

# Kiliktuq

*Keeping You Informed*



**BOWHEAD**  
AN ALASKA NATIVE COMPANY

## UIC IN THE NEWS

### ***UIC helps Santa deliver presents to children in Northern Alaska***

**Ukpeaġvik Iñupiat Corporation** helps Santa deliver presents to children in Northern Alaska.

Children on the North Slope of Alaska received a surprise ahead of the Christmas season, thanks to the **United States Marine Corps** Reserve's Toys for Tots Program with the support of UIC Science.

Santa visited children at schools in Utqiagvik and Atqasuk mid-December, distributing toys with the help of Marines, **United States Air Force** Airmen, and a **US Navy Corpsman**.

shareholders -- which consists of people from Utqiagvik and the surrounding area," said Dr. Pearl K. Brower, president and CEO of UIC.

"Being able to support an event like Toy for Tots in Utqiagvik and across the North Slope is incredibly meaningful because this is all about our kids - and our kids are our future," she said. "We are excited to be a partner in this program and loved seeing all the happy smiling faces of the many children impacted by this event."

To read the rest of the story, [click here](#).



The service members traveled to Atqasuk across the Arctic tundra on snow machines, guided by experienced local bear guards from UIC Science. 2025 was the second year that UIC Science supported the Toys for Tots effort on the North Slope.

"Ukpeaġvik Iñupiat Corporation is deeply proud to support Toys for Tots for the children of the North Slope. The top priority of UIC is its



### ***Security Assessment Findings***

During the last several months many of our Bowhead cleared companies have gone through a Security Assessment with Defense Counterintelligence and Security Agency (DCSA) to ensure that we are meeting our security responsibilities under our cleared contracts. All employees holding a clearance are responsible for ensuring that they are completing reporting requirements and updating their SF86 in a timely manner, failure to do so will result in security violations and can have a negative impact on your clearance.

#### **Continuous Vetting:**

Employees that currently hold a clearance are required to complete a new SF86 in eAPP every five (5) years to stay in scope, this is referred to as Continuous Vetting (CV). Failure to complete your SF86 may cause you to be denied a CAC and access to certain Government systems, it is possible to have your access removed until your CV date is made current in the system of record for clearances. If this were to happen, you may be removed from the contract you are supporting if a clearance is needed to do your job. Bowhead Security runs monthly reports for those employees that are within a 90-day window of their last CV date. Employees that need to complete their SF86 in eAPP will be sent an email with directions and notice that you will be receiving emails from NBIS and OKTA. The email that you receive from Bowhead Security with attachments will not have all the information that is needed to log into your eAPP, since it is sensitive information meant for only you to have. You can find more information on CV by visiting the [DCSA website](#).

#### **Foreign Travel:**

All employees holding a clearance are required to report when traveling outside of the United States, you do not need to report travel to US Territories, unless the travel will include a layover or stop in a foreign country. Bowhead Security will provide you with a foreign travel briefing, unless you currently have one on file, and foreign travel reporting form for you to complete for each trip. Bowhead Security will provide you with State Department information on travel advisories for the country you plan to visit. Reports of foreign travel should be reported to us as soon as possible; some countries you plan to visit may require additional briefings or the contract you support may require different reporting timelines due to the work do you for your government customer. We have found during the Security Assessment that employees are not reporting to us once they have returned from their foreign travel. A debriefing is required. You should be reporting to Bowhead Security no later than 10 days from returning from travel, we must be able to report that you have returned and close out your trip. Failure to report that you have returned will result in a security violation.

# What am I required to report?

All individuals who have been granted a security clearance are required to report to the Security Office any travel to or through a foreign country, or plan to attend an international meeting (regardless of geographic location) when it can be anticipated that representatives from foreign countries will participate or be in attendance. Foreign travel reporting is two parts, pre-travel briefing and post travel debriefing, failure to report either of these will result in adverse report. Other items you are required to report to Security are:

1. If the cleared individual's status changes, via marriage or otherwise, such that a relative resides in a foreign country or the individual takes up residence within a foreign country.
2. Any information that comes to your attention concerning the loss, compromise, or suspected compromise of classified material.
3. If you change your name or citizenship.
4. Any loss of Bowhead or government identification card(s) (i.e., lost wallet).
5. If you become a representative of a foreign interest or obtain property in a foreign country.
6. Any "Personal Exchanges" between the cleared employee and a citizen or resident of a foreign country. A "Personal Exchange" is defined as an encounter, either in person or in writing, whereby as a minimum, the identity and occupation of the parties become known to each other.
7. All efforts by an individual, regardless of nationality, to obtain illegal or unauthorized access to classified or sensitive unclassified information or to compromise a cleared employee, contact with known or suspected intelligence officers from any country, or any contact which suggests the employee may be a target of an attempted exploitation by the intelligence services of another country must be reported.
8. If you have consulted with a psychiatrist, psychologist, counselors, or another health care provider about mental health conditions.
9. Any felony offenses or pending charges, DUI, DWI, firearms/explosives offenses, Alcohol/ Drug offenses, Military Court martials, or any other offense (leave out traffic fines of less than \$300.00).
10. Any Drug or Alcohol problems.
11. Financial Difficulties such as bankruptcies, wage garnishments, repossessions, tax liens, or financial delinquencies of 120 days overdue.

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## If in DOUBT give Security a SHOUT!!

Send all questions to [security@bowheadsupport.com](mailto:security@bowheadsupport.com) or you can call us:

**Heather Davis, 540.709.2103**

**Corinne Phillips, 540.413.9741**

**Monika Rice, 540.709.2104**

**Anthony Molinaro, Corporate FSO, 703.578.5546**



# UICGS/ BOWHEAD



## February 14

Valentine's Day

## February 16

Presidents' Day

## March 8

Daylight  
Savings Time  
Begins

## March 17

St. Patrick's  
Days

## March 24-26

AUSA  
Global Force  
Symposium

## April 5

Easter Sunday

## WORK ANNIVERSARIES

Congratulations to the following employees for reaching their 20, 15, 10, and 5-year UICGS/Bowhead anniversaries in January, February, and March 2025.

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



Maryann Near



Richard Akers  
Janet Amos  
Cynthia Corbin

Lori Glass  
Karen Hash  
Jill Leach

Peggy Mudd



April Carlquist

John Hubbard

Sarah Lajmoraki



Britney Brinton  
Timothy Brothers  
Kyle Cutrona  
John Freutel  
Brian Hayes  
Michael Henson, Jr.

Patricia Horton  
Jasen Huelskoetter  
Matthew Mathies  
Edward Moen, Jr.  
Timothy Morrill  
Justina Petrus

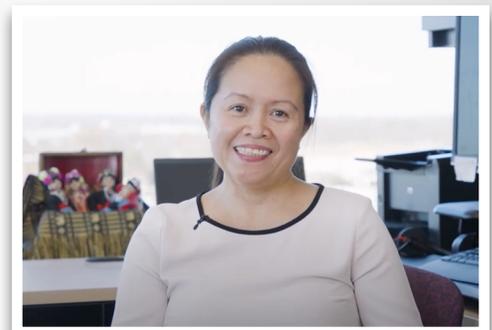
Rosung Petty  
Kala Rooney  
Susan Smith  
Rose Watters  
Kevin White  
Cale Wofford

## I AM BOWHEAD

### Racquel Tupaz

**Racquel Tupaz, Accounting Director** for [UICGS/Bowhead Family of Companies](#), explains why she loves working for Team Bowhead.

“Bowhead is welcoming - it's a positive environment. As a Native Alaskan corporation, we adopt cultural mindsets of family values. We work together as an organization towards one goal.”



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

## LIVE THE VALUES

### Nicole St. John — Compassion (Nagliktuutiqaḡniq)

Congratulations to **Nicole St. John** for her nomination and selection as a **2025 Live the Values Award winner!**

We're honored to recognize Nicole for the way she lives our value of Compassion (**Nagliktuutiqaḡniq**).

Business environments do not need to be harsh and cold. Warmth, kindness, and compassion can go a long way in building and maintaining productive relationships with co-workers, customers, and partners.



Nicole St. John embodies the Inupiat value of Compassion through her thoughtful leadership, empathy, and unwavering dedication to both her team and our government customers. Nicole's compassion is evident in the way she leads—with understanding, patience, and genuine care for others.

