



# DREAM CATCHER

Diné Development Corporation Publication



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DDC Board of Directors Chairman, Frederick White, and BRIC Integration Lead, O.C. Tom, present a \$500,000 donation to the Navajo Nation for COVID-19 relief

## DDC RESPONSE TO COVID-19

It has been an extraordinary start to the new year as our world faces historic challenges with the growing COVID-19 pandemic. An unprecedented event, it has not only affected our day-to-day affairs in providing valuable services to our customers, but more importantly, disrupted day-to-day activities with our families. Despite this altered reality, we assure you that DDC is committed to our people and our business. The health and safety of our employees and their families is our top priority. The DDC leadership team and COVID-19 task force are working to ensure that employees remain informed, stay connected, and understand the available resources to adapt and prepare. We are also focusing on our protecting our core to ensure that our family of companies continues to operate with viability in serving our customers' missions.

DDC remains vigilant in our support for the Navajo Nation as the crisis continues to severely and significantly impact the Navajo population. The DDC leadership team has been in close communications with Navajo Nation shareholders in assessing needs and opportunities for support. To directly supplement relief efforts, the DDC Board of Directors presented a \$500,000 donation to the Navajo Nation to support public education and mitigation measures. With renewed confidence, continue to take care of your loved ones and look toward the silver linings that will result from this crisis. COVID-19 serves as a powerful reminder of our interconnectedness and resilience. As the world works toward a resolution, we remember that we will prevail and collectively become stronger.

## CONNECT WITH US!

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## CEO CORNER



Our world is ever-changing. No one could have predicted the trials and tribulations that we have faced over the course of the last few months. We, at DDC, are in protection mode as an organization in securing our people and business. In the past, DDC has fought through troubling times. We have experienced financial hardship, leadership changes, contract fluctuations, and government strategy impacts, but we have prevailed. Through development and maturation, we are poised for success. We have the right people aboard with the right strategies to drive our growth as an organization. In the coming months, we will present a new and improved DDC Strategic Plan. We are forging ahead to become the “employer of choice.” In the meantime, we must adapt and remain resilient. I am confident that despite the world’s current state, we will grow as an organization in 2020. I am excited for our future together.

– Austin Tsosie, CEO, DDC

## REBECCA BRADLEY JOINS DDC AS CHIEF ADMINISTRATIVE OFFICER

We are excited to announce a new member of the DDC executive team, Rebecca Bradley, in the position of Chief Administrative Officer. Rebecca brings 25 years of experience in human resources management and organizational administration in the federal contracting industry. Her previous leadership roles in managing nationwide, cross-functional departments at aerospace and defense companies, such as Nammo Talley and General Dynamics, represents her extensive knowledge and prowess across a broad scope of fields. In her new role, Rebecca will oversee DDC Human Resources, Information Technology, Facilities, Health and Safety, and Security departments while developing initiatives to support DDC’s growth and expansion.

Rebecca Bradley graduated from Simpson College with a Bachelor of Arts in Political Science and History and is currently a certified Senior Professional of Human Resources. Rebecca is based in Phoenix, AZ and works in the DDC office in Scottsdale, AZ.



Rebecca Bradley, Chief Administrative Officer, DDC

## SHAREHOLDER REPRESENTATIVES APPROVE NEW BOARD OF DIRECTORS MEMBERS

DDC welcomes two new members of its Board of Directors, Kim Kanuho and Elwood Pahi. Mrs. Kanuho is Tábaqáhi (Water’s Edge People) clan born for the Tódich’iinii (Bitter Water People) clan. She received a bachelor’s in urban planning from Arizona State University College of Design and master’s in urban and environmental planning (MUEP). She has over ten years of experience working with tribal communities in the planning and design field. Growing up on the Navajo Nation, Kim is passionate about utilizing her education, experience, and cultural teachings to promote positive planning for the future growth and development to create sustainable tribal nations. Kim currently serves as the President of Fourth World Design Group and affiliated with the American Planning Association, American Planning Association Arizona Chapter, Construction in Indian Country, American Indian Council of Architects and Engineers, American Indian Chamber of Commerce of Arizona, and ASU Native American Alumni Chapter.

Mr. Pahi is Kinyaa’áanii (Towering House People) clan born for Lók’aa’ Dine’é (The Reed People) clan. He is the cofounder and President of Nahata Dziil 14-R Ranch Corporation – Navajo Beef Program. 14-R Ranch is a nonprofit, co-op model organization founded in 2012 to assist displaced Navajo ranchers thrive in the cattle/beef industry. Elwood previously served as a senior system health engineer and mechanical engineer for the Arizona Public Service (APS) for 36 years. He received a Bachelor of Science in Mechanical Engineering from Northern Arizona University and is member of the American Society of Mechanical Engineers and American Indian Science and Engineering Society. Elwood is passionate about the blending of modern practices and cultural teachings of resource stewardship that benefit Navajo communities and economy.

## WELCOME DDC CHIEF STRATEGY OFFICER, DANIEL RIGGS

DDC welcomes Daniel Riggs, Chief Strategy Officer, as the newest member of our executive team. Dan brings 20 years of portfolio management and leadership experience within the federal contracting industry, including working for firms, such as Booz Allen Hamilton and CSC. In these roles, he oversaw portfolios across Department of Defense, NASA, and commercial markets. As an innovative thought leader in the industry, he brings success in both the business development and growth sectors. In his new role, Dan will lead DDC’s strategic growth by aligning corporate goals while striving for long-term economic development for the Navajo Nation. In addition to strategic oversight of six subsidiaries, he will also provide operational oversight for four IT subsidiaries.

Dan Riggs holds a Bachelor of Science in Management Information Systems and Finance from Wright State University. He was also a member of the Ohio Air National Guard and distinguished graduate of Basic Military Training School and Reserve Officer Training Corps. Dan has obtained multiple project management and technology certifications in a variety of disciplines throughout his career. Dan will be based in our Dayton, OH office.



Dan Riggs, Chief Strategy Officer, DDC

## DDC PRESENTS \$375,000 DIVIDEND TO THE NAVAJO NATION

In November, DDC presented a \$375,000 dividend to the Navajo Nation at the Navajo Nation Council’s Nabiki’yat’I meeting. The dividend represents the sixth consistent payment since 2017. “It is important that the dividends are growing and consistent. We are committed to proper business practices and being collaborative in Navajo Nation economic development,” stated Austin Tsosie, DDC CEO, during his presentation at the Navajo Nation Council Chambers in Window Rock, AZ. Per DDC’s Articles of Incorporation, Mr. Tsosie met with and presented \$150,000 (40%) of the dividend to the JT Willie, Director of the Navajo Nation Department of Economic Development, for the Business Industrial Development Fund. The remaining \$225,000 will be apportioned to the General Fund.



