



Research and Engineering Development Fall Newsletter 2023

A Message from the CEO

Welcome to Fall and the pleasant weather that comes with the changing of the seasons! Summer vacations have ended, schools are back in session, and a new Government fiscal year begins. As you are no doubt aware, we begin FY 2024 under a Continuing Resolution (CR) once again. The current CR runs through November 17, 2023, and, hopefully, Congress will complete and pass a Defense budget for FY 2024, or at least another CR beyond November 17, 2023. In the meantime, we are working with HSED and Contracts on an extension to our existing HSED contract which currently has an end date of November 15, 2023. The follow-on extension will be for six months and carry us through to May 15, 2024. We should have this in place shortly, and we will let you know when it is completed. During this process, we will have to renew our SAAR-Ns and CACs to coincide with the extended contract period of performance. I will send out instructions to each of you impacted by the extension as to the process for renewing your credentials. I encourage you to remind your sponsors to make sure your tasks are funded through the end of the existing contract and to prepare funding for the extension. Please remember to 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. Fall is also the time during which we look to next year. As we prepare our budget for 2024, I ask you to complete your self-assessments and discuss with your manager your goals and objectives for next year. 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 2024. Further information regarding our annual review process is included inside this newsletter. Our Wildewood folks are continuing our efforts to comply with the evolving Government requirements for information security and management best-practices for our information technology systems. We have updated our IT policies and procedures in advance of our external assessment of our compliance with the new regulations, and we will be providing training soon. Please check your RED-INC email for any updates and any actions you are requested to take if you have a RED-INC furnished computer. We will be celebrating RED-INC's 25 th anniversary in January at our annual holiday party. Stay tuned for details. Finally, thank 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! Please see the kudos section of this newsletter for a few examples of customer recognition of the efforts of our RED-INC folks.

***Regards,
Dave***



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Angie Johnson

Human Resources

angie.johnson@red-inc.us

307-737-4361 Ext.12

FALL 2023

News & Announcements

Company Holiday's Observed

10/9/23	Columbus Day	Monday
11/10/23	Veteran's Day	Friday
11/23/23	Thanksgiving Day	Thursday
12/25/23	Christmas Day	Monday

Performance Reviews: Its that time a 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 2023. 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.

Your EAP Benefits:

One-on-One Personal & Professional Coaching

Your EAP offers exciting Peak Performance Coaching Benefits to help you grow and succeed both personally and professionally. Connect by phone for one-on-one coaching with ESI Masters and PhD level coaches. Best of all, these benefits are free for you and eligible family members!

Coaching is available in the following areas:

- ✓ **Certified Wellness Coaching** - lose weight, get fit, reduce stress, quit tobacco, and get nutrition help.
- ✓ **Certified Financial Coaching** - get help for budgeting, credit, debt, money management and more.
- ✓ **Balancing Life at Work and Home** - make the most of family life while learning to succeed at work.
- ✓ **Resilience** - recognize your personal strengths and improve resilience to face life challenges.
- ✓ **Effective Communication** - improve your interpersonal communication skills to be more effective.
- ✓ **Home Purchasing** - get help with the home buying process, credit and financing basics.
- ✓ **Student Debt** - learn about Federal Student Loan types, repayment plans, consolidation and more.
- ✓ **Relaxation Coaching for Beginners** - get support and referrals for relaxation, meditation, or yoga training programs.
- ✓ **Workplace Conflict** - improve interpersonal skills and learn methods for resolving conflict.
- ✓ **Retirement Coaching** - get help to address the practical and emotional aspects around retirement.
- ✓ **Succeeding as a Supervisor** - learn key management concepts and ways to develop and empower employees.

Plus, get online tools to support your goals:

- Access thousands of online videos, articles, calculators, self-assessments and other tools.
- Comprehensive personal and professional online trainings available in a variety of easy-to-use formats.
- Wellness tools and tips on diet, nutrition, fitness and smoking available in the Online Wellness Center.



To access a Coach, simply call 800.252.4555 and ask to speak to a Coach.



To access online support resources, simply login at www.theEAP.com.



TotalCare EAP
Public Safety EAP
Educators' EAP
Higher Ed EAP
HealthCare EAP
Union AP



800.252.4555



www.theEAP.com

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Self-Help Resources

A vital benefit to help with everyday issues!

