Leadership Update

By: **Carlos Kingston**
Senior Vice President, Corporate Development Technology Programs

Qualis support to the Department of Defense Space Strategy

Did you know about Qualis' role? Before I briefly describe our role, below is some information about the DOD Space. The **2020 Defense Space Strategy** states: *"The Department of Defense (DoD) is embarking on the most significant transformation in the history of the U.S. national security space program. Space is now a distinct warfighting domain, demanding enterprise-wide changes to policies, strategies, operations, investments, capabilities, and expertise for a new strategic environment. This strategy identifies how DoD will advance spacepower to enable the Department to compete, deter, and win in a complex security environment characterized by great power competition."* The entire text of this strategy can be found **here**.

Additionally, in March 2022, the U.S. Space Force released its **Space Test Enterprise Vision** to communicate the Service's intent and provide the amplifying guidance needed to execute the **Space Force's test and evaluation mission**. The vision provides strategic guidance on how the USSF will integrate developmental and operational test and evaluation activities across a capability's lifecycle and throughout the test enterprise encompassing organizations, workforce, infrastructure, acquisition, and operations.

This vision states:

"The goal of the USSF Test Enterprise is to drive data-informed decisions at speed, maximizing the Service's flexibility and efficiency in delivering space-based capabilities for the Joint Force and the nation. Our Service approach to Test and Evaluation (T&E) – integrated test – is the means to that end.

USSF will integrate developmental and operational test and evaluation activities to the maximum extent possible across a capability's lifecycle and throughout the test enterprise – organizations, workforce, infrastructure, acquisition, and operations. This is the approach directed by the Chief of Space Operations (CSO) General John W. "Jay" Raymond, in his April 8, 2021, Space Test Enterprise Decision Brief. Guardians at all levels are empowered to exercise their authority to help develop and expand the USSF Test Enterprise to achieve the CSO's vision. This document codifies intent and provides amplifying guidance as we develop the organizations, professional test workforce, and infrastructure needed to execute the Space Force's T&E mission." The entire text of the Space Test Enterprise Vision can be found **here**.

Qualis Corporation supports the **DOD Space Strategy and the Space Test Vision**! Yes, many of you provide that support, but others may not be aware. Qualis employees support the testing of multiple DoD Space programs through our contract support to customers, including; the U.S. Air Force Operational Test Center (AFOTEC), the U.S. Space Force – Space Training and Readiness Command (STARCOM), and U.S Space Force - Space Development Agency (SDA). Qualis Corporation provides Subject Matter Experts (SMEs) in Colorado Springs, Colorado, and Huntsville, Alabama, that support the developmental and operational testing, including GPS, SBIRS, and other National DOD Space Programs. These same SMEs are now supporting future space programs being developed by the USSF Space Development Agency (SDA). This is an exciting area for our company to support, and we see it as a clear growth area, given the attention and importance of Space to the future of our National Defense.

In addition to the DOD Space support, Qualis has supported Space for nearly 30 years through our support to NASA Marshall Space Flight Center. Programs supported have been Space Shuttle, International Space Station (ISS), and Space Launch Systems (SLS), to name a few. So Space is not new to Qualis!

Qualis Software Engineering Directorate

By: **Michelle Williams**
Director of Software Engineering

The Qualis Software Engineering Directorate (QSED) introduces a corporate Software Engineering capability to Qualis' long list of award-winning capabilities. QSED employs a custom agile development approach called QuADS to develop small and large-scale software solutions. Our QuADS approach aligns people, processes, and technology around a single project vision. In addition, the approach recognizes the criticality of the alliance between the QSED and domain experts, the effectiveness of our QuADS Process Asset Library, and a custom-fit technology stack.

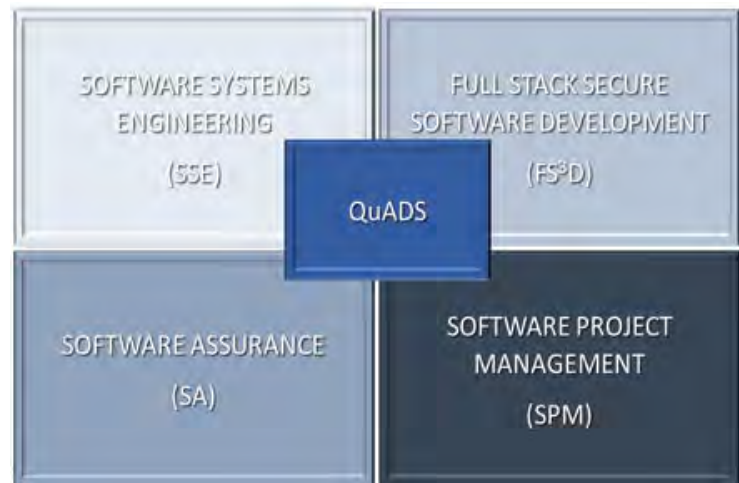### Software Systems Engineering (QuADS SSE)
The QuADS SSE System employs a systematic approach to refining expressed capabilities into requirements and leveraging the power of stakeholder inclusion in analysis and design to develop software solutions. The ubiquity of software in modern systems architectures means that software engineering and systems engineering can no longer be considered related disciplines; they are intimately intertwined disciplines that enable delivering advanced capabilities.

