F E D E R A T E D TIMES

FIRST EDITION

F E D E R A T E D I T
DESIGN • INTEGRATE • CYBERSECURITY

"Federated IT is a nationally recognized, growing IT company. We are mission focused on efforts that support or enhance the National Defense Infrastructure in the areas of Information Technology, Cyber Security, and Analytic & Operations Support"

You asked for it, you got it — In a recent survey you told us that you would like to receive more information about what we're working on and where we're headed as a company.

This quarterly newsletter is one step to enhance our corporate communications. However, **it is imperative that you regularly check your Federated IT email for vital updates and official organizational announcements**. Company email is and will continue to be our primary means of communicating with you.

This newsletter is for you and if you have comments or suggestions, we are eager to hear them. Email us at: **news@FederatedIT.com** for consideration in future editions.

Information Technology

USNO: Accuracy Matters

Washington, DC - Federated IT supports the US Naval Observatory (USNO) with the calculation and dissemination of Time Services as a distributed computing network protocol trafficking on Department of Defense (DOD) computer networks worldwide, to include deployed weapons systems. Federated is responsible for providing specialized PhDs in gathering, synthesizing, and rendering computation results for time services as mathematically correlated to the Earth to other celestial bodies. The result of this support is a distributed Network Time Protocol (NTP) service that keeps all computers on DOD and commercial computer systems fully synchronized, ensure that DOD weapons systems in the execution of their mission, are accurate down to one square meter.

USCIS: Scalable & Secure

Burlington, Vermont - In an effort to reduce costs and complexity, as well as improve performance, Federated's Secure Enterprise Technology Infrastructure (SETI) team are pushing forward the first pilot of Microsoft Hyper-V and virtualization strategies at the United States Citizenship and Immigration Services (USCIS). This involves piloting new hardware, software, backup solutions, and the foundation layer for a new virtualization infrastructure to replace the old infrastructure in USCIS field operations. The team is integrating these systems with an eye to upcoming Service Center virtualization and consolidation projects that create a seamless infrastructure for resources on demand. Additionally, the team has performed 3 deployments of UAC (Unaccompanied Alien Children) Asylum Offices along the southern border.

This involves deploying "LAN-in-a-Can" network kits to remote Asylum Offices in detention facilities. These offices are on the front line of the humanitarian crisis at the southern border of children and families illegally entering into the United States. The team's efforts are typically last minute deployments into politically contentious environments providing infrastructure and desktop deployments and support of those technologies to fledgling offices. The team has been at the forefront of a push in USCIS to provide scalable, secure, Enterprise Wireless for multiple facilities, including USCIS headquarters in Washington, DC. This has involved a herculean effort from the team, given considerably compressed timelines.

Cyber Security

DOL: Accolades from the OCIO

Washington, DC - Federated IT provides support services to OSHAnet, a Government-owned, contractor-operated, private network operated by the Occupation Safety and Health Administration (OSHA). Federated IT supports this effort at the Department of Labor– Office of the Assistant Secretary for Administration and Management (OASAM) – Office of the Chief Information Officer (OCIO) offices located in Washington, DC and Utah.

Recently, our team was recognized for their outstanding work, responding to a security incident. The team worked long hours and weekends to return an affected system server to full service. There were a number of difficult, lengthy tasks required to complete the forensic investigation, rebuild and increase the security of the server, and return it to service. The customer commended the team for their efforts and dedication. Here at headquarters, we would like to join the customer in recognizing the efforts of this dedicated team and thank them for representing themselves and Federated IT so brilliantly.

SECTION 508: HR INFO

A Helping Hand: The winds of change have never been stronger and the focus on people has never been this great. One constant in an ever changing industry is Federated IT's dedication to providing the highest level of support and services to our employees.

We offer robust benefit programs and competitive pay, cutting edge training and development programs, as well as a free and confidential employee resource for everyday life situations. Our (EAP) offers resources on:

- Financial or Legal Concerns
- Child and Elder Care
- Health & Wellness
- Communication Skills
- Relationship Skills
- Stress Management
- Parenting
- And many other topics

Contact our EAP today at (866) 757-3271
www.eapadvantage.com

Kelly Demaitre| Director of HR
KDemaitre@FederatedIT.com

The Great Recession ended five years ago. Maybe it hasn't always felt like the tough times were over, but it's a good assumption that this past year has probably been as good a year as the IT industry has had in a while. It's no longer just about survival though, it's about growth. Which brings us to this year's Solution Provider 5000 list, CRN's annual ranking of the largest solution providers by revenue in North America and **Federated IT ranked 460th!**

THE LAUGHTER CACHE

Q: How many programmers does it take to change a light bulb?
A: None, that's a hardware problem.

