

# CATCH THE WAVE



## GREETINGS FROM YOUR CHIEF GROWTH OFFICER:

Many of you might not be familiar with the title Chief Growth Officer (CGO). In reality, it's not a new title as the demand for this particular role reached its peak in 2004. It emerged again in 2015 along with a handful of "new" C-level titles that continue to grow in popularity in organizations such as Intelligent Waves.

As your CGO, my primary responsibility is to work across the key business functions in our company to drive and accelerate growth. These functional areas include but are not limited to operations, finance, business development, capture management, sales, proposal development, marketing & communications.

Intelligent Waves is unique in the fact it is comprised of three distinct but very complimentary business units in terms of providing full-life cycle information technology solutions. This synergistic approach allows us the opportunity to offer our customers new and innovative ways of approaching systems engineering, cyber security, mobility and virtualization services. In effect, the coordination and cooperation amongst the units produce a combined result greater than the sum of its parts, enabling the over-all growth of the company.

Intelligent Waves Business Units include:

- Professional Services
- Value-Added Reseller
- Products

Professional services has been Intelligent Waves' core business since inception in 2006, and it's also the business unit that most of you support on a daily basis either for a DoD or Civilian agency customer. Our Value-Added Reseller (VAR) business unit is supported by our long list of OEMs and strategic industry partners. Prime vehicles such as NASA SEWP and the VA's CEC make it possible for the VAR business unit to offer our customers a total solution model which discriminates us in the federal market space. Finally, our Products group is comprised of multiple high-profile solutions such as Hypori and Graypath. I encourage each of you to explore Hypori.com and watch the Hypori video (also found here: <https://vimeo.com/284762179>). We are on the cutting edge of secure and virtualized mobile capability in classified and business environments!

2018 was an exciting year for 'growth' across all Intelligent Waves business units. Investments made back in 2013 and 2014 were realized in the final quarter of 2018 in the form of over \$30B in prime IDIQ vehicle awards. We are now postured to pursue work as a prime bidder in both the US Army's IT Enterprise and Tactical environments on ITES 3S and RS3. We also won SPAWARs' follow on vehicle to SEAPORT E which gives us an opportunity to support the US Navy's C5ISR mission initiatives. These three vehicles are available to all DoD and Civilian agencies -- making the outlook in terms of growth across the federal government very promising in 2019 and beyond. Intelligent Waves is now a vehicle rich company!

In order to capitalize on potential growth to the maximum extent practical, we invested in the adoption and rollout of a rigorous business development process and pulled together an experienced team with proven track records of success. To that end, we made several key hires in 2018. I'm pleased to introduce you to those individuals:

### **Adam Ball**, Director, IDIQ Partnerships

Adam comes to us from a government career supporting the US Army Corps of Engineers as a warranted contracting officer. We leverage his extensive expertise in the areas of FAR and DFAR interpretation as well as subcontract management.

### **Esther Burgess**, Sr. Director, IDIQ Programs

Esther brings over 30 years of proven experience providing both DoD and Civilian Government customers with comprehensive, mission-critical Information Technology (IT) solutions. Over the past 20 years, she has focused on leveraging GWAC and IDIQ programs to help fuel growth for companies within the Federal IT market.

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**Dennis Freeland**, Business Development, DoD and Joint Programs

Joining the business development team last year, Dennis brings over 30 years of professional accomplishments within the Department of Defense, Department of Homeland Security, and private sector companies. His leadership will support the development and expansion of active and future programs while driving strategic goals for growth.

**Amber Furstenberg**, Account Executive

Amber joined Intelligent Waves with 8 years of experience supporting federal government customers within the DoD. With a proven track record of successfully leading a team focused on selling enterprise solutions to US Air Force and DISA customers, Amber will aid in the development and growth of IW's solution selling business as our Outside Account Executive.

**Tom Hashem**, Director, Software Engineering

Tom has aided solution development as Director, Software Engineering over the past year. Leveraging his extensive expertise and experience, he will be leading efforts for growth under the SeaPort NxG contract vehicle.

**Ruth Mullany**, Senior Capture Manager

Ruth recently joined the team as Senior Capture Manager. Accomplished in business development, project management and proposal development, Ruth will oversee opportunity pursuit from qualified lead to bid execution ensuring a team win.