Nicole continues to excel at building and maintaining strong working relationships with government customers, Bowhead colleagues, and employees. She takes time to listen, encourages collaboration, and fosters a positive environment rooted in mutual respect. She ensures every team member feels supported and valued throughout the process.

Congratulations Nicole for demonstrating that great things and recognition comes for those who Live the Values!



## BOWHEAD OFFICE HIGHLIGHT

### UICGS/Bowhead Headquarters – Springfield, Virginia

**UICGS/Bowhead Family of Companies** are headquartered in Springfield, Virginia—just minutes from Washington, D.C. This location places us close to the federal agencies, industry partners, and stakeholders who support and shape our mission.

Our headquarters at **6564 Loisdale Ct, Suite 900, Springfield, VA 22150** serves as the center for company operations, business development, and program management. From here, we manage contracts supporting the Department of Defense and other federal customers, delivering trusted service across our growing portfolio.



After 14 years in Alexandria, we relocated to Springfield in 2019 to expand our capabilities while staying closely connected to our customer community.

Whether you're new to the organization or visiting from one of our locations nationwide, we welcome you to stop by and engage with the teams that help keep UICGS and Bowhead moving forward.

# SAFETY TIP OF THE MONTH

## *Winter Weather: Plan, Equip, and Train*

### **Hazards/Precautions**

Although employers cannot control roadway conditions, they can promote safe winter driving by ensuring workers recognize hazards such as snow- and ice-covered roads, receive proper training, and are licensed (as applicable) for the vehicles they operate. For more information, visit OSHA's Safe Winter Driving page.

Employers should set and enforce driver safety policies and maintain an effective vehicle maintenance program. Many crashes can be avoided. Learn more at OSHA's Motor Vehicle Safety page.

Employers should ensure properly trained workers inspect the following vehicle systems to confirm they are working properly:

- **Brakes:** Brakes should provide even and balanced braking. Also check that brake fluid is at the proper level.
- **Cooling System:** Ensure a proper mixture of 50/50 antifreeze and water in the cooling system at the proper level.
- **Electrical System:** Check the ignition system and make sure that the battery is fully charged and that the connections are clean. Check that the alternator belt is in good condition with proper tension.
- **Engine: Inspect all engine systems.**
- **Exhaust System:** Check exhaust for leaks and that all clamps and hangers are snug.
- **Tires:** Check for proper tread depth and no signs of damage or uneven wear. Check for proper tire inflation.
- **Oil:** Check that oil is at proper level.
- **Visibility Systems:** Inspect all exterior lights, defrosters (windshield and rear window), and wipers. Install winter windshield wipers.

### **Work Zone Traffic Safety**

Workers struck by vehicles or mobile equipment account for many work zone injuries and fatalities each year. Winter conditions increase the risk of skidding or loss of control, making it critical to set up work zones with proper traffic controls such as signs, cones, barrels, and barriers.

### **Shoveling Snow**

Shoveling snow is physically demanding and can lead to exhaustion, dehydration, back injuries, or even heart attacks. Workers should take frequent breaks in warm areas, warm up before starting, and lift safely by scooping small amounts and pushing snow when possible. Proper technique—keeping the back straight and lifting with the legs—helps prevent injury.

### **Removing Snow from Roofs and Working at Heights**

Employers must evaluate snow removal tasks for hazards and plan work carefully. Ice layers can make surfaces more slippery, and snow-covered roofs may hide hazards such as skylights. A competent person should inspect any snow-loaded surface to ensure it is structurally safe before workers access it. Electrical hazards from power lines or equipment may also be present.

