

The Washington Post



1200 G St NW, #800
Washington, DC 20005
202.436.9222 ph
202.478.2950 fax
www.federatedit.com



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Happy
New Year

A new year, a new Federated...
Over the past 12 months we have hired over 50 employees for various technical and non-technical positions across the company. We want to again welcome those new hires and reiterate how glad we are that you have joined us in our important mission of enhancing our national security.

We are proud to announce that we have an extremely diverse workforce consisting of the brightest and best talent out there! Additionally, 40% of our employees are Veterans and we could not be more proud to have them on our team.

We are also extremely honored to have newly hired Post Doctoral graduates on our United States Naval Observatory (USNO) contract and celebrate the "astronomical" contributions they are making.

SECTION 508: HR INFO



FIGHT NIGHT

Washington DC, Federated IT's HR & Recruiting Associate, Katie Alber, recently attended the 25th annual Fight Night fundraiser benefitting **Fight For Children**.

The event, held at the Washington Hilton, brought together over 2,000 professionals and raised a record-breaking \$4.7 million. Money raised will go to help support education and healthcare programs for low-income children in Baltimore and DC. To learn more about Fight for Children and how you can help visit www.fightforchildren.org

YOUR W-2's ARE COMING

Federated IT anticipates W-2's will be in the mail late January 2015 for personal tax preparation.

Online instructions to access the secure download of your W-2:

- Go to <https://login.paylocity.com>
- Enter your registered username and password
- Under "Compensation" click "More" then "W2"
- Select the 2014 tax year

For any additional questions, please contact Human Resources at (202) 436-9144.

If your address has changed and you've not yet updated it with HR, you may do that via the Paylocity portal under "Personal Information" as well.

FEDERATED TIMES

"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"

Information Technology

OCCH: Redesigning ChapNet

Fort Belvoir, VA - Federated IT completed the redesign and development of the ChapNet website (www.chapnet.army.mil) for the U.S. Army Chief of Chaplains Office (OCCH). The project was driven by Web Designer **Felicia Niemeier** and Project Manager **Kevin Walsh**, who delivered the enterprise website on an extremely short-fused timeline, going from project charter to project acceptance in just four months and four days. The Federated team focused on meeting the unique mission requirements of the Chaplain Corps and delivered the project on budget, to specification, and even came in a few days ahead of their already ambitious schedule.

Additionally, Federated's **Nevin House** has been applying his web application development expertise to the creation of two custom web apps for the Chaplain Corps: the Command Master Religious Plan (CMRP), as well as a human resources application.

The team's newest project is the redesign and development of the website for the U.S. Army Chaplain Center and School (USACHCS) at Fort Jackson, South Carolina.

SEVIS: A Look Back

Washington, DC - Federated IT worked to develop the Department of Homeland Security Immigration and Customs Enforcement (DHS ICE) application to close system and process vulnerabilities for the Student and Exchange Visitor Information System (SEVIS).

The SEVIS ADM team was composed of 18 technical resources primarily consisting of Application Developers, Database Engineers, and Software Testers. The team's first deployment, in April, was a huge success, receiving praise from both the customer and user community. This was one of the largest releases with the largest business value since 2003. It was delivered on schedule, within budget, and with full planned capability.

With the second release deployed in July, the team, supported by ICE OCIO, further developed existing and new functionality for the Student and Exchange Visitor Program (SEVP). The customer again received rave reviews from both the law enforcement and academic communities. Team Federated completed their final development Agile Sprint cycle in September where they completed 100% of tasks in the product backlog. The Federated IT SEVIS team's final release was deployed in November to the DHS ICE production environment.

The three SEVIS releases as developed by the Federated IT team, were instrumental in support of the DHS ICE SEVP mission, and marked the first package of DHS Acquisition Decision Memorandum enhancements to SEVIS.

The Federated IT corporate team, would like to give a special thanks our SEVIS development team for all of their hard work.



PRESIDENTIAL ADDRESS



Matthew Bucholz, President

Conscious Capitalism—Can business have a higher purpose?

“... business is the great creator of value for people and it's fundamentally a force for good in the world. And I just don't think most people understand that.” *John Mackey, CEO Whole Foods*

I'm convinced that one of the reasons Federated has done well in one of the most challenging economic periods in American history is that we emphasize delivering value over capturing profits. Of course we have to be profitable in order to stay in business but that's not the reason we *are* in business. By focusing on our core mission (which is to help our customers achieve their missions) we deliver value in a manner that distinguishes us from our competitors.

But that energy can't flow exclusively in a unilateral direction, we must deliver value throughout the entire value chain in order for us to achieve our true potential.

Don't get me wrong, accomplishing the "mission" has its own rewards but where businesses get derailed and unfortunately labeled is when they become disconnected from their true purpose and drift.

