



Fall 2018

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A Message from the CEO

Summer is coming to an end and the fall season is beginning. I hope your summer was filled with fun times with family and friends, taking time off from work and enjoying some well deserved down time. As the kids head back to school, Labor Day celebrations come to a close and the days become shorter, let me update you on what is going on at RED-INC.

In our Wildewood office, we have completed our accounting system conversion, successfully migrating from Deltek GCS to Deltek Costpoint. This has been a year long process, requiring a great deal of time and attention from our corporate office staff while they did their normal jobs. Stay tuned for additional updates/changes to time keeping and our move to electronic expense reporting. In addition, we will soon be conducting training for NIST 800-171 Cyber Security compliance for Controlled Unclassified Information (CU) in advance of the January 1, 2019 requirement start date.

In our HSI group, we are processing another extension to our contract with AIR-4.6 to extend the period of performance to December 18, 2018. This extension is being put in place to give NAVAIR additional time to award the follow on contract to our existing contract. This extension will require us to renew CACs and SAAR-Ns prior to September 18, 2018. Please stand by for updates and directions from Security regarding these requirements. Congratulations to Bryan Vandrovec for his participation in the submission and receipt of a provisional patent for Modeling Operator Performance through Task-Oriented Machine Learning. This Operator Model employs machine learning and artificial intelligence techniques for characterizing observed responses of AVOs to air traffic encounters, along with a means to reproduce and generalize those responses for use in faster-than-real-time constructive computer simulations in support of NAVAIR UAS airspace integration initiatives. Please contact Bryan if you are interested in further details.

In our AR/VR group Team 2, we successfully delivered our Smart Engine Alignment Tool (SEAT) to PMA 266 FireScout. SEAT utilizes our Augmented Reality solutions to enable maintainers to rapidly and accurately execute engine and transmission alignments in the MQ-8B. In addition, we are close to delivering our Smart Drive Shaft Alignment Tool (SDSAT) that uses Computer Vision to precisely check the alignment of the tail rotor drive shaft of the MQ-8C on land or at sea. Please contact Laura Paganucci or Clark Dever if you are interested in further details.

In addition, congratulations to all of us as we have received a Prime award on a new contract, PMCSS MAC, a five year, \$960 million contract for program support to NAVAIR. Stay tuned for announcements regarding task order awards in the future.

Overall, the year continues strong for Team RED-INC. As we approach the end of FY 2018, please keep an eye on your task funding and let us know if you anticipate any issues regarding sustaining levels of funding. Thanks for your efforts and please continue our outstanding service in support of our Warfighters!

Dave Aldrich





Curtis D. Stansfield
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Heading into the Fall...

Fall or the Dog Days of Summer as some might say are upon us, the end of the summer heat and humidity make for a little more tolerant weather to get out and enjoy... What does that mean for us? The congressional and State election cycle are in full swing; for some, NFL football and fantasy sports season are looked forward to with great enthusiasm. Although some of you with children, it means; sending your college bound off or getting back into the swing of getting the kids to school and school bus traffic; Day light starts to shorten; leaves start to turn; and holiday feasts with family and friends are looked forward to.

It is also the time when the government fiscal year comes to an end. Most of our M802 contracted employees are funded just beyond then end of the fiscal year. Some are funded beyond that, which is without doubt the best situation to be in. It is anticipated we may yet again experience a long and drawn out Continuing Resolution (CR). I would highly recommend and ask that all of our M802 contract employees and Team Leads start talking to their respective customer base now about continued funding through December.

I was hoping to report that we had a new follow-on contract by now. Unfortunately, that has yet to be announced at the time of this writing, although we have been provided an extension on our current contract and task orders through December. In that vein, please pay attention to requests from our security officer for SAAR-N's and TAS requests, hopefully this will be short lived.

In closing, I am very grateful that we have such a profound and determined group of professionals within the Human Systems Integration Division and within the Wildewood Staff. You are all "Rock Stars" in everything you do; the true unsung heroes of AIR 4.6 and PMA's as well as within RED-Inc.. Keep up the great work that you do everyday and try not to lose sight of; It is the Aviator's and Maintainer's at the pointed end of the spear that we ultimately support. Those service members that touch and use what we Engineer and Logistically support are the one's that are directly and indirectly benefiting from your labors.

