

Research and Engineering Development Fall Newsletter 2024

A Message from the CEO

Welcome to Fall and the pleasant weather that comes with the changing seasons! Summer vacations have ended, schools are back in session, and a new Government fiscal year begins. Once again, we start the new fiscal year under a Continuing Resolution (CR). The current CR runs through December 2024 and, hopefully, Congress will pass a Defense budget for FY 2025, or at least a follow-on CR in December. We will keep you posted on the budget and current and future funding activities.

Meanwhile, as you no doubt already know, the big news for RED-INC is our receipt of the award of our follow on HSED contract! We received the initial award notice in late April 2024, but our award was protested by an unsuccessful bidder. After six weeks of legal action, the protest was withdrawn, and we received our award in early June 2024. We wound down our existing HSED contract this summer and stood up the new HSED contract, with you all currently working on this new contract. I would like to thank all of you who participated in developing and submitting our proposal, as it was difficult, detailed, and extensive. In addition, I would like to thank those of you who participated in the transition from the existing contract to the new contract, as this was also difficult, detailed, and extensive. We are now up and running on our new contract which is a 5+ year contract taking us into December 2029. With the transition effort, and the previous three contract extensions, largely behind us, we can now devote our full attention to doing what we do best – providing outstanding engineering and technical support services to HSED and its customers.

Fall is the time of year when we look to next year. As we prepare our Company budget for 2025, I ask you to complete your annual self-assessment and discuss with your Team Leads your goals and objectives for 2025. This is an important conversation as it is your opportunity to help shape your professional experience and growth, as well as our opportunity to do what we can to help make you successful in 2025. Information regarding our annual review process is included inside this newsletter. In addition, please complete all required security clearance and contract related training before the end of the calendar year. Let me know if you need any information regarding these annual training requirements.

Inside this newsletter, you will also find information related to the latest security topics of importance, as well as updates to our Company policies and procedures. Most importantly, please read the excerpts for a number of our folks whose achievements deserve recognition by all of us. Well done!

Finally, thank you to all of you for your excellent work in support of our customers, sponsors, and service members. They rely on us to be the best, and thanks to you, we are the best. Our recent HSED contract award is strong evidence of our excellence and is a great tribute to all of us.

Regards,

Dave Aldrich



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Angie Johnson

Human Resources

angie.johnson@red-inc.us

FALL 2024



Upcoming Company Holiday's Observed

10/14/24	Columbus Day	Monday
11/11/24	Veteran's Day	Monday
11/28/24	Thanksgiving Day	Thursday
12/25/24	Christmas Day	Wednesday

Performance Reviews: Its that time of year again for Performance Reviews. Keep an eye to your email in early October for RED-INC's annual request to update your self-assessment. The Company's annual performance review process runs from January through December each year. As part of RED-INC's performance evaluation process, all employees are requested to prepare a self-assessment and update their corporate resume. The assessment is your opportunity for direct input into the review process. Based on input from your self-assessment and resume your Team Lead/Manager will prepare your annual performance evaluation for the year and measure your performance to your Goals and Objectives that were laid out for 2024. They will also lay out new Goals and Objectives for the upcoming year. Performance Evaluations are given to employees in November - December each year.

Reminder of Company EEO Statement: It is the policy of RED-INC to be an equal opportunity employer. In keeping with this policy, the Company will continue to recruit, hire, train and promote into all job levels the most qualified persons without regard to an individual's actual or perceived race, color, religion, age, sex (including pregnancy), sexual orientation, gender identity, national origin, military or marital status, status as a qualified individual with a disability, or any other category covered by federal, state, or local law ("protected status"). The preceding also applies to the status of an individual with whom an employee or applicant associates. Similarly, RED-INC will continue to administer all other personnel matters in accordance with the principles of equal employment opportunity (EEO). RED-INC is committed to pursuing EEO in all aspects of its employment practices including recruitment, hiring, selection for training, promotions, transfer, selection for layoff and termination. The Company recognizes its responsibility not to discriminate in its policies or practices against qualified employees or applicants and will continue to pursue improvements to the quality of work life for each of its employees as part of its corporate human resources objectives. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have filed a complaint; assisted or participated in any EEO investigation; opposed any act or practice made unlawful by any EEO laws; or exercised any other right protected by the EEO laws.

