

AT-A-GLANCE



HEADS UP TECHNOLOGIES



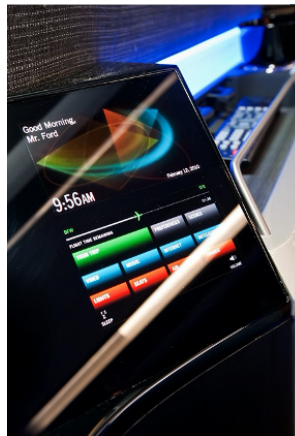
We are a technology partner to the innovators in aviation. We team with our clients to achieve the vision of a better experience for both pilots and passengers. Our culture of ingenuity and a desire to say yes, is backed by our decades of know-how and breakthrough achievements in cockpit safety, lighting systems, and CMS/IFE.

Our Core Solutions



Cabin Lighting Systems

Traditional LED Lighting
Next Generation LED Lighting
UHD LED Lighting System



Cabin Management & In-Flight Entertainment

CMS Switches and Components
IFE Components
Fiber Backbone



Cockpit Safety

LED Exterior Lighting
Crash Survivable Data Recorders
XMWX Satellite Weather

Capabilities

Our products are designed and manufactured at our Texas facility, giving us unparalleled end-to-end control of the entire value stream. Our expertise includes analog and digital electronic design, simulation, mechanical and system engineering, 3D modeling, thermal analysis, software development, system engineering, and industrial design.

Our products are compliant with RTCA DO-160, DO-178 and DO-254. Our dedicated Highly Accelerated Life Testing (HALT) capabilities ensure mature product reliability for guaranteed performance. We hold numerous STC's, PMA's and operate FAA approved manufacturing and repair facilities.

Key Client Partnerships



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Carrollton, TX 75006

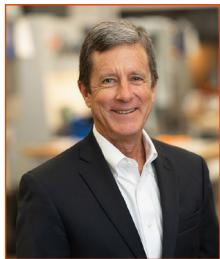
972.980.4890
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www.heads-up.com



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MEET OUR TEAM



Robert Harshaw President, CEO

In addition to the standard responsibilities of President and CEO, Rob's day-to-day duties include working closely with strategic suppliers and customers to solve problems. He is responsible for Heads Up's corporate culture and organization, as well as the company's strategic direction and vision.

Rob holds a BS in physics from TCU, and an MS and Ph.D. in physics from the University of Texas at Dallas. In graduate school, he specialized in quantum electronics with an emphasis on high energy laser design. His research resulted in the development of a high repetition rate (HRR) nitrogen ion laser. He also taught graduate and undergraduate physics classes.

Before co-founding Heads Up in 1985, he spent four years at Texas Instruments as Senior Systems Engineer in the laser systems group.

While there, he worked on carbon dioxide and Nd:YAG lasers, and provided system engineering and marketing support to land- and air-based laser weapon system programs. At Heads Up, he has been active in the development of a variety of electronic systems for use in aviation, medicine, and the entertainment industry. Currently, he is active with the National Business Aircraft Association and Sigma Xi (Scientific Research Society). He lives in Dallas with his wife and two children, is an active Boy Scout Scoutmaster, and enjoys camping, backpacking and biking.



Renee Rump COO & CFO

As a COO, CFO, and strategic business leader, Renee brings diverse multi-industry expertise in transforming organizations to drive revenue. Renee excels at maximizing efficiency while controlling costs, leveraging data to drive intelligent business decisions, and building high-performance operations based on a culture of teamwork.

Renee holds a Bachelor of Science in Financial Management from Purdue University and an MBA in Technology Management from the University of Utah. Renee has over 10+ years experience working as a CFO, and over 23 years experience in financial systems. Prior to joining Heads Up, Renee was CEO & CFO of Circuitronics, an electrical manufacturing firm, for 4 years, and CFO of two additional companies. She also worked for the International Olympic Committee for 9 years in Finance Systems and Operations, and was a volunteer for the Special Olympics for 4 years.

Renee is the wife of a retired Air Force Officer. She has moved over 19 times, lived in 13 different states and a foreign country, and now currently resides in the Dallas/Fort Worth area.

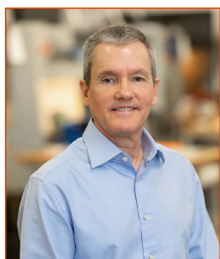


Scott Sweet VP of Sales & Marketing

As Vice President of Sales and Marketing, Scott brings over 20 years of aviation-specific experience in developing product road maps, forming and managing strategic OEM customer relationships, developing sales and promotional strategies, to drive revenue growth in highly successful companies. Scott collaborates with the other senior leaders to promote an empowered and innovative organizational culture.

Scott earned a Bachelor of Business Administration from Marion University in Fond du Lac, Wisconsin. He was formerly Vice President of Sales and Marketing at Aerosonic Corporation based in Clearwater, Florida. Prior to Aerosonic, he was Market Development Director for Inmarsat, a global leader in satellite connectivity. Scott began his aviation sales and marketing career with EMTEQ, Inc., which was ultimately acquired by BE Aerospace.

Scott is married and the father of 2 children. He enjoys baseball and getting outside to exercise.



Jim Newby Director of Engineering

As Director of Engineering, Jim's primary responsibilities include new program development as well as engineering support for existing products, including hardware, software, and mechanical test and audit disciplines. He also manages product testing for certification and ensures product quality and reliability.

Jim holds a master's degree in electrical engineering from Georgia Tech and has over 25 years' experience in research and development. He holds several patents stemming from his experience in the design of system architectures and opto-electronic/digital/analog products.

Prior to joining Heads Up, Jim was Director of Hardware Development for Xtera Communications, Inc., which provides innovative Dense Wavelength Division Multiplexing optical transport solutions for very high bandwidth / long-haul telecommunication solutions. He also served as lead technical engineer at E-Systems within a Special Access product development team. Jim has been married for over 30 years and has two daughters and one son.



Rich Corbin Director of Operations

As Director of Operations, Rich is responsible for manufacturing, materials handling, procurement, facilities, and equipment. His main goal is to satisfy our customers with on time delivery with zero defects through data driven process improvement.

Prior to joining Heads Up, Rich was Vice President of Cleanpart USA Inc., a Group Company of Mitsubishi Chemical. Prior to that, he served as Operations Leader at Creation Technologies, in Plano, Texas. Creation is a leading provider of Electronic Manufacturing Services (EMS). There, he led Lean, Six Sigma, and Kaizen events ensuring the company's quality and on-time delivery goals were realized.

Rich has a Bachelor of Science in Applied Mathematics (Computer Science) from North Carolina State University. He lives in the North Dallas area with his wife of over 34 years and is the proud Aggie Dad of two daughters and two sons-in-law. In his free time, he enjoys playing cribbage and poker. Don't bet against him as he has won several major national tournaments and awards!