

Small Business of the Year 2019 finalists

Client Service: Since its founding in 2008, **BridgePhase** has supported over 30 projects spanning 11 Federal Government Agencies, two State/Local organizations, and three commercial firms. During this time, BridgePhase has made substantial contributions to projects that have kept the military safe; protected the homeland; and helped our government run more efficiently. BridgePhase is regularly recognized by its clients and partners for the company's unwavering commitment to delivering results and exceeding expectations. In addition, BridgePhase has built a highly effective recruiting and staffing process to identify, recruit, and retain highly qualified, cleared technical SMEs to support its clients and their mission-critical requirements. In the past six months, BridgePhase been awarded new prime contracts with the Army, Navy, and Air Force, while also continuing to expand its footprint with its largest client, the U.S. Citizenship and Immigration Services (USCIS). BridgePhase specializes in building software applications using Agile development methodologies in a cloud environment and delivering full life-cycle Enterprise Resource Planning (ERP) and Business Intelligence implementation services for leading ERP software platforms such as SAP and Oracle.

Training and Innovation: BridgePhase prioritizes training and professional development for all employees by providing each employee with an annual training allowance. Employees are encouraged to keep technical certifications current and to keep pace with the rapidly evolving technology landscape. Employees are given autonomy to use their training budget at their own discretion, with no approvals needed. BridgePhase also maintains an internal technical lab environment, enabling team members to gain hands-on experience with new technologies and product versions. BridgePhase uses its lab to demonstrate to clients how it leverages DevOps technologies in the cloud to run its own business more efficiently. For example, BridgePhase built an automated internal communication tool that leverages the AWS Lambda serverless compute platform, employing AWS automation to streamline critical business processes. Additionally, BridgePhase uses the lab to demonstrate how DevOps tools can be used to fully automate the creation and deployment of secure virtual environments in AWS within minutes.

Community and Professional Outreach: BridgePhase is committed to supporting the community through volunteer efforts, fundraising, and company community outreach events. For example, Matt Stratford, President and Managing Principal, is an active AFCEA SBC member and Chair of the Chapter Outreach Sub-committee. BridgePhase also supports the Fisher House Foundation, the AFCEA Educational Foundation, and other nonprofit organizations throughout the Washington, D.C. region.

Leadership and Commitment: BridgePhase provides informal mentorship support to three emerging small businesses and their principals. Examples of this type of support include providing advice for how to effectively set up back office support functions, managing facility clearances, and developing proposals. BridgePhase is also an active AFCEA corporate member, providing support in areas such as event sponsorship, active participation in AFCEA SBC and AFCEA NOVA and Belvoir Chapter events, volunteering, and sponsoring a scholarship for undergraduates pursuing STEM degrees.

Diversity: BridgePhase is committed to diversity in the workplace. Approximately 45% of the firm's current employees are women or minorities, and BridgePhase employs a significant number of veterans.

Client Service: For the Department of Commerce-FirstNet, **Definitive Logic** (DL) implemented the OneStream Corporate Performance Management platform to support its budget planning process. The implementation of OneStream saved FirstNet over 4,000 man-hours annually. For the Air Force, DL is executing the enterprise-wide Program Budget Enterprise System (PBES) Oracle Hyperion, which has already saved \$81.2M in program lifecycle costs, and released within 18 months.

Training and Innovation: The key differentiator is highly skilled professionals who understand the strategic intent, take time to understand the business environment, and have the client's best interests. DL offers paid skills training and up to \$5,250 for tuition assistance and 2 weeks of paid professional development annually. Many Definitive Logic professionals grow skills from mentorship relationships. Additionally, they encourage and incentivize employees to attend tradeshow ensuring skills, knowledge and certifications are up-to-date, and are maintained against industry benchmarks. Finally, Definitive Logic Centers of Excellence provide reach-back to Business Intelligence and Analytics, Test & Evaluation, Cloud and Cyber technical resources for just-in-time training. Their commitment to investing in people ensures they are ready to fully support clients, increases retention, and has resulted in DL consistently being recognized as a "best places to work" employer.

Community and Professional Outreach: DL values and highly encourages volunteering and community out-reach, providing employees 8 hours paid time off per year to volunteer with their chosen charity. We also donate money to these charities, up to \$800 per person per year. For the past 2 years, DL has been a corporate sponsor of "Barktoberfest," a no-kill shelter dedicated to saving homeless pets in the Washington, D.C., area. In 2018, DL partnered with Wreaths Across America and laid hundreds of wreaths at Arlington National Cemetery honoring fallen service members.

