction achieved through the use of environmental technologies, Noblis' tools take the guesswork out of making "green" investments and are empowering government officials and corporate executives to make cost-efficient, environmentally-sensitive decisions from the start.

– Mile Corrigan, Manager, Center for Sustainability

Noblis is helping move our nation into a new era of energy, environmental, and societal sustainability.

For our nation to maintain its high quality of life, we need sustainable, dependable energy supplies and a clean, healthy environment. Noblis has brought visionary thinking to each of these priorities.

Noblis continues to be an innovative leader on the alternative energy front. The expansion of the Department of Energy's Clean Coal Power Initiative added impetus to the research that Noblis has been conducting on coal-to-liquid technology. This research is yielding answers on how to transform our nation's vast coal reserves into usable transportation fuel while removing the inherent pollutants.

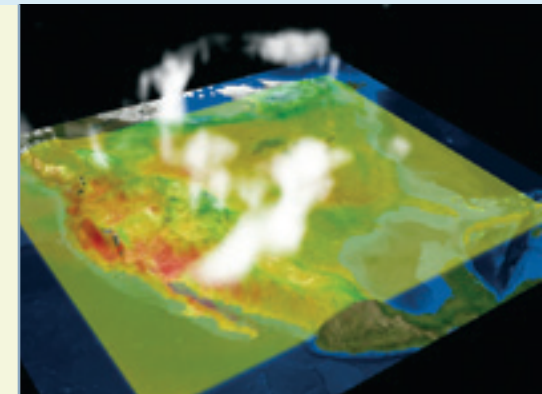
But, developing new sources of energy is not enough. At Noblis, we recognize that protecting the environment must be integrated into all aspects of what we do as a society. To help achieve that goal, Noblis developed Total Emissions Analytics (TEAL), a suite of enterprise software tools to help private-sector organizations benchmark their carbon footprints and create carbon profile maps.

Building on our success with TEAL, we developed the General Services Administration (GSA) Carbon Footprint and Green Procurement Tool. By measuring their emissions and forecasting how proposed policies and strategies will change them, this tool helps federal agencies set achievable greenhouse gas reduction (GHG) goals. Another Noblis innovation, the GSA Sustainable Facilities Tool, helps federal building managers identify and prioritize cost-effective, sustainable strategies for smaller renovation projects.

Executive Order 13514 made reducing GHG emissions a priority for federal agencies by requiring them to write Strategic Sustainability Performance Plans (SSPPs) that would meet energy, water, and waste reduction targets without overburdening taxpayer's budgets. Noblis worked with the Department of Defense (DoD) and drafted a department-wide SSPP with eight goals and 21 sub-goals. Noblis rapidly shepherded this complex SSPP through more than 100 reviewers from all services and military components. Today the plan serves as a model of sustainability for the nation and charts the path that DoD will take over the coming decade.

The first Geostationary Operational Environmental Satellite-R Series (GOES-R) satellite is scheduled to launch in 2015. Data generated by this satellite will improve the accuracy of the National Oceanic and Atmospheric Administration's weather predictions and enable them to observe meteorological phenomena that may affect our planet. Noblis has been instrumental in providing project management support to the GOES-R program and leading the team through complex technology acquisitions, including the procurement of the GOES-R Ground Segment Project Antenna System.

On a wide spectrum of critical decisions, from where to build power plants to the wisdom of locating new facilities in coastal areas, Noblis experts are helping decision makers adapt to the consequences of a changing planet. By using our knowledge about GHG emissions and ways in which we gain maximum value from environmental satellite data, Noblis is helping organizations make sound decisions for a future that will be affected by climate change.



Visualizing Climate Change at the Regional Level

Global climate change models can make climate change predictions for large geographic areas, but the information is not granular enough to help planners prepare for the impact of climate change at the regional level. Noblis' regional climate change modeling tool visualizes climate change at a spatial resolution that is ten times greater than the resolution provided by global models. This gives infrastructure planners a predictive view of how climate change may affect their localities over the next century and allows them to develop realistic risk mitigation and adaptation plans for their regions.

Noblis Innovation and Collaboration Center (NICCC)

The NICC is where complex problems are explored from every angle to create practical, forward-thinking, sustainable solutions.