Navajo Nation Shareholders and Council Members accept DDC’s sixth consecutive dividend to the Navajo Nation

## CFO MESSAGE

The end of 2019 saw sustained growth and continued financial success at DDC. We exceeded both our income and profit goals for the year due to the commitment of excellence by our employees. We promote a service of leadership at DDC seeking an open dialogue and collaborative approach to problem solving and effective business solutions. Within the Office of the CFO, we have many projects underway and encourage feedback to produce positive changes across DDC’s systems and processes. We are focused on future growth, while recognizing current events around us. DDC’s financial position remains strong during this time of unpredictable events, and DDC leadership is focused on consistent, accurate, and positive results in 2020 and beyond to ensure that we build long-term value for not only employees and families, but also support the mission of providing sustainable jobs and profits to the Navajo Nation. – Dawn Buzzell, CFO, DDC

## Phoenix Office Update

Our temporary office suite in Scottsdale, AZ is up and running while construction continues in our semi-permanent space. Construction is progressing and the team plans to move in the middle of May with a ribbon cutting ceremony tentatively scheduled in June 2020.



DDC Phoenix office front lobby area



## PRESIDENT'S MESSAGE

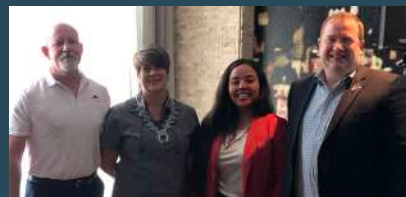
Greetings from the NOVA team in Odenton, Maryland. We hope that this message finds you and your families healthy and well, despite the evolving impacts of COVID-19. Kicking off 2020, we reflect on our tremendous successes in 2019. With most of our contracts ending last summer as part of DISA's contract reorganization, we led major efforts in rebuilding our contract base, while also operating as a large business. I am happy to announce that we far exceeded our goals, with 14 awards and multiple contract extensions. I cannot thank our employees enough for the dedication to our customers, and a special thanks those that directly supported the award efforts. With this momentum and positive energy, we are primed for exciting opportunities ahead. I want to start by saying I am absolutely amazed by the number of kudos we have received already this year from our customers referencing so many of you and your efforts. As I have mentioned in the past, you are the ones who propel us forward and bring us closer to being the best tribal corporation in the world! This will be an exciting year for NOVA and the DDC team as we expand into new regions, customers, and business areas. We are focused on our vision, mission, and core values more than ever and will be making an effort to reward members of our team that represent those ideals. I am also planning to meet each of you in the coming year. We value your feedback and respect your input as we strive for continuous improvement. Keep up the amazing performance! *Yá'át'ééh* to our NOVA and DDC team doing the good work for our customers every day.

– Don MacDonald, President, NOVA

## PATTY WRIGHT RECOGNIZED FOR TEN YEARS OF SERVICE

Patty Wright, Director of Operations, was recognized for 10 years of exceptional service during the DDC Leadership Summit. She has supported multiple contracts and currently oversees NOVA's DISA-provided Email/Portal Solutions Support, Infrastructure Engineering Support, Technical and Configuration Management Support and System/Database Administrative Technical Support Services contracts.

An extremely hard-working employee, Patty has managed programs, developed key relationships and business opportunities for NOVA, and assisted in implementing processes for DISA, one of our largest customers. She has also supported project implementation for DISA in ensuring projects remained within established scope and timelines. We thank you Patty for your continued dedication to our team!



*Patty Wright receives Navajo Squash Blossom for 10 years of service. Left to right: Ken Oversby, Patty Wright, Jewel Honga, and Don MacDonald.*



*NOVA leadership at the DDC Leadership Summit. Left to right: (back) Kevin Williams, Don MacDonald, Ken Oversby; (front) Bill Witt, Patty Wright, and Jewel Honga.*

## NOVA ATTENDS DDC LEADERSHIP SUMMIT

In January, the NOVA team attended DDC's annual Leadership Summit in Scottsdale, Arizona. The theme Mission: Possible – *Hózhó'ó K'éhghoh Ahiłna'anish* (working in harmony), established the tone for the 2020. Don MacDonald, alongside sister company presidents, provided NOVA's year overview to the larger group of attendees. NOVA leadership participated in strategic planning sessions and team building exercises and had the opportunity to attend sessions by Navajo guest speakers. A few of our employees were honored as outstanding employees at the awards ceremony.

## KEVIN WILLIAMS RECEIVES RISING STAR AWARD

Kevin Williams, Program Manager, received the DDC Rising Star Award for making significant contributions in his role and going above and beyond the call of duty in his capacity to support the organization's success. Kevin joined the NOVA team as the Service Desk Program Manager as the DISA Global Service Center and Joint Services Provider contracts began. He was shouldered with building new teams for each contract, and within 60 days, staffed contracts at 90+%. His positive attitude and reflection of our values is second to none! *Ahéhee'*, Kevin!



*Former Rising Star Award recipient, Ryan Beaudry, congratulates Kevin Williams after receiving the award*

## NOVA RECOGNIZES LONG-TERM SERVICE

During our December 2019 holiday parties, NOVA recognized team members with milestone company anniversaries. Team members received Native American pottery in appreciation of their dedication to our mission.

