



Paul Domorski - CEO Remarks

EMS Technologies' 40th Anniversary— All Hands Meeting Friday, Oct. 31, 2008

Thank you all for being here. On Nov. 1st we will celebrate EMS Technologies' 40th anniversary.

It's a great milestone for a great company – a company with a rich heritage marked by both innovation and ingenuity...something we can all be proud of. We've been celebrating EMS's birthday over the last couple of months - - kicking off the 40th anniversary with the groundbreaking ceremony for EMS's defense and space building expansion, followed by an ice cream social. After today's All Hands Meeting, we will meet for a tent-covered catered lunch across the street from this location.

On Nov. 1, 1968, Dr. John Pippin, along with eight employees, founded Electromagnetic Sciences here in Technology Park. Dr. Pippin described EMS as an entrepreneurial company "from day one." EMS was where

companies came when they had ‘impossible’ microwave problems to solve. I think that still holds true today.

We’re fortunate that one of the company’s original nine employees – John Hoover, still works part-time here as a technical fellow in the D&SS division. John is an expert in semiconductors and microwave design and a 12-time patent holder. Linda Cook describes him as an extremely dedicated engineer who works for EMS from his home in North Carolina.

The EMS of those early days, according to John, was a company staffed by ‘really good engineers,’ who were experts in their areas. People worked long hours and everyone took on whatever job that came in. People also pitched in after hours cleaning up the lab area, since the company had no janitorial service those first few years. Staff would draw straws nightly to see who would clean up the lab. According to John, everyone hated being paired with Dr. Pippin for clean-up duty because he would get on the phone and talk most of the time, although when he did come out he was very thorough, making sure everything was spotless.

Some of the first space work to come in was microwave devices that went into weather satellites. The company also did a lot of work for AT&T in the early days -- building switches to address signal cancellation that was common when the signal from the microwave-linked telecommunications towers would reflect off the ground.

EMS pioneered the use of ferrite technology in space applications. As its technology base grew, the Company became an important supplier to the U.S. Defense Department, especially in space communications.

Beginning in the early 1980s, EMS applied its wireless expertise to the world of standard commercial products by establishing a subsidiary, LXE, focused on wireless mobile computers for materials handling and other logistics applications. In 1993, EMS acquired Ottawa-based CAL Corporation, now the core of its SATCOM Division.

The EMS Technologies of today is much larger and more diverse than ever. Besides our three core businesses, D&SS, SATCOM and LXE, we have welcomed D'Space, Akerstroms Trux and Sky Connect into the EMS family.

Here are a few interesting stats that give you an appreciation of how far we've come:

- EMS began life in 1968 with nine staff. It has hired 5,000 U.S.-based employees over the last four decades.
- Once hired, many of these employees remained with the Company. More than 40 staff members have been at EMS for 24 years or more.
- Some employees – like Craig Bunn, who joined EMS in 1978 and runs the D&SS mechanical engineering lab – represent the second generation of EMS employees. Craig's dad, Marty Bunn, was one of EMS's original 9 employees. He ran the machine shop and often had his three sons work alongside him.
- Close to one-third of EMS's 700 Atlanta-based employees are engineers. They're also well educated -- 12 with PhDs, and more than 100 are master degreed.
- Over the last 40 years, the Company has been awarded an impressive number of patents.

To conclude, I want to thank each of you for being part of this incredible company. It is my honor to lead you in what I believe is the beginning of another 40 years of innovation and industry excellence. As a small token of our appreciation, we are providing each of you with a 40th anniversary key ring.