



PLURIBUS INTERNATIONAL

A quarterly newsletter for the employees of Pluribus International Corporation

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PLURIBUS AT A GLANCE

President George Washington in his farewell address warned all Americans to be always vigilant for enemies and doubters from within and outside the United States.

"The unity of government which constitutes you one people is also now dear to you. It is justly so, for it is a main pillar in the edifice of your real independence, the support of your tranquility at home, your peace abroad; of your safety; of your prosperity; of that very liberty which you so highly prize. But as it is easy to foresee that, from different causes and from different quarters, much pains will be taken, many artifices employed to weaken in your minds the conviction of this truth; as this is the point in your political fortress against which the

batteries of internal and external enemies will be most constantly and actively (though often covertly and insidiously) directed, it is of infinite moment that you should properly estimate the immense value of your national union to your collective and individual happiness; that you should cherish a cordial, habitual, and immovable attachment to it; accustoming yourselves to think and speak of it as of the palladium of your political safety and prosperity; watching for its preservation with jealous anxiety; discountenancing whatever may suggest even a suspicion that it can in any event be abandoned; and indignantly frowning upon the first dawning of every attempt to alienate any portion of our country from the rest, or to enfeeble the sacred ties which now link together the various parts."

FROM THE EXECUTIVE OFFICE

It seems that summer began just yesterday and yet here we are in September preparing for the cool weather and colors of Fall. We do hope that all of our employees and their families were able to take time together to celebrate life and to make some fun memories together. We know that like us you are seeing and hearing the debates and advertisements as we prepare for a Presidential election next year. We take pause at these times to remember that it was George Washington, our first President, who voluntarily stepped down after two terms to set the expectation for all future Presidents to do the same. With this selfless act he sent a message to the American people and the world that we are a democracy, by the people and for the people, and not a monarchy or dictatorship.

As you can read above, President Washington was concerned about our fragile democracy and asked us all to be vigilant and not listen to the nay sayers or lose hope in our Nation. Sometimes in the spirit of Presidential debates the candidates spend more time talking about what is wrong with our country and very little time talking about what is right in our country. So we ask that we all remember his warning and try to focus on all the positive things we have: interesting and meaningful work, pay and benefits that support a good lifestyle for ourselves and our families, the freedom to speak our minds and vote our conscience, and the certainty of knowing that our Government can not unilaterally take away our freedom and rights. We are so lucky to be able to share the company of likeminded people who stand ready to stand with our nation to help keep us free and democratic.

We have truly been blessed as a company to have not been severally impacted by budget cuts or contract losses. Indeed the opposite is true, we have not only maintained 100% of our contracts but some have even grown as a direct result of the great reputations each of you has helped us to achieve as a company. In fact last month we were delighted to receive two customer past performance ratings, one from DIA and one from MDA, that rated Pluribus and its employees as exceptional in every category! In my 35 years in this industry I have never seen past performance ratings from 2 different customers at the same time with such high scores.

We will continue to grow and prosper, personally and collectively, because our customers value the work we do and are willing to tell other potential Government customers that Pluribus is a company they can count on to execute their critical missions. This reputation led US Army INSCOM to award to Pluribus the first three competitive task orders under the INSCOM Global Intelligence (GI) contract beating the other 10 prime contractors. With these wins, and the other eighteen proposals currently submitted pending award, there will be new opportunities to grow which will lead to new opportunities for our employees to grow with them. We offer all of you our profound gratitude for all of your hard work and diligence in delivering "Excellence with Integrity" in all you do.

Respectfully,
Nathan & Valerie McCarry



Announcements

Come support the Pluribus Team on October 11 as they take on the Army 10 miler!

New Payroll system has been created though ADP. (www.workforcenow.adp.com) Please ensure your account is up to date!



PROGRAM MANAGEMENT

Did you know?

Trivia to boost your knowledge

- U.S. Former Presidents John Adams and Thomas Jefferson died within hours of each other on July 4th, 1826.
- Montana has 3 times as many cows as it does people.
- The state with the most millionaires per capita is Maryland.