*Ten-year Anniversary*  
Patty Wright

*Seven-year Anniversaries*  
Keith Nagle  
John Zito

*Six-year Anniversaries*  
Kenneth Crow  
Michael Christensen  
Donald Fudge  
Robert Ortega  
Antoinette Smith

*Five-year Anniversaries*  
Amanda Kern  
Gabrielle Knox  
Mystique Lassiter  
Enos Lewis  
Don MacDonald  
Andrea McLean  
Ugochukwu Onyewu  
William Placke  
Felicia Saunders  
David Wagner



*Felicia Saunders receives Five-year Award from Don MacDonald*



*Robert Ortega receives Five-year Award from Patty Wright*



*Michael Christensen receives Five-year Award from Patty Wright*



*Keith Nagle receives Five-year Award from Patty Wright*

## Welcome, Team Members!

JoCee Sanchez, Danny Gramajo, Mareno Mckenzie, Yun Zhu, Darren Demus, John Haley, Paul Kelton, Ryan Miller, Roger Papadopoulos, Damonique Shields, Richard Stankavage, Zaityjaah Mackey, Andrew Mai, Nikeya Muldrow, Matthew Ruiz, Georgy Bernard, Teshika Holmes, Charles Nguti, Darryl Cypress, Jeffrey Elliott, Selena Murphy, Ronald Plesz, Robert Cannon, Rasheen Harvin, Joshua Robinson, Corey Inmon, Justin Nelson, Larry Arrington, Stephen Accardo, Alvin Antwi, Hunter Buce, Lloyd Loudon, Brandon Stroder, Ryan Williams

## Open Positions

App. Support – Interm. (Unix SA), Info. Systems Security Engineer Level 2, Infrastructure Network Support, Infrastructure Network Support – Interm., Infrastructure Network Support – Lead, Infrastructure Network Support – Sr., Mainframe Ops/App Support, Network App. Support – Interm., Network Automation Developer – Sr., Network Automation Developer - Interm., Network Automation Engineer, Network Automation Engineer – Lead, Network Design Engineer – Sr., Oracle Database Admin., Process Improvement/Performance Enhancement Analyst, Sr. CICS System Admin., Sr. COOP Support, Sr. Database System Admin. for ADABAS, IDMS, Datacom, Oracle, Sr. Oracle Database Admin., Software Engineer (Level 1), Software Engineer (Level 2), Systems Admin./Network Engineer, Systems Engineer Skill Level 2, Technical Writer, Tier II IT End User Device Support, WAF Network Engineer – Interm., WAF Network Engineer – Lead. Please visit our Careers page at [nova-dine.com](http://nova-dine.com) for open positions.

## Employee Highlight: Ken Oversby, Portfolio Director

Ken Oversby joined the NOVA team in March 2019 as Portfolio Director. Ken oversees all Identity Access Management (IAM) consultation



*Ken Oversby, Portfolio Director*

contracts and customer activities and develops new business opportunities. Within three months of arrival, Ken established NOVA's first contract within the Intelligence Community. Ken also supports NOVA's internal process development, business development, and proposal activities.

As a former Chief Technology Officer and principal software engineer, Ken brings three decades of IT and project management experience. He served in the Air Force for 10 years in providing software and test engineering. Ken holds a bachelor's degree in computer technology from Eastern Washington University and master's degree in theology/philosophy from Luther Rice College and Seminary. Ken has completed additional education and training in machine learning and data science and currently holds ITIL v4 and Certified Ethical Hacker (CEH) certifications. He resides in Choctaw, Oklahoma.

## COMMENDATIONS

*"Lindsay Stoddard provided excellent customer service..."*  
- Cindy L. Stottle, Govt. Support Ctr.

Paul Crumbliss, Deputy, DISA Computing Ecosystem, recognized **Victor Robinson's**, successful coordination of contract activities.

*"Steve Post has been providing exceptional service..."*  
- Scott Ennis, Sr. Project Mgr., DISA Implementation West

Thank you to **Roger Papadopoulos...** the best IT experience I have seen in my 19 years of military service."  
- Anquetta Blount, Lt. Colonel, U.S. Air Force





## PRESIDENT'S MESSAGE

I hope that everyone is staying safe and healthy through these challenging times. Despite the radical start to the new year, DDC IT Services has forged ahead with exciting initiatives. As part of DDC IT Services' continual development, we are pursuing industry standard certifications that will continue to mature our IT practice. Our team, led by Gerald Secody, is currently driving the re-assessment process for CMMI-DEV Maturity Level 3. In January, we also achieved the ISO 8000 certification to support data quality standards. These recognitions, in tandem with our ISO 9000 certification, will enable us to further expand into the IT market.

I met many of you at recent holiday parties, and it continues to excite me that you are making DDC IT Services the contractor of choice. The leadership team will be working to identify team building opportunities at each location over the next year. Thank you again for continually supporting and executing our clients' needs. It is you- our employees- that are the source of our success.

- Jeff Abney, President, DDC IT Services

## IHS PORTFOLIO GROWTH

In September 2019, DDC IT Services teamed with Initiate Government Solutions (IGS) in securing our first medical IT contract within Indian Health Service (IHS). IHS develops and supports health IT systems that provide a broad range of clinical and business functions across IHS, tribal, and urban hospitals and clinics nationwide. The Resource and Patient Management System (RPMS) is the agency's primary health IT system. Under the Software Quality Assurance (SQA) and Product Support Services (PSS) contract, our team includes 19 employees across 13 different states.

We welcome the following RPMS team members: Meghna Modi, Mary Saavedra, Trista Eggers, Julie Ebrahim, Alicia Jackson, Juan Hughes, Shawn Quigley, Arathi Mayasamudram, and Yamini Munipalli. Meghna Modi, Program Manager, leads our team. Meghna is a certified Project Management Professional with 10 years of experience in managing and implementing IT projects in federal government and private sectors. Meghna holds a master's degree in healthcare admin.



Meghna Modi,  
Program  
Manager, IHS  
RPMS SQA & PSS

## DDC ITS RECOGNIZED AT DDC LEADERSHIP SUMMIT



Jeff Abney presents the DDC High Performance Award to Rachel Cross

**High Performance Award:** Rachel Cross received the DDC High Performance Award in recognition of one of the most devoted and knowledgeable members of the DISA and Army management team. Rachel has been a significant contributor in leading our organization to unprecedented growth in 2019. The DISA Mainframe and Sustainment contract awards that she spearheaded created a banner year for DDC IT Services, as well as DDC as an organization. She manages multiple high-visibility contracts and is a staunch advocate for our clients. Rachel's tenacity and professional drive set the bar.

**Leadership Award:** Jennifer Osborne received this award for her role as the Air Force LODM Functions Support Program Manager. Upon inheritance of the role, she strengthened relationships with the government, which involved the seamless coordination of 37 professionals. Her efforts comprised of building a team structure that supported diverse client needs and engaged DDC ITS leaders to focus on team communication and morale. Jennifer's leadership received government program managers' commendations.

**Rising Star Award:** Dan Replogle, DISA Mechanicsburg Mainframe Support Team Lead, received the DDC Rising Star Award for his pre-contract initiatives. He led the major initiate to obtain certifications and train our existing team on day one of the contract. Attaining and maintaining these certifications is critical in DDC ITS' effort to develop a highly skilled workforce to support our clients. Dan's efforts extend to staffing open positions in both Mechanicsburg and Ogden as a strategy to transition the workforce over the next few years as the current workforce prepares for retirement. Thank you for rising to the occasion!

