

Kiliktuq

Keeping You Informed



UIC IN THE NEWS

UIC Recognized in the 2025 Top 49ers

We are excited to share that [Ukpeaġvik Iñupiat Corporation](#) has once again been recognized among Alaska's most influential businesses, earning the **#9** spot in the 2025 Alaska Business Top 49ers ranking. This marks another year that UIC has secured its place in the Top 10, underscoring its continued growth as one of the state's largest locally owned companies.

As UIC's Government Services division, the [UIC Government Services/Bowhead](#) is proud to contribute to the momentum

behind this achievement. Each milestone reflects not only the strength of our Family of Companies, but also the commitment of our employees and the Iñupiat values that shape everything we do—from serving our customers to strengthening the communities we support.

This recognition is a testament to collaboration, hard work, and a shared vision for long-term success. Congratulations to UIC and to every individual who played a role in reaching this point.

Together, we are continuing to build opportunities for our shareholders, expand our impact, and deliver exceptional service across all we do.

To read more about the 2025 Top 49ers, [click here](#).



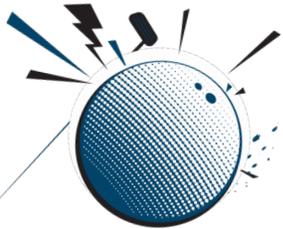
UIC FOUNDATION SUPPORT

Another look at This Year's Record-Breaking Tournament!

The 14th Annual UIC Foundation Benefit Golf Tournament welcomed 160 golfers at Fawn Lake Country Club on Sept. 22, 2025. This year's sold-out event raised \$114,240, and with a corporate match from [Ukpeaġvik Iñupiat Corporation \(UIC\)](#), the UIC Foundation will receive a total of \$228,480 in support of scholarships and educational opportunities for UIC shareholders and descendants.



After play concluded, golfers gathered for a BBQ lunch and celebrated tournament winners during an awards ceremony. Guests also participated in a spirited live auction and raffle, which featured a wide range of items, including many art and cultural pieces from Alaska.



The auction and raffle generated significant contributions that helped push this year's fundraising total to a 14-year record. The success of this year's event ensures the UIC Foundation can continue expanding educational opportunities for shareholders at home in Utqiaġvik and beyond.

Watch the full video [here](#) and learn more about the work of the [UIC Foundation](#).

UICGS/BOWHEAD COMPANY STORE

Refresh Your Gear Before Year's End — New Logo Available

Don't forget that the new Bowhead and UIC Government Services (UICGS) logos are available for use across the organization.

These refreshed designs highlight a bold, modern identity that aligns with UIC's forward-looking mission and reinforces our unified presence as the Government Services division.

If you haven't already, now is a great time to transition to the updated branding. New merchandise and gear featuring the logos can be ordered through the Lands' End Company Store and American Marketing.

We encourage everyone to continue adopting the new look on apparel, marketing items and other materials—let's keep presenting a consistent, professional image across all platforms.

Thank you for helping move this next chapter of our brand forward.

Order new apparel and swag from the [Bowhead Company Store](#).



UIC
GOVERNMENT
SERVICES



BOWHEAD
AN ALASKA NATIVE COMPANY

SAFETY TIP OF THE MONTH

Working Together to Address Workplace Stress and Mental Health

Stress can harm our health and contribute to mental health challenges. These challenges can include clinical mental illnesses and substance use disorders, as well as temporary emotional experiences such as stress, grief, sadness, and anxiety that are not part of a diagnosable condition.

While there are many factors in life that can cause stress, work is often one of them. However, the workplace can also serve as a vital source of resources, solutions, and activities designed to improve mental health and overall well-being.

Workplace stress and poor mental health can negatively impact employees in several ways, including:

- Job performance
- Productivity
- Work engagement and communication
- Physical capability and daily functioning

Working Together to Address Workplace Stress and Mental Health



Many factors cause stress. Let's work through it together.

| Employers can: | Workers can: |
|--|--|
| <ul style="list-style-type: none">✓ Create a judgement-free, shame-free workplace.✓ Be transparent.✓ Provide access to mental health resources (e.g., workplace, state, federal programs).✓ Encourage workers to seek help when needed.✓ Train managers and supervisors to recognize and talk about mental health and substance use. | <ul style="list-style-type: none">✓ Talk with coworkers and supervisors about workplace stress.✓ Share ideas about reducing workplace stress with management.✓ Take advantage of existing mental health resources.✓ Ask for help when needed. |

Employers and workers together can:

- Talk openly about workplace stress and collaborate in identifying solutions.
- Monitor one another and talk about mental health concerns.
 - Learn the signs and symptoms of distress, including substance use and risk factors for suicide.
 - Watch for changes in attitudes and behaviors.
 - Tell someone if a person's signs or symptoms worry you.

