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Washington DC- Federated IT would like to thank everyone who participated in our annual holiday drive to collect toys for the **Marine Corps Reserve Toys for Tots** program. Your efforts helped Federated IT donate more than \$1500 worth of toys to underprivileged children. A special thank you to **Christian Glad** and **Chris Smith** for their efforts in organizing their teams to make generous donations of both money and toys.

At Federated IT, giving back is a very important part of our Corporate mission. To see some of the other charitable organizations that Federated IT supports, please visit our webpage at federatedit.com/company/giving-back2. Featured there is a partial list of the charities and organizations that are important to us.

We'd love to hear about the causes and organizations that are important to you as well. If you have a cause that you think Federated should know more about, please don't hesitate to contact us at news@FederatedIT.com



THE LAUGHTER CACHE

There's a band called 1023MB. They haven't had any gigs yet

HR NEWS: 401 (K)nowledge



Washington, DC- January 1st brings with it the promise of a new year. What do you resolve to do better this year? Federated IT cares deeply about the well-being of all of our employees, both at work and at home. In November 2014, HR created an "Employee Toolbox" portion of SharePoint that contains videos and articles explaining various processes. This year, we will be adding (hopefully) helpful material to this toolbox to assist employees in learning about our company, and explaining each of our benefits. The first benefit we will explore is our 401(k) plan.

For many employees, this is a benefit that they enroll into upon hire and then forget, rather than a dynamic account that they manage. Although financial wellness is a growing concern, with over 70% of Americans reporting that they are seriously concerned about their finances, most employees do not regularly log into PCS to manage their 401(k) account. On February 10th, Federated is sponsoring a Financial Wellness Seminar through Edelman Financial to educate our employees on personal finance and financial planning. The seminar will be free for employees and will cover IRAs, 401k Strategies, Estate Planning, and Social Security. A trained financial advisor will be available to answer questions after the Seminar. Please contact **Farah Farhat** (FFarhat@FederatedIT.com) if you are interested in attending.

Bethany Rose, HR Director | BRose@FederatedIT.com

CEO'S CORNER: 2016 Professional Development—Are you In?



Washington, DC -President Roosevelt stated, "there are many ways of going forward, but only one way of standing still." When it comes to professional development, yours and Federated's, are you moving out in the right direction? Are you one of those that got that certification or degree a couple of years ago and haven't made the commitment to learn anything new? Each one of us is responsible for his or her professional development and with technology moving at light speed are your skills up to date? We at Federated IT are committed to your professional development and we budget yearly for each person to engage in either a new certification, update an old one or take relevant college classes to enhance your skill set and give you and us an edge with our competitors. We are committed, are you? So as you embrace 2016 set yourself a goal to enhance those skills by setting a deadline to complete those courses. So as Emily Dickinson said, "Luck is not chance, its toil; fortune's expensive smile is earned!"



ISO 9001:2008 Quality Policy Statement

"The Federated IT Management Team is committed to understanding our Customers' requirements and delivering services that meet, and when possible exceed, those needs. We are committed to ensuring ongoing refinement in the efficiency and consistency of our operations through continual improvement of our processes. The entire Management Team is devoted to the ongoing execution and support of this policy."

HUD: Major Migration

Washington, DC— Federated IT's contract with the Department of Housing and Urban Development (HUD) has had lots of exciting changes since the last newsletter. The Federated and Microsoft team completed a major active mail migration project in November, moving over 12,900 active mailboxes into Office 365, and are now starting to move all the associated archive mail data. This point signifies a major milestone on the project and keeps us moving forward as the HUD enterprise is moved to the Cloud. **Lisa Jackson** and **Andy Shepherd** have consistently gone above and beyond to help ensure a smooth transition, providing superior support at all levels of the HUD agency—including the Secretary of HUD himself! Between the two of them, they have provided support on **over 1,100 tickets in just three months!** Their efforts have continued to earn them accolades from the customer, and Federated continues to be proud of their hard work and dedication.