Curt Stansfield

Team 2



Fall is one of my favorite times of year in Buffalo. As the nights get colder, the green backdrop of our lives explodes into thousands of different hues. I start to look forward to warm meals, baked goods (not keto friendly), and time with family. Team 2 is mirroring the world around us this year. We've had some significant changes as different team members have left the organization and we've shipped our first major projects to customers after over two years of development. We're looking forward to implementing changes based on the lessons learned as we plan our operations for our next major projects. I'm particularly excited about how much we've enhanced our Augmented Reality (AR) and Virtual Reality (VR) capabilities, which are driving a pipeline of new and interesting sales opportunities in the maintenance, operations, and sales verticals. I personally invite you to swing by Ryan Ernst's office and schedule a time to experience some of the AR/VR demos we've been building. I think you'll enjoy a glimpse of a future where these technologies are a part of everyday life.

Fall is also a time for reflection and gratitude. On behalf of Team 2, I'd like to thank all of the staff at RED-INC for their efforts and excellence in support of our work. I'd also like to thank all the other employees for their contributions to the organization as a whole. I hope that 2019 brings us opportunities to interact and continue to build a profitable and cross-functional business together.

V/r,
Clark Dever

Departures

Team 2 bid farewell to one of its founding members, Leo Kilgore, who has left the company and taken a position with Wyle. Laura Paganucci and Clark Dever are now co-leading the division. Additionally, Chris Hoen, Evan Gertis, and Arnon Hawkes have also departed. We wish them all success in their future endeavors.

MQ-8B Software Reprogrammable Payload Shelf (SRP)

Mike Gazzo led a group from Team 2 that quickly developed, prototyped, tested, and shipped shelves to (literally) support enhanced ISR capabilities for the MQ-8B. We're proud of their mission success and thankful for the relationships they've continued to build across the Navy.



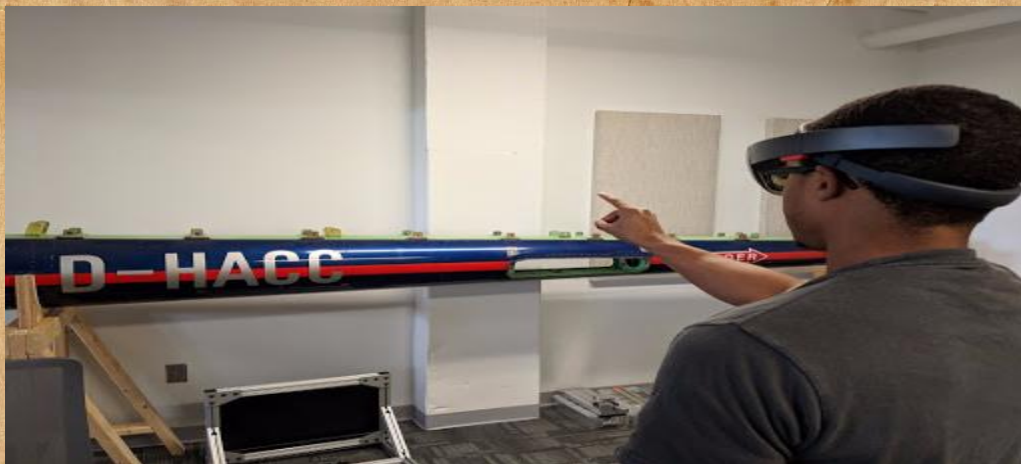
Team 2 Continued



John Futscher's software development team has begun to build enhanced capabilities using the Microsoft HoloLens and HTC Vive. These Proof-of-Concept demonstrations show "exploded views" of all of the sub-components of a system, allowing maintainers or trainees see how the assemblies are fabricated



Augmented View



Real-World View

Financial/Travel

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Tammy Crocker, 301-737-4361 ext. 31
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Special Thanks - Thank you all for your patience and support during the Costpoint transition. You have helped make this transition successful.

A special recognition goes out to Susan Powell, Michelle Boothe, Susan Dietz, Tim Wall, Michele Quinn and Angie Johnson. Thank you for your dedication and commitment to learning a new system.