Leadership and Commitment: Committed to "paying it forward." DL mentors other small businesses and start-ups to help them navigate the complex rules and landscape of federal contracting. Definitive Logic recently assigned its HCM Practice Deputy Director to assist a small niche software vendor (mLINQS) to manage their first large enterprise rollout. DL assisted mLINQS with connections to senior Air Force leadership and IT offices, enabling and advising partners on how to connect with and promote implementation decision making through change management and stakeholder management principles. Another example of commitment to helping small/micro businesses grow is a new partnership with Cherktek Consulting, an SDVOSB formed in 2018. As a valued team member, DL provides Cherktek access to contract vehicles, proposal writing center of excellence, and Top-Secret facility clearance status.

Diversity: DL's commitment to diversity and inclusion (D&I) is evident by the following industry awards based on third-party surveys that cover D&I plans and programs: In February 2019 Virginia's Source for Business Intelligence Edition, DL was Ranked #1 Midsize Employer by Virginia Business Best Places to work; 2018 Best Places to Work in Virginia (5+ years running); 2018 Washington Post Top Workplaces (5 years running); GlassDoor.com 5 out of 5 rating.

Lexington-Concord is proud to nominate **FishEye Software, Inc.**, for the Small Business of the Year Award for commitment to strengthening AFCEA goals, exceptional contributions to national defense, genuine dedication to employee welfare, and exceptional support of community. This chapter has, for most of two decades, benefited from FishEye's highly valued participation on numerous committees and its generous financial sponsorship of untold AFCEA fundraising events, such as Fellowship Awards and ROTC scholarships. FishEye's CEO, Bob Chisholm, is an active AFCEA L-C Officer, serving as its VP of Education. FishEye is also a perennial platinum sponsor of the New Horizons Symposium, where a FishEye-centric bluegrass band has become a staple! Chisholm presented the Internship Program at this year's event.

FishEye is a committed supporter of local education. As a major donor to the Maynard Public Library renovation, both the library's "Children's Desk" and one other library facility now proudly display the FishEye logo. Through financial support and company volunteerism, FishEye helped create and continues to support the Holliston High School Robotics Club, which has attracted and sustained high levels of student interest in STEM projects and competes annually at the state and national level. Most recently, FishEye sponsored an intern who is vice president of the Society of Women Engineers at the University of Massachusetts. FishEye is exploring ways to jointly collaborate to energize teenage girls about STEM.

Since incorporation in 1997, FishEye has made significant contributions to our nation's defense, delivering mission-critical software systems and innovative technology to almost all branches of the armed services. For example, FishEye developed a real-time data capture, streaming, analytics, and visualization platform (RTTK) using internal funding, the SBIR program, and industry investment. The utilization of RTTK on field systems has resulted in both cost and time savings through the streamlining of data handling while at the same time reducing risk. FishEye's technological advances have led to four consecutive nominations for the Smaller Business Association of New England (SBANE) Award for Innovation. Similarly, the company's proven commitment to quality, ethics, customer responsiveness, outstanding engineering service, and innovation led The Raytheon Company to award FishEye five consecutive Supplier Excellence awards.

Above all, FishEye's high retention rates illustrate its strong commitment to its employees. The company's 5-year voluntary attrition rate is under 3% with a rate of 0% in 2018. More than 30% of FishEye's team members have been employed there over 15 years. The company offers competitive wages, flexible hours, professional training, tuition reimbursement, profit sharing, 401K matching, health care, and team-building activities. FishEye is also committed to embracing diversity, having been among the first to offer same-sex benefits to qualifying employees. FishEye team members work in a supportive and collaborative environment, enabling them to consistently develop and deliver complex real-time mission-critical software systems. Bottom line? FishEye is clearly deserving of the special recognition as Small Business of the Year for its demonstrated commitment to client service, innovation, community outreach, leadership and diversity.

Oasys International Corporation (Oasys), a CVE-verified Service Disabled Veteran Owned Small Business (SDVOSB), operates on simple, but powerful, core values of integrity, excellence, and teamwork. These values sustain passion for delivery across all five criteria of the AFCEA Small Business Award Program. In 2018, Oasys delivered significant mission and process improvements to new and existing clients. Customer service accomplishments include tripling the user story close-out rate in only six months, while reducing the average backlog age by 25% for a critical Veterans Affairs Governance, Risk and Compliance Support program. Oasys accomplished this by blending Agile frameworks of Scrum with Kanban. For DHS S&T, the company produced Identity, Credential, and Access Management (ICAM) Acquisition Guidance for FirstNet that DHS published and is actively promoting nationwide. The information has dramatically reduced the time state, local, and tribal agencies spend on securing and implementing solutions for first responders.

