Stay Home – Stay Safe!

Our great Country finds itself in a situation we have never been in before. One where our families, our neighbors, our friends, our co-workers, could potentially make us sick. As you are all aware, Azimuth has taken steps to ensure that all of our employees stay safe and healthy by working remotely (where possible) before the stay home order was put into place. It is not an ideal situation, however, it is a necessary one.

Other steps you can take to stay healthy is to – stay home, wash your hands, sanitize your surroundings. The more diligent we are, the faster we beat it.
BENEFITS OPEN ENROLLMENT IS NOW

The Benefits Open Enrollment window is open now through 4/23/2020.

Please be sure to log into your ADP account and choose your benefits for 6/1/2020 – 5/31/2021.

You should have received an email from ADP TotalSource with a personalized video to learn about your benefits options for the coming year. There are also tools and resources on MyLife to help you decide which benefits will work for you.

For more information, you can also go to azimuth-corp.com and login into our intranet. Under Employee Resources you’ll find the ADP 2020 Benefits Orientation Meeting.

SEEKING EMPLOYEE REFERRALS

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:

DC/VIRGINIA Based Positions:
- Administrative Officer/Courier (in support of DLSA)
- Test and Evaluation SME (in support of OUSD/I’s Project Maven)
- Cloud Architect (in support of OUSD/I’s Project Maven)
- Full Stack Developer (in support of OUSD/I’s Project Maven)

OHIO Based Positions:
- Intelligence Analyst (in support of ATEP II)
- Computational Research Scientist (in support of Corporation programs)
- Lab Manager (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.
As many of you have heard, the President signed into law the Families First Coronavirus Response Act (FFCRA) on March 18, 2020. The Department of Labor has put together a poster outlining the new paid sick leave and expanded family and medical leave created through this act. In order to properly track and pay out this leave to our employees we have created three new Costpoint charge codes for use starting April 1, 2020 (see email from Laura Filson dated 3/31/2020).

If you are unable to work, including unable to telework, please review the usage reasons below and use the appropriate charge code. Please make sure you are coordinating all these leave situations with your supervisor and Azimuth HR (hr@azimuth-corp.com).

EMPLOYEE RIGHTS
PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The Families First Coronavirus Response Act (FFCRA or Act) requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

PAID LEAVE ENTITLEMENTS
Generally, employers covered under the Act must provide employees:

- Up to two weeks (32 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:
  - 100% for qualifying reasons #1-3 below, up to $511 daily and $5,110 total;
  - 2/3 for qualifying reasons #4 and 6 below, up to $200 daily and $2,000 total; and
  - Up to 12 weeks of paid sick leave and expanded family and medical leave paid at 2/3 for qualifying reason #5 below for up to $200 daily and $12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

ELIGIBLE EMPLOYEES
In general, employees of private sector employers with fewer than 500 employees, and certain public sector employees, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19-related reasons (see below). Employees who have been employed for at least 30 days prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #6 below.

QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19
An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because the employee:

1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
2. has been advised by a health care provider to self-quarantine related to COVID-19;
3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);
5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons, or
6. is experiencing any other substantially similar condition specified by the U.S. Department of Health and Human Services.

ENFORCEMENT
The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expands family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Employees in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.

For additional information or to file a complaint:
1-866-487-9243
TTY: 1-877-889-5627
dol.gov/agencies/whd
DOING BUSINESS WITH WPAFB

Our very own Charles Rossi was featured in the March 13th Dayton Business Journal (DBJ) “Doing Business with WPAFB” special section. Azimuth’s participation in this event also included special advertising on the DBJ website and a special one-page ad featuring our new Autonomy, Artificial Intelligence, and Machine Learning (AAIM Lab) due to launch this Spring. In addition, we attended an industry roundtable discussion with Lt. Gen. Robert D. McMurry Jr., Commander of the Air Force Life Cycle Management Center. The overall result was great exposure for the company, our new AI initiative and some excellent new connections.

CHARLES ROSSI
Executive Vice President
Azimuth Corp.

Charles is one of the original company founders. He’s been in the defense industry for over 25 years, having worked with both small and large businesses in support of the Army, DLA, Navy, DHS, and the Air Force, as an expert in contracts, operations, proposal development, business development, and program management. As Azimuth’s vice president, Charles establishes new business strategies, oversees teaming, joint venture initiatives, as well as Azimuth’s interface with government agencies. He holds a bachelor’s degree in economics from Virginia Tech.
Azimuth is proud to report that seven 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.

A special thank you to Dee, Marty, Nicole, James, Scott, Rachelle and Jackie. Your hard work and dedication to our customers and to life are what make Azimuth a great company!

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**Demaris Lawhorn**
Ms. Tracy Whittlesey, our COR on the OSD/Office of Net Assessment contract recently sent us a note praising Dee Lawhorn’s great support. She said: "A huge ONA shoutout to Ms. Dee Lawhorn!! Her efforts preparing for and conducting the National Archives and Records Administration inspection this morning were exemplary!! While we won’t know the outcome of the inspection for another couple weeks, early reports are positive - all because of Dee’s hard work!"