Reducing workplace stress benefits everyone through:

| | |
|---|--|
| <ul style="list-style-type: none">• Enhanced quality of life• Lower blood pressure• Stronger immune system• Better sleep• More positive outlook | <ul style="list-style-type: none">• Increased productivity• Improved morale• Fewer sick days• Better focus• Fewer workplace injuries |
|---|--|

OSHA Occupational Safety and Health Administration • [osha.gov/workplace-stress](https://www.osha.gov/workplace-stress) • 1-800-321-OSHA (6742) • @OSHA_DOL

[Workplace Stress - Overview | Occupational Safety and Health Administration](#)

[Helping Your Co-Workers and Yourself Address Mental Health](#)



UICGS/ BOWHEAD



November 27

Thanksgiving Day

December 6

UICGS/
Bowhead
Holiday Party
Oxon Hill, MD

December 24

Christmas Eve

December 25

Christmas Day

December 31

New Year's Eve

January 19

Martin Luther King, Jr. Day

WORK ANNIVERSARIES

Congratulations to the following employees for reaching their 20, 15, 10, and 5-year UICGS/Bowhead anniversaries in October, November, and December 2025.

Thank you for your hard work and dedication to UIC Government Services and the Bowhead Family of Companies!



Keith Birchler
Jonathan Brown

Robert Kline
Kurt Lengfield

Michael Myers



Donna Begin
Tim Howell
Ronald Jackson

Tim Metcalf
Jessica Noble
Jonathan Soden

Ken Trammell



Edward Finks

Raquel Offield

Betty Shearer



Carla Carter
Patrice Craddock
Natascha Giles
Keith Hancock
Eric Hauser
Raphael L'Heureux

Julian Lovett
Michael McNeal
Susan Merkel
Marco Morales
Sandra Rangel
John Salmon

Joshua Solomon
Justis Tucker
Jackie Weeks
Michael Wenger
Derek Williams
Nicolas Williams

BOWHEAD OFFICE HIGHLIGHT

UIC Recognized as Top Veteran Employer by Forbes

We're proud to share that [UIC Government Services/Bowhead](#) has been recognized as part of [Ukpeagvik Iñupiat Corporation's \(UIC\)](#) ranking as **# 11** on [Forbes' 2025 list of America's Best Employers for Veterans!](#)



Nearly one in five UIC employees are proud veterans, and many of them serve within our UICGS/Bowhead team.

Their expertise, leadership, and commitment to mission success strengthen our work supporting the U.S. military and national defense every day.

We also recognize and thank the many UIC shareholders who have served in the armed forces. Their example continues to inspire our dedication to excellence, service, and community. [Read the full list.](#)

HEALTH NEWS



November Health Happenings



Click the link below to read all the health tips and advice for November.

November Holiday Stress: Hitting the Mark

- How Is Stress Different Around the Holidays?
- What's Most Important to You?
- Five Ways to get Started
- Really? I Didn't Know That!
- Plan Your Roadblocks

DELTA SOLUTIONS & STRATEGIES

Kim Nelson Attends Defense Tennessee Valley Chapter STEM Outreach

Well done to [Delta Solutions and Strategies](#), part of [UICGS/Bowhead Family of Companies](#), for their continued support of STEM education and community outreach.

As part of the [Women In Defense Tennessee Valley Chapter](#) STEM program, Delta's

Kim Nelson spoke to students at the [Alabama School of Cyber Technology and Engineering \(ASCTE\)](#). She shared insights on engineering trades, system integration, and technology readiness levels—encouraging students to explore “the art of the possible” in advancing aerospace technology.

Thank you to Kim and the Delta team for inspiring curiosity and innovation in the next generation of engineers and leaders.