New user interface – Costpoint will be releasing their new interface September 19th. The functionality will not change it will just provide a new look. Deltek Optimized screen size and modernized menus, toolbars, icons and dialogs. You will still have the choice to use the classic version during your login.

Mobile Time – There will be no need to download an application to your device. You will access Time&Expense from your mobile browser the screen will automatically adjust to your device layout. Keep a lookout in your RED-Inc email for updates.

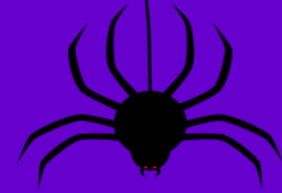
Maintain time daily – Did you know in addition to the legal requirement as a government contractor that keeping your timesheet updated on a daily basis helps us meet the demands of our customers? You play a major part in our success in meeting our customer requirements. Take time to refresh your knowledge of our company policy on timekeeping by reviewing the [Timesheet Training Guide - 2018](#) located on employee website.

On the horizon – be on the lookout for more additions and helpful guides in the coming months.



Security Matters

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Happy Fall! Can't believe the summer came and went that fast. As we approach this time of year, we are also approaching our Human Systems 4.6 Contract Extension. This extension will be valid through December 2018. This means the processing of updated CAC cards and SAAR-N's will be in full swing. In addition, new SAAR-N's will be submitted to you for signature and processing. Please keep in mind that this is a 3 month extension to the current contract and will expire in December 2018. Hopefully, the new contract will be awarded in the interim. If the contract is awarded with a new period of performance, the CAC & SAAR-N process will need to be repeated again through the administrative chain. I appreciate your patience during this period and I want to express that we try our hardest to meet deadlines before expirations as much as we possibly can. In efforts to make the smooth transition of CAC's and SAAR-N's please keep an eye out in your RED-INC email. You will receive additional information regarding status and anything that may be required of you through the process. Again, THANK YOU for your continued efforts to keep our security program strong and meet all requirements mandated by the government. Together we keep our security program outstanding.

Other Security News & Tidbits.....

Cyber Security Awareness Month

October is National Cyber security Awareness Month. Check out information and resources on the STOP.THINK.CONNECT website: <http://stopthinkconnect.org/>

Mobile Security Risk

Most federal employees are taking steps to secure agency data – from locking their computers when away from their desk to storing files in a safe place – but according to a new report, many don't take the same care when it comes to mobile devices.

Government employees are putting themselves and their agencies at risk through such dangerous behaviors as using public Wi-Fi (31%), a lack of multifactor authentication or data encryption (52%), and failure to use passwords (25%). About 6% admit to losing or misplacing their phone; based on the size of the average federal agency, that could equate to more than 3,500 chances for a security breach.



Social Media: 4 Ways to Protect Yourself

Social media sites are fun, but they're one of the worst culprits when it comes to identity fraud and work-place trouble. Here are ways to stay safe:

Don't share too much. This is the Golden Rule of social media: Remember that anything you post will last pretty much forever. Never make public information that could help thieves steal your identity.

Manage your privacy settings. Facebook, Twitter, and other sites offer good tools for controlling who sees your posts, but unfortunately, most users ignore these tools.

Only "Friend" actual friends. Facebook isn't a contest to see who can have the most friends they never met. When a complete stranger wants to be your buddy, skepticism is warranted.

Don't share your location. Never post on a site that you're going on vacation — this info may be used by burglars to target your home.

And if you post pictures from your cell phone, as nearly everybody does, turn off its GPS tracking metadata. Also make sure you allow friends only to view your online photos.

Reminders.....

If anyone should require additional assistance with Security related matters please feel free to contact me at (301) 737-4361 X23. I would be happy to answer any questions you may have regarding any security related matters. I would like to remind everyone to always remember your reporting requirements along with anything that may appear different or suspicious. If you SEE something, SAY something!



Human Resources



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EVENTS

FLU SHOT CLINIC

Annual **Flu Shot Clinic** at RED-INC scheduled for **October 2nd!** RED-INC will cover the \$20 cost for employee shots again this year. The Health Connections nurse will be here from **11 am to 1 pm October 2nd in the large conference room in Wildewood.**

- Cost: FREE for RED-INC employees, \$20.00 for others (Medicare, Cash, Checks, Master Card or Visa)
- Receipts available upon request. Checks should be payable to MedStar St. Mary's Hospital Health Connections.

