

Kiliktuq

Keeping You Informed



BOWHEAD
AN ALASKA NATIVE COMPANY

HAPPY HOLIDAYS

A Message From the UICGS/Bowhead President

As we close out 2025, I want to extend my heartfelt gratitude to every member of UIC Government Services and the Bowhead Family of Companies. This year has been one of meaningful progress, shared achievement, and continued pride in the work we accomplish together.

As a token of appreciation -- and to close out 2025 with thanks -- UIC is sending two special gifts to our UIC Government Services/Bowhead team members who were active employees as of November 1, 2025: an RTIC 15-can cooler and an RTIC 40-oz. tumbler, each featuring the Bowhead logo. These items are a gesture of our gratitude for your hard work throughout the year and the positive impact you continue to make across our organization and communities. Many of you may have already received your gifts, and others are on the way being shipped directly from the vendor to your home address.

Our success is always rooted in people. Across every business line and every location, you continue to show what dedication, teamwork and resilience look like. Because of your commitment, 2025 became a year defined by growth, unity, innovation, and a deep respect for our mission.

Your work across UICGS and Bowhead directly strengthens national defense and federal readiness, and this year's results clearly tell that story. Through major contract wins, expanded capabilities, and standout performance across our business lines, we continued to deliver mission-critical support while reinforcing UIC's long-term stability and shareholder prosperity.

I am proud of this year's collective achievements, and would like to share so we may celebrate them together:

- Accomplished another record-breaking year in operational revenues and modified income
- Celebrated continued substantial growth in contract awards and value across our portfolio
- Ranked #9 by Alaska Business on the Top 49ers list
- Named one of America's Greatest Workplaces in Professional Services by Newsweek
- Named one of America's Greatest Workplaces for Parents & Families by Newsweek
- Named one of America's Greatest Workplaces for Women by Newsweek

- Named a 2025 Top Veteran Employer by Forbes
- Raised \$114,240 at this year's UIC Foundation Benefit Golf Tournament; with Corporate matching, a total of \$228,480 went to supporting scholarships for our Iñupiat shareholders and descendants

There are several other notable events in 2025 worth mentioning.

This year we strengthened our identity and deepened our connection to the communities we serve. The launch of our new Fredericksburg Nationals Baseball Partnership opened doors for regional engagement and brought Bowhead's presence even closer to where our employees live and work.

Bowhead also expanded its tradeshow presence to six major defense trade shows across the country, broadening visibility and strengthening market opportunities for our entire community.

And you have likely seen updates to our UIC Government Services and Bowhead branding this year, with new logos and templates, an updated style guide, and a completely redesigned Bowhead website. These updates are reflective of our strategic growth, continued success, and momentum into the future.

As we head into 2026, I am filled with optimism. With a talented workforce, a united culture and a clear sense of purpose, there is no limit to what we can achieve together.

Thank you for the integrity you show, the effort you give, and the pride you bring to Bowhead every day. Please take time this season to rest, reconnect, and celebrate with the people who matter most.

From all of us at UIC Government Services and the Bowhead Family of Companies—Merry Christmas, Happy Holidays, and warm wishes for a joyful New Year.



With gratitude,

Mike D. Hundley

Mike Hundley
President of UICGS/Bowhead

HOLIDAY NEWS

UICGS 2025 Holiday Masquerade Ball: A Night to Remember

On December 6, nearly 300 UICGS employees and guests gathered at the MGM National Harbor for our 2025 Holiday Masquerade Ball—an evening filled with elegance, celebration, and festive spirit. The masquerade theme set the tone for a truly memorable night, as attendees arrived in beautifully crafted masks and stunning attire that brought the ballroom to life.

This year's event featured exciting new elements, including a glam booth with a custom-designed backdrop that quickly became a guest favorite. The roaming LED photographer added to the fun, capturing candid and posed photos in front of the event's many unique and eye-catching decorations. These additions helped ensure the magic of the evening was beautifully preserved.

The ballroom itself was transformed with rich décor, candlelit accents, and ornate centerpieces that created an atmosphere of mystery and grandeur. Guests enjoyed an exceptional dining experience as well, with a menu that showcased the MGM's renowned culinary quality—from delicious appetizers to indulgent desserts.