To the optimist, the glass is half-full.
To the pessimist, the glass is half-empty.
To the IT professional, the glass is twice as big as it needs to be.

Matthew Bucholz, President

How Do You Define Success?

In Webster's dictionary you'll find some dry definition like: "the correct or desired result of an attempt" but that doesn't really motivate you to action right? I'm sure you have your own personal interpretation of what success means and I'll bet it's more inspiring! Try these on for size: JD Rockefeller described it in this way: "To do common things uncommonly well"; or Winston Churchill - "Success consists of going from failure to failure without loss of enthusiasm". Now that's really hard to do when you think about it. What they have in common is a call to action. Success cannot be a passive pursuit. No matter how you measure it you still have to do something to achieve it. It can't just be given to you, you have to fight, struggle, suffer losses and ultimately overcome obstacles before you can truly look yourself in the mirror with a sense of satisfaction and say with authority that you succeeded. Whether your goal is to argue a case in front of the Supreme Court or finally break par in a round of golf, if you didn't struggle you didn't "earn" it. In many ways the story of Federated is the story of struggle and success. We started with 1 employee on 1 project in 1 state and despite stiff competition, heavy regulation, heavier taxes, disruptive technologies, shrinking budgets and fickle customers we have grown. Armed with a strategic plan, entrepreneurial energy and an unwavering commitment to our people and our national security mission we have managed to rank among the top 2% of companies in the 8(a) program and have made the Inc. 5000 list of Fastest Growing Companies 6 years in a row. Nice trophies, but isn't it really more about who you are rather than what you accomplish? We drive our business with a focus on enhancing national security and with a sense of purpose that means much more than a plaque on a wall. If we help our customers achieve their mission and the result is a stronger more secure country then we'd say we were successful. **How do you define success?**

Analytics & Operations

TSA TTAC: A LOOK BACK

Herndon, VA - Anyone seeking access to the nation's transportation systems, from airline and port workers to truckers transporting hazardous materials, must first undergo a Security Threat Assessment (STA) through the Transportation Security Administration (TSA). To conduct STA 's for all of those applicants, the TSA comes to Federated IT! Federated's crack team of adjudicators have been providing a robust range of adjudication services to TSA since February 2010, as part of our Transportation Threat Assessment and Credentialing (TTAC) contract.

What does that mean? It means that in the last four and a half years, almost _2.5 million_ people who have applied for jobs requiring access to seaports, airports, trucking, flight training, and other transportation affiliates in this vast country have been vetted through our team's phenomenal efforts. The Federated team's adjudicators have been bringing jobs to those working with planes, ships, and automobiles, while keeping America safe. Not only has the team demonstrated stellar performance, but they've steadily improved productivity every single year - from 2010 to 2014, the team increased their output 48% never letting their accuracy slip below the "Excellent" range. That's dedication. Superlatives fail to capture this amazing achievement.

As the contract winds down in its fifth year, Federated will be transitioning this project to the Government. As partners in the transition, our staff have continued to produce and assist in the transition with all the professionalism we have come to expect from them. We come to a close with our heads held high, confident in the exceptional quality of our people and our product.

DLA DISS CATS: DEFECT RESOLUTION

Ft. Meade, Maryland—In June of 2013, Federated IT was awarded the Defense Logistics Agency (DLA) Defense Information System Security (DISS) Clearance Adjudication Tracking System (CATS) contract. CATS is an automated system that allows the Department of Defense Clearance Adjudication Facility (CAF) to electronically transfer, process, adjudicate, and deliver DoD Security clearances. The CATS program represents an important step in meeting the timeliness requirements of the Intelligence Reform and Terrorism Prevention Act of 2004. The system is designed to increase the expediency with which Security Clearance Adjudicators are able to process and approve DoD Personnel Security Clearance requests.

Federated IT was contracted to develop new software and perform application maintenance for the eight web-application and four web-portals that support the CATS Program. Over the last 15 months the four-person CATS Software Development Team has satisfied over 75 new software development requirements. The team's most recent accomplishment included updating the CATS System Interface with the Office of Personnel Management (OPM) to allow five of the web-applications to ingest 3 new file types. The update included about 200 hours of development work, 90 hours of testing and about 20 hours to execute the modifications. The deployment of the update resulted in a significant decrease in required man hours for the CAF's Processing Division. Prior to the deployment of the update the CAF Processing Division was required to manually scan and upload over 2,000 of these case files a week. Post-deployment these new case files were transmitted via eDelivery saving the CAF a multi-week turnaround due to the time incurred during the physical shipment and manual processing of these case files.

