

# DOMA TECHNOLOGIES

Sailing into a new future

DOMA

## A VISION FOR THE FUTURE

Every member of the DOMA team has a role to play. In this Vision prospectus, learn more about our corporate values and see each department from a big picture vantage point through a series of vision statements.



2025

Our goal is to be living and achieving the Vision by the year 2025. A vision statement is always a reach and will take the concerted effort of every department and individual at DOMA. If it was easy, it wouldn't be as powerful.

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## OUR VALUES GUIDE OUR VISION

01

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### Innovate Fearlessly

Boldly push boundaries and ignite ground breaking ideas.

02

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### Extreme Ownership

Anticipate challenges, take initiative, and hold each other accountable for driving results.

03

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### Evolve & Adapt

Be dynamic and thrive in the face of change.

04

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### Servant's Heart

Lead by example, serving others with humility and integrity.

05

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### DOMAnate


Play to win and win as a team.

06

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### Good Vibes

Cultivate a collective mindset of enthusiasm, possibility, and contagious optimism.

The background of the entire image is a composite of two scenes. The top half shows a dark, starry night sky with a dense field of stars. The bottom half shows a sailboat on a body of water during sunset or sunrise. The sky is a mix of deep blue and orange, with the sun's glow reflecting on the water. The sailboat is silhouetted against the orange light, and its reflection is clearly visible in the calm water.

**DOMA HAS BEEN ON A  
STEADFAST VOYAGE FOR  
OVER 23 YEARS NOW. WE  
HAVE NAVIGATED SOME  
ROUGH SEAS, BUT AT  
LAST, WE CAN FEEL THE  
WIND AT OUR BACK. AS  
WE ENTER UNCHARTED  
WATERS, OUR HARD WORK  
CARRIES US FORWARD  
TO NEW DESTINATIONS &  
UNPRECEDENTED SUCCESS.  
WE REVEL IN THE JOURNEY  
AND ARE EAGER TO SEE  
WHERE IT TAKES US NEXT.**

**PAT FELICIANO | PRESIDENT, CEO**



# DOMA'S VIVID

## VISION

### *THE TOTAL STORY*

It's December 2025—our annual revenue is \$50 million. DOMA is vibrant; its unrivaled energy has set it up as the envy of the Hampton Roads business community. At DOMA's core is a belief that our people are our greatest asset. We relentlessly pursue innovative ideas but never lose touch with our compassion for serving others. We combine this "servant's heart" with our commitment to delivering exceptional service. As a result, our reputation is above reproach in both the community and with our customers.

We are as brazen as David in the face of Goliath. We relish the opportunity to stand toe-to-toe with giants and will take on new challenges without hesitation. We press forward, unafraid, because we have proven our mettle and trust in our team. Our core values are not just inner aspirations; they are points of accountability and are apparent to everyone who knows us. Our reach is nationwide, and our clients and partners are in every state. We are resilient, adaptable, and responsive to the ever-changing landscape.

# DOMA SAILING INTO THE FUTURE

2025

**DOMA HAS  
A VISION.  
TOGETHER WE  
CAN CULTIVATE  
A THRIVING  
FUTURE AT OUR  
DOMA HOME IN  
VIRGINIA BEACH  
AND BEYOND.**

## OUR DOMA HOME

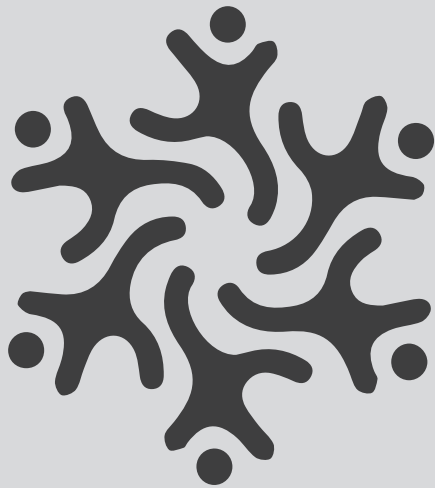
Guests and employees feel energized when they catch sight of our building at London Bridge. Upon entering DOMA, anyone can see that it is not just an ordinary office. We deliver a “DOMA experience” (DX) through a beautiful, contemporary space. After being escorted past the welcome center, the door opens, and they see—and feel—the heart and soul of DOMA. Our guests are amazed by a vibrant space buzzing with activity, music, and dynamic visual design. Our team members are active throughout the building - always smiling as they tackle their day with contagious enthusiasm.

