

Veterans
Enterprise
Technology
Solutions
Inc.

The Cutting Edge

Spring 2020

American Heroes



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VETS

Message from CEO

Jim Moody: President & CEO, navy veteran, SDVOSB owner

We are in the midst of some trying times for our Nation and the world as a whole. In times like this, when we must all stand up and do what we can to support our great country, our leaders, our families, and those in need. In this edition of our newsletter we talk a little bit about what it takes to be a “Hero.” I encourage everyone on the VETS Team to do your share and be a hero to someone. In keeping with our motto, “People First - People Always,” VETS is trying to do all that we can to support our customers and our valuable employees.

Beginning in early February, we mounted a coordinated response to the coronavirus outbreak. Our three priorities have been: protecting the health of our people, their families and their communities; supporting the critical needs of our government and commercial clients; and ensuring the firm’s institutional and financial resilience. Some of the actions we have taken so far, include:

- A commitment to no layoffs, furloughs, or reduced work hours or pay, for employees in good standing, through at least July 1, 2020.

- Emergency paid time off for those who become ill from coronavirus or have unexpected dependent care needs due to the pandemic and are unable to telework.

- “Merit Pay” increases to provide a lump sum payment in lieu of annual salary increases to eligible employees. **This pay will be included in your 22 April 2020 paychecks.** We elected to do this, instead of our annual pay reviews/raises, because we know many of you need the funds now – not spread out over the next year.

- For employees enrolled in VETS 'Anthem Keycare HSA 3000 plan, VETS will contribute (\$500 for individual coverage or \$1,000 for family/dependent coverage) to employee Health Savings Accounts (HSA) for use in employee and/or dependent health-care expenses. For employees enrolled in VETS 'Anthem Keycare 500 plan, the employee/family rates have been reduced by 4%. Both of these benefits are effective at the beginning of the plan year, 1 June 2020.

- Establishing a VETS Employee Assistance Fund (EAF), which will provide loans to employees facing financial hardships due to the pandemic. We have set -aside an initial infusion of \$100,000 for this Fund. If you need a loan, please apply to our expedited process. Loans will be limited to \$1,000 per employee. They will include a 1% interest rate (proceeds will be added to the EAF). Repayment for the loans can be spread over a 24 month period, but are payable in full, if you terminate your VETS employment. More information and Application Forms are available from the VETS HR Department at HR@vets-inc.com.

In addition, we have made a commitment of at least \$50,000 in assistance to our communities, churches, and charitable organizations in the form of cash donations, food, supplies, etc. to help those most vulnerable to the virus, including the elderly and the homeless.

I believe these actions are both the right thing to do and good business. By relieving some of the anxiety and daily challenges, I want to empower the VETS family to continue the exceptional support to all of our clients during this national emergency. It’s what our people, our clients and our nation want and deserve and reflects our purpose and values-centered culture.

Spotlight: Noel Morrison

In this issue of The Cutting Edge, our spotlight is Noel Morrison, Integration Engineer. Noel is tasked with supporting the Identify Access Management (IAM) Microsoft Azure Cloud Project leading a skillful team. He is a self-motivated, self-taught individual who takes pride in his work. Noel is a prior military WV National Guardsman, Military Police Sgt. and an EOF/OIF veteran, with the last two of those years being activated after 9/11.

“I jokingly tell people I first think in English, then Linux Bash Shell, Ansible, Python, and a few other geeky programming languages.”
-Noel Morrison

Noel has worked as a contractor for Veterans Affairs since 2007 as a Sr. Systems Administrator, focused primarily with Unix OS based systems. He is a strong, committed leader who has previously supported five projects as the only systems administrator. Currently leading an automation team, they assist in the build out configuration and management of about 1,000 servers.

The demands on his skills far exceed his everyday role as an administrator. He puts in many after hours supporting tasks for deployments, patching, and emergency situations to keep the servers running smoothly. Noel is known as a robust and dedicated team leader. He is often brought on to multiple IAM projects for further assistance and guidance. His teammate often says “it’s quicker to ask Noel than to ask Google!”

Throughout Noel’s career he has worked for the DoD, DoJ, Veterans Affairs, and a short-term in the private sector. His career first began as a Windows Support Desk technician, then he was deployed 9 months later after 9/11. A year thereafter, he came home to continue his IT career with the extensive task of having to learn three new versions of software. Shortly after, Noel was deployed to Iraq for about a year. He was hired short-



Spotlight Continued...