**Rachelle Credle**
Ms. Rachelle Credle was recognized by the SECCEN customer for her professionalism, patience, unselfish devotion, and a job well done supporting a leadership task, so the customer could tend to a critical matter. Ms. Credle was also recognized for her thoroughness, wealth of subject matter knowledge, and her outstanding ability to train all new employees.

**Jackie Castelan**
Ms. Jackie Castelan was recognized by the SECCEN customer for her expeditious ability to catch on to her new job duties and her continued professionalism.

**Marty Melvin**
Ms. Marty Melvin received a Letter of Commendation written by RXC Chief, Jonahira Arnold, recognizing Marty for her outstanding level of support to her Division. She was lauded for her positive, “can do” attitude, professional demeanor and strong work ethic throughout.

**Nicole Stinchcomb and James Clark**
Ms. Nicole Stinchcomb and Mr. James Clark were recognized by Air Force Research Lab (AFRL) Manufacturing and Industrial Technologies Division (RXM) Program Manager Marvin Gale for processing over 200 films, briefings, articles, reports and other media for public release in support of the Maturation of Advanced Manufacturing for Low-Cost Sustainment (MAMLS) program over the past four years.

**Scott Pearce**
In support of his OSD customer, Scott Pearce recently completed the Center for Development of Security Excellence’s (CDSE) DD Form 254 Training and received a certificate of achievement. He has also been selected to attend Special Access Programs (SAP) instructor lead course given by CDSE in Denver Colorado this spring. Great job Scott!!
Lyndsey Maxwell welcomed a baby boy. Jack Walter Gore was born on March 9 and weighed 8.8 lbs. and was 20 inches long. Congratulations Lyndsey!

Andrew March passed his Program Management Professional (PMP) exam on March 6 after spending the last 7 months studying and taking practice exams. Congratulations Andrew!
Thank you all for being a part of the Azimuth Team!

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.

Years of Service

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<td>James Clark</td>
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<td>Laura Filson</td>
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<td>Sharon Davis</td>
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APRIL

Stephanie Campbell 04
Leigh Harmon 04
Antoinette Rice 06
Lea Ann Sears 08
James Clark 20
Steve Haier 22
Liz Rosier 30

MAY

Alex Chaney 01
Georgina Edwards 03
Scott Rubel 08
Derek Bas 09
Tina Bellamy 10
Kerry Garrett 11
Jackie Castelan 12
Sabrina Campbell 19
Lyndsey Maxwell 21
Meagan Biglow 22
Amelia Crossman 25
Sarah Hicks 26
Greg Hamilton 28
Marty Melvin 28

JUNE

Brad Bloom 02
Angel Nicholson 03
Nicolet Stinchcomb 04
Erica Keemer 04
Jose Diaz 06
Rory Calhoun 07
Dan McCusker 07
Jade Little 09
Alex Wathen 13
Robert Watwood 18
Tonya Brown 20
Craig Teeters 23

JANUARY

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Walter Sechriest

Dawn Swaninger is our new HR Generalist

I have 16 years Human Resources experience, 12 of which were with another defense contractor. I received my PHR (Professional of Human Resources) certification in 2013 from HR Certification Institute. In addition, I have three years Payroll Administration experience.

I am a life-long resident of Beavercreek where I reside with my husband, Doug, and our two rescued furbabies, Daisy and Stella. We have three adult children and one grandchild between us. Our son is an MA in the US Navy and has blessed us with our first granddaughter; our eldest daughter is finishing up her Masters in Geology at the University of Idaho; and, our youngest daughter just graduated with her Bachelors in Criminal Justice from University of Toledo. I’m looking forward to getting to know all of you and helping you navigate the nuances of HR.

As Managing Director of Business Development with Azimuth, Walter Sechriest brings more than 20 years of experience in the Public Sector. Mr. Sechriest is responsible for the identification, qualification, solutioning, and proposal strategy/development of new business opportunities within the National Security Sector. Prior to joining Azimuth, Mr. Sechriest held various positions of increasing responsibility with both small and large professional services firms, including KPMG and Deloitte. Valued as a growth accelerator, change agent, and strategic planner, he is a trusted senior advisor to C-level business leaders in Federal Government Contracting.

Mr. Sechriest holds an M.A. in National Security Studies from Georgetown University, Washington, D.C., and a B.S. in English ‘With Merit’ from The United States Naval Academy, Annapolis, MD.

Walter, his wife Tania, and their two sons Winn (15) and Robin (12) live in Northwest Washington, D.C. Active in the D.C. community, the family enjoys participating in various volunteer activities, especially with Iona Senior Services (www.Iona.org), where Tania is the Volunteer Program Manager.

I am a native New Englander, san’s the accent and going on 10 years in the GOVCOM industry. Before that I worked in the fitness industry for a few years following almost 20 years as an educator. Specifically, I taught mathematics and then spent a year as a principal. I received my bachelor’s degree from Connecticut College in New London, CT and my master’s from The George Washington University in Washington, DC.

I live in Powhatan, VA (recent move due to my husband’s contract with Department of State) with my husband and our three four-legged children (rescue beagles), Peanut, Butter and Peter (aka. Jelly). We have three two-legged children between us happily on their own. Two girls, one is an ER nurse in Rockville, MD and the other is in the USAF and stationed at Shaw AFB. Our son is living in FL temporarily with his mom.

Stephanie Campbell is our new Senior Technical Recruiter