



VIVID VISION



The following is the Dynamic Aviation Vivid Vision. It is a detailed description of how we care for one another and what Dynamic Aviation will look like, act like, and feel like 3 years from now.

We will journey into the future together. Welcome to Dynamic Aviation, Jan 1, 2025.

As co-workers, customers, partners, and advisors we live our Big Dream together.



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Dynamic Aviation Big Dream:

As a band of brothers, sisters, and friends we care for one another and stay together.

We are the best provider in the world of modified aircraft and related flight operations.

And we continuously create, grow, and sustain programs that save and protect lives, property, and the environment together.

Relationally:

- We mentor self and care for our families.
- We reconcile quickly. We say we are sorry and ask for forgiveness.
- We keep our commitments, trust one another to do the right thing and live all truth all the time.
- We learn, have fun and break bread together.

Which allows us to:

- Create unique, effective, and enduring programs together.
- Be inspired and inspire others together.
- Grow our businesses together.

We are relational, not transactional. We know that the value of the relationship outlasts the task.

We are curious. We continuously update our thinking. We love first, live in the moment, are free from the past, and are prepared for the future. We focus on inputs daily and trust for the outputs. We marvel at the impact of applying what we already know.

We enter the room with compassion, not knowing the burdens that others are carrying. We listen to and understand deeply our personal, family, and work challenges. We quietly lend a helping hand. These acts of kindness are often not visible and are very impactful. We give personal days away when a friend is in need and bring in meals for one another.



Many of us love our community service day. We build and repair houses, feed the poor and care for the homeless.

Those in new roles are warmly welcomed by our team.

We search for common interests, and creatively seek and find answers to meet the interests of all involved. Our goal is to "get to yes".

We always take the long view and always do the right thing. We know that routinely we cannot get as much done in 1 year as we hope. And we know that we can get infinitely more done in 10 years than we can imagine. We understand and walk through the cyclicity of our markets and are stretched and grow together. We are courageous and we are not afraid to fail.

We love friendly competition and camaraderie.

- We enjoy our fishing and corn hole tournaments and our annual chili cookoff.
- We enjoy "Bring Your Kid to Work Day" and the next Flyover.
- We can't wait to receive rewards and recognition for living the Big Dream and Vivid Vision at our annual awards dinner and quarterly all hands.
- We love to win!

The world is actively engaged with us on social media. We enjoy every "First Air Force One Fridays" episode. We relate deeply to our history, fleets, and vision series'.



