



US Customs and Border Protection perform drills in a UH-60L helicopter

Sigmatech's Aviation Experience Benefits New Customer

Sigmatech is proud to have its first Customs and Border Protection UH-60L helicopter undergoing extensive maintenance at our strategic partner's (Tyonek) hangar located at Huntsville International Airport. This is the first of many opportunities that will be available to Sigmatech with our new North American Classification System (NAICS) code of 488190. This code is essential for future growth in the aviation market.

Sigmatech with Tyonek is performing a maintenance inspection called Phased Maintenance Inspection (PMI). The PMI schedule for CBP's UH-60L Blackhawk is broken down into

two separate cycles PMI 1 and PMI 2. Both scheduled inspections ensure safe continued operation of the UH-60L.

CBP aircraft 641 is currently undergoing a PMI 2 inspection. This inspection is the most demanding of the two scheduled inspections. The entire power train is inspected as well as a replacement of an engine (General Electric T700-701D). The engine is being replaced at cost of \$1.4M because of a time between overhaul components.

As a brief history, the Air and Marine Operations (AMO) is a federal law enforcement component within U.S. Customs and Border Protection (CBP), an agency of the United States

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Mission

As our logo implies, Sigmatech enables customer success through talent & technology integration

Vision

To be the premiere small business choice for our customers and team partners.

Values

REPECT	Treat people as they should be treated - it allows us to appreciate the best in others.
PASSION	A strong enthusiasm
INTEGRITY	Doing the right thing all the time, whether or not anyone is watching
TEAMWORK	A group of people acting together for a common cause
LOYALTY	Believing in and devoting yourself to something or someone
CREATIVITY	Having the power to bring something new into being
CUSTOMER	The reason we exist
EXCELLENCE	We must have a passion for continuous improvement and innovation
ETHICAL	Conforming to accepted standards of conduct

Quality Policy

Sigmatech is committed to providing innovative and high quality products and services that meet or exceed our customers' expectations. This will be achieved through:

- Maintaining a shared quality vision and focusing on continually improving our products, processes, and services while maintaining our high standards of integrity and ethics.
- Committing to ensure customer satisfaction and to comply with applicable statutory and regulatory requirements
- Management of the organization will make continuous improvement a part of every day and every job, ensure that Sigmatech policy and procedure manuals reflect what we do.
- Evaluate and monitor employee-established quality objectives, and ensure that employees have defined responsibilities and understand how their role fits into Sigmatech's overall workflow.
- Communicating with employees to ensure our Quality Policy is understood and applied within the organization, sending the Quality Policy to relevant interested parties as applicable, and maintaining the Quality Policy as available and documented information.
- Establishing, applying, maintaining and continually improving the effectiveness of Quality Management System.

The framework for setting quality objectives is defined in the Quality Manual. Sigmatech's Quality Management Representative is responsible for communicating the Quality Policy to all persons working for or on behalf of the organization and when applicable, making it available to relevant interested parties.



ENVIRONMENT
ISO 14001:2015
NSAI Certified



ISO 9001
QUALITY
MANAGEMENT



QUALITY IN
AEROSPACE
AS9100D
NSAI Certified

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Letter from the CEO

Hello Sigmatech

Wow, we are halfway thru FY2025 as we continue to maintain a strong company outlook and are on track to strongly close out the year with a steady growth profile.

We started the fiscal year winning a new contract for the National Reconnaissance Office in Washington D.C. and being awarded several new IDIQs. Wins on OASIS + (small and large), Hemisphere and EWACC will provide the base for Sigmatech to build wins on for years to come.

All divisions have been busy bidding on new work and/or defending competitions on current contracts up for renewal. Their efforts fuel our revenue foundation and will help magnify the impact of future growth later this year.

I'm excited to say we have added a couple of new missions to our portfolio lineup for 2025. As you will read about in this issue, we are now performing PMIs on Customs and Border Patrol Blackhawks, these are qualifications and mission opportunities we have never had before. Additionally, we are now providing mission training to National Reconnaissance Office operators which, when added to our extensive space training and education qualifications truly establishes us as the preeminent National Security Space Enterprise training and education providers.

Again, FY2025 is on track to close out as another great year for Sigmatech. I want to personally thank you for everything you do for Sigmatech and your personal investment in the mission for our customers. Keep putting customers and solutions together. You make an impact every day!

Jeff Flewelling

Jeff Flewelling
President/CEO
Sigmatech, Inc.



