

Kiliktuq

Keeping You Informed



COMPANY CERTIFICATION

Bowhead Achieves CMMC Level 2 C3PAO Certification

UIC Government Services and the Bowhead Family of Companies (Bowhead) officially achieved Cybersecurity Maturity Model Certification Level 2 after successful completion of an independent audit by an authorized Certified Third-Party Assessment Organization (C3PAO), March 5.

CMMC Level 2 certification confirms that Bowhead meets the Department of War’s cybersecurity requirements for protecting Controlled Unclassified Information (CUI) across its systems and operations. The certification positions the company to continue supporting current and future Department of War programs and other federal missions, which require enhanced cybersecurity protections.

“This accomplishment directly supports our mission to partner with customers by delivering value-added, cost-effective solutions and quality work that consistently meets or exceeds requirements while maximizing value to our customers, employees, and shareholders,” said Mike Hundley, President of UICGS / Bowhead. “Maintaining strong cybersecurity practices is fundamental to that mission and reinforces our vision to be the premier technical and professional services provider known and recognized for our quality, efficiency, and commitment to those we serve, while exemplifying the values of our Iñupiat shareholders.”

The certification reflects years of preparation, system enhancements, policy implementation, and enterprise-wide collaboration to ensure alignment with the NIST SP 800-171 security framework, which forms the foundation of CMMC requirements.

“This achievement would not have been possible without the diligence and cooperation of teams across the organization,” Hundley added. “Thank you to all employees who, every day,

follow security policies, complete required training, and support the processes and updates necessary to meet current and future CMMC requirements.”

“Achieving CMMC Level 2 certification reflects the dedication, discipline, and collaboration of the Bowhead team across the organization,” said Dr. Pearl K. Brower, President and CEO of Ukpeaġvik Iñupiat Corporation (UIC). “As the parent company of Bowhead, UIC is proud of the work our employees have done to strengthen cybersecurity and uphold the highest standards required to support federal and national defense missions. This accomplishment reinforces Bowhead’s position as a trusted partner to the Department of War and federal agencies, and it also supports long-term growth and opportunity that ultimately benefits our Iñupiat shareholders.”

With CMMC Level 2 certification now in place, Bowhead is well positioned to continue supporting Department of War programs, federal agencies, and industry partners with secure, compliant, and mission-focused solutions.



Exploitation of Insider Access

WHY IS EXPLOITATION OF INSIDER ACCESS EFFECTIVE?

Information collection that previously took years now takes only minutes due to removable media. Insiders are aware of company vulnerabilities and exploit that knowledge to their benefit. Not every suspicious circumstance or behavior represents an insider threat, but every situation should be examined to determine risks and exploitable vulnerabilities.

HOW CAN YOU RECOGNIZE AN INSIDER THREAT?

Identifying potentially malicious behavior involves gathering information from numerous sources and analyzing the data for concerning behaviors or clues. In most cases, co-workers admit they noticed suspicious or questionable activities but failed to report incidents. They did not acknowledge insider threat patterns or did not want to get involved or cause problems. Their failures to dutifully report caused grave issues for their company. Reporting insider threats is a requirement, not a choice. A single counterintelligence (CI) indicator may say little; however, when combined with other CI indicators, it can reveal a detectable behavior pattern. Ignoring questionable behaviors only increases potential damage to national security and employee safety. While every insider threat's motives differ, CI indicators are consistent.

POTENTIAL RISK INDICATORS

- Repeated security violations or general disregard for security rules
- Failure to report overseas travel or contact with foreign nationals
- Seeking to gain higher security clearance or expand access outside job scope without need
- Engaging in classified conversations without need to know
- Attempting to enter classified or restricted areas without authorization
- Working hours inconsistent with job assignment or unusual insistence on working in private
- Accessing unnecessary information
- Asking sensitive questions outside need to know
- Allowing physical access to unauthorized individual(s) outside normal visitor procedures/business hours
- Accessing sensitive information on personally owned devices

BEHAVIORAL INDICATORS

- These behaviors may also indicate potential workplace violence
- Depression
- Excessive stress in personal life (perceived life crisis)
- Fiscal irresponsibility or financial distress
- Unexplained affluence

EXPLOITABLE BEHAVIOR TRAITS

- Abusive use of alcohol or illegal/prescription drugs
- Uncontrollable gambling
- Prior disciplinary issues

COUNTERMEASURES

We all face individual hardships; however, it is important to seek positive outcomes whenever possible. Ensure you and your colleagues get help when appropriate. You are the first line of defense against insider threats. Help protect our national security by reporting any concerning behavior that may be related to an insider threat. Each employee is responsible for ensuring the protection of classified information and CUI entrusted to them. Be aware of potential issues and actions of those around you and report concerning or anomalous behavior and activities to your local security official/facility security officer, as well as the insider threat program senior official.

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 that suggests the employee may be a target of 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
12. Any deposit of \$10,000 or more into your bank account. (i.e. lottery winnings, inheritance, etc.)

If in DOUBT give Security a SHOUT!!

Send all questions to security@bowheadsupport.com or you can call us:

Heather Davis, 540.709.2103

Monika Rice, 540.709.2104

Corinne Phillips, 540.413.9741

Anthony Molinaro, Corporate FSO, 703.578.5546

UICGS/ BOWHEAD



April 22

Earth Day

April 27

Buy Indiana

April 28-30

Modern Day
Marine

May 5 & 6

Border Security
Expo

May 10

Mother's Day

May 25

Memorial Day

May 26 - 29

Military Health
System (MHS)
Conference

WORK ANNIVERSARIES

Congratulations to the following employees for reaching their 20, 15, 10, and 5-year UICGS/Bowhead anniversaries in April, May, and June 2026.

