

The Cutting Edge

VETS

CAPABILITIES:

**IT Support And Modernization
Cybersecurity**

Identity Access Management

Software Development / Digital Services

Project Management And

Acquisition Lifestyle Management

Staffing Services

Veterans Enterprise Technology Solutions, Inc. is a Service-Disabled Veteran-Owned Small Business (SDVOSB).
This publication and the featured articles within are a trademark of Veterans Enterprise Technology Solutions, Inc.

Cover image by pikisuperstar on Freepik

QUARTERLY FEATURES:

President & CEO Message with Jim Moody — Page 3

Waitbusters with Anicia Gau — Page 4

Human Resources Desk with Aaron Jones — Page 5

Employee Spotlight on Jeaniene Delfino — Page 7

Information Technology & Security with Jennifer Boit — Page 8

Leadership with M. Sue Settell — Page 9

Business Development & Growth with Mark Muller — Page 11

US Constitution Series with M. Sue Settell— Page 13

SPECIAL ARTICLES:

Employee Birthdays — Page 6

Summer Calendar of Events — 10

Taste of Summer (Recipes) — 14

Diversity, Equity, Inclusion, & Belonging with M. Sue Settell — Page 15

Fourth of July Safety — Page 17

VETS EEO — Page 18

VETS Contacts — Page 19

Message from CEO Jim Moody

VETS President | Navy Veteran | SDVOSB Owner

When we were younger, we looked forward to our summer vacations. Our hard work during the school year “earned” us the right to enjoy our summers. The chance to relax and refresh our minds was our reward for working hard during the school year. The same is true today.

We all work hard, and we need a chance to rest, play, enjoy, and revitalize our minds and bodies. I encourage everyone to enjoy your summer. We can do that in a variety of ways. Whether it be a day at the beach, a day in the mountains, a cruise, a walk, or a bike ride with your family or friends -- I encourage everyone to enjoy it. Reward yourself and enjoy some time together while the sun is shining.

“It's faith in something and enthusiasm for something that makes a life worth living.”

— Oliver Wendell Holmes, Sr. —

This past week, our family and friends gathered together to celebrate the life of Mona's dear sister Paula who recently passed away. Paula, a retired Air Force E-7, lived and enjoyed her life. She loved her family, her friends, her fur babies, and most importantly she loved her Lord and Savior. She lived a good life full of hard work but shared with fun and relaxation. As we celebrated her life, we reminisced about vacations we spent together, her many travels and adventures, and the many memories that we shared and enjoyed. While we are sad at her passing, we were also able to celebrate all of the great times in her life.

Again, I encourage everyone to enjoy your summer. If you happen to be in the Clarksville, Virginia area, please come visit and enjoy some southern hospitality on beautiful Kerr Lake.

— Jim

VETERANS DAY
HONORING ALL WHO SERVED



2024

**“Incredible things
in the business world
are never made
by a single person,
but by a team.”**

— Steve Jobs, businessman,
inventor, & co-founder
of Apple —

A Time of Growth and Innovation

As we bask in the warmth of summer, it's not just the flowers that are blooming. At Waitbusters, we're embracing this season of growth by enhancing our offerings and ensuring our partners thrive in the dynamic world of dining.

One of our most exciting developments is the update to our SMS Marketing feature. In a landscape where connecting with patrons is crucial, our Targeted SMS Manager stands out as a powerful tool for building intelligent and effective customer relationships. Did you know that SMS open rates soar to an astounding 98%? This means your message is almost guaranteed to be seen.

Why settle for ordinary marketing when you can achieve extraordinary results? Traditional methods can't match the laser-focused precision of our Targeted SMS Manager. By analyzing past customer orders, restaurants can craft promotions with unparalleled accuracy. Imagine sending a personalized offer to a customer who loves your Chicken Parmesan, enticing them with a deal they can't resist. This isn't just marketing; it's marketing with purpose.

Our platform goes beyond single-item promotions. Restaurants can create campaigns that resonate deeply by combining preferences. Target fans of your signature wings and burger combo, for instance. The possibilities for engagement and sales are limitless.

Case Study Highlight:

A seafood eatery in Duck, NC, used our platform to launch a campaign for their steamed mussels platter. By targeting 1,346 patrons who had ordered this dish twice in the past six months, they achieved a staggering 92% open rate. The result? Forty-eight customers took advantage of the 50% discount, generating an impressive \$1,400 in incremental sales from just a \$67 investment. This isn't just success but a testament to the unmatched ROI targeted SMS campaigns can deliver.

In an industry where profit margins are slim, every dollar counts; our targeted SMS strategies reach your customers and speak directly to their tastes and preferences.

As the sun shines brighter and the days grow longer, we hope our restaurant customers' revenue grows too, nourished by the innovative solutions we provide. We hope to make this summer not just a season but a celebration of our customers' blossoming successes.

About Waitbusters Digital Diner

Waitbusters LLC, a service-disabled veteran-owned company, provides innovative restaurant technology solutions. Its Digital Diner solution allows restaurants to create better experiences for their guests, save money, create new revenue streams, become more profitable, and find and retain happy customers.

Waitbusters Digital Diner provides:

- Call Concierge
- Online Ordering & Commission Free Delivery
- Sales Tracking Order Source
- Contactless Dine In
- Delivery as a Service
- Wait Line, Reservation & Table/Server Management
- Social Media Marketing
- Loyalty Program
- SMS Text Message Marketing
- Delivery Driver Logistics

To schedule a demo or check out our features:

www.waitbustersdining.com or contact:

Anicia Gau
571-612-0213
agau@waitbusters.com
Waitbusters, LLC,

By Aaron Jones, Corporate HR & Payroll Manager

Below are some of the EAP benefits offered to VETS employees through our Mutual of Omaha EAP. Mutual of Omaha's EAP has trained professionals available to you 24 hours a day, seven days a week.

