

The Quill

Qualis Corporation

July 2022



Leadership Update

By: *Jon Cabra*
Sr. VP, Strategy and Growth



As I write this, it is hard to believe that August is almost here, the time for tax free weekends and back to school sales. That's right, back to school. For some, kids getting back to the school year relieves stress on working parents, and for some, the increasing pace of activities has the opposite effect and seems to increase responsibilities. I remember being in the boardroom in an important meeting and a key leader taking a call from their children, and it reminded me that there are many important things in life. We are proud of our reputation as a "family company." We value the hard work that each of you invests in making Qualis successful, and we also value those other important things in life. We consider all of our employee families part of the Qualis family. We hope that many of you have taken vacations, enjoyed time with your family, and taken time to invest in the lives of those around you this summer.

For our corporate calendar, the end of summer and August arrival means we are more than halfway through our fiscal year. Further, it means we are beginning to assess our financial forecasts against actual performance. Our second quarter numbers continue an upward trend reflecting your hard work and effort, and we thank each of you for going the extra mile for our customers. Your reputation for providing excellent engineering, logistics, and programmatic support is helping us grow across DoD and NASA.

I recently spent time with a potential Navy customer that had heard of our company but never worked directly with us. His interaction with one of our employees on a previous job gave him a favorable impression. We have some very large pending opportunities that we expect to be awarded before the end of the year. Our total pending awards exceed five hundred million dollars in contract value, so as you interact with customers, remember you could be making that positive impression on a future customer on one of these pending contract awards or one to come. With all this growth comes the need to grow the Qualis family; some of our referral recruiting incentives are as good as we have ever offered. If you have friends looking for a great company Qualis has a spot for them. This month also happens to be the time for our corporate CMMI Engineering Services Level 3 re-appraisal. Our process engineering team and our operational leadership have done a fantastic job preparing for and ensuring that we adhere to our plans and processes. These processes continue to make us more efficient and help to ensure we consistently exceed customer expectations.

The combination of incredible employees working together, making positive impressions, developing technologies that will enable future weapon systems, maturing our corporate processes, and expanding our corporate opportunity pursuits will continue to provide opportunities for you and a strong future for Qualis. As always, thank you for all you do for our customers, community, country, and Qualis Corporation!

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By: *Marc Peterson*
VP of Strategic Programs

TMAS 2 Program Update

Qualis' presence can be felt nationwide in support of the Air Force Test Center. Our talented men and women provide support through the TMAS 2 Contract, which spans multiple bases such as Eglin AFB, FL; Wright Patterson AFB, OH; and Holloman AFB, NM. The following is a summary of our team's many accomplishments.

First, we have an award-winning High-Performance Computing Team (HPC) that started in 2016, to develop a combined hardware/software solution to the growing costs of testing aircraft and weapons. This small team of 3 grew to 11 and designed a supercomputer that would provide a computer-based, real world simulation scenario. The aircraft and weapon can be flown with additional models or conditions so the weapon can be launched and tested through all cycles of its lifetime. This type of testing is unique as it allows engineers and scientists to fly billions of missions with the weapon in a few days without ever leaving the ground. This simulation enables billions of flights to be completed in a matter of days instead of years as it once did, which saves the Department of Defense millions of dollars in development and testing that can be used for actual purchases of aircraft and weapons. This testing is not limited to aircraft; it allows ships, tanks, and land craft to be tested as well. There has been a lot of pivoting in how we built the system to meet our customers' growing and more complex needs.

Qualis employees are sprinkled around Eglin AFB, supporting areas with the Financial Management Team. This team coordinates financial systems with processing schedules such as interfaces, consolidation, and archival reports with Eglin users to ensure it meets deadlines, processing constraints, and 96TW/FM guidelines. In addition, they support financial management software applications, including JOCAS and Job Order Status Reports. We also provide SME support to users of the Wide Area Work Flow (WAWF) and the Government Accounting and Finance Systems (GAFS).

The Video Teleconference Team provides customer service support for operating, managing, monitoring, and scheduling video teleconference capability and conferencing and communication equipment requirements in support of the 96th Test Wing Commander's Group. Additionally, we ensure verification of appropriate security clearance requirements for secure Video Teleconference capability for everyone.