**Project Growth:** The Air Force LODM Functions Support Program received the Project Growth Award for the most increased employees, expanded scope, and expanded locations in 2019. This is the second consecutive year that the team has been recognized with this award. The hard work within the program and expansion of BLADE are directly reflected by the recognition of DDC and DDC ITS' team awards.

## DDC ITS Certifies as ECCMA ISO 8000 Certified Quality Data Provider (QDP)

In January, we received recognition as an Electronic Commerce Code Management Association (ECCMA) International Organization for Standardization (ISO) 8000 Certified Quality Data Provider (QDP). Many thanks to Lisa Corcoran for her hard work in attaining the certification. The process assessed our data distribution, generation, response, and capacity to develop and publish data requirements. ECCMA is an association committed to improving data quality through standards implementation. Congratulations!

## DDC ITS HONORS TEAM MEMBERS WITH FIVE YEARS OF SERVICE

DDC ITS' 2019 holiday parties highlighted team members with five-year anniversaries with DDC.

Becky Short, Randall Allmon, Laurel Moyes, Michael Ort, Dan Replogle, Karen Diehl, Booker Fulmore, LeRoy Pais, and Nathan Harter received Native American pottery in appreciation of their dedication.



Randall Allmon receives five-year award from Rachel Cross



Laurel Moyes receives five-year award from Rachel Cross



Michael Ort receives five-year award from Rachel Cross



Dan Replogle receives five-year award from Rachel Cross



Karen Diehl receives five-year award from Austin Tsosie



Becky Short receives five-year award from Rachel Cross



DDC ITS leadership at 2020 DDC Leadership Summit. Left to right: (back) Robert Kinney, Doug Brooks, Rock Booze; (front) Ron Dues, Michelle Pratt, Jeff Abney, Rachel Cross, and Gerald Secody.

## Open Positions

Admin. Assistant – Operations, Business Intelligence/ETL Specialist, Capacity Management Analyst, Cyber Security Analyst, Data Management Specialist, Database System Admin. for IMS, SUPRA, Model 204, S2K, FOCUS, DB2 System Admin., Enterprise Architect, Help Desk Specialist I, Infrastructure Architect, Infrastructure Network Support – Interm., Infrastructure Network Support – Sr., Interm. Application Admin., Interm. Oracle Database Admin., Interm. UNIX Application Admin., Lead Technical Project Manager – Data Management, Lead Technical Project Manager – Enterprise Architecture, Mainframe Ops./App Support, Network Application Support – Interm., Network Application Support – Sr., Network Automation Developer – Interm., Network Automation Engineer – Interm., Network Automation Programmer Interm., Oracle Database Admin., Sr. Access Management Software Support Technician, Sr. Capacity Management, Ser. Database System Admin. for ADABAS, IDMS, Datacom, Oracle, Sr. Database System Admin. for IMS, SUPRA, Model 204, S2K, FOCUS, Sr. IBM z/OS Systems Programmer, Sr. Network Automation Developer, Sr. Oracle Database Admin., Senior SQL Database Admin., Sr.Tape Management Support, Senior UNIX Application Admin., Sr. z/OS 3rd Party Software Support Technician, Sr. z/OS Systems Security Programmer, Technical Project Lead, Windows Application Admin., z/OS Automations Support Technician, z/OS DASD Technical Support

## Welcome, New Hires!

Chancellor Chao, Matthew Collins, Ryan DeBolt, JoAnn Dodgen, Julie Ebrahim, James Ehalt, Madelyn Ferina, Allison Hardwick, Dennis Harris, Fredrick Horner, Juan Hughes, Alicia Jackson, Frank McCreary, Kyle Miles, Taylor Shelton Smith, Edwin Stup, Linda Thomas, Shawn Quigley, Marlon Wilde, Bradley Williamson

## COMMENDATIONS

Congratulations to **Chris Goff** who received a Master of Science in Cyber Security and Information Assurance.

Congratulations to **Dan Fowler** who earned the SAFe4 Scrum Master certification.

Thank you to **Karen Diehl** and team. Our customers verbally expressed that our leads and team members effectively coordinated shifting priorities to deliver a quality response.

Kudos to **Roger Yancey**, DISA Mainframe Support team member, for receiving recognition from both our DISA customer and DRAS mission partner for continued outstanding work.

Kudos to **Cindy Orf** on outstanding performance in support as a team lead for the U.S. Air Force Enterprise Information Systems (EIS) SharePoint Sustainment and Support program. "She has proven herself invaluable, and I'm particularly impressed with the way she has stepped into the leadership role as the team lead. She has gone above and beyond her normal duties to support the program office and her excellent work ethic does not go unnoticed."  
- Kimbal Ragan, Program Mgr., Air Force EIS SharePoint Sustainment and Support



## PRESIDENT'S MESSAGE

As the COVID-19 pandemic impacts communities worldwide, BRIC remains committed to our employees and their families' wellbeings. As we look ahead, BRIC is poised for significant growth and opportunity as we enter 2020. Recent contract wins during the last quarter continue to cement our long-standing relationships with existing customers. Moving through the first quarter, we expect success on many proposal submissions and anticipate breaking into new customer markets. I would like to thank our BRIC employees - your actions and dedication continue to drive our organization to greater heights. Cheers to a successful 2020!

-Kevin McCracken, President, BRIC



BRIC leadership share the company's 2019 accomplishments and 2020 overview at the DDC Leadership Summit. Pictured left to right: Kevin McCracken, Oscencio Tom, and Michael Tremble.

## U.S. FOREST SERVICE AWARDS BRIC BLANKET PURCHASE AGREEMENT

The U.S. Forest Service Region 6 awarded BRIC a ten-year Blanket Purchase Agreement (BPA) to provide professional and forestry services in support of timber, natural resource management, and land use activities. The BRIC team will provide support across Oregon, Washington, and California.



BRIC assets at forestry services support site

### BRIC Receives Bureau of Indian Affairs Forestry Contract

In December, BRIC was awarded the Bureau of Indian Affairs (BIA) Billings, Montana Forestry Office Rosebud Forest History contract. In support of this effort, the BRIC team will research and produce an updated forest history document for the Rosebud Sioux Indian Reservation.