Access 25,000+ trustworthy articles, videos and tools in our updated Self-Help Resources, with easier navigation and search, new content, and Learning Centers on popular topics such as gratitude, goal setting, communication, sleep, building resilience, and more.

Other topics include:

- Mindfulness
- Adoption & Child Care
- Personal Finance & Budgeting
- Emotional Wellbeing
- Parenting & Relationships
- Pets
- Physical Health & Wellness
- Legal Issues
- Loss and Grief
- Stress, Anger, Anxiety & Depression
- Elder Care & Child Care Locators
- Workplace & Family Violence
- Work-Life Balance
- Wills and Other Legal Forms
- Training & Development
- Digital Wellness
- Disaster Prep and Response

More benefits, higher satisfaction.



Scan with Your
Device to Explore
Your EAP Benefits!



1-800-252-4555



www.theEAP.com

Check in often for fresh content: Legal articles from NOLO • Health topics from Krames Staywell • New monthly trainings and featured Webinars • Articles on timely issues, plus useful Resource Centers, including:

▶ **CONNECTIONS/WORK-LIFE**

Caregiver and elder care support, disability support, family life, and interpersonal relationships.

▶ **LIFESTYLE SAVINGS BENEFIT**

Discounts, rewards and perks on brand-name goods and services.

▶ **TRAINING CENTER**

An extensive library of personal and professional development trainings in user-friendly formats. Plus, new Learning Centers & Training Bites.

▶ **EMOTIONAL WELLBEING**

Assess your overall emotional wellbeing with screenings for depression, anxiety, substance abuse, and more.

▶ **WELLNESS CENTER & PHYSICAL HEALTH**

Information on health conditions and illnesses, plus tools on dieting, nutrition, stress, smoking cessation, and physical fitness.

▶ **PERSONAL FINANCE & EDUCATION**

Financial calculators, budgeting, investing, debt management, and other tools.

▶ **LEGAL**

Will templates, forms, contracts, and information from NOLO on consumer rights, landlord-tenant issues, real estate, family law, and other legal topics.



IT'S EASY TO ACCESS SELF-HELP RESOURCES!

1. Go to www.theEAP.com and click the **Employee and Family login** button.
2. If you've already created a User Name and Password, simply log in.
3. If this is your first visit, click **REGISTER** and fill out the form to create your User Name and Password.

*** You only need to register once.**



1-800-252-4555
www.theEAP.com

SECURITY MATTERS



2023 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](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](http://www.cdse.edu) , CLICK STEPP LOGIN, SET UP/ACCESS YOUR ACCOUNT
- o CYBER AWARENESS CHALLENGE FOR DoD — COURSE # DS-IA 106.06
- o ACTIVE SHOOTER — COURSE # GS 105.16*
- GO TO [HTTPS://JKO.JTEN.MIL/COURSES/ATL1/LAUNCH.HTML](https://jko.jten.mil/courses/atl1/launch.html)
- o LEVEL 1 ANTITERRORISM AWARENESS *

* ACTIVE SHOOTER AND LEVEL 1 ANTITERRORISM LEVEL 1 TRAINING REQUIREMENTS ABOVE MAY ALSO BE ACCOMPLISHED BY COMPLETING NAVAIRU TRAINING AS FOLLOWS:

- VIA TWMS AT [HTTPS://TWMS.DC3N.NAVY.MIL/](https://twms.dc3n.navy.mil/) OR NAVY ELEARNING AT [HTTPS://LEARNING.NEL.NAVY.MIL](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.

SEND ALL CERTIFICATES OF COMPLETION TO SECURITY@RED-INC.US FOR FILE AND COMPLIANCE PURPOSES.

SECURITY NEWS

Security Awareness Newsletter

September 2023



DEFENSE COUNTERINTELLIGENCE AND SECURITY AGENCY

NBIS/e-QIP Update

Effective October 1, 2023, the NBIS electronic Application (eApp) system will replace the electronic Questionnaire for Investigation Processing (e-QIP) system for completing and processing investigative forms (e.g., SF 86). To prepare for the e-QIP to eApp transition, an initial user from each organization must initiate and complete the "NBIS Onboarding Request for NISP Contractors" within the NBIS Industry Onboarding Portal, known as ServiceNow, to be provisioned and enrolled. This initial user will then be able to provision additional users as needed.