Delta Joins the Colorado Aerospace & Defense Economic Council

Delta Solutions and Strategies

was pleased to join the recently launched Colorado Aerospace & Defense Economic Council (CAD-EC), a statewide leadership council uniting industry, government, academia, and business to strengthen Colorado's role as the nation's aerospace and defense hub.



The [Colorado Springs Chamber & EDC](#) initiative celebrates collaboration within the sector as we continue to strengthen the industry's robust foundation.

BOWHEAD NEW EMPLOYEE

Shellie Clift Named Sr. Director of Strategic Initiatives

Please welcome **Shellie Clift** as **Senior Director of Strategic Initiatives** for [UIC Government Services/Bowhead](#).

Shellie brings more than 25 years of leadership experience in defense systems engineering, program management, and organizational strategy. She has a proven track record of leading large, complex teams and delivering innovative solutions that strengthen national defense and advance technological capabilities.

As Senior Director, Shellie will guide strategic initiatives across UICGS/ Bowhead Family of Companies—helping drive growth, collaboration, and operational excellence in alignment with UIC’s mission and long-term goals.

Please join us in welcoming Shellie to the UIC and Bowhead leadership team. We are excited for the expertise, vision, and forward-thinking leadership she brings to our organization.

Aarigaa tavrapiallak!



UIC EMPLOYEE PROMOTION

Jarrold Morris Receives Promotion

We are pleased to share that **Jarrold Morris** has been promoted to **Senior Corporate Director of Marketing & Communications** for [Ukpeaġvik Iñupiat Corporation \(UIC\)](#).

Jarrold has been a key leader in shaping UIC and [UICGS/Bowhead Family of Companies'](#) enterprise communications, digital modernization efforts, and shareholder-focused messaging. His work has strengthened brand alignment across the UIC Family of Companies, expanded external visibility, and supported teams across 300+ global locations.

With more than 20 years of experience, including senior communications roles in the [US Army](#), Jarrold continues to bring steady leadership, strategic insight, and a deep commitment to UIC’s mission and Iñupiat values.

Please join us in congratulating Jarrold on this well-deserved promotion.

Aarigaa tavrapiallak!



UIC Employee Promotion:
Jarrold Morris
Senior Corporate Director of Marketing & Communications

“ Since joining UIC in 2021, Jarrold has led enterprise-wide marketing and communications efforts supporting more than 4,000 employees worldwide. He has served three times as Interim Corporate Director, supported multiple UIC Annual Meetings and Reports, modernized websites, expanded UIC’s external visibility and built a strong, aligned marketing and communications team. ”

 UKPEAĠVIK
IÑUPIAT
CORPORATION

LIVE THE VALUES

Dan Darland — Respect for Nature (*Qiksiksrautiqaḡniq Iñuuniagvigmun*)

Congratulations to **Dan Darland** for his nomination and selection as a **2024 Live the Values Award winner!**

We're honored to recognize Dan for the way he lives our value of Respect for Nature (*Qiksiksrautiqaḡniq Iñuuniagvigmun*). Dan brings this commitment into everything he does, supporting his Bowhead colleagues, guiding his family, and helping strengthen the Systems & Information Technology community through mentorship and steady leadership.

At work, Dan is the person people turn to with “what if” and “how to” questions. He readily shares decades of experience to help others build confidence, recognize their own value, and reach their personal and professional goals.

Dan's dedication to future leaders is just as inspiring. As a volunteer Scout leader, he spent a week of personal time at Pfeffer Scout Reservation in Kentucky, offering guidance in outdoor skills and respect for nature. From helping homesick Scouts to stepping into leadership when needed most, Dan made a lasting impact.

We're grateful for Dan's leadership, at work and in the community. Congratulations, Dan, thank you for all you do for Team Bowhead!



Don Bush — Resolution of Conflict (*Paaḡaktautaiññiq*)

Congratulations to **Don Bush** for his nomination and selection as a **2024 Live the Values Award winner!**

We're proud to recognize Don for exemplifying our Inupiat value of Resolution of Conflict (*Paaḡaktautaiññiq*). In an environment where schedules shift, budgets tighten, and priorities evolve, Don brings a calm, solutions-focused approach that keeps our team grounded and moving forward.