The Wing Plans Team provides software maintenance and support for the 96 Test Wing management applications, including Central Scheduling Enterprise, Test Wing Enterprise System, Integrated Weather Dissemination System, Livelink, and Joint Test and Training Operations Control Center. We maintain and track suspenses for items such as project meetings, team meetings, test meetings, and status reports. We maintain organization charts, Memorandums of Agreement (MOA), spreadsheets, and other documentation as needed. They organize, review, and track equipment. Manage and track office supplies and maintain a spreadsheet of budget status.

The Communication Squadron team performs Geographic Information Services (GIS), locating and data entry to include updates to the Cyberspace Infrastructure Planning System Visualization Component, inside and outside telecommunications infrastructures drawings, and 96th CS Enterprise Information Management SharePoint Site data. They also perform customer support/liasion, communication field surveys, work clearance requests (digging permits), work orders, and requirements to collect communications infrastructure and GPS data/entry.

We also provide security professionals to support a variety of offices across Eglin AFB and the Joint Task Force (JTF) office, Cyber Test Group (CTG), Range Group (RN), and Advance programs (AP) office to make sure security inspections are accomplished along with proper protection of documentation and classified information storage, and security training.

(Continues on Page 3)

The Range Support Squadron Team comprises various disciplines supporting Program Management, Engineering, Financial Management, Test Engineering Support, Foreign Targets Acquisition, and Cyber Security. This team has been referred to as "an essential asset" to the 96 Range Support Squadron. Some of the descriptions of the work they do has been "Rock Star," "My go-to people to get the job done," and "indispensable support." The diversity of experience this team has brought to the table from past military or civil service experience is unsurpassed. Most of these positions are senior-level positions. These professionals are on the cutting edge of Range Testing, including acquiring Foreign Military Targets, Upgrading the Range assessment, Repurposing range instrumentation, and developing an expanded test capability in the Gulf of Mexico (GOMEX).

Our Test Support Squadron Team supports two flights consisting of project management, construction management, contract management, and project programming support. The TSSQ support is primarily comprised of supporting the Net-Centric Warfare Test & Evaluation Environment (NCWTEE) program, the Eglin Operations, and Maintenance (EOMS) contract, the Acquisition Management Office (AMO), TETRIS contracts, and advance Weapons Effects Test Capability (AWTEC) program. So far, the AMO office has processed over \$20.4M in purchase requests in FY22! The government recognized the great work our AMO supported by requesting we upgrade/promote the three individuals who were doing outstanding work. Additionally, we provide a single point of contact in managing the GSA Alliant 2 Government-Wide Acquisition Contract (GWAC) funding through the process and tracking all funding as it is being obligated and expensed, contract equipment purchases, and travel requests.

We also support the unique mission of the 782 Test Squadron, providing guided weapons, unmanned aircraft, and countermeasure systems test and evaluation support to the Air Force through Hardware-in-the-Loop (HITL) simulations. Our 24+ support contractors provide professional services that include: Program and Project Management, Engineering Services, Configuration Management, Cyber Security, IT Systems Support, and other support functions. The team's efforts recently resulted in an overall Commendable Rating in the 96th Test Wing Cyber Security inspection. Additionally, through continuous process improvement, we reduced downtime between customers from six weeks to one.

Lastly, our professionals are responsible for the cost, schedule, and performance of projects exceeding \$200M. The team's dedication and attention to detail have been instrumental in the continued success and execution of this very important mission.

Our Holloman AFB Team operates world-class test facilities for high-speed sled track testing, navigation and guidance system testing, radar signature measurements, weapon systems flight testing, and Air Force Liaison for all AF programs tested at White Sands Missile Range (WSMR). Qualis is part of a small and agile test team providing diverse, low-cost ground test, flight test, and experimentation capabilities. At the Holloman High-Speed Test Track, the 846 Test Squadron team supports sled design, instrumentation, track monitoring, data analysis, and test management of ejection seat testing and simulated flight conditions ranging from subsonic to hypersonic speeds. Additionally, the test team at the Central Inertial and GPS Test Facility, operated by the 746 Test Squadron, provides cost-effective full spectrum lab, field, and flight testing of guidance, navigation, and NAVWAR systems in support of the warfighter. The team supports the planning, design, execution, analysis, and reporting of GPS guidance and navigation testing for Air Force, Army, and Navy customers and deploying the largest NAVWAR capability in the DoD. Additionally, the 704 Test Support Squadron team provides acquisition and program management support of high-risk, high dollar, and high visibility capability investment programs to all 704 TG squadrons.