- Balancing work and home
- Depression
- Drug/alcohol abuse
- Eldercare and childcare
- Financial issues
- Life changes
- Mental health
- Parenting
- Relationships
- Resiliency
- Grief and loss
- Stress Management
- Gambling and other addictive behavior

Employees who have used the EAP appreciated having a completely confidential service where they could discuss sensitive issues or seek out specific resources. For those who have used it, they've found the EAP to be very beneficial.

If you need assistance, don't hesitate to reach out – professional help is just a phone call away.





Nelson Mandela International Day 2024

Do what you can, with what you have, where you are

July 18th is Nelson Mandela International Day. This annual international day honors Nelson Mandela and is celebrated on his birthday. The day was officially declared by the United Nations in November 2009, with the first UN Mandela Day held in 2010.

Fourteen years later, we still celebrate Nelson Mandela International Day to pay homage to the legacy of the man who changed the 20th century, as well as helping to shape the 21st. We hope you will take a moment this year to acknowledge the values that inspired Nelson Mandela to continue the fight for freedom from Apartheid for 67 years, 27 of those years from inside his prison cell.

For to be free is not merely to cast off one's chains, but to live in a way that respects and enhances the freedom of others.

— Nelson Mandela



To learn more about Nelson Mandela and the struggle against Apartheid or hear the UN Secretary-General's 2023 message on how we can honor Nelson Mandela's legacy, go to the United Nation's (UN) website at <https://www.un.org/en/events/mandeladay/> or visit your local public library.



VETS Employee Spotlight on ...

Jeaniene Delfino

This quarter, the VETS employee spotlight shines on Jeaniene Delfino. Joining the VETS Team in September 2022, she brings experience in office and computer services, manufacturing, and a decade of SAP B1 and SQL database design and graphics, to name just a few. Jeaniene works as a Database Assistant on the GSA's (General Services Administration) contract, managing their Fine Arts Collection. The contract also includes the GSA's Art in Architecture Program, which commissions artworks for installation in federal buildings.

When asked about her role there, she said, "I help maintain the database along with other applications. For instance, TMS, a suite of applications used within the Museum Systems. The suite includes eMuseum (internal), Media Studio, eMuseum (public), and TMS Collections. Gallery Systems supports TMS by providing the software, development, and expertise to the GSA IT group. That group manages the servers and works closely with Gallery Systems when going through updates."

Jeaniene's involvement starts with documenting the different applications and creating manuals for users who work with each application. She has assisted with testing after upgrades, eFix, build2, and others, and creating testing scripts for each. Other contract duties include creating and tracking TMS issues, logging issues, notes, solutions, and status, and attending meetings with the IT/Gallery Systems team.

Delfino shared that she was part of the team that worked on the new art.gsa.gov site that went live in June 2023; it is a public website that uses the eMuseum interface. Her responsibilities include configuring and updating the site using their robust tools. The newest system she's worked with is the TMS Collections, which is web-based

and uses a browser instead of a remote server. Currently, the team is reviewing it in a Sandbox. This isolated testing environment enables users to run programs or open files without affecting the system, application, or platform it runs on. The timeline to go live is the end of 2024 and will require collaboration with IT and Gallery Systems. Jeaniene works with the users to find what modules and processes they use and then create a project plan. That plan will enable the team to configure customized data views, list views, user views, queries, and reports. She is also creating documentation for the new system and will be involved in training users. With her Crystal Reports experience, she can update reports and create custom ones for several departments. She closed this segment by saying she enjoys working on the VETS Team — it's challenging yet rewarding.



Jim & Jeaniene Delfino— Easter 2024

When asked for the best piece of advice she ever received, she said it came from one of her bosses. Jeaniene said he used to say, "Show up." It's true, she said, "You can accomplish much if you show up to work with a good attitude." Her father was a significant influence also. Jeaniene said her father had a great work ethic and a thirst to continue learning. He went to night school when she was in elementary school and earned his Master's; he was so close to achieving his PhD but couldn't complete his dissertation as he was working hard to support his young family.

Continued on page 12

Public Service Announcement

Insider Threats

Office of the Director of National Intelligence

By Jennifer Boit, Vice President of Security & Recruiting

I'm out of the office during this publication of *The Cutting Edge*. Instead of my usual IT and Information Security article, I'm sharing some information on the National Insider Threat Task Force (NITTF) in my absence. This information comes from the Office of the Director of National Intelligence's updated NITTF Resource Library. As part of its assistance mission, the NITTF works within the Insider Threat community to identify best practices, policy templates, and guidance to assist in developing an Insider Threat Program. The NITTF also offers Insider Threat Training.

Don't Let
INSIDER THREATS
 Degrade Your
 Operations, Collection, Analysis,
 Research & Trade Secrets



**Safeguard
 America's
 Competitive Edge**



Please feel free to check out their website at <https://www.dni.gov/index.php/ncsc-features/203-about/organization/national-counterintelligence-and-security-center?start=54> for periodic updates on activities, training, and free PSA posters and flyers you can download and share.

If you have any questions about insider threats or other security matters, don't hesitate to contact me at jboit@vets-inc.com. See you in our next quarterly installment.