Mission Operations Directorate Enterprise Training (MODET)

MODET is a recently awarded Sigmatech prime contract delivering advanced operations training to teach and integrate space warfighting concepts and procedures across the National Reconnaissance Office (NRO) Mission Operations Directorate (MOD). MODET enhances the protection and defense of the NRO Enterprise by enabling the organization's workforce through the development of a space-minded warfighting culture. Sigmatech's support to the National Security Space Institute (NSSI) is an accelerant to MODET by leveraging the processes and technical development team that have been so successful with similar Space Force efforts at the NSSI, to enable a comparable level of performance despite MODET's smaller teaching and development team.

The Sigmatech MODET team leaders and our government counterparts have already visited the NSSI, and MODET is deliberately and methodically leveraging

techniques and capability designed and implemented at NSSI in the development and execution of our instruction, ensuring more capability, faster. Given the commonality between the NRO and US Space Force workforces and the growing role of national spacepower across the spectrum of military operations and mission sets, the synergy of MODET and NSSI aligns perfectly to share best practices, leverage compatible efforts, and drive the development of a space enterprise that is a backbone of national defense.



*Contributed by Tim Adam
VP & Director, DC Ops*

Twenty Years of the Sigmatech Newsletter

Proposed as a way to reach the entire Sigmatech community and highlight significant business milestones and events, the Sigmatech Newsletter has now been keeping our customers and everyone in Sigmatech consistently updated for twenty years.

Officially started in 2005, the newsletter has made a continual effort to bring the news from all our locations of important contract wins, company innovations, and unique support to our customers, as well as other relevant news from within Sigmatech.

There was a brief attempt to start a newsletter that was called the "Sigmatech Ink" in the 1990s, but it only lasted a few issues. A consistent newsletter requires consistent information from you, the Sigmatech team. The newsletter team is always grateful for any news items. It is your contributions that keep this newsletter going as well as create an informal history of events of this company.



Department of Homeland Security (DHS). AMO's mission is to protect the American people and nation's critical infrastructure through the coordinated use of air and marine assets to detect, interdict and prevent acts of terrorism and the unlawful movement of people, illegal drugs, and other contraband toward or across the borders of the United States. AMO Agents and Officers are endowed with the authority to enforce Title 8 (Aliens and Nationality) and Title 19 (Customs) of the United States Code in addition to the general law enforcement powers bestowed upon federal law enforcement agents. This specialized law enforcement capability allows AMO to make significant contributions to the efforts of the Department of Homeland Security, as well as to those of other federal, state, local, and tribal agencies. AMO is uniquely positioned to provide direct air and maritime support to multiple agencies and to ensure the success of border protection and law enforcement operations between ports of entry, within the maritime domain and within the nation's interior. To accomplish its mission, AMO employs over 1,200 Federal Agents and Officers at 70 locations, operating more than 260 aircraft of 26 different types, and approximately 300 maritime vessels.

*Contributed by Mark Mata
Director Corporate Development*



CBP UH60L in the hangar

Sigmatech's Guardian Classic Set for August

The Guardian Classic Golf Tournament will return for its second annual event on August 22, 2025, at the Woodmoor Country Club in Monument, Colorado. After last year's sold-out success, which raised \$10,000 for Guardians and their families, this year's tournament promises to be even bigger. Sigmatech will be the presenting sponsor, further supporting this incredible cause. Participants can look forward to a fun-filled day of golf, community, and giving back to those who protect and serve.



Employees with national security positions are expected to self-report life changes or incidents. Failing to do so may impact your clearance.

What is Self-Reporting?

Employees who are in national security positions and have access to classified information are expected to self-report changes or incidents that may impact their clearances. Keep in mind, the issues you're required to report are the same across the federal government.

Self-Reporting Requirements

By law, security clearance holders are required to self-report life events or incidents that could impact your ability to meet security clearance requirements. Even though it's mandatory, self-reporting is also a question of personal integrity. It's also preferable to the incident or change being discovered.

Who to Contact to Self-Report

Who you are will impact who you should self-report to.

- DoD contractors: Talk to your Facility Security Officer – fsa@sigmatech.com

Events to Self-Report

The Adjudicative Guidelines in 5 CFR 731.202 and Security Executive Agent Directive (SEAD) 4 are a valuable tool in determining if a life-event or situation might result in a need to self-report. Review details of certain events to self-report below:

- Any foreign travel outside of the United States - A security briefing is required before any foreign travel, whether for personal or business reasons.
- Contact with individuals of any foreign nationality - Either within or outside the scope of your official duties, personal concern that you are a target of an attempted exploitation, all close and continuing relationships between foreign nationals.
- Inadvertent or accidental loss or compromise of classified or other sensitive information.
- Filing for bankruptcy, garnishment of wages, having a lien placed on your property for failing to pay a creditor, eviction from a residence for failure to pay rent, or

simply your inability to meet all your financial obligations.