Fun Facts

- ◆ Noel has been on 12 foreign countries 'soil
- ◆ He has been to the only place in the world where the sun can be seen rising over the Pacific Ocean and in 2 hours the sun can be seen setting over the Atlantic Ocean
- ◆ Noel has a 25 year old Gold-wing motor cycle
- ◆ He used to drive a taxicab in Winchester, VA
- ◆ Noel designed a Raspberry Pi Cluster to support the local auction house

Noel is the Commander of Rescue Mission in Martinsburg, the Winchester VA Composite Civil Air Patrol (CAP) Squadron and flying his quad-copter, grilling Cyber Security mentor for the cadets participating in the US Cy-tivities. berPatriot. He has been involved with the CAP for about 5 years and was asked to be commander in 2018. CAP supports the local community, assists in emergency service activities, and teaches cadets to be aerospace leaders.

He has been happily married for 24 years and has three sons. His oldest currently serves in the Air Force while the other two are studying in the cyber security IT field. Noel supports a local auction house by sharing his IT skills to help overcome their technical obstacles. He also is heavily involved in his church food pantry, Safety Team, and assists in the Men's

Noel's dedication to his country, job, and his community is displayed everyday by the leadership and IT skills he performs. Noel is a highly-motivated individual who excels at any task he is given. He takes pride in his work and his team. Noel has played a significant role in the cyber security field and proven what a true American hero is.



“Love your family, support your neighbors, be safe and protect yourself. If you just feel exhausted reading about all the things I do, give it a try, it energizes you giving back to others.” -Noel



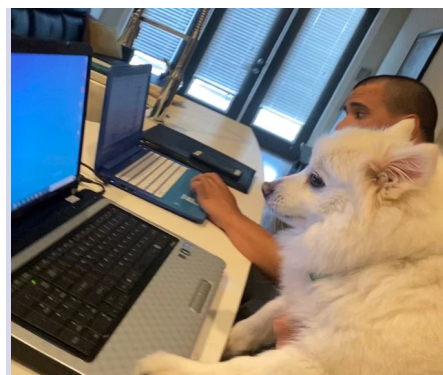
STAFFINGPROS

What Our Customers are Doing

Staffing Pros works with customers across various verticals in the science and technology fields. Our company's focus on honor, integrity, and commitment is practiced by our dedicated employees who focus on aiding our customers and finding the right solutions. Recently, Hughes Network Systems signed a contract with U.S. Naval Air Systems (NAVAIR) to provide SATCOM solutions to the U.S. Coast Guard.

This contract allows Hughes to integrate its Beyond Line of Sight (BLoS) systems to enhance the U.S. Coast Guard's missions that necessitates Communications-on-the-Move (COTM). This includes intelligence, surveillance, and reconnaissance (ISR) as well as humanitarian aid and disaster relief (HADR). Hughes will incorporate its components of antennas, modems, and radomes on the HC-27J air craft, which provides engineering services and technical training for testing and operations. The Coast Guard's HC-27 J aircraft accomplishes various missions in different parts of the western hemisphere which include search-and-rescue (SAR), drug/migrant interdiction, and disaster response.

Not only does our Coast Guard sacrifice, but the engineers, leaders, and teams at Hughes are all American heroes. Our hardworking citizens and soldiers put these systems in place to protect us, and they use their decision making and communication skills to make it happen.



Our Staffing Pro's team is working in quarantine dress code free and pet friendly!



Women in Technology

Staffing Pros is kicking off a women in technology social media campaign. The weekly postings consist of pioneers, leaders, industry growth, and opportunities in STEM. Women such as Katherine Johnson, Sheryl Sandberg, and Ginni Rometty are being highlighted. These powerful women have embraced their roles in technology and inspire people everyday!



Leadership Corner: Qualities of a Hero

When many think of a hero the idea of Batman or Spiderman come into mind, but heroes are around us every day. You can notice a hero not from the cape, but from the uniform with an American flag on their shoulder. A hero has many qualities that make him or her the special person that they are. Among those qualities are a few that we will highlight here. They are the qualities of fearlessness, courageousness, confidence, and integrity.

“A hero is an ordinary individual who finds the strength to persevere and endure in spite of overwhelming obstacles.”

-Christopher Reeve

Fearless

A hero must be fearless. They cannot show weakness when it comes to defeating the task at hand. Those who are fearless are the ones who face what most people can't or won't. Look for the policeman called out in the middle of the night to protect your home. Being fearless doesn't mean that things aren't frightening, it means that they put others' needs before their own. Everyone is afraid of different things at distinctive times, it is how that fear is handled and subjugated by the true heroes in our lives.