COMPANY DINNER HIGHLIGHTS

RED-INC celebrated 25 years in business in 2023. The local Southern Maryland employees celebrated at the Pax River Ale House on January 25th with a dinner and service awards.

Service Awards in 2023

Please join RED-INC in congratulating these Service Award Recipients in 2023:

5 Years of Service

Michael Fairbourn
Dennis Gordge
Donna Heflin
Jacoby Berry

10 Years of Service

Haley Foresta

Celebrating 5 Years of Service—Donna Heflin, Dave Aldrich, Dennis Gordge & Michael Fairbourn



Celebrating 10 Years of Service—Haley Foresta



Your EAP Benefit Summary

*Each of us encounters personal problems from time to time. And that is why we partner with ESI EAP to provide you with the best possible solutions for issues you or one of your family members may face. **Your EAP is here to help.***



The following free benefits are available for Employees and Family Members.

> COUNSELING BENEFITS

Help from experienced Masters or Ph.D. level counselors for personal issues such as: relationships/family, depression/anxiety, grief and more.

> PEAK PERFORMANCE COACHING

Personal and professional coaching is available from senior-level ESI coaches. Get one-to-one telephonic coaching and support, as well as online self-help resources and trainings.

> TRAINING AND PERSONAL DEVELOPMENT BENEFITS

Access to our extensive library of online personal and professional development trainings in a variety of easy to use formats. Some of the topics covered are: debt, budgeting, communication, working remotely, stress management and emotional intelligence.

> SELF-HELP RESOURCES

Self-help Resources give you access to a collection of thousands of tools, videos, financial calculators and informative articles covering virtually every issue you might face, including adoption, relationships, legal, financial, cancer and more.

> WORK/LIFE BENEFITS

Assistance for financial, legal, and child & elder care.

> PERSONAL ASSISTANT

Help for everyday issues, including finding a local medical or dental provider, summer camp options and more.

> WELLNESS BENEFITS

Videos and resources to improve you and your family's overall health, including fitness, diet and tobacco cessation.

> LIFESTYLE SAVINGS BENEFIT

Includes thousands of discounts, rewards and perks in a variety of categories: Health & Wellness, Auto, Electronics, Apparel, Restaurants, Beauty & Spa, Flowers & Gifts, Sports & Fitness and more! Available benefits are accessible from ESI's Member website.

Scan the QR code to explore your EAP benefits!



Contact the EAP toll-free at **1.800.252.4555**.

All calls are **CONFIDENTIAL** and answered by a Masters or Ph.D. level counselor; your counselor will work with you on a plan beginning with the first call. Or go to **www.theEAP.com** and create a username and password.



www.theEAP.com
1.800.252.4555

SECURITY MATTERS



2024 REQUIRED ANNUAL TRAINING:

ALL RED-INC EMPLOYEES WITH AN ACTIVE SECURITY CLEARANCE AND/OR WORKING ON A GOVERNMENT CONTRACT MUST COMPLETE ANNUAL TRAINING.

Required training for maintaining a clearance is as follows:

- Annual Security Briefing (Initial/Annual) – located under Education & Training in our Security Portal at <https://sec-con.dodsecurity.com>
- As part of the Annual Security Briefing, you must complete DoD Mandatory Controlled Unclassified Information (CUI) Training using the link provided in the Annual Security Briefing.

Required training for working on a government contract is as follows:

- Go to www.cdse.edu, click STEPP Login, set up/access your account
 - Cyber Awareness Challenge for DoD – Course # DS-IA 106.06
 - Active Shooter – Course # GS 105.16*
- Go to <https://jko.jten.mil/courses/at11/launch.html>
 - Level 1 Antiterrorism Awareness *

* Active Shooter and Level 1 Antiterrorism training requirements above may also be accomplished by completing NAVAIRU training as follows:

- via TWMS at <https://twms.dc3n.navy.mil/> or Navy eLearning at <https://learning.nel.navy.mil> - Course number CISL- MTR-2201.

