

Kiliktuq

Keeping You Informed



CORPORATE SPOTLIGHT

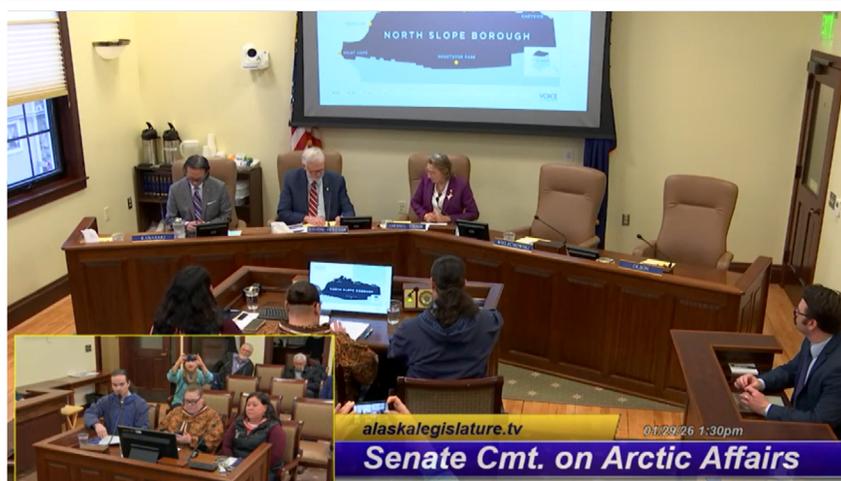
Dr. Pearl K. Brower Speaks to Alaska's Senate Special Committee on Arctic Affairs

Dr. Pearl K. Brower, President & CEO of [Ukpeaġvik Iñupiat Corporation \(UIC\)](#), recently spoke to Alaska's Senate Special Committee on Arctic Affairs about Arctic security and why Alaska's North Slope is the United States' frontline for homeland defense.

Headquartered in Utqiagvik, the northernmost community in the United States, UIC is uniquely positioned to support military training and operations in the Arctic.

In her remarks, Dr. Brower highlighted how UIC Science, based in Utqiagvik, provides the on-the-ground infrastructure and logistics that make Arctic training possible, including Indigenous subject matter experts whose knowledge comes from generations of living and thriving in the Arctic. In 2025 alone, UIC Science supported six Arctic missions and approximately 270 military service members.

She also underscored a key reality about readiness: Arctic training on the North Slope tundra is not the same as training in Interior Alaska. On the tundra, there is nowhere to hide from the enemy or the elements, and that changes everything.



“Arctic security is Alaska's security,” said Dr. Brower. UIC is grateful for the opportunity to share how local presence, trusted community relationships, and Iñupiat expertise strengthen Arctic security and mission readiness, while honoring the place we call home.

You can hear the the full hearing by clicking the link below.

[SENATE COMMITTEE MEETING](#)

Targeting at Conferences, Conventions, and Trade Shows

This method directly links targeted programs and technologies with knowledgeable personnel.

TECHNIQUE

- Technical experts may receive invitations to share their knowledge
- Experts may be asked about restricted, proprietary, and classified information

INDICATORS

The following are suspicious indicators related to seminars, conventions, and trade shows.

Prior to event:

- Personnel receive an all-expenses-paid invitation to lecture in a foreign nation
- Entities want a summary of the requested presentation or brief 6 – 12 months prior to the lecture date
- Host unsuccessfully attempted to visit facilities in the past
- Travel to event may pose targeting opportunities

During event:

- Telephone monitoring and hotel room intrusions
- Conversations involving classified, sensitive, or export-controlled technologies
- Excessive or suspicious photography and filming of technology and products
- Casual conversations during and after the event hinting at future contacts or relations
- Foreign attendees' business cards do not match stated affiliations
- Attendees wear false name tags
- Individuals returning to same booth multiple times
- Detailed and probing questions about specific technology

WHAT TO REPORT

Immediately notify your facility security officer if you observe any of the following behaviors or believe you were targeted by an individual attempting to obtain information or technology they are not authorized to have:

- Offers to act as a foreign sales agent
- Attempts to steer conversations toward job duties or access to sensitive information or technology
- Insistent questioning outside the scope of what you are cleared to discuss
- Excessive photography/sketches, especially in areas that prohibit photography
- Individuals returning to the same booth multiple times to speak with different cleared employees
- Strangers trying to establish personal relationships outside work parameters
- Unusual or suspicious attempts at ongoing contact, including sending a follow-up email upon your return to the office
- Multiple individuals simultaneously asking questions, attempting to get you to reveal more than you should

Maintaining a Clearance: 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 an 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

If in DOUBT give Security a SHOUT!!