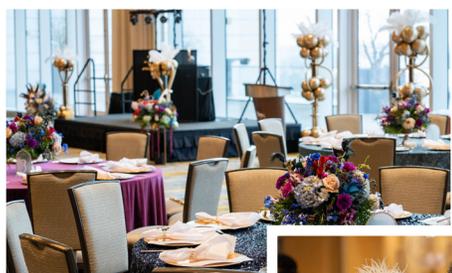
A heartfelt thank-you goes to all employees who embraced the theme so fully. Your creativity, enthusiasm, and willingness to participate turned a beautiful event into an extraordinary one. Seeing everyone come together—laughing, dancing, and celebrating—was a powerful reminder of the strong community that defines UICGS.

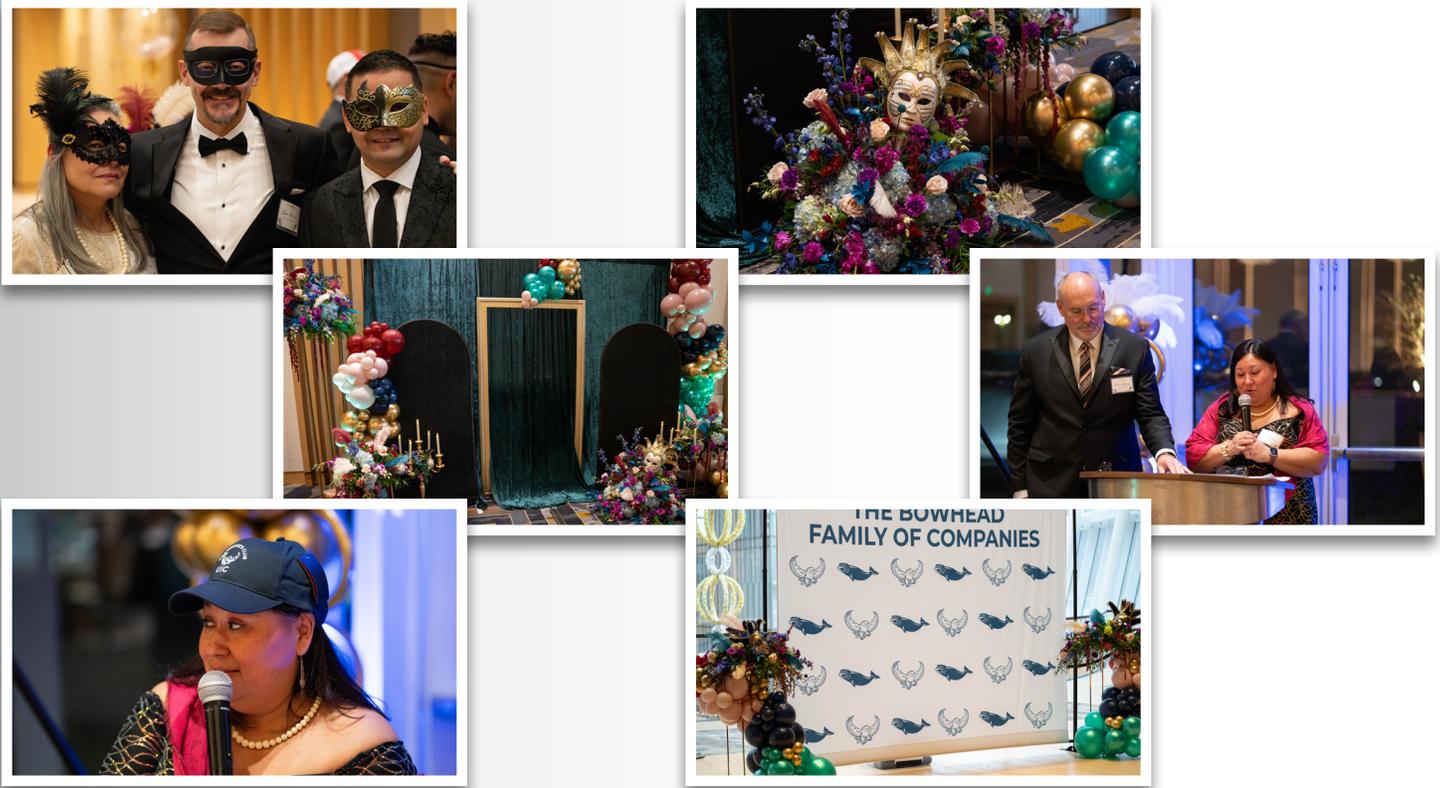
As we reflect on the year behind us, we are grateful for the dedication, hard work, and teamwork that propelled us through 2025. The Holiday Masquerade Ball was not only a celebration of the season but also of the many accomplishments, challenges overcome, and moments of growth we shared together.

