Greetings from Val!

Spring is here and the greening grass, blossoming trees and spring flowers are all invigorating us with a spirit of renewal. With the fresh, spring season we at Azimuth are doing a winter tune-up ourselves.

As you may have heard, for the first time in our 18 year history, Azimuth is developing a new logo and associated branding to better reflect who we are today, both as a Company and as a Team. We are fortunate enough to be working with a very talented local firm called Catapult Creative who have led us through this very difficult process. As an analyst/science-nerd type of person this way of creative thinking does not come naturally to me!

We began with an in-depth analysis of our current brand, and also evaluated what our competition was doing. We listened to feedback from select customers and employees and incorporated their vision in capturing “who we are” and how we wanted to present ourselves. Catapult helped us find our “voice” and then, with a constant feedback loop, developed samples that led us to our new logo design and website layout. The website is in the wire-frame stage and we anticipate a few more iterations until it is complete.

Once complete, we will do a coordinated roll-out of the new logo and website. We are currently planning to roll-out on June 1st. Please be patient with us and don’t use the new logo until the rollout. We don’t want multiple logos floating about. At roll-out, we’ll provide you with a high resolution logo, signature block, website with an Intranet page containing important information such as training materials and links, business cards and some fun items to share with customers when telling them about our new look.

As always, our focus remains on providing the best, most responsive Team to our customers. We thank you for your contribution.

And without further ado, I present to you the new Azimuth logo!

With Affection,
Val
At Azimuth Corporation, one of our established policies we are most proud of is our veteran’s hiring initiatives. While everyone coming to our company is considered equal and no weight given to one person over another outside of education and experience, we have been able to maintain a strong relationship with various veteran organizations, groups, and companies to continue to support our veterans when they return to the civilian job market, whether it’s transitioning from Active Duty or supporting Reservists / Guardsmen during their civilian careers.

One of our primary support elements to them as well as all of our employees, is engagement with your Program Managers as well as our Tuition Reimbursement Program (for more information about the Tuition Reimbursement Program, please reach out to us in HR). Our goal is to ensure the transition from wearing a military uniform, to wearing “business” attire day-to-day, is seamless and puts the veteran at ease, knowing they have a strong support system here at the corporate level.

The Department of Labor’s (DoL) Office of Federal Contract Compliance Programs (OFCCP), pursuant to the Vietnam Era Veteran’s Readjustment Assistance Act (VEVRAA) regulation, mandates a benchmark, based on annually updated data from the Bureau of Labor Statistics, all federal contractors must use to evaluate their hiring of protected veterans. The new benchmark, which became effective March 31, 2019, is set at 5.9% of hires for the next calendar year, down from 6.4% in 2018 and 6.7% in 2017.

While the benchmark continues to fall since its inception in 2014, Azimuth’s percentage of veterans newly hired each year is moving in the opposite direction. In 2017, Azimuth’s percentage of veterans was 33.33% of the new-hire workforce. With this achievement, we were awarded the Platinum Award from HIREVets. The HIREVets Medallion program was born from the HIRE Vets Act signed by President Trump in May 2017 which required the Secretary of Labor to establish a program that recognizes employer efforts to recruit, employ and retain veterans; thus the HIREVets Medallion Award Program was born.

As we prepared for our application for the 2019 Medallion awards, our data revealed our veteran new-hire results at an even better 46.94%, putting Azimuth in the running for the HIREVets Medallion Platinum award a second year in a row. In addition, Azimuth participates in the Virginia Values Veterans (V3) program whose mission is to educate and train employers, helping them connect with their personnel assets to maximize the productivity of their workforce; and with Employers Support of the Guard and Reserve (ESGR), a DoD program established in 1972 to promote cooperation and understanding between Reserve Component Service members and their civilian employers.

While Azimuth is proud of our veteran hiring statistics; we are even more proud of our veteran workforce and their service. We want to thank you all, our veteran employees, for your patriotism and service to the United States, and for choosing Azimuth Corporation as your career home.

- Human Resources Department
Azimuth is proud to report that six of our employees received praise from our customers this quarter. Receiving feedback like this means a great deal and Azimuth is both fortunate and thankful to have such outstanding employees on its staff.

Special thank you to Rockney, John, Jamie, Brittany, Scott and Craig! Your hard work and dedication to our customers and to life are what make Azimuth a great company!

K. Johnson at ISR – OUSD(I) had some great things to say about Rockney Nelson:

Rockney has performed his senior ISR requirements analyst duties in a manner that consistently exceeds the government’s expectations. He has often done the work of several analysts, as we’ve experienced some personnel moves and retirements that generated more work for Rockney. He did all that was asked of him and went beyond that, looking for ways to contribute and acting on them without direction. He is a wonderful person and we’re indeed lucky to have him on our team. He is the undisputed leader of the Requirements Team, the glue that holds the team together when stress and time conspire against us, and enjoys the complete trust and confidence of our entire senior military and government leadership chain here.