Courageous

A hero must be courageous. This means that the physical and mental struggle must be overcome to face danger and to persevere through the troubling times. This is a quality that does not only pertain to a police officer running into gunfire, but rather all of the people who stand up for what is right when there is great personal risk. Think of the

Leadership Corner Continued...

caregiver of an aging parent, or the volunteer at the VA hospital.

Confidence

A hero must show confidence. It is easy to spot the hero in the room because they are always bold in the way they walk, talk, and perform. They tend to carry themselves with confidence which allows them to stand out. There is a fine line between the negativity of arrogance and the strength and conviction of confidence, which is why we have such admiration for true heroes.

Integrity

Of all the qualities, this is the one that is the hardest to maintain. A hero must show integrity at all times. It means that they are not afraid to stand up for what they believe is right and just. They understand the power of the convictions of their beliefs and realize that they might have to stand up

alone. A hero shows that settling for the status quo just because it is easier is not the right answer.



An American hero displays the qualities of fearlessness, courageousness, confidence, and integrity. They live with a fulfilling purpose that shows in their actions. A hero varies in occupation, gender, and height, so look for the doctor saving lives, or the engineer who designs safe water systems. At the end of the day they stand up for their beliefs, carry themselves with assurance, accomplish what is right, and face the challenges with a certainty of purpose.

WAIT BUSTERS DINING

How we are Helping During COVID-19

Waitbusters, LLC announced that it is now offering all new restaurants an “at cost” rate for their online ordering feature in order to help restaurants combat losses suffered due to the COVID-19 pandemic.

“This is going to give my business a fighting chance during this Corona virus crisis.”

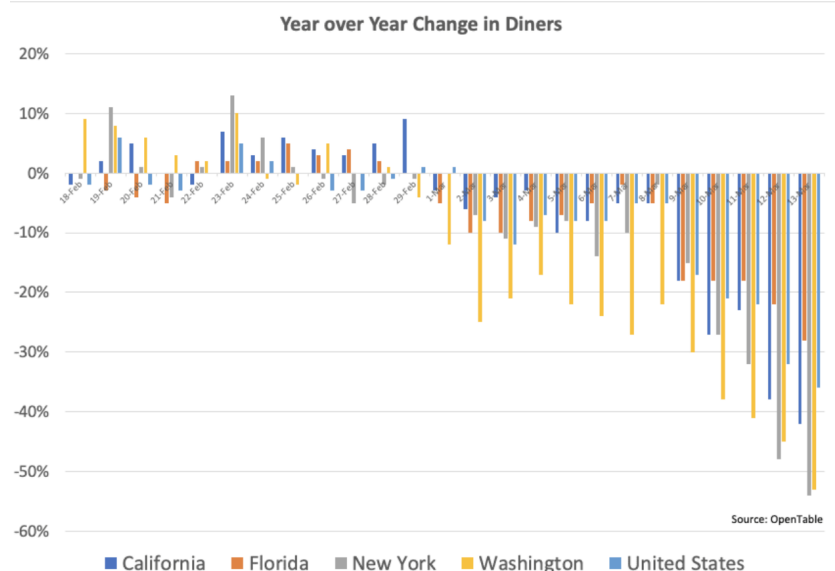
For only \$29.95 per month, Waitbusters is offering restaurants that sign up for one year of their online ordering service, the online ordering feature along with menu set-up tutorials through their Digital Diner software. Once the feature is live on their website, restaurants can offer pickup or delivery to their customers.

Set up can be completed quickly and can integrate directly with the restaurant’s POS or kitchen printer. Additionally, restaurants can continue to utilize 3rd party applications such as DoorDash and GrubHub for as long as they need as an acquisition tool to secure new customers. .

Waitbusters has seen many success rates and businesses continue to seek online ordering and DaaS integration options. Not only will these features aid during the pandemic, but it will continue to allow restaurants to reach new customers.