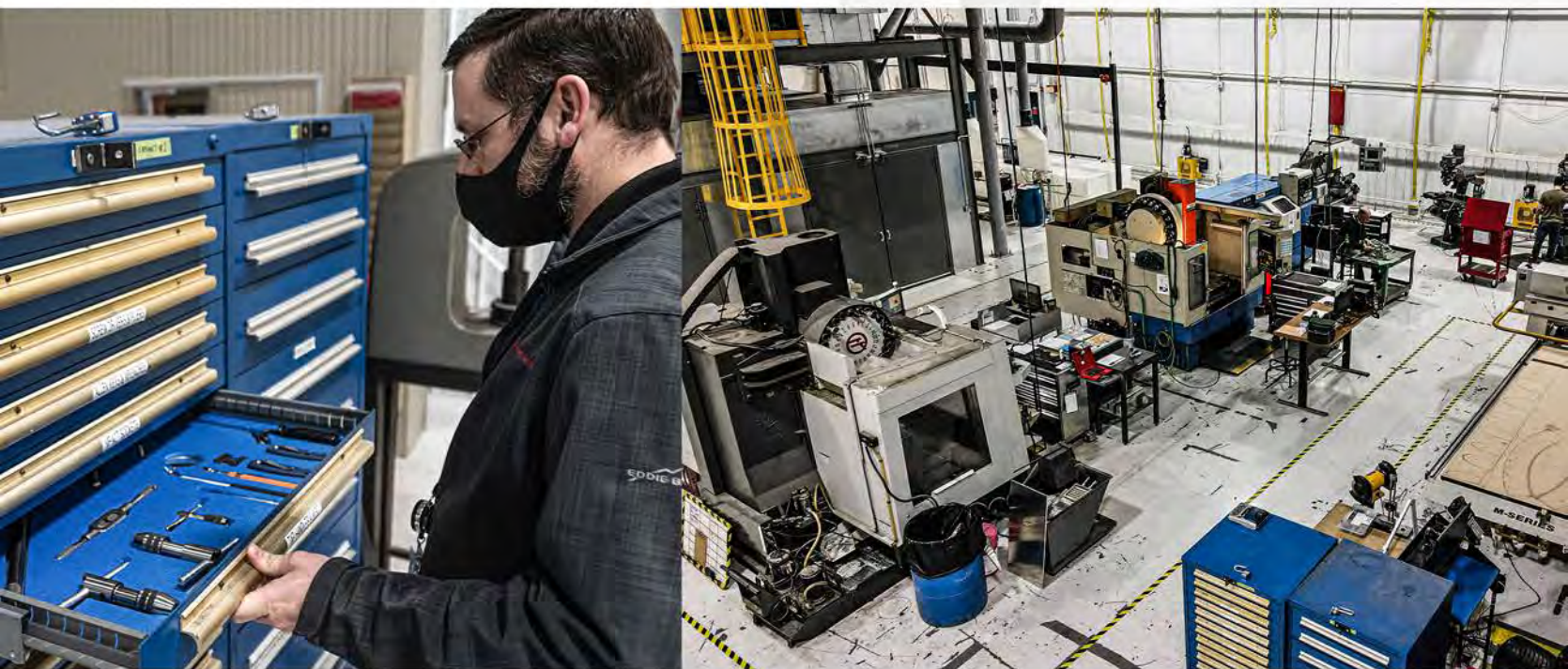
Customer

Defense and Civil

We are highly regarded by leadership, decision makers, program managers, and contracting personnel throughout the US Federal Government. We serve the DoD, it's services, multiple US Government departments, and prime contractors and subs alike.

Our customers seek us out to solve their problems.

Our partners love to win work with us. We are thrilled when we bring opportunities to our partners and when they bring opportunities to us.



We are the "go to" provider for COCO (Contractor Owned/Contractor Operated) and COCO to GOCO (Government Owned/Contractor Operated), QRC (Quick Reaction Capability), and end-to-end, one-stop shop solutions.

We operate with our Defense customers throughout all COCOMs and our Civil customers around the world. Throughout the past 3 years we have on average added 1 Defense program per "12-week year" and 1 new Civil program every other "12-week year". We have won all recompetes.

NEXTGEN Aviators Big Dream:

We are living our NEXTGEN Aviators big dream together.

We are living our NEXTGEN Aviators big dream together. As a band of brothers, sisters, and friends we care for one another and stay reconciled. Together, we provide a life changing NEXTGEN experience for all middle schoolers and high schoolers in the US, Canada & Europe and for the entire NEXTGEN community.

Students love NEXTGEN. Their eyes and hearts light up and they experience defining moments daily. In the last 3 years 100,000 students and parents have participated in NEXTGEN.

- Our weekday, Saturday, and summer NEXTGEN experiences are finely tuned.
- Ten thousand local students attended NEXTGEN in Hangar G in the last 12 months.
- All Dynamic co-workers and their families have been invited to participate in NEXTGEN.



We have been blessed with over 100 actively engaged partners. Our partners include Defense, Civil, Aerospace, local and industry partners, friends, and Dynamic Aviation suppliers.

- Our partners change the world one student at a time and love to be a part of something greater than themselves.
- Our partners love to attend and connect with their co-workers, friends, and families at our NEXTGEN Mixers. They are growing their businesses through NEXTGEN.

Leadership

We Build Outstanding Leaders at Dynamic (BOLD).

We apply and live what we learn.



Vision

- We know “without vision the people will perish” and that we “cannot be what we cannot see.”
- We know the power of the Vivid Vision comes from discussing, asking, and learning.
- We have a vision, a plan, a cadence, scorekeeping, and we have taken back our day.
- We live our personal 3-year vision and 12-week plan daily and seamlessly connect our personal and Dynamic visions and plans.



Learning and Growing

- We combine our learning, experience, knowledge, and judgement daily to make wise and timely decisions. Our customers and co-workers rest well at night.
- We are acutely aware of how our decisions impact learning and growing, internal processes, customer, and financial perspectives.
- We are inspired when adding to our personal growth and development board in each shop and office.



People

- We tell our friends about Dynamic. We have grown so much in our thinking and in our understanding that we want the same for our friends. We invite them to join us.
- We discuss our people’s goals and dreams with them. They are becoming who they have been created to be.
- We actively develop and “grow our own” through our academy system.
- We love Dynamic. We have 90% employee engagement.



Process

- We appreciate how Kaizen helps us serve our customers through repeatable processes and decluttering.
- We have immense creative energy because of repeatability. We no longer reinvent the wheel.
- Our minds, processes, schedule, and spaces in which we work together are decluttered.



