



The Quill

February 2020

DUKE STREET

A Periodic Column by
Rod Duke, President

Back to the Future: How We're Keeping Business "Roaring" in the 2020s



It's just February and this year has been a blast! We enjoyed the Qualis Corporation Employee Awards and Recognition Celebration and banquets where we emphasized that the Roaring Twenties are here again to send us "Back to the Future!" What a great time to be a Qualis Corporation employee! Things are "popping" to say the least. These Roaring Twenty-Twenties are propelling us into a promising future of strategic growth and development for sure, complementing our vision and our mission as a company, and we are having fun every step of the way.

Business Development and Expansion

With new contracted work estimated to bring in tens of millions of new annual revenue, and several pending, very promising, proposal submissions, Qualis' focus is on expanding into new territories while maintaining the firm foundation we have already built. We have just completed a very successful acquisition of Bonham Technologies Inc. (BTI) which brings tremendous capability to our corporate offerings going forward. The acquisition will increase our current presence on Redstone Arsenal, supporting the Army Aviation and Missile Command (AMCOM) and its supported organizations (PEO Aviation, PEO Missiles and Space, U.S. Army Combat Capabilities Development Command Aviation & Missile Center (AvMC)) with AMCOM EXPRESS contract vehicle work. I would like to thank BTI founder and former CEO Lou Bonham, former BTI Vice President Dave Largess,



and their entire team for their work and efforts since becoming a part of the Qualis Team.

Additionally, we fully expect a General Services Administration One Acquisition Solution for Integrated Services (OASIS) Pool 3 and Pool 4 contract award any day now. The IDIQ contract awards will create outstanding opportunities going forward for the next 5 years! Our Orlando, FL footprint is growing as we anticipate a major award there soon. Colorado Springs, CO is also a major growth opportunity for us with Marc Peterson, Senior Director of Strategic Programs, leading the charge for our SMDC opportunities. So stay tuned!

Our new Business Development Director Roger Rhodes joined us last October and is busy showing his smiling face throughout Huntsville and the surrounding areas working on numerous teaming agreements and opportunities as a result of his exploits with the Qualis team.

We have an exciting Quill for you to read. I hope you read this Quill cover to cover. It could be very beneficial to you! From our HR Digest, IT Corner, PRIDE Awards, New Hires, Hot Jobs, Referral Bonuses, and Employee spotlights, you will not want to miss a single word! I promise.

So thank you for reading DUKE STREET, and as always, thank you again for all you do for our customers, community, country, and Qualis Corporation.

QUALIS EMPLOYEE SPOTLIGHT: WELCOME BTI TO THE QUALIS TEAM

On January 13, 2020, Qualis announced the acquisition of Bonham Technologies, Inc. (BTI), a diversified Service Disabled, Veteran-Owned, Small Business based in Huntsville with a focus on providing quality technical, programmatic and logistical support services for combat weapon systems and associated support equipment.

BTI was formed in 2004 by founder and CEO Louis Bonham, a retired Army Colonel and aviator, after a successful career holding several senior level management positions with leading defense contractors. Bonham's military training, background and corporate experience highlighted the need for small businesses to fill critical support services roles in a dynamic, fast-paced, and demanding business environment.

The BTI team brings with them, in this transition, an approach that stresses innovative and responsive solutions to complex and difficult challenges. Many of their well-trained, skilled employees came out of combat operation leadership positions and chose to share in the advantages that small business affords.

Throughout its history, BTI has become a proven aviation contractor providing aviation and missile weapons

systems support to organizations such as the U.S. Army Combat Capabilities Development Command (CCDC) Aviation and Missile Center, formerly known as the Aviation and Missile Research, Development and Engineering Center (AMRDEC) at Redstone Arsenal. BTI has provided a wide array of UH-60 fleet support and systems integration, test and evaluation, and training support for ground vehicles. Over the past decade, BTI has provided innovative solutions to the rotary wing industry with both integrity and a commitment to excellence.