Remember that no federal agency is forced to buy a product or service from us. The entire cyclic relationship is based on voluntary exchange for mutual benefit and if we don't deliver value to our customers they will buy services elsewhere. You work for Federated because you like the job and enjoy the pay and benefits; and if you didn't you'd go work for someone else. The same goes for our suppliers; they aren't indentured to us. They team with us because it is in our mutual best interest and they receive fair value and fair treatment. The bottom line is that if we don't deliver up and down the value chain then we would cease to be in business. And we deliver value when we focus on our higher purpose, which is to enhance our Nation's security by supporting the mission and infrastructure requirements of our Intelligence Community, Defense Department, Federal Law Enforcement and other federal government customers.

Because we are a purpose-driven business we have goals that are transcendent. By committing ourselves to them we stay connected to our higher purpose. **Isn't that how a business should be run?**

Analytics & Operations

SOC AVIDS : PLATINUM PLAN



Washington, DC & Fredrick, MD - Federated IT has a Platinum Maintenance Plan contract at the Department of Health and Human Services, Secretary's Operations Center (SOC) in Washington DC and Conduit of Operations (COOP) in Fredrick Maryland. Federated IT is the prime contractor, with Bridges SI as our subcontractor supporting the SOC COOP site. This contract supports all the IT, AV and VoIP systems in the SOC and COOP site. We just completed the base year in September and, during the base year, this contract has grown from a services contract to a services and staff support contract.

Solomon Freeman serves as the technical lead who is responsible for the Hospital Available Beds for Emergency and Disasters (HAVBED) database, which is a web-based bed capacity reporting tool used to inform decision-makers at the state, regional, and federal levels of healthcare facility bed availability in hospitals throughout the country, supporting the Assistant Secretary for Preparedness and Response's (ASPR) during emergencies and natural disasters. Solomon also provides administrative support and maintains Fusion Analytics which is a statistical analysis software to create analytic dashboards users can view round the clock in real-time.

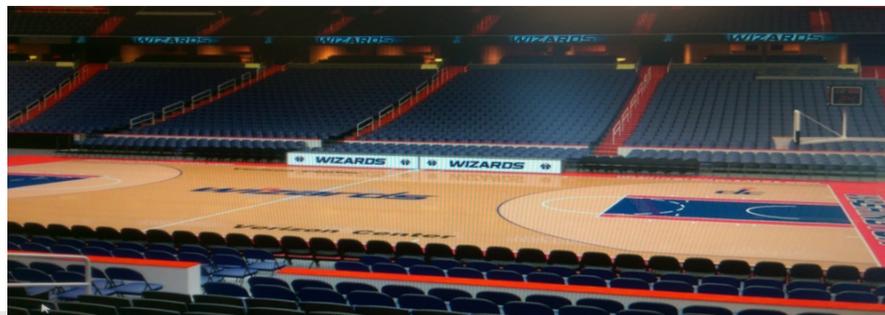
Jeff Marion is our Geographic Information System (GIS) Analyst at the (SOC). Jeff uses GIS to support emergency preparedness and Federal response efforts to natural and human made disasters that affect public health. The spatial data and information gathered in the field during a public health emergency response to support operational planning and preparedness for emergency management. Jeff also drafts and designs complex maps for immediate use and advises staff on the best methods for visually presenting data during public health emergency situations, incidents, outbreaks, exercises, planned events, terrorist threats, and for situational awareness. Jeff takes great pride working for Federated IT on the SOC AVIDS contract. He commented, "What we do every day here at the Secretary's Operations Center helps to protect the health and welfare of the all the people in the US."

Ming Chan is the IT Specialist in the SOC. His responsibilities are to mitigate IT security risk and address any threats to the operations and infrastructure. His secondary duties include supporting SOC and OEM (Office of Emergency Management) personnel in teleconference services, access to asset management systems, and other IT infrastructure service and maintenance.

Our newest member of the team, is **Rich Shull**. Rich is the Information Management Specialist (Watch Officer) at the SOC. Rich, is "just" one of the watch officers, at HHS, who reports directly to the Director of Secretary's Operations Center and is responsible for assisting in the daily operations of the SOC. The SOC is manned 24/7/365 which means the watch officers on duty are responsible for monitoring all events, actions and information during their shift. Whether a training exercise, or real life emergency, the watch officer is also in charge of keeping track of all deployed assets belonging to the ASPR.

A DIFFERENT KIND OF 'NET'

Federated IT has purchased season tickets to the Washington Wizards this year and will be dispersing them to the Project PM's for use as rewards or incentives to recognize the outstanding members of their teams or for those visiting from other contract locations that wish to take in a game. Below is a virtual approximation of the view from our seats in Section 112. Katie Alber is the ticket coordinator and will disseminate the tickets a few weeks prior to game day. Included with the tickets are Acela Club passes which allow access to the club so you can grab a drink or dinner in an upscale atmosphere. Enjoy!