Most importantly, we consider each one of you an integral component of the Intelligent Waves growth team! You are the boots on the ground, interacting with our government customers on a day to day basis. In addition to the great work you do, you have the ability to learn about new potential opportunities happening near and around you. Perhaps down the hall or in another building – these new opportunities can be as varied as contract expansion based on increased scope, identifying a new requirement or problem your customer is trying to tackle, or a recomplete effort.

The access and customer interaction you have is incredibly valuable, and we want to hear about it. Thus, I'm pleased to present the 2019 Intelligent Waves Opportunity Referral Program. We developed this plan with all of you in mind as a way to reward you for opportunity leads you generate while going about your day to day jobs. Simply send an email to the Business Development team at [bdorp@intelligentwaves.com](mailto:bdorp@intelligentwaves.com), and a team member will contact you for further information. It's that easy! If the opportunity makes it to the qualification phase, you will receive a check for **\$2,500.00**. You are also welcome to become part of the capture team, with approval from your supervisor, and stay engaged in the process until time of proposal submission. Should we win, you will be an eligible participant in our Business Development Bonus Pool Program. EXCITING!

2019 is going to be a significant growth year for Intelligent Waves. The IDIQs will be the catalysts and collectively, we will be the facilitators of the business development and capture process. I have 100% confidence in our combined ability to make great things happen in 2019!

Respectfully,  
Erin Horrell  
Chief Growth Officer

## HR UPDATES

Happy New Year! Your HR team is looking forward to serving you. Here are some updates for 2019:

### 1. Paid Time Off – PTO

Sick and vacation are combined into one bucket – Paid Time Off

- PTO will accrue each pay cycle
- PTO is carried over from year to year up to maximum of 320 hours
- You use your PTO as you wish

### 2. Two Floating holidays

Starting this year, Intelligent Waves is giving all benefits eligible employees two (2) floating holidays. These floating holidays are personal days that can be used at any time during the year over and above the paid time off and observed holidays. Unlike paid time off, floating holidays do not accrue, nor do they carry forward from year to year.

### 3. Observed Holidays

Unless otherwise announced, IW observes the following nine (9) holidays starting January 2019:

- New Year's Day
- Martin Luther King Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving
- Christmas Day

### 4. Beneficiary Updates

Have you updated your beneficiary information for your benefits? Log into ADP or call our HR team to assist you with updates.

### 5. 401(k)

Are you currently participating in our 401(k) program? What are you waiting for?

## NEW YEAR NEW INTELLIGENTWAVES.COM



The new year brings new and exciting things. Intelligent Waves is excited to launch our new website. Explore and discover at [www.intelligentwaves.com](http://www.intelligentwaves.com).

## ARE YOU UP FOR A CHALLENGE?

Find two Star Wars characters on our new website. Screenshot them and send your images to [comms@intelligentwaves.com](mailto:comms@intelligentwaves.com). The first two employees to do so will win a \$25 Amazon gift card.

Good luck! And...

**MAY THE FORCE BE WITH YOU!**



Hypori team members from left to right: Mohammad Dhedhi, Phani Gopal Achanta, Evan Powell, Stephen Thompson, Christopher Vallery, Fionnuala Ward, Brian Vetter, Sebastian Shahvandi, Todd Dicken, Alexander Gonzales and Rodney Dsouza.

## SECURING MOBILITY

Matt Stern

Our core competencies have always been related to high level system engineering, IT support, and operations support to DoD, VA and other federal customers. As a customer success focused company grounded in our corporate and personal heritage of supporting forward deployed military units, we are always looking for solutions to our customers problems. One such problem involves getting the latest technology into the hands of customers who stretch the limits of current capabilities both technical and operational. The National Security Agency founded the Commercial Solution for Classified (CSfC) program to help the DoD get away from archaic network encryption and security devices and use modern commercially available products that meet the intent of securing classified data access and transport. After implementing one such solution for a DoD customer, IW leaned forward to look for other technologies in the CSfC world. And the talk was all about Hypori. At the time it was the only CSfC compliant mobility solution.

Hypori had been in business since 2011 as an enterprise software company headquartered in Austin, Texas. With over \$25 million in investment, the product was mature, well documented and had all the credentials to offer the US military and other customers what they

needed for secure, mobile communication. In October 2017, Intelligent Waves was provided the opportunity and purchased all of the Hypori intellectual property to include all documentation, code repositories, patents, trademarks and copyrights.