Employee Tips

Stay healthy at work 5 steps to improve your health and your work life!

- Stay hydrated- drink as much water as you can! The extra trips to bathroom are good for you to get up and walk around!
- Give yourself a break.
- Take time to meditate- relax and give yourself some quiet time to stop thinking and clear your head.
- Work together.
- Put down the sugar! choose healthy snacks over sugary snacks.

Fall is upon us and it is time to turn from picnics and family vacations to the cooler air and bright colors of fall. With Fall comes a new Government Fiscal year with challenges of budgets and promises of new opportunities. With this a topic that cannot be overlooked is the responsibility we all have in ensuring we record our time accurately and in a timely manner.

As a growing services provider for the government, time is our most valuable asset and one which is controlled by the employee. As professionals providing critical services to our customers, it is crucial that we record our time accurately to ensure the invoice we provide to the government can withstand scrutiny. This ensures the company is compensated in a timely manner and in turn, twice a month, we as employees are compensated for our hard work and dedication.

Even with the best intentions mistakes on timecards can and will happen. When an erroneous entry is discovered there is no issue with adjusting your timecard in a timely manner. Make the correction on your timecard and inform your supervisor as soon as possible after you discover the error. However, there is no tolerance for intentionally recording and submitting a timecard with inaccurate information. This behavior is not only against all that Pluribus stands for; it is illegal and unethical and can result in administrative action up to and including termination of employment.

So in the coming weeks and months as you enjoy the good weather, please take a moment at the end of each day and record your time; it only takes a moment. Also I ask

that each and every one of us take a moment to review DOO Note 10 sent out in the middle of June 2015. If you have not seen this memo contact your site lead and/or Senior Program Manager for a copy. It takes very little time on a daily basis to update your timecard, not recording your time will eventually take more time and have an impact on not only you as the employee but Pluribus as well.

“Excellence with Integrity” is a theme that must be applied to every aspect of our lives both professionally and personally. These words look good on a banner, a website and on a t-shirt but they have much greater meaning when it is engrained in our culture and in everything we do on a daily basis. This is how we as employees ensure many enjoyable summers in the future as a premier provider of services to the government.

Below are a few tips on how to remind ourselves to record our time on a daily basis. Tips:

1. Set a reminder on your calendar to pop up at the end of the day.
2. Managers should spot check and remind employees to enter their time on a daily basis
3. When going on vacation, input the hours on your timecard before departing.
4. Remind your fellow Pluribus employees about inputting their time when you see them.
5. If you need to make a correction to your timecard do so in a timely manner and ensure to include a note in the comments section.

“Excellence with Integrity”

SECURITY EDUCATION & TRAINING

As we all know, information is a commodity. Our personal information, otherwise known as Personally Identifiable Information (PII), identifies and validates the transactions we all execute several times a day. We all intrinsically protect that information to some degree. This is to say we do not advertise that information which would assist an individual engage in criminal mischief.

Despite our best efforts however, data breaches are becoming more and more common. Already in 2015 we have seen huge data breaches in the Internal Revenue Service (IRS) and the Office of Personnel Management (OPM).

Personnel who perpetrate these breaches have more and more technology at their disposal. It was recently reported, both in the media and by Pluribus employees, that unknown entities are utilizing texts messages to solicit information.

Not all data breaches are malicious though it is the number one factor accounting for nearly half of all data breached. The second closest reasons are human error or glitches in the system.

In a bigger system, such as OPM, it takes a while to detect and action data breaches. The average time to currently detect a data breach is about 80 days and 123 days to resolve.

Precautions to Help You Avoid Becoming a Victim:

- Be suspicious of unsolicited phone calls, visits, or email messages from individuals asking about you, Pluribus International, your colleagues or any other internal information. If an unknown individual claims to be from a legitimate organization, try to verify his or her identity directly with the company.
- Do not provide personal information or information about Pluribus International, including its structure or networks, unless you are certain of a person's authority to have the information.
- Do not open attachments to emails from unknown unsolicited or suspicious parties.
- Do not reveal personal or financial information in email, and do not respond to email solicitations for this information. This includes following links sent in unsolicited or seemingly legitimate email.
- If you are unsure whether an email request is legitimate, try to verify it by contacting the company directly. Do not use contact information provided on a website connected to the request; instead, check previous statements for contact information. Information about known phishing attacks is also available online from groups such as the Anti-Phishing Working Group (www.antiphishing.org)
- Report any attempts to solicit information to your SSO and Corporate FSO. Provide as much information as possible to include phone numbers, email addresses, links or texts.

