

# **Welcome to the Software Engineering Services 2014 Kickoff Meeting**

**January 18, 2014**



# Agenda

- Today's EXPECTATIONS
- SPIN for \$\$\$ { \*\*\* SPIN Rules \*\*\* }
- YOUR NUMBER???
- **BLOCK # 1**
- Security Briefing
- Sexual Harassment
- New Team Members & 1<sup>st</sup> Yr Anniversary
- Team Challenge {BREAK 5 Mins}
- **BLOCK # 2 [ SPIN for \$\$\$ ]**
- Consultant Rules of Engagement
- Longevity Recognition (5 & 10 Yrs)
- Team Presentations
- 401K + AFLAC
- LUNCH (11:05 – 11:25)

# Agenda

- **BLOCK # 3 [SPIN for \$\$\$]**
- Team Presentations (continued)
- Marketing
- SES Business Uits Presentations (Break 5 Mins)
- **BLOCK # 4 [SPIN for \$\$\$]**
- SES Charities 2014
- Tribute to Dr. Martin Luther King
- Team Challenge Winner
- SPIN for DOOR PRIZES
- SES “Old Timers” Recognition
- Closing Remarks

# SPIN for Cash/Door Prizes

## *And Your Number Is...*

- Ashvini Acharya - # 49
- John Alspaugh - # 65
- Jin Reck - # 71
- Constance Ashford - # 44
- Sonny Ashford - # 105
- Karen Baltrip-Cobb - # 48
- James Barnes - # 46
- Steve Bliujus - # 63
- Cyrille Dabila - # 58
- Alicia Caldwell - # 50
- Brittany Bridges - # 97
- Debra Wright - # 75
- Jessye Higginbotham - # 11
- Donald Colvin - # 20
- Claude Daniel Craft - # 3
- RJ Droll - # 41
- Kathleen Exon – #47
- Yolanda Fears - # 61
- Edward Fernandes - # 73
- Steve Ortiz - # 15
- Patrick Stoneham - # 40
- Maz Haji - # 26
- Diana Brevard - # 74
- Royal Harris - #1

# SPIN for Cash/Door Prizes

## *And Your Number Is...*

- Michael Irons - # 72
- Wayne Nickerson - # 8
- Devyn Anderson - # 51
- Renee LaRosa - # 21
- Lori Daye - # 17
- Raymund LeCompte - # 2
- Sharon Lockhart - # 16
- Norm Mandy - # 33
- Cynthia Massingale - # 7
- Lionel DuFresne- # 55
- Leo McCabe - # 69
- Dean Middleton - # 32
- Hector Ortiz - # 64
- David Lee - # 38
- Cory Schmeichel - # 43
- Raj Sharma - # 25
- Esper Smith - # 112
- Kristopher Smith - # 59
- Eddie Stage - # 68
- Erica Stevenson - # 5
- Douglas Van Dunk - # 12
- Quatricia Haywood - # 101
- Naquisha Smith - # 6
- Dan Keen - # 28
- Earl Witt - # 37

# SPIN for Cash/Door Prizes

## *And Your Number Is...*

- Heather Davis - # 98
- Gretchen Alspaugh - # 67
- Mollie Borden - # 100
- Kristi Keirse - # 99
- Christine Busick - # 22
- Jim Carter - # 4
- Rosie Wilkerson - # 95
- Ellis Glick - # 30
- Brian Farmer - # 42
- Sue Horsman - # 52
- Megan Pick - # 91
- Leonard Wills - # 93
- Angela Middleton - # 23
- Jacob Monono - # 53
- Jim Moudry - # 110
- Bryan Rudolph - # 39
- Carolyn Thompkins - # 18
- Biju Andrews - # 89
- Roy Walton - # 54
- Piyush Dubey - # 90
- Jack Wiggins - # 34
- Lee Maddox - # 87

# BLOCK #1

- SPIN for \$\$\$
- Security Briefing (ALL)
- Sexual Harassment Briefing
- New Team Members
- 1<sup>st</sup> Year Anniversary
- Team Challenge
- BREAK { \*\*\* 5 Minutes \*\*\* }

# SPIN for \$\$\$

And the winner is....



# SES 2014

# Security Training

# **A security clearance is a privilege, not a right.**

- When you accept the privilege of access to classified information, you are also accepting the responsibilities that accompany this privilege.
- This is a lifelong responsibility.

# What we'll cover...

- The investigative and adjudicative process
- Behavior that might jeopardize your clearance
- Personal activities that must be reported to your security officer
- Refresher of the basics
- Your security obligations and sources of help

# Investigative and Adjudicative Process

- You were granted a security clearance after a two-step process:
  - First step – the investigation. Inquiry into your past to gather evidence to help determine whether you can be trusted with classified information.
  - Second step – adjudication. Decision whether to grant or revoke your clearance based upon the investigative evidence.

# First Step: The Investigation

- Secret: National Agency Check/Local Agency Records Check (NACLC)
- Top Secret/SCI: Single Scope Background Investigation (SSBI)
- Conducted by the Office of Personnel Management (OPM)
- For SCI Access, the agency holding the SCI will conduct additional investigations as per internal guidelines.

