



Q: What are the most common reasons that people join?

A: Participants enjoy have frank discussions on industry issues in a safe, confidential, and supportive environment. They can discuss business challenges and share best practices, compare experiences and discuss real time-industry trends. In addition, they gain objective accountability that motivates differently than internal factors, even fellow business partners. Participants also use this platform for personal and professional growth.

Q: How many people are in a peer group?

A: To maximize the benefits for each participant, we limit participation to a target of 7-8 member companies with a maximum of 10.

Q: Can more than there be more than one participant per company?

A: To ensure diversity of a peer group, we prefer that there be no more than one an extra participant for a member company for an additional fee. However, the peer group may permit the host company to have additional participant(s) join their hosted meeting.

Q: How often does the peer group meet?

A: There are 4 quarterly meeting per year (e.g. Feb, May, Aug, Nov). The participants collectively create and commit to the future schedule during their meetings.

Q: Where are the meetings?

A: The location rotates among the member company sites. Participants gain additional value by a host tour of their facilities to observe their company operations.

Q: How much does it cost?

A: Depending on the peer group, participants pay \$1-2K USD per meeting (one-year in advance, electronic payment) in addition to their travel expenses. Each participant is also responsibility of hosting company - includes meeting facilities, lunch, dinner, etc. (approx. once every couple of years).

Q: How long are the meetings?

A: Participant typically arrive night before meeting. Day 1 is usually a full day at the host company's facilities with a working lunch, and continued discussion over dinner at a nearby restaurant. Day 2 is half day at host company before adjourning, so individual participants may leave according to travel requirements. Day 1 and Day 2 timing may be reversed if required to meet other scheduling constraints.

Q: What is the typical agenda?

A: Agenda set prior to each meeting – based on key items from previous meetings. Specific agenda of meeting is subject to group consensus. Topics may include:

- Benchmark participants' financials and other operational performance KPI's.

- Current state of the industry and economic conditions.
- Review of current state of business for each member.
- Strategy/Business Plan Assessment/Reviews.
- Hosting group member to present their business strategy overview.
- Leveraging vendor relationships

Q: Who will be in my peer group? What if we are competitors?

A: When forming peer groups, we consider factors such as the member company's business type (system integration only), industry, geography, and size to maintain diversity and minimize potential competition. We also screen individuals regarding their willingness to actively participate and openly share in frank and respectful dialogue. Potential new participants are vetted with existing members.

Q: How does Exotek peer groups compare to local business groups and industry associations?

A: Although local business groups may provide some convenience, our members value discussions with people in similar roles of similar businesses. And while industry association are a great opportunity for networking, our members value Exotek's coordination, facilitation, and contribution to our peer groups.