Oasys prides itself on being a Learning Organization, providing significant resources for the team to find, assess, master, and apply emerging tools and technologies. For example, to help the Department of Education explore applications of AI, they skilled their team on Machine Learning, then designed and built a tool to help predict staff attrition. For S&T, their engineers created a cloud-based prototyping sandbox for DHS to rapidly test and assess potential COTS products, which dramatically improved stakeholder engagement and reduced time-to-decision for ICAM solutions.

Oasys is passionate about service. In addition to annual activities such as Toys for Tots, they were lead sponsors for The Armed Services Arts Partnership's Comedy Bootcamp, which helps veterans and their families tackle post-military life challenges. For the Boys and Girls Club Fearless Girls initiative, Oasys hosted 30+ young ladies in a Back-to-School event providing dinner, backpacks, and an evening of learning and exploration. Topics included an introduction to coding, goal setting, and improv. Professional outreach included mentoring at Syracuse University's Veteran EDGE Conference, sponsoring an AFCEA Small Business contracting event, and sponsoring AFCEA's investment in new chapter content and outreach. In the latter instance, Oasys sponsored the AFCEA Atlanta Chapter's October luncheon on FirstNet and provided a subject matter expert for their panel. It was their best attended event in 2018.

While Oasys is a small business, they invest in supporting other entrepreneurs by providing office space, proposal support, business mentoring, and leadership training. On any given day, several small businesses work out of Oasys headquarters, free of charge. This year, they assisted two startups in landing their first contract work, helped several accelerate their pipelines, and will host a paid summer internship program.

Oasys embraces all diversity. Our staff demographics are approximately 30% Veteran, 25% women, and 40% minority. This diversity is reflected across all levels of the company, including leadership positions. Oasys is rooted in shared values that create a powerful culture dedicated to client delivery, innovation, community engagement, industry mentoring, and diversity. Their culture truly reflects AFCEA's vision and warrants consideration as an AFCEA Small Business of the Year.

Founded in 1997, with headquarters in Arlington, VA, **Segue Technologies** is an agile, high-quality Software Engineering company that has experienced 20% average annual growth over the last 10 years. 140+ employees work at customer locations in 15 states, corporate offices, and remotely. Ranked by Inc. Magazine's 5000 List 8 times, Virginia Business's "Best Places to Work" 9 times, Smart CEO GovStar Award, and Washingtonian Magazine – "Great Places to Work" twice. Fully mature business processes, DCAA compliant, CMMI Level 3 appraised, and ISO 9001: 2015.

Client Service: Segue has 30+ active contracts, and \$140m+ in wins on the USAF Netcents-2 Application Solutions Small Business IDIQ. Strong execution and excellent CPARS span clients in USAF, DOI, USN, and USMC. Segue works closely with customers to understand their business processes and establish subject matter expertise of their mission. This allows the development and support teams to modernize systems, identify cost and manpower efficiencies, and deliver beyond minimum support. In 2018, Segue migrated the legacy USAF EITDR system to a modernized replacement that was prototyped and developed into "ITIPS."

Training and Innovation: Internal research and development program builds technical competencies. Stemming from a software engineering core capability, established mobile application development, cloud migration and development, integrated/scalable data analytics solutions, and low/no-code development. Segue defines "Service Areas" amongst technical staff and provide annual training budgets for all employees. Internal cross-training shares cutting-edge tools and processes, to expand employee capability and program knowledge; ultimately improving customer delivery.

Community and Professional Outreach: Significant attendance and sponsorship of AFCEA conferences and local chapter events including West, Belvoir Industry Days, New Horizons, MITS, AF Logistics IT Summit, Midwest Cyber Conference, and Alamo ACE. Annual Chapter Sponsorship of Dayton Wright and Belvoir. Segue has AFCEA leaders/volunteers at local chapter levels and on International Board that organize and host AFCEA events that connect government and industry. Initiated AFCEA Military Mission Outreach (AMMO) Program. They founded "Fast Rope," industry networking group, (300 members - 4 active chapters) and are active in local Chambers of Commerce to build ties between business communities and Federal contracting opportunities. Segue proactively supports the Warfighter through volunteering and major sponsorship of the Blue Skies for Good Guys and Gals Warrior Foundation for last 5 years (Segue leadership founder). From Sam Douglas of the St. Louis AFCEA Chapter, "Segue's support allows our chapter to sponsor a local Robotics, STEM competitions and provide Scholarships support of over \$55,000." From Brian Knott of the Montgomery Chapter, "The chapter has enjoyed longstanding support of Segue sponsorship and participation of our chapter events." From David Judson, AFCEA Board Member, "My firm has served alongside Segue in our communities supporting local non-profits."

