October 2026

Volume 26-09

Kiliktuq

Keeping You Informed

BOWHEAD
AN ALASKA NATIVE COMPANY

UICGS/BOWHEAD IN THE SPOTLIGHT

UICGS/Bowhead Dedicates Stafford Conference Room in Honor of James Ittaaq Ahkiviana

UIC Government Services/Bowhead Family of Companies, dedicated its conference room in Stafford, VA, for UIC shareholder James Ittaaq Akhiviana to honor Akhiviana's legacy as a servicemember and Iñupiat leader, Sept. 23.

"Every day, our companies support the United States military and federal government through engineering, logistics, technology, manufacturing, systems support, program management, and other mission-critical services," said Mike Hundley, President of Bowhead. "James Ittaaq Ahkiviana served his country as a soldier. He was wounded during that service and received the Purple Heart."

"That makes this recognition especially significant to Bowhead," Hundley added. "We work every day in support of people who have chosen to serve our country, and many members of our own workforce are veterans themselves. Ittaaq's name will now be part of this office and part of the important work that takes place here. I hope that when employees and customers enter this room, they take a moment to notice his name and remember the example of service it represents."

James Ittaaq Ahkiviana was born in Utqiaġvik, Alaska in 1946 and grew up in Fairbanks, Alaska. He enlisted in the U.S. Army in 1968 and served in combat in Vietnam, receiving an honorable discharge in 1970. In addition to the Purple Heart, Ahkiviana's personal decorations include the Combat Infantryman Badge, National Defense Service Medal, Vietnam Service Medal, and Republic of Vietnam Campaign Medal.

After his military service, Ahkiviana made his home in Fairbanks for more than 35 years and married his wife,



Garnett, in 1980. He was an active member of the Alaska Native Veterans Association, serving as a color standard bearer and proudly representing American veterans and the Iñupiat people at the annual World Eskimo-Indian Olympics.

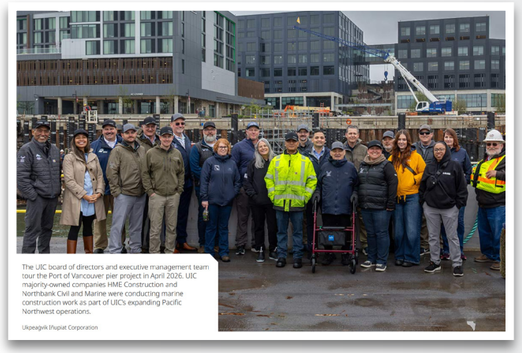
"We are making a decision to remember," said Dr. Pearl K. Brower, President and CEO of Ukpeaġvik Iñupiat Corporation. "We are saying that this person's life, contributions, and example deserve to remain part of the story of UIC. And today, UIC companies conduct business across the United States and around the world. That growth creates opportunities, but it also gives us a responsibility to maintain the connection between those operations and the shareholders for whom those businesses exist."

The James Ittaaq Ahkiviana Conference Room will serve as the heartbeat of Bowhead's Engineering & Program Management business line's Stafford office operations – a collaborative space where Bowhead employees can meet with customers, make decisions grounded in Iñupiat values, and advance both the company's and federal government's missions.

UIC IN THE NEWS

UIC Celebrates Historic $1 Billion Revenue Milestone

Ukpeaġvik Iñupiat Corporation (UIC) has reached a historic milestone, surpassing $1 billion in annual revenue for the first time in its history. This achievement earned UIC recognition in Alaska Business magazine's 2026 Top 49ers issue, including a feature in the article "Billions With a 'B.'" More than a financial accomplishment, this milestone represents years of strategic growth, thoughtful investments, and the dedication of UIC's shareholders, board of directors, leadership, and employees.



The UIC board of directors and executive management team tour the Port of Vancouver pier project in April 2026. UIC majority-owned companies HME Construction and Northbank Civil and Marine were conducting marine construction work as part of UIC's expanding Pacific Northwest operations.

Ukpeaġvik Iñupiat Corporation

UIC ranked No. 8 on the 2026 Top 49ers list, moving up from No. 9 following a 22.8% increase in gross annual revenue over 2024. The achievement places UIC among eight Alaska-based companies generating more than $1 billion in revenue in 2025 and marks its 20th appearance among the Top 10 since the rankings began in 1985.

For UIC President and CEO Dr. Pearl K. Brower, the significance of this accomplishment extends beyond financial performance. As highlighted in the Alaska Business article, UIC's growth is measured by the opportunities it creates for its Iñupiat shareholders, employees, and communities. Increased financial strength allows the corporation to expand shareholder benefits, support education and workforce development, and invest in initiatives benefiting Utqiaġvik and the North Slope.

UIC's continued expansion reflects its commitment to sustainable growth through strategic acquisitions and investments. Recent initiatives include acquiring a majority interest in Northbank Civil and Marine, supporting the development of the new AC Stuaqpak supermarket in Utqiaġvik, and establishing Tundra Timber to improve access to building materials. UIC also finalized a land sale agreement supporting Iḷisaġvik College's plans for a future campus, reinforcing its commitment to education and community development.