All RED-INC employees must complete training in support of new CMMC requirements related to internal RED-INC information security policies and procedures.

These CMMC training requirements will be emailed to you periodically and you are expected to complete the training timely. More detailed communication regarding CMMC will be provided in the near future. Upon completion of each course, download the certificate of completion. Upload all certificates of completion to security@red-inc.us for file and compliance purposes:

- Go to <https://sec-con.dodsecurity.com>
- Click My Documents in the left sidebar
- Click Add Document on upper right
- Upload Document
- Document Title – indicate from pull down selection
- Signed Date - indicate date of completion on your certificate of completion
- Save

SECURITY NEWS

red-inc
Research and Engineering Development, LLC

Security Awareness Newsletter



DEFENSE COUNTERINTELLIGENCE AND SECURITY AGENCY

CAS Call Center Now Accepting PCL Inquiries

Effective October 1, 2023, the DCSA Consolidated Adjudication Services (CAS) Call Center will provide information and/or assistance regarding industrial personnel security clearances and status inquiries to Industry Facility Security Officers (FSO). The DCSA CAS Call Center is available Monday through Friday, from 6:30 a.m. to 5 p.m., Eastern Time, to answer phone and email inquiries from FSOs only.

Phone: 301-833-3850 (SMOs and FSOs ONLY; No Subject Callers)

Email: dcsa.meade.cas.mbx.call-center@mail.mil

2023 Targeting U.S. Technologies Report Now Available

The foreign intelligence threat to the nation's defense industrial base has never been more capable, sophisticated or complex. Adversaries use illicit methods to acquire classified and sensitive information and technologies, which can determine the outcome of future conflicts. Mitigating these threats starts with understanding them. Read the [latest edition](#) of the "Targeting U.S. Technologies: A Report of Threats to Cleared Industry" to learn more about the threats facing the cleared defense industrial base.

Now Open: 2024 DCSA Student Experience (DSE)

DCSA is currently accepting applications for the summer 2024 DCSA Student Experience (DSE) from September 15 to October 31. Undergraduate or graduate students currently enrolled full-time at an accredited college or university interested in working in a highly competitive internship to gain experience in adjudications, background investigation, counterintelligence, industrial security, personnel security, and other mission support areas are encouraged to apply. For more information and to apply, students may visit <https://www.dcsa.mil/About-Us/Careers/> or <https://www.linkedin.com/company/dcsagov/>.

Potential Security Risks of Apple's New Name Drop Feature

Apple recently released their iOS 17 software update that included several new features. One feature in particular carries potential security risks that could expose information to threat actors and predators for malicious use. The feature is called "Name Drop," it works by tapping two iOS devices such as iPhones and Apple watches together which then allows those devices to share the user's contact information with the other. Depending on the information stored on a user's contact card, this exchange can expose their name, phone number, address, email address, Apple pay information, as well as a photo of the individual. The exposure of this information makes this feature a potential tool for malicious actors to gather information on a target. This information is being shared with law enforcement for situational awareness.

Name Drop is automatically enabled upon upgrading to iOS 17. To mitigate the security concerns associated with Name Drop, it is recommended to disable the Name Drop feature by going to device settings, selecting general, then AirDrop, and turning off the "Bringing Devices Together" feature. This can always be reversed to quickly share information with trusted individuals. It is also recommended to limit the information included in Apple contact cards to necessary information to be shared only with trusted individuals.

To learn more about this feature, click [here](#).