HHS: Shiny New Contract

Washington, DC— The Department of Health and Human Services (HHS) recently awarded Federated a new contract for technology support services! This shiny new contract is the last of our 8(a) awards and got in right under the wire, just before we graduated the program on October 20, 2015. This contract brings a variety of technology support to HHS, including SharePoint development and Website Development services. We will be sourcing these positions soon so please keep them in mind if you have a great referral to make.



Also with the HHS, at the Secretary's Operations Center, Federated's own **Jeff Marion** was integral in the planning, development, and now rollout of a HHS Office of Emergency Management (OEM) tool called the GeoHEALTH Platform (<http://geohealth.hhs.gov>). This tool collects data from federal, state, and local agency sources, as well as from non-governmental organizations (NGOs), and maps them in an interactive, single visual environment, allowing all the agencies to collaborate in planning their responses to national or local emergencies. The customer called out Jeff's work as "exceptional," stating that "The development and rollout of the GeoHEALTH Platform would not have been possible without Jeff's support." Way to go, Jeff!

And **Richard Shull**, a Watch Officer at the HHS, has been providing support to OEM on the major weather and public health newsmakers. Most recently, Rich worked closely with the Regional Emergency Coordinators for Federal Emergency Management Agency (FEMA) regions in the South to ensure any needed State requests went through to the proper leadership following the tornado outbreaks in Texas, Winter Storm Goliath in the South and Central Plains, and severe flooding along the Mississippi River. Federated is proud to have boots on the ground helping those in need in the middle of this terrible destruction. **Thanks for your hard work, Rich!**

PRESIDENTIAL ADDRESS



Matthew Bucholz, President

So Long 8(a), you've been great!

Here's a fast fact that I'm proud to share - **Federated has performed over \$200M in federal contracting over the last 10 years!** It's an incredible achievement and one that we ALL should be proud of. Let's put that in perspective a bit so we can appreciate the significance. Small businesses make up 90% of all the companies in America and 90% of those companies never survive past the first 2 years of being in business. Of those that do, less than 10% ever realize more than \$10M in annual sales and even fewer reach the \$25M/year mark. Were we lucky? Sure, probably, maybe a bit, but we made the most of our good luck and built a sustainable business model that grew predictably year after year to the point where the SBA ranked our performance in the top 2% of all 8(a) companies and which landed us on the Inc. 5000 list of Fastest Growing Companies in America 7 years in a row.

The SBA's 8(a) program has been a great tool for Federated and we will mourn its passing. But the program was designed to assist small minority owned businesses with cracking into the federal contracting industry and we made the most of the opportunity. When we entered the program there were over 10,000 8(a) certified firms and we thought the competition for federal contracts would be fierce. There was certainly competition but we met it head on and succeeded. Now that we've successfully graduated from the program, we look forward to applying what we've learned along the way and continuing our growth trajectory. There are new challenges ahead but we have something most other companies don't; a history of success, tremendous corporate knowledge and experience, great customers and most of all amazingly talented people. With all those tools, who needs luck?

DOL: CUSTOMER SATISFACTION



Washington, DC – The **DOL OSHANET TEAM** started off the year on a positive note as one of our longstanding customers reached out to wish a Happy New Year, and to sing the praises of the team. My truncated version of her email would not do it justice – so here are the customer's exact words: *"I wanted to reach out to you last year and tell you about the great help from your staff/team/colleagues. I have had a lot of issues since I started at OSHA 4 years ago, ranging from Backups, VPN issues, Logon issues, outlook, printing, malware, you name it. I have to tell you that I have had exceptional customer service and complete remedy of all our problems in Concord, NH. I have to thank **Eddie Onadeko, Mike Jakimowicz, David Braesicke, Christian Glad** and everyone else [4 other non-FedIT names omitted]. I have to tell you they are the most helpful, courteous, knowledgeable, caring, and incredible people. They helped me tremendously lately when I was on an Audit in Vermont, they helped immediately and got the remote staff up and running with ease. They have made my job easy and I have complete trust in knowing that all our problems will get fixed. I want you to know that they are great, and them to know that they are great. They constantly go above and beyond. I just wanted you to know. Happy New Year to you and your staff."* -**OSHA – Concord Area Office Specialist**. Way to go Team. We can't ever get enough of these types of kudos. Keep up the hard work, and keep hard charging into the New Year!