## Second Step: Adjudication

- A review of your record of behavior (favorable and unfavorable) against the *13 adjudicative* guidelines.
- Guidelines are in place to ensure decisions are fair, impartial, and consistent.
- “**Whole Person Concept**” – Adjudicators
  - carefully weigh a number of variables
  - available, reliable information about you
  - both past and present
  - favorable and unfavorable

# What makes the difference?

- Nature, extent, and seriousness of possible derogatory information.
- Did you voluntarily report the information?
- Were you truthful and complete in responding to questions?
- Did you seek help and follow professional guidance?
- Have you demonstrated positive changes in your behavior?

*Example: Three years ago, as a result of a divorce, employee was faced with financial difficulties, resulting in an inability to meet all financial obligations in a timely manner. The employee has addressed the issues with his creditors and has been paying down his bad debt as agreed.*

SO, YOU'VE GOT YOUR CLEARANCE.  
NOW, HOW TO KEEP IT!



# Standards of Conduct – The Guidelines

- To maintain access, you must recognize and avoid behavior that might jeopardize your clearance.
- Recognize behaviors in yourself or others that may need to be reported to your security officer and may signal that you or a co-worker may need assistance.
- **Early intervention** is often the key to quick, effective resolution of problems without harming you or the organization.
- Linked to the 13 adjudication guidelines.

# Behavior that might jeopardize your clearance ...

## 13 Adjudication Guidelines

- Allegiance to the United States
- Foreign Influence
- Foreign Preference
- Sexual Behavior
- Personal Conduct
- Financial Considerations
- Alcohol Consumption
- Drug Involvement
- Psychological Conditions
- Criminal Conduct
- Handling Protected Information
- Outside Activities
- Use of Information Systems

# Recognizing and Reporting Behavior

- Exhibiting one or more of the described behaviors does **NOT** necessarily mean the individual is a security risk.
- Security judgment is based on pattern of behavior, not a single action. “Whole Person”
- If you are unsure, talk with your security officer or your supervisor.

# SELF-REPORTING...KNOWING WHAT AND WHEN TO REPORT

# OBLIGATIONS



Things your FSO will want to know

# Self- reporting on your Personal Activities

- **Change in Personal Status**

- Marital status – married, divorced
- Cohabitation – living in spouse-like relationship; intimate relationship, engaged
  - SCI or certain Special Access Programs: report early, particularly if your partner is a foreign national
- Change of name

- **Foreign Travel**

- SCI: Receive clearance for travel to hazardous countries
- Security Office will provide State Dept advisories on hazardous conditions and any known security concerns
- Receive a defensive security briefing

# Self-reporting....

## **Foreign Contacts**

- Must report contact with individuals of any foreign nationality, either within or outside the scope of your official duties, in which:
  - Illegal or unauthorized access is sought to classified or otherwise sensitive information
  - You may be concerned that you are a target of an attempted exploitation
- SCI cleared individuals must report all close and continuing relationships with foreign nationals

# Self-reporting...

## **Media Contacts**

- Inquiries about your job or organization
- Ongoing personal contacts with media representatives who cover your organization

## **Pre-publication Review**

- SCI – mandatory
- Technical paper, book, magazine article, or newspaper prepared for posting on internet, or lecture or speech must be cleared if it contains information or knowledge you gained during your current or any previous classified job
- Resumes – if they contain classified or sensitive information which would otherwise not be authorized for release



# Self-reporting....

## **Loss or Compromise of Information**

- Suspected or actual loss or compromise of classified or other sensitive information

**First Priority:** Regain control of the classified material

# Self-reporting....

## Adverse Information

Adverse information concerning yourself, a fellow employee, or a visitor. Adverse information is information which may indicate that permitting you access to classified, sensitive but unclassified, or proprietary information is not in the best interest of the U.S. or the Facility. This includes any recent convictions, arrests, drug or alcohol problems, major financial difficulties, etc.



# Self-reporting....

## **Financial Problems**

- Filing for bankruptcy
- Garnishment of wages
- Have a lien placed upon your property for failing to pay a creditor
- Eviction from a residence for failure to pay rent

## **Arrests**

- Any, regardless of whether or not you were convicted or charges were dropped
- Other Involvement with the Legal System: Target of legal action such as being sued

# Self-reporting....

## **Psychological Counseling**

- Psychological treatment is reported unless it is for marital, family, or grief counseling
- Strongly encouraged and endorsed
- Seeking help for routine life crises does not reflect adversely on an individual's judgment
- Viewed as a positive sign that an individual recognizes that a problem exists and is willing to take steps toward resolving it
- Does not jeopardize your security clearance

# So, I report a personal problem, then what?

- **At some time in your life, you may face problems with inter-personal relationships, depression, alcohol, family issues, or similar difficulties**
- **Vast majority of those seeking professional help do not suffer damage to their career**
- **On the contrary, it enables one to get help with an unmanageable problem in order to get on with life**
- **Early intervention is often a key to early resolution**

Hey Ben, do you think anyone will report us for having just one beer at lunch?

Although they restricted themselves to only one beer at lunch time, Mike and Ben still found they were not at their most productive in the afternoons.

# BACK TO BASICS.....

**Don't monkey around with the basics!**





# Protecting Classified

- Must never be left unattended
- Must never be discussed in public places
- Must only be discussed on secure telephones or sent via secure faxes
- Must be under the control of an authorized person
- Must be stored in an approved storage container
- Must never be processed on your computer unless approved by the U.S. Government

# Telephone Security

- Discuss classified only on phones designated as secure
- When using a commercial phone, remember:
  - Do NOT discuss classified...do NOT attempt to “talk around” the classified information
  - Terminate a call if the caller attempts to discuss classified
  - Be alert to classified discussions around you
  - Be aware that your non-secure phone call can be monitored!