Company Experience Highlights

- Complete Integrated Logistics Support (ILS) Functions
- PowerLOG-J Support
- Provide UH-60 Fleet Support for Safety, Modifications and Readiness
- Desktop Publishing Support
- Facility Security
- Aviation and Missile Resource Assessment and Analysis Surveys
- Database and Network Support
- Fleet Data Analysis and Reporting
- Ground Vehicles ~ Systems Integration, Test & Evaluation, Training, and Technical Publications Development



(Left to Right)Lou Bonham, BTI founder and CEO; Elizabeth Morard, Qualis co-founder, CEO and Board Chair; Rod Duke, Qualis President.



Left to Right: Lou Bonham, BTI founder and CEO; Elizabeth Morard, Qualis co-founder, CEO and Board Chair; Mary Engel, Qualis co-founder; Rod Duke, Qualis President.

- Warehousing and Logistics Operations
- Unit Level Logistics System Aviation – Enhanced ULLS -A (E) Implementation, Training and Sustainment
- Senior Staff Augmentation
- Joint Cargo Aircraft (JCA) Live Fire Test & Evaluation
- Purchasing for PEO SOFSA
- Provide liaison to U.S. Special Operations Command (SOF Non-standard Aircraft Programs)

Work Performance on the following Contract Vehicles:

U.S. Aviation Missile Command (AMCOM) Express Technical, Programmatic, Logistics, Business and Analytical;
U.S. Aviation Missile Research Development Engineering Center (AMRDEC), Prototype Integration Facility; U.S.

Space Missile Defense Command (SMDC), Systems Engineering and Technical Assistance (SETAC); and SAS Institute.

This acquisition of BTI will not just significantly enhance Qualis' portfolio in the areas of unmanned and rotary wing aviation capabilities in the competitive market of Huntsville particularly, but it will also serve as a growth milestone in Qualis' history.

To read the press release, contact the Business Development Department at (256) 971-1707 or visit www.qualis-corp.com.

Joining the Qualis Corporate Office Management & Business Operations Team



Lou Bonham
Sr. Vice President
Strategy & Growth



David Largess
Vice President
Army Aviation Programs

New Hires - Welcome to the Qualis Team!

Jennifer Manville	Sean Lyons*	Michael Smith*
Ryan Oelkers	Barbara Adams*	Kimberly Hicks*
Amber Bartenslager	Paul Lamontagne*	Richard Leonard*
Carrie Johnson	Linda McDonald*	Anthony King*
Louis Bonham*	William Thurston*	Jessica Dotson*
David Largess*	Carla Largess*	Travis Hood*
William Wallin*	Sybare Foster*	Samantha Kirkland*
Erin Brown*	Marcus Paprzycki*	Henry Hemphill*
Wade Townsend*	Jeffrey Ridenour*	Brandon Bunley*
Mark Ruschak*	Margaret Tiernan*	Alejandro Moreno*
Michael Moorehead*	Earl Jackson*	Tamara Burroughs*
Darlene Lockett*	Earnest Watkins*	

*Note: * indicates former BTI employee*



Qualis Annual Employee Award and Recognition Celebration



2019 Company Awards and Recognition Recipients

2019 Team Player of the Year Award



Jeffrey Estep

- Cooperates with co-workers and teammates for the mutual benefits of customers and Qualis
- Communicates openly and effectively to improve the work environment
- Works with the customer, other employees, and the corporate staff ethically, professionally and with integrity
- Creates an uplifting and positive work environment of camaraderie, technical excellence and safety for colleagues, customers, and partners
- Is willing to take on any task which will improve the common good of the work environment

Team Player of the Year Award Criteria

Any Non-manager Employee is Eligible for this award and any Employee May Nominate Another Employee

Above and Beyond Job Requirements

- **Cooperative**
- **Communicates**
- **Is Ethical, Professional, Has Integrity**
- **Exhibits Camaraderie, Excellence, Safe Practices**
 - **Works to Common Good**
- **Encourages Colleagues, Customers, Communities**