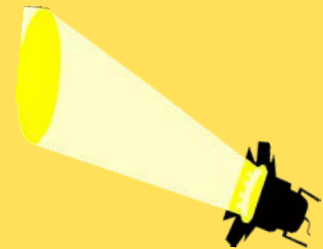
The vaccine is ordered in advance; a head count is needed by Monday September 25th. If you want to receive a flu shot, email Kristina.jedrey@red-inc.us with the words FLU SHOT in the subject line.

If you have had an allergic reaction in the past to the flu shot you might not be able to get it. Check with your doctor before getting the shot if you have any medical concerns. You must be 18 years or older to receive the flu shot. For more information visit <http://www.cdc.gov/flu/protect/keyfacts.htm>.



Spotlight On...

Kristina Jedrey



We are happy to welcome Kristina Jedrey to the RED-INC

Team. Kristina is the new Receptionist/Office Manager at the Wildewood office. She is responsible for the day to day operations at the front desk including administrative support, phones, visitors, conference room scheduling and meeting coordination, mail preparation and distribution, facility maintenance coordination, office supply ordering, and will assist Celeste with administrative support to Security.

Kristina comes to RED-INC with several years of administrative planning and coordination experience. She most recently worked as a field monitor where she worked with day-care providers and centers to recruit, educate, train and monitor participation in community programs. She holds an Associate's degree in Early Childhood.

Kristina resides in Calvert County with her husband and 4 daughters. She enjoys spending time with her family, the beach and reading.

New Hires:

Allen Heim joined us on a temporary basis to assist the CPI Program update to adapt a progressive approach to learning Lean Six Sigma. Allen is retired as a civilian supporting the US Navy in managing the development, production, and acquisition of major weapon systems. He has extensive knowledge and experience in program management, manufacturing and quality, training, workforce development, supervision, innovation and continuous process improvement (CPI). He holds BA degree in Business and Economics and is a Certified Risk Communication Trainer.

Michael Fairbourn joined the Company as an Operational Specialist working for Vic Alanis supporting Punisher Team and AOS FST on June 16th. Michael is an experienced electrical & equipment technician with expertise in diagnosing, repairing and ensuring the reliability of aircraft and associated pneumatic and electrical components. Michael served as an Aircraft ECS Tech & Electrician in the US Air National Guard and an Aircraft Electrician in the US Navy Test Pilot School.

Dennis Gordge retired from the Government and joined RED-INC in July as a Chief Engineer supporting Curt and the H S I Division. Dennis has over 36 years of experience in military acquisition systems and subsystems within NAWCAD and the Naval Aviation Enterprise in support of systems engineering, personal protective equipment, life support systems, body and lung functional dynamics, hazardous environment, crash an system survivability, engineering investigations, accident mishap investigations and a myriad of program management functions in support of oxygen systems and subsystems. Dennis holds a Masters degree in Mechanical Engineering as well as a Bachelors degree in Engineering Science and Mechanics (biomedical option).

Marlon Riley began work as a Computer Scientist on July 9th. He works as an IA Computer Specialist/Systems Administrator supporting IA and HCIL for 4.6. He comes to RED-INC with over 10 years of IT experience, a BA degree in Cyber Security/Network Defense and holds MCP and CompTIA Security Plus certifications. He also served in the US Navy.

Angie Trevino joined RED INC as a Project Analyst/NMCI POC as a replacement for Amanda Templeton on July 25th. Angie previously worked as the NMCI Customer Service Technical Representative for 22nd Century Technologies (formerly known as ECS Federal).

Kristina Jedrey - please see Spotlight

Farewells

RED-INC would like send out a big thank you to the summer interns that provided support this summer! Chelsie Deusa, Kyle Gronda, Erik Jones, Jeniva St.Phar, Malik Rush, Fernando Ortiz Alicea, Karl Davis, Sierra DeLoatch & Emily Domingue.

Reminder of Company EEO Statement: It is the policy of RED-INC to be an equal opportunity employer. In keeping with this policy, the Company will continue to recruit, hire, train and promote into all job levels the most qualified persons without regard to race, color, age, religion, disability, veteran status, gender, national origin, or other prohibited factors as required by state or local law. Similarly, RED-INC will continue to administer all other personnel matters in accordance with the principles of equal employment opportunity (EEO).