Hypori's approach to mobility management and security is analogous to Virtual Desktop Infrastructure (VDI), a term coined by VMware and pioneered by CITRIX to describe a virtualization technology that hosts a desktop operating system on a centralized server in a data center that is accessed by thin clients on the user's end point. The same virtualization approach can be applied to enterprise mobility. Hypori's Virtual Mobile Infrastructure (VMI) is a powerful approach that enables moving beyond basic mobility. Organizations no longer need to manage mobility on disparate endpoints that can be hacked, lost, stolen, or otherwise compromised. With Hypori, the mobile experience resides in a secure data center that is behind a firewall where all traffic and data is protected. Hypori's VMI architecture enables end users to access the secure, virtual mobile environment with an agentless client. With this technology, organizations can deploy a much more secure and manageable mobility program while reducing cost and complexity. The end user simply downloads a mobile client, and the client connects with a Hypori server in a data center or in the Hypori SaaS cloud where their

custom virtual mobile device is stored with all of the preset applications IT is giving them access to (salesforce, Skype, email, Office 365, etc.). Within the first quarter of this year, IW will be employing its own Hypori environment for corporate use.

Since the acquisition in October 2017, we have integrated the team in Austin, moved them all to new office space, deployed Hypori Demo environments to a Data Center in Austin, successfully completed a Small Business Innovation and Research Contract with the Department of Homeland Security and the Defense Information Systems Agency, participated in a military exercise, received common criteria acceptance and CSfC compliance, completed our first military sale with many more in the pipeline, conducted a pilot with the major wireless service provider and began our commercial and international sales efforts of which we are about to close our first customers in both markets.

Hypori team members are pictured above. We are proud to have them as part of the IW team and the core members of team that will ensure the continued success of all IW product offerings!

**Let's Get Social**  
Intelligent Waves is on social media.

 Connect with us on LinkedIn

 Follow us on Twitter @IWLLC

 Like us on Facebook

*Talent wins games, but teamwork and intelligence wins championships.*  
—Michael Jordan