New Customers as of March 1

- Rafferty's (15 locations)
- Double Dogs (7 locations)
- Mecca Cafe
- Luigi's
- Delirium
- Mr. Pigs
- Mandarin
- The Black Sheep
- Trattoria Villagio
- 2 Silos
- Brick Wood Oven Pizza
- Ford's Fish Shack



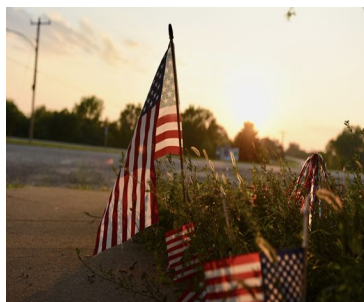
National Military Appreciation Month

May is declared National Military Appreciation Month to honor the sacrifices of the United States Armed Forces

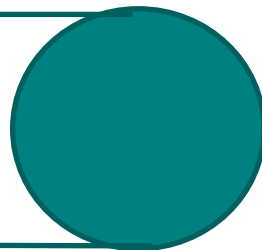
30%

Of our employees are veterans

Veterans Enterprise Technology Solutions Inc., would like to thank all of our ‘American Heroes’ such as our first responders, veterans, and active military members. Thank you for your sacrifice and service to our country.



VETS INC.



Hero: n. a person admired for achievements and noble qualities.



COVID-19

Preventing the Spread

1. Wash your hands with soap and water to minimize risk of infection.
2. Keep your hands away from your eyes, nose, and mouth.
3. Stay away from those who are coughing and sneezing.
4. Don't shake hands with people, whether they show symptoms or not.

April

15 Tax Day
22 National Administrative Professionals Day
24 Arbor Day

May

8 National Military Spouse Appreciation Day
10 Mothers Day
25 Memorial Day

VETS

Chaplain's Corner

One of my heroes has been a model for me since I was a child. He was kind, taught me about the world and showed up at my house almost every day. He was an accomplished song writer, author and an ordained minister. During his lifetime, he was never involved in any type of scandal and lived a life that was consistent with his morals and values. The more I learned about him, the more I wanted to be like him. His name as Fred Rogers, the host of the PBS show, "Mister Roger's Neighborhood."

I wrote in a weekly column a few weeks ago about how much I enjoyed the new movie about Fred Rogers that features Tom Hanks. If you haven't seen it, I encourage you to watch it. In that movie, the idea that we can change and become more at peace with ourselves and the world is not only demonstrated but celebrated. Here's a quote from Mr. Rogers about growth and change:

"Each person in the world is a unique human being, and each has unique human potential. One of the important tasks of growing is the discovery of this uniqueness: the discovery of 'who I am' in each of us—of 'who I am' in relation to all those whom we meet."

My heroes are the folks who help others become their unique selves. To help another person become who they were created to be and encourage them to share their gifts with the world makes the whole world a more peaceful and beautiful place.

Thank you, Fred Rogers, for helping me and so many others know that we have a gift to give the world.

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 chap-



Milestones & HR

VETS OPEN ENROLLMENT

- VETS Team will make their Benefit Elections for the plan year June 1, 2020 – May 31, 2020 on their VETS EMS Homepage at www.cbizems.com.
- Please check your @vets-inc.com email for announcements on upcoming changes and IMPORTANT deadlines regarding this year's Open Enrollment.
- Questions? Contact VETS Human Resources at hr@vets-inc.com

April Birthday's

Lawrence Rudnick
Svetlana Murzakov
Jacqueline Wagstaff
Lori Schwind
Dana Heaton
Stephanie McElhenny
Joshua Higdon

May Birthday's

Richard Dimbath
Noel Morrison
John Mensah
Pamela Clay

Period of Employment

Vicki Leon	10 years
John Burton	5 years
Aaron Jones	5 years
Christopher Wood	5 years
Bryan Beggs	5 years



Recipes

Spring Strawberry Spinach Salad

Ingredients:

- 1 bunch spinach, rinsed
- 10 large strawberries, sliced
- 1/2 cup white sugar
- 1 teaspoon salt
- 1/3 cup white wine vinegar
- 1 cup vegetable oil
- 1 tablespoon poppy seeds

Directions:

1. In a large bowl, mix the spinach

and strawberries

2. In a blender, place the sugar, salt, vinegar, and oil, and blend until smooth. Stir in the poppy seeds.
3. Pour mixture over the spinach and strawberries, and toss coat.



Light Cranberry-Coconut Refresher

Ingredients:

- 2 (12 ounce) cans coconut-flavored sparkling water
- 12 fluid ounces diet cranberry juice drink
- 1 lime, juiced
- Ice cubes
- 1 lime sliced (optional)



Directions:

1. Stir coconut-flavored sparkling water, cranberry juice drink, and lime juice together in a pitcher.
2. Fill glasses with ice cubes. Pour sparkling water mixture over ice; garnish with sliced lime.

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VETS Security: jboit@vets-inc.com

VETS Contracts:

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Expense report issues and questions:

AP@vets-inc.com



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