2018 Holiday Schedule	
Date	Holiday
Monday, October 8, 2018	Columbus Day
Sunday, November 11, 2018	Veterans Day
Monday, November 12, 2018	Veterans Day (Observed)
Thursday, November 22, 2018	Thanksgiving Day
Tuesday, December 25, 2018	Christmas Day

Job Openings

Introducing Employee Referral Bonus Program

Help us grow!

As you know, RED-INC is always looking to grow our teams with talented people, just like you. That's why, we are excited to announce our Employee Referral Bonus Program. Refer qualified candidates and as a "thank you," we will offer you a \$250 bonus per full time hire.

In order to be eligible for the referral bonus:

- you must have worked in our company for 6 months or more
- refer a candidate who hasn't previously worked or applied for a role in our company
- the referred candidate must put your name down as referral on our online resume submission application at www.red-inc.us/careers/job-opportunities/
- the bonus will be paid to employees after the referred candidate is hired for a full time role and is employed for 60 days.

For more details about the employee referral bonus program, don't hesitate to contact Angie Johnson at angie.johnson@red-inc.us. Also, don't forget to check our job opportunities page at www.red-inc.us/careers/job-opportunities/ regularly for new openings.

Thank you,
RED-INC



RED Inc. is seeking a **Facilities / Security Coordinator POC** to provide support to the Human Systems Department, Naval Air System Command (NAVAIR) located in Patuxent River, Maryland.

The candidate will provide Facilities / Security support for department projects and exercises which will include planning, communications and training. The role entails, but is not limited to, the following:

Security Coordination will be conducted via: Providing assistance to new employees during completion of their System Authorization Access Requests for the Navy (SAAR-Ns); Submitting signed SAAR-Ns to the Naval Air Systems Command (NAVAIR) National Helpdesk for approval; Reviewing and updating the 4.6 Security SOP annually; Creating security training presentations; Providing security training to new hires and annually for all employees; Conducting end of day checks of the 4.6 safes; Completing SF 701s and SF702s; Changing the safe combinations as required; Completing the SF700s post safe combination changes; Attending Security Coordinator meetings; Disseminating security updates and notices as required; responding to personnel security inquiries; assisting with security inspections; Conducting random security inspections; Assisting with Active Shooter Table top exercises; Updating the Security OneNote book and requesting quotes from Johnson Controls Federal Systems for access control equipment installations and changes. The successful candidate will conduct Laboratory Access Control for 4.6 via: Submitting personnel into the access control database; Running door audits when required; Running reports of personnel who have lab access; formatting the reports, and disseminating them to lab managers for verification and/or updates.

The position requires a minimum of 5 years of related experience. A degree in a related security field is preferred, however in lieu of a degree, current related experience may be considered. The successful candidate must have a current security clearance, excellent communication skills, be detail oriented and possess strong analytical skills, be a self-starter and willing to work as a team member. Position requires knowledge of, and experience working with and/or in a military environment. U.S. Citizenship and the ability to maintain a security clearance are required.

Facilities Coordination via: Working with NAVAIR 4.6 management to update 4.6 seat plans / charts, process and complete Phone Request and Voice Mail Requests (Integrated Move Management (IMM) and HEAT) approvals. The candidate will be adept at updating the Acquisition Program Management (APM) / Infrastructure Business Operations Navy NAVAIR NAWC Support (IBONS) with personnel changes and moves. They will use IBONS to submit furniture requests. The candidate will assist in selecting, and collecting self-help furniture from the warehouse, for delivery, and submitting Space Board Requests in IBONS for 4.6 Space change requests. He or she will serve as the liaison between the Base Telephone Office (BTO), 4.0 Facilities, Occupational Health (Industrial Hygiene), and the Mission Safety (Occupational Safety and Health Administration (OSHA) and Cranes) teams.

