



The Quill

October 2020

**October 5, 2020—
A Historic Day for
Our Nation!!**



• DUKE STREET •

*A Periodic Column by
Rod Duke, President*



First-ever Vice CSO joins the U.S. Space Force. Congratulations General David Thompson! U.S. Space Force Chief of Space Operations Gen. John Raymond administered the oath of office, transferring Thompson from the Air Force to the Space Force.

Although quiet, October 5 will serve as a historic day for the U.S. Space Force. Congress confirmed the Field Grade Officer list for the U.S. Space Force; therefore, across the nation and the globe Majors, Lt. Colonels, and Colonels are going to work on this day for the first time in Space Force Uniforms. Service and Name Tapes are written in a distinct blue color to easily distinguish Space Force members from other services.

This might seem like something simple with blue thread being the only difference on a uniform. But like all things military, simple things typically represent monumental occasions. To put it in scope, none of us have seen this day in our lifetime where members went to work on their first day, in a new Service for our nation's defense.



CSO General John Raymond promotes David Thompson to the rank of General during a ceremony in the Pentagon, Washington, D.C., Oct 1, 2020. (Source: Air Force Photo by Andy Morataya)

This is especially exciting for Qualis Corporation. To our Qualis Team and family, let's all moment to think about this epic event in our nation's history and consider the part all of Qualis plays in this amazing Space Force. Much of our Air Force related work has changed from the Air Force, to the new Space Force, especially in the test and evaluation areas as well as in cyber. We – here are Qualis, are very much a part of this moment, and therefore a part of our nation's military history. While we celebrate these Field Grade Officers with their selection to the U.S. Space Force, we can also reflect on the amazing part Qualis plays for this new organization that will forge our nation's path to space pre-eminence!

So please join me in congratulating the new Field Grade Officers (Maj, Lt Col, Col) on their first day of work in the U.S. Space Force.

Yes, we have a lot going on in our country right now, but this is exciting news that literally gives me goose bumps. I hope it does you too.

Rod

Welcome to the Qualis Team

New Hires - February to October

| | |
|------------------------------|---------------------------|
| Amber Bartenslager | Melissa Wood |
| Carrie Johnson | Sheila Bates |
| Brian Cox | Bryan Hoffman |
| Jesse Dunn | Matthew Lents |
| Charles Anglea | Channa Abrigo |
| Marjorie Weeks | Robert Schmidt |
| Patterson Collins | Billy Gannon |
| Edwin Nuncio | Jason Stone |
| Phillip Black | La' Wayne Foster |
| Jennifer Campbell | Anthony Hudnall |
| Jami Means | Daniel Cross |
| Claudia Loring | Robyn Fulkerson |
| John Loomis | Travis Hardin |
| Brooke Spires | Felicia Perry |
| Billie Crawford | Eric Calvert |
| Dawn Blair-Weaver | Jeffrey Brackeen |
| Kaitlin Oliver-Butler | Whitney Hansen |
| Megan Morris | Ashley Wilson |
| Sakima McCurdy | Vernon Kwiatkowski |
| Scott Allison | Iley Pullen |
| Christopher Rust | Ryan Nudi |
| Melanie Selman | Terry Vasquez |
| Carlos Kingston | Lu Aung |
| Chintan Patel | Ryan McRae |
| Michael Nehring | |
| Steven Speirs | |
| Christopher Vasquez | |
| Zachary Wible | |
| Dylan Krahulik | |

QUALIS EMPLOYEE SPOTLIGHT



CARLOS KINGSTON, Senior Vice President of Corporate Development – Technology Programs



Carlos Kingston is no stranger to Qualis Corporation. He was officially welcomed back in June while many of us were working remotely due to the pandemic, but he has quietly and quickly managed to hit the ground running in his newest position returning to the company's executive leadership team.

Kingston currently serves as Qualis Corporation Senior Vice President of Corporate Development -Technology Programs and is responsible for the management, development and strategic planning for innovative business opportunities of the firm's technology initiatives. He previously served as Qualis Vice President of Missiles and Space Group before his appointment as Chief Operating Officer (COO) supporting the operations of U.S. Air Force, Army, Missile Defense Agency (MDA), DoD Joint programs, and NASA programs.

Kingston has a 30-year career that includes positions in Senior Program Manager leadership for the Air Force's Ground Based Strategic Deterrent (GBSD) and Patriot Advanced Capability-3 (PAC-3) programs for Boeing, and he has served as Logistics Director in the Terminal High Altitude Area Defense (THAAD) Project Office and then as the Deputy Project Manager for THAAD at MDA.