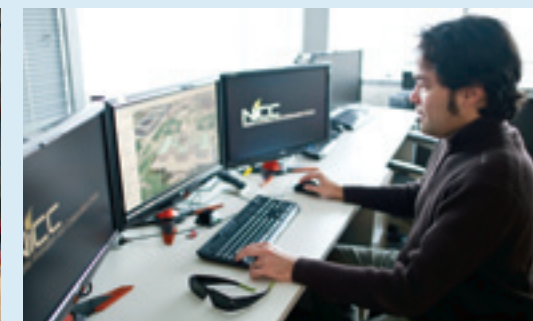
A fascinating process occurs when you bring inquisitive minds together in one space. You witness an interaction that yields an organization more dynamic, inventive, and productive than the sum of its individual members. That's the guiding concept behind the creation of the Noblis Innovation and Collaboration Center (NICCC). It's the physical embodiment of the Noblis philosophy that an open, energetic sharing of knowledge and ideas leads to greater creativity and, ultimately, stronger solutions to the nation's most daunting challenges.

Prior to the creation of the NICCC, Noblis had 20 separate laboratories devoted to areas ranging from network modeling and simulation to prototyping new biometrics concepts. Merging the resources of those separate labs into one state-of-the-art facility gives Noblis researchers, project managers, and clients the tools they need to explore new ideas and take their concepts to new levels. And, the NICCC's massive computing power—nearly 500 cores and 90 terabytes of spinning storage, plus sophisticated tools for data analysis, visualization, software development, geographic information systems, biometrics, cyber security, and domain-specific modeling and simulation—is enabling projects which once required months of start-up time to get underway within days.

The NICCC's expansive windows and natural lighting make the facility an inviting place for employees to share lessons learned and best practices, to be eyewitnesses to the progress and successes of their colleagues, and to gather ideas that may influence their own work.

The NICC provides a valuable benefit to Noblis clients as well. It redefines the idea of transparency. Clients visit the facility to see prototypes and visualizations of the work being done on their behalf, or to take part in hands-on experimentation with new system designs and simulation tools.

The NICC is now the main staging area for Noblis staff members, clients, academics, and outside experts to solve complex problems and collaborate on exciting new ideas. One might say it's not so much a physical space as it is a launching pad for a dynamic future.



By utilizing server virtualization, we have reduced our IT equipment expenditures while increasing our computing power. The NICCC's computing cloud lets employees do more work, more efficiently, using fewer servers.

In 2010, we opened the NICCC in our Falls Church Headquarters. This 11,000 square foot facility contains laboratory spaces, technology workstations, and collaborative open work areas for inventing, modeling and simulating, prototyping, and showcasing results and new ideas.



Noblis Sponsored Research

Noblis Sponsored Research uses advanced technologies to anticipate and tackle tomorrow's greatest challenges.

Noblis Sponsored Research (NSR) is inventing new technologies to solve tomorrow's challenges. A vital and essential part of our corporate life, NSR allows us to develop new thinking and technologies that lead to sound, sustainable solutions to the critical problems that our clients will face in the future. The following samples illustrate the innovation that is occurring at Noblis every day.

Managing Climate Change at the Regional Level

If all harmful greenhouse gases entering the atmosphere today came to a dead stop, climate change would still continue on the planet for at least 75 years. These changes will affect fresh water supplies, agriculture, the natural environment, and, of course, human health. Noblis has developed a unique climate change adaptation tool that allows infrastructure planners to visualize the impact of climate change at the regional level using a spatial resolution that is ten times greater than the resolution provided by global models. This tool can help predict how the interactions between the climate, earth surface processes, and ecosystems will impact our planet today and over the next 50 years. Having this localized data helps decision makers understand the risks and opportunities associated with future climate changes and gives them the ability to develop realistic adaptation plans.