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

<p>20 Years</p>	Marion Faya	Jacquelyn Millham	Maryann Neer
<p>15 Years</p>	Kennet Gadowski Noel Hepp Cary Oesterwinter	Daniel See William Sickels Vellayappan Subramaniam	Daniel Triplett
<p>10 Years</p>	Donald Bush Darlene Daurio Daniel DeStephanis Kevin Dove	Theodora Fasillis Jonathan Harris Allison Kemp Brian Lamson	Virginia Melson Maribel Padilla Mark Powers John Zedo
<p>5 Years</p>	Karsten Anderson Melissa Anstak Ivana Barrick Natalie Bean Andrew Bills Russell Blackwell Deborah Bloom Tonya Butler-Faison James Campbell Elizabeth Cook Daniel Cotter Bruce Daigle Harry Davis, II Kimberly Dennis Nicholas DiBattista Daniel Dudley, Jr. Donte Eleby Gordon Eng Mark Epps Chelsea Fay Meredith Firestone Austin Foxx Corey Fuller	James Gehris, Jr. Peter Gray Keithon Heard James Heggen Leslie Hyatt Jermaine Jackson Earl Jarman Kimberlea Jenks Bryan Johnson Gary Kambeck, Jr. Raza Khokhar Davin Kidd Bradley Laughlin Jenise Lucero Lana McAlister Samantha McCrodden Stanley McFadden James Messick Genette Miley Robert Miller, III Tony Moore Christopher Nichols Stanley Owen	Michelle Paradise-Owens Rajinderkumar Parmar Steven Phillips Glenn Richard, Sr. Michelle Ripple Molly Robinson Amy Rosendahl Jessica Sayles Mason Simmons Kenneth Snellings Anthony Spinks Evelyn Stribling Christopher Suess James Sullivan Mark Thigpen Michael Till David Todd Christopher Tribble Roger Tsafah Jimmy Vuong Daniel Williams Marie Wisniewski

I AM BOWHEAD

Joe Kahoe

Joe Kahoe, Business Development Director for [UICGS/Bowhead Family of Companies](#), in Colorado Springs, talks about the work he does to develop business opportunities for the company by identifying, qualifying, and capturing opportunities, then following through with winning proposals.



"Everyone wants to get bombs on target, missiles in the air, and I love winning. We win because we have qualifications across the waterfront of requirements for the government services contracts."

Joe served 30 years in the United States Air Force as a pilot, flying F-106 and F-16 aircraft, and had this to add about the value of teamwork and organizational culture at Team Bowhead:

"It's a culture in the Air Force that carries over to the culture in Bowhead. We're all pulling together, we've all got each others' backs, and we're providing mutual support. One badge, one fight, one team."

Click Joe's image or [this link](#) to watch the rest of the video, and see what else Joe says about being a member of Team Bowhead.

BOWHEAD OFFICE HIGHLIGHT

Bowhead Office Highlight – Huntsville, Alabama

Bowhead established an office of two employees in 2005 in Huntsville, Alabama, which is known as "The Rocket City." Alabama in 2005, with two employees working out of a small suite. Since that time Bowhead has grown its Huntsville operations to over 40 employees, moving to its current location there in 2023.

The Huntsville office is a key location for **Bowhead's Logistics and Marine (L&M)** business line, where L&M leadership supervises most of the work for its Logistics division. The office also hosts other Bowhead operations and support services.



Huntsville is home to the US Army Material Command, Missile Defense Agency, US Army Space and Missile Defense Command, NASA, the FBI's new complex at Redstone Arsenal, and many other federal agencies. The surrounding region is a growing hub for federal agencies, making Huntsville an attractive market for future business.

SAFETY TIP OF THE MONTH

Spring Outdoor Activities

Spring outdoor activities carry unique risks including unpredictable weather, wildlife encounters, slippery terrain, insect bites, and seasonal hazards that require careful preparation and awareness.

Weather Related Risks

Spring weather can be highly unpredictable, with sudden rainstorms, hail, high winds, or lingering cold snaps.

Terrain and Slippery Surfaces

Melting snow and spring rain create wet, muddy, and slippery surfaces. Trails, sidewalks, and roads can be hazardous, increasing the risk of falls and injuries, particularly for older adults.

Wildlife and Insect Hazards

Animals emerging from hibernation, such as bears or snakes, may be territorial or irritable. Insects like ticks, mosquitoes, yellow jackets, hornets, and fire ants become active, carrying risks of stings, bites, and diseases.

Plant and Allergy Risks

Spring brings allergenic plants like poison ivy, poison oak, and abundant pollen, which can trigger allergic reactions.

Activity-Related Hazards

Spring encourages outdoor sports, playground use, and home maintenance activities. Equipment left unused over winter may have rust, splinters, or structural issues, increasing the risk of injury.



Preventive Measures

- Dress in layers and wear synthetic, moisture wicking clothing.
- Carry water to prevent dehydration and antihistamines for allergies.
- Check weather forecasts and avoid high-risk areas during storms.
- Inspect playgrounds, sports equipment, and home areas before use.
- Use insect repellents and protective clothing to prevent bites and stings.
- Educate children and family members about wildlife and plant hazards.

By staying aware of these seasonal risks and taking preventive measures, you can enjoy spring outdoor activities safely while minimizing the likelihood of accidents or injuries.

