



10 Years of Turning Great Ideas into Brilliant Solutions: A Letter from Our President

When we launched Carminati Consulting 10 years ago this month, we believed we could help organizations be more efficient through our technology solutions and consulting services. We understood that our greatest contribution to our client's community was our collaborative and insightful approach and knew we could implement solutions that would scale and grow for many years to come.

Over the last 10 years, our team has successfully delivered several high-profile projects and had the opportunity to build solutions that have saved our clients millions of dollars. Above all, we are most proud that our solutions and services have changed the way our clients are able to better serve their communities, allowing them to focus on their mission, achieve their business objectives and eliminate their technology and operational frustrations. We are grateful to our clients - without their trust and belief in us we would not be here today.

At the start it was just me! In 2010, the US economy was slowly rebounding from an economic downturn. I put all my energy and efforts into consulting with local government agencies as I had experience and enjoyed working with Chicago's local government. That year our firm became a certified WBE (Women-Owned Business Enterprise) and won our first contract managing several technology implementations with the Cook County Clerk's office. Those important and successful engagements led to several more and, ultimately, to the expansion of our team. Over the years we gained and strengthened the trust of our public sector clients. Today we proudly continue to serve Cook County Health, the Chicago Police Department and Civilian Office of Police Accountability (COPA).

As the market evolved and off-the-shelf software solutions become the norm, we saw an opportunity to design and build our own SaaS solution - and in 2016, Immuware™ was born. After great diligence and persistence, we welcomed a leading hospital system as our first Immuware™ customer and so began our company's software division! Fast forward to 2020, Immuware™ is found in all 50 US states! It has been an impressive growth rate, a testament to the skills and dedication of our fantastic team!

To help kick off what we thought would be an unruffled, bright new year of growth, we moved into our swank, new office in the heart of Chicago in January of 2020, only to pack up our essentials in March and work remotely. 2020 has brought immense heartache and uncertainty for everyone. And yet our team prevails. Despite the difficult business environment, we continue to expand—welcoming new Carminati employees and kicking off yet another period of growth we hope will continue well into 2021 and beyond. To reflect on the positives throughout 2020, we have strengthened our team

and devoted time to nurturing our culture and enhancing our approach to engagements. It is a testament to the skills and dedication of our fantastic team!

Today, as we reflect on our successful 10 years, our team continues to focus on what we consider essential for us to continue to provide maximum value to our customers:

- Close collaboration between the team and our customers
- Client service with a goal of allowing our customers more time to focus on their mission
- Effective communication that encourages transparency and trust
- Accountability to deliver when we say we are going to deliver
- Integrity, honesty, and a strong moral compass
- Creatively seeking opportunities for innovation and efficiency

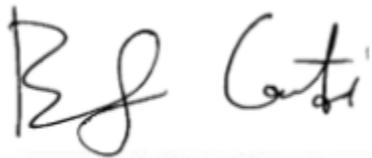
Regardless of the challenges and obstacles we face, these will always be our core values. These values have motivated us to grow from a start-up to where we are today, delivering extraordinary service and value to our clients and their communities.

Thank you to our team for all that you have achieved and as you continue to demonstrate steadfast commitment to our mission and to our customers. It has been a pleasure and honor to work with each one of you.

To our customers, a heartfelt appreciation for your trust and support and for the pleasure of serving you.

We look forward to a bright future together as we start this decade, embracing uncertainties and new opportunities for innovation and exploration.

Sincerely,



Brittany Carminati