Send all questions to 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



March 8

Daylight Savings
Time Begins

March 17

Saint Patricks
Day

March 23-26

RES 2026

March 24-26

AUSA
Global Force
Symposium

April 5

Easter Sunday

April 27

Buy Indiana

April 28-30

Modern Day
Marine

BOWHEAD NEW EMPLOYEES

Kristian-Grace Harris — Human Resources Assistant

Please join us in welcoming **Kristian-Grace Harris** to the Bowhead team as one of our new **HR Assistant**.

Kristian, grew up in Manassas, Virginia and currently lives in Falls Church, Virginia. She earned her Bachelor of Science in Business Management from George Mason University in 2020 and brings approximately three years of Human Resources experience in the government contracting industry.



Outside of work, Kristian describes herself as a homebody who enjoys binge-watching shows across the many streaming platforms available and watching WWE wrestling. If there are any fellow wrestling fans on the team, she is always happy to chat.

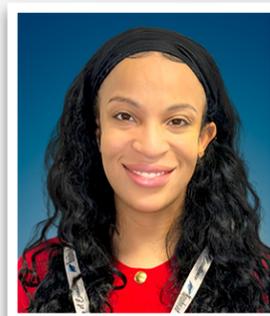
Kristian is excited to join the HR team and looks forward to supporting employees across the organization.

Welcome to Bowhead, Kristian!

Ashlyn Dunlop — Human Resources Assistant

Please join us in welcoming **Ashlyn Dunlop** to the Bowhead team as one of our new **HR Assistant**.

Originally from Texas, Ashlyn earned her Bachelor of Science in Mass Communications from Old Dominion University, where she was also a Division I volleyball player. She brings a background in Operations and Onboarding, including experience in the government contracting industry, and is excited to support the HR team and contribute to Bowhead's continued success.



Outside of work, Ashlyn enjoys spending time with her Shih Tzu—who definitely runs the household. She's also a fan of relaxing with a good Netflix binge, especially when "just one more episode" turns into a few more.

We're excited to have Ashlyn join the team and look forward to the contributions she will bring to Bowhead!

I AM BOWHEAD

Beth Hayes

Beth Hayes, Program Manager for [UICGS/Bowhead Family of Companies](#), at [Naval Surface Warfare Center, Crane Division](#), Indiana, explains why she enjoys being part of Team Bowhead since transitioning to government contracting.



"Our employees are the key to our success, so I really enjoy being able to manage them, making sure that they have all the support they need in order to support the warfighter, and for Crane, Indiana. I didn't know this was going to be something I'd love to do, and I actually love this job, and I love what we do for Crane."

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

BOWHEAD OFFICE HIGHLIGHT

Bowhead Office Highlight – Dahlgren, Virginia

[UIC Government Services/Bowhead Family of Companies](#) has 22 operating locations throughout the United States. Each of our locations supports existing Bowhead contracts and/or strategically position the company to pursue new work with important federal customers.



For 26 years, Bowhead has proudly supported the mission of the Naval Surface Warfare Center Dahlgren Division (NSWCDD) from our office in Dahlgren, Virginia. Established in 1999 to fulfill a critical contract, our presence has grown alongside NSWCDD, strengthening our partnership and expanding our capabilities to meet evolving defense needs.

Today, our Dahlgren team, located at 15163 Dahlgren Rd suite 103, King George, VA 22485, provides cutting-edge solutions in engineering, cybersecurity, software development, and test and evaluation, ensuring our warfighters remain ahead of emerging threats. The facility serves as a hub for innovation, collaboration, and mission-focused excellence—core principles that define Bowhead's commitment to our customers.

EMPLOYEES OF THE MONTH

Chase Scott Named February 2026 Employee of the Month for EPM

Congratulations to **Chase Scott** for his nomination and selection as an the Engineering & Program Management (EPM) Dahlgren Division Employee of the Month for February 2026!

Chase was recognized for his outstanding performance and dedication as the B40 Division's Facilities Lead. In January 2026, he demonstrated exceptional initiative in resolving a critical equipment transfer issue. For nearly five months, computer hardware offered by Code 10 had not been delivered to Building 1470 despite repeated requests. When the B40 Chief Engineer sought assistance, he learned that Chase had already taken action to address the delay.

Thanks to Chase's swift and decisive efforts, all necessary equipment was received and delivered to the technical team within 24 hours, closing out a long-standing issue with impressive efficiency. His dedication and problem-solving skills ensured mission success and demonstrated a strong commitment to the team.

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



Gregory Lanosz Named January 2026 Employee of the Month for L&M

Congratulations to **Gregory Lanosz** for his nomination and selection as the Logistics & Marine (L&M) Business Line Employee of the Month for January 2026!

