



The Cutting Edge

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Winter Edition 2020

“Mona and I continue to see a bright future for VETS and we are excited for the opportunities that will arise this year!”

- CEO, Jim Moody

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A Letter From CEO,

Jim Moody

As the New Year arrives, new beginnings come as well. I hope that everyone was able to spend fulfilling, quality time with their loved ones throughout the holidays. With the start of the New Year comes the opportunity to continue corporate and personal growth. I envision a successful year ahead for our VETS family. This newsletter gives you a chance to check-in with our initiatives, updates, and spotlights of the upcoming year ahead.

Due to recent changes promulgated by the U.S. Small Business Administration (SBA), we are pleased to announce that VETS, Inc. once again qualifies to be a Service Disabled Veteran – Owned Small Business (SDVOSB) under the primary Information Technology (IT) NAICS codes under which we operate. This change will allow VETS to once again compete for SDVOSB/VOSB and Small Business set-asides, in addition to full and open opportunities.

Our *Staffing Pros* division has been busy providing clients with staffing solutions. The newest customer is Hughes Network Systems/EchoStar which has given us about a dozen open positions to fill in several work locations. We currently have positions for Engineers, Analysts, Managers, Architects, and more! We are also working to staff other open positions for our other customers, including the U.S. Census, Morgan 6, Cardinal Health and more! We will

continue throughout the year to provide the best staffing solutions to our commercial and Government customers. If you would like to view the current *Staffing Pros* open positions, please visit our web site at www.vets-inc.com/careers. Per our Employee Manual, VETS provide current employees with a referral bonus for any referrals which result in hiring actions by VETS and/or our *Staffing Pros* customers.

Waitbusters Digital Dining has also been very busy. We were recently recognized as one of the Top 10 Food Ordering & Delivery Tech Solution Providers by *Food & Beverage Tech Review* magazine for 2019. Waitbusters also announced online ordering integration with Google Search and Maps. We now have over 50 clients, and have seated over 750,000 customers! We have also branched to the Midwest, partnered with our first “ghost” kitchen, and streamlined online ordering with point of sale (POS) integration.

Mona and I continue to see a bright future for VETS and we are excited to see the opportunities that will arise this year. We owe our success to the awesome people that form the VETS Team. Thank You!

-Jim Moody



Spotlight: Stephanie Clemons

"Stephanie and her team at Staffing Pros possess the rare quality of having both an intuitive understanding of the nuanced requirements that our positions often demand and the ability to quickly and decisively recruit and then sort through the myriad of candidates to find the right person who has both the skill set and spirit we need.

Staffing Pro's relentless attention to detail, tenacity, and hustle has literally meant the difference for us when it comes to submitting winning bids with key personnel requirements and what would have been a lost opportunity.

We have found a partner in Staffing Pro's, and list them as one of our greatest assets and our secret weapon." - Gavin McCulley, President, Morgan 6



"If you want to know what makes Staffing Pros different, watch in how we behave. Our traditional values are laced with thinking different, being innovative in our delivery, and excelling in our mission." -Stephanie D. Clemons

In this issue of The Cutting Edge, our spotlight is Stephanie Devine Clemons, Vice President of Staffing Pros, a division of VETS Inc. Stephanie is tasked with business development of our veteran focused staffing firm. Stephanie is a passionate leader who collaborates with the team to provide the best possible solutions.

Staffing Pros is a division of Veterans Enterprise Technology Solutions (VETS) Inc., a Service Disabled Veteran Owned Small Business (SDVOSB) specializing in information technology and business solutions. Staffing Pros provides staffing solutions, administrative and management consulting to both the Federal and Commercial aspects.

Stephanie has worked for the company since April 2018, and has tremendously aided to the expansion of Staffing Pros in her time. We asked Stephanie what her favorite part about working for VETS is and she quickly replied, "Oh this is easy! I LOVE the feeling of family! Everyone is so willing to help, create, and build. It is truly a dynamic and agile environment with a real sense of achievement when tasks are accomplished. I adore the Staffing Pros Team, they work hard and enjoy the challenges of building something special. Grateful to be a part of every bit of it!"

Stephanie has over 18 years of experience in business development, process improvement, program management, and sales in the commercial and government sectors. In her previous roles she has worked for AR-TECH Information as National Director; Recruiting, and Intelligent Decisions Director. She was also owner of a small woman-owned consulting company Jones Point Consulting. Stephanie graduated from Bauder College with her Associates of Applied Arts as a Marketing Major.



Spotlight Continued...

Stephanie Clemons, V.P. Staffing Pros, a division of VETS

Pictured left to right Hayden, Stephanie, Reese, Ryan, and RJ



You never have to wonder what Stephanie's favorite quote is, because it is found in her signature block! "The question isn't who is going to let me; it's who is going to stop me" -Ayn Rand. She is proud to say, "I was raised by a very strong woman who always made me feel like I could do ANYTHING!" Stephanie practices this quote everyday by showing courageous, creative leadership to her team and customers!