Full Stack Secure Software Development (QuADS FS3D)
The QuADS FS3D System employs an approach that recognizes that solutions are often limited by the availability of technology and the skillset of the development team. As such, the foundation of the QuADS approach is continuous skill development. Modern software solutions must address the challenges of rapidly evolving technology stacks. Qualis Full Stack Software Engineers are highly skilled at building complete and comprehensive solutions for systems as complex as weapons systems.

Software Assurance (QuADS SA)
The QuADS SA System employs an approach based on developing a software assurance posture that serves as the foundation for each effort. We stay abreast of industry standards and best practices.

We use an open framework software assurance maturity model (SAMM) to identify, categorize, implement, and verify processes' functionality and robustness to increase confidence in our software solutions. Effective Software Assurance must be technology and process agnostic and must be adaptable to the unique risk profiles and threat landscapes that exist for each software development effort.

Software Project Management (QuADS SPM)
The QuADS SPM System employs Agile management techniques and leverages the other QuADS systems. Leadership of software development projects can be the difference between success or failure. Effective Software Project Management requires a marriage of skill and experience to align people, processes, and technology that enables the development of custom software solutions. The Qualis Software Engineering Directorate team has two decades of in-depth software engineering and 15 years of experience effectively managing the delivery of cutting-edge software solutions.

Contact Michelle Williams, Director of Software Engineering, to learn more about QSED.

HR Digest

by Keanna Nichols,
Vice President of Human Resources

Open enrollment will be held from **November 3 – November 22, 2022**. Your benefit enrollments do not automatically renew, and each eligible employee must re-enroll each year. If you do not re-enroll, your benefits will terminate 12/31/2022. This year, we will use Employee Navigator for our enrollments. We hope that you will find this system to be user friendly.

New for the 2023 plan year
All enrolled employees will receive a new Blue Cross Blue Shield medical card. In addition to the new medical card, members will receive a separate Rx ID card from Direct Rx Solutions. Your previous BCBS medical cards will not be valid after 12/31/2022. While our carrier is changing, you will still have access to the same Blue Cross Blue Shield medical network and the same benefits. You will see an increase in our providers and options with our prescription coverage. We unfortunately received an increase in our medical coverage for the 2023 plan year. While Qualis has absorbed most of this inflationary and prescription cost increase, you will also see an increase in your employee paid portion.

Below is an outline of employee bi-weekly medical premiums for the 2023 plan year:

Tier	Current Premium 01 JAN 2022 - 31 DEC 2022	New Premium 01 JAN 2023 - 31 DEC 2023
	Bi-weekly	Bi-weekly
Employee Only	$62.51	$73.50
Employee + Spouse	$216.15	$227.42
Employee + Child(ren)	$159.43	$170.25
Family Coverage	$298.41	$309.43

You will see a slight decrease in our vision rates with VSP.   The maximum annual contribution for our Health FSAs will increase to $3,050. All of our other current benefits will remain the same.

In addition to our current benefits, we are happy to add the following voluntary benefits:
Options Available with Mutual of Omaha (post-tax)
- Accident
- Critical Illness
- Hospital Indemnity

Option Available with AWM (pre-tax)
- Transit Benefit (covers the cost of parking, vanpool, and mass transit cost)

During open enrollment, you will have the ability to:
- Enroll or re-enroll in all benefit options
- Enroll or remove eligible dependents
- Add, drop, or change the level of your voluntary life insurance coverage

Additional information will be emailed to you the first week of November.

Glenn Goodnight, Ellen Vought, Ethan Vought, Keith Steinbrecher

UHPO
Golf Tournament
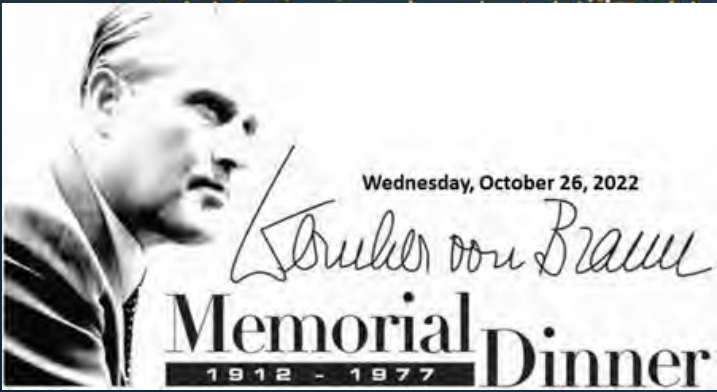**Proceeds go to the Army Emergency Relief Fund**

Willis Acuff UAH Basketball Golf Tournament
Proceeds go to the UAH Men's Basketball team

Ellen Vought, Dave Morton, Rod Duke, Glenn Goodnight

Wednesday, October 26, 2022

Memorial Dinner
1912 - 1977

Rod and Becky Duke

Rod Duke, Becky Duke, Gavin Abrigo, Channa Abrigo, Ashley Cabra, Jon Cabra, James Bruce and Sara Bruce

Seth Kromis, Zac Wible, Schuyler Wldarski, Rod Duke, Tim Pitchko, Rachel Cutter

Happy Halloween

Costume Contest Winner!
Seth Kromis