Leadership and Commitment: Segue is an active mentor in the SBA All Small Mentor-Protégé program for a \$95M IDIQ. Segue developed commercial product platforms for start-up businesses, based on experience with Federal contracting and innovative capabilities, including "ProcureLinux", Federal contract auditing support software and "Caring Village", a multiplatform mobile app for home caregivers of aging and infirm family members.

Founded in 2006, **TACG** is a Federally Recognized Alaskan Tribal 8(a) and a proud 2018 AFCEA Small Business of the Year Finalist. TACG is committed to helping organizations achieve greater flexibility and efficiency. TACG has established, documented, and implemented an effective Quality Management System (QMS) to ensure our client deliverables conform to contract requirements. This QMS demonstrates our commitment to providing quality services, solutions, and software to clients and prospective customers. In fact, TACG's work with the FDA's internal 508 compliance has received presidential recognition for their outstanding efforts. Additionally, TACG was recognized by the Department of Health and Human Services (HHS) and the Office of Management and Budget (OMB) for its high-value asset program and was put forward as the benchmark for over 1500+ federal agencies.

TACG is excited to announce a sponsorship with Dayton Dragons Hometown Heroes Program, a season-long program that shines the spotlight on Dayton Military Service Members and their families. The benefit showcases nearly 1,000 families while their loved one is deployed, hosts swear-in and welcome home ceremonies, and more. This salute to Military Service Members and their families is invaluable. Additionally, TACG has sponsored the annual Dayton Art Institute Art Ball for two consecutive years. This annual event benefits the DAI, which provides Dayton access to meaningful experiences to art.

TACG staff are essential when it comes to workforce management programs as part of their Leadership Initiative. The year-long program was implemented with a focus on promoting a "TACG First" culture and training leaders from existing staff. Additionally, they offer TACG team members education reimbursement. Ensuring their staff are motivated to complete higher education and pursue new certifications is crucial to TACG corporate culture. Education reimbursement and Leadership Initiative are just two examples of these programs. TACG management provides access to over 3,000 online courses devoted to continuing education in industry topics. Each employee can access these seminars through an online portal.

TACG works with experienced partners, both large and small, providing resources such as access to a number of contract vehicles. Currently, TACG is a choice employer to over 180 staff, spanning across the United States, Japan and the U.K. 2019 marked the inaugural TACG Leadership Summit, where staff came together to hear from leadership, work on team building, and receive valuable leadership training. The TACG formula is working. For three consecutive years, TACG has been recognized as a "Best Place to Work" by Dayton Business Journal. TACG was honored as a "Best Workplace" and given the "Success Award" by Ohio Business Magazine in 2018. We have been featured in 2016, 2017, and 2018 as an Inc. Magazine "5000 Fastest Growing Company." TACG President Brian Chaney was recognized as a "Who's Who in Aerospace and Defense" by Dayton Business Journal in 2018. TACG thanks AFCEA for the opportunity to submit for the AFCEA Small Business of the Year.

Wakelight Technologies is ISO9001:2015 certified in Quality Management and brings process improvements to major clients with measured improvements. At a major client site, they developed a program to consolidate data from several sources for weekly vulnerability reports. This process previously was done manually and took over 12 hours. This program reduced the time to less than one hour and provided more timely data.

Training and Innovation: Wakelight supports critical DoD IT and Cybersecurity mission networks. Wakelight employees have skills and hold certifications in areas of Project Management, Microsoft, Linux, Cisco, Avaya, Comptia, (ISC)2 Certified Information System Security Professional (CISSP), Offensive Security Wireless Professional, Advanced Certified Ethical Hacker and Computer Hacking Forensic Investigator. Each individual has a personal training program designed to maintain the currency of their credentials. Managers meet quarterly with each person to monitor the progress of their Continuing Education Units and assess new training requirements. They have a dedicated office space for the Wakelight Technology Center. This provides for hands-on learning for employees as well as clients. When they are implementing a new IT/Telecom system for clients, they pre-stage the equipment at the Technology Center and individuals can install and configure the systems with oversight from the certified senior technologist. This provides practical training and experience. Wakelight invites clients to the facility and provide training on their new system prior to installation at their site. They also perform Information Assurance functions prior to deployment. This provides opportunities for cross-training of employees with hands-on experience in a non-operational environment.