Upcoming Security Conferences and Webinars

- [The Enemy Within: A Case Briefing](#) - December 13, 2023 (12:00 PM - 1:30 PM ET)
- [Getting Started Seminar for New Facility Security Officers](#) - April 16 - 19, 2024 (virtual instructor-led training)

Temu App Concerns

Temu was the number one downloaded application on the Apple store for much of 2023. Temu has a top spot on the consumer market right now, but is it safe? In short: Temu can, amongst other things, take screen shots, collect bank info, inspect other app data like your messages, record your audio, write to storage, obscure it's code, access the Internet, and exfiltrate your data without your explicit knowledge. It bypasses much of the typical app-store safe guards by including a

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Department of Defense Contractor Arrested and Charged with Mishandling Classified Documents

“A contractor from the Department of Defense was arrested and charged on Friday August 9, 2024 and charged with mishandling classified documents. Turkey-born Gokhan Gun was an electrical engineer and printed over 250 documents at work, some of which were labeled ‘Top Secret’ from May timeframe up until August. Although Gun possessed a Top Secret clearance, he was not authorized to take classified material home.

During the FBI’s search of his home, agents found stacks of papers on his table with a few documents labeled as classified. Gun was scheduled to leave the US to go to Mexico where FBI agents caught him leaving his home to head for his flight. During their initial search of his backpack, they found a document marked ‘Top Secret’. Gun faces a maximum penalty of five years in prison if convicted on his current charge.” [Link](#) to source.

Construction Underway on \$1 Billion NATO Base in Lithuania to House German Brigade

“A NATO military base is now under construction in Lithuania near its border with Russian ally Belarus that is set to house thousands of German troops when it’s completed in 2027. A groundbreaking ceremony was held Monday in Rudninkai, Lithuania’s Defense Ministry said the same day on X, formerly known as Twitter. Of the roughly 4,800 service members and 200 civilian contractors Germany has committed to send to Lithuania as part of a new defense brigade, about 80% of them will be housed at the new base, according to the ministry.

Lithuania is expected to spend over \$1 billion over the next three years to build the Rudninkai facility, German broadcaster Deutsche Welle reported, quoting Gen. Raimundas Vaiksnoras, Lithuania’s defense chief.

U.S. Army battalions have been rotating through Lithuania since 2019, where a base in the town of Pabrade serves as a hub. That site is about 50 miles northeast of Rudninkai and also near the border with Belarus. The U.S. rotations were originally expected to last until the end of next year. However, in May, Defense Minister Laurynas Kasciunas told national broadcaster LRT that the rotations would continue and that ‘the U.S. presence in Lithuania is indefinite.’

In addition to housing troops, the new installation will serve as a storage and maintenance facility for military equipment such as tanks and have various shooting ranges, Reuters reported. Construction of the Rudninkai base is a testament to the continued fears of Russian expansionism following Moscow’s full-scale invasion of Ukraine two years ago.” [Link](#) to source.

Navy Tells Congress it’s Moving Forward with \$11.5 Billion Multi-ship Deal

“The Navy is preparing to award a \$11.5 billion deal for four new warships next month in an effort to have at least 31 amphibious ships ready to respond to a crisis, the service’s top civilian leader wrote to a House lawmaker. The sea service has agreed to purchase three San Antonio-class amphibious transport docks and one America-class amphibious assault ship, according to a letter from Navy Secretary Carlos Del Toro sent Aug. 14 to Rep. Mike Rogers, R-Ala., chairman of the House Armed Services Committee. The amphibious warships are used to deploy Marines, transporting troops, vehicles and other equipment.

‘The ships procured as part of this contract will support amphibious assault, special operations and expeditionary warfare missions of U.S. Marines, moving Marines into theater and supporting humanitarian and contingency missions on short notice,’ Del Toro wrote.

Lawmakers and Navy leaders have butted heads in recent years about the size of the fleet, with Marine Corps officials in public remarks calling attention to the number of in-service amphibious ships that are not operationally ready because they are undergoing or need maintenance and repair work.

The first dock ship in the block-buy would be procured in fiscal 2025 for \$2.2 billion. A second dock ship would be procured in fiscal 2027 for \$2.3 billion, and a third in fiscal 2029 for \$2.4 billion. The assault ship also would be procured in fiscal 2027 for \$4.6 billion.

The Navy estimates the block-buy will save approximately \$901 million.” [Link](#) to source.

HOTLINES

Federal agencies maintain hotlines to provide an unconstrained avenue for government and contractor employees to report, without fear of reprisal, known or suspected instances of serious security irregularities and infractions.

Always attempt to call the Security Team first!