In all matters, both classified and unclassified take to heart the Russian proverb which former US President Regan was fond of saying *доверяй но проверяй* (doveryai no proveryai) or "Trust but Verify" all requests for your information. If you think you are the victim of a data breach, report it to the Pluribus FSO immediately.



Employees in the Spotlight

Yung Kim has been volunteering for the past month to be the cycling coordinator for Team RWB (Korea Chapter), a non-profit organization with the mission of enriching the lives of America's veterans by connecting them to their community through physical and social activity.

Yung is also participating in the 2015 Great Cycle Challenge to raise funds to support the Children's Cancer Research Fund. His goal is to cycle at least 400 miles and raise \$500. Folks can learn more and sponsor Yung's challenge at <https://greatcyclechallenge.com/Riders/YungKim/d>

Tammy Daniels completed her Bachelor's Of Science in Project Management from Colorado State University.

Justin McCarty has completed the requirements for his Masters' degree program.

Charles Blackstone and his 10U AAU Boys' Basketball Team (Team Takeover) competed for the Division-1 AAU National Championship in Clarksville, TN. On 7/15/2015 Team Takeover beat one of the nation's top youth AAU basketball teams (Gulf Coast Blue Chips) 39-32 for the 10U National Championship.



HUMAN RESOURCES

Happy Birthday!

APRIL

Daniel Belado	Rob Long
Monita Blackstock	Gene Lucas
Jennifer Coulter	Ted Marks
Ernest Cutler	Paul Morse
Steven Duvall	Dan Robinson
Harrison Hunt	Michael Wilson
Daryl King	

MAY

Katie Caldwell	Sean Madigan
Justin Christopherson	Jamie Mannina
Matthew Hunt	Tene McAdams
Mary Jones	David McMillan
Sheila Locke	

JUNE

Sonya Alford	Jonathan Nease
Wanda Barksdale	Richard Skelton
Casey Carden	Frederick Thronton
Aaron Davies	

JULY

Jessica Angelo	Jeffrey Miller
Ena Bello	Jason Oakley
Jeremy Bonner	Beth Palmer
Evan Cluff	Matthew Peyer
Douglas Dyke	Gabriel Serrano
Michael Herring	Eric Siriprakorn
Donqueako Jordan	Megan Wilder
Adam Lipham	

AUGUST

Raymond Anderson	Brandon Jones
Jason Devries	Yung Kim
Jamison Dortch	Severina Kinsley
Jennifer Fitzgerald	Eric Milhoan
Dennis Hernandez	Ava Myers
Alysha Hopkins	Brian Smith
Danielle Hopkins	

New Pluribus Staff

We would like to welcome aboard our new employees:

Keith Barrow	Sheila Locke
Daniel Belado	Robert Long
Melissa Blunt	Gene Lucas
Jeremiah Campbell	Sean Madigan
Andy Cifreo	Damian Maisonet
Thomas Clark	Jesse Nash
Evan Cluff	Michael Phinney
Daniel Dewitt	Jennifer Pyle
Stephen Flasdick	Gabriel Serrano
Duran Hayden	Steven Vazquez
Stephen Johnson	Leigh Weldon
Mary Jones	James Wright
Guy Kerby	

October is National Domestic Violence Awareness Month

Throughout the month of October Pluribus will be working with Shelter House in Fairfax County to help raise awareness about domestic violence and join in their efforts to end violence. We are helping Shelter House restart the Executive Challenge we helped create last year and Nathan and Valerie McCarry were invited to brief the Shelter House Board of Directors on the initiative and offered advice on how each Board member could help.