# Disclosing Classified Information

It is your personal responsibility to know that the person you are dealing with is **both** properly cleared and has a need to know.

You must never reveal or discuss classified information with anyone other than those that are:

- properly cleared

and

- have a need to know.

# OPSEC and the Internet

“Using public sources openly and without resorting to illegal means, it is possible to gather at least 80% of information about the enemy.”

(Attributed to an Al Qaeda Training Manual)

How may the information you include in an e-mail or post on a web site help an adversary...?

- Our intentions
- How we operate and our plans (CONOPS, OPLANS, SOP)
- Movement of forces
- Travel Itinerary
- Or simply the fact that your organization works with classified information .... Or employs cleared personnel

# Threat Awareness ...



Information concerning troop rotations, locations, equipment, and technology is classified for a reason. Unauthorized release of this information can have a detrimental effect on the Warfighters' survivability.



# What Are Your Security Obligations?

1. Maintain the trust placed in you
2. Protect classified, sensitive unclassified, and OPSEC information
3. Report: personal life changes, adverse information, contacts, loss or compromise, lost/stolen CAC or restricted area badge, potential espionage indicators, foreign residence, and foreign interests

# What Are Your Security Obligations? (Cont.)

4. Read SES monthly newsletters and report
5. Attend and report other government training
6. PMs of Classified Projects: Provide monthly security report

**Protect the National Security of the U.S.**

# Sources Of Help

- NISPOM – DoD 5220.22-M
- **Security Newsletters** and **SES Security Guide** on the SES teammember website: <http://teammember.sesolutions.com>

The screenshot shows a web browser window with the URL <https://teammember.sesolutions.com/employee>. The page features the SES Software Engineering Services logo and a navigation menu on the left. A red circle highlights the 'Security' menu item, which has a dropdown menu containing 'Security Newsletter' and 'Security Guide'. The main content area displays 'Our Vision' with the SES logo and a paragraph of text.

**Our Vision**

Achieve greatness as a leading-edge industry problem solver. Maintain technical expertise providing state-of-the art solutions that consistently exceed customer expectations. Create and sustain a working environment that fosters free exchange of innovative ideas. Retain talented staff by exemplary treatment of our employees.

Home	<a href="#">CEO Message - Aug 20, 2010</a>
Ask the CEO	<a href="#">CEO Message - Nov 20, 2009</a>
CMMI and Corporate Training	
Corporate Communication >	
Corporate Website	
Document Management System >	
Employee Contact Info	
Newsletters	
Outstanding Performance Award	
Policies	
Project Management Office (PMO) >	
<b>Security &gt;</b>	Security Newsletter
SES Outlook Web Mail	Security Guide
SES Remote Staff >	SES updates
SES Teams	SMO Reporting Templates
Team Management Office (TMO) >	Survey Admin
Team Member Read File >	
Timesheet Management System	
Travel Expenses	
Travel Request	
Logout	



# Questions???

- Talk to your Facility Security Officer (FSO)
  - Jim Moudry, 402-292-8660, ext 217  
jmoudry@sessolutions.com
  - Sharon Lockhart, 402-292-8660, ext 210  
slockhart@sessolutions.com



# Sexual Harassment Overview

**Required Training – February 2014**

# What is Sexual Harassment?

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment,
- (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or
- (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating or offensive work environment.

# Sexual Harassment in the Workplace *Hostile Environment*

Behaviors that create an environment so offensive, intimidating, or hostile that it interferes with a person's ability to work.

**Vast majority of cases  
fall into this category.**

# Examples of Hostile Environment

- **Repeated unwelcome sexual attention** (comments, questions about an individual's sexuality or sex life)
- **Repeated and gratuitous comments** by an Individual about the person's own sex life and desires.
- **Repeated undesired physical contact**, such as brushing up against someone.

# WHO can Sexually Harass?

- **Men can sexually harass**
  - Women or other men
- **Women can sexually harass**
  - Men or other women
- **Supervisors can sexually harass subordinates**
- **Subordinates can sexually harass supervisors**
- **SES Team Members can sexually harass other SES Team Members**
- **Client Employees can harass SES Team Members**

# Software Engineering Services' Statement Concerning Sexual Harassment

- **Software Engineering Services stands firmly for the principle that ALL Team Members have a right to be free from harassment based on race, color, sex, religion, national origin, age, disability, sexual orientation, or protected activity under the anti-discrimination statues by any other member of the community, and SES will not tolerate any form of harassment.**

# Steps You Can Take

- **Speak up at the time of the harassing conduct and say “NO” to the harasser.**
- **Inform your immediate Manager**
- **Inform SES Human Resources: Esper Smith, (402) 292-8660 ext. 212**



To switch “gears” a  
little bit:

Video #1 & Video #2

# New SES Team Members

# Welcome to The Team (1 of 2)

- Daniel Keen – USSTRATCOM/AFWA Team
- Kevin Knox – USSTRATCOM/AFWA Team
- Steve Ortiz – USSTRATCOM/AFWA Team
- Bryan Rudolph – USSTRATCOM/AFWA Team
- Patrick Stoneham – USSTRATCOM/AFWA Team
- Biju Andrews – MN IV&V Team
- Megan Pick – BDST
- Diana Brevard – Ft. Hood Team
- Maz Haji – MN HFA Team
- David Lee – USSTRATCOM/ AFWA Team

