

For more than 50 years, we've put
PEOPLE FIRST.



Treating our PEOPLE like CLIENTS.
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Since its founding in 1959, Universal Weather and Aviation, Inc. has always regarded its employees as a unique and diverse resource to be respected, developed, and rewarded for exceptional performance. In the world of business-aviation trip support, we pioneered the concept and have built a reputation for extraordinary customer service. Our founder, the late Tom Evans, understood that in order to recruit and retain the best employees, we must treat them the same way we would treat our clients.

This philosophy has been validated many times over. The *Houston Business Journal* has repeatedly named Universal one of the Best Places to Work in Houston.



1



A PERSON
WEIGHS MORE
than a share of stock.

Obviously, you might think. However, we mean it in more than the literal sense. We feel Universal is a rewarding career choice because we are a global, *privately held* company dedicated to its employees and clients. Even as new hires, our employees are able to make a difference and have an immediate impact on the organization.

We don't just welcome new thinking, we actively solicit it. Ideas are every bit as much an asset as clients. As our employees learn and grow, so do their concepts and contributions.

2

The subtle
yet critical
difference
between
**PEOPLE &
NUMBERS.**

Much of the corporate world is not structured for customizing your work experience. There are simply too many people to supervise. Out of necessity, they are reduced to strings of digits in a database.

A friendly work environment is something many companies strive for, but rarely will you feel it as immediately as you will at Universal. While we have locations in 20 countries, our world headquarters in Houston is a place where you're likely to see our senior executives dishing up an Employee Appreciation Lunch or just walking down the hallway and saying hello. That's not happenstance. We consider our employees' compatibility carefully. We want you to enjoy working here, and much of that depends on how you like the people.

LET'S get to THE GOODIES.

Our total rewards are competitive with many industries, beginning with salaries. Our comprehensive benefits package includes:

- Medical insurance
- Dental insurance
- Vision insurance
- Flexible spending accounts
- 401(k) with company match (including a green-fund choice)
- Short-term disability salary continuance
- Long-term disability coverage
- Life insurance
 - Paid vacation
 - Paid holidays
 - Tuition reimbursement
 - Flexible work arrangements
 - Performance-based bonus eligibility
 - Health-club discounts
 - Employee Assistance Program

We know life doesn't always cooperate with business, and exceptions have to be made from time to time to provide flexibility. Your manager is always available to discuss your scheduling options.

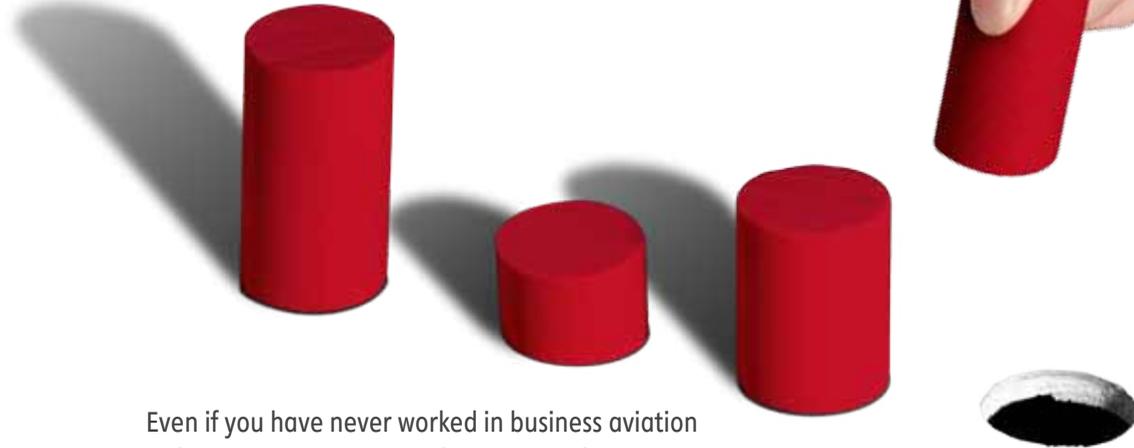


3

4

ROUND PEGS in round holes.

As a company that deals in business-aviation solutions, our employees are aligned to one goal: the success of our clients' trips.



Even if you have never worked in business aviation before, there may be a perfect position for you at Universal.

Our employees have come from many other industries and institutions, including the military, to make a difference with us in accounting, sales, IT, marketing, and operations. Opportunities for advancement and career-minded candidates are excellent.

You receive professional development in our company, including leadership-development opportunities, if you show the talent and initiative. The entrepreneurial spirit is a cornerstone of our culture. If there is any company where the sky's the limit, this is it.

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Why does a billion-dollar company hold an ANNUAL CHILI COOK-OFF?

Because that's the kind of company we are.

For us, work alone does not define you. If it did, sitting at a desk would make you muscle-bound.

We feel there is much more to be gained from a broader employee experience. We plan an annual calendar of events that is conducive to fun, inclusion, and helping the community. It's an opportunity to get to know each other as people, rather than as employees. Parties, picnics, and charity events occur regularly throughout the year as times to take a break and enjoy yourself with spouses, significant others, and children.

At the end of the day, we're just people. People who like each other and are very good at what they do.

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From the day you join Universal Weather and Aviation, Inc., you can take control of your career and make a real difference. Founded in 1959, the company pioneered the concept of trip support for business aviation and equips its employees with the knowledge and expertise to accomplish the purpose we share with our clients: the success of their trips. With 50+ years of experience in supporting business aviation and more than 2.5 million trip legs facilitated, we have the resources to make success our most important product.

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Universal Weather and Aviation, Inc. is an Equal Opportunity Employer. M/F/D/V