### Ohkay Owingeh Housing Authority Awards BRIC Environmental Assessment Contract

The Ohkay Owingeh Housing Authority awarded the BRIC with the Environmental Assessment contract to complete Phase III of the Tsigo Bugeh housing development. This project will end in April.

### BRIC Awarded Navajo Forestry Typing Contract

BRIC was awarded the Navajo Forestry Typing contract by the Nation Division of Natural Resources to provide delineations of stand boundaries and density, in addition to determination of forest types.



Matt Kinsey, Lisa Sparks, and Lance Lamb in Blue Gap, AZ (photo credit: Greg Rhudy)

### ECOLOGY AND ENVIRONMENTAL CONTRACT EXPANDS SCOPE

BRIC's customer in support of the Ecology and Environmental project expanded the contract's scope. The BRIC team will provide an archaeological survey in support of geological services and testing in the Claim 28 area, which is an abandoned uranium mine site on the Navajo Nation near Blue Gap, AZ.

## CELEBRATING INDUSTRY SERVICE ANNIVERSARIES

At the close of 2019, our team members that transitioned from Ecosystem Management, Inc. (EMI) celebrated milestone anniversaries in the environmental management and compliance industry. The following employees are recognized for their long-standing expertise and dedication.



Mike Tremble (center) and other DDC subsidiary leaders participate in a strategic session during the 2020 DDC Leadership Summit

#### Twenty-six-year Industry Anniversary

Mike Tremble  
Mike was the owner of Ecosystem Management, Inc., which was founded in 1994. Mike supported the company as Vice President and Environmental Scientist. During his tenure, he led marketing, business and proposal development, and project operations. In his new role with BRIC, Mike supports similar efforts in expanding business opportunities. Prior to EMI, he served as Manager of the Navajo Nation Natural Heritage Program and geophysicist for mineral, oil, and gas exploration.

#### Thirteen-year Industry Anniversary

Stephanie Lee

#### Five+-year Industry Anniversaries

Erin Greenlee (5)  
William Potter (5)  
Rolan Becker (6)  
Allen Farnsworth (6)

Matt Johnson (6)  
Randy Seeley (6)  
Josephine Coakley (7)  
Oscencio Tom (8)

### Smith Lake Water Line Support Contract

Souder Miller expanded the scope of work on BRIC's Master Service Agreement to include a record search and archaeological survey in support of an improvement to a waterline near Smith Lake on the Navajo Nation. The BRIC team will perform the services throughout the next three months.

### BIA Expands Wildland Fire Management Plan Contract

BRIC will perform additional BIA Southern Plains Regional Office contract tasks to complete a wildland fire management plan and map sheets for the Horton Agency.

### BRIC Receives BIA NEPA Document Support Contract

In support of the BIA Division of Forestry and Wildland Fire Management, the BRIC team will provide NEPA documents for five pueblos, including Sandia, Santa Ana, San Felipe, Santo Domingo, and Cochiti.

### Welcome, Team Members!

Nichole Abbott, Richard Burleson, Bryan Davis, Laurelyn Memmott, and Duane Peter

### Open Positions

Biologist, Heavy Equipment Operator/Mechanic, RTLA Crew Laborer, and Tractor Oper.

Please visit our Careers page at [www.bric-dine.com](http://www.bric-dine.com) for the full list of open positions.



## PRESIDENT'S MESSAGE

The past couple months have created disruption and uncertainty throughout the world. As a company, we are focused on our employees and their families. We also remain steadfast in supporting our customers' missions and forging ahead. Looking back on 2019, I am pleased with DDC 4C's accomplishments. We have converted our core contracts into long-term contract vehicles; expanded our self-performance capabilities; promoted employees to key positions; and stabilized revenue and profitability. This was all made possible by the hard work and dedication of each and every team member. I would like to include a special thank you to Anson Dooley, who has been instrumental in the DDC 4C team's success.

Moving into 2020, the 4C team is positioned to aggressively expand our natural resources footprint and leverage our environmental compliance experience to support abandoned uranium mine projects on the Navajo Nation. I am confident that our team will continue to work hard during 2020, our year of growth!

-Allan Stoddard, President, DDC 4C

## DDC 4C AWARDED NAVFAC TASK ORDER

DDC 4C was awarded a task order under the Naval Facilities Engineering Command (NAVFAC) Forestry Services IDIQ contract. The DDC 4C team will provide fire protection and removal of vegetation for red-cockaded woodpecker cavity trees in impact areas on Marine Corps Base Camp Lejeune, NC.



Coastal Natural Resources Team performs fire protection on Marine Corps Base Camp Lejeune



DDC 4C supports natural resources work on Marine Corps Base Camp Lejeune in North Carolina

## JOHN WARD RECEIVES DDC HIGH PERFORMANCE AWARD

John Ward and team have provided stormwater support and National Pollutant Discharge Elimination System (NPDES) compliance for the Department of Public Works (DPW) at Fort Bragg, North Carolina for over 10 years. John has been instrumental in providing the government with high levels of quality and customer service. This was very apparent during the last contract re-compete. The government favored the DDC 4C team in continuing to perform the contract, even though it was supposed to be procured as a part of a much larger contract. This resulted in a five-year, multi-million contract. Even though this work is performed as a subcontractor, it is one of our most profitable contracts.

### Commendations

Faced with rising explosive ordnance disposal escort costs, **Danny Becker** developed a new process in executing fire protection. This resulted in a reduction of labor and saved thousands of dollars in subcontracted expenses. Thank you, Danny, for the continued, excellent performance!

## WORK ANNIVERSARIES

John Ward and Brian Ward were recognized for ten years of service in Albuquerque, NM. The DDC Board of Directors and Navajo Nation Shareholders extended appreciation for their contributions in maturing the DDC family of companies. Timothy Faircloth was not able to join, but nonetheless, congratulations, John, Brian, and Timothy! Our five-year awardees received Acoma pottery in appreciation for their commitment to our mission.