Thank you for making this year's celebration unforgettable. We look forward to a bright and successful year ahead, filled with continued collaboration and new opportunities

Sincerely,

The UICGS/Bowhead Marketing & Communications Team





As we look back on the fun and laughter we shared, we feel grateful for such a dedicated team. Here's to another year of success, collaboration, and togetherness. Merry Christmas and Happy Holidays to all!

[Click here](#) to view all 2025 UICGS/Bowhead Holiday Party photos.

UIC Reaches Historic One Billion Dollar Milestone

UIC has reached a landmark moment in its 52-year history: one billion dollars in annual revenue for the very first time. This extraordinary accomplishment represents far more than a financial benchmark—it reflects the collective strength, resilience, and dedication of the entire UIC family.

This achievement stands as a testament to the trust of our shareholders, the diversity and growth of our corporation, and the unwavering commitment of our employees across UIC Government Services and the Bowhead Family of Companies. Every early morning, every late night, every challenge met, and every mission accomplished has contributed to this historic success.

To all of our employees: **quyanaqpak**. Thank you for the excellence you bring to your work each day. Your contributions have strengthened our organization, expanded opportunities for our shareholders, and empowered the communities we serve.

In Iñupiaq, our shareholders express excitement and pride with the word aarigaa—a celebration of something truly good, exciting, or remarkable. Reaching this milestone is exactly that. So we invite everyone across UICGS/Bowhead to join in proudly saying:

AARIGAA!

Congratulations to every member of UICGS/Bowhead for your contributions in helping UIC achieve this monumental milestone. Together, we honor our past, celebrate our present, and look forward to the promising future ahead.

UICGS/ BOWHEAD

Upcoming EVENTS

December 24
Christmas Eve

December 25
Christmas Day

December 31
New Year's Eve

January 1
New Year's Day

January 19
Martin Luther
King Jr. Day

February 14
Valentine's Day

February 16
Presidents' Day

A SPECIAL MESSAGE

2025 UIC Employee Gifts Are Headed Your Way; Thank You for All You Do!

Quyanaqpak to our dedicated UIC employees for all that you do—for Ukpeaġvik Iñupiat Corporation, for one another, and for the shareholders and descendants we proudly serve. Each of you plays an essential role in advancing our mission, strengthening our businesses, and creating meaningful opportunities for our people. Your commitment, professionalism, and passion are evident every day, and they do not go unnoticed.



As a small token of appreciation and to close out 2025 with gratitude, UIC is recognizing our UIC Government Services/Bowhead team members who were active employees as of November 1, 2025. Eligible employees are receiving two special gifts: an RTIC 15-can cooler and an RTIC 40-oz. tumbler, both featuring the Bowhead logo. These items are a simple expression of thanks for your hard work throughout the year and the positive impact you continue to make across our organization and the communities we serve.

The gifts are being shipped directly from the vendor to employees' home addresses, and many team members may have already received them. We wanted to share this update to ensure the deliveries come as a welcome surprise—not an unexpected one.

Thank you again for your dedication and service. We look forward to the continued success we will achieve together in 2026 and beyond.

Quyanaqpak!

Pearl K. Brower, Ph.D.
President & CEO
Ukpeaġvik Iñupiat Corporation

LIVE THE VALUES

Congratulations to the 2025 UICGS/Bowhead Live the Values Award Winners!

We received dozens of highly-qualified nominations for this year's Live the Values awards, which is a phenomenal testament to our outstanding employees and the strong organizational culture.

As an Alaska Native Company, we look to the cultural legacy of northern Alaska for the values to guide our business efforts. The Iñupiat people—our inspiration—are a resilient tribe whose survival in a harsh environment requires mutual reliance, determination, adaptability, and strength of character. We are proud to uphold the rich cultural tradition of the Iñupiat people by incorporating the 12 Iñupiat Values into our business ethics.

THIS YEAR'S AWARD WINNERS ARE:

Value: Compassion (Nagliktuutiqaḡniq)

Awardee: Nicole St. John - Project Manager

Huntsville, Alabama

Value: Spirituality (Ukpiqqutiqaḡniq)

Awardee: Ashley Vickers - Program Manager

Plano, Texas

Value: Sharing (Aviktuaqatigiḡniq)

Awardee: Matt Phillips - Quality Control Engineer IV

Springfield, Virginia

Value: Respect for Nature (Qiksiksrautiqaḡniq Iñuuniagvigmun)

Awardee: Kylund Prior - Environmental Specialist

Puget Sound, Washington

Value: Resolution of Conflict (Paaḡlaktautaiññiq)