DOL INFOSEC TEAM - About a week before the Christmas Holiday, you may recall hearing in the news about a Juniper breach which may have affected several Government agencies. Within the California-based company's ScreenOS software which runs its firewalls, unauthorized code was discovered which created a "backdoor entry" point for data transmitted. The vulnerability could potentially decrypt VPN devices and allow for unfettered access to VPN traffic. Since then, Juniper has released emergency patches for the security flaws, while the FBI is investigating further on suspicion that a foreign government might be responsible for inserting the rogue code that could enable spying.

Our Department of Labor Information Security Team has been working closely in response to this security breach. When DOL OCIO was alerted of the critical vulnerability, the team sprang into action to assess, remediate, and report the status back to the White House. Members of our team were tasked to track down all Juniper devices running the ScreenOS Operating System. With OCIO's overarching responsibility as the department-wide IT division, our team worked with all satellite agency ISOs to assess the damage, and patch the vulnerabilities. The team also focused on collecting asset information on the Juniper VPN Concentrators & Firewalls, all of which was turned over to the Security Incident Response Team to finalize into a report and deliver to the White House. Our team continues to maintain the security posture at DOL, and maintain the confidentiality of sensitive information processed by, stored in, and moved through information systems and applications belonging to the Department of Labor. **Keep up the great work, Team!**

NEW CONTRACT SPOTLIGHT

Washington, DC - On October 1, 2015 Federated was awarded a new contract under the **United States Army Office of the Chief of Chaplains (OCCH)** to support and sustain the Chaplain Corps Religious Support System (CCRSS) application. This is a sister contract for a previously awarded contract, handling the web design and development for various OCCH systems but mainly the CMRP which is managed by **Felicia Niemeier**. Staff for CCRSS is comprised of **Ashley Arrington**, Project Manager; **Shelly Pasierb**, System Network Engineer; **Skyler Gregory**, SharePoint Developer; and **Veronica White**, SharePoint Developer.

The CCRSS is a scalable, cloud-based collaboration capability that enables the Chaplain Corps to share information through independently managed communities and mission-focused sites, built on Microsoft SharePoint. CCRSS enhances enterprise-wide collaboration and increases operations efficiency by sharing form and document libraries, calendars, lists and workflows and securely accessing shared resources regardless of physical place and time. Objectives of the contract include consolidating and standardizing Chaplain Corps information resources across the Army and providing an up to date financial record keeping and reporting tool that is unavailable to the Chaplain Corp by Defense Finance and Accounting Services (DFAS). **(cont, top right)**

(cont.) Federated IT has successfully completed its first quarter in this contract, meeting its first major deliverable ahead of schedule. Skyler designed a Reporting Module for the system which parses and translates data from DFAS, creating user friendly charts and tables that was praised and loved by our COR. During the same time period, we also resolved a backlog of Help Desk Requests left from the previous contractor, worked to resolve a site-wide authentication concern with the required authentication software, produced and updated a Project Management Plan and timeline, cleaned up the back end of the system to improve speed and functionality, as well as provided the client with a missing sense of security regarding the management and resources from the prior awardee. The core staff for this contract has done an outstanding job for OCCH and has enhanced Federated IT's reputation with this client.