He has also held senior positions with the U.S. Army and the MDA and was a member of the Senior Executive Service (SES) with the MDA as Program Director of the Ground-based Midcourse Defense (GMD) Program responsible for managing National Ballistic Missile Defense capability.

Since his return he has been busy fostering strategic partnerships on behalf of Qualis with key players in defense and NASA programs. We are glad to welcome him home to Qualis and excited for what is planned for the company's upcoming business ventures.

WELCOME

Qualis Connections Resource Group

We are excited to announce the Qualis Connections Resource Group! The goal of this new program is to build relationships that encourage the development and advancement of the participants. Qualis Connections is a voluntary mentorship program that all active Qualis employees are invited to participate in as a mentor, mentee, or both. Pairings of a mentor and mentee will be based on career path, military experience, contract, location, career goals, and more.

WHO

All active Qualis employees are invited to participate as a mentor, mentee or both.

WHAT

Mentorship program with two participation options:

- 1) *New Employee Integration*: Pairs an incoming employee with a mentor from the Qualis Connections Resource Group and focuses on integrating the new employee with the company, the position, their team, and the community.
- 2) *Employee Partnership*: Pairs an existing Qualis employee with a mentor from the Qualis Connections Resource Group and focuses on professional development, career planning, and relationship building.

WHEN

Meet together once a month, \$15 reimbursement per person towards lunch each month!

WHERE

Meet in person or hold virtual meetings.

WHY

The goal is to build relationships that encourage the development and advancement of peers.

HOW

If you are interested in participating as a mentor, mentee or both, contact Ellen Vought, HR Recruiter, for a copy of the [Qualis Connections Participation Form](#) to complete and submit. You will be matched with another employee based on career path, military experience, contract, location, career goals, and more.

Questions?

For more information, please contact Ellen Vought at evought@qualis-corp.com.



HR Digest

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

Open Enrollment is Here!



2021 Open Enrollment



Open Enrollment for Qualis employees will run from Monday November 2, 2020 and extend until Monday, November 23, 2020.

Each full-time and modified full-time employee must re-enroll and/or decline each benefit.

You will be able to complete your enrollments through our Costpoint system at <https://www.costpointfoundations.com/qualiscorp/portal.html> beginning November 2, 2020.

We are pleased to announce that for the fourth year, Qualis is in the position to **not increase** the employee portion of any of our benefits.

Additional information and enrollments guides will be emailed to you on the enrollment start date.

All Qualis employees are eligible to participate in the Qualis 401(k) plan and we urge everyone to participate and take advantage of these additional retirement funds available to you.

There is no open enrollment period for our 401(k). If you are currently enrolled, your deduction will continue.

If you are not currently enrolled but would like to, you may do so at any time by logging into the Fidelity system at netbenefits.com.

Career Opportunities at Qualis

Qualis Referral Bonus Program

Congrats to those employees who referred employees and received payouts recently :

Gary Wiggins

Dechone White

Lem Vaughan

Matt Ehrhardt

Hampton Haddock

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.

Find Featured Jobs at Qualis

Featured Jobs locations:

Eglin AFB, FL

Kirtland AFB, NM

Redstone Arsenal, AL

View current openings at <https://www.qualis-corp.com/careers/>

Equal Opportunity Employer/M/F/V/D and a participant in E-Verify

Follow. Like. Subscribe.



Stay up to date on the latest:

-New Job Postings

-Our Services

-News Updates

-Community Involvement

Twitter: @qualis_jobs

FB and IG: @qualis-corp

YouTube and LinkedIn

Lisa's IT Corner

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

Best Practices to Secure Virtual Meetings



Conference calls and web meetings - virtual meeting - are common in the workplace today especially now with so many teleworking. And while many of us have become security-conscious in our online interactions, virtual meeting security is sometimes an afterthought. Using some basic precautions can help ensure that your meetings are an opportunity to collaborate and work effectively – and not the beginning of a data breach or other embarrassing and costly security or privacy incident.

Here are a few simple options for holding a secure virtual meeting:

- Follow your organization's policies for virtual meeting security.
- Limit reuse of access codes; if you've used the same code for a while, you've probably shared it with more people than you can imagine or recall.
- If the topic is sensitive, use one-time PINs or meeting identifier codes, and consider multi-factor authentication.
- Use a "green room" or "waiting room" and don't allow the meeting to begin until the host joins.