Employers can reduce risk by using removal methods that avoid roof access when possible. They should select appropriate equipment (ladders, aerial lifts, etc.) and personal protective equipment (fall arrest systems, non-slip boots, etc.), and ensure workers are trained in proper use. For more information, see [OSHA's Hazard Alert: Falls and Other Hazards to Workers](#)

### **[Removing Snow from Rooftops and Other Elevated Surfaces.](#)**

### **Source**

**[Winter Weather - Hazards/Precautions | Occupational Safety and Health Administration](#)**

# HEALTH NEWS



## January Health Happenings



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

### January

#### A Time for Reflection and Resolution

- Cervical Cancer Awareness Month
- National Stalking Awareness Month
- Identity Theft Awareness Week
- National Blood Donor Month
- National Mentoring Month

## BOWHEAD NEW EMPLOYEE

### John Parry named Marketing and Communications Manager

Bowhead is pleased to welcome **John Parry** as the new **Marketing & Communications Manager** for [UIC Government Services/Bowhead](#).

John brings more than two decades of senior-level strategic communications and marketing experience across government, defense, and industry environments.



As a prior Marine Corps Communication Strategy & Public Affairs Officer, John held multiple senior leadership roles with the U.S. Marine Corps, directing enterprise-wide strategic communications for large, complex organizations and global portfolios. His experience spans internal and external communications, brand and message development, crisis communications, congressional and stakeholder engagement, and employee-focused campaigns that delivered measurable improvements in engagement and satisfaction.

Throughout his career, John has led cross-functional and matrixed teams, supported high-visibility events and industry engagements, and partnered closely with executive leaders to align communications with mission objectives. He also brings strong digital and content strategy expertise, along with hands-on experience across traditional, digital, and event platforms.

In his role at UICGS/Bowhead, John will help strengthen our marketing and communications strategy, support brand growth and business development efforts, and continue elevating how we tell our story across internal and external audiences.

Please join us in welcoming John to the UIC Government Services and Bowhead team. His depth of experience will help further strengthen our marketing and communications organization, and we are excited to have him on board.



# DELTA SOLUTIONS & STRATEGIES

## Delta's Nicolas Sovis named Class of 2026 40 under 40

We are so proud of [Nicholas Sovis](#), **Deputy Director of Engineering** for [Delta Solutions and Strategies](#) of the [UICGS/Bowhead Family of Companies](#). Nick was selected by [SoCo Business Digest \( Formerly CSBJ \)](#) for the Class of 2026 40 under 40.

Nick and the Delta Solutions and Strategies team provide exceptional service offerings in military training products, operations and maintenance, modeling and simulations, and professional and technical advisory and assistance services for the United States Department of War and space community.



**Here is an excerpt from Nick's nomination:**

Nick is on the leading edge of protecting our country's national security. He delivers on being both an expert in software development to support the Department of Defense and a gifted communicator and mentor to all. From regularly interacting with external government and corporate executives on operational and contractual matters to giving guidance to engineers and providing invaluable assistance and technical advice to company leadership, Nick is a champion at balancing both worlds.

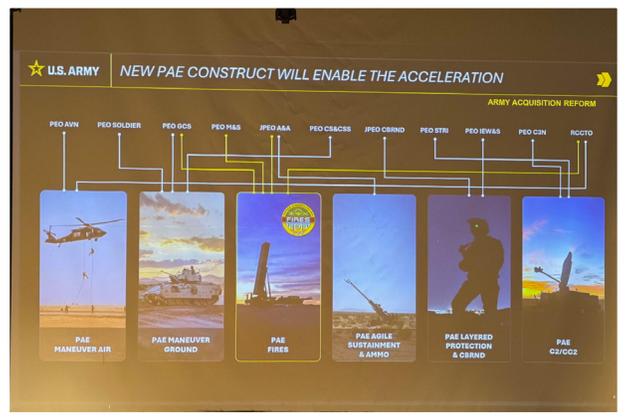
*Congratulations Nick on your outstanding accomplishment!*

## Delta's attends PAE Fires Transformation

[Delta Solutions and Strategies](#) of the [UICGS/Bowhead Family of Companies](#), [Mike Rasco](#) was pleased to attend the new Portfolio Acquisition Executives (PAE) Fires transformation presentation from Ms. Miranda Oden, updating industry partners on the latest news.

Ms. Oden focused on the Program Executive Office (PEO) Missiles and Space transition to PAE FIRES and PEO Aviation to PAE MANUEVER AIR.

It was a great opportunity for Delta to connect with all the industry partners; learn and discuss how this transformation will impact their team.