Community and Professional Outreach: Wakelight was a corporate sponsor for the University of Hawaii (UH) Externship Program, which provides a partnership with industry and UH teachers an opportunity to interact with local businesses to understand the employment needs of local companies so they can better prepare students for work in Hawaii. Wakelight is a corporate sponsor for CyberHawaii, an information sharing and analysis nonprofit organization committed to developing and enhancing Hawaii's cybersecurity capabilities. CyberHawaii is also committed to developing and accelerating educational and workforce opportunities for students via pathways from high school to two- and four-year cyber degrees. Wakelight is a named supporter of Pacific Center for Advanced Technology Training grant program, fostering and developing internships in cybersecurity, IT, and network infrastructure. Wakelight has been a sponsor for three years to the Space Coast Honor Flight, whose mission is to take World War II, Korean War, and Vietnam Veterans to visit their War Memorials in Washington D.C. This is a unique opportunity to show our gratitude to these heroes who made it possible for us to enjoy the freedoms we have today.

Leadership and Commitment: The Small Business Advocate frequently recommends Wakelight to new small businesses for information mentoring. Wakelight has provided training to at least four local small businesses in proposal development, government contracting business processes, and SBA programs available to their socio-economic status.

Diversity: Hawaii is recognized for ethnic diversity and Wakelight's workforce embraces the richness of the cultural mix.

CEdge has executed several initiatives for clients to integrate innovative solutions to overcome real-world challenges. Examples include the following:

- For the U.S. Air Force and United States Transportation Command at Scott AFB, CEdge fielded an innovative data analytics service via a newly developed BI tool, which received compliments in mining data to enhance the decision-making processes for national defense initiatives reducing the amount of time to crunch the required data by 60%.
- For the Clayco project, CEdge integrated several systems to provide a common login and validation process, which was previously unavailable. Our efforts provided the best micro architecture to accomplish this, which was accomplished within a few weeks, saving over \$250K.
- At Edgewell, they had engaged some very large consulting firms that were unable to complete their ecommerce implementation and migration to the cloud. CEdge saved the day, not only meeting expectations but exceeding them by getting the ecommerce capabilities in place within four weeks.

CEdge's focus on the continuous growth of every employee is founded on the individual training and development plan for every employee. This plan focuses on how each employee can grow to their fullest extent possible enhancing their career progression. These plans are then assimilated into the organization's annual budget to ensure that they allocate resources for executing those plans. These have led to employee's ability to meet the ever-changing demands of clients through innovative practices and has been noted by them as a considerable strength of CEdge.

CEdge's commitment to corporate good citizenship is evidenced by such things as STEM programs and NDTA and AFCEA programs, as well as civic responsibilities. CEdge helped raise \$350k in funds to support the STEM initiative for a local high school (Priory High School). We believe that as a beneficiary of both government and commercial contracts we have a responsibility to support other small businesses and activities in the community. CEdge has been a consistent volunteer in helping local organizations in raising funds for STEM activities and collection of toys and clothing. As a part of the local NDTA Scott chapter, CEdge redesigned the entire website and has hosted the chapter website, at no charge, for the last two years, which was recognized by the NDTA President. CEdge was as a local sponsor of the AFCEA St Louis Chapter's Midwest Cyber Symposium and served as an integral part of the Exhibitions, which raised over \$40K for scholarships to help students attend college. As part of their civic-minded responsibilities, CEdge provides technical expertise to the City of Creve Coeur's Economic Development Council advising and leading technology initiatives. They also provide mentorship for IT entrepreneurs in the St. Louis Information Technology Entrepreneur Network organization.

CEdge epitomizes the totally diverse workforce. The senior leadership team is made up of a diverse cross-section of various ethnic backgrounds and sets the standard for the entire workforce. They continuously strive to avoid group characteristics when hiring; encourage developing employee networks to foster inclusion; and hold managers accountable to ensure diversity is achieved consistently.

Entellect, LLC is a woman-owned, minority-owned small business that provides business development, capture and proposal management services. Founded and led by Ms. Tan Wilson, Entellect is a sparkling example of a service-oriented company, both to their clients and to the community. Entellect's commitment to AFCEA's Northern Virginia (NOVA) chapter includes spearheading the small business committee, where they are bringing innovative outreach to help NOVA's small businesses grow and thrive. Entellect has helped small businesses prepare for and win marquee contracts valued at over \$100 billion.