- Defense Hotline
800-424-9098
- NRC Hotline
800-233-3497

- DOE Hotline
800-541-1625

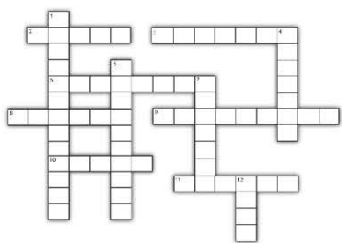
- CIA Hotline
703-874-2600

- DNI Hotline
703-733-8600

- ISI Security Hotline
703.376.3766

CONTACT

If you have a question regarding security, please call 703.376.3766 or email your internal Security Helpdesk.



Security Training Videos:

- [Counterintelligence Awareness](#)
- [Ransomware](#)
- [DOD Security Principles](#)

Security Awareness Games:

- [Introduction to DOD HSPD-12 CAC Credentialing Crossword](#)
- [The Adventure of Earl Lee Indicator](#)
- [Cybersecurity: Tomorrow’s Internet](#)

Important Links

- [DCSA](#)
- [eApp](#)
- [NCAISS/NISS](#)
- [CDSE](#)
- [DISS](#)
- [STEPP](#)
- [SWFT](#)
- [NBIS](#)

Case Study - Espionage



Victor Manuel Rocha

- Age 73 at time of sentencing
- Resided in Florida
- Born in Colombia
- Naturalized as a U.S. citizen at age 28



CDSE

Center for Development
of Security Excellence

⇒ WHAT HAPPENED

Rocha served with the U.S. Department of State (DOS) for over 20 years and held high level positions, including an assignment to the National Security Council (1994 – 1995) and U.S. Ambassador to Bolivia (2000 – 2002). Rocha began secretly working with the Cuban General Directorate of Intelligence (DGI) in 1981 while employed with DOS. He continued acting on their behalf as a covert agent until he was arrested in 2023.

The Federal Bureau of Investigation (FBI) became aware of Rocha's potential espionage activity prior to November 2022. An FBI undercover (UC) agent known as "Miguel" contacted Rocha on November 15, 2022, via a telephonic messaging app. The UC identified himself as a representative of Rocha's "friends in Havana" and requested a meeting with Rocha. The UC was able to establish bona fides with Rocha by discussing information related to Rocha's past espionage related activities in Chile, which Rocha had not divulged to anyone but the DGI. Over a series of three meetings with the UC, Rocha described his espionage activities and openly celebrated his achievements as a covert agent of the Cuban government. On December 1, 2023, federal agents conducted an interview of Rocha where he repeatedly denied any wrongdoing. The agents confronted Rocha with photographic evidence of his meetings with the UC, and Rocha subsequently refused to comment.

On April 12, 2024, Rocha pleaded guilty to conspiring to act as an agent of a foreign government, conspiring to defraud the United States, and acting as an agent of a foreign government without notice as required by law. Rocha received the statutory maximum penalty of 15 years in prison, a \$500,000 fine, three years of supervised release, and a special assessment. Assistant Attorney General Matthew Olsen commented "Today's plea and sentencing brings to an end more than four decades of betrayal and deceit by the defendant. Rocha admitted to acting as an agent of the Cuban government at the same time he held numerous positions of trust in the U.S. government, a staggering betrayal of the American people and an acknowledgement that every oath he took to the United States was a lie."

⇒ INDICATORS

- **Foreign Influence and Preference** – Rocha took frequent international trips, including multiple trips to Cuba to meet with his handlers. He admitted to an FBI UC that he had traveled to Havana via Panama utilizing a Dominican Republic passport rather than his U.S. passport; thereby avoiding detection by U.S. authorities.
- **Allegiance to the United States** – Rocha committed espionage against the United States by covertly assisting Cuba's intelligence services and their clandestine intelligence gathering mission against the U.S. Government.
- **Access Attributes** – Rocha routinely sought positions of trust with the U.S. Government that granted him access to nonpublic information, including classified information.