HEALTH NEWS

Strive
for better health

March Health Happenings



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

March

Light Jacket Weather Is Coming

- Strong Enough to Ask: Blood Clot Awareness Month
- Caring Communities Stronger Futures: Problem Gambling Awareness Month
- Did you share personal information with a scammer?
- And much more to learn about

LIVE THE VALUES

Ashley Vickers — Spirituality (Ukpiqutiqagniq)

Congratulations to **Ashley Vickers** on her nomination and selection as a **2025 Live the Values Award winner!**

Ashley received the 2025 Live the Values award for the Iñupiat value of **Spirituality (Ukpiqutiqagniq)**. At **UICGS/Bowhead Family of Companies**, spirituality serves as a guiding light—providing direction, fostering connection, and inspiring purpose. This value encourages employees to serve others with integrity and meaning in all that they do.

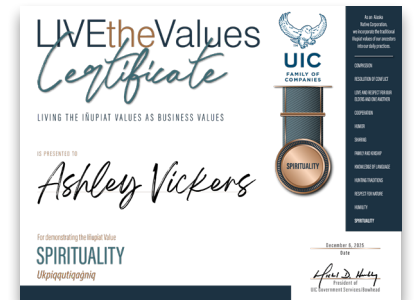
Ashley demonstrates a commitment to living out her faith through love, humility, and servant leadership, both inside and outside the workplace. She strives to lead a life that reflects hope, purpose, and truth and to inspire those around her to do the same.

Her dedication to service extends beyond her professional role. Ashley has participated in mission trips to Ethiopia, experiences that strengthened her perspective on faith in action and deepened her commitment to serving others selflessly. She has also established community groups designed to foster authentic relationships and encourage spiritual growth.

Iñupiat values remain at the heart of the work at UICGS/Bowhead Family of Companies. For generations, the Iñupiat people have thrived in one of the world's most challenging environments through careful planning, shared purpose, and cooperation. This enduring culture of resilience and unity continues to guide the organization today. These principles are carried forward into every aspect of the company's work, ensuring its values remain central to how it serves customers, communities, and shareholders.

UICGS/Bowhead congratulates Ashley on this well-deserved recognition and thanks her for the leadership and example she brings as she continues to live the company's values each day.

Congratulations Ashley on this well deserved award!



UIC IN THE NEWS

Shaping the Next Era of Arctic Science: Introducing UIC Applied Sciences!

Ukpeaġvik Iñupiat Corporation (UIC) is introducing UIC Applied Sciences, a new operating group that brings together its environmental, research, and science expertise under a unified strategy.

UIC Science, UIC Arctic Research & Logistics, and UMIAQ Environmental have long supported critical work across the Arctic, advancing research, enabling field operations, and delivering environmental services in some of the world's most challenging environments. By aligning these teams, UIC is strengthening its ability to deliver innovative, science-driven solutions while advancing long-term value for Iñupiat shareholders and communities.

This integrated approach enhances collaboration, sharpens strategic focus, and reinforces UIC's role as a leader in Arctic science, grounded in the knowledge and stewardship of Arctic and Subarctic communities.

UIC also announced the promotion of Terri Mitchell to Vice President of UIC Applied Sciences. With nearly 15 years of leadership across UIC's science-focused companies, her experience will help guide this next phase of growth.

This milestone reflects UIC's continued commitment to delivering value for shareholders, communities, and partners across the region.

Quyanaqpak to everyone contributing to this important work.



Women's History Month Spotlight

Sadie Neakok's Legacy of Service and Leadership

In Utqiagvik, leadership has long meant carrying responsibility for community, culture, and future generations.

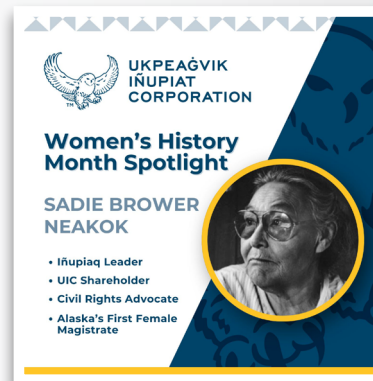
This Women's History Month, we honor Sadie Brower Neakok, an Iñupiaq leader, civil rights advocate, and Alaska's first female magistrate. An Ukpeaġvik Iñupiat Corporation shareholder, she served Alaska's Second Judicial District in Utqiagvik (formerly Barrow).

Before serving more than 20 years on the bench, Neakok worked as a Bureau of Indian Affairs schoolteacher, community health aide, and welfare worker, gaining a deep understanding of the people she later served. As magistrate, she was known for her fairness and for bridging the justice system with the realities of life in Utqiagvik. She often conducted proceedings in both English and Iñupiaq, ensuring broader participation in the legal process.

Today, the Sadie Neakok Building in Utqiagvik—home to the Ukpeaġvik Iñupiat Corporation headquarters and the local court system—stands as a lasting tribute to her legacy. Inducted into the Alaska Women's Hall of Fame in 2009, Neakok exemplifies leadership rooted in integrity, culture, and community.

This Women's History Month, we also recognize the many Iñupiat women, including shareholders and descendants, whose leadership continues to strengthen our communities.

To learn more about Sadie through her Anchorage Museum profile [click here](#). To read her biography, click [Sadie Brower Neakok: An Iñupiaq Woman](#).



UIC CORPORATE INFORMATION

UIC Reinvests in North Slope Kaktovik Community

Ukpeaġvik Iñupiat Corporation (UIC) remains deeply committed to reinvesting in North Slope communities, with a focus on projects that create lasting value for residents. One recent example is the completion of the new gym at Harold Kaveolook School in Kaktovik—a project that reflects both community priorities and the importance of shared spaces.



For years, Kaktovik students and families went without a permanent gym. Athletic programs were limited, with students often practicing outdoors in harsh Arctic conditions or relying on temporary spaces that could not fully support school or community activities. The absence of a dedicated facility meant fewer opportunities for connection, recreation, and events that bring people together. That changed this year.