Client Service: In 2018 alone, Entellect clients were awarded more than \$49 billion in contracts supporting the U.S. Army, establishing their clients as leaders in the DoD space. Entellect won another \$5 Billion GSA contract for a client in 2018. In each case, Entellect tailored their support to meet the unique needs of each client to arrive at transformative contract wins. They have built a reputation in industry for implementing creative solutions to the needs of their clients and the specifics of the contract opportunity.

Training and Innovation: At the same time, Ms. Wilson has provided industry training at conferences such as VETS training symposium and the Dept. of Energy's Small Business Forum and Expo the past several years, aiding other small businesses in understanding topics ranging from teaming considerations to dos and don'ts in debriefings. Her training efforts have helped small businesses understand often complicated topics with clarity.

Community and Professional Outreach: In addition to the volunteer training at industry small business events, Entellect volunteers support with AFCEA NOVA's small business committee. Ms. Wilson helped build the inaugural small business mentor protégé program for the chapter, identifying an initial cadre of 8 small businesses and attracting 8 matching mentors to help the protégé firms tackle the challenges they face in growing in areas including obtaining facility clearances, switching from subcontracting to priming, breaking into new agencies and more. Entellect hosted the initial kickoff at AFCEA HQ, fostering immediate dialog between the companies participating. Entellect also supports the American Small Business Coalition (ASBC's) activities in training and mentoring small businesses. Ms. Wilson also volunteers at Terraset Elementary in Reston, VA and with the CAVS youth lacrosse team in Northern VA.

Leadership and Commitment: As mentioned, Entellect is instrumental in AFCEA NOVA's initial small business mentor protégé program. They are currently facilitating the development of 8 small companies, building a volunteer program that allows more established professionals to "pay it back" and assist others in developing their company.

Diversity: Woman-owned and minority-owned itself, Entellect is supporting the inclusion and development of additional minority, veteran and woman-owned companies. Through AFCEA NOVA's new mentor protégé program, Entellect supports the development of NXTKey (minority owned), IP Plus (minority owned), Trewon Technologies (minority owned and economically disadvantaged [HUBZone]), OM Group (woman and minority-owned), Integrated Management Strategies (woman and minority-owned), TTW Solutions (woman and minority-owned), InfoSoft (woman and minority-owned) and Treada Technology Group (woman-owned).

Most organizations implementing new enterprise IT systems can expect years of disruption. Employees require retraining; processes slow down; and even after a decade, leadership still doesn't have access to accurate enterprise-level performance information to make informed decisions. A small business, **Interloc Solutions**, is changing all this. Mike Watson, CEO of Interloc Solutions, a small business of 100+ employees, has a vision and a solution that minimizes disruption, reduces training, increases operational efficiency and improves enterprise decision-making for new, enterprise asset management (EAM) technology implementations. This remarkable solution set is called Interloc Mobile Informer over Maximo. It has won three straight IBM Beacon Awards in recognition of its unique ability to quickly move Maximo from the desktop to work-site with minimal downtime. Interloc Mobile Informer over Maximo uses two proven, secure COTS Solutions: IBM Maximo, a highly scalable and configurable EAM solution with a robust analytic suite, which is consistently rated and certified in the Gartner's "Magic Quadrant;" and Interloc Mobile Informer, which makes Maximo convenient and easy-to-use via secure mobile devices with intuitive, role-based mobile apps that provide near-real time data view and update capability. This combination is rapidly implemented and adopted, as most employees are already familiar with smartphone/tablet technology and require very little training – one day at most – and are executing their jobs better and faster in less than a week.

Interloc's consultants have 14+ years' experience designing, developing, deploying and supporting 70+ Interloc Mobile Informer over Maximo solutions across a variety of federal and commercial customers. Interloc's solution is currently transforming transportation, housing, utility and defense industries. Interloc regularly shares its knowledge with industry via innovative solutioning white papers, presentations and demonstrations. As the largest small business Maximo Systems Integrator in the US, Interloc has become a "go to Maximo/EAMS Shop" for others (e.g., AECOM, Raytheon, Leidos and others), allowing them to focus 100% on their core businesses.