# Welcome to The Team (2 of 2)

- Heather Davis – Ft. Bragg Team
- Lori Daye – Ft. Hood Team
- Kristi Keirseay – Ft. Hood Team
- Wayne Nickerson – Ft. Hood Team
- Lionel DuFresne – Ft. Hood Team
- Leonard Wills – Ft. Hood Team
- Quatricia Haywood – Ft. Hood Team
- Devyn Anderson – TX IV&V Team
- Cyrille Dabila – AL Team
- Naquisha Smith – ISD Team
- Jin Reck – ISD Team

# Happy 1 Year Anniversary!!!!

- Sharon Lockhart – 1/3/2013
- James Barnes – 05/21/2012
- Yolanda Fears – 10/29/2012
- Leo McCabe – 04/09/2012
- Jacob Monono – 01/14/2013
- Angela Middleton – 12/12/2012
- Debra Wright – 07/09/2012
- Eddie Stage – 10/15/2012
- Brian Farmer – 01/25/2013
- Gretchen Alspaugh – 1/7/2013



And the winner is.....

**SES**

**NEWCOMER of the  
YEAR AWARD**

# The Challenge

Choose **ONE WORD** that describes the following

1. SES' primary focus is \_\_\_\_\_ when dealing with our customers.
2. In meeting the needs of its team members/employees, SES should be committed to \_\_\_\_\_.
3. SES can count on \_\_\_\_\_ from me as an SES team member.

*The team with the highest rating will receive an award to be presented at the end of the kickoff.*

# SES Team Challenge

## Teams:

- SES Corporate Team (HR, ISD, CMMI, Mktng, Operations)
- Business Development Support Team
- SEMS Team
- USSTRATCOM / Missile Warning Team
- Texas Team (IV&V and Ft. Hood)
- AL Team
- State Government Solutions Team (Massachusetts, Minnesota, Iowa)



Keeping with the  
“Intent of the  
Meeting”, some more  
valuable insight???

Video #3 & Video #4

# SPIN for \$\$\$

And the winner is....

# BREAK

## 5 Minutes

(be back on time;  
don't miss SPIN for \$\$\$)

# BLOCK #2

- SPIN for \$\$\$
- Outstanding Performer Awards
- Consultant (YOU) Rules of Engagements
- SES Quarterly Performance Awards
- Longevity Recognition (5 & 10 Years)
- 401K & AFLAC
- Project Support Consultant Award
- Project Team Presentations (1 of 2)
- SPIN for \$\$\$
- LUNCH (20 Minutes)

# SPIN for \$\$\$

And the winner is....

And the BEAT goes  
on!!!

Video #5 & Video #6

# SES

# Outstanding Performance Awards

# Consultant Rules of Engagement Overview

Required Training – February 2014





# SES Consultants TOP 7 Rules of Engagements (ROEs)

- 1) Know your task, responsibilities, and deliverables
  - 2) Conduct yourself in a PROFESSIONAL manner at all times
    - I. Timely
    - II. Dress
    - III. Work ethics
    - IV. Adhere to your client's culture and rules
  - 3) **NO cell/mobile in the work area**
  - 4) **NO Engagement/involvement of any kind in client affairs (stay in your lane)**
  - 5) Always work as a Team Member: with the Client and other SES Team Members
  - 6) Ensure that the SES Project Manager or Project Lead are informed and aware of any issue or concern that could escalate in to problem
  - 7) Always **Always** remember the SES Client on site Performance Policy **“TWO STRIKES – YOU ARE OUT!!!”**
- **BE A PROFESSIONAL AT ALL TIMES!!!**

**REQUIRED Training – February 2014**

# SES

## Quarterly (1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup>)

## Team Member

## Awards



# SES Longevity Recognition

## Happy 5<sup>th</sup> Anniversary !!!

- Ashvini Acharya – 01/05/2009
- Constance Ashford – 05/01/2008
- Steve Bliujus – 01/05/2009
- Jessye Chancey-Higginbotham – 04/06/2009
- Hector Ortiz – 03/24/2008
- Ray LeCompte – 10/01/2008



401k

&

Aflac

# SES New 401K Broker

- Investment Management
  - Financial Planning
  - Stocks
  - Mutual Funds
  - Exchange Traded Funds
  - Bonds
  - Short Term Investments
  - Retirement Planning
  - 401K, 403b, 457/Rollovers
  - SEP-IRA
  - Business Succession Planning
  - Evergreen Capital Management
- Mike Green/Earl Johnson  
402-392-1220

# AFLAC

- Kevin Kares  
Aflac District Sales Coordinator  
402-350-8859  
[Kevin\\_kares@us.aflac.com](mailto:Kevin_kares@us.aflac.com)
- Please see sign up sheet in back to schedule a meeting.