-- Jennifer

"We discovered in our research that insider threats are not viewed as seriously as external threats, like a cyberattack. But when companies had an insider threat, in general, they were much more costly than external incidents. This was largely because the insider that is smart has the skills to hide the crime, for months, for years, sometimes forever."

Dr. Larry Ponemon, Chairman
 Ponemon Institute at
 SecureWorld Boston

Leadership Today and into the Future

By M. Sue Settell, MAM - PMP - CMP, NARA Program Manager & ISO Specialist

Cultural Intelligence in a Global World

Leaders in public, private, and non-profits are facing unprecedented changes and challenges. As globalization increases, people and companies find themselves in a constant state of transition. Many organizations are looking at Cultural Intelligence, or Cultural Quotient (CQ), to help prepare leaders to more effectively operate in this new paradigm. Kian Bakhtiari, a contributor to **Forbes** online, said in his article, **7 Cultural Trends for 2024 And Beyond**, "Contrary to popular belief, the new doesn't replace the old. We are in limbo: a messy and protracted never-land where new ideas and old systems wrestle for oxygen." To read the full article go to <https://www.forbes.com/sites/kianbakhtiari/2024/06/02/7-cultural-trends-for-2024-and-beyond/?sh=35a0d7796684>.

So what is Cultural Intelligence? Dr. David Livermore, a speaker and author who has written nine books on CQ and global leadership, and who has worked with more than 100 companies world-wide, and speaks annually at international conferences, describes CQ as follows. "Cultural Intelligence, or CQ, is a globally recognized way of assessing and improving effectiveness in culturally diverse situations. It's rooted in rigorous, academic research conducted across more than 100 countries." He goes on to say it is an essential skill and is critical for leaders who want to set themselves apart, especially with artificial intelligence (AI) advances. It goes beyond cultural sensitivity or awareness – it provides the knowledge on how to strategically use cultural differences to develop more innovative solutions.

The concept was introduced in 2003 by professors P. Christopher Earley of the London Business School and Nanyang Business School professor Soon Ang. They stated that cultural intelligence or cultural quotient (QC) is a person's ability to function in culturally diverse

settings effectively. They continued, saying that though CQ is comparable to emotional intelligence (EQ), those with a high EQ can grasp "what makes us human and, at the same time, what makes each of us different from one another." They went on to say that in contrast, individuals with a high CQ can discern universal, individual, and non-idiosyncratic features within behaviors of a person/group.

The Cultural Intelligence Center states that CQ predicts the following in culturally diverse situations:

- Personal Adjustment and Adaptability
- Judgment and Decision Making
- Negotiation Effectiveness
- Trust, Idea Sharing, and Innovation
- Leadership Effectiveness
- Profitability and Cost-Savings.

They teach CQ differently – not by teaching about one country vs another, or Millennials vs. Boomers. Based on more than 20 years of research in over 100 countries, they have ascertained there are four capabilities leaders need to develop. Here is what their website says,

"Cultural Intelligence begins with these four:

- CQ Drive—the curiosity and motivation needed to work well with others.
- CQ Knowledge—understanding the kinds of differences that describe one group versus the next, without resorting to stereotyping specific cultures.
- CQ Strategy—learning how to plan effectively in light of cultural differences.
- CQ Action—being able to adapt behavior when the situation requires it.

Common Purpose, a global not-for-profit, says its purpose is to develop people who can cross cultural, institutional and social boundaries – at work and within

Continued on page 15

Diversity, Equity, Inclusion and Belonging

By M. Sue Settell, MAM—PMP—CMP, NARA Program Manager & ISO Specialist

VETS is proud of its commitment to diversity, equity and inclusion (DEI) for several reasons, not the least of which is it creates a fair environment where people feel supported and can thrive. Creating such a workplace is essential to VETS as they always strive to live up to their motto “People First. People Always.” Moreover, providing opportunities for new perspectives, infusing a sense of belonging and being heard, and creating an experience of fairness at work, is beneficial to the overall health and well-being of the organization.

Increased employee morale is just one benefit. DEI programs help build opportunities for engaged, happy employees who experience greater levels of job satisfaction and higher levels of trust. Research shows that companies with strong, effective DEI programs do better in every area that is measured – be it customer retention, business growth, or financial stability.

Here are a few month-long observations and DEI dates to acknowledge, commemorate, or celebrate this summer.

June 2024 — Month-long observances:

- Alzheimer’s and Brain Awareness Month
- Black Music Month
- National Caribbean American Heritage Month
- Pride Month (LGBTQ+)

Important June DEI calendar dates

- June 5 – World Environment Day
- June 9 – Race Unity Day
- June 12 – Loving Day
- June 16 – Eid al-Adha (Muslim)
- June 16 – Father’s Day
- June 19 – Juneteenth
- June 20 – World Refugee Day
- June 20 – Litha, Summer Solstice (Pagan)
- June 21 – National Indigenous Peoples Day (Canada)
- June 23 – Public Service Day

Important June DEI calendar dates (continued)

- June 24 – St-Jean-Baptiste Day (Quebec)
- June 27 – Helen Keller Day (USA)
- June 28 – Pride Day (LGBTQ+) (varies by city and country)

July 2024 — Month-long observances:

- French-American Heritage Month

Important July DE&I calendar dates

- July 1 – Canada Day (Canada)
- July 4 – Independence Day (USA)
- July 7 – Al-Hijra begins (Muslim)
- July 9 – Martyrdom of the Bab (Baha’i)
- July 11 – World Populace Day
- July 14 – Bastille Day
- July 18 – International Nelson Mandela Day
- July 24 – Pioneer Day (Mormon)
- July 24 – International Self-Care Day
- July 26 – National Disability Independence Day (commemorates the signing of the Americans With Disabilities Act)
- July 28 – Parents’ Day (USA)
- July 30 – International Day of Friendship

August 2024 — Month-long observances:

- National Civility Month

Important DE&I calendar dates:

- August 7 – Purple Heart Day
- August 9 – International Day of the World’s Indigenous People
- August 13 – Left-Handers Day
- August 17 – Marcus Garvey Day (Jamaican)
- August 19 – World Humanitarian Day
- August 21 – Senior Citizens Day
- August 26 – Women’s Equality Day
- August 26 – Krishna Janmashtami (Hindu)

“What divides us pales in comparison to what unites us.”
— Edward Kennedy —

Business Development: Growth

By Mark Muller, Senior Vice President of Growth & Operations

This spring and early summer have marked an exciting time for VETS growth! We have actively pursued and responded to proposals for our strategic recompetes (ending contracts where we had to submit new proposals), as well as new opportunities that will elevate VETS to the next level. Key opportunities that we worked on include NASA SEWP (\$20B), Department of Veterans Affairs (VA) VACO Support Services (\$11M), and the United States Transportation Command (USTRANSCOM) SITSS (SDDC IT Support Services (\$24M).

Some strategic wins and pending awards include:

- Awarded the Health Care Cost Report Information System (HCRIS) recompile contract in February 2024 -2029. Below is a brief description of our work:
 - ⇒ Federal and state agencies, as well as academia and industry groups, rely on the accuracy and availability of HCRIS data to identify emerging healthcare cost trends. HCRIS provides public-facing data, acquiring and aggregating financial and statistical data related to the delivery of health care services. This data is collected from seven different types of healthcare providers: hospitals (HOSP), skilled nursing facilities (SNF), home health agencies (HHA), end-stage renal facilities (RNL), hospices, hospices (HOSPC), rural and federally qualified health clinics (HCLINIC) and community mental health centers (CMHC). In the Amazon Web Services (AWS) Cloud, HCRIS collects the data and provides reports (both standard and custom) to CMS internal users, and the broader government and academic community, via the CMS website.
 - ⇒ The M6-VETS Team provides a proven methodology, process, and procedures, currently in place today, to achieve the stated objectives and goals articulated within the SOO. M6-VETS' low-risk approach results in uninterrupted operations, the preservation of institutional knowledge, and continued support to HCRIS' downstream data consumers, including MEDPAC, federal and state agencies, academia, industry groups, and CMS management.

- Awarded the Office of the Under Secretary of Defense for Intelligence and Security (OUSD(I&S)) Human Capital Management Office (HCMO) April 2024-Sept 2027. Below is an overview of our work:
 - ⇒ The core functions of the HCMO include understanding and implementation of significant and unexpected policy and structural changes required by the Legislative and Executive branches of the Federal Government as it pertains to the Defense Civilian Intelligence Personnel System (DCIPS) and the policies therein. These policy changes require development and at times the restructuring of training, Information Technology (IT), communications, and enhanced program evaluation and oversight, in order to match the policy changes taking place, and address the concerns of DCIPS overseers and employees.
 - ⇒ The scope of this contract is to provide analysis, planning, and IT support required for the advancement of human capital management activities under the purview of OUSD(I&S), including policy analysis, data analysis, visualization support, and administrative support for these activities. VETS works to support the development of strategic plans, program and policy development and changes, implementation guidance and assessments, support workforce development and human capital working groups, and provide services to support programmatic reviews, analysis of collected data, and presentation of analysis and assessments. Efforts shall serve as the basis for decision-making recommendations to executive boards and advisory groups, Director HCMO, DoD Intelligence Component senior leaders, the office of the Director of National Intelligence (ODNI), and the USD(I&S).
 - ⇒ Pending Award of the Identity Access Management (IAM) recompile contract in July 2024-June 2029. I'll highlight this program after the award. I don't want to Jinx it!

Continued on page 15

Jeaniene Delfino Spotlight (Continued)

Her dad was a Metallurgist for Alcoa for 40 years, working in the aerospace division. Jeaniene said she learned a lot from observing how her parents treated others, loved their family, and enjoyed spending time with each other and their children. This lesson has served her well in her professional and personal life.

Born in Minnesota, Jeaniene grew up in Pennsylvania and moved to Iowa when she was 13. She shared how she remembers driving across the country with her family — mom, dad, sister, two brothers, and grandmother, who lived with them. They didn't know anyone, and it took some adjusting to move to a new city, but they found a wonderful church and made great friends in Iowa. And that's where she met her husband, Jim.



Jeaniene (foreground).

Jeaniene stated, "We're both very proud Hawkeye fans! — and this August, we will celebrate our 45th anniversary!" She went on to say they have four daughters, three son-in-laws, and three grandkids. When the girls were young, we would go on summer trips to visit my parents in Iowa, "The Quad Cities," which is right on the Mississippi River. It was always a good time, often coinciding with the Bix run in Davenport. Some of us would always participate in the run/walk portion of the race. During the weeks we spent there, we always enjoyed visiting our favorite food places: Whitey's Ice Cream, Happy Joes Pizza, and the Iowa Machine Shed, where we always got the pork tenderloin sandwich. Those were great times! Jeaniene said that they traveled a lot for Jim's job early on. As a result, all four of their daughters were born in different states, one each in Iowa, Tennessee, Texas, and Virginia!