- Enable notification when attendees join by playing a tone or announcing names. If this is not an option, make sure the meeting host asks new attendees to identify themselves.
- If available, use a dashboard to monitor attendees – and identify all generic attendees.
- Don't record the meeting unless it's necessary.

If it's a web meeting (with video):

- Disable features you don't need (like chat, file sharing, or screen sharing).
- Consider using a PIN to prevent someone from crashing your meeting by guessing your URL or meeting ID.
- Limit who can share their screen to avoid any unwanted or unexpected images. And before anyone shares their screen, remind them not to share sensitive information inadvertently.

This list does not apply to every meeting, nor must you use every tool for every virtual meeting. Know your organization's policies, think about the sensitivity of the topics to be discussed and pick the solutions that make sense for each situation.



Conference Call System (Source: Google)

We have moved!
Visit us at our new home:



360B Quality Circle, Suite 250, Huntsville, AL 35806 |
P: (256) 971-1707 F: (256) 971-1708 |

www.qualis-corp.com

PRIDE Awards (February to October)

| | | |
|--------------------------|--|----------------------------|
| <i>Dana Chandler</i> | <i>Emma Ragan</i> | <i>Matt Bader</i> |
| <i>Anthony King</i> | <i>Marie Salde</i> | <i>Cheryl Stafford</i> |
| <i>Jason Diessner</i> | <i>Dejournette Walker</i> | <i>Christof Bader</i> |
| <i>Phil Black</i> | <i>Lisa Towers</i> | <i>Joseph Witucki</i> |
| <i>Sam Tyson</i> | <i>Richard Leonard</i> | <i>UH-60V Pubs Team</i> |
| <i>Jacob Carolin</i> | <i>Lisa McNabb</i> | <i>Diane Chu</i> |
| <i>Barbara Whitehead</i> | <i>Martha (Sue) Risch</i> | <i>Jordan Green</i> |
| <i>Cassie Segreti</i> | <i>Pamela Green</i> | <i>James Bruce</i> |
| <i>Kayla Ryan</i> | <i>Darrell Decker</i> | <i>Catherine Patterson</i> |
| <i>Caitlyn De Lucca</i> | <i>Kyle Smith</i> | <i>Stacey Kilcrease</i> |
| <i>James Bruce</i> | <i>Brooke Spires</i> | <i>Mellisa Brown</i> |
| <i>Randy McGuire</i> | <i>Scot Williams</i> | <i>Barbara Adams</i> |
| <i>Edward Ezell</i> | <i>David Wilkie</i> | <i>Brooke Leavins</i> |
| <i>Mike Bedard</i> | <i>Jessica Dotson</i> | <i>Scot Williams</i> |
| <i>Paul Carothers</i> | <i>UH-60V Publications and Provisioning Team</i> | <i>Ellen Vought</i> |
| <i>Randy McGuire</i> | <i>Kelley Fuqua</i> | <i>Sean Lyons</i> |
| <i>Scott Marona</i> | <i>Cindy Seale</i> | <i>Rachel Paden</i> |
| <i>Will Till</i> | <i>Paul Schaap</i> | <i>Megan Gipson</i> |
| <i>Brenda Polk</i> | <i>Eglin HPC Team</i> | <i>Deborah Bourgeois</i> |
| <i>Allen Wood</i> | <i>Eglin HPC Team TMAS</i> | <i>Steve Howell</i> |
| <i>Alex Richardson</i> | <i>Walker Haddock,</i> | <i>Caitlyn De Lucca</i> |
| <i>Courtney Thompson</i> | <i>Robert Powell</i> | <i>Ryan Steele</i> |
| <i>Chris Ellis</i> | <i>Phillip Black</i> | <i>Colton Lapworth</i> |
| <i>Vickie Ritchson</i> | <i>Philip Rainey</i> | <i>Gary Wiggins</i> |
| <i>Laura Hardin</i> | <i>Stacey Kilcrease</i> | <i>John Tortorano</i> |
| <i>Nan Sullivan,</i> | <i>Jason Diessner</i> | <i>Michael Hanks</i> |
| <i>David Arway</i> | | <i>Ernie Martinez</i> |

**We are what we repeatedly
do. Excellence, then, is not an
act, but a habit.**

Will Durant