Gregory is a standout member of Bowhead's L&M team at Letterkenny Army Depot and is highly deserving of Employee of the Month recognition. As a forklift driver, Gregory's technical expertise and precision in equipment operation are exceptional. Yet, his true impact extends far beyond his operational skills.

Gregory brings drive, purpose, and an unwavering work ethic to work each day, consistently exceeding expectations. He has played a key role in cleaning up and reorganizing production areas across the depot and is always willing to step in wherever support is needed. His leadership is evident in the way he coaches and mentors teammates, fostering trust, credibility, and collaboration within the shop. His positive attitude and sense of humor help maintain strong morale, and his peers look to him as a respected and trusted leader.

Safety is a cornerstone of Gregory's performance. He actively participates in safety initiatives, excels in the Hazard Reporting Process (HRP), and ensures hazards are corrected promptly. He completes Quarterly Safety Inspections on schedule, verifies allocation points, and conducts spot checks to ensure operations align with safety and production standards. His proactive approach demonstrates integrity, accountability, and a deep commitment to protecting both personnel and mission readiness.

Gregory consistently embodies UIC's Iñupiat values—Cooperation, Family and Kinship, Humility, Sharing, Love and Respect, Humor, and Spirituality—through his teamwork, mentorship, and dedication to excellence. His positive and lasting impact on operations, safety, and morale at Letterkenny Army Depot makes him an outstanding representative of Bowhead Logistics & Marine.

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



HEALTH NEWS



February Health Happenings



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

February

A Time for Love and Kindness

- World Cancer Day: United by Unique
- Every Body Belongs
- Financial Aid is for Anyone
- Go Ahead, Make Someone's Day
- A Century of Celebrating Black History

EPM EMPLOYEE OF THE YEAR

John Veldhuyzen Named EPM Dahlgren Employee of the Year for 2025

Congratulations to **John Veldhuyzen** for his selection as **EPM Dahlgren 2025 Employee of the Year!**

John's work on the Material Targets Working Group (MTWG) has been particularly exceptional.

When faced with limited information about the construction of a classified target, John took the initiative to conduct an in-depth vulnerability analysis and develop a highly detailed 3D model that far exceeded the customer's expectations.

Beyond his contributions to the MTWG, John has demonstrated outstanding collaboration and technical expertise across various Bowhead teams. When his Team Lead needed assistance creating a 3D part, John applied his proficiency in SOLIDWORKS and Blender to complete the task in just two days, saving valuable time and keeping the team on track.

His willingness to assist others has been essential to the team's success. Additionally, John's commitment to mastering this specialization highlights his dedication.

Rather than simply following established methods, he introduced a systematic approach to target construction that resulted in a product that impressed the government. His attention to detail and innovative thinking led to a final product that significantly surpassed expectations.

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



LIVE THE VALUES

Solomon Smith — Hunting Traditions (Anuniallaniq)

Congratulations to **Solomon Smith** on his nomination and selection as a **2025 Live the Values Award winner!**

Solomon was nominated for the Iñupiat value of **Hunting Traditions (Anuniallaniq)**. At Bowhead, this value reflects preparation, adaptability, and respect for resources while pursuing opportunities and navigating challenges with purpose.

In 2026, Solomon demonstrated this value by helping capture 25 opportunities, leading the initial execution of a major intelligence collection and reporting development program, and playing a key role in securing the Nautical contract. He also strengthened sector processes by improving communication, establishing regular coordination meetings, and maintaining a strong focus on results—efforts that contributed directly to successful contract wins for Bowhead.

Solomon's technical expertise consistently ensures high-quality work aligned with program and regulatory requirements. He played a key role in developing several complex proposals while maintaining strong collaboration and professionalism across teams.

He has also built strong relationships with government partners while managing multiple technical and operational programs, earning exceptional performance ratings through effective communication and strong program outcomes.

For these reasons and more, we proudly recognize Solomon Smith for living the Iñupiat value of Hunting Traditions.

Congratulations, Solomon!



BOWHEAD CONTRACT AWARD

Congratulations to everyone for the hard work that made this recent win possible!



DELTA SOLUTIONS AND STRATEGIES

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

Contract Title: **United States Space Forces Space (S4S) Mission Sustainment and Communications Support (MSC)**

Contract Term: Three years

Overview: DSSB will support administrative Collateral, Sensitive Compartmented Information (SCI) and Special Access Program (SAP) activities.

UIC IN THE NEWS

UIC Named one of America's Best Midsize Employers by Forbes

Ukpeaġvik Iñupiat Corporation (UIC) has once again been named one of **America's Best Midsize Employers in 2026** by Forbes, ranking **#5** out of 500 companies nationwide.