Strong financial performance has also allowed UIC to provide regular and special shareholder trust distributions while investing in scholarships, medical and funeral assistance, workforce development, and community programs. These efforts help ensure the corporation's success creates lasting benefits for shareholders and future generations.

Looking ahead, UIC has established a goal of reaching $2 billion in annual revenue by 2030 through disciplined growth and strategic planning. Central to this vision are employees across the UIC family of companies, including Bowhead, whose expertise, professionalism, and dedication contribute to the corporation's continued success.

Surpassing $1 billion in annual revenue represents an important chapter in UIC's history, but its greatest significance lies in the opportunities it creates. Guided by its Iñupiat values and commitment to shareholders, UIC continues building a stronger future while honoring the people, traditions, and communities that define its purpose.

Quyanaqpak to UIC's shareholders, board of directors, leadership, and employees whose contributions made this historic achievement possible.

Read the full **Alaska Business article, "Billions With a 'B'"**.

UIC Named One of America's Dream Employers for 2027 by Forbes

Ukpeaġvik Iñupiat Corporation (UIC) has earned national recognition as one of **America's Dream Employers for 2027 by Forbes**, securing a place among 500 companies recognized for rewarding career opportunities and positive workplace experiences. The ranking considers career advancement, professional development, company reputation, and employee satisfaction.



Rooted in Iñupiat traditions and values, UIC remains committed to supporting its workforce while creating lasting benefits for shareholders. With operations spanning from Utqiaġvik, Alaska, to locations across the United States and overseas, UIC offers diverse career opportunities that encourage professional growth and meaningful work.

This recognition reflects the dedication, expertise, and professionalism of employees across the UIC family of companies. Their contributions continue to strengthen the organization and build a lasting legacy for future generations.

Congratulations to the entire UIC family of companies on this achievement. To every employee whose commitment makes recognitions like this possible, **quyanaqpak**!

To see the full Forbes list, **click here**.

UIC Ranks No. 8 Among Alaska's Top 49ers

Ukpeaġvik Iñupiat Corporation (UIC) has earned the **No. 8** spot in **Alaska Business magazine's 2026 Top 49ers**, an annual ranking of Alaska's largest locally owned companies based on gross revenue. This recognition is especially significant as UIC celebrates its historic One Billion Strong milestone, marking the first time the corporation has surpassed $1 billion in annual revenue.



Moving up from No. 9 in 2025, UIC continues to demonstrate sustained growth and financial strength. The 2026 ranking marks its 20th appearance among the Top 10 since 1985, reflecting decades of strategic investments and business development.

This achievement reflects the dedication of employees across the UIC family of companies, including Bowhead, whose commitment to safety, quality, and service continues to strengthen the organization. Guided by its Iñupiat values, UIC remains focused on creating meaningful opportunities and lasting benefits for its shareholders and the community of Utqiaġvik.

The One Billion Strong milestone celebrates UIC's continued growth and commitment to building a sustainable future for generations to come.

Quyanaqpak to UIC's employees, shareholders, board of directors, customers, and partners whose contributions made this achievement possible.

To see the full 2026 Top 49ers list, **click here**.

UICGS/ BOWHEAD

Upcoming EVENTS

November 11
Veterans Day

November 26
Thanksgiving Day

December 5
UICGS/Bowhead Holiday Party

December 8
Spacepower Conference

December 24
Christmas Eve

December 25
Christmas Day

December 31
New Year's Eve

January 1
New Year's Day

CORPORATE SPOTLIGHT

UIC Connects With Shareholders at 2026 AFN Convention



Ukpeaġvik Iñupiat Corporation (UIC) recently joined shareholders, community members, and Alaska Native leaders at the 2026 Alaska Federation of Natives (AFN) Convention. The annual gathering provided an opportunity to strengthen relationships, celebrate shared heritage, and engage in meaningful conversations about the issues and opportunities important to Alaska Native communities.

Throughout the convention, UIC representatives connected with shareholders and attendees at the UIC booth, participated in the North Slope Caucus Meeting, and welcomed guests to the UIC Reception on Friday evening. These gatherings provided opportunities to reconnect with familiar faces, establish new relationships, and reinforce the importance of communication and collaboration across the UIC community.

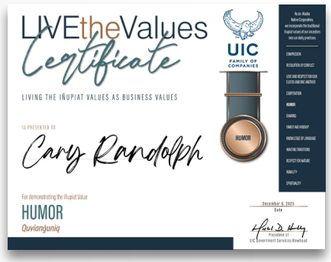
An important part of UIC's participation was helping shareholders review and update their shareholder records. UIC extends its appreciation to everyone who took the time to ensure their information was current. Maintaining accurate records helps the corporation stay connected with shareholders and ensures they continue receiving important announcements, updates, and information about available programs and benefits.

The AFN Convention serves as an important reminder of the strength of Alaska Native communities and the value of maintaining connections across generations. For UIC, participation reflects its ongoing commitment to honoring Iñupiat traditions, supporting shareholders, and fostering relationships that strengthen the corporation and the communities it serves.