ONLINE TRAINING

There are New Training Courses available now on our Computer Based Training Tool, CBT Nuggets. They include **Adobe InDesign, Juniper Networks Certified Associate, and Being Agile Using Team Foundation Server.** To access, visit **www.CBTNuggets.com**

CONTRACT CAPTCHA

Greetings from the Contracts Shop! Federated IT is a Service Disabled Veteran Owned Small Business (SDVOB) and is also certified under the Small Business Administration's 8(a) program. In accordance with FAR 19.1406 and as a SDVOB, Federated IT is eligible for set-asides up to $3.5M. In accordance with FAR 19.8 and under the SBAs 8(a) Program, Federated IT is eligible for set aside awards up to $4M. This means as long Federated IT can show they are capable of doing the work requested and at a reasonable price, the Government can award a contract directly to Federated IT without going through the often lengthy competitive acquisition process. The North American Industry Classification System (NAICS) codes that Federated IT predominantly perform work under are:

517410—Satellite Telecommunications, (Size Standard $32,500,000)
518210—Data Processing, Hosting and Related (Size Standard $32,500,000)
519190—All Other Information Services (Size Standard $27,500,000)
541511—-Custom Computer Programming Services (Size Standard $27,500,00)
541512—Computer Systems Design Services (Size Standard $27,500,000)
541513—Computer Facilities Management Services (Size Standard $27,500,000)
541519—-Other Computer Related—NAICS Exception 1 (Size Standard $27,500,000)
541519—- Information Technology Value Added Resellers 18—-NAICS Exception 18 (150 Employees)

What does this mean for you? As an ambassador of Federated IT, you should inform and remind your customer that the 8(a) and SDVOB set aside options are tools they can use to quickly and efficiently award work and get things done!

Tyler Marquardt | Contracts   Sam Nelson | Sub-Contracts

tmarquardt@FederatedIT.com   **snelson@FederatedIT.com**

FEDERATED IS CERTIFIED GOLD

Federated IT achieved the Microsoft Gold Certification for Small Business, distinguishing itself within the top 1 percent of Microsoft Solution Providers. To earn a Microsoft Gold Certification, partners must successfully pass Microsoft Certified Professional exams to corroborate corporate technological expertise, and further designate each MCP to one specific Microsoft competency, ensuring focused manpower capacity within the relevant technology domains.

"This Certification showcases our commitment and acute technical acumen surrounding Microsoft products and solutions we leverage to solve the complex challenges of our clients", said Federated Vice President, Brad Glasco, "We accelerate our clients' success by serving as trusted Microsoft technology advisors for both their mission and business demands". As stated by Phil Sorgen, corporate VP, Worldwide Partner Group at Microsoft , "These partners are the top 1 percent of our partner ecosystem, which helps customers drive innovative solutions on the latest

Security: Adverse Information

What exactly is adverse information and how would you report it? The Department of Defense defines adverse information as "potentially significant factual information that raises potential security concerns about co-workers. If ignored, problems signaled by behaviors could impair the health, well-being, or performance of the employee, workplace, or compromise sensitive information". As many of you may work with classified government systems and/or classified documents, it is imperative that you keep your eyes open for any behaviors that your co-workers may exhibit that would fit this definition. You are looking for a pattern of behavior in that individual and not necessarily a one-time, isolated event. The types of behaviors that should raise a red flag and be reported as adverse information include: excessive alcohol consumption, criminal conduct, drug involvement, financial considerations, psychological conditions, and any questions about that person's allegiance to the United States. Any observed adverse information should be reported to your Government security office first and then also reported to the Federated IT FSO.

Meghann Ferguson | FSO
mferguson@FederatedIT.com

Alan Crews, Lead Recruiter

Exciting new opportunities are coming our way, and as we progress as a company it is important for our employees to advance with us. It is a corporate priority to promote from within and develop long-term career trajectories for our employees. Because of our strengths in the IT industry, Federated IT has a strong foundation of talent.
Enhancing our employees' capabilities is "mutually beneficial, which is why we urge you to look into the **Professional Development Program**. Adding a new technical certificate, finishing up your degree or training for a PMP certification are just some ways to take advantage of this rewarding element of your benefits package.
Also we are staunch believers in the motto 'Good people know good people.' If you have any friends or former coworkers you think would be a good fit, take advantage of the **Employee Referral Bonus** and send them our way so we can get the conversation started.
The first steps towards your next career advancement could be just an e-mail away.

Alan Crews | Lead Recruiter
acrews@FederatedIT.com

Katie Alber | Assoc. Recruiter
kalber@FederatedIT.com

For a list of all open positions, visit the Federated IT website at www.FederatedIT.com