⇒ IMPACT

- The entirety of the harm caused by Rocha's actions is currently unknown to the public. As part of the plea deal, Rocha is mandated to cooperate with the U.S. Government in conducting a comprehensive damage assessment.
- U.S. Attorney Markenzky Lapointe for the Southern District of Florida stated, "I am mindful that Rocha's decades-long criminal activity on behalf of the Cuban Government is especially painful for many in South Florida. Rocha's willingness to cooperate, as required by his plea agreement, is important, but does not change the seriousness of his misconduct or his clandestine breach of the trust placed in him. Rocha's 15-year prison sentence, the maximum punishment for his crimes of conviction, sends a powerful message to those who are acting or seek to act unlawfully in the United States for a foreign government: we will seek you out anywhere, at any time, and prosecute you to the fullest extent of the law."

⇒ ADDITIONAL INFORMATION

- Rocha presented himself as a Cuban agent throughout the meetings with the FBI UC. Per the criminal complaint, Rocha consistently referred to the United States as the "enemy" and used the term "we" to describe himself and Cuba. Rocha praised Fidel Castro as the "Comandante" and referred to his contacts in Cuba as "Compañeros," which translates to "comrades."
- Rocha routinely exhibited behavior consistent with training related to covert operations. During his meetings with the FBI UC, Rocha conducted surveillance detection routes (SDR) as a countersurveillance measure. He expressed several times the need to use code words or symbols, otherwise known as a "parole" in the intelligence community.
- In a November 2022 meeting with the UC, Rocha described his involvement with a "knock down of the small planes" in Havana. Further investigative actions determined two unarmed airplanes affiliated with a U.S. based opposition group were shot down in Havana in 1996, coinciding with the timing of Rocha's service in Havana with the DOS.
- After he retired from the DOS, Rocha worked in the prominent role of advisor to the Commander of the United States Southern Command (SOUTHCOM). Of note, Cuba is in the area of responsibility in which SOUTHCOM operates.

⇒ RESOURCES FOR FURTHER EXPLORATION

- [Foreign Intelligence Entity \(FIE\) Targeting and Recruitment Job Aid](#)
- [The Psychology of Spies Webinar](#)
- [Potential Risk Indicators: Insider Threat](#)

⇒ Link to the full case study: <https://www.cdse.edu/Portals/124/Documents/casestudies/case-study-rocha.pdf>

Contact your Facility Security Officer (FSO) or Insider Threat Program Senior Official (ITPSO) to report any observed potential risk indicators!

IF YOU SEE SOMETHING, SAY SOMETHING!



Leave: Take time as you prepare for the Holiday's to review your PTO balance in T&E. Per the policy, any PTO balance in excess of 200 hours as of 12/31/2024 will be lost. 2024 holiday hours do not carry forward to 2025.

Payroll: When was the last time you logged into Paychex? Take a few minutes to log into Paychex and verify your address, phone numbers, email account and W2 preferred delivery.

Log into Paychex https://myapps.paychex.com/landing_remote/login.do?lang=en

Select the three bars in the upper left corner of the page.



Under Personal Tab – review and update any incorrect information. *Note: work email must be your RED-INC email account. Please do not use your .mil account.*

Return to the Dashboard

Select View All under Tax Documents



Select W-2 delivery options in the right hand corner of the screen.



System will advise you of your current election. Follow system prompts.

Travel: Are you aware of the travel approval process for your contract? *Note: Review travel policy in the employee handbook located on the employee portal.*

HSED travel approval process and forms have been updated and were emailed out to frequent travelers via their RED-INC email account. If you have not received the information or are in need of travel on the contract, please email travel@red-inc.us or susan.dietz@red-inc.us.

All other contract and overhead travel follow the approval process instructions in the travel policy.

ACCOUNTING, FINANCE & TRAVEL

RED-INC
Points of Contact**Corporate Office Information:**

Research and Engineering Development, LLC (RED-INC)
44421 Airport Road, Suite 200
Wildewood Professional Park
California, MD 20619
301-737-4361 phone
310-737-4883 fax
www.red-inc.us

Distribution Email: distribution emails will go to a group of team members that can assist you when needed.

te.admin@red-inc.us – use for timesheet related questions or issues.

travel@red-inc.us – use to submit travel plans and expense reports and for travel questions. *Note that you still need to follow the contract requirement for approval process and include susan.dietz@red-inc.us in the email chain.*

purchasing@red-inc.us – use for procurement or office supply needs.

confm@red-inc.us – use to schedule meeting at the office.