Quyanaqpak to all shareholders, friends, and attendees who visited with UIC throughout the convention. Your participation, conversations, and continued engagement are deeply appreciated, and UIC looks forward to connecting again at future gatherings.

LIVE THE VALUES

Cary Randolph — Quvianġuniq (Humor)



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

Cary received the 2025 Live the Values Award for the Iñupiat value of **Quvianġuniq (Humor)** celebrates that we can find joy and laughter even in challenging moments, strengthening camaraderie, easing stress, and bringing people together.

Strong leadership requires experience, vision, and the ability to inspire others, but sometimes a little humor can make all the difference. Cary Randolph, president of Bowhead's Systems & Information Technology Business Line, embodies the Iñupiat value of Quvianġuniq (Humor) through his positive attitude, approachable leadership style, and ability to bring people together.

Known for his quick wit, willingness to help, and genuine sense of humor, Cary understands the importance of laughter, especially when navigating challenges or managing a demanding work environment. He balances professionalism with humor, creating an atmosphere where employees feel supported, valued, and comfortable. His ability to find moments of levity helps strengthen relationships, build camaraderie, and encourage teamwork.

Beyond his humor, Cary is a dedicated leader who makes time to support others. Whether offering guidance, solving problems, or sharing a laugh, he demonstrates that effective leadership is about connecting with people and creating an environment where they can succeed.

By embracing Quvianġuniq, Cary reminds us that humor and hard work go hand in hand. His leadership reflects the importance of maintaining a positive workplace while inspiring others to do their best.

The **UICGS/Bowhead Family of Companies** congratulates Cary on this well-deserved recognition and thanks him for the positive impact he continues to make across the organization.

Congratulations, Cary, on this outstanding achievement!

HEALTH NEWS

Alliant

October Alliant Newsletter



Click the link below to read all the health tips and advice for August & September.

October

Healthy Life Letter:

- Tech-Smart Caregiving
- Mediterranean Chicken & Chickenpea Mason Jar Salad Receipe
- Wallet Wisdom
- Kind Kids

Protecting Sensitive and Controlled Information

The U.S. cleared defense industry is a target of foreign intelligence collectors and economic competitors seeking access to sensitive information and technology. Defense Counterintelligence and Security Agency (DCSA) reporting indicates that foreign adversaries use traditional and nontraditional collection methods, including seemingly legitimate business and academic ventures, to exploit cleared contractors and obtain valuable information.

HOW ARE YOU BEING TARGETED?

Foreign intelligence collectors may use business opportunities, professional networking, academic collaborations, unsolicited information requests, and other seemingly harmless interactions to gain access to sensitive information, personnel, and technology.



WHO IS BEING TARGETED?

Anyone with access to sensitive information, technology, information systems, or security procedures may be targeted, including:

- **Developers and Technicians**: Research, develop, operate, test, or maintain advanced technologies
- **Supply Chain Personnel**: Source and purchase components used in defense products and technologies.
- **Information Systems Personnel**: Access networks and understand security protocols.
- **Business Development Personnel**: Engage with domestic and international markets.
- **Human Resources Personnel**: Access employee information and screen prospective employees.
- **Personnel With Foreign Contacts**: Travel internationally, host foreign visitors, or maintain foreign relationships.
- **Senior Managers**: Hold leadership positions and may have publicly available professional information.
- **Subject Matter Experts**: Work with targeted technologies, publish research, or participate in professional associations.
- **Administrative and Support Staff**: Access personnel, facilities, schedules, and proprietary information.
- **Anyone With Access to National Defense Information**: May be targeted regardless of position.

REPORTING REQUIREMENTS

Title 32, Part 117 of the Code of Federal Regulations (CFR), the National Industrial Security Program Operating Manual (NISPOM), establishes requirements for reporting certain suspicious contacts, behaviors, and activities.

If you suspect you or your company have been targeted, report the activity immediately through established security channels. Recognizing and reporting suspicious activity is essential to identifying counterintelligence (CI) threats, protecting sensitive information, and reducing security risks.

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 plans to attend an international meeting (regardless of geographic location) when representatives from foreign countries are expected to participate or attend.

Foreign travel reporting consists of two parts: a pre-travel briefing, and a post-travel debriefing. Failure to complete either requirement 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) (e.g., 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 (e.g. 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

BOWHEAD BENEFITS INFORMATION

Open Enrollment November 9 - December 2

OPEN ENROLLMENT WILL BE HELD NOVEMBER 9TH THROUGH DECEMBER 2ND!

- Open Enrollment will be paperless using HCM/UKG.
- Changes made during open enrollment will become effective on **January 1, 2027**.
- Open Enrollment will be passive. If you do not make an election during open enrollment, your current benefit elections will automatically roll over to the new plan year, **except** for Flexible Spending Accounts.
- Flexible Spending Accounts (FSA) - neew elections must be made during open enrollment for each plan year. This includes dependent care FSAs, medical FSAs, limited-purpose FSAs, and parking and transit accounts.
- Medical and Limited Purpose Flexible Spending Accounts that have unused funds remaining for 2026 will ROLL OVER up to the allowed IRS maximum amount for calendar year 2027.
- 401(k) is not included in the open enrollment session since changes to contribution amounts can be made at any time during the year at www.principal.com. Current 401(k) elections will remain in place, unless changes are made with Principal.
- Our current benefit carriers will not change for 2027.
- Rate sheets for all plans will be available on the benefit information site linked on the UKG Homepage
- New Medical ID cards will be sent towards the end of 2026 only for those who change medical plans.