# SES

## Project Support Consultant Award

# Project Team Presentations (1 of 2)

Texas IV&V

Ft Hood

Ft Bragg

MN Housing Authority



# Texas IV&V Team

Presented by: Karen Baltrip-Cobb



## TX IV&V Team Member

- Devyn Anderson, Business Analyst
- Karen Baltrip-Cobb, Project Manager
- Edward Fernandes, Business Analyst
- Hector Ortiz, Technical Analyst
- Supriya Yerra, Sr. Business Analyst

## Client Stakeholder

- TX Health and Human Services Commission

# TX IV&V Team

## TX IV&V PROJECTS

- Pharmacy Claims & Rebate Administration (PCRA) Transition
- Managed Care Organization (MCO) Expansion of Pharmacy Encounters
- Prevention of Duplicate Payments of Limited Home Health Supplies Providers
- Limited Vitamins & Minerals Provided Through the Vendor Drug Program (VDP)
- Medical Transportation Program (MTP) Transition
- International Classification of Disease 10<sup>th</sup> Edition (ICD-10)
- Transformed Medicaid Statistical Information System (T-MSIS)

## KEY ACCOMPLISHMENTS

- Maintained timely delivery of project deliverables and consistently exceeding client stakeholders expectations

## TEAM MOTTO

- TX IV&V will 'delight' the HHSC client everyday in the delivery of results and recommendations

# SBS North Ft. Hood Team

Presented by: Constance Ashford



- **TEAM MEMBERS:**

- Wayne Nickerson-Team Lead
- Diana Brevard                      Lori Daye
- Lionel Du Fresne                  Quatricia Haywood
- Kristi Keirseay                      Leonard Wills

- **CLIENT:** Department of Plans, Training, Mobilization, and Security (DPTMS)

# SBS-North Fort Hood

- PROJECTS: IT Management Support
- KEY ACCOMPLISHMENTS:
  - Successful transition phase completed.
  - Task Order started on 1 JAN 14.
  - In just two weeks time, the team has completed over 1000 action items including : PC updates, configuration or repairs; Setup of NIPR and SIPR Accounts; NEC Trouble Tickets, Phone issue and repairs; Printer installations; and IPRs.
- TEAM MOTTO: Sustain, Support, Defend

# Ft. Bragg Team

Presented by: Roy Walton



- Contract: Information Technology Enterprise Solutions
- TEAM MEMBERS:
  - Erica Stevenson, Service Tech Technician
  - Heather Davis, Security Escort
- CLIENT: Network Enterprise Center



# Ft. Bragg Team

- PROJECTS: Help Desk and Security Escort Services
- KEY ACCOMPLISHMENTS:
  - Provided IT assistance to soldiers, civilians, and VIP customers on Ft Bragg – 3,195 Trouble Tickets processed.
  - First call resolution for approximately 22,000 email customers.
  - Performed System Administrator duties for BlackBerry Enterprise Server.
  - Key role in transitioning Pope Air Force Base network to Pope Army Airfield network.
  - Successfully passed all security checks.
  - Assisted personnel in gaining access to multiple security facilities on Ft Bragg.
- TEAM MOTTO: Your Vision, Our Mission

# Minnesota Housing Authority Team

Presented by: Kathy Exon



## TEAM

- **Jim Barnes – Software Developer**
- **Leo McCabe - Software Developer**
- **Maz Haji - QA Lead**

### Project Scope:

Provide IT staff in the following areas: Project Management, Business Analysis, Application Development, Security and Network Architecture. Additionally we are/have provided leadership and development support for 5 organizational wide initiatives.

# Key Accomplishments & Goals

- **Key Accomplishments of 2013**
  - Continued development on Property Online Reporting Tool and Enterprise Project
  - Quality Assurance, User Acceptance Testing and Release Management for major project
- **Key Objectives for 2014**
  - Continued to professionalism throughout this contract effort.
  - Implement new contract vehicle so we can continue to serve client needs



# SPIN for \$\$\$

And the winner is....

# SES TEAM CHALLENGE

**REMINDER:** All Team Challenge  
responses

must be submitted to **SONNY**  
by **NOON CST**

to be Eligible for **AWARD**

**402 253-7974**

# LUNCH BREAK

20 Minutes

(be back on time;  
don't miss SPIN for \$\$\$)

# BLOCK #3

- SPIN for \$\$\$
- Project Manager & Project Lead Award
- Team Presentations (continue)
- Marketing
- Self Improvement Award
- SES Business Presentations
- Exceptional Client Support Award
- Corporate Support
- Iron Man Award
- BREAK (5 Mins)

# SPIN for \$\$\$

And the winner is....

# The POWER of a TEAM

Video # 7

Of course if you are  
not of board with  
this Team thing  
“Heads might Roll”

Video # 9

# SES Project Lead & Project Manager Awards



# Project Team Presentations

(2 of 2)

Alabama

USSTRATCOM

SEMS (Air Force Weather)

Kansas IV&V

Massachusetts HIX UAT

Minnesota HIX IV&V

# Alabama Team

Presented by: Jack Wiggins



- SUPPORT AREAS

- Alabama MMIS Office Support
- Alabama IT Applications/Development Staff Development
- Alabama ISD Support

- TEAM MEMBERS

- |                          |                         |
|--------------------------|-------------------------|
| • Renee LaRosa (MMIS)    | Yolanda Fears (MMIS)    |
| • Jack Wiggins (IT)      | Cynthia Massingale (IT) |
| • Cyrille Dabila (IT)    | Lee Herndon (IT/IND)    |
| • Ivan Saldanha (IT/IND) | Rosie Wilkerson (ISD)   |

- CLIENTS

- Alabama Medicaid Agency
- Alabama Finance division (ISD)

# Alabama Team

- **PROJECTS**

- ICD-10 Transition
- Develop contracts for Multiple Projects
- Development of APDs/RFPs
- Contract Monitoring for the MMIS Fiscal Agent
- Develop Affordable Care Act (ACA)
- Convert AMAES Eligibility system to E & E Web System
- Convert systems for NVRA (National Voter Registration)
- Disaster Recovery testing for State Agencies
- Update ZOS 1.13 for Mainframe
- Configuration Management