VETS asked Jeaniene what values drive her, and she responded quickly. "I guess that would be faith, family, and doing the best I can for my family and job." She said she strives to help where she can and is quick to offer her services. "Asking questions to see if anyone needs help -- on the job this helps you understand different areas and learn more about job processes you might not have otherwise." Jeaniene went on to say she's always willing to help someone streamline a process by completing a task for them. "It not only helps them, but it's how I've improved my skills and learned more about the functionality of TMS and all its applications." That's definitely a win-win in VETS' book!

When we invited Jeaniene to tell us more about her favorite past times, she said she likes to read a lot. Besides her bible and daily devotional, she likes thrillers and suspense. Favorite authors include James Patterson, Vince Flynn, John Sandford, and David Baldacci. She admitted she is also currently watching webinars from Gallery Systems on the transition from TMS (windows) to TMS Collections (web-based). When she has time, she enjoys walking with their dog, gardening, crafts, crocheting, and sewing. "This year, I started painting watercolors." She used to volunteer at her church but lately has been too busy; she hopes to return to her volunteer work one day. Jeaniene went on to share she enjoys attending her grandkids' sporting events. Her oldest grandson is in college and plays football, she has a granddaughter who plays lacrosse, and her youngest grandson plays flag football.



The Delfino Family — Christmas 2023!

Please join VETS in saying "hello" to Jeaniene Delfino, a member of our VETS Team since 2022.

United States Constitution Bill of Rights

We the People of the United States in Order to form a more perfect Union, establish Justice, insure domestic Tranquility, provide for the common defence, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity, do ordain and establish this Constitution for the United States of America.

Continuing the United States (US) Constitution Series, we examine the Bill of Rights. The original ten amendments to the US Constitution, known as the Bill of Rights, became law on December 15, 1791. The Bill of Rights (BOR) remains vital today as it protects the rights of American citizens and those who live here. This set of ten amendments guarantees certain rights and protects the people by limiting government powers. Without the BOR, there would be no protections to stop the Government from interfering with freedom of speech, peaceful assembly, or religion.

Following is a quick overview of Amendments one through ten, as shown on the US History.org website at <https://www.ushistory.org/documents/amendments.htm>.

Amendment I: Freedoms, Petitions, Assembly

Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, the press, or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances.

Amendment II: Right to Bear Arms

A well-regulated militia, being necessary for the security of a free state and the right of the people to keep and bear arms, shall not be infringed upon.

Amendment III: Quartering of Soldiers

No Soldier shall, in time of peace, be quartered in any house without the Owner's consent, nor in time of War, but in a manner to be prescribed by law.

Amendment IV: Search and Arrest

The right of the people to be secure in their persons, houses, papers, and effects against unreasonable searches and seizures shall not be violated. No Warrants shall be issued, but upon probable cause, supported by Oath or affirmation, and particularly describing the place to be searched and the persons or things to be seized.

Amendment V: Rights in Criminal Cases

No person shall be held to answer for a capital, or otherwise infamous crime, unless on a presentment or indictment of a Grand Jury, except in cases arising in the land or naval forces, or in the Militia, when in actual service in time of War or public danger; nor shall any person be subject for the same offence to be twice put in jeopardy of life or limb, nor shall be compelled in any criminal case to be a witness against himself, nor be deprived of life, liberty, or property, without due process of law; nor shall private property be taken for public use, without just compensation.

Amendment VI: Right to a Fair Trial

In all criminal prosecutions, the accused shall enjoy the right to a speedy and public trial by an impartial jury of the State and district wherein the crime shall have been committed, which district shall have been previously ascertained by law, and to be informed of the nature and cause of the accusation; to be confronted with

Continued on page 17

You be the Judge — 40 Greatest Summer Songs?

Here is a list of, arguably, the 40 greatest summer songs of all time. Compiled by Tim Lowry and Ella Doyle from *TimeOut* online. These songs run the gambit from surf-rock anthems to sweaty hip-hop bangers. This list covers decades of summer jams and will be a hit at any summer party, from the beach to the backyard. Here is Tim and Ella's ultimate summer playlist for 2024. To read the full article go to <https://www.timeout.com/music/the-50-best-summer-songs-hit-the-beach-with-these-summertime-tunes>. Take a look and see if any or all make your top 40 greatest summer songs! *Enjoy your summer everyone!*