MEDICAL PLAN CHANGES

- **New for 2027!** The Company is excited to offer a new traditional copay PPO medical plan with a low deductible, giving you another option to meet your healthcare needs.
- The HRA and HSA medical plans are being combined into a single plan that follows the current HSA plan structure, with the option to choose either a Health Savings Account (HSA) or a Health Reimbursement Arrangement (HRA).
- IMPORTANT NOTE: If you are currently enrolled in the HRA medical plan and do not compete open enrollment, you will automatically be enrolled in the new combined medical plan with an HRA.
- The Basic medical plan will be offered as in previous years.
- All medical plan details can be viewed on our benefits information website (link shown below).

BENEFITS INFORMATION WEBSITE

To access our benefit information website **click here** for benefit guides, rate sheets, plan summaries etc.

Keep an eye on your Bowhead email for important open enrollment communications!

I AM BOWHEAD

Rob Bierman



This month's I Am Bowhead features **Rob Bierman**, **President** of our **Engineering and Program Management (EPM)** business line, who explains the work EPM does across its three divisions, the value of working for a small business, developing a strong team with many long-term employees, and the uniqueness of Bowhead as an Alaska Native Company.

"I think what's unique is that with really impressive capabilities, we still really have that small business feel to where we're responsive and nimble, and can really respond to the customer's needs," said Bierman. "We have a great team. We have a lot of long-term employees that I've been able to get to know, and it really feels like a family here, which I haven't had at other places I've worked."

Watch the entire video **here**.

BOWHEAD OFFICE HIGHLIGHT

Bowhead Office Highlight – Kingsland, Georgia

Bowhead's **Logistics & Marine (L&M)** business line established the Kingsland, Georgia location in 2019. On the operations side, this office supports the Strategic Weapons Facility Atlantic (SWFLANT) contract, Foreign Military Sales (FMS) contract, and all marine projects are run out of this location. Additionally, the location is a dealership where L&M sells commercial boats, engines, and services.



Bowhead BEST Supports Army Training With Turnkey Classroom Solutions

Behind every successful military training environment is a coordinated effort to ensure the right equipment and resources are in place when needed. At **Bowhead Enterprise, Science & Technology (BEST)**, that mission begins at its warehouse in Pensacola, Florida, where the team prepares fully equipped, ready-to-use classrooms. Supporting the U.S. Army Training and Doctrine Command (TRADOC) under an indefinite delivery, indefinite quantity (IDIQ) contract, BEST plays an important role in strengthening Army training capabilities and mission readiness.







The Pensacola warehouse serves as a central hub for receiving, organizing, and preparing classroom equipment. Each piece of equipment is inventoried, tested, and documented to verify that it meets project requirements. Materials are then staged and assembled into complete kits according to classroom design plans. This organized approach streamlines delivery, maintains accountability, and ensures equipment arrives according to established schedules.

Delivering these turnkey classrooms requires careful planning, inventory management, and logistical oversight. By preparing and verifying equipment before shipment, the BEST team helps minimize delays and supports efficient classroom setup, providing Army instructors and students with the resources needed for effective training.

Over the past year, the Pensacola warehouse supported four task orders, successfully managing and delivering equipment for 123 classrooms. This accomplishment reflects the team's coordination, attention to detail, and commitment to meeting customer requirements and project schedules.

With the recent award of additional contracts, BEST is preparing for another busy period as new equipment arrives at the warehouse. The team will continue building on its accomplishments while supporting upcoming classroom deliveries.

Through teamwork, dependable logistics support, and a commitment to quality, BEST continues to deliver solutions that strengthen military training and operational readiness.

Bowhead BPTS Modernizes Navy Aviation Training Equipment

Bowhead Professional and Technical Solutions (BPTS) recently completed an 18-month project to modernize critical classroom training equipment for the U.S. Navy's Aviation Support Equipment Technician (AS) "A" School at Naval Air Station (NAS) Pensacola, Florida. Completed Oct. 8, the project delivered 28 updated alternating current/direct current (AC/DC) training aids designed to improve equipment reliability, simplify maintenance, and support the next generation of Navy aviation technicians.



The AC/DC training aids provide students with hands-on experience in understanding, diagnosing, and troubleshooting the electrical functions of Mobile Motor Generator (MMG) systems currently used throughout the fleet. These training devices replicate fundamental electrical features of actual MMG systems, allowing students to develop essential technical skills in a controlled classroom environment.

The Navy's existing training aids were believed to date back to the 1980s, making some units approximately 40 years old. Although still functional, the aging systems relied on outdated components that had become increasingly difficult and expensive to replace. Modernizing the equipment while preserving its original training capabilities was essential to maintaining instructional continuity.