- **KEY ACCOMPLISHMENTS**

- Defined methods to monitor Service Agreements (SLA's) with HP
- Created multiple APDs and RFPs
- Implemented System changes to support ICD-10 transition
- Completed DB2 Post Conversion
- Completed Programming for NVRA
- Established Disaster Recovery Lab

- **TEAM MOTTO**

- Get It Done RIGHT



# USSTRATCOM Support Team

Presented By: Dean Middleton

- **John Alspaugh (TM)**
- **Dean Middleton (PL)**
- **Raymund LeCompte (CoS)**
- **Donald Colvin (CoS)**
- **Patrick Stoneham (CoS)**
- **Doug Van Dunk**

**David Lee**

**Dan Craft**

**Dan Keen (CoS)**

**Bryan Rudolph (CoS)**

**Kevin Knox**

- **Projects: MWFMO, Architecture, AQRASS, EPL,**
- **urrent Operations**



Software Engineering  
S E R V I C E S

# Key Accomplishments & Goals

- Key Accomplishments in 2013
- Focus/Objectives for 2014

# Systems Engineering, Mgmt & Sustainment (SEMS) Team

Presented By: Cory Schmeichel



- Cory Schmeichel, PL
- Earl Witt
- Kris Smith
- Steve Bliujus
- Eddie Stage
- Steve Ortiz
- Jacob Monono
- Brian Farmer

## Project Scope:

Provide support to the Air Force Weather Agency SEMS Contract (prime contractor Northrup Grumman) in a variety of functions; Systems Engineering. Software Engineering/Development and Software/System Testing.



Software Engineering  
S E R V I C E S

# Key Accomplishments in 2013

## Focus / Objectives for 2014

# Kansas IV&V Team

Presented By: Dr. Raj Sharma



## **Team:**

Jim Moudry

Raj Sharma

## **Client:**

Kansas Eligibility Enforcement System (KEES)

Kansas Department of Health  
and Environment (KDHE)

Kansas Department of Children  
and Families (KDCF)

## **Accomplishments:**

Submission and acceptance of  
QTR 1 IV&V Report to QTR 8 IV&V Report



# Massachusetts HIX UAT Support Team

Presented By: Kathy Exon



## **Team:**

- Norm Mandy (Project Lead)
  - Naquisha Smith
  - Brittany Bridges
- Doug Van Dunk  
Piyush Dubey

## **Project Scope:**

Provide support to MA UAT prime contractor (Berry Dunn) in a variety of collaborative testing functions – defect tracking, reporting, SME assistance, etc.

# Minnesota HIX IV&V

Presented By: Carolyn Thompkins



## **Team:**

Carolyn Thompkins (PM)

Biju Andrews (IV&V Lead – On Site)

Raj Sharma                      Jim Moudry

Brittany Bridges      Doug Van Dunk

Kevin Pearson

## **Client:**

Minnesota Department of Human Services

## **Services:**

Providing IV&V oversight for the  
implementation of the Affordable Care Act;  
Submitting IV&V reports Executive & Federal

# SES

## Exceptional Client Support Award



- Keeping with Team concept, sometime WIDSOM is needed to Get the Most Efficiency ???

Video # 10

# SES Corporate Support Teams

# Business Development Support Team (BDST) Presented By: Jessye Chancey-Higginbotham



## BDST Manager

Jessye Chancey-  
Higginbotham

## BDST Team Members

Christine Busick Jim Carter

Megan Pick RJ Droll

## BDST SUPPORT

Carolyn Thompkins

Mollie Borden

Constance Ashford

- Provide Business Development Support for SES
  - **Proposals**
  - **Marketing Efforts**
  - **Company Activities**
  - **Off-Site Project Support**

# Accomplishments & Plans

- 2013 Accomplishments:
  - Successful submission of All Go-Bid Decisions
  - Successful submission of the USAMS III proposal
  - Participation in multiple subcontracting efforts
  - Awards for MS Master Contract & MN Master Contract
- 2014 Projects & Plans:
  - SMDA2S Proposal
  - Multiple submissions to Seaport-e and GSA Contracts
  - Building strategic partnerships with existing teammates
  - Support to ITCC-II effort
- Motto: 'Only The Strong Survive'

# Information Technology Solution Division (ISD)



Presented By: Brittany Bridges

- **Team Members**

- Michael Irons – Network Administrator
- Jin Reck – Database Analyst/SharePoint Support
- Naquisha Smith – Software Engineer

- **Support Team Members**

- Kris Smith – Programming Support
- Eddie Stage – Programming Support
- Dan Craft – MS Exchange Support
- Sebastian Arul – Hardware Support

- **Services Provided**

- **Corporate IT Services and Support**
- **Internal Software Development**



# Accomplishments & Plans

- 2013 Key Accomplishments

- Continued to develop internal websites and applications (TAMS, PMO-Bridge tool, etc.)
- Improved infrastructure (New servers, Email upgrade, backup procedures, wireless connectivity)
- Developed graphics for logos, proposals, cover pages, PowerPoint slides, and website design

- 2014 Projects & Plans

- Plan and implement improvements to our software development processes to better align them with CMMI requirements
- Improved functionality and usage for SES SharePoint sites
- Redesign of websites hosted by SES

Team MOTTO = Because Technology Never Stops!