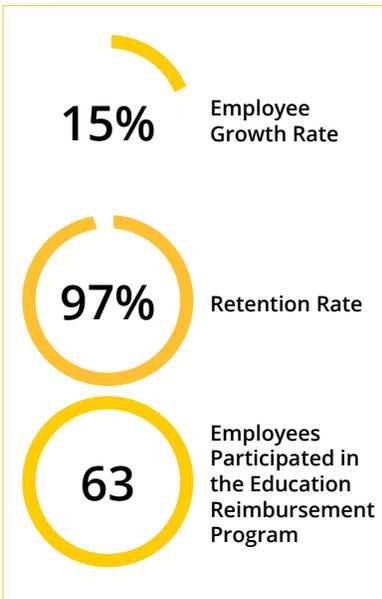
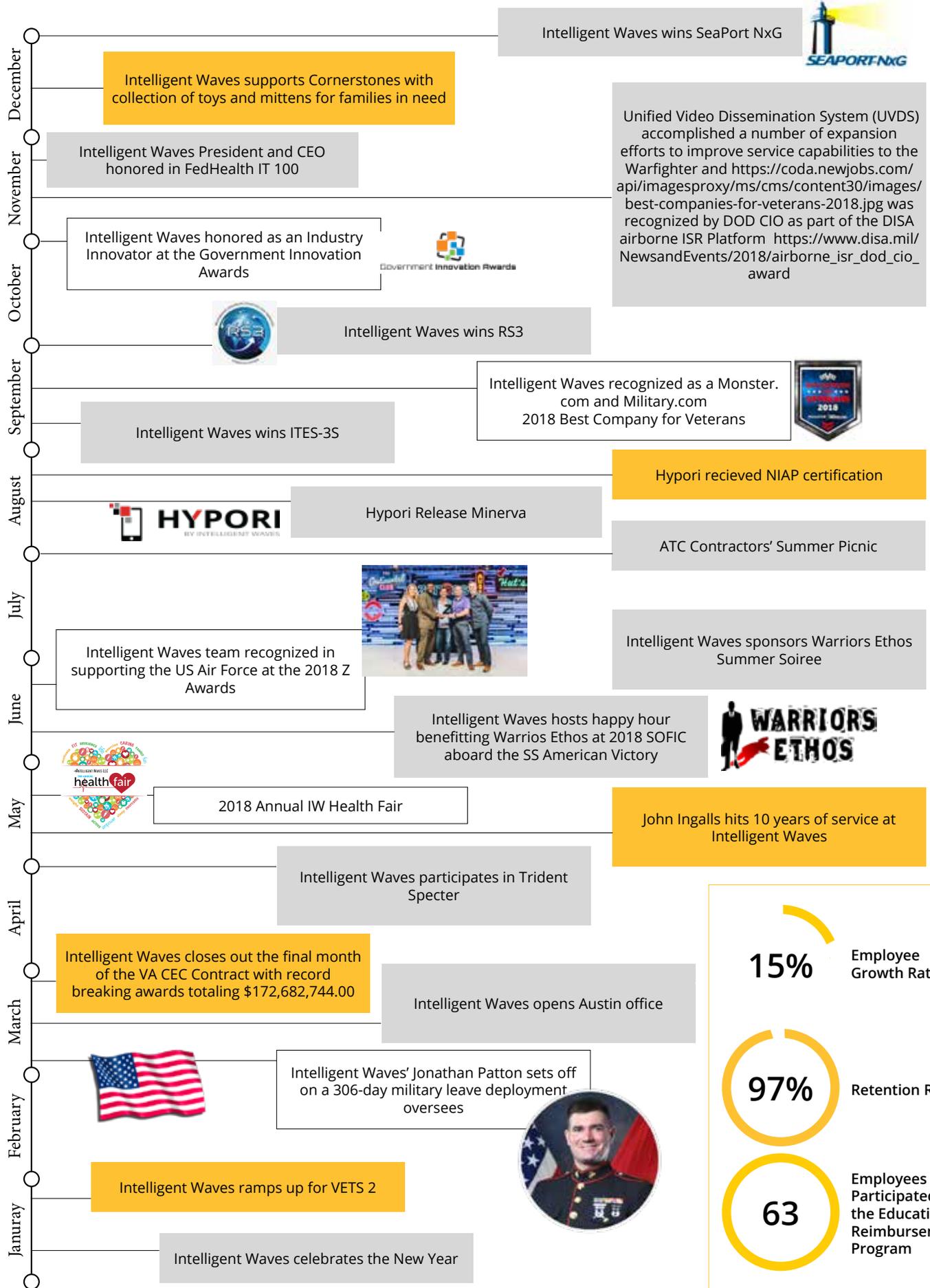


**BYOD that's Secure and Scalable**

Hypori is a highly secure virtual smartphone solution that lets users perform business tasks on their mobile devices while leaving zero footprint and guaranteeing 100% separation of personal and corporate data.

Learn more @ [hypori.com](http://hypori.com)

# 2018 YEAR IN REVIEW



# Veteran EMPLOYEE SPOTLIGHT



## MEET STEPHEN VOISIN

**Military Branch:**  
Army National Guard

**Rank:**  
2LT

**Length of Service:**  
7 years (4.5 Active Duty and 2.5 National Guard)

**Location of Service:**  
Fort Hood, Texas (Active Duty) Pinellas Park, Florida (Present)

**Medals/Citations:**  
Army Commendation Medal, Army Good Conduct Medal, National Defense Service Medal, Non-Commissioned Officer Professional Developmental Ribbon, Army Service Ribbon, Military Outstanding Volunteer Service Medal, Driver and Mechanic Badge w/ Driver-Wheeled, and Florida National Guard Active Service Ribbon.

**What does being a “veteran” mean to you?**  
Being a “veteran,” means that I’m part of a team. I know that I can count on my teammates at any time and for any reason. Also, I know that I contribute to the safety of our nation and foreign interests.

**Why did you join the military?**  
I joined the military for the adventure.

**What has been the hardest thing about transitioning from military to civilian life?**  
Although I left Active Duty, I continue to serve in the Florida National Guard. However, the hardest thing is not having the everyday camaraderie like that of Active Duty.

**What advice would you give to veterans in transition?**  
Have a plan and take any opportunity to attend the plethora of training offered in the military. Also, utilize the many resources and tools made available through the military during transitioning.