Awardee: Jessy Vasquez - Senior Corporate Counsel

Springfield, Virginia

Value: Family and Kinship (Iḡagiḡniq)

Awardee: Stephanie Alvey - Executive Assistant

Belcamp, Maryland

Value: Hunting Traditions (Aḡuniallaniq)

Awardee: Solomon Smith - Program Manager I

Ogden, Utah

Value: Cooperation (Paammaagigñiq)

Awardee: LuAnn Peterson - Business Finance Manager I

Huntsville, Alabama

Value: Humility (Qinñuiññiq)

Awardee: Kyle Andrews - Program Director

Stafford, Virginia

Value: Humor (Quvianḡuniq)

Awardee: Cary Randolph - President of S&IT

Pensacola, Florida

Value: Knowledge of Language (Iñupiuraallaniq)

Awardee: Steven Thompson - Systems Engineer

Beaufort, South Carolina

Value: Resolution of Conflict (Paaḡlaktautaiññiq)

Awardee: Lela Casdorph - Payroll Supervisor

Springfield, Virginia

Value: Love and Respect for Our Elders and

One Another (Piqpakkutiqaḡniq suli

qiksiksrautiqaḡniq utuqqanaanun allanullu)

Awardee: Brian Donaldson - Weapon Systems Manager

Aberdeen Proving Ground, Maryland

UIC FOUNDATION SUPPORT

2025 Year In Review:

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 received 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 Utqiagvik and beyond.

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



UIC IN THE NEWS

2025 Year In Review:

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 [UICGS/Bowhead Family of Companies](#) 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.

Click [2025 Top 49ers](#) to read more about the.



CORPORATE AWARD

2025 Year In Review:

America's Best Midsize Employers 2025 Top 49ers

Congratulations to [Ukpeaġvik Iñupiat Corporation \(UIC\)](#) on being named one of America's Best Midsize Employers for 2025 by Forbes!

As a proud member of the UIC family, [UICGS/Bowhead Family of Companies](#) is honored to contribute to this achievement—delivering excellence across government contracting, supporting national security, and staying true to the Iñupiat values that guide our mission.

From Alaska to Washington, D.C., our teams are driven by purpose, collaboration, and a commitment to creating opportunities for our people and the communities we serve. This recognition reflects the strength of our shared values, our diverse and talented workforce, and the impact we make together.

To see the full list, [CLICK HERE](#).

Interested in joining one of America's best? Explore career opportunities [HERE](#).



2025 Year In Review:

UIC Recognized as Top Veteran Employer by Forbes

We're proud to share that [UIC Government Services/Bowhead](#) has been recognized as part of [Ukpeaġvik 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.](#)



UICGS/BOWHEAD AWARD

2025 Year In Review:

Bowhead Voted One of America's Greatest Workplaces for Women in 2025

[UICGS/Bowhead Family of Companies](#) is honored to be recognized by [Newsweek](#) as one of America's Greatest Workplaces for Women 2025!

The study involved an assessment of publicly accessible data, discussions and interviews with HR professionals and large-scale confidential online surveys conducted among women working for U.S.-based companies. Employers were judged based on their proactive workforce management, sustainability and awareness, compensation and benefits, training and career progression, work-life balance, working environment, company image and corporate culture.



This recognition reflects our commitment to fostering a supportive work environment where all employees—especially the women who drive our success—can thrive. From leadership opportunities to continued professional development, and a culture rooted in Iñupiat values, we are proud to recognize the roles of women in our organization.

A huge thank you to our incredible team for making **Team Bowhead** a workplace where talent flourishes and careers grow. We celebrate this achievement together! [Click here](#) to see the full rankings.

2025 Year In Review:

America's Greatest Workplaces for Parents & Families 2025

We're proud to announce that [UICGS/Bowhead Family of Companies](#) has been named one of America's Greatest Workplaces for Parents & Families 2025 by [Newsweek](#)!

As an Alaska Native company, this recognition is especially meaningful. It reflects how we intentionally infuse Iñupiat values into every part of our business—from leadership to workplace culture.

Our inclusion on this list is a direct reflection of values that have guided our Iñupiat shareholders for generations:



Family and Kinship (Iłagiigñiq) – We honor the interconnectedness of our employees' lives, recognizing that strong families and communities are the foundation of long-term success.

Love and Respect for Our Elders and One Another (Piqpakkutiqañiq suli qiksiksrautiqañiq utuqqanaanun allanullu) – We create a workplace grounded in mutual respect, empathy, and care, where everyone—regardless of role or stage in life—is valued.