— Sue

- | | |
|---|---|
| 1) 'Here comes the sun' by the Beatles | 21) 'Water Get No Enemy' by Fela Kuti |
| 2) 'Espresso' by Sabrina Carpenter | 22) 'Summertime' by DJ Jazzy Jeff and the Fresh Prince |
| 3) 'Everybody Loves the Sunshine' by Roy Ayers | 23) 'Cruel Summer' by Taylor Swift |
| 4) 'Houdini' by Dua Lipa | 24) 'Sun is Shining' by Bob Marley and the Wailers |
| 5) 'Summertime Sadness' by Lana Del Ray | 25) 'That Summer Feelin'' by Jonathan Richman |
| 6) '(Sittin' on the) Dock of the Bay' by Otis Redding | 26) 'It was a Good Day' by Ice Cube |
| 7) 'Von Dutch' by Charli XCX | 27) 'Watermelon Sugar' by Harry Styles |
| 8) 'Everywhere' by Fleetwood Mac | 28) 'Summer in the City' by the Lovin' Spoonful |
| 9) 'Lovely Day' by Bill Withers | 29) 'Rock the Boat' by Aaliyah |
| 10) 'Summertime' by Ella Fitzgerald and Louis Armstrong | 30) 'Saturday in the Park' by Chicago |
| 11) 'Baianá' by Nia Archives | 31) 'California Gurls' by Katy Perry |
| 12) 'Good Vibrations' by the Beach Boys | 32) 'Heat Wave' by Snail Mail |
| 13) 'Walking on Sunshine' by Katrina and the Waves | 33) 'Hot Girl Summer' by Megan Thee Stallion featuring Nicki Minaj & Ty Dolla \$ign |
| 14) 'Schools Out for Summer' by Alice Cooper | 34) 'Cruel Summer' by Bananarama |
| 15) 'Summer Breeze' by Seals and Croft | 35) 'Summer Madness' by Kool & the Gang |
| 16) 'It's Summer' by Gladys Knight & the Pips | 36) 'Summer Rain' by Johnny Rivers |
| 17) 'Dancing in the Street' by Martha and the Vandellas | 37) 'Be Thankful for What You Got' by William DeVaughn |
| 18) 'Hot Fun in the Summertime' by Sly and the Family Stone | 38) 'Ask' by the Smiths |
| 19) 'Hot in Herre' by Nelly | 39) 'In the Sun' by Blondie |
| 20) 'Sunny Afternoon' by the Kinks | 40) 'I Know Where the Summer Goes' by Belle and Sebastian |

**"I just want to lie on the beach and eat hot dogs.
That's all I've ever wanted."**

— THE OFFICE —

Business Development: Growth *(continued)*

As of July, VETS has won 100 percent of its recompetes this year. In addition to developing strong proposals, VETS continues to excel in execution. Our amazing team is focused on the needs of our customers – this commitment is the force that drives our recompile wins and enables us to obtain new work.

In closing, I would like to personally say **Thank You** to the entire VETS Team who support us every day in the growth and delivery of services.

Cultural Intelligence in a Global World *(continued)*

society – while igniting unexpected connections to spark leadership that makes a difference. Their mission is to develop people who can cross cultural, institutional, and social boundaries – pushing the boundaries of what is possible with good leadership. Since 1988, their vision has been “We believe in a world where good leadership can make a positive impact on society. Where there is more potential for equity and inclusion. Where people can navigate and challenge what can divide us, at work and in society. Where the power of diversity & difference unlocks new thinking on common problems. Where people are having the real, purpose-driven conversations, the types of conversations we need to be having to bring about real change.”

The premise behind Cultural Intelligence training is to give leaders a standard model for diagnosing and responding to the myriad complex intercultural situations that arise in their daily lives – both in and out of the workplace. Dr. Livermore, of the Cultural Intelligence Center, sets out the following added benefits to organizations whose leaders are CQ competent:

- Success in culturally diverse markets
- Speed & efficiency when working across borders
- Effective short- and long-term assignments
- Becoming an employer of choice
- Multicultural team effectiveness
- Global virtual team effectiveness.

For companies that do not operate globally, there is still value added when working with diverse employees, customers, and suppliers, and *potential* employees, customers, and suppliers.

The Cultural Intelligence Center can help leaders develop a Cultural Values Profile (CVP). A CVP measures a person’s personal cultural value orientation and provides mapping of their preferences across 10 cultural values.

Those values include:

- Individualism vs. Collectivism
- Low vs. High Power Distance
- Low vs. High Uncertainty Avoidance
- Cooperative vs. Competitive
- Short Term vs. Long Term
- Being vs. Doing
- Universalism vs. Particularism
- Non-Expressive vs. Expressive
- Linear vs. Non-Linear.

For a free Cultural Intelligence Quiz, go to the Common Purpose website. To receive a free CQ Leaders Packet, to the Cultural Intelligence Center. If you are interested in learning more about Cultural Intelligence, check out the websites for the Cultural Intelligence Center (<https://culturalq.com/>) or Common Purpose (<https://commonpurpose.org/>). You can also check out your local public library for books on Cultural Intelligence (CQ).

“Culturally intelligent innovation begins with changing our impulse from *Why* can’t you see it like I do? to *Help* me see what I might be missing!”

— David Livermore, PhD —

Follow these Steps for a Safe 4th of July

Courtesy of the American Red Cross

(The American Red Cross shelters, feeds and provides comfort to victims of disasters; supplies about 40% of the nation's blood; teaches skills that save lives; distributes international humanitarian aid; and supports veterans, military members and their families. The Red Cross is a nonprofit organization that depends on volunteers and the generosity of the American public to deliver its mission. For more information, please visit redcross.org or CruzRojaAmericana.org, or follow us on social media.)

It will soon be time to celebrate Independence Day. What do your plans include? Are you going to the local fireworks display? Maybe you're looking forward to some fun in the water. The American Red Cross wants you to enjoy a fun-packed, safe 4th of July and offers these tips you can follow during the upcoming holiday:

FIREWORKS SAFETY The safest way to enjoy fireworks is to attend a public firework show put on by professionals. Many states outlaw most fireworks, especially in dry climates prone to forest fires. Consider celebrating with glow sticks, noise makers or silly string instead. If you are setting fireworks off at home, follow these safety steps:

- Never give fireworks to small children, and never throw or point a firework toward people, animals, vehicles, structures or flammable materials.
- Always follow the instructions on the packaging.
- Keep a supply of water close by as a precaution.
- Make sure the person lighting fireworks always wears eye protection.
- Light only one firework at a time and never attempt to relight "a dud."
- Store fireworks in a cool, dry place away from children and pets.