CONTRACT CAPTCHA

Federated IT has been diligently implementing the 1000-Day Plan laid out by the president in preparation for the Federated IT of the future! By combining the maturation of corporate best practices with our Business Development Pipeline initiatives, we continue to hone in on the business opportunities that will propel and sustain us through the graduation from the 8(a) Small Disadvantaged Business Program. While we'll still be an SDVOSB Small Business by definition, we are making concerted investments in the Business Development (BD) capabilities. Sean DuGuay is running our Federal Civilian BD efforts, and you may know Brad Glasco who is responsible for the DoD / Intelligence Community opportunities – all part of what got Federated to where we are today! Following are some examples of the key contracts we are pursuing:

Army CHES ITES-3 Department of State HITSS II VA T4NG DEA InfoSec
AFISRA Risk Management DOE NNSA

We spared you the wordy nature of proposal titles and used the Short Titles :) - - - you're welcome! These contracts combine real-dollar contracts with Indefinite Delivery / Indefinite Quantity (IDIQ) contracts that will extend our Small Business Status by grandfathering Federated into a group of successful awardees within a specific customer base. In some cases, these contracts represent billions of dollars in Task Order opportunities! Business Development is a team effort, so if you get the urgent call from a BD'er or the Proposal Manager, Eric Vaughn (RFP Imposed Urgency, by the way – yes, it's never easy!), please help us all succeed by assisting with their requests. Don't forget that helping the proposal efforts places you in a position to get some "Extra Cheese" - - - I'm just saying. Thanks in advance, and keep up the great work!

Executive Vice President, Carlos Rivera

CRivera@FederatedIT.com

EMPLOYEE RECOGNITION: TODD EMERTON

Burlington, VT— Michael Raley, Project Manager for Federated IT's Secure Enterprise Technology Infrastructure (SETI) Team, would like to recognize the work of **Todd Emerton** in support of the USCIS Enterprise Wireless Rollout project. Todd started work on the project nearly a year ago when it was just a test project. In conjunction with another individual from Engineering, he was instrumental in the overall design, implementation, and testing of the pilot project.

When the order was received to fast track the project, crashing the schedule by 50% or more, Todd stepped up and took on a large amount of the work and stress. The team managed to actually have a functioning working product operating in production, in a limited controlled fashion, while maintaining all of the functional and security requirements. All of this while fighting bugs in the Cisco product that has not been discovered and there existed no solution for. Still, Todd pushed on, sacrificing his time and weekends to make deadlines.

When the project was forced into production ahead of schedule and before it was ready, Todd continued working hard, stopping only to sleep. Todd spent countless hours slowly, carefully explaining to leadership and management why there were problems. He attended meeting after meeting relaying the same information while keeping a calm demeanor and promoting confidence in the product.

Todd had to be in the office by 9am for morning meetings and stayed until 7:30pm to make changes in off hours. He effectively acted as operations (not the responsibility of this team) and never complained. He only wanted to make the solution work, and get things finished up.

Todd's efforts have been recognized by both SAIC (the contract Prime) and the Government customer as being instrumental in keeping the project running, and moving forward while experiencing significant issues from a crashed schedule, minimal resource allocation, and immature product, and demanding client. Federated IT's Corporate staff joins Michael Raley in Thanking Todd Emerton for his Herculean efforts.



Security: Annual Security Refresher Briefing

If you have not already done so, please view Federated IT's Annual Security Refresher briefing video and send me your signed certificate of completion. This is a mandatory requirement. The video is available online. If you do not have the link, please email me and I can provide it.

Meghann Ferguson | FSO | mferguson@FederatedIT.com

STAFFING & RECRUITING



Katie Alber HR/Recruiting Associate

There are always opportunities within Federated IT to grow, learn and accomplish new things. If you know high caliber talent and would like to refer them to us or if you are looking at one of the many internal opportunities for yourself, please contact Associate HR/ Recruiter, Katie Alber (kalber@FederatedIT.com). Katie would be happy to discuss current or upcoming job opportunities that may be available within the company.

Additionally, Federated IT would like to thank former Recruiter, Alan Crews for over 4 years of dedicated service to Federated and wish him all the best in his next adventure. Alan recently made the difficult decision to accept a new opportunity with a Consulting firm, a move that would allow him the potential to relocate to other parts of the country. It has been a great pleasure working with Alan and we wish him all the best in his new opportunity.

As Federated works to identify a new Senior Recruiter, please communicate with Katie Alber on any recruiting needs.

Katie Alber | Assoc. Recruiter
kalber@FederatedIT.com

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