Red-Inc Support Team:

Contracts – Susan Dietz – susan.dietz@red-inc.us / 301-737-4361 x15

Timesheets/Payroll/Travel – LaToya Martin – latoya.martin@red-inc.us / 301-737-4361 x22

HSED Purchasing / MSR's – Donna Wenk – donna.wenk@red-inc.us / 301-737-4361 x41

Human Resources / Benefits – Angie Johnson – angie.johnson@red-inc.us / 301-737-4361 x12

Finance and Accounting – Tammy Crocker – tammy.crocker@red-inc.us / 301-737-4361x31

RED-INC IT Support – ISI/DOD Security – support@DoDSecurity.com / 202-792-3042



MEET THE TEAM



LaToya Martin

Hello All! My name is LaToya Martin and I started with RED-INC in June 2024. I am working with Tammy Crocker in Finance and Accounting. Susan Pinekenstein is retiring and I will be taking over her role as well as assisting in the Wildewood office as needed.

I am originally from California and moved to Maryland from Cocoa Beach Florida with my aunt. I currently live in Calvert County with my oldest daughter, while my youngest is away at college! GO SEAGULLS!! In my free time I like to read, take long drives, watch sports (Baseball-Yankees and football-49ers fan!), and spend time outdoors with my family. It is an honor to join the RED-INC team and I am looking forward to working with and meeting everyone!



Kristen Wallace

Hello, My name is Kristen Wallace and I started with RED-INC in August 2024. I am working with HSED as the NMCI POC Technician at bldgs 2187 and 4010 at Pax. I have taken over the role that Gabrielle Spanburg was in and I am very excited to be here and supporting everyone here in HSED.

I am originally from New Jersey but have lived in Southern MD for quite a while. I currently live in Great Mills MD with my boyfriend and our combined 4 amazing children with another daughter living in MI. I have been here at PAX in facility or IT support roles since 2001. In my free time I attend my youngest sons flag football games, and enjoy family time amidst all the chaos of a full house. Our lives have recently been enhanced with the birth of my youngest daughter who is now 7 months old and she keeps us all on our toes. It is an honor and a privilege to join the RED-INC team and I am looking forward to meeting everyone!



Kudo's Corner

This is a new feature that we are hoping to include in our newsletters. A newsletter should not only be about conveying important information but also to allow fellow Red Inkers to learn about one another. Kudo's Corner wants to hear from you. We want to hear about something that you feel deserves a pat on the back or some form of recognition, an achievement attained. You may nominate yourself or a coworker, but it must be something that would be common knowledge if we all worked together in the office and would discuss. Examples may be that someone became a parent or Grandparent, child graduated high school or college, successfully completed training, obtained a high grade in personal development or personal enrichment class, reached a personal goal, overcame a phobia, completed a marathon, volunteered for community service, worked at the food bank, helped with Christmas In April, adopted a new pet, got married, mentored another person, or anything that may be of interest to others. Please send any input to Angie Johnson at angie.johnson@red-inc.us. Let's join the dots of Red Ink and become a bigger puddle of Red Ink and learn about each other.

Congratulations Go Out To

Joan Brown on the completion of her Bachelors of Science Degree in Management.

Curt Stansfield and **Dennis Gordge** who both received letters of appreciation from the Officer Commanding ACEASPO. Sincere thanks extended for their support to the Australian F/A-18F and EA-18G programs.

Ebony Vann on her letter of appreciation from the Deputy Assistant Secretary of Defense for Industrial Base Resilience stating "recognizes the great work, dedication, expertise, and professionalism that Ms. Ebony Vann has consistently shown in her direct support to the Industrial Base Resilience (IBR) Front Office within the Office of the Assistant Secretary of Defense for Industrial Base Policy .