Don's daily influence is felt across our work with the U.S. Navy and Marine Corps. His “think positive, act positive, speak positive, and live positive” mindset has become a steady foundation for the team, helping us stay aligned with our mission while navigating the complexities of government contracting.

His depth of knowledge, paired with decades of experience in resolving personnel, schedule, and budget challenges, has been instrumental in strengthening collaboration and maintaining momentum during demanding moments.

Don is a true reflection of what it means to resolve conflict with clarity, respect, and purpose. We're grateful for his leadership and the example he sets every day.

Congratulations, Don, and thank you for all you do for the Navy, Marine Corps, and Team Bowhead!



I AM BOWHEAD

Keith Birchler

What's it like being a member of a top Alaska Native Corporation providing services to the federal government?

In this video, **Keith Birchler**, a **Senior Configuration Management Specialist** with [UICGS/Bowhead Family of Companies](#) at [Naval Surface Warfare Center, Crane Division](#), Indiana, explains why he's been with Team Bowhead for over 17 years.



“Most companies shoot for customer satisfaction, but I teach my team to forget about customer satisfaction. We shoot for customer astonishment. We want to go above and beyond and provide a level of support that the customer has never seen before.”

Click the image to the right or [this link](#) to watch the entire video and to see what else Keith has to say about his role, and working for Bowhead!

BOWHEAD OFFICE HIGHLIGHT

Bowhead Office Highlight — Bedford, Indiana (Crane)

Following a major contract award with Naval Surface Warfare Center Crane Division (NSWCCD), in 2015, the office in Bedford was established as a Bowhead location to oversee the complete support of services provided to NSWCCD.

Bowhead has provided support for NSWCCD since 2008, and the contract award in 2015 further strengthened Bowhead's presence at NSWCCD and in the local community. The support Bowhead provides NSWCCD includes complete logistics, sustainment, engineering, and program support for various systems and platforms.



JOIN BOWHEAD ON SOCIAL MEDIA

[UICGS/Bowhead Family of Companies is on Facebook!](#)

Did you know we are now on Facebook? This platform serves as an additional space for us to connect more closely with our community, share updates, and provide insights into the impactful work we do supporting [United States Department of Defense](#) and many federal agencies.

Follow Us: Join us on Facebook to stay updated with regular updates, industry news, company insights, career opportunities, and behind-the-scenes looks about what makes Bowhead great.

Get Involved: We invite all our employees and colleagues to follow our Facebook page and engage with our content. Your support is invaluable as we continue to expand our outreach and impact.

Find Us on Facebook Here: [UICGS/Bowhead Family of Companies](#)

Thank you for your continuous support and enthusiasm. We look forward to seeing you on Facebook!



[Stay Connected with us on LinkedIn](#)

Are you on LinkedIn? Did you know UICGS/Bowhead is on LinkedIn?

With one billion users in nearly 200 countries, LinkedIn is the world's largest professional network on the internet. Many people in the United States and around the world use LinkedIn to find the right job, connect and strengthen professional relationships, and learn valuable skills they need to succeed in their careers.

Across the company, there are growing uses of LinkedIn for HR recruiting, business development, marketing, and much more!

Your support and engagement contributes to UICGS/Bowhead's professional image on the platform. If you are on LinkedIn but haven't connected with us, we encourage you to:

1. Follow the [UICGS/Bowhead LinkedIn page](#)
2. Engage with our content--like, comment, and share
3. Update your profile so you identify as a UICGS/Bowhead employee and receive your verification badge

If you're not on LinkedIn, check out our page and consider joining!

For questions about the company LinkedIn page or how to get started, please contact [Marketing & Communications](#).



EMPLOYEE OF THE QUARTER

David Allison Named Q3 Employee of the Quarter for EPM

Congratulations to **David Allison** — Engineering & Program Management (EPM) Employee of the Quarter!

EPM is proud to recognize David Allison as the Employee of the Quarter for Q3, honoring his exceptional performance and contributions in his newly introduced **Technical Account Manager (TAM)** role. Since stepping into the position, David has demonstrated a high level of professionalism, initiative and dedication that has significantly strengthened our support to the government customer.