Interloc also regularly participates in industry forums such as AFCEA, serving on the AFCEA Small Business Committee, and chairing the AFCEA Outreach Subcommittee. Interloc gives back to the community. In July 2018, the company sponsored the Annual Daystar Community Golf Tournament to help young children braving serious and life-threatening healthcare complexities. Last year, the company sponsored 10 Breast Cancer Awareness events across the USA. The company is committed to mentoring women, including its own employees. The company's Executive Vice President, Gretchen Gallagher, serves on the Board of Woman in Reliability (Reliability.com) and is a hands-on, inspiring role model for other women in the company who are following closely in her footsteps. Mike Watson's vision is becoming a reality. Interloc is internationally recognized as a premier provider of Maximo services and mobile solutions. Most recently, the Navy selected Interloc to develop a prototype solution to modernize aviation and operational force maintenance to improve overall readiness. This solution, which is part of the Naval Operational Business Logistics Enterprise (NOBLE) family-of-systems, will completely transform and modernize Navy's supply chain, maintenance and asset management capabilities, making the Navy a true global leader.

ProSource360 is committed and aligned to AFCEA's mission, values, and activities. They practice similar core values such as insisting on the highest ethics and quality standards in everything they do, and apply visionary leadership in our community by promoting a diverse workforce. Ben Skyles, President and Chief Executive Officer, founded ProSource360 in March 2011 with just a few employees. Since then, the company has grown to approximately 100 employees, owing in part to its commitment to hiring and training a diverse team of industry professionals to service its growing client roster. Additionally, Jon Moulthrop, Executive Vice President/Chief Operating Officer at ProSource360, was nominated by Smart CEO for the 2017 Executive Management Award for making a large impact on the ProSource360's rapid and sustainable growth and contract performance. ProSource360 is an SBA 8(a) Certified, HUBZone firm that offers management consulting, healthcare solutions, and information technology services to federal agencies.

ProSource360 is active in the Bethesda AFCEA chapter, sponsoring AFCEA's Health IT Day in 2015 and 2018. ProSource360 regularly meets and exceeds its client's expectations, as proven in June 2017 when employee Angela Pippens was awarded Employee of the Month by the Centers for Disease Control and Prevention for her tireless efforts during World Polio Day. We are also committed to professional development and ensuring our employees have access to continuing education and training. For example, through a formalized mentor protégé relationship with Perspecta, ProSource360 was able to provide no-charge training, such as the PMP and CISSP, to more than 20 employees, valued at approximately \$60,000.

In terms of community outreach, ProSource360 has been a perennial sponsor of Project GiveBack's annual Thanksgiving Food Distribution program in Washington, D.C., one of the region's largest Thanksgiving food drives. Employees participated in the event the last two years and volunteered to build food baskets that served more than 20,000 families. They also provide community outreach events through a HUBZone Workforce management program. This program provides students an opportunity to grow academically and professionally. In addition, ProSource360 offers matching employee contributions to non-profit agencies and has supported several organizations, such as St. Jude's Children's Hospital and St. Ann's Center for Children, Youth and Families.

ProSource360 has received many awards, honors and accolades throughout the years. Most recently, Ben Skyles was honored when he was selected to serve on the Senior Executive Steering Council for the U.S. Department of Veterans Affairs Electronic Health Record Modernization (EHRM) program, the largest, most complex EHRM implementation ever undertaken. The EHRM contract is a 10-year contract with a \$16 billion ceiling. In addition to serving on this council, Ben also was selected to moderate a panel at the 2019 National 8(a) OSDBU panel and took part on the 2019 Department of Health and Human Services, Small Business Panel. ProSource360 extends gratitude in being considered for this prestigious award.

SRISYS Inc. is a minority-woman-owned small business that delivers high-quality enterprise business and Information Technology (IT) solutions and services to commercial, federal, state and local customers. Before an Air Force IT organization put SRISYS on contract, the enterprise system was considered not upgradeable – no clear path existed to manage an upgrade from Oracle version 11i to R12. SRISYS gave the program a path forward and executed six mock upgrades proving the upgrade path. SRISYS discerned that the program was not performing regular health checks on its administrative data: concurrent jobs, workflow temporary data and logs were not being regularly purged; found data corruption that would have made the upgrade fail if not fixed; and identified over 2 million duplicate vendors in the system. By removing the duplications and performing routine purging actions system performance increased; and forced downtime during the upgrade was significantly reduced by over 24 hours.

SRISYS employees engage in continuous education and build their own training plans. Recently, three received CompTIA Security+ certification, a DoD-approved certification focused on network security, compliance and operation security. Others received Configuration Management training, which resulted in winning a contract, hiring 50% more people.

As an innovator, SRISYS created a Personal Indoor GEO[spatial] Navigator, PIGEON, which supports a variety of apps from warehousing (bay, rack, bin, etc.) to public attractions (zoos, parks, museums, universities, etc.). The app is so successful that the Cincinnati Zoo is testing it for its patrons to use.