Developing a Portfolio of Future Air Traffic System Capabilities

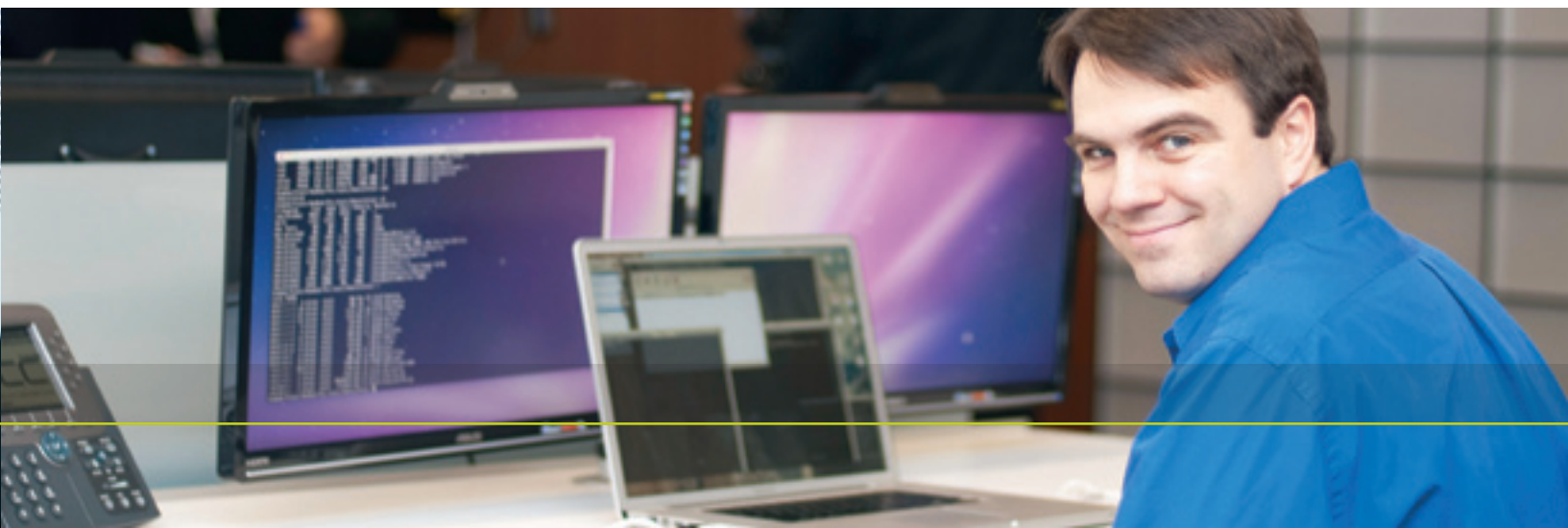
Noblis is helping the Federal Aviation Administration (FAA) expand its operational capabilities as it develops the NextGen air traffic modernization program. Using Noblis' modeling and simulation facility, Noblis analysts have been able to estimate the network transactions necessary to support digital communications between aircraft and controllers. This information is key to answering questions such as which systems and programs will have the greatest positive impacts on the National Airspace Program and where those impacts will occur. With the help of Noblis' innovative tools, the FAA is better able to make informed investment choices for expanding their operational capabilities and improving the air traffic system infrastructure.

Modeling Molecules to Understand Chemical and Biological Hazards

In order to prevent chemical and biological hazards from becoming disasters, scientists need to understand the behavior of various chemicals and microbes in different settings. To better understand these interactions, Noblis created the Computational Biology and Chemistry Facility (CBCF) with biological and molecular analytics and visualization tools. Through the CBCF, Noblis has developed molecular dynamics simulation and whole genome sequence analysis, two capabilities that support microbial forensics and countermeasure identification and make it possible to examine the environmental fate of chemicals. Using Noblis' CBCF tools, we can make knowledgeable projections about how hazardous chemical warfare agents will react to different surfaces including concrete, metals, and polymers. Our advanced modeling and simulation tools and techniques have enabled us to model the dynamics of oil dispersion in seawater and generate invaluable knowledge for determining better methods for cleaning up oil spills. CBCF simulations have also given us the ability to compare protein patterns and gene sequences to calculate the virulence of pathogens and to accurately determine how quickly and widely infectious diseases will spread.