David has gone above and beyond to build trusted relationships with stakeholders, fostering an environment of collaboration that directly enhances mission success. His proactive communication style and commitment to understanding customer needs have made him a key member of the team and an invaluable partner to the technical workforce.

One of David's most noteworthy accomplishments has been the development of comprehensive standard operating procedures (SOPs) for his role. These SOPs establish a clear, reliable framework for future onboarding and training—ensuring consistency, efficiency and long-term continuity within the TAM function.

David's support allows the government's technical teams to remain focused on testing, development and mission execution while he manages complex procurement tasks with precision and timeliness. His work not only improves internal processes but also strengthens the organization's reputation for delivering dependable, high-quality service.

Please join us in congratulating David on this well-deserved recognition and thanking him for his continued commitment to excellence.

EPM EMPLOYEE SPOTLIGHT

Bob Kline Celebrates 20 Years with Bowhead

EPM is honoring **Robert "Bob" Kline**, one of its first Charleston employees, for more than 20 years of dedicated service supporting the Navy's communications mission.

Hired to assist with Space and Naval Warfare Systems Command (SPAWAR) telephone network, Bob has remained a key contributor as the program expanded. "Employees like Bob are how Bowhead shines," the team said.

Rus Miller, the Naval Information Warfare Center (NIWC) contracting officer's representative, praised Bob as outgoing, reliable and committed to resolving issues quickly. Bob is considered the legacy telephone switch expert and has also become invaluable in supporting the newer VoIP system.



Pictured left to right: Dave Bardi, Bob Kline, and Rob Bierman

EPM EMPLOYEES OF THE MONTH

Engineering & Program Management (EPM) Business Line Names Employees of the Month

The following employees received Employee of the Month awards for October. Help us thank and congratulate the awardees for their hard work and accomplishments!

Congratulations to **Eric Jackson** for his nomination and selection as an EPM Employee of the Month!

Eric's professionalism, integrity and dedication have had a strong impact on both the team and the mission. As a key member of the Marine Corps Systems Command Acquisition Property Audit Office Quality Control Team, he consistently upholds high standards and earns praise from peers and leadership.

Over the past month, Eric completed more than 150 hours of quality-control research, conducted more than 100 post validations and verified over 120 material receipt transactions. He also refined supply procedural guidance, ensured accountability for more than 2,500 assets valued at more than \$40 million and mentored six junior employees while managing the Universal Work Queue.

Eric's attention to detail and collaborative approach have strengthened Bowhead's reputation and supported the Marine Corps mission.

Congratulations, Eric, and thank you for your exceptional contributions!



Congratulations to **Sarah Armstrong** for her nomination and selection as an EPM Employee of the Month!

Sarah consistently exemplifies the **Iñupiat Value of Paammaagigniq, Cooperation**, in every facet of her work. Her commitment to fostering a collaborative, respectful and empowering environment has made a lasting impact on team culture.

This month, Sarah's contributions went above and beyond her regular responsibilities. She authored 15 knowledge-based training articles, significantly enhancing the team's learning resources. She also conducted regression testing on 253 items across technical data management stage and test environments. Additionally, Sarah identified and escalated four critical defects, ensuring timely resolution and supporting overall system integrity.

Beyond these accomplishments, Sarah willingly takes on tasks outside her primary role, shares her knowledge freely and celebrates team achievements. Her cooperative spirit has strengthened team unity and driven collective progress, inspiring all of us to work better—together.



S&IT EMPLOYEES OF THE MONTH

Systems & Information Technology (S&IT) Business Line Names September Employees of the Month

The following employees received the S&IT business line Employee of the Month awards for September. Help us thank and congratulate the awardees for their hard work and accomplishments!

Congratulations to **Michael White** for his nomination and selection as an S&IT Employee of the Month! Michael has played a key role in developing complex solutions that meet client goals while supporting scalability, maintainability and long-term value.

In addition to his technical expertise, Michael brings a strong client-service focus and effectively guides discussions between business stakeholders and delivery teams.

Michael's ability to translate requirements into clear, actionable technical strategies has strengthened client confidence and contributed to successful project outcomes. Through his leadership, collaborative approach and dedication to high-quality work, Michael has strengthened the reputation of Bowhead's ServiceNow practice and provided measurable value to clients and the organization.

Michael's contributions also directly helped Bowhead secure an additional option year of contract support.