Until further notice, Industry organizations must use both the DISS and NBIS systems. At this time, NBIS functionality should only be used to initiate, review, and submit background investigations. All other functions, to include subject management and visit requests, amongst others, should still be completed in DISS. DCSA will update FSOs and the Industrial security community when additional functions have transferred from DISS to NBIS.

Questions about NBIS functionality or technical assistance should be directed to the Customer Engagement Team (CET) at dcsa.ncr.nbis.mbx.contact-center@mail.mil or (724) 794-7765.

E-QIP case initiation will be removed from DISS on October 1, 2023. In accordance with DCSA Director Lietzau's May 5, 2023 [memorandum](#), NISP contractors must obtain NBIS accounts by October 1, 2023 to submit investigation requests.

NBIS Training Resources: All NBIS Training Resources are now accessible via the Security Training, Education, and Professional Portal ([STEPP](#)). For questions about NBIS Training or if users require customer support, contact the NBIS Training Program at dcsa.quantico.nbis.mbx.training@mail.mil.

2023 Annual Security Awareness Summit

Every year ISI Enterprises organizes a Security Awareness Summit for all of Industry. This year, the event is scheduled for Friday, November 3, 2023 at the Hyatt Regency Tysons Corner Center located at 7901 Tysons One Pl, Tysons Corner, VA 22102. This Conference focuses on small to medium size businesses.

This year, there will be speakers to cover topics such as Insider Threat, DISS to NBIS transition, FCL Sponsorship Process, CMMC, CI Brief, DCSA/VRO/SEAD 3 Reporting Requirements, DCSA CAS Updates, and more!

You can also increase your brand awareness by becoming a sponsor or exhibitor. In addition to high profile exposure, sponsors/exhibitors receive exclusive benefits including acknowledgement in the conference brochure, complimentary registrations, and a complimentary networking and social event!

WELCOME TO OUR
2023 ANNUAL SECURITY AWARENESS SUMMIT

ON FRIDAY, NOVEMBER 3, 2023 AT THE HYATT REGENCY TYSONS CORNER CENTER, VIRGINIA

For more details, or to register for this event, click [here](#).



Upcoming Security Conferences and Webinars

- [2023 Virtual DCSA Conference for Insider Threat](#) - September 7, 2023 (10:00 AM - 3:30 PM ET)
- [The Washington Navy Yard Shooting: 10 Years Later and A Survivor's Account](#) - September 14, 2023 (12:00 PM - 1:30 PM ET)
- [Espionage in the Era of Insider Threat](#) - September 19, 2023 (12:00 PM - 1:30 PM ET)
- [2023 Annual Security Awareness Summit](#) - November 3, 2023 (9:00 AM - 5:00 PM ET) Mclean, VA


Travel Resources

As a cleared individual, it is important to know the resources available to you when you travel abroad. As a reminder, all unofficial foreign travel must be reported to your FSO at least 30 days in advance! Any incidents that may occur while on travel will need to be reported immediately upon your return.

Emergency Information & Resources:

- * Enroll in the [Smart Traveler Enrollment Program \(STEP\)](#) to receive alerts and be located in an emergency.
- * In case of an emergency overseas, call 1 (888) 407-4747 (U.S. and Canada); or 1 (202) 501-4444 (overseas); or contact the nearest U.S. embassy or consulate.
- * Check the [Travel Advisories](#) for your intended destination prior to planning any trip abroad.

What You Need When Traveling Abroad:

- * Preparing for a trip abroad
 - [Advisories](#): First step should always be to check the travel advisories for your destination.
 - [International Financial Scams](#): U.S. citizens can become victims of scams at home or abroad.
 - [STEP](#): Subscribe to get up-to-date safety and security information.
 - [Travel Tips](#)
 - [Traveler's Checklist](#)
- * Passports & Documents
 - [Where to Apply](#)
 - [Renewing a Passport](#)
 - [Application Status](#)
 - [Report lost or stolen passport](#): Immediately report your physical U.S. passport lost or stolen to protect yourself from identity theft.
 - [FAQ](#)
- * Visas
 - [Visa policy and procedure](#): The United States provides for immigrant visas based on family ties, employment, adoption, special immigrant categories, and the diversity visa.
 - [Business visas](#): A foreign national traveling to the United States to conduct temporary business needs a visitor visa (B-1) unless qualifying for entry under the Visa Waiver Program.
 - [Visa Waiver Program](#): Enables most citizens or nationals of participating countries to travel to the United States for tourism or business

for stays of 90 days or less without obtaining a visa.