Working in partnership with SYMVIONICS Inc., Team Bowhead used an existing government-designed training aid and its technical documentation, including wiring diagrams and schematics, to reverse engineer the system. The team developed 28 new training aids that replicate the original equipment's form, fit, and function while incorporating modern, readily available components and updated digital gauges. As shown in Figure 1, the newly developed training aids retain the original design and footprint while incorporating updated components that improve maintainability.

The redesigned units maintain the same operational functionality as their predecessors, allowing the Navy to integrate them into existing classrooms without disrupting established training procedures. Team Bowhead also developed updated technical documentation to support instruction, troubleshooting, and ongoing maintenance, making the new systems easier to service and sustain.

The successful completion of this project reflects the engineering expertise, technical capabilities, and collaborative efforts of Bowhead and SYMVIONICS. By replacing aging equipment with modern, maintainable training aids, the team has helped extend the Navy's training capabilities while reducing the challenges associated with obsolete components.

Through innovative engineering, careful planning, and a commitment to quality, Bowhead continues to deliver practical solutions that strengthen military training, improve equipment sustainability, and support the readiness of future Navy aviation technicians.

BOWHEAD EPM APPRECIATION

Bowhead Employee Supporting Navy History

Bowhead employee **Andy Eggleston**, **Logistician III**, was recently recognized by Naval History and Heritage Command (NHHC) Small Arms Curator, Dave Manning, for his exceptional dedication, service, and attention to detail in supporting the preservation of the Navy's historic small arms collection.



Andy supports NHHC's collection of more than 1,500 serialized examples by researching and compiling technical specifications, characteristics, and photographs for unique weapon systems. He also coordinates with the Department of War Registry and U.S. Army Materiel Command G-3 Logistics Data Analysis Center (LDAC) to obtain master control numbers (MCNs) for these historic assets.

Andy's dedication and meticulous work helps ensure an important part of U.S. Navy history is accurately documented and preserved for future generations.

Bowhead Employees Recognized for Mission Support

Bowhead employees **Nick Davis** and **Kevin Payne** were recently recognized for their expertise, dedication, and exceptional support during a mission briefing and tour of the Air Force Life Cycle Management Center's Armament Directorate Gunsmith Shop at Lackland Air Force Base in Texas.



Supporting Naval Surface Warfare Center (NSWC) Crane Division's Small Arms Repair mission, Nick and Kevin contribute specialized technical knowledge and hands-on expertise to a critical operation serving the U.S. Air Force. The Gunsmith Shop is a specialized, depot-level repair facility that provides the Air Force enterprise with weapons repair, customization, and support for ceremonial and lethal weapons systems. Their work helps maintain the reliability, functionality, and operational readiness of these essential systems.



During the visit, Maj. Gen. Thomas Sherman, acknowledged the team's contributions, stating, "Real amazing work you do, and we are lucky to have you on our team." His recognition reflects the value of the technical expertise and professionalism Bowhead employees bring to the missions they support.

Bowhead congratulates Nick and Kevin on this well-deserved recognition and thanks them for their continued dedication to delivering quality service, technical excellence, and mission-critical support to our military customers.

EPM Dahlgren Hosts Fall Appreciation Luncheon

Bowhead's EPM team recently gathered at the Dahlgren office for its Fall Appreciation Luncheon, bringing employees together for an afternoon of good food, camaraderie, and recognition. Team members enjoyed a barbecue lunch with a variety of sides while taking a well-deserved break to relax and reconnect with colleagues.



The luncheon provided an opportunity to recognize the Dahlgren team's hard work and dedication while celebrating the teamwork and collaboration that contribute to Bowhead's success. Gatherings like these help strengthen workplace relationships and recognize employees whose efforts make a difference every day.



The Fall Appreciation Luncheon was a meaningful way to express gratitude for the professionalism and contributions of the EPM team. A special thank-you goes to everyone at Dahlgren for their continued dedication and commitment to Bowhead's mission.

Bowhead Team Celebrates Annual Employee Morale

The Bedford Bowhead team recently hosted its annual Employee Morale Lunch at the Naval Surface Warfare Center (NSWC) Crane Marina, bringing together more than 115 employees for an afternoon of good food, camaraderie, and appreciation. With beautiful fall weather providing the perfect backdrop, team members enjoyed an opportunity to step away from their daily responsibilities, reconnect with colleagues, and spend time together outside the workplace.



The annual gathering served as a reminder of the importance of teamwork, employee appreciation, and the strong relationships that contribute to Bowhead's continued success. Events like these help foster a positive work environment while recognizing the dedication and hard work of employees who support Bowhead's mission every day. A special thank-you goes to the Bedford team for organizing the luncheon and to all employees for their continued commitment and contributions.



BOWHEAD NEW EMPLOYEES

Krystle Postma — Junior Recruiter



Please join us in welcoming **Krystle Postma** to the Bowhead team as one of our newest **Junior Recruiters**.

Bringing a strong background in human resources, benefits administration, and employee support, Krystle looks forward to connecting talented individuals with career opportunities across the Bowhead family of companies.

Born and raised in Utqiaġvik (Barrow), Alaska, Krystle is a Ukpeaġvik Iñupiat Corporation (UIC) shareholder with strong ties to the community and its heritage. She has lived in several communities throughout Alaska, most recently Anchorage, and is now based in Franklin, Tennessee, where she will work remotely.