### Ten-year Anniversary

Brian Ward  
John Ward  
Timothy Faircloth

### Five-year Anniversary

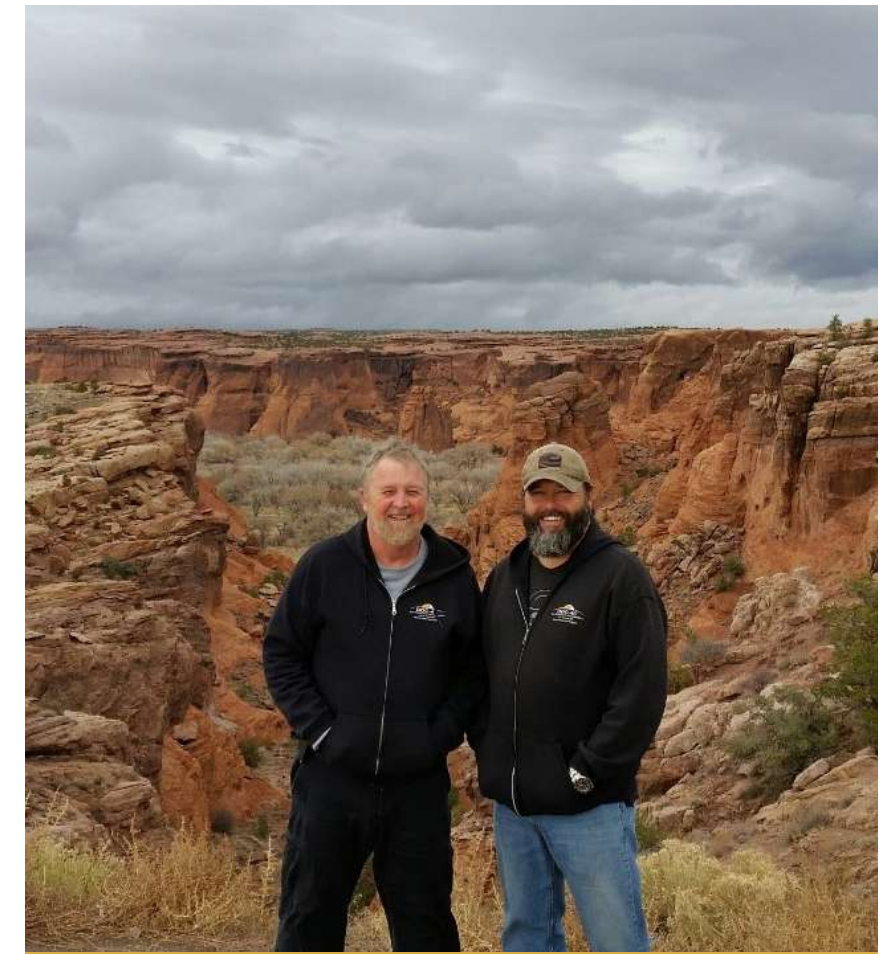
James Chaffin      David Davis  
Raymond Dadds    Joseph Santiago

## BENINA CERNO NAMED NASA SOLAR SYSTEM AMBASSADOR

Benina Cerno was recently selected to serve as a solar system ambassador to support NASA's Jet Propulsion Laboratory public engagement program. She will serve NASA Goddard Space Flight Center's (GSFC) local community in sharing the development of space exploration and latest discoveries with the public. Congratulations, Benina!



Benina Cerno and Rebecca Ford attend the 2020 DDC Leadership Summit. The duo supports NASA at the Goddard Space Flight Center.



Fort Bragg team visits Window Rock and Canyon De Chelly National Monument (pictured)





## PRESIDENT'S MESSAGE

I hope this message finds everyone safe and healthy as the pandemic continues to impact our communities. Despite the challenges of late, we reflect on our success in 2019, I would like to thank our team for a momentous year. We closed the year with contract awards valued up to \$61 million throughout the next five years. These awards are a testament to the commitment and hard work by our staff. As we progress into 2020, it will be critical to capitalize on these accomplishments by expanding our current programs and establishing a dedicated cloud practice.

January brought further achievements, including the CMMI-DEV Maturity Level 3 appraisal. By expanding our capabilities with this key appraisal, we demonstrate our commitment to the continuous improvement of our standard processes within Agile DevOps. I look forward to continuing to make great strides and build on our success into 2020.

- Scott McKee, President, Diné Source

## DINÉ SOURCE HOSTS INAUGURAL ALL HANDS MEETING

Diné Source held its inaugural all hands meeting, in which Scott McKee recognized team and individual accomplishments. These team members were integral components of the company's growth and development in 2019 by consistently exceeding expectations and achieving key milestones.

## DINÉ SOURCE RISING STAR AWARDS: RICK BOZARD AND SHANNA STATEN

Supporting the Air Force CAVAF team, Rick Bozard and Shanna Staten were recognized for their lead roles in attaining Diné Source's CMMI-DEV Maturity Level 3 appraisal. Most notably, the CMMI appraisal team commended Rick and Shanna on providing "one of the most advanced and well put-together appraisals they have reviewed over the last several years."



Shanna Staten and Rick Bozard receive recognition as Diné Source Rising Stars at the 2020 All Hands Meeting

## DINÉ SOURCE RISING STAR AWARDS: CINDY ORF

Cindy Orf, Air Force EIS Migration Planning Team Lead, was recognized for her dedicated program support. The EIS Government Program Manager commended Cindy for leading the team in exceeding all target dates despite challenges in coordinating with the dispersed user community. In addition, the PM praised Cindy for going above and beyond her normal duties to support the EIS program office on multiple occasions during critical times.



Cynthia displays her Diné Source Rising Star certificate at the 2020 All Hands Meeting

## DINÉ SOURCE RISING STAR AWARDS: PAUL KENNEDY

Paul Kennedy, Air Force CAVAF Developer, was recognized for his adaptability across multiple Diné Source programs. On numerous occasions, Paul has been requested to support and resolve high-visibility customer and program matters. He has consistently been commended for his dedicated support in quickly resolving issues and exceeding customer expectations.



Paul Kennedy receives Diné Source Rising Star Award at the 2020 All Hands Meeting

## DINÉ SOURCE RISING STAR AWARDS: MONTE SIMMONS

Monte Simmons, who also supports the Air Force EIS program as a member of the Migration Execution team, was commended for his timely efforts and effective ability to resolve program issues. His quick thinking and proactive efforts were praised by the Air Force program office. One of Monte's solutions was included in the program's PnPs and serves as a key aspect of its documented processes and procedures.



Monte Simmons receives Diné Source Rising Star Award at the 2020 All Hands Meeting

## DINÉ SOURCE LEADERSHIP ATTEND 2020 DDC LEADERSHIP SUMMIT

Diné Source leadership attended the 2020 DDC Leadership Summit, in which they showcased their teams' 2019 accomplishments and provided an overview of 2020 initiatives.



Diné Source leadership at 2020 DDC Leadership Summit. Pictured left to right: Shanna Staten, Scott McKee, Zach Brown, Jason Harthorn, and April Armijo.