Customer

- We know what our customers value via customer journey mapping.
- Our customers recognize and are very grateful for the value that we create.
- We have removed all activity that does not create value for our customer.



Three Horizons Teams

H1

Our H1 team powerfully extends and defends our core business.

H3

Our H3 team is actively in search of core connected models and partnerships with which to solve big problems and create extraordinary value for all concerned. We have a strong pipeline.

H2

Our H2 team is fast moving, entrepreneurial and is building emerging solutions and solving complex problems for customers.



Tech Ops

The hangars are full. The number of aircraft turning through tech ops has surpassed our expectations.

- On Time, On Budget Delivery and Quality Pass Rate is 99%.
- Worldwide aircraft dispatch reliability is 99%.
- We are cell based, repeatable, and fully decluttered.
- Our operations are fully digitized and paperless.
- We are project/customer focused, efficient, and solutions focused.
- We have immense maintenance and modification technical depth.
- Our maintenance training program is highly effective and is fully integrated with our academy model.
- Our first OSR 737 is currently in C Check at Bridgewater and we are preparing for 2 more.
- We are actively modifying other platforms with the Project Alpha autonomous system.
- Through kitting and point of use tooling, the speed at which the technicians on the shop floor receive parts, material, tools, and needed equipment has dramatically increased.
- Our warehouses, inventory, and inventory control processes have been fully decluttered.
- Parts sales meets critical needs for our customers.



Flight Ops

We operate aircraft in 20 countries on 5 continents.

- We are energized by the opportunity to solve complex problems together with our customers.
- We enjoy camaraderie while working and flying together.
- Our pilots all understand the career and growth opportunities at Dynamic.
- We consistently communicate and collaborate with all teams throughout Dynamic.
- Our data capture and reporting is seamless, efficient, and is fully paperless.

Shared Services

Our shared services teams execute daily to ensure all needs are met throughout the enterprise.

- We have secure and scalable on and off-site IT resources and hybrid cloud-based technologies.
- We have exceptional systems for recruiting, training, and retaining.
- We provide accurate and timely financial information for decisions makers via our ERP and data lake and have improved cash management.

Fleets

Our Turboprop and Jet fleets serve our customers exceptionally well.

- Our Beechcraft King Air 90 fleet is living a renaissance. The previously Oklahoma stored A90s are either operating or are in storage at VBW in prep for conversion. Over 40 A90s are engaged with NEXTGEN and the Autonomous King Air programs.
- Our Beechcraft King Air fleet is fully utilized and is the ideal manned and autonomous platform for COCO, QRC, ISR.
- Our DeHavilland Dash 8 fleet is the go-to for multiple-sensor, manned, ISR, for customers worldwide.
- Our Boeing 737 fleet is sought out by a growing customer base. We have added 2 special mission markets and grown the fleet.
- We have added an additional ISR platform.

Our vintage fleet is the envy of the aviation world. The First Air Force One creates a profound experience for everyone who sits and flies in her. Miss Virginia never fails to inspire. All were wowed by The First Air Force One being in the center of Boeing Plaza at Oshkosh.