The successful candidate will: work with 4.0 Facilities personnel on 4.6 facility repairs, modifications, and new construction; update 4.6 occupancy metrics using Access and Excel; update 4.6 muster lists using Access; prepare facilities, security, and NMCI presentations for the weekly staff meetings; Submit phone and jack repairs to the NAVAIR National Helpdesk via phone requests; Coordinate the logistics of furniture and personnel moves; Review and update the 4.6 Laboratory Safety Standard Operating Procedure (SOP), and the 4.6 Emergency Action Plan annually. The candidate will conduct impromptu Lab Safety Inspections, and draft initial Government Accountability Project (GAP) analysis estimates for management review and approval. The Enterprise Safety Applications Management System (ESAMS) will be used to update personnel accounts and requirements; run training reports, update Deficiency Reports as well as answer and close out safety deficiencies.

Research and Engineering Development LLC is seeking **Engineering Technicians** in support of NAWCAD 4.11.6 rapid response and prototype division. The engineering technicians will provide skill emphasis on aviation wiring, instrumentation, equipment installation, small naval vessel operations and maintenance, aircraft system integration and flight test.

Successful candidates will have a working knowledge and hands-on experience of maintenance and operations. They will possess all of the skills necessary to perform electrical, mechanical, and environmental technical support on facilities, systems and equipment. Must possess the fundamentals skills required to weld and solder. A minimum of 10 years relevant experience is required as well as an active Secret level security clearance. Full TS/SCI clearance is desired. Additional key skills and experience desired include research, development testing, aircraft integration standards, and operation/maintenance of test equipment and instrumentation.

To apply, please submit resumes via our website at <http://www.red-inc.us/careers/job-opportunities/>

Community News

Be sure to check out the below article posted by The Patuxent Partnership!



RED-INC sponsors Southern Maryland Math Circle

Thank you to TPP member RED-INC for their continued support of STEM education in our community! By again sponsoring the Southern Maryland Math Circle program, RED-INC enables students to access this extracurricular program free of charge.

Hosted by math professors from the St. Mary's College of Maryland Department of Mathematics and Computer Science, [Southern Maryland Math Circle](#) encourages a sense of discovery and excitement about mathematics through problem-solving and interactive exploration. Past topics include "Hat Games," "Weird Ways to Multiply," "Games with Sticks, Sleepovers, and Captain Kirk," and "Playing Card Polyhedra."

Southern Maryland Math Circle is held during the school year on the second Saturday of each month at the Lexington Park library, starting October 13 as part of the Global Math Project.

Hot Apple Cider

Serves 6

Ingredients:

2 quarts 100% apple juice	2 tsp whole cloves
1/2 cup brown sugar	2 cinnamon sticks
1 apple unpeeled and cut in half	1/2 tsp freshly grated nutmeg
1 small naval orange unpeeled and sliced into 1/4 -inch slices	1/2 tsp allspice

1. Carefully insert the whole cloves into the apple on both the flesh and skin sides.
2. Heat apple juice over medium heat in a large pot or dutch oven.
3. Once heated, add the brown sugar and stir to dissolve.
4. Add the remaining ingredients. Bring to a simmer and let simmer for 20 minutes.
5. Promptly remove the apple halves, orange slices, cinnamon sticks and any clove remnants from the pot.
6. Serve hot.





RED-INC

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Regional Events

For more events please visit [https://https://www.visitstmarysmd.com/events-entertainment/](https://www.visitstmarysmd.com/events-entertainment/)

***St. Mary's County Fair.
September 21-24. St
Marys County
Fairgrounds.***

Celebrate St. Mary's rural and agricultural heritage. Exhibits, livestock, horse pull and carnival.

Riverfest. Saturday, Sept 23rd from 11-4. Historic St. Mary's.

Learn ways to protect and enjoy our waterways. Live music, environmental and children activities. Kayaking and much more. FREE.

Calvert County Fair. September 27–October 1. Calvert County Fairgrounds.

Family friendly event to educate the community on Calvert's agricultural roots and promote to importance of local farms!

Riverside Winefest. Sotterly Plantation. Oct 7-8.

Fantastic weekend full of regional wines, live bands and local artisans.

Havest Taste of Solomons. Saturday, Oct. 28th 11-4

A one-day food festival showcasing the many wonderful places to in this lovely waterfront community.

Blessing of the Fleet October 6th @ 11:00

Commemorates the founding of Maryland on St. Clement's Island.