SRISYS is active in AFCEA and other professional organizations. The EVP and former VP of Operations for Dayton Wright Chapter of AFCEA (DWAFCEA), the past President and current Secretary of Electronic Engineering and Manufacturers Group (EEMG) and founding member of Greater Ohio Valley Chapter of Women in Defense are among the team. SRISYS was a corporate sponsor for 2 DWAFCEA luncheon events and is a Corporate Member. They sponsored the Montgomery AFCEA IT Summit and the DWAFCEA and Logistics Officer's Association Logistics IT Summit. SRISYS planned a joint event between DWAFCEA and EEMG where they hosted a prominent IT organization at WPAFB that resulted in the largest attendance at a luncheon in years for both organizations.

SRISYS gives back to the community. Some of the ways they have given back include passing out food to homeless; baking 200+ cookies for the USO to distribute at the holidays; and passing out teddy bears to kids at Children's Hospital. SRISYS is active in Ohio River Valley Women's Business Enterprise Council and mentors 2 to 4 woman-owned start-ups a year. SRISYS is an active mentor to the University of Dayton Women in Business and young professionals seeking to start/advance their careers. SRISYS mentors juniors on the team and trains them on business development, proposal writing and solicitation responses. As a minority-owned business, SRISYS embraces a diverse workforce which is evidenced in its team: over 40% are female, over 10% are African American and over 30% are Indian. Additionally, the team ranges in age from their early 20's to their late 50's.

USmax, longtime AFCEA Corporate Member, epitomizes the ideal AFCEA small business. CEO David Pak, with over a decade of service to the AFCEA Small Business Committee, provides untiring support to AFCEA's mission. USmax's experts manage practice areas for Enterprise Security, IT Infrastructure/Cloud Services, and Enterprise Application Services. Major federal clients and contract vehicles include: USAID/USCG/FEMA/USAC and GSA Alliant 2 SB, IT70/HaCS, 8a STARS2 and Schedule 84. USmax has achieved ISO 9001, ISO 20000, ISO 27001 and CMMI-SVC Level 3 proving commitment to excellence in service delivery.

Their high standard of client service reflects excellence on AFCEA as follows:

- One of select Small Business' awarded by Arlington County Government for service excellence at Pentagon Ground Zero on 9/11/2001 for successfully establishing essential emergency communications and contributing to rescue and recovery efforts.
- Under the Worldwide Technical Security Services Contract for Global Deployment delivering security system installation and integration for the State Department, ensuring safety of overseas U.S. facilities and personnel.
- Driving technology innovation for U.S. Army Corps of Engineers in the identification and selection of the next generation, open-source, cloud-based Enterprise Data Warehouse.
- Recognized as the SBA Minority Firm of the Year, Baltimore District and the U.S. Department of Agriculture Small Business of the Year.

USmax sponsors formal training and career development plans for employees who elect qualified training. In addition to education, hands-on training is available in their Virtual Training Center (USmax-VTC) lab. This training approach advances agility and innovation for clients. For example, a USmax project manager utilized PMP training to successfully prototype and organize a cloud service project plan for a leading commercial food service industry customer and provided a blueprint roadmap for implementation. USmax training programs ensure forward deployed security engineers deliver the highest-quality installation and integration services, enabling error-free operations in remote and often austere environments.

USmax iLab drives innovation for client service, developing and testing capabilities ranging from Cyber Penetration Testing for IT Infrastructure and Application O&M environments to Hybrid-Cloud Computing solutions, to the development of Enterprise Knowledge Graphs for Federated Data. In one case, iLab efforts saved the Department of Commerce over \$2M through the design and validation of an ultra-efficient email migration plan.

USmax regularly sponsors AFCEA events such as the AFCEA Innovation Summit, DHS EAGLE II luncheon, and Flash Luncheon. For the past two years, USmax has been supporting the State Department's Diplomatic Security Foundation, providing financial support to families in law enforcement and foreign affairs communities. USmax also supports the Fairfax Inova Children's Hospital annual Holiday Toy Drive for families and children. USmax executive leadership provides assistance to emerging and micro-businesses through informal training and mentoring, and access to contract vehicles and facility clearances. Through the newly established AFCEA SBC Mentor Protégé Subcommittee, USmax is mentor to Treada Technology Group.

A minority-owned corporation, USmax embraces diversity first throughout its diverse, deeply technical and experienced workforce and support to other small disadvantaged businesses. Their organizational

diversity is complemented by an array of trusted industry and technology partnerships, spanning small, mid-tier and large business.