With the opening of the new gym, basketball has officially returned to Kaktovik. More than just a place for sports, the facility has quickly become a central gathering space for the entire community. From daily practices to regional tournaments, the gym now hosts moments that strengthen relationships and foster a renewed sense of unity among students, families, and visitors alike.

Its impact extends beyond athletics. During a recent storm, the gym served as an emergency shelter—demonstrating its critical role as a reliable, safe space when the community needs it most. This added function underscores the importance of infrastructure that supports not only recreation, but also resilience and preparedness in remote environments.

Today, Kaktovik's students have a place to play, grow, and support one another—something that had been missing for far too long. The gym stands as a symbol of progress and possibility, reflecting what can be achieved through collaboration and long-term investment.

UIC Construction, a division of UIC Commercial Services, is honored to have partnered with the community to rebuild this vital space. Projects like the Harold Kaveolook School gym demonstrate how thoughtful development can support opportunity, strengthen connections, and enhance quality of life across the North Slope.

UIC extends its sincere appreciation to everyone who contributed to making this project a reality

Quyanaq to everyone who helped make this project possible!

To read the full story [click here](#).

EMPLOYEE OF THE QUARTER

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

The following employees received Employee of the Quarter awards for Q1. Help us thank and congratulate the awardees for their hard work and accomplishments!

Congratulations to **Joshua B. Taylor** — Engineering & Program Management (EPM) Stafford Division Employee of the Quarter!

Joshua has been named Employee of the Quarter in recognition of his consistent professionalism and unwavering commitment to integrity, accountability and excellence.

As a dedicated member of the Marine Corps Systems Command Acquisition Property Audit Maintenance Management Office, Joshua brings a strong work ethic, disciplined execution, and respectful collaboration to every aspect of his role. His performance strengthens the command's reputation and advances its mission in support of the warfighter. He also provides consistent support to responsible officers and daily mentorship to his peers.

Joshua's leadership and collaborative approach have improved coordination between the Maintenance and Supply sections and contributed significantly to overall team success.

Bowhead is proud to have an employee like Joshua, who continually goes above and beyond to support co-workers and customers. He is highly deserving of this recognition.

Thank you Joshua for your outstanding work. We look forward to your continued exceptional performance and dedication, as we support our customers' missions.

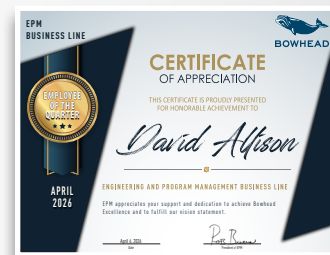


Congratulations to **David Allison** — Engineering & Program Management (EPM) Dalhgren Division Employee of the Quarter!

Since May 2024, David has made a significant impact as the Test Asset Equipment Manager supporting the Directed Energy Test Office (DETO) procurement team. In a role newly established under the DETO contract, he has been instrumental in defining, shaping and elevating the position, consistently earning praise and Bravo Zulus from government customers for his performance.

In addition to excelling in his primary responsibilities, David has expanded his contributions by taking on increasing procurement support duties. His ability to navigate hazardous materials, battery, and Information Technology Procurement Request approval processes ensures timely, compliant actions that keep programs moving forward.

His work is characterized by initiative and reliability. He consistently anticipates needs, takes ownership of tasks without direction, and delivers results that enable government technical teams to remain focused on critical testing and build activities. This support directly strengthens overall mission execution.



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

Tom serves as an intelligence analyst on the Air Force National Tactical Integration contract, supporting the 16th Air Force from the Charleston, South Carolina, office. He is currently living and working near Yokota Air Base in Japan in support of the Air Force National Tactical Integration Program.

Tom has become a cornerstone of daily cooperative intelligence analysis and reporting. He consistently provides expert support to the 5th Air Force duty officer during time-sensitive deterrence operations and collaborates seamlessly with host-nation military counterparts to ensure continuous situational awareness for senior leadership. His proactive efforts in fusing multi-intelligence sources—including MQ-9 tactical reports, host-nation radar intelligence, and theater electronic intelligence—have led to the successful identification of adversary patterns and the dissemination of 285 tactical reports. This sustained work has directly enhanced theaterwide situational awareness and established a strong foundation for future integration between the National Tactical Integration cell and the Bilateral Intelligence Analysis Cell, supporting next-generation intelligence fusion.

Throughout the quarter, Tom has consistently upheld the highest standards of professionalism in all interactions with military, civilian, and international counterparts. His performance has earned positive feedback from both peers and leadership within the government and the organization.



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

Michael Chmura has been recognized as Employee of the Quarter for his outstanding performance in support of foreign military sales training efforts.

Michael was selected to travel to South Korea to provide weapons systems training in support of a Department of State Foreign Military Sales Agreement. During this assignment, he demonstrated exceptional dedication, professionalism, and commitment to mission success while supporting training for the Republic of Korea Navy.

As part of the training team, Michael delivered expert instruction on the maintenance of the GAU-21 .50-caliber machine gun and the M240D 7.62 mm machine gun. He also trained personnel on the installation, maintenance, and operation of the A/A49E-20 and A/A49E-19 machine gun mounts on the MH-60R helicopter.

Michael's efforts enhanced the operational readiness of the Republic of Korea Navy and strengthened the partnership between the two forces. His professionalism and expertise reflect positively on Naval Surface Warfare Center, Crane Division, and the U.S. Navy.

Michael's performance, technical expertise, and dedication make him highly deserving of this recognition.



EPM EMPLOYEES OF THE MONTH

Engineering & Program Management (EPM) business line Employees of the Month

The following employees received Employee of the Month awards for January, February, and March 2026. Help us thank and congratulate the awardees for their hard work and accomplishments!