He is without doubt the best in ISR Ops at working staff actions that come to us, or generating staff actions for ISR Ops. He has more than once personally ensured that the USD(I) in person is able to act on a staffing packet in time and fully informed, even if this requires taking station outside the senior’s office so to be immediately available for consultation. Rockney is so good at authoring, critiquing and pushing important senior leader staffing actions that he is the go-to analyst for all of ISR Ops and provides SME assistance even when the action is not his personally to work. In this regard he is a selfless team-player who works hard to make others around him even better. To entrust Rockney with an important project for the most senior leaders in USD(I) is to know that the job will be done PERFECTLY and in complete coordination with all stakeholders.

Rockney has proven himself time after time on issues ranging from the annual Joint Force Sufficiency Assessments, to combatant commander-requested urgent ISR needs, to the ever-growing counter-unmanned systems, all-of-government effort. Rockney’s words, deeds and recommendations have formed the basis of USD(I) positions presented to the NSC staff as well as the USD(I) and his Deputy in person. He is recognized as an unvarnished professional and enjoys immediate access to SES/GOFO officers in our Directorate. That is a rare vote of confidence in any environment, but especially one as top-heavy as USD(I). I do not brief my leadership on any event, issue or project assigned to Rockney—he briefs the seniors every time (it is very unusual in our Directorate for a contractor to play such a lead role). He accompanies USD(I) senior leadership to EVERY top-level meeting in his assigned portfolio.

He has this pride of place because his work is always on time, flawless in detail and execution, and delivered with the dash and polish you’d expect at the OSD level. His written and spoken communications skills are top notch. His briefings, staffing packets and other material are always of the highest quality and serve as examples for everyone else to emulate. I do not recall the last time I had to correct anything with his imprint on it. To know that Rockney has the mission is to rest assured that it will be done right with little guidance and next to no supervision—he is a self-starting dynamo.

He does all this with an outstanding sense of humor, a twinkle in his eye, and a good word to those around him every day. He is a JOY to work with and I am proud as punch to have him on my team.

I have been consistently impressed with Azimuth personnel working in our organization. They typically out-perform contractors from other firms in our spaces. Rockney is the very best of a highly-respected Azimuth team. He merits, in spades, every positive consideration you can afford him.

Well done Rockney!!

From time to time, on an as-needed basis, Azimuth will offer referral awards for difficult-to-fill positions. We have several of these positions open right now. In order to receive an award, your referred resume must be hired and stay with Azimuth for at least one year. Fifty percent of the referral award is provided to the referring employee at the time of hire and the other fifty percent is provided to the referring employee after the new-hire completes their first year of service. The following positions are eligible for bonuses:

- Insider Threat Analyst (in support of PFPA)
- ISR AI Project Manager (in support of OUSD/I’s Project Maven)
- Information Assurance Manager (in support of OUSD/I’s Project Maven)
- Acquisition IT Portfolio Manager (in support of SAF/AQ)
- Bio Electro-optic Materials Research Scientist (in support of AFRL MaRSS)
- Diffractive Optical Materials Research Scientist (in support of AFRL MaRSS)

For a complete list of positions, or to apply, please visit the Careers page at azimuth-corp.com or contact Recruiting by email to careers@azimuth-corp.com.

As always, thank you for your support to our recruitment efforts.
The Rockwood Company (P. Koopersmith) had these kind words to say about John Baker:

We are a contractor supporting the office and experts in human and organizational development – so we appreciate when people are willing to step out of their box to solve problems. On numerous occasions, John has helped to navigate the Pentagon security and IT black holes to figure out how to get something done. For example, there was an issue transferring information from a stand alone lap top to a CD so a team could do some critical work on one of the programs. John persistently pursued the outcome until he was able to get the information transferred to a CD. John has cracked the code on how to put people in to the Pentagon access system so they can get unescorted access (so the government does not need to come get them from the Visitor Center for each meeting). These are just a few examples that I wanted to share with you to let you know that John really represents your office well!

Well done John!!

Craig Teeters was recognized by LHMPR (Chris Brewer and Jen Decerbo) for what a great job he’s doing and they really appreciate his attention to detail and making sure things get done.

Great job Craig!

Scott Ruberl received a note of thanks from Lt. Col. Stevens for his due diligence, expertise and oversight on all of their A-29 programs. Specifically, the detailed schedules and the concise nature in which they are presented and conveyed.

Great work Scott!
As a member of a local International Rotary Club, Mike Ericksen was the lead organizer for 2019 Rotary Student Exchange visit to the Dayton area. The visit included a Wright State University basketball game, a short tour of the National Museum of the US Air Force, fund-raising, meals and transportation. Countries represented were the Czech Republic, France, Argentina, Taiwan, the Republic of South Korea, Chile and Italy. This was Mr. Ericksen’s eleventh year in organizing this event.

Way to make a difference Mike!

Congratulations to Jamie Kovarna on being promoted to Lt. Col. in her USAF reserve job.