Our Wright Patterson Team supports two unique survivability test facilities. The Aerospace Vehicle Survivability Facility is responsible for developing and executing aircraft Title 10 Live Fire Test and Evaluation Programs. The Landing Gear Test Facility is a world-unique facility conducting landing gear, tire tests, and evaluations. The team supports risk reduction, research, development, test and evaluation at both facilities. With a focus on computational modeling and simulation, the team has set new industry standards and saved the Air Force millions of dollars for score LFT&E testing and tire wear flight testing.

So, through one contract and two task orders, you can see that our team is involved at various locations with far-reaching impacts on nationally essential missions. Thank you all on the TMAS 2 team, and we are excited to see all you will accomplish in the coming years!



HR Digest

*by: Keanna Nichols
VP Human Resources*

Ten Tips for Dealing with Stress

1. Put your body in motion. Physical activity is one of the most important ways to keep stress away by clearing your head and lifting your spirits. Physical activity also increases endorphin levels—the natural feel-good chemicals in the body that leave you with a naturally happy feeling.

2. Fuel up first. Eating regular meals and taking time to enjoy them will make you feel better. Make sure to fuel up with fruits, vegetables, proteins and grains.

3. LOL (Laugh out loud)! Lots of laughing can make you feel good—and, that good feeling can stay with you even after the laughter stops. Head off stress with regular doses of laughter by watching a funny movie, visiting joke websites, or even making up your own riddles.

4. Have fun with friends. Being with people you like is always a good way to ditch your stress. Get a group together to go to the movies, shoot some hoops, listen to music, play a board game or just hang out and talk.

5. Spill to someone you trust. Talking out your problems and seeing them from a different view might help you figure out ways to deal with them.

6. Take time to chill. Pick a comfy spot to sit and read, daydream or listen to music. Work on a relaxing project like putting together a puzzle or making jewelry.

7. Catch some zzz's. When you're overtired, you may have a hard time completing tasks that usually seems easy, you don't do your best or you may have an argument with someone over something trivial. Fatigue is a best friend to stress.

8. Keep a journal. It's a good idea to write things down in a journal to get it off your chest—like how you feel, what's going on in your life and things you'd like to accomplish.

9. Lend a hand. Get involved in an activity that helps others, which is as easy as saying hello, holding a door or volunteering to keep a neighbor's pet.

10. Learn ways to better deal with anger. The next time something really has you stressed out, try the following:

- Try to calm yourself down before doing or saying anything
- Tell the other person what the problem is
- Try to think of some solutions
- Try to put it into action together



BHS Online Resources & Assistance

Behavioral Health Systems online services include an array of behavioral health, work/life and personal development resources. Through BHS' robust member portal, MemberAccess, members can find essential EAP tools as well as access to relevant topics, self assessments, benefits communications and more. Members can also use online appointment requests and reimbursement forms.

For more information:

- **Log onto:** www.behavioralhealthsystems.com
- Click login under **MemberAccess** and enter your **Employer ID: QUALIS**
- Browse **Benefits** and Member Resources or **Request an Appointment**



**EMPLOYEE
REFERRAL
PROGRAM**

Do you know someone looking to make a change? Would they be a good fit for a position with Qualis? We have several open job opportunities in a variety of specialties! For a complete listing of all Qualis career opportunities, please visit <https://www.qualis-corp.com/careers/>. All positions have a referral bonus amount of at least \$1,000 that will be paid out after the referred candidate is employed with Qualis for 180 days. Contact Ellen Vought (evought@qualis-corp.com) with any questions or candidates to refer.

Featured positions:

- 1955879 – Cyber Security Analyst – Albuquerque, NM
- 1876529 – Space Systems Analyst – Colorado Springs, CO
- 1982501 – Space Systems Engineer – Colorado Springs, CO
- 2119763 – Test Data Collector – Dugway, UT



Congratulations



Qualis employees Frank "Cam" Kitts and Jason Mann were recognized for outstanding performance by the Product Manager Force Protection Systems (PM FPS) on Monday, July 25th. Kitts was recognized for his support for the Security Surveillance System (SSS) program, and Mann was recognized for his support for the Ground Based Operational Surveillance System-Expeditionary G-Boss(E) program. They are both part of the Program Executive Office Intelligence, Electronic Warfare and Sensors (PEO IEW&S).

Thank you, Cam and Jason, for your hard work and for making Qualis look good!

Col Beal, Cam Kitts, LTC Brooker



Col Beal, Jason Mann, LTC Brooker



Col Beal, Cam Kitts, Rod Duke, Jason Mann, LTC Brooker