## BOWHEAD ON LOCATION

### ***Stafford office community support – Toys for Tots***

The Stafford Engineering and Program Management office proudly supported the 2025 Toys for Tots campaign by collecting two boxes of toys for children in need. Employees came together with a shared sense of purpose, donating new toys to help bring joy and comfort to families during the holiday season.

This effort reflects Bowhead's ongoing commitment to service, compassion and community engagement. Supporting initiatives like Toys for Tots aligns with the organization's mission to care for people—both in the workplace and beyond—while honoring the values that guide how Bowhead serves its customers and communities.

The generosity shown by the Stafford team highlights the impact that collective action can have. Through simple acts of kindness, employees helped ensure that children in the community could experience the excitement and warmth of the holiday season.

As the year ends, this outreach serves as a meaningful reminder that Bowhead's greatest strength is its people. Their willingness to give back reinforces a culture rooted in teamwork, service and care for others—values that continue to define Bowhead throughout the year.



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### ***Dahlgren office community support – Holiday Outreach***

The Dahlgren Engineering and Program Management (EPM) office proudly supported two local families during the holiday season, providing Christmas gifts for 12 children. Team members came together to shop for, wrap and deliver toys, clothing, shoes and other items from each child's wish list, ensuring every gift was selected with care and intention.

This effort was more than a charitable gesture. It reflected the heart of Bowhead's mission and the belief that service extends beyond the workplace and into the communities where employees live and serve. By giving their time, energy and resources, the Dahlgren team helped create moments of joy and relief for families during a season that can be both meaningful and challenging.

Seeing colleagues unite around a shared purpose reinforced the strength of Bowhead's culture—one rooted in teamwork, compassion and responsibility to others. The smiles created through this outreach served as a powerful reminder that even small acts of kindness can make a lasting impact.

As the year comes to a close, this holiday effort stands as a meaningful example of Bowhead's commitment to community engagement and the spirit of giving that defines the organization.



## EMPLOYEE OF THE QUARTER

### **Engineering & Program Management (EPM) business line named Employees of the Quarter**

The following employees received Employee of the Quarter awards for Q4. Help us thank and congratulate the awardees for their hard work and accomplishments!

Congratulations to **Roderick "Rod" Fisher** — Engineering & Program Management (EPM) Employee of the Quarter!

EPM is proud to recognize Rod Fisher as the Employee of the Quarter for Q4, honoring his exceptional performance and contributions in his role as Team Lead on the M26 contact.

Rod leads a high-performing team in support of the [United States Marine Corps](#), consistently demonstrating exceptional leadership, technical expertise and dedication to mission success. During the recognition period, his team resolved hundreds of support tickets and calls across global locations, ensuring uninterrupted service to users.

Rod's commitment extends beyond standard duty hours. He maintains continuous operational coverage, responds quickly to critical issues and ensures system stability and security around the clock. Balancing his civilian role with service in the Army Reserves, Rod exemplifies professionalism, reliability and a deep sense of duty.



Congratulations to **Eric Jackson** — Engineering & Program Management (EPM) Charleston Division Employee of the Quarter!

EPM is proud to recognize Eric Jackson as the Employee of the Quarter for Q4, honoring his exceptional performance and contributions in his role as Logistician.

Eric's professionalism, integrity and attention to detail have made a lasting impact on both the mission and the team. As a key contributor to the Marine Corps Systems Command Acquisition Property Audit Office Quality Control Team, he consistently upholds the highest standards of accountability and performance.

Eric's collaborative approach and commitment to excellence have strengthened Bowhead's reputation and advanced mission outcomes in support of the [United States Marine Corps](#).



Congratulations to **Zachary Nave** — Engineering & Program Management (EPM) Crane Indiana Division Employee of the Quarter!

EPM is proud to recognize Zachary Nave as the Employee of the Quarter for Q4, honoring his exceptional performance and contributions in his role as Engineering Technician.

Zachary exemplifies conflict avoidance in an unconventional way by resolving data collection and management issues caused by outdated manual processes. He developed a MATLAB script to round floating points and reduce file size, then created a GUI to automatically import and plot data instead of relying on manual Excel entry. This improved data collection efficiency, expanded analysis capabilities, reduced human error, and generated cost savings for the government. His solution is now part of daily lab operations.



