

The Quill

Qualis Corporation

April 2022



Leadership Update

By Jon Cabra, Sr VP
Strategy and Growth



I always look forward to spring; not only is the weather warming up, but it is also a time when things seem to be coming back to life and growing. I had the privilege a few years ago to spend a couple of weeks hiking in the late spring in Alaska. As all of our Qualis Alaska employees can attest, nowhere is the springtime thaw and growth more obvious than in Alaska. As I think about all of the incredible things that you all are accomplishing, it is clear that you are contributing to a Qualis Spring, a season of growth. It wouldn't be possible without the excellent teamwork of our employees across the country, putting Warfighters, our Astronauts, and each other ahead of yourselves.

The evidence of growth is around every corner; our advanced technology lab continues to grow. Our Radio Frequency (RF) Hardware in The Loop (HWIL) capability has grown beyond just hardware test equipment to include dedicated High-Performance Computing (HPC) for real-time RF simulations and complex Monte Carlo analysis. The advanced technology lab has provided a new capability for rapid prototyping of electronics in an ESD, FOD controlled environment. The engineering team from Nimble TSC, a leading Huntsville based software development firm, has become a part of Qualis Corporation. The team at Nimble has extensive experience in agile software development for DoD manned and unmanned aviation systems, ground vehicles, missile systems, and test equipment. Ms. Michelle Williams who joined us from Nimble as our

Director of Software Engineering is already making contributions to the advanced software development work we are pursuing. We are adhering to and expanding our sustainability objectives through our ISO14001 continuous improvements and the great work our environmental committee is doing to implement sustainability initiatives into our business practices.

As we grow, we continue to invest in our community. We are off to a big start as Qualis was the presenting sponsor of the University of Alabama Huntsville (UAH) Military Appreciation Day for Spring Charger Baseball and Softball. In our industry, spring also marks the start of the conference season, and we have been well represented at some of the larger industry conferences in the country, including the National Space Symposium in Colorado Springs earlier this month and the SPIE Defense and Sensing Conference, the leading conference for sensing, imaging, and photonics technologies for the defense and security communities.

All of this growth is evident in our strong first quarter financials. All of our financial indicators are trending upwards as a result of strong wins in 2021. Those wins have resulted in a focus on execution in the first part of this year, but with more than 20 active captures or proposals, we continue to have a solid pipeline enabling continued growth. The combination of incredible employees working together, developing technologies that will enable future weapon systems and solutions, and expanding our corporate opportunity pursuits will provide opportunities for you and a strong future for Qualis Corporation.

Thank you for all you do for our customers, community, country, and Qualis!



JFCC IMD Base Year Complete!

By: Marc Peterson, VP



The previous twelve months have been an exciting and busy year as Qualis teamed with Bowhead and Quantum to win the support contract for U.S. Strategic Command's Joint Functional Component Command for Integrated Missile Defense (JFCC IMD). This multifaceted organization is charged with providing the Joint Force with unmatched missile defense expertise. Our team is made up of professionals with decades of cumulative experience at JFCC IMD and other related fields and organizations. We leverage this talent across most of JFCC IMD's directorates to facilitate our customer's success.

Last November, the team aided the Command's Foreign Disclosure Office to ensure the proper release of classified missile defense information to foreign partners. The Special Security Office (SSO) spearheaded an effort to acquire and outfit existing Missile Defense Agency space for a dedicated \$1 million SAP/STO room, with construction and inspections ongoing. The SSO also tackled SECDEF-directed classification training and led the command transition from For Official Use Only (FOUO) to Controlled Unclassified Information (CUI).

In the Operations Directorate, Qualis teammates helped successfully host a virtual 3-day biannual Missile Defense Warfighter Forum attended by over 98 outstations from across 42 organizations, including the Joint Staff, Services, Missile Defense Agency (MDA), and CCMDs. Additionally, the Future Operations Division effectively planned and supported operations during the COVID-constrained environment, providing robust support to real-world operations and multiple Tier 1 exercises. The division also supported USSPACECOM codification and execution of global sensor manager responsibilities and National Space Defense Center exercises to further enable missile defense sensor support to the space domain awareness mission.

Teammates in the Plans Directorate were equally effective in leading the command's efforts for the potential transfer of the missile defense mission from USSTRATCOM to USSPACECOM.