Quarterly All-Stars

Ellen Vought
Scott Marona
Lem Vaughan
Jon Roberts
Andrea Simms



Research, Innovation & Service

Jerry Gill
Gary Reighter
David Wilkie

Customer Recognition

Jeremy Rodgers
Greg Belue
Cindy Seale
Bill Howard
Laura Hardin
Max McCall
Gary Sellers
Jon Roberts
Lem Vaughan
Les Johnson
Angela Trawick
Andrea Simms
Cory Ray
Vicki Ritchson
John Bradford
Judy Cragin
Chris Ellis
Marie Slade
Ken Bell
Leroy Salinas
Mary Jackson

Qualis Annual Employee Award Celebration Highlights: Ft. Walton Beach, FL



HR Digest

A Monthly Column
by Keanna Nichols,
Vice President of Human Resources

Three Additional Qualis Benefits You Should Know About



Here are three additional benefits our insurance carriers provide at no additional cost to our employees.

1.) Worldwide Travel Assistance



If you are enrolled in our benefits with Mutual of Omaha, you are eligible to participate in the Worldwide Travel Assistance program for

your personal travel. Travel Assistance can help you avoid unexpected bumps in the road anywhere in the world on any single trip up to 90 days in length, and more than 100 miles from home.

The pre-trip assistance can help you with things such as passport, visa, health advisories and inoculation requirements, domestic and international weather forecasts, daily foreign currency exchange rates, and consulate/embassy locations. The emergency travel support services can help you with things such as translation and interpreter services, locating legal services, baggage, emergency payment and cash, emergency messages, document replacement, and vehicle return.

Inside the U.S. call 800.856.9947 and outside the U.S. contact 312.935.3658. The ID number is **9900MOO2**.

2.) College Tuition Benefit® Program

Your United Concordia Dental plan includes SAGE's College Tuition Benefit®, a program that lets you earn points to-



wards tuition discounts. After you sign up in your **MyDentalBenefits** account, you'll start earning Tuition Reward® points.

The College Tuition Benefit Program includes:

- Earn 2,000 points every year you're covered by a United Concordia plan
- 1 Tuition Rewards point = \$1
- 2,000 points = \$2,000 in tuition discounts
- Use Tuition Rewards at 400+ participating private colleges and universities

Learn more about this United Concordia member offer at <http://unitedconcordia.collegetuitionbenefit.com/>.

3.) TruHearing® Hearing Aids Program



TruHearing offers all VSP members and their covered dependents free access (\$108 value) to the TruHearing MemberPlus® Program to enjoy deep discounts on some

of the most popular digital hearing aids on the market.

The TruHearing MemberPlus Program includes:

- Savings of up to 50% on hearing aids
- Yearly comprehensive hearing exams for \$75
- 3 visits with a hearing professional after purchase (fitting, programming and/or adjustments)
- Manufacturer's coverage for a one-time loss or damage for three years (replacement fee paid to manufacturer)
- 3-year repair warranty
- 48 batteries per purchased hearing aid

VSP members may also add up to four guest members (parents, grandparents, siblings) for a VSP-exclusive rate. If a member already has a hearing aid benefit from their health plan or employer, they can combine it with this program to maximize the benefit and reduce their out-of-pocket expense.

Learn more about this VSP member offer at <http://vsp.truhearing.com/>.

Lisa's IT Corner

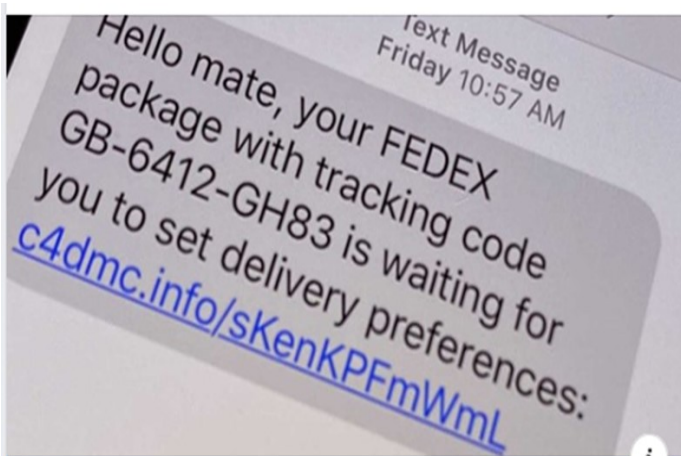
A Monthly Column by Lisa McNabb, IT Operations, Info Security & Facilities Director

Text Message Scam



At this point, we are aware of cyber scams because they are everywhere. One of the newest cyber scams that is circulating right now is a text message from FedEx (or another delivery service) about a package. This text message contains a tracking number and a link to click on to choose a delivery preference.