Stephanie was born and raised in Minot, ND, but has lived in numerous places throughout the country (even Germany)! She currently resides in the Queen City, Charlotte, NC with her husband and three wonderful children. In the little free time she has, Stephanie enjoys painting and the arts. She recently finished her first large canvas painting which looks like Willie Nelson meets A Starry Texas Night! She exclaimed, "I am looking forward to someday retiring with my canvases, my dog, and some great music while my husband is golfing!"

Stephanie's dedication to Staffing Pros is shown everyday throughout her way of leadership and thought process to perform her tasks. She is a highly motivated individual who always gives 100% to her customers and team. Stephanie has played a vital role in the significant growth of Staffing Pros, which contributes to VETS Inc. as a whole.



Stephanie's Journey

Fredericksburg, TX

Fulda, Germany

Leesburg, VA

Tacoma, WA

Ft Huachuca, AZ

Ft Wainwright, AK

Washington D.C.

Charlotte, NC

Staffing Pros: Our Newest Contract



Staffing Pros, a division of VETS, was recently awarded a contract with Hughes Network Systems/EchoStar Corporation. This is a milestone and we are thrilled to support our customers with the staffing solutions that are in need.

EchoStar Corporation is a global provider of satellite communication solutions. They have two subsidiaries that focus in secure communication technologies that are Hughes Network Systems and EchoStar Satellite Services. Hughes Net provides high-speed satellite services which is the largest of its kind and has more than 1.3 million customers in America.

In recent months, it was announced that Hughes Network Systems is bringing cell phone service to the battlefield by using a helicopter as an airborne

cellular tower. Success has been seen in this project by integrating LTE technology developed by Virtual Network Communications with the Hughes HeloSat Solution, which provides Beyond Line of Sight communications on rotary-wing aircraft. This technology can be installed in an aircraft or a drone making cellular coverage over tens of kilometers, which can hold up to 100 users at a time.

EchoStar aims to provide the perfect benefits for the whole family. Their benefits package covers the best healthcare, to multiple savings plans, to educational coverage, and lots more! Their #1 focus is the health and wellness of their employees and they do so by providing the ability of customizing the benefits plan that meets every personal need!

“These are such exciting programs with TONS of positions, including 24hr full-time!” - Stephanie Clemons, VP Staffing Pros.



Website:
www.staffingpros.us

Social Platforms:
Facebook: @StaffingProsUS
Twitter: @ProsStaffing
LinkedIn: @StaffingPros
Instagram: @Staffing.Pro

Here are some of our **live links** for each location

<https://careers-vets-inc.icims.com/jobs/search?ss=1&searchLocation=12781-12804-Gaithersburg>

<https://careers-vets-inc.icims.com/jobs/search?ss=1&searchLocation=12781-12804-Germantown>



Waitbusters Awarded As One of The Top 10 Food Ordering And Delivery Tech Solution Providers By Food And Beverage Tech Review For 2019

August 22, 2019



\$1,200,000

In 2019, \$1.2 million was spent in online ordering.

NEW CLIENTS

- La Cantina Grill
- Mauricio's Grill & Cantina
- Archers BBQ
- Ghost Grub

About Waitbusters Digital Diner

Waitbusters LLC, a service-disabled veteran owned company, is a provider of innovative restaurant technology solutions. Its Digital Diner solution offers restaurants the ability to create better experiences for their guests, save money, create new revenue streams, become more profitable, and find and retain happy customers. E-mail sgau@waitbusters.com to schedule a demo.

Contact
Anicia Gau
Waitbusters, LLC
571-612-0213

This year, Food and Beverage Tech Review set out its Top 10 based upon those companies that are at the forefront of tackling customer challenges. What stood out about Waitbusters' Digital Diner is how they are resolving restaurant's issues with third party delivery apps.

Waitbusters' ultimate objective is to allow restaurant's to regain control of their brand and their customers – but to utilize the third party delivery apps for as long as they need as an acquisition tool to secure new customers. Once that piece is complete, the restaurants can then transition those customers to their own in-house platform. Waitbusters further assists with the delivery portion of the puzzle by providing a Delivery as a Service (DaaS) application through their partnership with Postmates, or alternatively, a delivery driver logistics app that

for their own drivers.