Her professional background includes experience in HR operations, benefits administration, and employee support. Most recently, she served as an HR benefits administrator for the Native Village of Eyak. She previously held positions with Bering Straits Native Corporation, Arctic Slope Regional Corp. (ASRC), and UIC, gaining valuable experience with Alaska Native corporations.

Krystle holds an associate degree in human services and is a licensed esthetician in Alaska. She is excited to build on her HR experience while helping identify qualified candidates and supporting Bowhead's recruiting efforts.

Welcome to Bowhead, Krystle!

Nicole Ash — Recruiter



Please join us in welcoming **Nicole Ash** to the Bowhead team as one of our newest **Recruiters**.

Bringing three years of experience in recruiting and account management, our newest team member offers a strong foundation in talent acquisition, relationship building, and supporting recruitment efforts.

Originally from Northern Virginia and now based in the Mid-Ohio Valley, our new recruiter is continuing to pursue professional and academic development, working toward a CMCF credential and a bachelor's degree.

With experience in both recruiting and account management, our newest team member brings valuable skills in connecting with people, understanding organizational needs, and building professional relationships. These skills will support Bowhead's ongoing efforts to attract qualified candidates and connect them with opportunities across the organization.

Welcome to Bowhead, Nicole!

Hanan Ao — Recruiter



Please join us in welcoming **Hanan Ao** to the Bowhead team as one of our newest **Recruiters**.

With more than nine years of experience in technical recruiting, talent sourcing, and executive search, Hanan brings valuable expertise in recruiting qualified professionals for government programs.

Since 2016, Hanan has supported multiple government agencies, recruiting for programs involving ground communications, space intelligence, engineering, and other technical fields. Her experience includes recruiting for mid- and senior-level positions requiring TS/SCI clearances and full-scope polygraphs while maintaining federal hiring compliance standards.

Hanan holds a bachelor's degree in English literature and languages and a master's degree in strategic human resource management. She is also a graduate of the Arlington County Police Community Academy (2023) and FBI Citizens Academy (2025).

Outside of work, Hanan enjoys nature, road trips, and exploring small towns. She looks forward to collaborating with her new colleagues and contributing to Bowhead's continued success.

Welcome to Bowhead, Hanan!

Andre Gary — Senior Help Desk Technician



Please join us in welcoming **Andre Gary** to the Bowhead team as a new **Senior Help Desk Technician**.

With more than 10 years of experience in information technology, including seven years in help desk support, Andre brings valuable technical expertise and a strong commitment to problem-solving and professional growth.

Andre holds a Bachelor of Science with a concentration in cybersecurity and has earned several industry certifications, including CompTIA A+, Network+, Security+, and CySA+. His technical background and dedication to continuous learning will be valuable assets to the Bowhead team.

Although his family is originally from Virginia, Andre has spent most of his life in San Antonio, Texas. Outside of work, he enjoys spending time with his wife and their two dogs, as well as hiking and kayaking.

A lifelong learner, Andre is always looking for opportunities to expand his knowledge and develop new skills. He looks forward to sharing his expertise while continuing to grow professionally at Bowhead.

Welcome to Bowhead, Andre!

EMPLOYEES OF THE QUARTER

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

The following employees received Employee of the Quarter awards for Q3. Help us thank and congratulate the awardees for their hard work and accomplishments!



Congratulations to **Scott Simmerman**, **Logistician II**, for his nomination and selection as Engineering & Program Management (EPM) Crane Division Employee of the Quarter!

Throughout your two years with Bowhead, you have consistently demonstrated exceptional dedication, professionalism, and an unwavering commitment to mission success. Your contributions exemplify the Iñupiat value of Ukpiqqutiqaġniq (Spirituality), reflecting a deep understanding of the importance of your work and the people who depend on it. Your strong work ethic, sense of responsibility, and commitment to delivering effective, high-quality support have made a lasting impact on both your team and the customers you serve.

Your willingness to go above and beyond, take initiative, and step forward when the mission demands urgency and accountability demonstrates your dedication to Bowhead's values. Through your consistent performance, positive contributions, and commitment to supporting your colleagues and customers, you continue to set an example of excellence and professionalism. Your efforts have strengthened the team and contributed to the successful fulfillment of our customers' missions.

Congratulations on this well-deserved recognition, and thank you for your exceptional contributions!



Congratulations to **Jessica Hillard**, **Office Manager**, for her nomination and selection as Engineering & Program Management (EPM) Charleston Division Employee of the Quarter!

As office manager for the Charleston Division, Jessica consistently demonstrates exceptional leadership, professionalism, and dedication while overseeing security, safety, procurement, travel, and daily operations. This quarter, she collaborated with a key Naval Information Warfare Center (NIWC) customer to develop and document a streamlined hiring and onboarding process, which she successfully expanded for use throughout the division. She also managed and expedited the procurement of more than 200 items valued at nearly $1 million across three contracts, ensuring timely delivery of mission-critical assets and strengthening customer support.