Creating Adaptable Sensor Networks to Provide Situational Awareness

Sensors can collect a virtually inexhaustible wealth of information for scientists and analysts. The challenge is funneling and distributing this data in ways that make it usable and valuable. Over the past three years, Noblis has developed a service oriented architecture-based sensor network prototype to collect, process, and disseminate information from a variety of sensor platforms. With this prototype, end users can have sensor-generated data available for a variety of developmental and operational activities. This past year, Noblis researchers created an affordable, rapidly deployable maritime sensor system that will enable scientists to monitor the Chesapeake Bay and other marine ecosystems with greater spatial and temporal diversity and resolution. This system is scalable for international use in applications such as the Integrated Ocean Observing System (IOOS) of the Global Earth Observation System of Systems (GEOSS).



Financial Highlights

Noblis' longstanding commitment to sound financial management practices focuses on providing effective internal controls, prompt and streamlined work processes, and reliable financial information to support timely management decisions. The members of our management team, the many dedicated people throughout our organization, and our Board of Trustees are committed to our financial stability. The following summary of financial information was extracted from the audited financial statements of Noblis, Inc. Requests for printed copies or questions and comments regarding this information may be addressed to Mark A. Simone, Senior Vice President, Chief Financial and Administrative Officer, and Treasurer, 3150 Fairview Park Drive, Falls Church, VA 22042.

	FY10 in Millions
Revenue	144.7
Total Assets	89.7
Net Assets	57.1

FY10 ended 10/03/10

Board of Trustees



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Former Under Secretary for Health, Department of Veterans Affairs



Lydia W. Thomas, Ph.D.
Former President & Chief Executive Officer
Noblis, Inc.



Kathryn D. Sullivan, Ph.D.

In April 2011, Dr. Sullivan left the Noblis Board of Trustees to return to a leadership position with the government. We would like to thank Dr. Sullivan for her service on the Board, and we wish her well in her future endeavors.

Clients

Noblis partners with clients in a journey that begins with strategic insight and innovation and results in enduring impacts. Noblis appreciates the trust our clients place in us. We are proud to say that more than 30 government agencies and 300 private healthcare organizations turn to us for help in solving their most complex problems. Working in partnership with clients in the public and private sectors, we are tackling complex issues such as global climate change, energy security, healthcare, and protection from threats to liberty and freedom. By leveraging our unsurpassed breadth of industry, domain, and functional expertise, we help clients frame their key strategic issues and translate their visions into actionable plans.

Officers



Pictured left to right

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Vice President, General Counsel & Secretary, Chief Ethics & Compliance Officer

Mark A. Simone
Senior Vice President, Chief Financial & Administrative Officer & Treasurer

Amr A. ElSawy
President & Chief Executive Officer

Andrew "Drew" Cohen
Corporate Vice President, National Security and Intelligence

H. Gilbert Miller, Ph.D.
Corporate Vice President & Chief Technology Officer

Robert J. Clerman
Corporate Vice President, Corporate Mission Development

Noblis at Work: Learning, Growing and Sharing



Technology Tuesdays

Promoting professional growth through innovation

Professional development takes many forms at Noblis. Our long-standing speaker series, Technology Tuesdays, invites noted authors and experts to speak at Noblis. These 60-minute, lunch-time sessions offer employees a chance to expand their knowledge and explore cutting-edge science, management, and technology topics.

Building on the success of Technology Tuesdays, in 2010 we introduced Innovation, a Noblis distinguished speaker series. This series, presented in the Noblis Innovation and Collaboration Center, invites speakers and authors to discuss innovation and transformation. It was created to broaden an employee's domain of knowledge while sparking innovative ideas.

Engaging the workforce through training and certification

Noblis develops the workforce on an ongoing basis through training and certification. In the past year, 29 Noblis employees participated in training to prepare them to become certified program managers—enriching their careers and continuously improving performance for the customer.

This year, Noblis launched an online learning community and training portal with over 350 technical, business, personal development, and management courses. All courses are free to employees and available online 24-hours per day.

Laying the foundation for tomorrow's leaders

Noblis strives to be a talent magnet—attracting the best and the brightest to help us continue our work as an innovative company producing enduring impacts. We know that one of the best ways to do this is by providing an opportunity-rich environment where our employees can learn, share, grow, and, ultimately, excel.

Our Leadership Development Program (LDP) offers a unique experience to selected individuals from all areas of the company, allowing them to expand their interpersonal and business analytic skills in ways that take their natural leadership abilities to new heights. By investing in our people through the LDP, we are ensuring our strength and viability as a corporation, promoting professional growth for our employees, and helping build Noblis' future. Noblis doubled the size of its annual LDP class this year and graduated 29 new leaders.