As part of this Joint Staff initiative, JFCC IMD has been participating in staff talks with USSPACECOM and USSTRATCOM to review mission responsibilities and provide assessments on the optimal alignment of roles, responsibilities, and authorities in the future. This comprehensive understanding of the expertise and resources required to accomplish mission taskings will guide collective feedback during a series of Joint Staff operational planning teams charged with making recommendations to senior leaders on future alignment.

The Plans Directorate Allied Integration team concluded the Nimble Titan (NT) 20 campaign with a senior leader event (SLE) in Amsterdam, Netherlands, from 10–11 November, hosting 18 nations and 3 international organizations. NT is a USSTRATCOM-sponsored event executed by JFCC IMD. The SLE highlighted U.S. commitment to deterrence and defense with over 50 general and flag officers and senior interagency leaders in attendance to discuss policy and military operational concepts for multinational missile defense.

Our teammates in the training directorate helped the command participate in five CCMD-level exercises, providing SMEs for planning and execution. These SMEs led, informed, and educated warfighters globally on successfully planning and executing IAMD operations. This knowledge included an in-depth understanding of real-world limitations and resulted in realistic and successful solutions to missile defense problems.

Finally, the Future Concepts, Test and Analysis Directorate did an outstanding job executing warfighter assessment, advocacy, and acceptance of missile defense capabilities via the Warfighter Involvement Process (WIP). This function includes ensuring warfighter equities are recognized and fulfilled within flight and ground tests, and that operational realism is included in test planning, integration, synchronization, and execution.

This team continues to knock it out of the park and position the command for transition to the U.S. Space Force!

How-to guide to Office Ergonomics

As many of us spend most of our work day in front of a computer it is important to remember to practice proper office ergonomics. Below are some tips to help set up your office:

Chair

Choose a chair that supports your spinal curves. Adjust the height of your chair so that your feet rest flat on the floor or on a footrest and your thighs are parallel to the floor. Adjust armrests so your arms gently rest on them with your shoulders relaxed.

Key objects

Keep key objects — such as your telephone, stapler or printed materials — close to your body to minimize reaching. Stand up to reach anything that can't be comfortably reached while sitting.

Keyboard and mouse

Place your mouse within easy reach and on the same surface as your keyboard. While typing or using your mouse, keep your wrists straight, your upper arms close to your body, and your hands at or slightly below the level of your elbows. Use keyboard shortcuts to reduce extended mouse use. If possible, adjust the sensitivity of the mouse so you can use a light touch to operate it. Alternate the hand you use to operate the mouse by moving the mouse to the other side of your keyboard.

Telephone

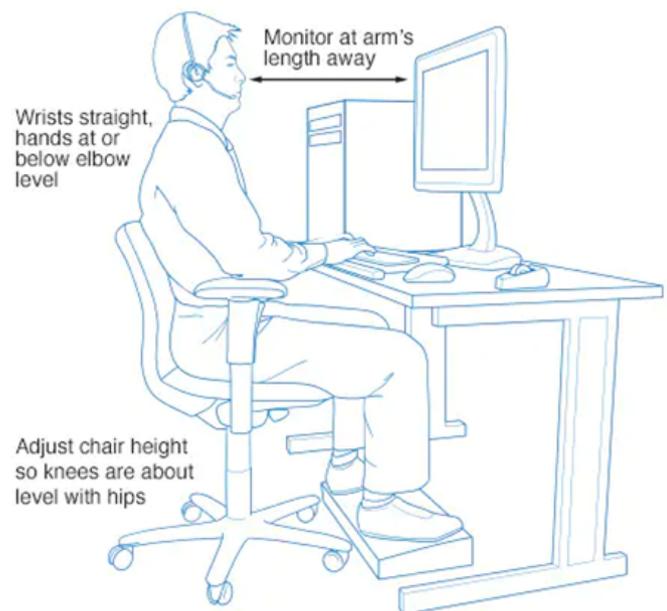
If you frequently talk on the phone and type or write at the same time, place your phone on speaker or use a headset rather than cradling the phone between your head and neck.

Footrest

If your chair is too high for you to rest your feet flat on the floor — or the height of your desk requires you to raise the height of your chair — use a footrest. If a footrest is not available, try using a small stool or a stack of sturdy books instead.