These values aren't just part of our culture and heritage—they're how we do business. They shape our benefits, policies, and our commitment to a workplace where parents and families can thrive.

We're humbled by this recognition and inspired to keep building a workplace that reflects who we are and where we come from. For the full rankings, [CLICK HERE](#).

UICGS/BOWHEAD AWARD

2025 Year In Review:

America's Greatest Workplaces in Professional Services 2025

[UICGS/Bowhead Family of Companies](#) has been named one of America's Greatest Workplaces in Professional Services 2025 by [Newsweek](#)!

As an Alaska Native Company, this recognition reflects more than industry excellence—it affirms how we embed Iñupiat values into everything we do, from delivering mission-critical solutions to supporting our people with purpose and care.

Two values especially relevant to this recognition:

Nagliktuutiqaḡniq (Cooperation) – We succeed through teamwork, collaboration, and shared purpose—within our teams and alongside our government partners.

Iñupiraallaniq (Knowledge of Language) – In our field, precision matters. Whether it's technical communication, cultural fluency, or mission understanding, we value clarity, expertise, and the ability to truly understand the meaning behind the work.

This award celebrates more than policies and performance—it celebrates a culture grounded in tradition, driven by service, and built for impact. Read more about the rankings [HERE](#).



2025 Year In Review:

AUSA Recognizes UIC Government Services for a Decade of Outstanding Community Partnership

UIC Government Services and its Bowhead Family of Companies (Bowhead) were honored by the Association of the United States Army (AUSA) for 10 years of exceptional community partnership—an achievement that reflects the organization's long-standing commitment to supporting soldiers, families and the broader defense community. The Manufacturing and Products (M&P) team in Plano, Texas, proudly accepted the award on behalf of Bowhead.

AUSA is one of the nation's premier nonprofit educational and professional organizations dedicated to advancing the interests of America's Army. For decades, its local chapters have brought together military, industry and community leaders to strengthen understanding, collaboration and support for those who serve. Being recognized by such a respected institution underscores the meaningful role Bowhead plays in advancing readiness and community engagement.

For Bowhead, this partnership represents more than participation—it reflects a shared mission grounded in service, respect and dedication to the defense workforce. Over the past decade, Bowhead has supported AUSA's events, outreach efforts and educational initiatives, reinforcing the organization's commitment to connecting people, strengthening relationships and uplifting military communities.

This award not only celebrates 10 years of partnership but also reaffirms the values that guide Bowhead. Supporting AUSA aligns with our mission, honors our people and strengthens our promise to those who serve our nation.



CORPORATE SPOTLIGHT

2025 Year In Review:

Supporting Our Community Through KBRW's Drive to Survive

Staying connected to our shareholders and the communities they call home is an important part of who we are as **UIC Government Services** and **Bowhead**. That commitment was on full display during **KBRW's Drive to Survive** fundraiser on November 21 in Utqiagvik.

KBRW's Drive to Survive is a community-wide call-in fundraiser, and this year many people from across the North Slope stepped up to support the station, including UIC shareholders, descendants, community members, and employees. We'd like to extend a big **THANK YOU** to our Bowhead employees and members of senior management who contributed individually and collectively. UICGS/Bowhead also made a **\$10,000** company contribution in recognition of the vital role local radio plays across the North Slope. In total, **\$32,485** was raised through donations, and with UIC Corporate's double match of the total funds raised, the program generated **\$97,455** in support of KBRW.

For 50 years, KBRW has been on the air serving Utqiagvik and surrounding North Slope communities as a public, non-profit radio station. It is more than a radio station. It is a trusted source of information, connection, and cultural continuity, especially during emergencies and extreme weather conditions. This year's Drive to Survive was more important than ever, as federal funding cuts have impacted public radio stations across the country, making community support critical to KBRW's continued operations.

Supporting KBRW reflects our shared responsibility as part of **Ukpeagvik Iñupiat Corporation** to remain engaged with our shareholders and descendants, in Utqiagvik and across the North Slope.

We're grateful for the generosity shown by everyone who called in, donated, shared the message, and helped strengthen a service that means so much to our region.

Quyanaqpak for supporting KBRW and for helping UICGS/Bowhead remain connected to the communities at the heart of UIC.