Jessica also played a critical role in securing approvals for a short-notice overseas deployment, coordinating with customers, employees, contracts, security, and government personnel to reduce processing time from weeks to days. Her ability to manage complex responsibilities, anticipate operational needs, and deliver effective solutions reflects her commitment to excellence and mission success. Through her initiative, dependability, and dedication to supporting both employees and customers, Jessica continues to make a significant impact across the Charleston Division.

Congratulations on this well-deserved recognition, and thank you for your exceptional contributions!

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 October 2026. Help us thank and congratulate the awardees for their hard work and accomplishments!



Congratulations to **Jeannine Gordon**, **Business Systems Specialist I**, for her nomination and selection as an EPM Dahlgren Division October Employee of the Month!

Jeannine consistently demonstrates the Iñupiat value of Nagliktuutiqaġniq – Compassion through her exceptional customer service and technical support while supporting the Defense Contract Management Agency (DCMA). Her patience, professionalism, and dedication to helping others make her a valuable member of the Bowhead team.

Whether resolving complex technical issues or providing step-by-step guidance, Jeannine goes above and beyond to ensure customers receive the assistance they need. Her willingness to take extra time to address concerns and deliver effective solutions has earned her the appreciation and respect of those she supports.

Jeannine's kindness, technical expertise, and commitment to excellence reflect Bowhead's core values and the importance of putting people first. Her dedication to providing outstanding service continues to make a positive impact on both her colleagues and customers.

Congratulations on this well-deserved recognition, and thank you for your exceptional contributions!



Congratulations to **Nicole Jacks**, **Acquisition Logistician**, for her nomination and selection as an EPM Stafford Division October Employee of the Month!

Nicole demonstrated exceptional dedication, attention to detail, and professionalism while supporting the successful completion of the Marine Corps fleetwide SCINet physical inventory. She played a key role in researching and validating data, organizing the master report, developing the presentation, and preparing detailed notes to support the government lead during the final briefing.

Beyond her contributions to SCINet, Nicole supported several important Asset Management Team initiatives, including the fourth-quarter YIEMO reconciliation for Henderson Hall, achieving 100% accountability for 221 items valued at more than $843,000. She also advanced WASP-GCSS MC serialization mapping, which improved equipment tracking and coordinated the turn-in of 97 thin clients valued at more than $51,000, along with supporting a follow-on Defense Logistics Agency (DLA) disposal package.

Nicole's reliability, initiative, and commitment to accuracy have strengthened the Asset Management Team and contributed to the continued success of the M26 program. Her dedication to maintaining accountability and supporting mission requirements reflects the professionalism and excellence Bowhead strives to deliver.

Congratulations on this well-deserved recognition, and thank you for your exceptional contributions!

S&IT EMPLOYEES OF THE MONTH

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

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



Congratulations to **Mark Barna**, **Engineering Technician**, for his nomination and selection as an S&IT Employee of the Month for October 2026!

As an engineering technician supporting the Army Research Laboratory (ARL) Experimental Contract, Mark consistently demonstrates the dedication, initiative, and professionalism that make him a valuable member of the Explosive Effects Branch (EEB). His dependability, positive attitude, and willingness to go above and beyond his responsibilities contribute to the team's overall success.

Recently, Mark played an important role in supporting a government-sponsored project that required careful coordination, technical expertise, and attention to detail. His contributions helped ensure activities were completed efficiently and in accordance with project requirements. Through his hands-on support, problem-solving abilities, and commitment to quality, Mark helped the team achieve its objectives while maintaining the high standards expected by the customer.

Beyond his technical contributions, Mark takes pride in maintaining the branch's equipment, proactively addressing maintenance needs, and ensuring operational readiness. His attention to detail and commitment to supporting his colleagues help keep the team prepared to meet mission requirements.

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



Congratulations to **Dow Shelbutt**, **Engineer II**,for his nomination and selection as an S&IT Employee of the Month for October 2026!

Dow has demonstrated exceptional initiative, attention to detail, and dedication while supporting the National Highway Traffic Safety Administration (NHTSA) under the Engineering, Statistical, and Other Support Services (ESA&OSS) contract. His proactive approach and commitment to delivering quality work have made a significant impact on the program.

Originally assigned to review only the engineering sections of crash avoidance test reports, Dow took the initiative to expand his review to include the full reports. His efforts helped reduce a growing quality control backlog, improve workflow efficiency, and support the government's ability to meet critical deadlines.

Dow's contributions earned high praise from the government, which specifically recognized his initiative and the value of his expanded responsibilities. His professionalism, technical accuracy, and willingness to go above and beyond have strengthened the New Car Assessment Program team's performance while reinforcing Bowhead's reputation for dependable, high-quality support.

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



Congratulations to **Tesfaldet "Tes" Gebreyohhanes**, **IT/Systems Administrator**, for his nomination and selection as an S&IT Employee of the Month for October 2026!

Tes has demonstrated exceptional dedication, initiative, and professionalism while supporting the Architect of the Capitol (AOC) on several critical projects. His commitment to customer service and ability to work directly with senior officials have made him a valuable asset to the team.