Clicking on this link takes you to a page where you will be



Sample scam text message: Be wary of this delivery notification! (Source: WLWT.com)

asked to take a customer satisfaction survey. For your efforts, the fake listing offers a reward for completing the survey; an "expensive" product for free.

The "free" reward still requires a credit card (as well as an address) to pay for shipping. The process also involves signing up for a 14-day trial to the company selling the too-good-to-be-true products.

After the trial, the company charges the listed card a large amount every month, and will send a new supply of whatever reward was claimed from the survey.

Remember, it is never safe to click on an unknown link,

whether in a text message, email or on a website. Only click on links that are from a trusted source. If clicked, it is all the more important to not enter personal information or banking information to a site you aren't certain of. When in doubt about a tracking number go to the main website of the shipping company and search the tracking number yourself.

Indicators that an e-mail or SMS message might be fraudulent include:

- Unexpected requests for money in return for delivery of a package or other item, personal and/or financial information, such as your Social Security number, bank account number, or other identification.
- Links to misspelled or slightly altered Web-site addresses. For example, variations on the correct Web-site address fedex.com, such as fedx.com or fed-ex.com.
- Alarming messages and requests for immediate action, such as "Your account will be suspended within 24 hours if you don't respond" or claims that you've won the lottery or a prize.
- Spelling and grammatical errors and excessive use of exclamation points (!).

Double check the sender's email address. Even if it shows up from a trusted source, the actual email address could show a fraudulent email address.

PRIDE Awards

Deborah Lang

Judy Cragin

James Andros

Dana Chandler





New Point of Contact for Payroll/Timecard Support

We are excited to announce **Erin Brown**, as our newest member of the Finance and Accounting Department at Qualis. Erin will be the new point of contact supporting Payroll and Timecard Management.



Erin initially joined Qualis in January 2020 during the BTI acquisition. She brings with her 10 years of payroll and accounting experience having served as BTI's Director of Business Operations. So we know she will do an outstanding job assisting all Qualis employees with any issues.

Erin will be replacing, Kelsey Emblom, who left Qualis earlier this month after nine years with us for a fantastic opportunity to grow in her career. We are thankful to Kelsey for her contribution to Qualis and wish her well in her new endeavors. With that said, we are glad that Erin has been here to help in the transition and we are thrilled to have her as an asset to the team.

These are a few reminders for your reference:

Payroll and Timecards Support

For assistance, contact Erin Brown, Financial Analyst III, at phone number (256) 327-3511 or email ebrown@qualis-corp.com.

Travel Expense Reports

Please continue to submit all travel expenses reports via the Qualis Travel email, travel@qualis-corp.com.

Accounting and Finance Support

For other finance and accounting inquiries, contact Patti Baker, Vice President of Accounting and Finance, at phone number (256) 327 - 3443 or email pbaker@qualis-corp.com.

Career Opportunities at Qualis

Qualis Referral Bonus Program

Congrats to those who referred employees and received payouts recently :

Lem Vaughan

Maria McIntire

John Celani

Remember our Employee Referral Bonus!!!

Qualis Employee Referral Bonus Program: Employees are encouraged to recommend and refer qualified candidates. A monetary bonus is offered for referral of candidates who are ultimately hired for open positions.

Featured Jobs at Qualis

Eglin AFB, FL

- ◆ 998409 – Document & Configuration Manager
- ◆ 1051967 – Earned Value Management Specialist
- ◆ 1168988 – GIS & Telecommunications Locator

Kirtland AFB, NM

- ◆ 1146962 – Cyber Analyst

Redstone Arsenal, AL

- ◆ 1236000 – Senior Provisioner
- ◆ 1237083 – Provisioner

View current openings at <https://www.qualis-corp.com/careers/>
Equal Opportunity Employer/M/F/V/D and a participant in E-Verify