Way to go Jamie!
Scott Pearce and his wife welcomed a baby girl to their family! Blake Peyton Pearce was born on 01/05/19 and weighed 7 lb. 4 oz. and 21 in. long. Congratulations Scott!

Congratulations to Mandy Sullivan, now Mrs. Mandy DiAntonio, on her marriage to her husband, Nick. Mandy & Nick wed on Saturday, March 23, 2019 in Spotsylvania, Virginia. Best wishes to Mandy & Nick on their wonderful new journey together, and may the years ahead be filled with lasting joy!
Thank you all for being a part of the Azimuth Team!

Years of Service

Steve Durrant 9
Lara Brown 9
Steve Haiar 4
Catherine Bittle 3
Arlen Davis 3
Steve Johnson 2

Meg Gujer 11
Sergey Basun 8
Jamie Kovarna 3
Abby Neal 3
Jacqueline Castelan 1
Liz Dougherty 1

Leigh Harmon 04
Antoinette Rice 06
Lea Ann Sears 08
James Clark 20
Steve Haiar 22
Kayla Burkett 28
Elizabeth Rosier 30

Brad Bloom 02
Angel Nicholson 03
Erica Keemer 04
Nicole Stinchcomb 04
Rory Calhoun 07
Dan McCusker 07
Jade Little 09
Alex Wathen 13
Nathan Jualin 17
Bonnie Dobbs 22
Micheal Ramirez 23
Craig Teeters 23

I. FUTURE NEWSLETTERS

Do you have a fun and unique hobby? Are you a part of any charitable organizations or like to donate your time? Have anything you’d like to share?

Azimuth would like to feature YOU in our next newsletter! Please feel welcome to submit any pictures, write-ups, or ideas you may have. Our employees are what make Azimuth such a great company to work for and we want to hear from all of you!

Please remember, Azimuth reserves editorial rights of all write-ups and images submitted. Any submissions can be sent to awright@azimuth-corp.com.

II. SAVE THE DATE!

Summer Outings:

DAYTON – Dayton Dragons Baseball
Wednesday, June 12
7:05 p.m.

Please RSVP by May 12

DC – Washington Nationals
Friday, May 17
7:05 p.m.

Thank you to everyone who RSVP’d!! We’ll see you there!
In our inaugural edition of the “DC PMO Spotlight Corner,” We’d like to showcase Mr. Michael Glaccum. Mike joined the Azimuth family in March of 2017 as an Intelligence, Surveillance, and Reconnaissance (ISR) Communications and Architecture Subject Matter Expert (SME). We know, quite a mouthful, but ISR SME for short. He was assigned to our OUSDI Warfighter Support ISR team and hit the ground running. As a former U-2 pilot, Mike is truly a SME in the Intelligence, Surveillance and Reconnaissance (ISR) world. This deep understanding was put to the test a few months ago when he was asked to fill a position as the Airborne Portfolio Adviser inside the USD/I’s Sensitive Reconnaissance Operations (SRO) office. The SRO office manages strategic intelligence missions that senior military and government leaders depend on to make time-critical decisions regarding the safety and security of the United States homeland, our interests abroad, and our closest allies and partners around the world. This is a position that is rarely, if ever, filled by a contractor; Azimuth is honored that Mike was asked to support the SRO office and since assigned, he has been critical to day-to-day support of SRO activities. In addition to his excellent support of SRO, Mike also maintains expert-level knowledge of ISR collection platforms, data systems, and intelligence networks to include the deployment of global ISR assets in support of combatant commander requirements.

Congratulations Mike on a job well done!

CONGRATULATIONS TO AZIMUTH!!

Azimuth has been selected as one of the Dayton Business Journal’s 2019 Top 100 Who’s Who in Aerospace & Defense!!

The Dayton Business Journal has selected the 100 most influential business and military leaders of our region in the aerospace industry and defense industry. We have been selected for this prestigious award as a result of our role in one of those industries locally.

Way to go Azimuth!!
Over 40% of Azimuth employees are current/former military personnel. Thank you for your service!

Azimuth Corporation has 10 employees supporting Homeland Security at the United States Coast Guard Security Center (SECCEN) located in Chesapeake, Virginia. The SECCEN Team in Chesapeake provides administrative support to the U.S. Coast guard by assembling personnel security case files for adjudicative processing. They also provide record management support, badging support and customer service to the U.S. Coast Guard Security Center.

- 100 years, on January 16, 1919 the United States of America voted itself dry and the 18th Amendment was ratified.
- Sugary-sweet molasses turned deadly on January 15, 1919, when a holding tank burst and sent 2.3 million gallons of the sticky liquid sweeping through the streets of Boston.
- Oregon placed a one cent per US gallon (0.26¢/liter) tax on gasoline, becoming the first U.S. state to levy a gasoline tax.
- President Theodore Roosevelt died in his sleep at the age of 60 on January 6, 1919.