# HR & Resource Management



Presented By: Sharon Lockhart

- Recruitment & Retention
  - Alicia Caldwell
- Office Manager & HR Support
  - Sharon Lockhart
- Finance & Accounting
  - Ashvini Acharya
- Office Support
  - Angela Middleton
  - Gretchen Alspaugh

## ■ Services Provided

- HR, Insurance Benefits Mgmt, Corp Ops, etc.
- Recruitment, retention and other related functions
- AP/AR, General Ledger, and other related functions
- Corporate Office management, relations and other related functions

# Other Corporate Support

Presented By: Esper Smith

- **Project Management Office**
  - **Kathy Exon, Jim Moudry**
- **Contracts Management Office**
  - **Kathy Exon, Jim Moudry, Esper Smith**
- **Security Management Office**
  - **Jim Moudry**
- **Quality Management Office**
  - **Raj Sharma**
- **Process Management Group**
  - **Norm Mandy**
- **Corporate Training**
  - **Brittany Bridges**

# SES MARKETING

(how you can help)

- **Scope of awareness**

- Where do you work?
- Who do you work with?
- What else is done besides what you do?
- Is there consideration for growth?
- Are there other locations for your work?

- **Engage**

- Always work with a smile
- Introduce yourself and try to get a card
- Listen and look for conversation topics
- Ask if there is something more you can do
- Look for feedback on your engagements

# Marketing Plans

- Top 3 Key 2014 Marketing Objectives
  - 1. One (1) positive interaction daily on your worksite from everyone
  - 2. Everyone introduce SES as the company to “Go To” for quality work
  - 3. Grow SES through your performance and initiative

MARKETING MOTTO:

**When you go to the well, make sure you bring back quality water!**

# SES Self Improvement Award

# SES Business Units



# CMMI Consulting

Presented By: Jim Moudry

CMMI Business Unit Team

Raj Sharma (Consultant and BU Lead)

Jim Moudry (Certified Lead Appraiser)

Norm Mandy (Consultant)

Bud Glick (Certified Lead Appraiser & Instructor)

- Provides CMMI and PI Services
  - Gap Assessments    Implementation
  - Training                      Process Automation
  - Appraisal Preparation and Conduct
  - Maintenance and Re-appraisals
  - Hybrid Approaches (ITIL, ISO, CMMI, etc.)





# CMMI

## 2013 Key Accomplishments

- All Native Group – CMMI-SVC Maturity Level 3 Consulting Services
- Technical Management Resources – CMMI-SVC Maturity Level 3 Implementation. SCAMPI C in June 2013.
- Strategic Health Solutions – CMMI-SVC Maturity Level 3 Implementation Services. Successfully achieved ML 3 in Oct 2013.
- Southwest Research Institute – CMMI-DEV Appraisal Services-Conducted ML3 SCAMPI B in Oct 2013.

# Accomplishments & Plans

## 2014 Projects & Plans

- All Native Group – CMMI-SVC Maturity Level 3 Consulting Services
- Technical Management Resources – CMMI-SVC Maturity Level 3 Implementation. ML 3 ATT and Readiness Review Feb 13-20, 2014. SCAMPI A Scheduled Apr 11-22, 2014
- Southwest Research Institute – CMMI-DEV Appraisal Services. ML3 SCAMPI A scheduled Sep 2-12, 2014.
- e-Management: CMMI-DEV ML3 Implementation Services. SCAMPI C in May, SCAMPI B in Aug, SCAMPI A in Oct.
- SIM&S: CMMI-DEV Implementation Services. Gap Assessment in March, 2014.
- Increased marketing and engagements

**Team Motto = The quality of your products and services is only as good as the processes that support them. Let us make you world class.**

# Project Management Group

Presented By: Kathy Exon



Project Management Business Unit

Kathy Exon (BU Lead)

Jim Moudry

Norm Mandy

John Alspaugh

- **Provides PM Guidance and Oversight**
  - PM Processes
  - PM Training
  - PM Forums
  - Project Reviews and Scorecards
  - Project Alerts

# Accomplishments & Plans

- **2013 Key Accomplishments**

- Refined project reviews and scorecards
- Streamlined PM processes and forms
- Updated project tailoring definition and guidelines
- Consistent project reviews
- Initiated project alerts
- PMO-Mgr definition, design, and development

- **2014 Projects & Plans**

- Roll out PMO-Mgr to outside clients
- Consistent use of scorecards
- Enhance our PM Forums and project management training
- Improve project initiation process

**Team MOTTO = Project managers are only as strong as the support and tools they are provided. We are here to strengthen you.**

# Missile & Space Solutions Business Unit



Presented By: John Alspaugh

Missile and Space Solutions BU

John Alspaugh, Director and Team Manager

USSTRATCOM Support

Dean Middleton, Task Lead

SEMS

Cory Schmeichel, Task Lead

**Current SES Projects under this Business Unit are  
USSTRATCOM Support and SEMS**

# Accomplishments & Plans

- **2013 Key Accomplishments**

- MWFMO: Executed option period 4 ; Architecture: Executed option period 3
- AQRASS: Continued support
- EPL: Supported SAIC in successfully winning the re-compete
- Successfully supported Northrop Grumman in winning SEMS III
- Successfully supported client in adding ability to utilize Foreign Military Sales funds on USAMS task order 37
- Successfully supported MWFMO/Architecture client efforts to secure additional funding of \$1.2M, resulting in:
  - Avoided Personnel Reduction &
  - Expanded presence in CoS (2 additional FTEs)