## DDC PROGRAM LEGACY AWARD

In recognition of team accomplishments, the Air Force EIS program received the DDC Legacy Award. DDC IT Services led the program for four years and was instrumental in positioning Diné Source for the follow-on contract. DDC IT Services successfully executed this contract and was able to expand the capacity of the contract for the migration of the on-premises SharePoint to the O365 environment. The DDC IT Services team began at approximately 15 FTEs, and since being led by Diné Source, has expanded to approximately 30 FTEs. DDC Leadership Award Recipient. Kimbal Ragan, Air Force EIS Program Manager, was recognized with the Leadership Award in instrumentally managing the program during the contract shift from DDC IT Services to Diné Source and securing the final award. His efforts directly led to DDC's retention of the program, and he continues to support ongoing efforts to transition the workforce.



Kimbal Ragan was honored with the DDC Leadership Award during the 2020 DDC Leadership Summit. Pictured left to right: Scott McKee, Kimbal Ragan, and Zach Brown.

## AIR FORCE CONTRACTING BUSINESS SYSTEMS (CBS) CONTRACT AWARDS

Diné Source was awarded the Air Force Life Cycle Management Center (AFLCMC) Contracting Business Systems (CBS) IDIQ and Task Order 1 EZSource Support contracts. Under the contract vehicle, Diné Source provides operational support for the suite of Air Force contracting systems involved in the CBS acquisition lifecycle. The team will provide operations, maintenance, and sustainment in cloud and legacy environments for the systems as designated by task order. In support of Task Order 1, the team will provide operations and maintenance, training, help desk, cloud migration and operations for the EZSource application.

## Open Positions

Logistician - Intermediate, Operations Manager, Programmer, and Intern. SharePoint Help Desk/Administrator, and Air Force Supply Subject Matter Expert

Please visit our Careers page at [www.dine-source.com](http://www.dine-source.com) for the full list of open positions.



## PRESIDENT'S MESSAGE

Yá'át'ééh and greetings! I hope everyone continues to stay safe and healthy amidst the crisis, which has been an unexpected start to 2020. 2019 represented a year of growth for North Stone, as we focused on collaborating with sister companies and building the foundation for our future. We received our first subcontract with DDC IT Services, through which, we designed, developed, and delivered training curriculums for the U.S. Air Force Contracting IT System (CON-IT) at Wright-Patterson AFB. Through an additional subcontract with NOVA under the DISA Cyber Services and Information Assurance Support program, we supported NOVA in ensuring the security of agency networks across the IT enterprise and transitioning from the DOD Information Assurance Certification and Accreditation Process (DIACAP) to Risk Management Framework (RMF). We appreciate the opportunity to work with our sister companies and plan to continue developing our past performance. In December, we received acceptance into the SBA 8(a) program, which was a key milestone in our business development strategy. With our newly acquired certification, we will continue to build upon growth in our targeted client and capability sectors.

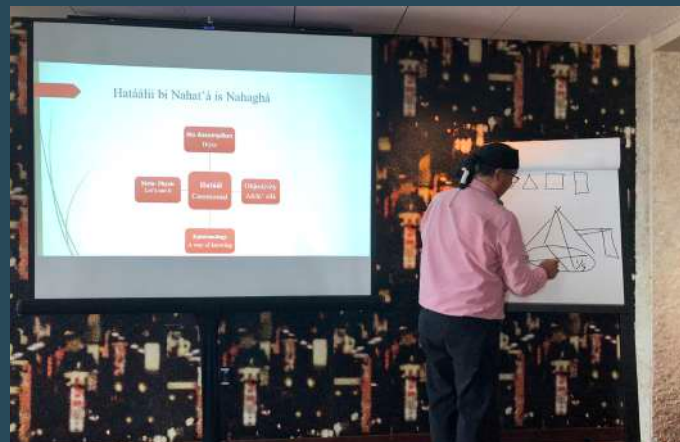
We kicked off 2020 by attending the DDC Leadership Summit in Scottsdale, AZ, in which we had the opportunity to share our business plan and goals with leaders across DDC. One of the key takeaways was our employees' interest in the Navajo people and culture. North Stone also participated in the National SBA 8(a) Conference, which was held in New Orleans, LA. We developed new contacts and learned more about our participation in the 8(a) program. As we enter a new season, I'd like to thank the DDC Business Development team for the support they have provided North Stone. Together, we have worked to lay our foundation, and I am excited for the future. Ahe'hee (thank you)!

- Calista Pinnecoose, President, North Stone

## CULTURAL CORNER

Winter has always been my favorite time of the year, as it was the season in which I spent the most time with my family. One of the highlights was when my Cheii (grandfather) shared Navajo winter stories and songs with us. Navajos have specific stories, songs, and games that are shared and played only during the winter months, which always made this time of year so special. In Navajo, we call the month of January, Yas Nilt'ees, which means "melting" or "cooking" the snow. February is known as Atsa'Biyaazh, which means "baby eagles." This is the month in which the first thunder sounds and gently shakes mother earth, awakening the hibernating animals and reptiles. It is said that once you hear this first thunder, all winter stories, songs, and games must be stopped. March is known as Woozhch'iid because the baby eagles have grown up and begin to make noise.

Spring on the reservation is like nothing you have seen. The day can begin beautifully and calmly, but instantly change to a snowstorm. Navajos call this, áyéhi neidinooyódi, which means the "in-law chaser." Navajos tease that if you are an in-law, you better show that you are a hard worker even in the snowstorm and not run away when a storm is approaching. Along with snowstorms, we get very strong winds. If you have ever driven through the reservation, you may have noticed road signs indicating that strong dust storms may occur. These dust storms often cause roads to be closed due to poor visibility. This is one of the biggest differences I have noticed while living in Northern Virginia, as I was unfamiliar with blooming flowers. Although I can certainly appreciate the beautiful flowers and spring showers the East Coast brings, I still find myself missing the spring storms that pile sand in my hair, mouth, and ears.



Avery Denny, Professor, Diné College, shared the Navajo philosophy in his presentation, "Diné- The Navajo" during the 2020 Leadership Summit



Navajo culture encourages in-laws to excel as hard workers and avoid being moved by storms, known as "in-law chasers"

## COMPANY HIGHLIGHTS

### WORK ANNIVERSARY

#### Calista Pinnecoose

Calista was recognized for her five-year anniversary with the DDC organization. She was recognized at the Albuquerque Office Holiday Party in December. Calista has been with the DDC family of companies for six years.