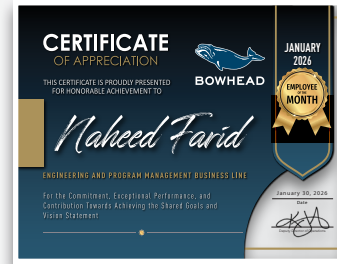
Congratulations to **Naheed Farid** for her nomination and selection as an EPM Stafford Division January Employee of the Month!

Naheed has demonstrated exceptional performance as the configuration management lead on the Manpower Information Technology Systems Modernization contract, consistently exemplifying dedication, resilience, and a strong commitment to mission success.

Since joining the team in February 2025, Naheed has played a key role in implementing configuration management across the Warfighting Systems, Analysis, and Readiness portfolio. Despite initial resistance, she built strong relationships and earned the trust of key stakeholders, including the product manager, deputy product manager, and program engineers. She also established regular one-on-one meetings with the assistant program manager to ensure alignment and steady progress.

Naheed approaches challenges with persistence and a solution-oriented mindset, consistently identifying the right points of contact and resolving complex issues to keep efforts moving forward.

Naheed is highly deserving of this recognition. Her professionalism, dedication, and ability to deliver results make a meaningful impact and support mission success.



Congratulations to **Joshua B. Taylor** for his nomination and selection as an EPM Stafford Division February Employee of the Month!

Joshua consistently upholds the highest standards of professionalism and exemplifies integrity, accountability, and excellence. As a member of the Marine Corps Systems Command Acquisition Property Audit Maintenance Management Office, he brings a strong work ethic and disciplined execution that directly support the command's mission.

During this period, Joshua delivered impactful results, completing a comprehensive asset review for 36 programs, closing more than 1,200 service requests, and improving material readiness tracking. He also led reconciliation efforts to resolve long-standing issues and enhance reporting accuracy.

Joshua provides consistent support to responsible officers and mentors his peers. His leadership and collaborative approach have strengthened coordination between Maintenance and Supply sections and contributed to overall team success.



Congratulations to **Mark D'Antonio** for his nomination and selection as an EPM Dahlgren Division March Employee of the Month!

Mark has demonstrated exceptional performance as a portfolio analyst on the E20 contract, consistently exemplifying dedication, teamwork, and a strong commitment to the success of the Altius Project.

Throughout travel in support of continental United States test events, Mark has shown professionalism, adaptability, and a willingness to support the team wherever needed. During the recent Limited Technical Assessment 2.0, he faced a reduced test team and simultaneous operational demands, stepping forward without hesitation. He quickly mastered the engineering requirements and applied his military tactical experience to ensure every system was properly prepared, enabling the team to execute the flight test plan on schedule.

As the project enters an intensive testing sprint in the first quarter of 2026, Mark's leadership and team-first mindset will continue to strengthen mission execution.

Mark is highly deserving of this recognition. His professionalism and dedication make a meaningful impact and support customer mission success.



BOWHEAD FEATURED ON SOCIAL MEDIA

Bowhead Employees from L&M Recognized by APG for Winter Support

Several Bowhead employees were recently recognized by [Aberdeen Proving Ground](#) for their outstanding support during severe winter weather events that impacted both APG North and South in January and February.

Joshua Bradley, James Greene, Bobby Morgan, John Orr, and Edy Pascual were acknowledged for their critical role in maintaining operational readiness during two major snow events. Supporting the Logistics Readiness Center, the team quickly performed emergency maintenance on Directorate of Public Works snow removal vehicles in both Aberdeen and Edgewood.

Their rapid response and technical expertise ensured minimal disruptions, allowing snow removal operations to remain on schedule across a large network of installation roadways. This effort helped maintain safe and accessible conditions for housing residents and mission-essential personnel who rely on daily access to the installation.

The collaboration between the Logistics Readiness Center and the Directorate of Public Works was essential to sustaining operations during challenging conditions. The dedication and professionalism demonstrated by these Bowhead employees contributed directly to the garrison's ability to maintain safety and operational continuity.

Bowhead is proud to recognize Joshua, James, Bobby, John and Edy for their exemplary performance and commitment to supporting the mission.



S&IT EMPLOYEES OF THE MONTH

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

The following employees received the S&IT business line Employee of the Month awards for December 2025. Help us thank and congratulate the awardees for their hard work and accomplishments!

Congratulations to **Sean Rodeheaver** for his nomination and selection as an S&IT Employee of the Month for December 2025!

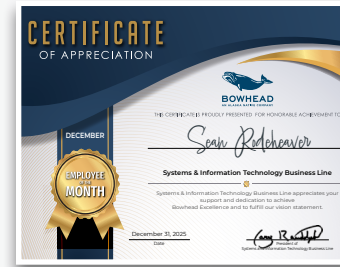
Sean consistently demonstrates strong performance, technical expertise, and a commitment to mission success. He quickly mastered complex systems and processes, becoming a dependable resource within the Intensive Management Branch. His proficiency with Excel, Web Services Management Army systems, and case management tools allows him to deliver accurate, high-quality results with minimal guidance.

Sean also contributed to organizational effectiveness by leading a briefing on the Intensive Management Branch case tracker he developed. His ability to clearly communicate complex information and support high-visibility requirements reflects strong communication skills.

Known as a reliable team member, Sean regularly supports colleagues and contributes to a collaborative work environment. His attention to detail, responsiveness, and willingness to assist others have a direct impact on meeting mission-critical deadlines.

Sean's professionalism and dedication make him highly deserving of this recognition.

Congratulations Sean and thank you for your exceptional contributions!



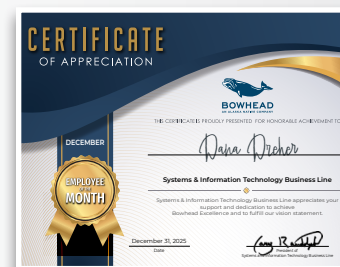
Congratulations to **Dana Dreher** for her nomination and selection as an S&IT Employee of the Month for December 2025!