Below are some facts and information about domestic violence to help us all become more aware of what domestic violence is so we will be better able to help and understand the victims.

- Domestic violence is a pattern of coercive, controlling behavior that can include physical abuse, emotional or psychological abuse, sexual abuse or financial abuse (using

money and financial tools to exert control).

- Domestic violence is a pervasive, life-threatening crime that affects millions of individuals across the United States regardless of age, economic status, race, religion or education.

- Batterers make it very difficult for victims to escape relationships. Sadly, many survivors suffer from abuse for decades.

- It's important for survivors to know that the abuse is not their fault, and they are not alone. Help is available for those who suffer from domestic violence.

Domestic violence thrives when we are silent; but if we take a stand and work together, we can end domestic violence.

If you would like to learn more or get involved please visit the Shelter House website at <http://www.shelterhouse.org/>

CURRENT OPENINGS

Are you missing out on the referral opportunity? Send referrals to your Program Manager, Bruce Heon, or Jennifer Coulter. Be sure that all referrals list your name on their application.

Please visit our website at www.pluribusintl.com and click on the "Careers" tab to see all our currently available openings. Our current and future job vacancies are listed below:

As attested by our current postings, Business Development and Operations groups have been engaged in increasing our exposure in the DoD arena. We currently have 61 postings. Recruiters will be attending the Virtual Job Fair sponsored by The American Public University/ American Military University in August. 25% of our new hires this year have been from referrals. It is through all of our efforts that Pluribus has prospered. We thank you for your efforts.

- Executive Support Specialist
- All Source Analyst
- Budget Analyst
- Collection Manager
- Counterintelligence Agent
- GEOINT Instructor
- Geospatial Analyst
- Imagery Analyst
- Intelligence Systems
- Mid-Level Iran Analyst
- Mid-Level UFAC Editor

- Security Specialist Force Protection
- Plans and Operations Support
- OPS Support to Foreign Disclosure
- Language Analyst
- Web and SharePoint Developer
- Pol-Mil All-Source Analyst
- Ops Support Coordinator
- Project Manager
- Senior Financial Analyst
- Geolocation Analyst
- Counterintelligence Analyst (Research,

EMPLOYEE RECOGNITION

Congratulations to the following employees who were individually recognized by our customers for delivering superior professional products and support to:

Alysha Hopkins- IOSA 3 TO 5
Steve Duvall- IOSA 3 TO 5
Beth Palmer -IOSA 3 TO 5
Casey Keilty -IOSA 3 TO 5
Mike Meza -IOSA 3 TO 5
Ernest Cutler- IOSA 3 TO 5
Patricia Stubbs -IOSA 3 TO 5
Jesse Miller- SIS DO 6
Katherine Caldwell- SIS DO 6
Sonya Alford- SIS DO 10
Aaron Davies- SIS DO 10
Mario DiBenedetto- SIS DO 10
Harrison Hunt- SIS DO 10

Steven Hampl- SIS DO 10
Deborah Hutchins - SIS DO 10
Stephen Jordan- SIS DO 10
Alexandria Murphy- SIS DO 10
Jonathan Nease- SIS DO 10
David Sharp- SIS DO 10
Matthew Turner- SIS DO 10
Renita Cooper - SIS DO 12
Casey Carden - SIS DO 12
Eric Milhoan - SIS DO 12
Amber Staicoff - eSMARTS T01

PLURIBUS AT THE PARK

140 DC local employees and families joined together on August 23rd for a Pluribus Company picnic at Nationals Ball Park Stadium! We enjoyed delicious BBQ, Mac & Cheese, Watermelon and great weather! We were happy to enjoy such a nice day in the great company of the many employees within the DC area. Following the picnic we watched the Nationals defeat the Milwaukee Brewers in a 9-5 win! GO NATS!



BUSINESS DEVELOPMENT

As we approach the end of the Government fiscal year, the Business Development Team has been ramping up to respond to the increase in opportunities Pluribus is pursuing. On many of our contract vehicles, we are seeing the Contracting Officers pushing to get their FY15 funds obligated before September 30.