**Current Position at Intelligent Waves:**  
Intelligence Analyst

**When did you join Intelligent Waves:**  
April 2018

**What valuable life skills did you learn in the military? How are you applying them in your job today?**

Attention to detail. My current job entails the transfer of digital documents, which requires a lot of attention to detail to ensure the correct documents are input into the respective location.



## MEET AMANDA HAMM

**Military Branch:**  
United States Army

**Rank:**  
Specialist (E-4)

**Length of Service:**  
October 2001 – September 2005

**Location of Service:**  
1) Camp Carroll, South Korea; 2) Fort Meade, Maryland

**Medals/Citations:**  
Korea Defense Service Medal; National Defense Service Medal

**What does being a “veteran” mean to you?**  
To me, being a veteran means being someone who puts aside their own safety and security in order to serve their country, and then continuing to provide that support as a civilian in any way possible. It could be volunteering in your community, donating resources (supplies, funding, or manpower) in a time of crisis, or just being a friendly face to another individual that may be struggling in their day-to-day life.

**Why did you join the military?**  
I grew up in a military family (most of them being Air Force service members) and always had a feeling I myself would join one day. Besides feeling a slight obligation to continue the tradition, the main reason I enlisted in the military was because I grew up in a small

town back in Indiana and wanted to be able to travel and see the world.

**What has been the hardest thing about transitioning from military to civilian life?**

The hardest part for me was switching from having a large support system as a military service member to suddenly having a different support system as both a military spouse and as a civilian. Attempting to navigate my way through the job search as a civilian was very difficult at first because I wasn’t sure who to talk to in order to get help.

**What advice would you give to veterans in transition?**

Don’t be afraid to ask for help. I would suggest that transitioning veterans take advantage of any resources they can get their hands on. Speaking with someone like our Warriors Ethos Transition Coordinator Angela Allmon can be an invaluable resource to help get you started in your civilian life.

**Current Position at Intelligent Waves:**  
Front Office Administrator

**When did you join Intelligent Waves:**  
September 2016

**What valuable life skills did you learn in the military? How are you applying them in your job today?**

One of the most important things I learned in the Army that I still carry with me today are the seven core values every soldier had to learn and be able to recite at a moment’s notice.

**Loyalty** – to your country, the Army, your unit, and your fellow soldiers; **Duty** – fulfilling your obligations and being able to work together with others as a team; **Respect** – to treat others the way you would want to be treated and to afford them the dignity and respect they deserve; **Selfless Service** – putting the safety and security of your country, the Army, and other individuals before your own; **Honor** – spending every day carrying out and living up to the Army values; **Integrity** – doing what’s right (legally and morally) even when no one is holding you accountable for your actions and always being a trustworthy individual others can count on; and **Personal Courage** – being able to face fear, danger or adversity and having the strength to stand up for others even when it might be difficult to do so.

I use these values daily in my civilian life especially at work. I hold myself to a very high standard as I want to be someone that my supervisors and coworkers can rely on in any situation.

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Want to contribute to our newsletter? Let us know at [comms@intelligentwaves.com](mailto:comms@intelligentwaves.com).

## Employee Service Awards | *October - December 2018*

Our Employee Service Awards Program is our way of recognizing your outstanding service and longevity with Intelligent Waves. We want to celebrate your important service anniversaries in appreciation of your dedication and loyalty. We have identified 1, 3, 5, 10, 15, and 20 years of service as your most significant career milestones. If you reached a milestone, we will share the news here. Join us in congratulating our most recent service awardees!

**1 YEAR OF SERVICE**

- Donohogawah Lone Eagle Kettle
- Lynette Capehart
- Jonathan Patton
- Stephen Thompson
- Marc Bender
- Tina Henderson
- Trent Doyle
- Shirley Terry
- Richard Postma
- Phani Gopal Achanta
- Mohammad Dhedhi
- Evan Powell
- Brian Vetter
- Fionnuala Word
- Arthur Jorgbor
- Israel Tindal
- Sean Cooper
- Edrick Sanchez Melendez
- Glenn Stafford

**3 YEARS OF SERVICE**

- Nathaniel Williams
- John Carmin
- David Peno
- Alonzo Mercer
- Hassan Richardson
- William Dolan

**5 YEARS OF SERVICE**

- Martin Zamorano
- Patrick Gray
- Roosevelt Curry

*Psst...  
Have you reached a significant milestone? Be on the look out for something exciting headed your way!*