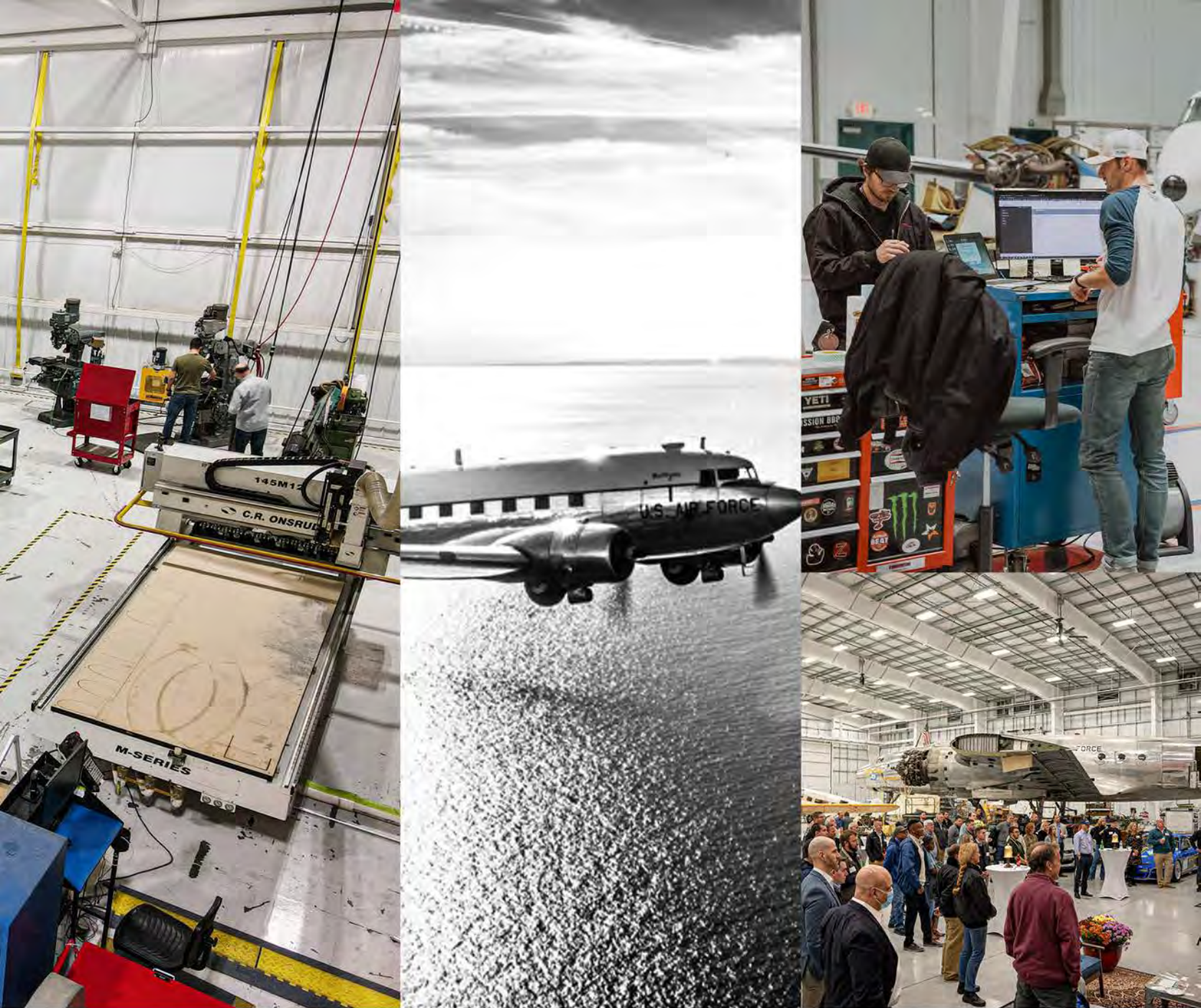
Campus

At our Bridgewater campus every shrub, office and shop are clean and organized. Our campus conveys trust and creates an invigorating space to live out who we are.

- The DE complex serves our Defense customers with world class quality and speed. The DE connector is home to the wiring shop, PW100 series engine shop, NDT shop, component shop, battery room and has space for logistics. The DE parking lot is paved.
- The ABC complex serves our Civil customers and NEXTGEN fleets. The expanded logistics area downstairs is open and bright and shipping, receiving, and sorting is in the lean-to.
- The engine team loves their new cell-based engine shop in Bay 1 of the 3-bay hangar.
- Plans are progressing for the 120-person training room that will be attached to the AAB to allow larger groups to learn together.
- SHD Hangar 1 is complete and supports operating 737s.
- The Bridgewater based operational fleet resides in Hangar F.

All are moved when entering the Hangar G Museum. The expanse of the hangar, the details of the finish, the imagery on the walls, the beauty of the vintage fleets and curated history of Dynamic create utterly unique heartfelt experiences time and time again.


We have vibrant images of aircraft and inspirational statements throughout the campus that reinforce the Big Dream and Vivid Vision.



Summary

We believe as a band of brothers, sisters, and friends that we all have a big dream and an intrinsic flame that needs to be fanned. Our interest is to connect to a deeper sense of being and purpose. And to experience a life of abundance and to, little by little, become who we have been created to be.

We know that when we live in agreement with one another, our Big Dream and Vivid Vision will be realized, and our purpose will be fulfilled.

A full-page background image featuring two men in tan flight suits standing with their arms crossed in front of the nose of a military aircraft. The man on the left is wearing sunglasses and a watch. The man on the right is wearing a baseball cap and sunglasses. The aircraft's cockpit and canopy are prominent in the background. A large, dark blue, wavy graphic element is overlaid on the bottom left, partially obscuring the text.

**Thank you
for joining
us on this
journey and
thank you
for making
it come
true!**