Dana was also recognized with the PMA-263 Small Tactical Unmanned Aircraft Systems Opinicus Award for her outstanding contributions as a Foreign Military Sales Acquisition Analyst. She has demonstrated strong growth in mastering acquisition regulations and processes, applying them with precision to ensure accuracy, reliability, and accountability across all contract actions.

Dana's adaptability in navigating evolving procurement requirements and systems has supported mission success and strengthened program execution. Her attention to detail and commitment to excellence have made a meaningful impact on PMA-263 and its support to the warfighter.

Dana's professionalism and dedication make her highly deserving of this recognition.

Congratulations Dana and thank you for your exceptional contributions!



Congratulations to **Erika Dobson** for her nomination and selection as an S&IT Employee of the Month for December 2025!

Erika was also recognized with the PMA-263 Small Tactical Unmanned Aircraft Systems Opinicus Award for her outstanding contributions as a Foreign Military Sales Program Analyst. She has demonstrated flexibility, resilience, and dedication, particularly during challenging periods, ensuring continuity of operations through her professionalism and strong problem-solving approach.

Since joining the team in July 2025, Erika has adapted quickly to organizational changes, taking on new challenges with a proactive and solution-oriented mindset. Her ability to manage complex requests and support international partners has strengthened overall program execution.

Erika's professionalism, adaptability, and commitment to excellence make her highly deserving of this recognition.

Congratulations Erika and thank you for your exceptional contributions!



Congratulations to **Mary Gottstine** for her nomination and selection as an S&IT Employee of the Month for December 2025!

Mary has made a significant impact on the Joint Ballistic Missile Defense Education and Training Center contract by addressing complex financial reporting challenges and improving processes. She quickly understood concerns from the contracting officer's representative and revamped the performance cost report into a more effective tool that tracks current spending and projects costs through the period of performance.

Her work has provided valuable insight for government decision-making and budget planning. Mary has also supported funding efforts and contract extensions, demonstrating strong attention to detail and the ability to deliver results in a fast-paced environment.

Mary's professionalism, responsiveness and dedication make her highly deserving of this recognition.

Congratulations Mary and thank you for your exceptional contributions!



S&IT EMPLOYEES OF THE MONTH

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

The following employees received the S&IT business line Employee of the Month awards for January 2026. Help us thank and congratulate the awardees for their hard work and accomplishments!

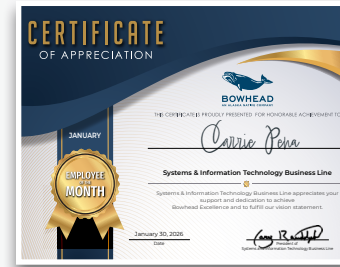
Congratulations to **Carrie Pena** for her nomination and selection as an S&IT Employee of the Month for January 2026!

Carrie Pena serves as a program assistant to the Project Manager Close Combat Systems Business Division, where she supports a wide range of administrative actions. During the development of a new standard operating procedure, Carrie proactively provided recommendations to streamline the timekeeper review process by creating a comprehensive spreadsheet that consolidated key data.

Her solution revealed inefficiencies in the existing process, including oversampling and the use of incorrect rosters, which had affected audit results. By implementing her improved approach, Carrie reduced the Risk Management Time and Attendance Pre-Audit Timeline by three days while achieving 100% accuracy and cutting sampling requirements by 50%.

Carrie's initiative, attention to detail and commitment to continuous improvement have added significant value to the process and strengthened overall efficiency. Her contributions make her highly deserving of this recognition.

Congratulations Carrie and thank you for your exceptional contributions!



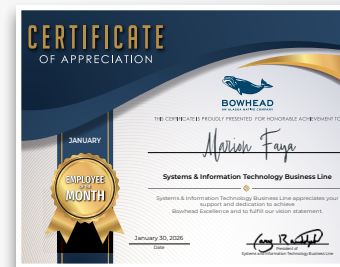
Congratulations to **Marion Faya** for her nomination and selection as an S&IT Employee of the Month for January 2026!

Marion has made a significant impact in planning for the 28th Enhanced Safety of Vehicles Conference, scheduled for May 2026. As part of the Bowhead team supporting the National Highway Traffic Safety Administration, she traveled to Toronto to evaluate key venues alongside Transport Canada representatives, ensuring they met technical and logistical requirements.

Her proactive approach helped identify solutions for office space, exhibit areas and VIP accommodations, keeping planning efforts on track. She also received written commendations from Transport Canada for her expertise, collaboration and leadership.

Marion's professionalism and ability to deliver results under tight timelines make her highly deserving of this recognition.

Congratulations Marion and thank you for your exceptional contributions!



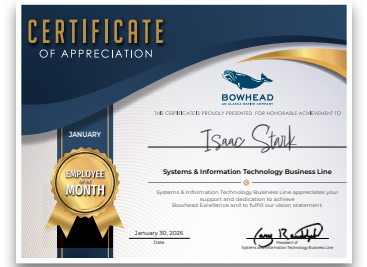
Congratulations to **Issac Stark** for his nomination and selection as an S&IT Employee of the Month for January 2026!

Isaac continues to perform at a high level as a structural engineer on the CEU Juneau Engineering contract, delivering design, development and contracting packages totaling \$7.9 million. His work has directly supported the execution of critical projects for the U.S. Coast Guard, including the \$2.3 million Air Station Kodiak Hangar 3 Tower Repairs project, awarded in December 2025, and the \$2.9 million Base Kodiak Building N27 Structural Repair project, awarded in January 2026.