U.S. Government Resources:

Trusted Traveler Programs

- Use expedited lanes at U.S. airports and when crossing international borders.
 - ⇒ TSA Precheck
 - ⇒ Global Entry
 - ⇒ NEXUS
 - ⇒ SENTRI
 - ⇒ FAST



Centers for Disease Control (CDC) and Prevention

- Get health advice from CDC's Travelers' Health Branch.

U.S. Customs and Border Protection (CBP)

- Learn what to expect about CBP's screenings when entering the U.S.

Transportation Security Administration (TSA)

- Discover what you can bring through airport security checkpoints.

USDA

- Know about animal health requirements before traveling with your pets.

Foreign Currency Exchange Rates

- Find out how much local currency a dollar is worth.

More Travel Resources:

Medical Emergencies

Crisis Situations

Financial Assistance

Death Abroad

- * [Children's Passport Issuance Alert Program \(CPIAP\)](#): This program allows our Office of Children's Issues to contact the enrolling parent(s) or legal guardians(s) to verify whether the parental consent requirement for minor passport issuance has been met when a child's passport application is submitted.

Stopping an Abduction in Progress

Abducted Children

⇒ For more information, visit the Department of State [website](#).



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

• Isl 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 Shorts:

- [Adjudicative Guideline F: Financial Considerations](#)
- [Protecting Microelectronics](#)
- [Cybersecurity Attacks: The Insider Threat](#)

Security Awareness Games:

- [Industrial Security Jeopardy Game](#)
- [Targeted Violence](#)
- [Introduction to Personnel Security Crossword](#)

Important Links

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

Case Study - Attempting to Provide Material Support to a Foreign Terrorist Organization



**Said Azzam
Mohamad
Rahim**

- 42 years old at time of conviction
- United States Citizen
- Convenience Store owner
- No previous criminal history



⇒ WHAT HAPPENED

During spring 2016, the FBI learned about an internet-based application called Zello, and became suspicious that some of its users were using the app to support the Islamic State of Iraq and al-Sham ("ISIS"). Said Azzam Mohamad Rahim was a moderator of the "State of the Islamic Caliphate" channel on Zello, which had, disseminated ISIS propaganda, and recruited followers from more than 10,000 subscribers.

Rahim served on multiple channel committees, including the Coordination Committee and the Media Committee. He was also the "Emir" of the Dialogue Committee, which means "leader" and is considered a title of respect. Other users regarded him as an expert on ISIS.

Records show Rahim spent years on the channel, where he touted acts of terror under various monikers:

"Kill and do not consult anyone," he said in July 2016. "Kill by any means, smash his head on the wall, spit in his face, burn -- I mean anything, anything -- poison, anything". He even praised several terrorist attacks after the fact. "I was happy for this act," Rahim said after a truck barreled into a crowd of people in Nice, France, killing 86 people. "Those dogs."

FBI agents arrested Rahim on March 5, 2017, at the Dallas Fort Worth International Airport as he was attempting to board a flight to Amman, Jordan. When the agents asked if he had ever supported ISIS, advocated travel for the purposes of jihad, promoted violence on ISIS's behalf, or encouraged anyone to kill infidels at the urging of ISIS spokesman Abu Mohammed al-Adnan, Rahim said "no."

Rahim was convicted on six counts of making false statements to a federal agency and one count of attempting to provide material support to a designated foreign terrorist organization, namely ISIS.

⇒ INDICATORS

- **Ideological Indicators** – Rahim openly identified with and supported ISIS, which the Secretary of State has designated as a Foreign Terrorist Organization
- **Psychological Indicators** – Rahim perceived the world through a distorted lens of fundamentalist beliefs. Violent behaviors and actions often begin with extreme beliefs and opinions.
- **Behavioral Indicators** – Rahim focused his Zello activities on two objectives: recruiting fighters to travel to the Caliphate to join ISIS and inciting followers to commit terrorist attacks in ISIS's name.