WATER SAFETY Children and adults should learn to swim so they at least achieve the skills of water competency:

- Be able to enter the water, get a breath, stay afloat, change position, swim a distance and get out of the water safely.
- Whether swimming in a pool, at the beach or visiting a waterpark, always swim in an area where lifeguards are on duty.
- Watch the weather and get out at the first sign of lightning or rumble of thunder. Stay indoors and away from water for 30 minutes after the last lightning flashes or thunder roars.
- Provide close and constant attention to children you are supervising in or near water.
- Fence pools and spas with adequate barriers, including four-sided fencing.
- Children, inexperienced swimmers, and all boaters should wear properly fitted U.S. Coast Guard-approved life jackets.

BEACH SAFETY If you plan to swim in the ocean, a lake or river, be aware that swimming in these environments is different than swimming in a pool. Be sure you have the skills for these environments.:

- Make sure you swim sober and that you always swim with a buddy.
- Know your limitations and make sure you have enough energy to swim back to shore.
- Protect your neck — don't dive headfirst. Walk carefully into open waters. Watch out for and avoid aquatic life.
- If you are caught in a rip current, try not to panic. Signal to those on shore that you need assistance. Swim parallel to the shore until you are out of the current. Once you are free, swim toward shore. If you can't swim to the shore, float or tread water until you are free of the rip current and then head toward shore.

WATER PARK SAFETY Wear protective clothing, including a hat and some kind of cover-up for when you've had enough sun. Use sunscreen before leaving home and reapply during the day:

- Parents — keep an eye on the kids. If they can't swim or are less than four feet tall, have them wear a U.S. Coast Guard approved life jacket.
- Signal a lifeguard if you see someone is in trouble. Yell if you need to grab attention, but don't go in after the person yourself.
- Set up a meeting place in case someone gets separated from your group. Use the buddy system to make sure no child is alone.

Bill of Rights (Continued)

the witnesses against him; to have compulsory process for obtaining witnesses in his favor, and to have the assistance of counsel for his defense.

Amendment VII: Rights in Civil Cases

In Suits at common law, where the value in controversy shall exceed twenty dollars, the right of trial by jury shall be preserved, and no fact tried by a jury shall be otherwise re-examined in any Court of the United States than according to the rules of the common law.

Amendment VIII: Bail, Fines, Punishment

Excessive bail shall not be required, nor excessive fines imposed, nor cruel and unusual punishments inflicted,

Amendment IX: Rights Retained by the People

The enumeration in the Constitution of certain rights shall not be construed to deny or disparage others retained by the people.

Amendment X: States' Rights

The powers not delegated to the United States by the Constitution, nor prohibited by it to the States, are reserved to the States respectively or to the people.

Over the last 236 years since it was written, ratified, and set into operation (1787-1789), the US Constitution has only had 27 amendments. The first ten amendments are often credited with convincing the founding fathers to pass and adopt the Constitution. The US Constitution has proven its value as a living document meant to grow with a fledgling country known as the United States of America. Today, the US Constitution and its Bill of Rights are a beacon of hope and freedom that shines worldwide.

Don't miss the next installment of VETS' US Constitution series in the fall edition of *The Cutting Edge*, when we examine the last 17 Amendments that have been passed.

— *Sue Settell*

VETS Job Openings

Below is a few of the a current jobs VETS has posted.

You can check out VETS' website for more information or to view all job postings under careers at <https://vets-inc.com/government-consulting-careers/>.

Ft. Wayne, Indiana — **Contracts Management Specialist** (Active Secret Clearance required & NAVWAR exp required). Job ID #: 2024-2695

New York, New York — **Field Technician** (min. 2 years professional ITSM experience required). Job ID #: 2024-2694

Washington, DC / Pentagon — **Policy Analyst / Admin. Assistant** (Active DoD TS / SCI Clearance required). Job ID #: 2024-2691

Germantown, Maryland — **C/C++ Software Engineer** (Active Top Secret Clearance required). Job ID #: 2024-2689

Alexandria, Virginia — **Sr. Software Developer / Systems Software** (CS BA or related field, 4-6 years current exp in the field). Job ID #: 2024-2688

Alexandria, Virginia — **Software Developer / SharePoint Applications** (CS BA or related field, 6-10 years current exp in the field). Job ID #: 2024-2687

Alexandria, Virginia — **Computer & IS SharePoint Manager / Team Lead** (BA in Bus Mgmt, Engineering, CS, or related field, 6-10 years of current experience). Job ID #: 2024-2686

Rosslyn, Virginia — **Sr. Cyber Intel Analyst** (Active Top Secret Clearance required & Hybrid rotating remote schedule). Job ID#: 2024-2684

For further information, please contact: VETS, Inc.
Toll Free: (855) 483-8746
Corporate Office: 434-374-5899
recruiting@vets-inc.com

"Be the change you want to see in this world." – Gandhi

GO  TEAM!

Thanks for all you do!



VETS is pleased to extend its congratulations to long-time VETS Team Member M. Sue Settell for her appointment as Vice Chair of the International Association of Business Communicators' (IABC) Diversity, Equity, and Inclusion (DEI) Committee in June 2024; she will serve a three-year term. Having joined VETS Team in March 2011, Sue has served as HR Manager on the SCOSS contract, Director of Training and Communications, Director of Records Management, and currently is the NARA Program Manager and ISO Specialist. During that time she

served one-year terms on the IABC's DEI Steering Group and as a member of the DEI Committee.