These projects address significant structural and facility deficiencies, including deteriorating concrete, moisture-damaged systems and compromised structural components. His efforts have improved safety, functionality and long-term sustainability for facilities that support both mission operations and personnel.

Isaac's expertise and attention to detail have earned strong praise from government leadership, who recognize his professionalism and impact. His work continues to strengthen mission readiness and exemplifies a high standard of performance, making him highly deserving of this recognition.

Congratulations Issac and thank you for your exceptional contributions!



BOWHEAD CONTRACT AWARD

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



ADVANCED TECHNOLOGY (AT)

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

Contract Title: **Alaska Eskimo Whaling Commission (AEWC) Penthrite projectile**

Contract Term: One year

Overview: BAT/P will design, develop, test, assemble, and deliver 100 penthrite projectiles that will be used in Indigenous substance hunts conducted by the Iñupiat and Yupik whalers registered with the Alaska Eskimo Whaling Commission (AEWC) to harvest the Bowhead whale, a millennia old tradition which is central to the Alaska Native culture.

S&IT EMPLOYEES OF THE MONTH

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

The following employees received the S&IT business line Employee of the Month awards for February 2026. Help us thank and congratulate the awardees for their hard work and accomplishments!

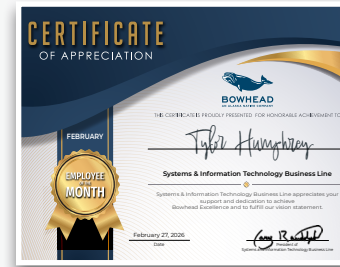
Congratulations to **Taylor Humphrey** for his nomination and selection as an S&IT Employee of the Month for February 2026!

Taylor has been selected in recognition of his outstanding performance, technical expertise and leadership. He consistently goes above and beyond his expected duties, demonstrating a strong commitment to mission success.

During a critical 48-hour badging system outage, Taylor applied his advanced Linux expertise to restore functionality, despite the issue falling outside his contract scope. His efforts directly supported continued operations for U.S. Space Command. He also demonstrated exceptional technical knowledge in resolving a complex cable infrastructure issue, quickly identifying and addressing problems that extended beyond the initial scope of work.

Taylor's leadership is evident in his willingness to take ownership, mentor team members and approach challenges with a positive, solution-focused mindset. His professionalism, initiative and dedication make him highly deserving of this recognition.

Congratulations Taylor and thank you for your exceptional contributions!



Congratulations to **Brian Burrer** for his nomination and selection as an S&IT Employee of the Month for February 2026!

Brian has demonstrated outstanding performance on the Product Lifecycle Management Program, particularly during the installation phase of Delivery Order 0117. Serving as the primary installation manager, he has led field execution efforts with direct accountability for results, including coordinating site activities across multiple California locations.

In the field, Brian has supervised installation progress, managed teams and ensured work was completed with consistency and precision. He has also maintained strong customer engagement by coordinating on-site efforts, managing expectations and resolving issues quickly to support seamless operations.

Brian's leadership has been instrumental in keeping Delivery Order 0117 on schedule and within budget while ensuring safe and efficient execution. His professionalism, reliability and commitment to excellence make him highly deserving of this recognition.

Congratulations Brian and thank you for your exceptional contributions!



Congratulations to **Lindsay Miser** for his nomination and selection as an S&IT Employee of the Month for February 2026!

Lindsay has distinguished herself as an exceptional program analyst on the Security Assistance Management Directorate contract, consistently delivering high-quality support across complex Title 10 programs. She manages tracking for nearly 200 active acquisitions and more than 50 Foreign Military Sales cases, ensuring accuracy across hundreds of requisitions while providing clear guidance to leadership.

Lindsay is also a trusted resource for training and development, having supported the onboarding and training of multiple team members while maintaining her own demanding workload. During periods of operational disruption, she stepped in to support critical program analyst functions across teams, ensuring mission-essential activities continued without delay.

Her leadership in developing new processes for Functional Support Agreements and Reimbursable Agreement Details, including detailed financial analysis for multimillion-dollar agreements, highlights her initiative and analytical strength.

Congratulations Lindsay and thank you for your exceptional contributions!



Congratulations to **Dan Lewis** for his nomination and selection as an S&IT Employee of the Month for February 2026!

Dan "Holster" Lewis received a letter of appreciation from Gregg Skinner, program manager for Navy and Marine Corps Small Tactical Unmanned Aircraft Systems, in recognition of his outstanding contributions as technical director for the PMA-263 Decision Support Study.

Dan's leadership was critical in addressing reconnaissance, surveillance and target acquisition capability gaps for Marine Expeditionary Units by providing key insights into Group 3 unmanned aircraft systems. He guided the team through a comprehensive analysis, leading technical discussions and overseeing the development of the final report and supporting documentation.

His dedication ensured the accuracy and completeness of the study, delivering valuable information to naval leadership. Dan's professionalism and expertise make him highly deserving of this recognition.

Congratulations Dan and thank you for your exceptional contributions!



S&IT EMPLOYEES OF THE MONTH

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

The following employees received the S&IT business line Employee of the Month awards for March 2026. Help us thank and congratulate the awardees for their hard work and accomplishments!

Congratulations to **Mark Harding** for his nomination and selection as an S&IT Employee of the Month for March 2026!

Mark has demonstrated exceptional initiative and technical diligence across multiple high-impact areas. He took ownership of testing and improving DJS provisioning scripts and applied a thorough approach to identifying issues within Microsoft Office uninstall and reinstall processes.

Mark also addressed gaps in ACAS agent procedures, successfully reconnecting MacBook Nessus agents and collaborating with the security team to resolve device connectivity issues. When system changes disrupted normal reporting workflows, he proactively identified alternative methods to maintain security visibility.