- **Top 3 Key 2014 Objectives**

- Win USAMS III IDIQ contract as a Prime and win MWFMO re-compete, as well as other new work
- Win SMD2S IDIQ contract as a Prime and win new work
- Support BAE in winning on the USSTRATCOM ITCC contract

# Army Business Development

Presented By: Roy Walton



## Future Opptys Short-Term (0-6 months)

- Fort Carson, Network Enterprise Center – Prime with sub to HP-ES.
- 26th Air Force NOC – Prime with sub to AT&T
- Operational Test Command Ft Hood – sub to ManTech
- Information Management Division Ft Hood – sub to TTC
- Support Base Services – Ft Lewis/McCord – sub to Tatitlek
- Support Base Services Ft Hood – sub to Tatitlek
- Joint Enabling Capabilities Command Readiness – sub to Alion (OPTARSS II)

## Future Opptys Mid-Term (6-12 months)

- Enterprise IT Support Services - ITES-2S – sub to HP ES
- Other ITES-2S – sub to HP ES
- ITES-3S – sub to HP ES
- Navy STRL (SPAWAR) IT/IA – Partner with Blackhawk Mgmt?

## Future Opptys Long-Term (over 12 months)

- ITES-3S – sub to HP ES
- Darnall Army Medical Center - 8(a) - Sub to TTC Inc



# SES Iron Man Award



# SPIN for \$\$\$

And the winner is....

# BREAK

## 5 Minutes

(be back on time;  
don't miss SPIN for \$\$\$)

# BLOCK #4

- SPIN for \$\$\$
- 10-yr Longevity Recognition
- Team Manager of the Year Award
- Team Challenge Winner
- Team of the Year Award
- SES 2014 Charities
- Tribute to Dr. Martin Luther King
- SES “Old Timers” Recognition
- SPIN for DOOR PRIZES
- SES TOP 3 Awards
- Closing Remarks

# SPIN for \$\$\$

And the winner is....

# Congratulations on 10 Years of EXCELLENT Service!!!

- Raj Sharma – 02/11/2004



# SES Team Manager of the Year

# SES Team Challenge Winner

# SES Team of the Year



# 2014 SES Charities

Approximately 20,000 people are homeless in Nebraska every night.

**The average age of a homeless person is 9 years old.**

**More than 3.5 million people are homeless every night**, and 1.35 million are children.

More than 30 % of homeless families have an open case for child abuse or neglect.

Of the 31.1 million people living in poverty, **more than 12 million are children.**

Families with children represent 23 percent of the homeless.

**Nationally, about 50 % of all homeless women & children are fleeing domestic violence.**

**Studies indicate that 40 % of homeless men have served in the armed forces,** compared to 34 % in the general population.

The National Coalition for Homeless Veterans estimates that on any given night: 271,000 veterans are homeless in the United States.

About 16 % of adult homeless people suffer from severe and persistent mental illness.

# 2014 SES Charities



**Open Door Mission**

Breaking the Cycle of Homelessness and Poverty

- SES has selected two charities as this year's recipients:
  - **Open Door Mission** ([www.opendoormission.org](http://www.opendoormission.org))
    - Lydia House for Women & Families
    - Women & Family Crisis Center
    - Garland Thompson Men's Center
    - Rebuilding Lives Center
    - Permanent Supportive Housing
    - Timberlake Outreach Center

# 2014 SES Charities



- SES has selected two charities as this year's recipients:
  - **Hope Center for Kids** ([www.hopecenterforkids.com](http://www.hopecenterforkids.com))
    - Strives to faithfully inspire hope in North Omaha youth and children through education, employability, collaboration and faith
      - **Education:** Youth and children will graduate from high school with the expectation of pursuing learning opportunities after high school. Hope is learned through education.
      - **Employability:** Youth will be prepared to develop the skills needed to be gainfully employed. Youth will be ready to get and keep a job at completion of their time at Hope.
      - **Collaboration:** Partnering with others in the city increases our ability to impact youth in the community. We believe that "one plus one equals three."









# SES Charity Campaign

- SES 2014 charitable contribution goals:
  - Open Door Mission - \$2,500
  - Hope Center for Kids - \$5,000
- Alumni banners can be purchased for display for entire year in the SES recreational center
  - \$150 per banner
  - Purchased in pairs (2 banners for \$300)
- 30 day campaign – dollars given to charities on February 20th, 2014
- Contact Kathy Exon ([kexon@sessolutions.com](mailto:kexon@sessolutions.com) & ext 237) to contribute immediately with your pledge

**THANKS FOR YOUR GENEROSITY “Let’s get it done!”**





TRIBUTE to

**Dr. Martin Luther  
King Jr.**

At some time in your  
life, you probably  
have heard these  
words???

# Video #11

U2 was able to  
“SUM” up  
Dr. King’s PURPOSE  
Video #12

SPIN for

# DOOR PRIZES

And the winners are....

SES

# TOP 3 Awards

And the winner are....

# Closing Remarks

THANK YOU For 15 Years  
of Outstanding, Dedicated &  
Committed Services!!!

- **Sonny Ashford – 4/23/1998**
- **Jim Moudry – 05/21/1998**
- **Doug Van Dunk – 02/08/1999**