Congratulations, Michael, and thank you for your exceptional contributions!



Congratulations to **Joel Diaz-Rivera** for his nomination and selection as an S&IT Employee of the Month! Joel Diaz-Rivera, a **Sustainment Audiovisual Technician** who supports the Enterprise Classroom Program (ECP) contract, provides on-site, telephonic and email assistance for more than 3,000 classrooms and auditoriums within the U.S. Army Training and Doctrine Command (TRADOC) inventory.

During Joel's recent on-site support visit to Fort Leonard Wood, Missouri, he received formal commendation from the customer for his outstanding work at the Maneuver Support Center of Excellence's Digital Training Facility. Joel diagnosed and resolved significant audiovisual issues that had been hindering classroom instruction prior to his arrival.

Drawing on his extensive knowledge of ECP classroom design, programming setup and systematic troubleshooting processes, Joel restored the classroom to an effective learning environment. The customer praised his performance, noting, "Mr. Diaz-Rivera's work ethic, depth of knowledge and unwavering professionalism are highly commendable. We would welcome the opportunity to request his assistance with any future technical challenges."

Joel consistently provides technically sound guidance and demonstrates expert troubleshooting and communication skills with both customers and internal leadership before and after completing assigned tasks.

Congratulations, Joel, and thank you for your dedication to Team Bowhead!



Congratulations to **Robert "Bob" Miedzinski** or his nomination and selection as an S&IT Employee of the Month! Bob, a **Senior Program Analyst**, received the PMA-263 Opinicus Award during the PMA-263 All Hands event on August 7, 2025.

Bob led all budget briefs, drills and exhibit updates for the Family of Small Unmanned Aircraft Systems (FoSUAS) during an unprecedented year marked by a yearlong continuing resolution and a simultaneous budget cycle. The work was especially challenging because the program's funding comes from multiple appropriations and is split between the Navy and Marine Corps.

Drawing on his extensive acquisition experience, Bob developed courses of action to address potential funding increases that would require significant adjustments to current support levels. He also assumed additional responsibilities by filling a vacant program analyst role, providing critical support across the entire FoSUAS team.

Congratulations, Bob, and thank you for your outstanding contributions!



Congratulations to **Sean Mattingly** for his nomination and selection as an S&IT Employee of the Month! We are proud to recognize Sean Mattingly as Employee of the Month for more than 10 years of dedicated service to Bowhead and Communications-Electronics Command Security Assistance Management Directorate (CECOM SAMD). Sean has been a steady source of support, providing consistency and continuity that strengthen the team. Always willing to step in wherever needed, he has earned the respect and trust of both colleagues and leadership.



Sean's professionalism and proactive approach recently earned outstanding customer feedback. As the 333 program analyst—often referred to as the "execution program analyst"—he plays a critical role in coordinating with external stakeholders to track shipments to the Joint Consolidation Point. His ability to deliver timely, accurate information directly supports mission execution and case reconciliation, ensuring key metrics are met.

When deadlines are at risk, Sean takes initiative by reaching out to vendors with urgency to obtain critical data and ensure proper justifications are in place. He keeps the right people informed, and when information is not immediately available, he engages leadership to keep efforts moving. His reliability has made working with him seamless for both peers and supervisors.

Sean has also strengthened the branch's visibility and efficiency by developing and maintaining comprehensive trackers that clearly show equipment status and service timelines. These tools have improved internal coordination and enhanced external accountability, proving invaluable to the mission.

Beyond his technical skills, Sean demonstrates genuine dedication to his team, industry partners and the overall success of the Intensive Management Branch (IMB) and SAMD. His steady commitment, problem-solving mindset and mission-focused approach make him an exceptional contributor whose impact is felt across the organization.

Congratulations, Sean, and thank you for your dedication to Team Bowhead!

S&IT EMPLOYEES OF THE MONTH

Systems & Information Technology (S&IT) Business Line Names October Employees of the Month

The following employees received the S&IT business line Employee of the Month awards for October. Help us thank and congratulate the awardees for their hard work and accomplishments!

