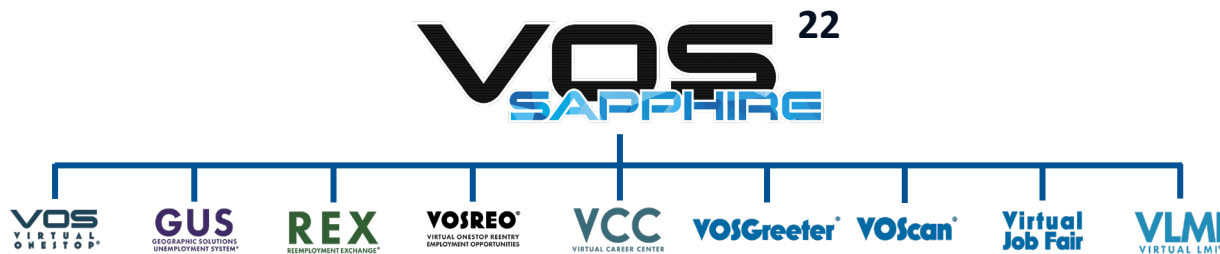


Appendix M – Roadmap

Please provide an overview of your product roadmap. How often are new releases made available? How often are new features pushed out and how are new features determined?

Product Roadmap Overview

Geographic Solutions constantly invests in research and development to keep its products and services aligned with emerging needs and technologies. Software development and implementation for the public sector workforce industry is not a secondary line of business or just one “practice area” for Geographic Solutions; it is our only business. Geographic Solutions has a vested interest in ensuring its products meet not just today’s needs, but the needs of the future. Consequently, the investments the company makes in research and development ensure a continuous and orderly product evolution from which customers and taxpayers benefit. Several factors drive the evolution of the Geographic Solutions suite of products, including long-term business needs of the industry, specific needs of clients, and technology advancements.



The executive team and staff members throughout Geographic Solutions have deep roots in workforce development, not just in IT and software development. Key staff members come from the workforce and unemployment insurance world. Because of Geographic Solutions’ strong ties and contacts at the U.S. Department of Labor and other federal agencies, as well as dozens of state agencies nationwide, the company is aware of emerging ideas as well as planned and potential changes. In fact, Geographic Solutions often helps define and refine them into workable solutions that it then incorporates in its product development.

Since Geographic Solutions first gained national attention by creating the world's first comprehensive labor market information (LMI) system in early 1994, we have continued to innovate and evolve our product line. Geographic Solutions developed the original LMI product in FoxPro. As technology changed, the product lines moved to ASP/Classic and other programming bases, and now, to the Microsoft .NET framework.

In addition to planned product development, Geographic Solutions uses a multi-tiered approach to create software enhancements to meet new functional requirements as the result of changes in federal or state policies or laws. Geographic Solutions plans and schedules regular updates and version upgrades with customers to prepare them for the release. Often, when clients submit change orders that are applicable to all clients, the Geographic Solutions' review board will elect to include the features in the next version or upgrade, free of charge, as part of our mutually beneficial upgrade process.

Geographic Solutions maintains an aggressive, forward-focused enhancement program that is based on technological advances, changing trends in consumer behavior, and new industry requirements. Our constant innovation has resulted in long-term customer relationships and the largest user community of state and local workforce agencies throughout the country.

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Following is a summary of our top 25 areas of focus on our roadmap to enhance *VOS Sapphire 22*.

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Response	Percentage
Yes, the U.S. should take action to address climate change	95%
No, the U.S. should not take action to address climate change	5%

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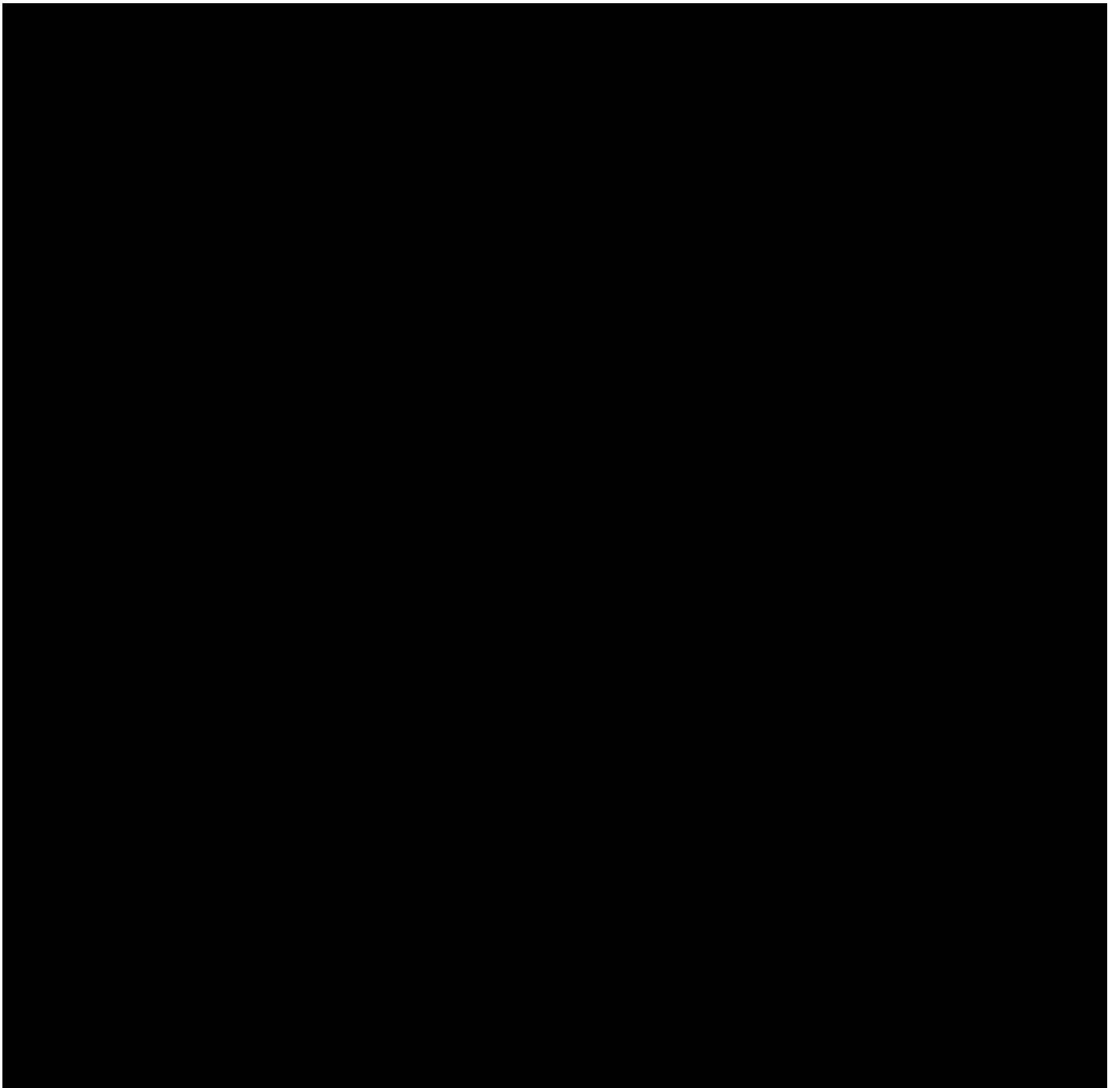
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- | Age Group | Should Take Action (%) | Should Not Take Action (%) |
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| 18-29 | 85 | 15 |
| 30-49 | 85 | 15 |
| 50-69 | 85 | 15 |
| 70+ | 85 | 15 |

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