Throughout these efforts, Mark continued to perform his regular responsibilities without interruption. His attention to detail, problem-solving ability and teamwork make him highly deserving of this recognition.

Congratulations Mark and thank you for your exceptional contributions!



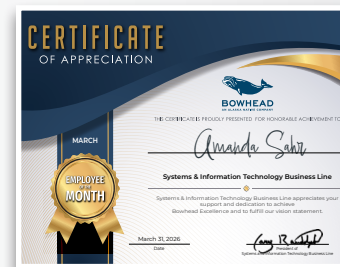
Congratulations to **Amanda Sahr** for his nomination and selection as an S&IT Employee of the Month for March 2026!

Amanda Sahr is recognized for her exceptional logistics and procurement execution in support of Product Lifecycle Management Delivery Order 0117 and the broader mission. She has taken ownership of materials, tools, purchasing, shipping coordination and end-to-end logistics activities required to support field operations.

Her performance has directly supported schedule and budget objectives by ensuring installation managers and field teams had the correct materials and tools available when needed, preventing delays and minimizing disruptions.

Amanda's efforts have reduced operational risk and improved efficiency across multiple California site activities. Her professionalism, reliability and dedication make her highly deserving of this recognition.

Congratulations Amanda and thank you for your exceptional contributions!



Congratulations to **Douglas Megee** for his nomination and selection as an S&IT Employee of the Month for March 2026!

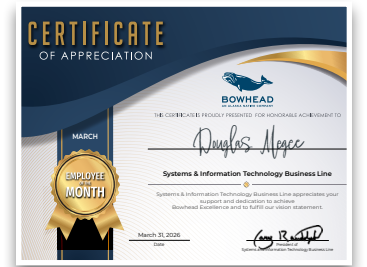
Douglas is recognized for his exceptional support and technical expertise during a critical transition for a high-profile program under the Multi-Threat Armor Branch. Alongside his team, he played a key role in ensuring a seamless transition and continued program success.

Douglas demonstrated outstanding problem-solving and innovation during a time-sensitive and classified range testing operation. Tasked with securing a four-ton submersible target base in a confined space with strict torque requirements, he designed and fabricated the necessary tooling without access to specialized equipment. Working with his team, he completed the task on short notice, allowing operations to proceed without interruption.

Douglas consistently goes above and beyond, anticipating challenges and stepping in wherever needed. His positive attitude, collaborative approach and dedication make him a vital member of the team.

His contributions have had a significant impact on overall mission success. Douglas' professionalism, ingenuity and commitment make him highly deserving of this recognition.

Congratulations Douglas and thank you for your exceptional contributions!



Congratulations to **Samuel Howard** for his nomination and selection as an S&IT Employee of the Month for March 2026!

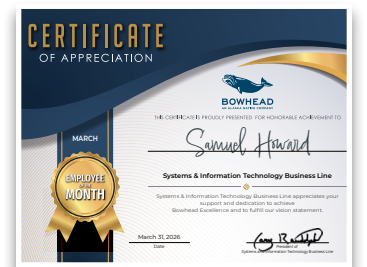
Samuel Howard is recognized for his outstanding support to the Environmental Protection Agency National Security Emergency Preparedness Program contract. He played a critical role in transitioning the program to the Office of National Security, providing guidance on continuity of operations, continuity of government and emergency management requirements, as well as communications and facility capabilities.

Samuel's leadership and expertise strengthened coordination with federal stakeholders and contributed to the highest Contractor Performance Assessment Reporting System ratings received on the contract. He also identified growth opportunities by introducing solutions to address mission gaps at key facilities and supporting improved emergency notification and secure communications capabilities.

In addition, Samuel enhanced collaboration with the Denver task order team to address devolution plan requirements during staffing challenges. His efforts increased operational readiness and awareness of the agency's continuity programs.

Samuel's professionalism, initiative and impact make him highly deserving of this recognition.

Congratulations Samuel and thank you for your exceptional contributions!



L&M EMPLOYEES OF THE MONTH

Logistics and Marine (L&M) business line names Employees of the Month

The following employees received Employee of the Month awards for February 2026. Help us thank and congratulate the awardees for their hard work and accomplishments!

Congratulations to **Mckenzie Anderson** for her nomination and selection as an L&M Logistics Group February Employee of the Month!

McKenzie has been named the Logistics and Marine Business Line Employee of the Month for February in recognition of her leadership, professionalism and commitment to team success.

Over the past month, McKenzie has navigated complex challenges on the Department of Homeland Security Immigration and Customs Enforcement contract with composure and resilience. She remained solution-focused, ensuring continuity of operations while supporting and motivating her team.

McKenzie leads with empathy, providing guidance and fostering an environment where team members feel valued. She also stepped into a mentorship role, supporting a project assistant and contributing to their growth.

McKenzie's dedication and ability to perform under pressure make her highly deserving of this recognition. Her contributions continue to positively impact her team and mission success.



Congratulations to **Cary Robidoux** for his nomination and selection as an L&M Logistics Group February Employee of the Month!

Cary has been named the Logistics and Marine Logistics Group Employee of the Month for February in recognition of his professionalism, versatility and strong contributions to team success.

Based in Kingsland, Georgia, Cary serves as a logistician on the Foreign Military Sales project, where he demonstrates strong technical knowledge and effective communication with vendors, government representatives and internal teams.

Cary's initiative and work ethic set him apart. During slower periods, he supports facility cleaning, maintenance and commercial projects, ensuring continued productivity across the team.

Known for his calm demeanor and solid understanding of logistics and marine materials, Cary is a reliable and valued team member. His contributions make him highly deserving of this recognition.

