

■ VIRGINIA
BUSINESS LEADERS

People-First Emagine IT Becoming 'Google of the East'

Emagine IT

When you get business done while you're playing ping-pong, you know you've found the right place to work.

It's a common sight at Emagine IT, where ideas are in constant motion throughout the company's open, collaborative work environment. Everyone's contributing; everyone's sharing new thoughts; everyone's innovating.

That "work hard, play hard" culture has earned Emagine IT a reputation as the "Google of the East."

"Our philosophy is 'do unto others what you want for yourself.' Going to work needs to be just like you're going to another home," says CEO Aamir Saleem. "Anything that we, as leaders, would enjoy doing, we would give to other people."

That includes renting out a movie theater so Emagine IT's 150 employees can enjoy a premiere, or taking a team trip to an amusement park. After one big contract win, a number of employees were treated to a vacation in the Bahamas.

"One of the philosophies we've always had is, when you come to work with us, you become part of our family. It's our responsibility to make you the person you want to be," says COO Song Pak.

Emagine IT's environment has translated directly into business results. Having started in a basement, the company has landed a spot on the Inc. 5000 list of America's fastest-growing companies. Emagine IT is an accredited



Song Pak and Aamir Saleem

Third Party Assessment Organization (3PAO) supporting FedRAMP, CMMI, and ISO 20000 and 27001 and provides a variety of IT services to federal agencies and commercial clients.

Between the attention-grabbing success and the appealing culture, Emagine IT has found itself in an enviable position: Most new employees are sourced through internal referrals, which has created a close-knit, "six degrees of separation" spirit throughout the team.

The office is, quite simply, a fun, cool place to come to work each day, and the benefits only begin there. Training funding is set aside for employees to explore new skills and activities—literally, anything they want to do. If a computer expert wants to pick up some culinary skills, no problem. Always wanted to learn to ski? Go for it.

The only requirement: Pay it forward. Emagine IT team members volunteer monthly at shelters, children's hospitals and Habitat for Humanity, to name a few.

"Our greatest achievement is that other people have taken the 'pay it forward' concept and run with it," Saleem

says. "Our team comes up with the ideas, and they manage it and take it from start to finish. It makes us proud that our whole company is embracing altruistic service and personal growth."

Speaking of growth, Emagine IT has experienced it in double or triple digits every year since the company's inception 12 years ago. And it all ties directly to Saleem and Pak's core philosophy.

"Technology can be taught; we're a people-oriented company," Pak says. "Because we surround ourselves with the best people, it facilitates growth. Each person is trying to find avenues to make the company grow."

What Clients Are Saying

"The Emagine IT team worked hand in hand with our law enforcement personnel and IT project managers to develop a custom solution ... on schedule and on budget, and [with extremely high] customer satisfaction."

Core Capabilities

- Security and privacy services
- IT cloud and emerging technologies
- Program management services
- Software development services

Clients include:

- U.S. Department of Agriculture
- U.S. Department of Commerce
- U.S. Department of Homeland Security
- U.S. Department of Defense
- Hewlett Packard Enterprise
- Lockheed Martin



Growing and Thriving In 2015, for the third consecutive year, Emagine IT was recognized as a "Fastest Growing Company" and ranked #4 for "Top Security Technology Company" by the Washington Business Journal. With approximately 150 employees, Emagine IT has posted double- or triple-digit growth every year. Projected revenues for 2015 are \$42 million.

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