⇒ IMPACT

- Said Azzam Mohamad Rahim was sentenced to 30 years in federal prison.
- "Said Azzam Mohamad Rahim operated online to spread ISIS's poisonous message of hate and violence," said Assistant Attorney General Demers. "Then he attempted to travel to support ISIS and he lied to the FBI when questioned about his activities. With the jury's guilty verdicts, he is being held accountable for his crimes. I want to thank the prosecutors, agents, and analysts who are responsible for this result."
- "We will not allow radical terrorists motivated by dangerous ideologies to promote violence against innocent people," said U.S. Attorney Neely Cox. "The Justice Department is committed to combatting terror at home and abroad."

⇒ ADDITIONAL INFORMATION

Rahim incited and counseled followers in other countries to commit terrorist attacks in ISIS's name. He encouraged listeners to "mobilize" to the Caliphate and "pledge allegiance" to al-Baghdadi. He boasted of the channel's role in recruiting followers for ISIS. Rahim once described how he convinced a former user who said that he didn't want to be a "hypocrite" to travel to the Caliphate to join ISIS. Rahim also encouraged those who could not travel to the Caliphate, even young children, to engage in terrorist attacks in their respective countries. "In every place where an unbelieving atheist exists," he said, "jihad is a duty. In any area where Christians exist, they are legal targets, or a Jew or atheist, or crusader, or where a Christian missionary preacher is . . . All those are legal targets of the Islamic Caliphate State." He even took personal responsibility for the January 1, 2017 attack in Istanbul, Turkey: "Less than a month ago, I called upon the brothers, I mean, to target Turkey. . . I ask God to grant me reward for it for inciting brothers to perform jihad for the cause of God."

Additionally, Rahim celebrated multiple terrorist attacks committed on behalf of ISIS. After the June 12, 2016 attack in Orlando, Florida, Rahim spoke on the channel: "We rejoice for this attack which took place in America... Now starts the outreach activity at all mosques, especially in America, to publicize, to publicize this operation." After the July 14, 2016 attack in Nice, France, Rahim stated: "Oh man, now the French and all the Europeans are in an extreme state of terror. Everybody is living in fear. . . I was

really happy for this act. I was happy for this act, those dogs."

⇒ RESOURCES FOR FURTHER EXPLORATION

- [Terrorism Indicators Job Aid](#)
- [Suspicious Activity Reporting – Indicators and Behaviors](#)
- [National Counterterrorism Center Homepage](#)

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!



Tammy Crocker
Accounting Manager
301-737-4361 Ext. 31
tammy.crocker@red-inc.us

ACCOUNTING, FINANCE & TRAVEL

Susan Pinekenstein
Accountant
301-737-4361 Ext. 22
Susan.pinekenstein@red-inc.us

Leave

Review your PTO balance in T&E.

Any PTO balance in excess of 200 hours as of 12/31/23 will be lost.

2023 Holiday hours do not carry over to 2024.

Payroll

Is your address correct? Do you need to make any changes to your emergency contacts? Have you selected how you want to receive your W2? When was the last time you logged into Paychex?

Take a few minutes to log into Paychex and verify the following.

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

Verify your Address, phone numbers, and emergency contacts.

Select the three bars in the upper left corner of page

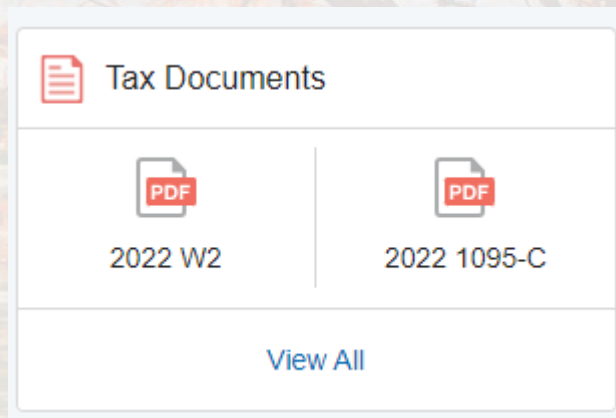


Select my profile.

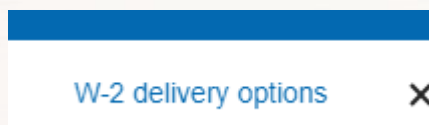
Under the Personal tab review and update any incorrect information. *Note: Work email must be your RED-INC email account. Please do not use your .mil account.*

Select how you want to receive your W2's. Online or have them mailed.

From 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.