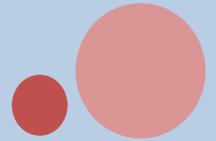
“We are incredibly honored to be featured as a top technology provider in the restaurant and hospitality arena. For the past 2 years, we have not only made every effort to assist restaurant's in running more streamlined operations, but we have also focused on the end user – the customers. We really tried not only to look at the more obvious day to day operations like assisting restaurants with online ordering, but we've gone ten steps further and consider issues like delivery driver logistics and mobile hotspot delivery. Though our company may be small, our ideas are limitless – which is clearly displayed through our vast feature set and patents awarded” explained Waitbusters' CPO, Shane Gau.

VETS Inc.

Veterans
Enterprise
Technology
Solutions



Most Trusted Government Technology Companies in



Veterans Enterprise Technology Solutions (VETS) Inc. has been awarded as a part of the Most Trusted Government Technology Companies 2020 by CIO Techie. VETS was one of the few companies out of 3,000 given this award. We are honored to have been chosen and we will continue to provide customers with the best solutions throughout 2020!



February: Self-Check Month

February is National Self-Check month, which is a reminder for us to take care of our physical and mental health first and foremost by taking charge and increasing the odds of chronic disease and other

preventable conditions. Observe this month by visiting your healthcare provider to have a check-up. After all, health comes first!

“There are no secrets to success. It is the result of preparation, hard work, and learning from failure.”

-Colin Powell

VETS



Our Recent Numbers



2018/2019 OFCCP Annual Audit

Annual Diversity Numbers:

51% of our employees are women

30% of our employees are veterans

14% of our employees are veterans with a disability

**Veterans First!
Loud & Proud!**

Chaplains Corner

There's several versions of the story, but they all have the following elements in common. Someone challenged Earnest Hemingway to write a powerful story using only six words. Hemingway wrote, "For sale: Baby shoes. Never worn."

It is unlikely that this actually happened, but the idea of the six word story has been used by writers, teachers, counselors and many others to help folks reflect on their lives and their stories. Some years ago Smith Magazine invited readers to submit six word memoirs and they have published two books with memoirs from the well-known and the unknown. Some of the submissions they received were:

"Seventy years, few tears. hairy ears." Bill Querengesser

"Born in the desert, still thirsty." Georgene Nunn

"Almost a victim of my family." Chuck Sangster

"Supported the sublime with uncurbed enthusiasm." Jeff Newelt

What six words would you choose to memorialize your life so far? Find a quiet place, pour your favorite beverage and give it a try. It seems to work best by actually putting pen or pencil to paper and trying several versions, revising and rewording down the page. And if you would like to share your submission, you can go to <https://www.smithmag.net> and submit yours.

Here's one of mine that I'm still working on:

"Walked away. Came back much stronger."

On the journey together.

Greg

Dr. Greg Randall

You can contact Greg via e-mail at chaplain@vets-inc.com. Feel free to send a prayer request or ask a question anytime. To speak to Greg, call 855 - 483 - 8746 ext. 121. Please leave a message if you get the voice mail, and the chaplain will return your call. Greg is available to talk with you about spiritual issues, family issues, relationships, stress, grief, or any other area that is a concern for you. All chaplain services are voluntary and at the employee's direction and initiative, and the chaplain does not favor or promote one expression of faith over another.



Volume 12

Benefit Plan and Payroll Limits for 2020

Set forth below are the 2020 and 2019 limitations for qualified plans and other benefit related items

	2020	2019
401(k), 403(b), 457(b)(2) and 457(c)(1) elective deferral limit	\$19,500	\$19,000
401(k), 403(b) and 457 catch-up contribution limit (if 50 or over)	\$6,500	\$6,000
Defined benefit plan max/Maximum annual pension	\$230,000	\$225,000
Qualified plan annual compensation limit	\$285,000	\$280,000
FICA tax rate (OASDI and HI) *plus additional .9% HI on wages over \$200,000	Employee 7.65%* Em- ployer 7.65%	Employee 7.65%* Employer 7.65%
Social Security taxable wage base (OASDI only)	\$137,700	\$132,900
Healthcare FSA maximum salary reduction	\$ 2,750	\$ 2,700
Qualified High Deductible Health Plan (QHDHP) minimum de- ductible	Individual \$1,400 Family \$2,800	Individual \$1,350 Family \$2,700
Qualified High Deductible Health Plan (QHDHP) maximum out-of-pocket expenses	Individual \$6,900 Family \$13,800	Individual \$6,750 Family \$13,500
HSA maximum annual contribution	Individual \$3,550 Family \$7,100	Individual \$3,500 Family \$7,000
HSA catch-up contribution limit (if 55 or over)	\$1,000	\$1,000
Maximum income exclusion for employer-provided adoption	\$14,300	\$14,080
Qualified parking monthly limit	\$270	\$265
Transit passes/Vanpooling combined monthly limit	\$270	\$265



Milestones



Period of Employment Awards

Jennifer Boit	01/01/2020	10 years
Brendan Nary	12/16/2019	5 years
Christopher Holmes	12/22/2019	5 years

Birth Announcement

Stephanie McElhenny gave birth to Harrison Ryan McElhenny who was born at 2:35am on Saturday, March 7th. 6lb 9oz, 19.5 inches.