Calista Pinnecoose presents the 2020 North Stone Business Plan at the DDC Leadership Summit in Scottsdale, AZ



Calista Pinnecoose receives Acoma pottery and certificate from Austin Tsosie, in recognition of five years of DDC employment

### Commendations

Kudos to **DDC Finance and Accounting** for all the support provided to North Stone over the past few months. The department goes above and beyond for all subsidiaries, and we appreciate the hard work and dedication.

Thanks to **Karen Stone** for her hard work and dedication to North Stone. Karen received excellent recognition from our U.S. Air Force customer in support of the CON-IT program.



## DDC SPONSORS NCAIED RES 2020



Austin Tsoisie, DDC CEO, joins Jana Turvey, Leisnoi CEO; Gail Shubert, Bering Straits President and CEO; and Ron Solimon, NCAIED Director

DDC and family of companies sponsored the National Center for American Indian Enterprise Development (NCAIED) Reservation Economic Summit (RES) 2020 event in Las Vegas, NV, the premiere American Indian enterprise event. The summit drew 4,000+ attendees and 1,976 organizations from across the world. The DDC CEO, CSO, and company presidents met with tribal leaders, Congress members, federal agency

representatives, state and local elected leaders, and CEOs. Teams attended the networking events to build opportunity bridges with companies and agencies worldwide. DDC CEO, Austin Tsoisie, was invited to join the CEO Leadership Panel to provide best practices for businesses.

## Welcome to the Team!

Rebecca Bradley  
Diane Lardy  
Adam Rhodes  
Daniel Riggs  
Karin Rodriguez  
Steven Swint

## Open Positions

Director of Contracts  
Senior Capture Manager

## DDC TEAM MEMBERS RECEIVE 2020 DDC LEADERSHIP AWARDS

During the 2020 Leadership Summit in Scottsdale, AZ, DDC team members were presented with awards for their continued commitment and performance. Congratulations to all recipients!

### Chris Castle: Impact Hero Award

Chris works in our Virginia Beach, VA office and has been with DDC for over 14 months. The Chief Strategy Officer (CSO) vacancy arose at a complex time in which business plans were in their final stages. Chris took on that duty, as well as many others that were underway. Chris is very detail oriented and can tackle very complex problems in a clear, methodical way. Chris has a wealth of experience and a personality that will go far in this organization. He trusts and respects all opinions and truly wants to make DDC the best tribal organization in the world.



Chris Castle accepts DDC Impact Hero Award from Austin Tsoisie, DDC CEO

Since joining DDC full time, Chris has been the epitome of customer service and focus. He has had to overcome several obstacles in his role with the organization and has done so with patience, positive attitude/language, and time management skills. From business plans to leadership summits and everything in between, Chris has been a shining example of what a customer hero represents. He puts his heart and soul into his work, his team, and his customers and for that, we are thankful that he is a part of this organization.

### Miguel Maldonado: Unsung Hero Award

Miguel has quietly and effectively supported various functions within DDC. He has served a vital role during the ERP implementation and integration of the EMI work within BRIC. He is always quick to offer a helping hand for work that is outside of his daily activities. He continuously looks for ways to improve the organization and make a positive impact on things around him. He addresses problems and issues with a positive attitude and provides great customer service to the subsidiaries. Since the Jamis ERP implementation, he has been an infinite resource for troubleshooting, problem solving, and getting things done. He goes above and beyond the call of duty, not only performing tasks that have been designated to others, but also offering tutorials on how to accomplish things in Jamis. Miguel has been instrumental in educating multiple service departments, which results in quick resolutions. Bottom line - he makes our jobs easier!



Miguel Maldonado accepts DDC Customer Hero Award from Austin Tsoisie

### Katie von Allmen, Unsung Hero Award

Katie has been with the DDC organization for two years as a key member of the Business Development team. Katie has always approached each situation/challenge with a positive attitude and tenacity to get things done. She is always willing to help her fellow team members, as well as the subsidiaries she supports, no matter what time of day - seriously! I am always amazed at the schedule she operates based on her geographic location to ensure that her team and customers get the support they need. Her commitment to excellence is second to none and serves as a shining example of where the "work ethic bar" should be for both current and future employees.

Katie consistently demonstrates her importance to our organization through her dedication to work. She juggles multiple efforts/priorities seamlessly and is relied upon to deliver superior products to our customers. Katie has been instrumental in stepping in and assisting other members of the BD team with their ongoing tasks. Even though she is located in a radically different time zone, this has had zero impact on her ability to support all subsidiaries she is responsible for.



Katie von Allmen receives DDC Unsung Hero Award from Austin Tsoisie

## DDC RECOGNIZES FIVE-YEAR ANNIVERSARIES

At DDC, our employees are our greatest assets. We recognize our team members' longevity in supporting DDC and family of companies, as their diverse and unique skillsets bring tremendous value and versatility to our organization. DDC presented five-year awards during holiday parties, in which awardees were presented with hand-painted Acoma pottery made by an employee's Acoma grandmother. The overall design is crafted with good thoughts and energy and represents Mother Nature and all her blessings. DDC also recognized ten-year employees from NOVA and DDC 4C in Albuquerque, NM, which were presented with Navajo silver arts.

### Five-year Anniversaries

Emily Baughman  
Ryan Beaudry  
Jocelyn Billy-Upshaw  
Dawn Buzzell  
Branin Delaney  
Teresa Heimer  
Kevin McCracken  
Erica Thompson  
Austin Tsoisie  
Noelle Wertz  
Kevin Williams



DDC presents Acoma pottery to team members in recognition of five-year anniversaries

## MISSION: POSSIBLE- HÓZHÓ'Ó K'EHGOH AHILNA'ANISH DDC LEADERSHIP SUMMIT CONVERGES FAMILY OF COMPANIES

DDC hosted the family of companies' leadership teams at the 2020 DDC Leadership Summit in Scottsdale, AZ. Team members traveled from contract sites across the country to participate in executive meetings, share 2020 company outlooks, receive SBA and Shareholder updates, and participate in strategic planning sessions.

Company presidents shared their service capabilities and 2020 strategic initiatives. Attendees were joined by keynote speaker, JT Willie, Director of the Navajo Nation Department of Economic Development, who provided the economic state of the Navajo Nation and key initiatives moving forward. DDC hosted the 2020 Leadership Awards ceremony in which six team members across the family of companies were honored.



DDC family of companies gather to share 2019 accomplishments and 2020 initiatives