ACCOUNTING, FINANCE & TRAVEL

2023 TIMESHEET/PAY PERIOD

PERIOD	BEGIN	END	PAY DATE
1	12/17/22	12/30/22	01/13/23
2	12/31/22	01/13/23	01/27/23
3	01/14/23	01/27/23	02/10/23
4	01/28/23	02/10/23	02/24/23
5	02/11/23	02/24/23	03/10/23
6	02/25/23	03/10/23	03/24/23
7	03/11/23	03/24/23	04/07/23
8	03/25/23	04/07/23	04/21/23
9	04/08/23	04/21/23	05/05/23
10	04/22/23	05/05/23	05/19/23
11	05/06/23	05/19/23	06/02/23
12	05/20/23	06/02/23	06/16/23
13	06/03/23	06/16/23	06/30/23
14	06/17/23	06/30/23	07/14/23
15	07/01/23	07/14/23	07/28/23
16	07/15/23	07/28/23	08/11/23
17	07/29/23	08/11/23	08/25/23
18	08/12/23	08/25/23	09/08/23
19	08/26/23	09/08/23	09/22/23
20	09/09/23	09/22/23	10/06/23
21	09/23/23	10/06/23	10/20/23
22	10/07/23	10/20/23	11/03/23
23	10/21/23	11/03/23	11/17/23
24	11/04/23	11/17/23	12/01/23
25	11/18/23	12/01/23	12/15/23
26	12/02/23	12/15/23	12/29/23
+	12/16/23	12/29/23	01/12/24

MEET THE TEAM



Mike Pasquale

Hello all! My name is Mike Pasquale and I started with RED-INC at the end of August. I am working over at Human Systems Engineering on base as the Assistant Technical Coordinator under Lie Support Systems. I am originally from New Jersey and joined the Navy from Cocoa Beach Florida. I currently live in Wildewood with my beautiful wife and our two amazing children! I just recently retired from the Navy as a Parachute Rigger after 22 years of service. In my free time I coach my kid's sports, watch sports (huge hockey and football fan!), spend time outdoors with my family, and train my hunting dog. It is an honor and a privilege to join the RED-INC team and I am looking forward to meeting everyone! Cheers



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 Hilary Melgar hilary.melgar@red-inc.us Let's join the dots of Red Ink and become a bigger puddle of Red Ink and learn about each other.

2023 FALL KUDOS!

Kudos to the AOS Team from their customer:

“The AOS FST provided timely and effective response to eight potential physiological events, all of which occurred within the T-45 Goshawk community in a time span of only four weeks. They continue to provide impressive engineering analysis on critical system comments while constantly supporting Physiological Event Rapid Response Team (PERRT) investigation and reporting requirements. On more than one occasion, PERRT stakeholders have reached out directly to express gratitude and appreciation for their siege advise, attention to detail, and persistent focus on fleet-engagement activity.”



2023 FALL KUDOS

Kudos to Amber Wims from her customer:

“Ms. Wims' roles and responsibilities have grown to encompass what had previously been covered by the MCEIP Chief of Staff (CoS) in addition to her MCEIP Program Analyst roles and responsibilities. On 9/15/23 it was confirmed by the MCEIP Director that these additional responsibilities were officially Ms. Wims' and that the CoS position would not be backfilled. The Director has made it a point to communicate repeatedly that Ms. Wims is exceeding expectations and doing stellar work for MCEIP consistently.”

Kudos for Ruth Boschen:

“RED-INC should be aware of the absolutely fantastic job Ruth is doing for our office. Her dedication and determination to our tasking has allowed our office to continue successfully through the executing of our FY23 budget and preparation and execution of our FY24 budget. She is talented, driven, hard-working, dependable, and intuitive.”

Kudos to Landon Smerek from his customer:

“I wanted to formally convey a much-deserved Bravo Zulu for Landon Smerek for outstanding contributions to the NGJ-MB team. Landon is an integral portion of the NGJ-MB team and his impact on the team cannot be overstated. Landon is a high performer on the team routinely going above and beyond his functional role within the ITT. Landon is enthusiastic and willing to take on new challenges within the team to broaden his understanding of the system, platform, and testing as a whole to help accomplish the mission. Specifically, Landon has worked in concert with our aircrew with critical fleet support tasks of diagnosing jammer employment data to understand the results that were seen during the operation. Without Landon's can-do attitude, we would not have been able to provide feedback as quickly as we did. I greatly appreciate Landon's support on the NGJ-MB team and look forward to seeing the great things he will continue to do for the team.”