Congratulations to **Xavier Pabon** for his nomination and selection as an S&IT Employee of the Month! Xavier exemplifies the power of collaboration, leading a diverse team of nine experts in project management, engineering and knowledge management to deliver comprehensive IT solutions to Headquarters United States Space Command. One notable example of this teamwork is the development of a streamlined IT asset procurement system, created by bringing together government resource advisors, IT asset managers and contract managers.



Xavier is currently spearheading a critical project to establish a secure communications network, a role that requires detailed technical design work and strong coordination with stakeholders.

Managing more than 60 projects at once, Xavier continues to earn recognition for his professionalism, most recently from the senior program manager. His leadership and ability to foster effective teamwork show how collective talent can overcome any challenge.

Congratulations, Xavier, and thank you for your exceptional contributions!

Congratulations to **Jane Lee** for her nomination and selection as an S&IT Employee of the Month! Bowhead employee Jane Lee has processed 1,000 tasks and suspenses since February 2025, a significant achievement given the recent Program Executive Office Command, Control, Communications, and Network (PEO-C3N) organizational changes and the technical workarounds required to navigate the new, and often dysfunctional, suspense system.



As the headquarters operations suspense and task point of contact, Jane manages all external tasks originating from Headquarters, Department of the Army (HQDA) and other subordinate commands. She has coordinated thousands of labor hours across six program managers and five headquarters divisions, supporting both unclassified and classified requirements.

Jane's work directly influences the PEO's ability to complete tasks and respond to data calls accurately and on time. Her dedication, attention to detail and perseverance reflect great credit upon herself and Bowhead.

Congratulations, Jane, and thank you for your exceptional contributions!

Congratulations to **Ken Thompson** for his nomination and selection as an S&IT Employee of the Month! Ken serves as a **Field Engineer** for the Training and Doctrine Command (TRADOC) Enterprise Classroom Program (ECP) contract, performing on-site coordination, overseeing installation management and serving as a liaison between field sites and Bowhead's ECP Program Management Office. The 2025 fiscal year ECP contract launched in Newport News, Virginia.



Ken and his team led the kickoff effort with installations at Fort Eustis, home to the government's program management and contracting offices. Working directly with school-assigned site managers, Ken coordinated the installation of 11 classrooms supporting training for more than 200 students assigned to the Maritime Training Campus. His dedication and professionalism earned praise from both site managers and the government program management office for completing the work on time while successfully navigating several unexpected scheduling conflicts.

Ken went on to lead additional successful installations at Fort Gregg-Adams, Virginia; Fort Bliss, Texas; Fort Huachuca, Arizona; Fort Moore, Georgia; Fort Leonard Wood, Missouri; and Joint Base Lewis-McChord, Washington. He directly supervised the completion of 178 of the 368 classrooms included in this directed-award contract.

Ken's sustained effort and commitment played a significant role in completing all required actions within the period of performance and contributed directly to the award of an additional three-year indefinite-delivery/indefinite-quantity contract.

Congratulations, Ken, and thank you for your dedication to Team Bowhead!

BOWHEAD CONTRACT WINS

Congratulations to everyone for the hard work that made these recent wins possible!



ADVANCED TECHNOLOGY

Company: **Bowhead Advanced Technology Prototyping(BAT/P)**

Contract Title: **Naval Surface Warfare Center, Indian Head Division, Other Transaction Agreement (OTA) for Static Fire Reactor Systems (SFERS)**

Contract Term: One year

Overview: BAT/P won its first award, a \$9.6M OTA to conduct Research and Development of novel energetic formulations and propulsion technologies using Static Fire Reactor Systems (SFERS). New classes of combustible ingredients, fresh combinations of conventional ingredients, and novel energetic formulations will be evaluated in SFERS designed by Bowhead.

DELTA SOLUTIONS & STRATEGIES

Company: **Delta Solutions and Services Bowhead (DSSB)**

Contract Title: **United States Air Force Reserve Command (AFRC), Installations and Mission Support Directorate AFRC Training and Exercises (A7) Exercise Planning and Execution Support**

Contract Term: One year

Overview: DSSB will provide qualified personnel and expertise to support development, planning, coordination, and execution of AFRC A7 exercises that certify deployable combat wings and ensure effective AFRC participation in joint and combined exercises. Services include, but are not limited to, exercise design, planning integration, logistics coordination, execution assistance, evaluation, and reporting to enhance AFRC's readiness and training objectives.