We are working in a completely renovated, open, and unified environment. Our employees reflect this, showing the same forward-thinking attitude as seen in our design. Our office has areas that foster creativity, collaboration, and thoughtful meditation. People will leave impacted – visitors will see the corporate world in a new way after a visit to DOMA.



IT'S ABOUT PEOPLE –  
OUR GREATEST ASSET

## OUR CULTURE



Our people make us who we are. Employees at DOMA are invested in making our company successful and share in our drive to be unstoppable in our industry. People are intrigued – no other place can match our culture. Our employees are outstanding – they feel valued, have clear roles and goals for their position, and have a well-defined career growth plan. DOMA leadership takes the concept of “team” to a whole new level, not only by committing to excellence in their roles, but by pledging to provide outstanding employee development. Teams are empowered to cultivate their greatness and are supported by DOMA to be intuitive, creative, and determined in all they do. We thrive on the buzz that these connections create. Trust and morale are at an all-time high. We hear our employees discussing ways to improve not only DOMA but themselves as well.

# THE BRAND

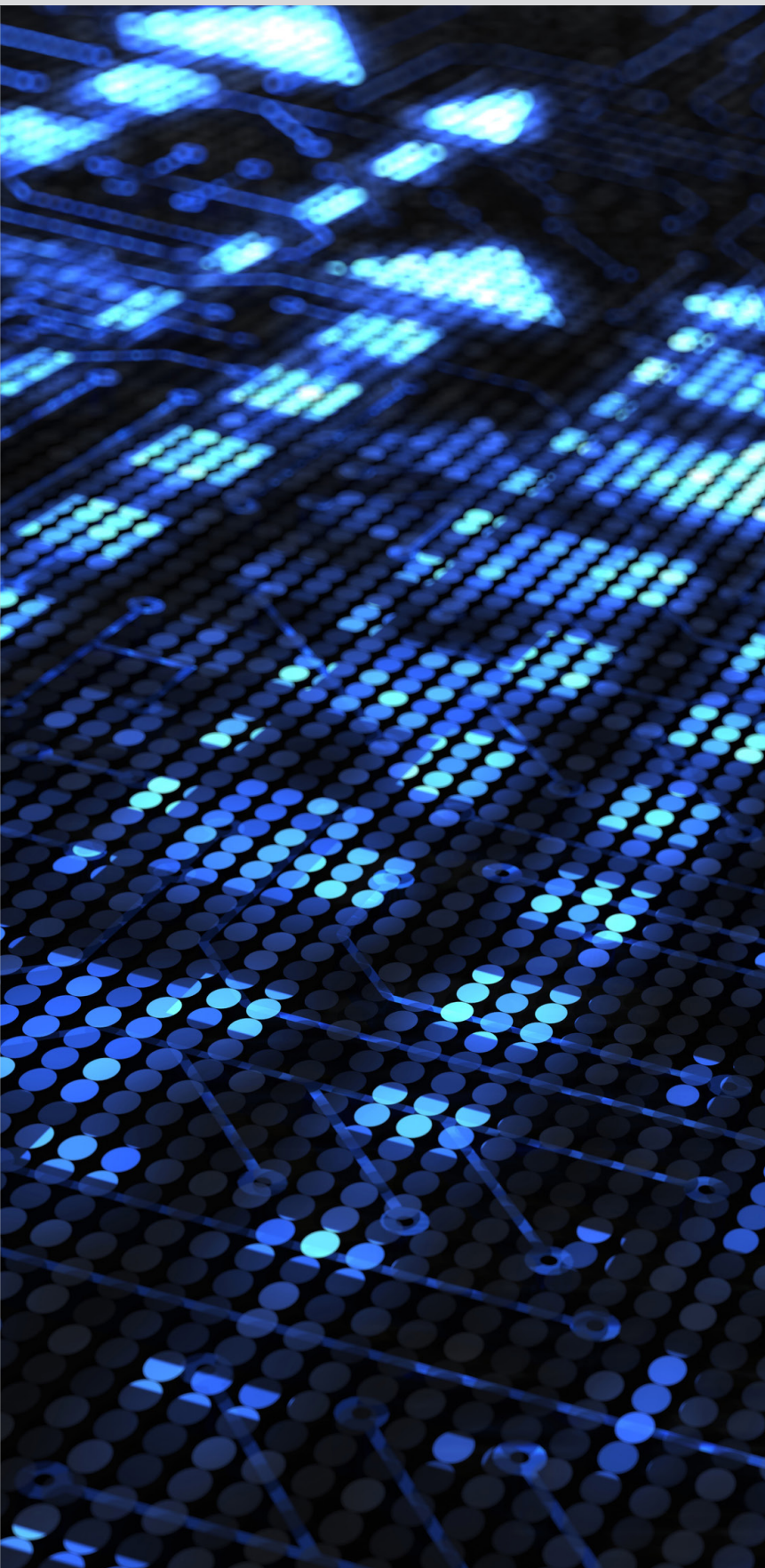
## CREATING DOMA MAGIC

We are a company that changes people's lives. We consistently deliver excellence and are consequentially acclaimed by our employees, customers, and partners. We never rest on our laurels. Our competition is intimidated by our unrelenting upward climb. Client feedback is consistent; we make their lives simpler, save them time, and are valued collaborators in the success of their businesses. Our clients and partners love visiting our headquarters in Virginia Beach, and they travel from all over the United States to see how we create that "DOMA magic."