- Any arrest, regardless of whether charges were filed, other involvement with the legal system (such as being sued), any circumstance where you were sworn under oath.
- The U.S. government recognizes the critical importance of mental health and advocates proactive management of mental health conditions to support the wellness and recovery. While most individuals with mental health conditions do not present security risks, there may be times when such a condition can affect a person's eligibility for a security clearance. Mental health treatment and counseling, in and of itself, is not a reason to revoke or deny eligibility for access to classified information or for holding a sensitive position, suitability or fitness to obtain or retain Federal or contract employment, or eligibility for physical or logical access to federally controlled facilities or information systems. Seeking or receiving mental health care for personal wellness and recovery may contribute favorably to decisions about your eligibility.
- When counseling is needed, you are encouraged to seek assistance from your employer-sponsored Employee Assistance Program (EAP) or other counseling service. Counseling for certain situations need not be reported if you sought counseling on your own initiative to help you cope. Counseling must be reported if you are advised to seek counseling because of work performance or other undesirable behavior. Seeking help for life stressors does not reflect adversely on an individual's judgment.
- Any media inquiries about your job or organization should be reported: ongoing personal contacts with media representatives who cover your organization, or your subject are specialty should be cleared with security.
- Any technical paper, book, magazine article, or newspaper article that you prepare for publication or for posting on the Internet, or lecture or speech that you prepare to give, must be cleared in advance if it contains information or knowledge you gained during your current or any previous job.

ACCOLADES & ATTA★BOYS!

Congratulations to Christy Greene, Patrick Strange and Ann Igli at the SAF/SQ. All three were recognized by Frank Calvelli, the Assistant Secretary of the Air Force for Space Acquisition and Integration.



Ann Igli

"Ms. Igli's hard work in crafting strategic messaging aligned with the SAF/SQ tenants has held industry accountable to deliver capability that works on both cost and schedule. Ann's relentless efforts in integrating inputs from multiple directorates and organizations while ensuring a consistent top-level message has helped to change industry behavior and resulted in better executing acquisitions across the Space Force.

Ms. Igli's ability to build relationships across Government, industry, and media has led to quality products and consistent messaging communicated to all stakeholders. Further, her experience and focus on conference planning and general counsel approval ensured every speaking engagement was a success. Ann's willingness to mentor, team across SAF/SQE, and improve processes has contributed greatly to the success of the SAF/SQ Executive Action Group."



Christy Greene

"Ms. Greene's knowledge of congressional processes and attention to detail make her a valuable asset to the entire space acquisition enterprise. Christy's dedication to ensuring

that SAF/SQ meets deadlines for congressional information requests has been invaluable.

Ms. Greene's work to improve timeliness of congressional reporting requirements has ensured that congressional requests for information meet intent and are delivered on time. Her contributions strengthen our standing in being responsive to Congress, and advance the mission of the Department of the Air Force for space acquisition programs."



Patrick Strange

"Mr. Strange's hard work behind the scenes has played a crucial role in ensuring security processes and procedures are documented across the various disciplines of our industrial, information, physical, and personnel security programs. Patrick's attention to detail, expertise, and commitment to excellence have been invaluable to our team, and his contributions have not gone unnoticed.

Mr. Strange proved essential in all inspection exercises and was a key performer during our latest Special Access Program (SAP) Inspector General inspection. His dedicated efforts to work across the team to both standardize and formalize security processes across our various facilities has proven instrumental in identifying and managing risks. Additionally, the development and implementation of Patrick's recommendations have significantly enhanced our overall security posture, ensuring compliance with regulatory requirements and safeguarding our sensitive assets."

Sigmatech 2024 Employee of the Year Chosen



Last November Sigmatech recognized **Jerry Sims** as the 2024-2025 Employee of the Year (EoY). Nominations for this year's honor came through the corporate leadership for

consideration. This year, along with nominees from the three main divisions of Space, Army, and HQ, a nominee from the new Aviation Division was also added. After a detailed review of all nominations, a finalist from each division was sent to the overall program selection committee. During the leadership banquet of the Sigmatech Strategic Planning Conference

the program finalists and overall Sigmatech Employee of the Year for 2024 were unveiled. Rest assured the selection of winners was a difficult one as team Sigmatech is known for its stellar performers. Jerry was the nominee from the Army division. A stellar employee at USASAC in his position as a Country Program Manager (CPM), he has been making Sigmatech look good for many years. Jerry worked on the Taiwan team, which is one of the most difficult and highest priority programs, mentoring and training not only Sigmatech contracted employees but also USG employees because of his recognized excellence and technical proficiencies.