HEALTH NEWS



December Health Happenings



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

December

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

I AM BOWHEAD

Chris Monetta

Chris Monetta, Corporate Senior Director of Safety & Risk for [UICGS/Bowhead Family of Companies](#),

explains the value his department provides Bowhead and our customers:



"My team and I really try to come up with eloquent, simple solutions to people's problems when it comes to health and safety. Every operation, every client, every task, every contract has an element of safety or insurance requirements, training, personal protective equipment, and it's our job to work with those operational folks to make sure that they are provided the very safest work environment."

Click the image to the right, or [this link](#) to watch the whole video.

BOWHEAD OFFICE HIGHLIGHT

Bowhead Office Highlight - Pensacola, Florida

Bowhead opened its Pensacola, Florida office in 2004 to support the U.S. Army Corps of Engineers (USACE) Mobile District in Mobile, Alabama, with additional locations at Lake Allatoona and Lake Lanier in Georgia, and Stennis Space Center in Mississippi.



Through this contract, Bowhead supports the Mobile Spatial Data Branch with Geographic Information System (GIS) surveying and mapping, the National Dredging Quality Management (DQM) Program, and Joint Airborne Lidar Bathymetry Technical Center of Expertise (JALBTCX) operations—helping advance the Mobile District's mission to deliver world-class engineering services.

After several early moves, the Pensacola office settled into its current location in 2010. In 2014, it became the headquarters for the Systems & Technology business line during the UIC Government Services reorganization, later evolving into Systems & Information Technology (S&IT) in 2020.

BOWHEAD ON LOCATION

2025 Year In Review:

Expanding Our Presence Across Strategic Trade Shows in 2025

In 2025, Bowhead expanded our trade show presence to six major industry events, reflecting the company's continued growth and a focused approach to reaching the customers, missions, and markets most aligned with our strategy. From defense and space to maritime and defense health support services, each exhibition supported specific areas of capability and customer engagement.

This year's trade shows included [RES 2025](#) in Las Vegas, [AUSA Global Force](#) in Huntsville, [Modern Day Marine](#) in Washington, DC, the [Space & Missile Defense Symposium](#) in Huntsville, [Navy Gold Coast](#) in San Diego, and the [Defense Health Information Technology Symposium](#) in Nashville. Collectively, these events strengthened Bowhead's visibility across priority defense, maritime, space, and defense health support services communities.

Our presence at AUSA Global Force and the Space & Missile Defense Symposium reinforced Bowhead's growing footprint in Huntsville and its role in supporting Army, missile defense, and space-related missions. Navy Gold Coast provided direct engagement with Navy customers and partners focused on maritime operations and acquisition.

Modern Day Marine in Washington, DC, offered a valuable opportunity to connect specifically with the U.S. Marine Corps, enabling targeted conversations around mission support and operational needs. The Defense Health Information Technology Symposium supported Bowhead's work in defense health support services, highlighting capabilities aligned with military health systems and operational readiness.

RES 2025 held special significance as an Alaska Native Company. As the nation's leading conference for Native American economic development, RES provided a platform to connect with other Alaska Native Corporations, share Bowhead's story, and reinforce our commitment to creating opportunities for our shareholders and descendants.

As part of this year-end newsletter, employees can view highlight videos from each trade show, capturing the collaboration, engagement, and momentum that defined Bowhead's presence throughout 2025 and positioned us for continued growth.



BOWHEAD ON LOCATION

2025 Year In Review:

Bowhead Night with the Fredericksburg Nationals

On July 25, [UICGS/Bowhead Family of Companies](#) teamed up with the [Fredericksburg Nationals](#) for a night celebrating service, opportunity, and teamwork — both on and off the field.

With a strong and growing presence in Northern Virginia, our teams are proud to support national security missions and deliver mission-critical solutions every day.

Highlights from the night included:

- Ceremonial first pitch by [Ukpeaġvik Iñupiat Corporation \(UIC\) President & CEO Dr. Pearl Brower](#)
- Pre-game & live radio interviews sharing who we are and what we do
- 100+ employees & family members cheering on the FredNats
- Employee volunteers connecting with the public about careers with purpose
- Fireworks Friday lighting up the sky to close out the evening

A heartfelt thank-you to the FredNats, our employees, and the community for making the night memorable.

Watch the full highlights video [here](#).



UICGS/BOWHEAD COMPANY STORE

2025 Year In Review:

Share the Spirit of the Season with Bowhead Swag

As we head into the holiday season, it's the perfect time to celebrate our brand—and share it with others. The new Bowhead and UIC Government Services (UICGS) logos are now available for use across the organization, showcasing a bold, modern look that reflects UIC's forward-thinking mission and our unified presence as the Government Services division.