## MARKETING & COMMUNICATIONS

Our dedicated marketing and communications team is unbelievable! We are heralds for our industry and are making a media impact unlike anyone else in our market. They tell the DOMA story in a way that keeps our audience engaged and invested in us. Our DOMA website has evolved with industry-changing tools that drive business growth and customer interaction. We have positioned DOMA as the go-to source for data and digital workflow expertise. Likewise, the content we create gets everyone talking. People are always excited to see what's next at DOMA.





## OPERATIONS

Trained, cleared, and matrixed employees have a hand in all strategic programs so that we never miss our targets. We evaluate our service offerings annually to ensure we stay ahead of the competition in value, pricing, and services. Operating smoothly and efficiently is easy because we've created an environment that nurtures employee excellence. We support those who need it because we understand that the combined efforts of our team keep everything growing.

## FINANCE

Our fully integrated ERP software provides real-time analytics to our leadership with clear, on-demand visibility of our finances. By staying informed, we are poised to act quickly and can execute real-time investments in people and resources. Not only is the technology at work, but our finance team is ready to support us and help us understand the ins and outs of each decision. The company is debt-free and working capital is above the industry average, which allows us to invest in our people and leading-edge technology. We are constantly learning and adapting to economic changes.

## BUSINESS DEVELOPMENT

We are recognized in the industry as a best-in-class sales partner and organization. DOMA is widely acclaimed for its excellent service and straightforward solutions. We win deals by offering unequaled value and impactful, innovative solutions that maximize business performance. We are promoters of ***The DOMA Experience***, and we do not deviate from our high standards and proven methods. We foster loyalty in our customers and as a result, continue to see a high percentage of automatic contract renewals and re-compete wins. Everyone has a “David” mentality. No giant is too great an adversary; we compete to win even when the odds are stacked against us! We are THRIVING and reveling in the success of our exponential growth.