Our internship program is another example of how Noblis is investing in tomorrow's leaders. By providing a rich and challenging work experience, our internship program

helps our interns build positive, professional relationships and develop a nurturing passion for our areas of scientific and technological expertise. In 2010 we doubled the size of the program to 39 interns from a pool of more than 750 talented applicants.

Connecting colleagues through employee led committees

Chapter One and Connections blur the lines between work and play. These two organizations offer employees opportunities to socialize and collaborate in and out of work and help foster employee growth and inspire social responsibility.

Chapter One takes the lead in welcoming new employees into the Noblis workforce by providing them with opportunities to meet and collaborate during their first two years at Noblis. This year's members socialized during company-sponsored social events, community volunteer activities, and during a white water rafting teambuilding exercise.

Networking, collaborating, and connecting with others is at the heart of everything we do. A prime example of this is Connections, a program developed by our employees to promote leadership, engagement, collaboration, social responsibility, and professional growth within Noblis.

Giving back to our community

It is part of Noblis' culture to support our community and help those in need. As an organization, we engage in extensive charitable giving focusing on education, hunger, and homelessness. Company-sponsored activities range from volunteering at community food banks, sponsoring needy families during the holiday season, helping with neighborhood beautification projects, and mentoring students. We believe that this is some of the most important work that we do. By supporting community activities, inspiring youth, and volunteering our time, we are building a strong spirit of collaboration and camaraderie among our staff and honoring our commitment to serve the public.

Fostering a creative, innovative workplace

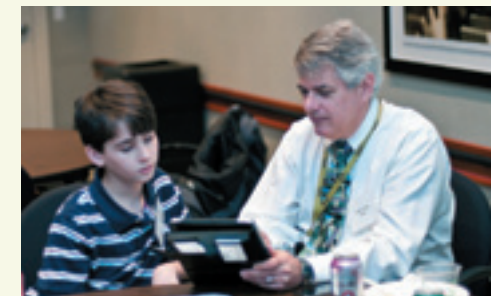
By offering opportunities for educational and professional growth, we are fostering an innovative and collaborative environment where people can share their passions and grow in ways that are personally and professionally rewarding. By investing in our people, we are able to attract and retain a talented workforce that is dedicated to solving our clients' toughest problems, passionate about serving the public, and committed to making Noblis an even better place to work.



Chapter One March Madness Event



Connections



Higher Achievement STEM Day

Receiving Recognition for Living our Values



Providing quality, professional support for our clients has always been a top priority for Noblis. Our efforts were recently recognized by the International Organization for Standardization (ISO) when we became ISO 9001 certified. This certification demonstrates that the strength of our quality management practices permeates every aspect of our organization.



Once again in 2010, Noblis was recognized in the Annual Great Place to Work® Rankings: Best Small & Medium Workplaces presented by *Entrepreneur*®. We value this award because it reinforces the importance of having a corporate culture that challenges and motivates our employees to do their best every day.



We are proud to say that Noblis is at the forefront of modernizing the workforce using green strategies. It has proven that corporately we can play a large role in reducing greenhouse gases while helping build a balanced work/life environment where our employees can thrive. Our telecommuting program has received numerous awards including the 2009 Governor's Technology Award for Best Private Sector Telework Initiative, the Commuter Connections Telework Award, and the Greater Washington Green Business Awards Visionary Award.

Our telecommuting program, green policies, and landfill-free status were instrumental in helping us win an EcoCEO Award from *SmartCEO*. This award recognized Noblis as "an innovator and catalyst for environmental change in the industry and community."

For the second time, Noblis has been named one of the World's Most Ethical Companies by the Ethisphere Institute. This award honors companies that demonstrate "real and sustained ethical leadership in their industries." Noblis was one of five companies worldwide to be listed in the Business Services category. Closer to home, we were honored to be selected as a winner of the 2010 National Capital Business Ethics Award.

The most meaningful recognition of all is that given to us by our clients and employees. In our most recent client and employee surveys, we exceeded industry benchmarks for client satisfaction and employee engagement.

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