If you haven't made the switch yet, consider this a great opportunity to do so. Updated apparel, gifts, and gear featuring the refreshed logos are available through the Lands' End Company Store and American Marketing—perfect for treating yourself or thanking employees and teammates with branded holiday swag.

We encourage everyone to continue adopting the new look on apparel, promotional items, and other materials to help present a consistent, professional image across all platforms. Thank you for helping carry our brand into the new year.

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



UIC
GOVERNMENT
SERVICES



BOWHEAD
AN ALASKA NATIVE COMPANY

S&IT EMPLOYEES OF THE MONTH

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

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

Congratulations to **Grant Porter** for his nomination and selection as an S&IT Employee of the Month!

Grant Porter, Information Technology Specialist, joined Bowhead in 2022, supporting the Joint Program Executive Office for Ammunition and Armaments (JPEO A&A) at the Project Manager for Combat Ammunition Systems (PM CAS). Since joining the team, he has consistently demonstrated professionalism, technical expertise and a strong commitment to mission success.



During a recent PM CAS reorganization, Grant played a key role in ensuring continuity of operations by providing critical technical support and coordination.

Grant was recognized for his exceptional performance, noting his ability to quickly resolve complex technical challenges, enable effective virtual operations and support leadership during a period of change. As an information technology specialist, Grant is a valued Bowhead team member who consistently goes above and beyond to deliver high-quality service and exceed customer expectations.

Congratulations Grant and thank you for your dedication to Team Bowhead!

Congratulations to **Andrew Clifford** for his nomination and selection as an S&IT Employee of the Month!

As fiscal year 2025 comes to a close, special recognition is due to **Andrew Clifford, Software Developer**, for his strong contributions and continued professional growth.

Over the past year, Andrew worked through the complexity of the Single Lifecycle Management technology stack, adapting to an unfamiliar programming language, C#, and a front-end state management framework using React and Redux. He was later brought onto the eHydro-Web project, where he delivered critical features as program priorities allowed.



Andrew demonstrated impressive technical growth by developing in a strict TypeScript environment, following Software Development Life Cycle best practices, and working effectively across both front-end and back-end systems. He has also shown exceptional coach-ability, embracing the code review process and applying feedback to continuously improve the quality of his work.

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

Congratulations to **Keith Yochum** for his nomination and selection as an S&IT Employee of the Month!

Keith Yochum, Engineer, has provided outstanding support to the government customer on the National Geospatial-Intelligence Agency (NGA) Security Management System (SMS) Engineering contract.

As the sole engineer supporting NGA operations across the National Capital Region, St. Louis, Missouri; Arnold, Missouri; and multiple additional community locations; Keith has built and maintained a strong working relationship with the customer. He is the go-to technical resource for planning, designing, installing and maintaining state-of-the-art SMS solutions for NGA facilities worldwide.

Throughout the year, Keith supported dozens of concurrent projects involving system design, procurement, planning, scheduling, integration, installation, commissioning and testing. Each effort required extensive coordination with personnel across facilities, security, construction and information technology disciplines.

His expertise was instrumental in the successful design and installation of the SMS for the new NGA West facility, contributing directly to its timely opening in September. Most recently, Keith's technical insight proved critical during a major SMS software upgrade, when he identified and corrected a significant planning flaw that could have resulted in the loss of large volumes of unrecoverable security data.

Congratulations Keith and thank you for your commitment to Team Bowhead!



Congratulations to **Michael Nau** for his nomination and selection as an S&IT Employee of the Month!

Michael Nau, Senior Technical Writer, has played a critical role in supporting workforce transitions and strengthening operational continuity across multiple Bowhead programs.

In his three years with Bowhead, Michael has quickly earned the trust of program managers within Bowhead Logistics Solutions and Bowhead Mission Solutions. During a period when 10 contracts and 206 full-time employees were 97% staffed, he demonstrated exceptional initiative and reliability.

Michael was especially instrumental during the United States Space Force Space Training and Readiness Command Space Delta 12 contract transition to new leadership. He proactively ensured contractor credentials and access permissions were maintained or scheduled to minimize downtime, including support for three new hires with very short lead times.

He consistently goes above and beyond to align employee security clearances with customer workload and facility requirements. His efforts have helped keep multiple mission-critical organizations staffed, including the Space and Missile Defense Schoolhouse, Space Control Training II, Operational Capabilities II, U.S. Space Command Advisory and Assistant Service 22, North American Aerospace Defense Command and U.S. Northern Command J35, and the Joint Ballistic Missile Defense Training and Education Center candidate pool.