# OUR TECHNOLOGY

WE OUTPACE THE COMPETITION

We have a team of technology software experts who can enable anything! Our microservices and platform capabilities are widely recognized as robust, current, user-friendly, compliant, secure, affordable, and feature-rich. This has driven and supported our sales process for clients of all sizes. We have perfected rapid customer engagement, and on-boarding. DOMA's services shamelessly integrate with a wide range of leading industry platforms. Our platform ecosystem is a differentiation point in our business.



## DIGITAL TRANSFORMATION

DOMA leads the industry in high volume, efficient, and reliable document and data capture. Customers and competitors alike are always asking how we do it. Through the implementation of technology, our process has become more efficient and more accurate than ever before. Hyper automation tools paired with improved data extraction methods mean less human intervention. We utilize the latest software capabilities and consistently work to make data capture and access more intuitive. Our effort translates to faster contract completion and better business process optimization. Customers trust us because we deliver on our promises to provide better data for better decisions.



# INFORMATION TECHNOLOGY

Our IT team provides unparalleled, proactive service both internally to employees and externally to clients. Customers rave about the support team's eagerness to help and their willingness to find answers. Optimized systems provide consistent, on-demand performance.

Our IT professionals are ever vigilant and take the protection of DOMA's data seriously. IT fosters a positive and trusting relationship with the company and its clients because they plan ahead to mitigate any failure or disruption of services resulting from a cyber-attack or other mishap.

## WE INNOVATE

DOMA'S EDGE LAB ALLOWS OUR  
SOFTWARE TEAM TO EXPERIMENT,  
IMPROVE AND DELIVER INNOVATIVE  
SOLUTIONS TO OUR CUSTOMERS  
THAT CHALLENGE THE STATUS QUO.

# SOFTWARE DEVELOPMENT

Our development team is integral to DOMA's overall success. They deliver high-impact results and create lifelong value for our clients. The team takes pride in providing leading-edge design and functionality. They are ecstatic to show the entire company and clients what's next. Development is intimately engaged in the sales process so they can provide technical expertise, market awareness, and user experience functionality. They are foremost innovators but also know that balance is key to success. Software development is a challenging process. Although our team doesn't always have all the information required to make decisions, they strive to find agile working solutions even when it means taking a new path. They always deliver!

## HUMAN RESOURCES

DOMA has best-in-class training and smoothly integrates employees using transparent systems and procedures. We have the best recruitment strategies to attract qualified and diverse individuals to our organization. Our competitors look to us as the gauge for their success in these areas. DOMA invests in employees' development and expands our succession management program; this reinforces our strategy of growing our own. We enhance our employee experience through a culture of employee wellness, engagement, diversity, and inclusion. This approach leads to higher overall employee well-being, productivity, and retention.

**WE ARE THE TALK  
OF THE TOWN**




# COMMUNITY COMMITMENT

DOMA GIVES BACK



DOMA philanthropy is unmatched in Hampton Roads. Our humanitarian efforts and donations through our **DOMA Gives** initiative motivate workforce to know their community and leave it better than they found it. **DOMA Gives** is an entire team of dedicated employees who seek out great causes to provide financial aid and volunteer support. We show our employees, customers, and country that we are not just another company that goes to work and then goes home. We recognize our unique privilege to help our community and commit to giving back every day.



The background of the entire image is a dark, moody photograph of ocean waves. The water is a deep navy blue, and the waves are breaking, creating white foam and spray. The lighting is low, giving the scene a somber and powerful feel.

## **MAKE THE VISION A REALITY**

**DOMA HAS A VISION. TOGETHER  
WE CAN CULTIVATE A THRIVING  
FUTURE AT OUR DOMA HOME IN  
VIRGINIA BEACH AND BEYOND.**