Our current efforts focus on our GSA MOBIS contract, which was awarded to Pluribus as a small business contract in 2013. As we have grown in size and capability over the past 18-plus months, Pluribus has identified several MOBIS opportunities that we are pursuing in support of the US Marshals Service, the Defense Security Service, and the Federal Bureau of Investigation, among others. Each of these programs would enable Pluribus to support new Government customers, while offering professional growth and development opportunities to our employees.

The BD Team is also responding to a steady stream of requests for task order proposal (RTOPs) from our INSCOM GISS customer. As

many of you know, Pluribus was one of 11 awardees on the restricted pool contract. Since May, the Contracting Officer has issued 8 draft or final RTOPs; Pluribus has responded to each with strong technical and pricing proposals that, if awarded, will continue to broaden our footprint with the US Army. Pluribus was awarded the first three Task Orders for a total of 24 new positions.

When not working active proposals, the BD Team and Corporate Staff are also expanding our network of large and small business partners, which invariably leads to new opportunities and relationships, some of which have near-term opportunities and others that are a part of a longer, more strategic campaign.

There are always opportunities for you to participate in and get exposed to the Business Development activities – it can be as simple as identifying good companies that you think we should be working with, or as involved as writing and reviewing technical content for a proposal. Remember, your next Pluribus position just might be one that you help us win!



Happy Pluribus Anniversary!

4/01 (1)	Paul Morse
4/03 (2)	Suzanne Trotman
4/14 (1)	Jonathan Nease
4/14 (1)	Eric Siriprakorn
4/14 (1)	Alexandria Murphy
4/23 (1)	Andrew Delisi
4/28 (1)	Jose Rodriguez- Roque
5/16 (2)	Jamison Dortch
6/01 (5)	Edmond Bello
6/01 (5)	Ena Bello
6/08 (5)	Justin McCarty
6/10 (2)	Dennis Hernandez
6/10 (1)	Bill Witt
6/13 (2)	Mathew Haines
6/13 (4)	Steven Hampl
6/13 (1)	Carl Isakson
6/16 (1)	Jan Hunter
6/16 (1)	Thomas Weiss
6/19 (1)	David McMillan
6/19 (1)	Casey Keilty
7/01 (2)	Jason Leigh
7/02 (1)	Yung Kim
7/06 (6)	Hollymarie McCarty
7/14 (7)	Matthew Schettler
7/20 (6)	Aaron McCullar
7/25 (4)	Jason Oakley
7/28 (1)	Jessica Angelo
7/28 (1)	Christopher Brincefield
8/04 (1)	Peter Kim
8/04 (1)	Cindy Smid
8/11 (1)	Justin Christopherson
8/11 (1)	Jesse Miller
8/18 (1)	Joao Middleton
8/23 (5)	Katie Caldwell
8/24 (5)	Randall Seckman
8/22 (2)	Adam Lipham
8/22 (1)	Fredrick Thornton

Mount Vernon Estate Admission Tickets

Pluribus has season tickets for up to 8 guests for free admission to the Mount Vernon Estate and these tickets are available for employees use. If you are interested in utilizing these tickets please contact Haley or Lindsey in Human Resources.



Employee Rewards

For the DC-Metro Area employees, we are in the midst of hokey season! We will be giving away Washington Capital tickets periodically.

For Non DC-Metro employees, we alternate giving away a Dinner & Movie Night giftcard pack and a VISA giftcard monthly. You could be our next winner!

ETHICAL MOMENT

Delivering Quality Services

We are committed to delivering quality services that are consistent with each customer's requirements. Our goal is to be the recognized leader in our marketplace; recognized for innovation, quality, responsiveness and value. We meet both our own quality standards and our customers' requirements as set forth in contracts and agreements. Do not knowingly misrepresent, in any way, the condition or status of services or deliverables offered.

SCENARIO

We are contractually required to complete a quality control procedure that will delay our ability to meet our deadline. The procedure is not really necessary from a safety or performance standpoint. May we skip the procedure?

GUIDANCE

No, you must continue to perform all contractually-required procedures. Any deviation from the contract would require the prior written approval by an authorized representative of our customer.



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