Michael's performance has been recognized by the director of systems and technology operations. In addition to his professionalism and competence, he is known for his positive attitude and collaborative spirit, reflecting the Ukpeaġvik Iñupiat Corporation values in the workplace.

Congratulations, Michael, and thank you for your incredible work for Team Bowhead!



LIVE THE VALUES

Chase Cole — Spirituality (Ukpiqutiqagñiq)

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

Chase was nominated for the Iñupiat value of **Spirituality (Ukpiqutiqagñiq)**. At Bowhead, this value reflects living with integrity, humility, and purpose — honoring the unseen connections that guide our actions, strengthen our relationships, and ground our work in service to others.

Chase brings this value to life each day through the way he serves both Bowhead employees and our customers. His gentle, easy spirit and positive attitude help sustain strong team chemistry and preserve the family atmosphere that defines Team Bowhead.

Through his steady commitment to our mission, ethics, and values, Chase strengthens team effectiveness and contributes directly to customer satisfaction. His presence fosters trust, collaboration, and respect, reminding those around him that leadership often shows up quietly through consistency, care, and integrity.

Chase's example reminds us that Ukpiqutiqagñiq is reflected in how we support one another, uphold our values, and approach our work with sincerity and purpose.

For these reasons and more, we proudly recognize Chase Cole for living the Iñupiat value of Spirituality.

Congratulations, Chase!



Courtney Sheets — Sharing (Aviktuaqatigiigñiq)

Congratulations to **Courtney Sheets** for her nomination and selection as a **2024 Live the Values Award winner!**

At Bowhead, this value reflects the importance of generosity, collaboration, and mutual support — ensuring knowledge, effort, and responsibility are shared for the success of the whole.

Courtney brings this value to life through her unwavering commitment to serving both internal and external customers. She provides critical support to senior management, program managers, and contract team members at Dahlgren, listening attentively, responding quickly, and working tirelessly to meet each customer's unique needs.

Her dedication goes beyond resolving immediate issues. Courtney anticipates future challenges, keeps teams informed and accountable, and consistently challenges the status quo to drive improvement. Over the past year, her support has been instrumental to the success of our Dahlgren Program Management Office (PMO), strengthening operations and fostering long-term trust and satisfaction across teams.

Courtney's example reminds us that Aviktuaqatigiigñiq is not just about sharing resources, but about sharing responsibility, insight, and commitment to one another's success.

For these reasons and more, we proudly recognize Courtney Sheets for living the Iñupiat value of Sharing.

Congratulations, Courtney!



NEW BOWHEAD WEBSITE

2025 Year In Review: **Bold. Modern. Streamlined. Future-Focused.**

We are excited to announce that after months of work, collaboration, and dedication, our new Bowhead website is officially live — including the brand new Employees page, designed especially as your go-to hub for everything you need to work, connect, and stay informed.

WHAT'S CHANGED AND WHY IT MATTERS

Over the past year we've partnered with many internal and external stakeholders — leadership, HR, IT, Marketing, business units, and more — to build a site that truly reflects who Bowhead is now, and where we're going. The new site is:

- **Bold** — a confident, modern visual design
- **Streamlined** — simpler navigation, clearer structure
- **User-friendly** — both for customers and for us as employees
- **Future-focused** — aligns with our values, identity, and growth

INTRODUCING THE EMPLOYEES PAGE

The Employees page is designed as your go-to hub for key resources, tools, and information. Instead of searching through bookmarks or old emails, you can now find everything in one place.

Here's what you'll find:

- **Quick Links** to everyday tools like timekeeping, HCM, the company store, travel systems, email, and more
- **Culture & Values** highlighting our mission, vision, and Iñupiat values
- **Benefits & Wellness** details on health, dental, vision, and other programs
- **Learning & Development** resources through UIC University to support your growth
- **Policies & Forms** including employee handbooks and company policies
- **Support Resources** like IT Help Desk and Ethics & Compliance reporting

WHAT'S NEXT

- **Explore** the new website and Employees page
- **Bookmark** the tools and resources you use most often
- **Share it with others** — help spread the word about our new site

This launch represents a major step forward for Bowhead's digital presence and for how we support you as employees. Thank you to everyone who contributed your time, input, and creativity to bring this to life.

We're proud of what we've built & even more excited about what's ahead. [Visit Bowhead.com](https://www.bowhead.com)

QUESTIONS? Your Marketing & Communications team is available to answer your questions.

Email: communications@bowhead.com