Desk

Under the desk, make sure there's clearance for your knees, thighs and feet. If the desk is too low and can't be adjusted, place sturdy boards or blocks under the desk legs. If the desk is too high and can't be adjusted, raise your chair. Use a footrest to support your feet as needed. If your desk has a hard edge, pad the edge or use a wrist rest. Don't store items under your desk.



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Monitor

Place the monitor directly in front of you, about an arm's length away. The top of the screen should be at or slightly below eye level. The monitor should be directly behind your keyboard. If you wear bifocals, lower the monitor an additional 1 to 2 inches for more comfortable viewing. Place your monitor so that the brightest light source is to the side.

Information referenced from:

<https://www.mayoclinic.org/healthy-lifestyle/adult-health/in-depth/office-ergonomics/art-20046169>



Qualis Sponsored The University of Alabama in Huntsville, Military Appreciation Day



Pictured: Marilee Foreman, BRIG GEN Beeler, and Brent Wren

On Saturday, April 2, Qualis was the presenting sponsor of Military Appreciation Day at Charger Park on the campus of The University of Alabama in Huntsville. It was a great day of fun as we partnered with the UAH Department of Athletics to recognize the women and men of the United States Military. Employees cheered Charger baseball, softball, and lacrosse teams to victory.

Before the baseball game, Qualis employees Nicole Keel and Elena Salyer joined Marilee Foreman as she threw a perfect first-pitch strike. They were in great company as the first pitch over on the softball field was delivered by U.S. Army Brigadier General Christine Beeler. As part of the celebration, the Chargers honored men's lacrosse player David Spuhl, who is currently on deployment, by collecting items ranging from bags of candy to power bars to journals to pens. In exchange for donations, all guests received free gifts courtesy of Qualis Corporation.



Pictured: Nicole Keel, Marilee Foreman, and Elena Salyer

Check out the form on Marilee. No word on whether she has signed a pitching contract. Last we heard, she was negotiating a NIL deal.

Green Tips for Around the Office

- Use reusable water bottles rather than single use cups or bottled water.
- Bring lunches in reusable containers and bags.
- Turn off lights when leaving the room – conference rooms, offices, restrooms, break rooms.
- Save paper – print two sided and/or limit printing entirely by avoiding printing documents, such as emails.
- Recycle -
 - At Qualis Corporate HQ there are shred bins located throughout the office.
 - We don't have a method of recycling bottles and cans at Qualis Corporate HQ, but feel free to volunteer to take them home and recycle with your household waste.
 - At Qualis Corporate HQ we recycle the ink cartridges from in-office printers, so if you change out a cartridge please place it in an empty box and leave it in the copy room.



ISO 14001:2015

HR Digest

by Keanna Nichols,
Vice President of Human Resources



There are several additional benefits that are available to Qualis employees. We encourage you to take advantage of these benefits for you and your family.

Worldwide Travel Assistance

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 advisors, 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.

College Tuition Benefit® Program

Your United Concordia Dental plan includes SAGE's College Tuition Benefit®, a program that lets you earn points towards 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/>.

TruHearing® Hearing Aids Program

TruHearing is offering 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 60% on hearing aids
- 3 visits with a hearing professional after purchase (fitting, programming and/or adjustments)
- 3-year repair warranty
- Get 120 batteries for \$39

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 <https://www.vsp.com/offers/special-offers/hearing-aids/truhearing>.



Qualis

New Hires

First Quarter 2022

Larry Wurtz	Jeff Strouse	Toni Haggins
Mark Lahay	Jim Van Hoesen	Lori Allgood
Allen Sampsell	Tsenu Mamo	Hana Yeske
Scott Ryan	Rand Johnson	Jessica Black
Marissa Calderon	Walter Curry	Mary Curtis
Paul Franco	Jonathan Franson	Amy Jones
Johnny Ma	Lara Renelle	Tonia Russon
Pedro Trevino	Megan Sowada	John Gunnels
Jerry Stilen	Jimmy Pleasant	Mark Williams
Michelle Williams	Benton Derrick	Emily Kate Gray
Natalie Calderon	Luis Vega	Sean Aikman
Luis Holguin	Kevin Henderson	Clinton Niven
Andrzej Kapiciak		

NOTE: Featured Jobs, Referrals, and PRIDE Awards, are located on the Qualis Employee Portal!

<https://www.qualis-corp.com/employee-portal/login/>