The IABC is a global network of communicators that work in diverse industries and disciplines. They apply rigorous certification standards, promote ethical conduct, and provide opportunities for training, learning, and networking to achieve the world's best communication practices. Their purpose is to use the power of communication to deepen understanding, inspire action, and transform our world. The IABC's DEI Committee's function is to cultivate a global, inclusive, and diverse community of practitioners, while encouraging interest and participation of under-represented groups within the communication profession. Finally, they guide the profession to ensure organizations and institutions can be transformational in their DEI communication practices.

Sue is a globally certified Communication and Project Management Professional (CMP & PMP) with a Masters in Management Leadership. She is a people-centric storyteller with experience in communications, program management, human resources, ISO, and DEI. Sue's high cultural intelligence, also known as cultural quotient (CQ), enhances her talent for building rapport, respect, and trust with individuals and groups from diverse ethnic, cultural, and socioeconomic backgrounds. She is firmly committed to accountability, integrity, and a growth mindset. Strengths include adaptability, resilience, creative problem solving, and collaboration.

Sue lives in Lincoln, NE, where she spends time with her children, grandchildren, two rescue dogs, and large extended family. Traveling, painting, & gaming of all kinds are activities she enjoys.

VETS and our Team Members have a long history of volunteerism — contributing time, knowledge, and resources to myriad causes in the service of others. We are proud of that distinction. Please join VETS as we congratulate M. Sue Settell on her appointment to this volunteer position as Vice Chair of IABC's DEI Committee.

***If you would like to recognize a VETS Team Member for their volunteer service,
please contact the VETS newsletter at ssettell@vets-inc.com.***

VETS' EEO Policy Statement

It is the policy of Veterans Enterprise Technology Solutions, Inc. (VETS) (the "Company") to not discriminate against any employee or applicant for employment because of race, color, sex, creed, religion, national origin, gender, sexual orientation, age, gender identity, genetic information, disability, protected veteran status, or any other status protected by state or local law, and to provide equal employment opportunity and affirmative action for qualified individuals.

This policy statement is included in this Affirmative Action Program and is posted on Company bulletin boards. The Company will endeavor to recruit, hire, train, and promote persons in all job titles in accordance with this Affirmative Action Program. All other personnel actions are administered without regard to race, color, sex, creed, religion, national origin, gender, sexual orientation, age, gender identity, genetic information, disability, protected veteran status, or any other status protected by state or local law, and all employment decisions are based only on valid job requirements.

The Veteran and Disabled Affirmative Action Plan shall be available to any employee or employment applicant for inspection in the Human Resources Department during normal business hours. James Moody, President/CEO fully supports this policy and has assigned Kendele Underwood as EEO Coordinator with overall responsibility for:

- Annually updating the Affirmative Action Plan and the implementation of affirmative action activities as required by law.

Kendele Underwood's responsibilities include designing and implementing an audit and reporting system that will:

- Measure the effectiveness of the Company's Affirmative Action Program.
- Indicate any need for remedial action.
- Determine the degree to which our objectives have been attained.
- Determine whether individuals with known disabilities and protected veterans have had the opportunity to participate in all Company-sponsored educational, training, recreational, and social activities.
- Measure compliance with the Affirmative Action Program's specific obligations.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in any of the following activities:

- Filing a complaint.
- Assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, as amended, Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998 or any other Federal, State or local law requiring equal opportunity for individuals regardless of race, color, sex, creed, religion, national origin, gender, sexual orientation, age, gender identity, genetic information, disability, or protected veteran status.
- Opposing any act or practice made unlawful by Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, or its implementing regulations, Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998 or any other Federal, State or local law requiring equal opportunity for individuals regardless of their race, color, sex, creed, religion, national origin, gender, sexual orientation, age, gender identity, genetic information, disability, or protected veteran status.
- Exercising any other right protected by Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, or its implementing regulations, or Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 or the Veterans Employment Opportunities Act of 1998.

James H. Moody, President & CEO

Company Contacts

"Diversity and inclusion, which are the real grounds for creativity, must remain at the center of what we do."

Marco Bizzarri



Corporate Headquarters

134 Commerce Drive
Clarksville, VA 23927
Phone #: (434) 374-5899

Website: www.vets-inc.com

Social Platforms:

Facebook: @vetsinc05
Twitter: @IncVets
LinkedIn: @Veterans Enterprise Technology Solutions

VETS Human Resources:

hr@vets-inc.com (or)
(434) 374-5899 ext. 113

Payroll & Costpoint Timekeeping:

payroll@vets-inc.com (or)
(434) 374-5899 ext. 114

VETS Help Desk/IT Support:

help@vets-inc.com

VETS Security: jboit@vets-inc.com

VETS Contracts: contracts@vets-inc.com

Expense reports (issues/questions):

AP@vets-inc.com

The Cutting Edge Newsletter:

ssettell@vets-inc.com



Staffing Pros

Contact Information

Website: staffingpros.us.com

Email: staffingpros@vets-inc.com

Social Platforms:

Facebook: @StaffingprosUS
Twitter: @ProsStaffing
Instagram: @staffing.pros
LinkedIn: @StaffingPros



Website:

www.waitbustersdining.com

Email: support@waitbusters.com

sales@waitbusters.com

Phone: (877) 691-9662

Social Platforms:

Facebook: @Waitbusters dining
Twitter: @WaitbustersDiner
Instagram: @wait.busters.dining
LinkedIn: Digital Diner
YouTube: Shane Gau