Please join us in congratulating Rod, Eric, and Zachary on their well-deserved recognition and thanking them for their continued commitment to excellence!

## 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 December 2025 and January 2026. Help us thank and congratulate the awardees for their hard work and accomplishments!

Congratulations to **Robert Russell** for his nomination and selection as an EPM Dahlgren Division Employee of the Month!

Robert Russell, **Command, Control, Communications, Computers, and Intelligence (C3I) Analyst**, has made an immediate and meaningful impact. Drawing on his experience and strong understanding of the United States Marine Corps operations, he proactively reviewed training and readiness manuals and tables of organization across multiple unit types. That analysis uncovered a critical discrepancy affecting the Military Occupational Specialty (MOS) 8711 Command and Control Operator community — a key user group for United States Marine Corps Ground Command and Control (C2) software.

Russell's findings led to corrective action that improved how the Marine Corps tracks personnel and manages force structure. The update ensures Marines designated with this MOS are accurately identified and that their training pipeline is formally monitored. His curiosity, professionalism, and persistence directly enhanced mission effectiveness and earned recognition across the program community.



Congratulations to **Emily Prokop** for her nomination and selection as an EPM Dahlgren Division Employee of the Month!

During a year marked by significant change and uncertainty, Emily demonstrated remarkable leadership while taking on substantial additional responsibilities.

During the historic 43-day government shutdown, Emily worked with exceptional speed and professionalism under intense pressure, playing a critical role in the newly introduced Request for Excepted Activities (RFEA) Coordination process, which enabled billions of dollars to be processed in support of mission-critical requirements.

Emily and her team rapidly developed processes, tools, and guidance that were instrumental in guiding the workforce across the Naval Sea Systems Command (NAVSEA) Enterprise. These efforts will be incorporated into the NAVSEA Comptroller's Continuation of Operations Plan, strengthening readiness and ensuring greater consistency in future responses.



Congratulations to Robert and Emily and thank you both for your exceptional contributions!

## BOWHEAD CONTRACT WINS

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



### ENGINEERING AND PROGRAM MANAGEMENT

Company: **Bowhead Program Management and Operations (BPMO)**

Contract Title: **Naval Information Warfare Center (NIWC) Atlantic, Advanced Technology Development (ATD) Integrated Product Team (IPT) Engineering Support**

Contract Term: Five years and six months

Overview: BPMO will provide systems engineering and technical management support for all ATD and IPT initiatives. This support will provide services such as prototyping, networking, cross domain solutions, configuration management, system delivery as well as continuous monitoring for tactical equipment and applications, terrestrial and satellite communications.

Company: **Bowhead Weapons Development Solutions (BWDS)**

Contract Title: **Naval Information Warfare Center (NIWC) Atlantic, Unmanned Aircraft Systems Intelligence, Surveillance and Reconnaissance (UASISR) Family of System (FoS) Sustainment**

Contract Term: Five years and six months

Overview: BWDS will provide Field Service Representatives (FSR), Fielding, Supply Chain Management (SCM), and maintenance support services to the Program Manager Naval Air Systems Command (NAVAIR) Program Manager Air (PMA)-263 for UASISR and Unmanned Logistics Systems – Air (ULS-A) sustainment, at garrison, deployed and shipboard locations worldwide. BWDS will deliver NAVAIR PMA-263 FoS units for fielding operations, unit spares and mission kits, and Foreign Military Sales (FMS). BWDS will also deliver the actions necessary to receive, inventory, test, kit, integrate and field components of NAVAIR PMA-263 FoS and provide fielding support and system verification services.

Company: **Bowhead Weapons Development Solutions (BWDS)**

Contract Title: **Naval Surface Warfare Center (NSWCC) Crane Division, Logistics, Program Analyst and Technician Support Services for the Radar Technology Division (LXL) (aka LXL Radar)**

Contract Term: Five years

Overview: BWDS will provide support, product support management, packaging, handling, storage, transportation (PHS&T), design interface, maintenance planning, and technical data support, along with repair and refurbishment support for efforts associated with Radio Frequency (RF) and Microwave (MW) Technologies, Radar Systems, and associated electronics .