Jerry's ability to train and mentor new employees resulted in other Sigmatech

contracted employees being brought up to speed and being more effective and in less time as is the norm. He has also assisted with the FMS Boot Camp by sitting in on training sessions and offering feedback on the needs of the workplace.

Jerry began working for USASAC in 1996 and retired in 2019. In that time he received numerous citations for his work within the USASAC management team recognizing him as being invaluable to the USASAC mission.

He then became a contractor for USASAC in 2019 with Sigmatech, and after five more years, decided to recently retire to enjoy more time with his family, grandchildren, and his favorite hobby of sports shooting.

2024 Employee of the Year Finalists

Space Finalist – Malcom Petteway



Malcolm “RAGE” Petteway is the Team Lead for members supporting the Future Operations Division, SF/S35 under Lt Gen Burt, USSF

Chief Operations Officer (COO). Malcolm is responsible for gathering and crafting hard-hitting, quality Monthly Status Report (MSR) inputs – a key deliverable to our customer and a compendium of the contributions our Sigmatech-led team makes toward COO’s mission and priority lines of effort.

Malcolm demonstrates daily his critical thinking, creativity in problem solving, and clear and effective communications at all echelons. He is always eager to assist on short-notice requests for information and support with extremely well-written, expert inputs to strengthen proposals.

Malcolm’s leadership and mentorship contributions led to his SF/S35 Policy, Concepts & Initiatives Branch selection as COO’s Polaris Team award winner. Polaris is a Service-wide annual awards program, consisting of four individual awards, which recognize Guardians who exemplify the USSF core values of Character, Courage, Commitment and Connection; and one team award, which encompasses all four values.

Malcolm is a true servant-Leader who lifts up his customers and teammates to ensure they get credit and experience, while reticent to take credit himself.

Malcolm represents the best of Sigmatech and stands out amongst other company teammates and government teams. He is regularly recognized as indispensable by his customer, cementing Sigmatech as a known and highly reputable asset for the USSF.

AAD Finalist – Zana Garner



Zana Garner was nominated by the Army Aviation Division. Since joining Sigmatech in 2020, Zana has consistently demonstrated excellence

and adaptability throughout the Field Maintenance Activity (FMA) contract. Her dedication and commitment to mastering her responsibilities quickly earned her a promotion to lead our on-site purchasing team in May of 2024.

Zana’s impact on the FMA contract has been nothing short of transformative. From May to October alone, Zana and her team successfully tracked and received 293 customer approval purchase orders totaling \$2.27 million. Under her leadership, the average turnaround time for converting purchase requests to purchase orders has decreased by an impressive 50%, dropping from 20 days to just 10. This improvement, which includes time for government reviews and approvals, has not only streamlined our processes but has also reduced the need for contractor intervention significantly.

Beyond the numbers, Zana has brought a professional and collaborative spirit to her role, making her an invaluable team member and a pleasure to work with. Her accomplishments are aligned with Sigmatech’s mission of increasing efficiency and building trust with our government partners. By prioritizing timely and accurate order fulfillment, she has bolstered the government’s confidence in our purchasing team’s ability to deliver on their needs.

Zana’s achievements are a testament to her exceptional skills, dedication, and professionalism. She has truly made a lasting impact on our organization and the contract’s success.

HQ Finalist – Craig Concannon



Craig Concannon was nominated by the Corporate Division. He has been a pivotal asset to the proposal team, providing critical support that directly impacts the success of our operations at Headquarters (HQ). His unique creative talent and remarkable efficiency have set him apart, driving forward Sigmatech’s recognition as an industry leader and a trusted service provider.

Beyond his role in proposal development, Craig is an integral part of Sigmatech’s operations and events. He actively participates in the planning and execution of various initiatives, from marketing and design to serving as event historian. In 2024, Craig was the primary action officer responsible for planning and coordinating Sigmatech’s trade show booth at the SMD Symposium. He led the design and procurement of booth branding and marketing materials, liaised with event organizers and support teams, and collaborated with Sigmatech’s planning group to ensure the booth’s seamless setup and operation. His efforts at the event helped Sigmatech’s leadership engage with over 200 industry contacts, effectively showcasing the company’s capabilities and brand with professionalism and style.