CONTRACT CAPTCHA



Washington, DC - Happy New Year, Federated! It has been a very demanding and interesting turn of the year! We found ourselves steeped in prime and subcontract solicitation development and support over the holidays. We are teaming with SAIC to support the ITES-3S contract, one of the largest DoD contracts supporting the Program Executive Office for Enterprise Information Systems. We doubled down in support of SAIC and we're teamed with them for the ENCORE III proposal; this is a large DISA proposal that covers the entire array of Federated IT's technology domains of expertise. The proposal shop "Tied the bow" on the HITSS II proposal – a Department of State \$700M IDIQ we primed for the SDVOSB vertical. In addition, we submitted a prime proposal for the Department of Energy's Environmental Management IT Support Services contract. **Hold on tight – there's more;** the San Antonio team's **Mike Blanton** is working diligently on an upcoming opportunity that will really position the San Antonio team – and Federated - for great things. Since we're talking about great things, I'd like to congratulate Michael Blanton not only on his promotion to Program Director for Intelligence and Cyber Programs, but also his promotion from a father of 2 to a father of 3, as he and his wife welcomed their baby girl this past December. Mike will be assuming a more expanded role in both San Antonio and Federated-wide opportunities – not to say that he doesn't already stay busy... he enjoys the challenge!

Carlos Rivera, Executive Vice President | CRivera@FederatedIT.com

OCCH HIGHLIGHTS

Washington, DC -Mark Garrison and Felicia Niemeier are working on a Turbo Tax-style app for the Office of the Chief of Chaplains (OCCH). The app has been refined to three steps and will allow the user to create a profile, submit information about supplies needed, proposed events, personnel or facilities requirements and develop a budget plan that users can then export and take to their supervisors for approval. The app will also allow Army headquarters to roll-up forecasted needs and deliverables for budget planning for the next fiscal year and then future years.

The training will begin in March with Army leadership in three divisions: North America, Europe and Pacific Regions with a complete Army-wide roll out scheduled for June 2016. At this time the app is ahead of schedule and the team is confident that the app will be delivered before the June delivery date.

Caitlin May is the SharePoint Administrator for OCCH contract, and the Site Collection Administrator for two SharePoint sites that are used by Chaplain Corps, Chaplain Assistants, as well as Chaplain Leadership. Caitlin provides support for everyone who uses these two SharePoint sites; everything from managing and resolving access and support requests, creating and distributing SharePoint Standard Operating Procedure documents, creating and editing SharePoint sites and researching and implementing advanced SharePoint project requests for customers. Currently she is working on a strategy to refurbish the Chaplain Leadership SharePoint site which would increase storage space, delete and archive obsolete files, and provide an enhanced file organization process for moving forward.

This contract has great potential to expand and support the Army Chaplain Corps and the DoD with additional and future needs. Our team has already recognized other potential work and are working to develop these possibilities into future contracts.

STAFFING & RECRUIT-



SEND US YOUR RESUME!

Ordinarily, if an employer suggests you polish up your resume, it's not a good sign. At Federated IT, when we ask you to send us the most current version of your resume, it's a great sign.

Federated IT strives to maintain a current database of all employee resumes, so we are always aware of the true capabilities of our workforce. As we prepare proposals for new work, we can turn to our database and utilize our internal talent to create staffing solutions and leverage those hard gained skills in ways that create new opportunities for everyone. Additionally, this resource allows us to aid Federated employees in the advancement of their careers within the company, by ensuring we look to our internal talent pool first when new opportunities arise.

There are many reasons to periodically update corporate capabilities, but the main reason is that it's important for businesses to have a skilled workforce that is prepared to face the challenges of a rapidly changing technology landscape. In order to stay relevant and competitive, we have to know where our expertise lies and where we must invest in the future.

If you haven't already, please update your resume to reflect your current job assignments, as well as your technical and professional certifications. You worked hard to earn these skills and we want to know about them. For a copy of Federated IT's resume template or to submit your updated resume, please contact **Katie Alber** (KAlber@FederatedIT.com)

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