Birthdays



<u>December</u>	<u>January</u>	<u>February</u>	<u>March</u>	
Tiffany Ayscue	Venkata Bongarala	Vishnuvardhini Gopi	Christine Beamer	Tammy Loper
Billy Julian	John Miller	Lawrence Karchner	Bryan Beggs	Mona Moody
Katie Moody	Christopher Wood	Dylan Morse	Jennifer Boit	Mark Muller
Kendele Underwood	Joshua Stone	Patricia Rhodaback	Richard Carter	Brendan Nary
James Whitehead		Sarvamangala Vedula	Dena Graham	Anand Srivastava
		Kenneth Watson		

Leadership Corner

RESPECT in the Workplace

Respect is fundamental to ensure a healthy work environment. It promotes increased productivity and efficiency and encourages teamwork. Respect allows employees to recognize they are valued for their skills, characteristics, and their achievements, which allows them to understand that their role in contributing to the company's success.

For respect to succeed, it must work both ways; from the employer to the employee and just as importantly, from the employee back to the employer. Having respect for the supervisor is crucial to promote a positive climate where you and others will be working. Employers must be trusted leaders who are attentive



Respect (v.)
To admire (someone or something) deeply, as a result of their abilities, qualities, or achievements.

to their employees and consider their ideas and accredit their skills. Respecting one another isn't about agreeing with the decisions that are made, but about making sure the choices made are honored.

The phrase "treat others how you want to be treated" was repeated quite often in grade school, but it holds much truth. To be respected at work, respect must be

given to coworkers, supervisors, and customers. Each person you work with has rights to different opinions, ideas, and experiences; acknowledging those ideas and discussing them can promote a healthier and more creative work environment. After all, everyone has

"The American Dream is a term that is often used, but also often misunderstood. It isn't really about becoming rich or famous. It is about things much simpler and fundamental than that." -Marco Rubio

Leadership Corner Continued...

the same goal of completing their job successfully.

Showcasing respect in the workplace is important, because it can be shown in different ways, through verbal and nonverbal communication. It's evident through the tone of a voice or the gestures that are made throughout the day. Some show it by working diligently, while others will prove it by collaborating with others and intently listening to new ideas.



Respect is a requisite for a healthy, professional workplace where employees feel they are valued in their work performance. Having a healthy work environment is beneficial for the business and the mental health of employees. Respect allows for expedited productivity, expansion, and overall success. Making sure the work climate is robust can increase employee retention rate and advance the organization's reputation as a positive place to work.

According to Susan M. Heathfield here are a few ways to show respect:

- Treat people with courtesy, politeness, and kindness.
- Encourage coworkers to express opinions and ideas.
- Listen to what others have to say before expressing your viewpoint. Never speak over or interrupt another person. Listen and stop formulating rebuttals and responses in your mind when you need to focus on listening to the other person.
- Use peoples' ideas to change or improve work. Let employees know that you used their idea or encourage them to implement it.
- Never insult, use name-calling, disparage, or belittle people or their ideas.

Recipes

Creamy Snow Ice Cream

-Julie Blanner

Prep Time: 5 minutes

Total Time: 5 minutes

Ingredients: 1 cup milk (any kind), 1/2 cup sugar, 2 teaspoon vanilla, 8 cups snow (approximate, can substitute shaved ice)

Instructions:

1. Whisk milk, sugar and vanilla together until combined and sugar dissolves.
2. Collect clean snow. Pour mixture over the snow and whisk until well combined.



Hot Chocolate Cookies

By: Christi Johnstone



Ingredients: 1c butter (softened), 1c sugar, 2/3c brown sugar, 2 eggs, 1 tsp vanilla, 3 1/4c flour, 4 packages (or 3/4 cups) hot cocoa mix (not sugar free), 1 tsp salt, 1 tsp baking soda, 2 tsp baking powder, 1c chocolate chips, 1c Mallow Bits (mini marshmallows do not work the same and can be a sticky mess)

Instructions:

1. Beat butter and sugars in large bowl with standing mixer until light and fluffy. Add eggs and vanilla: mix well.

2. In a separate bowl com-

bine dry ingredients. Gradually beat dry ingredients into butter mixture until blended. Stir in chocolate chips and Mallow Bits. Cover and chill for 30 minutes.

3. When ready to bake pre-heat oven to 350 degrees. Droop 2 tablespoons dough, 2 inches apart, onto baking sheets lined with silicone baking mats or parchment paper. Bake 9 to 11 minutes or until edges are lightly browned. Cool on baking sheet for 5 minutes; remove to wire racks and cool.