Mr. Concannon’s contributions to graphic design and proposal development have been instrumental to Sigmatech’s success in generating revenue. His exceptional design skills enable him to transform complex, detailed information into clear, compelling visual representations, making it easier for our customers to grasp complicated concepts and comprehend Sigmatech’s vision.

Time to Review Your Tax Information

Tax season is upon us. Have you reviewed your federal and state withholding amounts? Do you need to update your payroll withholding tax settings for 2025? If changes are necessary please forward the appropriate tax forms to Human Resources.

This is also a great time to review your 401(k) contributions. Participating in a retirement savings plan can be easier on your wallet than you may think. Fidelity offers several tools and resources to help you select an appropriate mix of stocks, bonds and short-term investments. Visit Fidelity NetBenefits at www.401k.com or call 1-800-853-5095 to enroll or learn more about the tools available to you.

Welcome New Employees

Huntsville, AL

Andre Barton
Jordan Bradford
Roscell Cummings
Derek Doyle
Larry Gunter
Martin Knapp
Bryce Kuykendall
Matthew La Rue
Cody Maynard
Carlos McClain
James Naylor
Damon Smith
David Williams
David Wilson

APG, MD

Lisa Blackwood
Justin Noles
Michael Steckel
Nikki Sturgill
James Wills
Dell Woodard

Colorado Springs, CO

Mariah Alwes
Daniel Bartlett
Steven Case
Donald Collett
Christian Colp
Sarah Frankosky
Nicholaus Griffin
Mikaela Hicks
Olivia Huffman
Dillon Jacobs
Jeffrey McCloud
Cheri Kessler
Johnathan Lozada
Christopher Lucca
Laura Moore
Mosha Mukenge
Edward Pennington
Aaron Ryan
Jeffery Smith
Fallon Swan Henry
Joshua Talalotu
Stefan Yarick

Arlington, VA

Hannah Adam
Anthony Arciero
Nathan Beers
Benjamin Buchanan
Thomas Eller
Jason Hauzel
Jacqueline LaPointe
Frederick Tarantino
Vickmire Velazquez Morales
Dean Zezeus

Vandenberg SFB, CA

Nathan Smith

Cape Canaveral, FL

Crin Dima

New Cumberland, PA

Tonya Sadler

Employee Anniversaries

5 Year Anniversary

Synterrio Abernathy
Susanna Bozeman
Keri Rogers Brodeur
Michael Brownworth
Henry Chambers
Clifford Crivello
Rebecca Curran
Richard Watson Embry
Zana Garner
Phyllis Jackson
Kevin Johnson
Terence Loring
William Mayo
Chris Moody
Jackie Morris
Colleen Noonan
Dale Norbeck
Michael Olmsted
Jim Pfingsten
Shane Pogue
Terrance Rahman
Cobie Scott
Robert Shaw
Kenya Timmons
Johnny Turner
Benjamin Vincent
Steven Vincent

Need an Answer? Here's Who to Call....

Security: (256) 319-9290
Todd Mangold

Facilities & Administration: (256) 319-9204
Stephenie Palmer

Human Resources: (256) 319-9280
Amelia Mathison

IT Issues: (256) 319-9225
Larmar Barnett
support@sigmatech.com

Payroll/Timesheets: (256) 319-9264
Michelle Franklin

Travel Reimbursements: (256) 319-9264
Michelle Franklin

QMS, Process Improvement: (256) 319-9253
Anna Fleming

Media/News: (256) 319-9255
Craig Concannon

Sigmatech welcomes news related to employee accomplishments, customer commendations, community initiatives relative to the company and project related achievements. If you would like to submit information for consideration, e-mail craig.concannon@sigmatech.com or call 256.319.9255

Thanks & Appreciation

Thanks to the following employees for their contributions to the Sentinel.

Tim Adam
Craig Concannon
Dave Deist
Jeff Flewelling

Terrance Loring
Todd Mangold
Mark Mata
Tim McDonald
Jessica Navan

John Neil
Stephenie Palmer
Cobie Scott
Megan Wooldridge

On the Horizon

- Tax Day: April 15, 2025
- Memorial Day: May 26, 2025
- Juneteenth: June 19, 2025
- Independence Day: July 4, 2025



Check Sigmatech out on Facebook:
<https://www.facebook.com/SigmatechInc>