Recently, Tes completed the first Web Emergency Operations Center (WebEOC) account review in more than a year, ensuring supervisors and active office emergency coordinators had appropriate system access and received critical emergency notifications. He also supported the Joint Audible Warning System (JAWS) program by assisting a Motorola design consultant in evaluating emergency communication coverage throughout campus tunnels and basements.

Demonstrating his willingness to go above and beyond, Tes volunteered for additional training to support the Mobile Legislative Clock System (MLCS), a critical continuity technology outside his current scope of work. His initiative reflects his commitment to supporting evolving customer needs and maintaining essential operations.

Tes's dependability, responsiveness, and dedication to mission success make him an invaluable member of the team. His behind-the-scenes contributions help ensure critical emergency management systems remain operational and reliable.

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



Congratulations to **Patrick Ott**, **Project Manager**, for his nomination and selection as an S&IT Employee of the Month for October 2026!

Pat demonstrated exceptional leadership and dedication during the two-month transition of Bowhead's nearly $25 million Technical Integration Management Support (TIMS) program. He successfully guided incumbent employees through the transition, completed new hires, and brought the program into full performance with a complete team. Throughout the process, he ensured all deliverables remained on or ahead of schedule while consistently exceeding customer expectations.

Recognizing potential challenges with employee morale and staffing changes, Pat took a proactive approach to finding solutions. When concerns arose regarding the former program manager's position, he identified an alternative role that better aligned with the individual's strengths. Working closely with the employee and government representatives, Pat successfully retained valuable experience within the program. The employee has since excelled in the new position, earning recognition from the contracting officer's representative (COR).

Pat's strong relationships with Devtech Systems Inc, clear communication, and ability to navigate complex staffing and leadership changes helped maintain stability throughout the transition. His sound judgment, professionalism, and commitment to both his team and the customer continue to strengthen Bowhead's reputation for excellence.

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

BOWHEAD CONTRACT WINS

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



ADVANCED TECHNOLOGY

Company: **Bowhead Avionics Manufacturing (BAM)**

Contract Title: **Naval Air Warfare Center Aircraft Division (NAWCAD) F-35 Lightning II Cartridge Actuated Devices/Propellant Actuated Devices (CAD/PAD)**

Contract Term: Six years

Overview: BPS will perform a broad scope of engineering, testing, and manufacturing support for prototype weapon development for NSWC/IHD. Technical product areas include electrical, mechanical, and energetic components, assemblies, weapon systems, and associated hardware.

ENGINEERING AND PROGRAM MANAGEMENT

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

Contract Title: **Naval Surface Warfare Center (NSWCDD) Dahlgren Division IT Infrastructure**

Contract Term: Five years

Overview: BPMO will provide IT support, IT infrastructure support, technical and operational support services, and expertise to meet the needs of NSWCDD and all existing and future detachment sites, programs, solutions, and departments.

LOGISTICS AND MARINE

Company: **Bowhead Base Operations (BBO)**

Contract Title: **United States Marine Corps (USMC) Amphibious Vehicle Test Branch (AVTB)**

Contract Term: Five years

Overview: BBO will deliver operations, maintenance, and technical support services for the Amphibious Vehicle Test Branch (AVTB), supporting the planning, execution, analysis, and reporting of developmental and integrated test and evaluation (T&E) activities.

SYSTEMS & INFORMATION TECHNOLOGY

Company: **Bowhead Enterprise, Science, and Technology (BEST)**

Contract Title: **United States Army Training and Doctrine Command (TRADOC) Enterprise Classroom Project**

Contract Term: One year

Overview: BEST will perform all tasks necessary to sustain classroom operations, provide operational services, and execute technology refreshes and upgrades for classrooms at the Quartermaster School at Fort Lee, Virginia.

SYSTEMS & INFORMATION TECHNOLOGY

Company: **Bowhead Enterprise, Science, and Technology (BEST)**

Contract Title: **Naval Air Systems Command (NAVAIR) Command Leadership Support Services**

Contract Term: Five years

Overview: BEST will perform a wide range of support services to NAVAIR and in particular, Immediate Staff of Flag Office and direct reporting teams, the NAVAIR Command Strategic Leadership Support (CSLS) team (V1), The Business & Financial Management Competency (BFMC), the Joint Strike Fighter (JSF) front office, and the NAVAIR Washington Liaison Office (WLO).

Company: **Bowhead Global Systems and Technology (BGST)**

Contract Title: **Science Applications International Corporation (SAIC) Naval Air Systems Command (NAVAIR) PRISM PMA-266**

Contract Term: Five years

Overview: BGST will provide end user support engineering, logistics, program management, and other technical support across the development, production, modification, and sustainment phases of the MQ-9A Unmanned Aircraft System (UAS) program in support of Naval Air Systems Command (NAVAIR) PMA-266 MUX/MALE MQ-9 program.

Company: **Bowhead Protection and Security Services (BPSS)**

Contract Title: **Defense Threat Reduction Agency (DTRA) Public Affairs Office**

Contract Term: Five years

Overview: BPSS will provide front-end development and media creation services to compliment the skills of the PA staff to accomplish the current and unforeseen demand for strategically aligned messaging products.