This meaningful recognition is based on independent, nationwide employee feedback. Forbes' 11th annual rankings included survey responses from more than 217,000 employees working at large and midsize companies across the United States. Participants were asked if they would recommend their employer and to evaluate areas such as pay, workplace environment, benefits and opportunities for advancement.

Being ranked **#5** reflects the strength of our family of companies and the Iñupiat values that guide us.

Our commitment to **Cooperation (Paammaaġigñiq)**, **Family and Kinship (Ilagigñiq)**, **Humility (Qinuiññiq)**, and **Love and Respect for Our Elders and One Another (Piqpakkutiqaġniq suliqiksrautiqaġniq utuqqanaanun allanullu)** shapes how we support our employees and serve our shareholders.

To our employees, quyanaq. Your dedication and professionalism make UIC a place people are proud to work.

To our shareholders, this recognition reflects the strength of the corporation you own and the values that continue to guide our path forward.

And to those considering joining our team, there has never been a better time to be part of UIC. To read the full list, [click here](#).



UIC Becomes Majority Owner of Northbank Civil & Marine

In **Ukpeaġvik Iñupiat Corporation's** most recent expansion, they have become the majority owner of Northbank Civil & Marine, a respected civil and marine construction firm based in Vancouver, Washington. This strategic acquisition expands UIC's footprint in the Pacific Northwest and strengthens its construction and infrastructure capabilities.

"This acquisition is part of UIC's strategy to provide one-stop services across three core areas: heavy civil construction, marine construction, and dredging services," says UIC COO Jeevan Pokharel. "By adding Northbank to our growing construction portfolio, we are continuing to build complementary capabilities that strengthen our foundation and diversify our businesses."

Northbank President Kainan Bodenlos added, "UIC has been an invaluable partner through its acquisition of HME Construction, and that partnership has already allowed both HME and Northbank to prosper by combining each company's strengths." Putting both companies under common ownership, Bodenlos adds, creates new opportunities for collaboration and efficiency.

For our Iñupiat shareholders and descendants, this acquisition means continued investment in a diversified and resilient portfolio that supports long-term growth and financial stability. Expanding into civil and marine construction enhances revenue opportunities and reinforces UIC's commitment to building sustainable value for its communities.

Read [Alaska Business](#) for the full article.



UIC CORPORATE INFORMATION

The Return of the Sun in Utqiaġvik

On January 23, UIC headquarters in **Utqiaġvik, Alaska**, witnessed something very special — the first sunrise of the year after more than two months of darkness.

After 65 days of Polar Night, when the sun never rises above the horizon, its return marks a powerful seasonal milestone. In Iñupiat, this moment is known as Siqĩññaatchiaq, meaning “bright new sun.” It symbolizes renewal, hope, and the gradual return of light.

For generations, the first sunrise has carried deep cultural meaning. School classes, college students, and community members often gather to welcome it together. Even though the sun was visible for less than an hour, each day now brings a little more daylight — leading all the way to May, when Utqiaġvik enters the Midnight Sun season with 24 hours of daylight.

Utqiaġvik is the northernmost community in the United States, and life here is shaped by dramatic seasonal change, strong cultural traditions, and resilience. These same qualities are reflected in who we are as an organization.

The ukpik (snowy owl) featured in the UIC logo is a fitting symbol. Perfectly adapted to low light and twilight, it represents clarity, strength, and perseverance during times of transition.

As the days grow brighter — whether you’re in Utqiaġvik or elsewhere across the country — quyanaqpak for your continued commitment and dedication. We’re grateful to welcome the light together.



Elizabeth Peratrovich Day in February

On February 16, many people across the country celebrated Presidents' Day. But did you know it was also Elizabeth Peratrovich Day?

Elizabeth Peratrovich, a Tlingit civil rights leader and Grand President of the Alaska Native Sisterhood, helped lead the charge for the passage of Alaska's 1945 Anti-Discrimination Act, addressing discrimination against Indigenous people.

Her words still resonate today:

“Asking you to give me equal rights implies that they are yours to give. Instead, I must demand that you stop trying to deny me the rights all people deserve.”

Because of her courage and determination, Alaska became one of the first states to pass anti-discrimination legislation. Her advocacy strengthened the foundation for civil rights not only in Alaska, but across our nation.

Ukpeaġvik Iñupiat Corporation (UIC) exists to advance self-determination and create lasting opportunities for our Iñupiat shareholders. We stand on the shoulders of leaders like Elizabeth Peratrovich who fought so all Alaska Native people could be treated with dignity and respect. Her legacy reminds us that progress requires courage, unity, and an unwavering commitment to fairness.

As we reflect on her life and impact, we encourage you to learn more about her story through the National Park Service article linked [here](#).

