



THE DREAM CATCHER

A Diné Development Corporation Publication

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History of Our Logo



DDC's logo features the traditional Navajo home, the "hooghan" or "hogan" (hō-gān). The logo's hogan is female and represents a mother's womb, as it protects and nurtures the family. The Navajo people live in female hogans in which they learn about Hóozhójí, Beauty Way, the philosophy of the Navajos. The wings represent the dual philosophies, Hóozhójí and Ánáájí, Protective Way. The doorways face East to welcome the blessings of a new day.

DDC Shines as RES Conference Presenting Sponsor

DDC and its family of subsidiaries served as the presenting sponsors of the 2018 Reservation Economic Summit, the National Center for American Indian Enterprise Development's annual economic development conference. Held in Las Vegas from March 5-8, the summit brought 2,000 attendees from across the U.S., including corporate firms and federal agencies. As a presenting sponsor, DDC shared its executive protégé program and subsidiaries' profiles with American Indian tribal leaders and businesses.

On the first day of the conference, DDC CEO, Austin Tsoisie, joined NCAIED leadership to welcome conference attendees. He shared his childhood experience of living in a thriving Navajo community, which due to challenges in business trends over time, floundered and continues to face issues with unemployment, dilapidated homes, and dismantled business sites. He shared DDC's new vision, mission, and core values and highlighted DDC's renewed focus on giving back to the Navajo Nation.



sessions in business development, global and tribal enterprise, federal contracting, technology, finance, and leadership. The business development team and protégés participated in the "Buy Native Procurement and Matchmaking" expo that matched Native businesses with corporations and federal agencies. In addition, the subsidiary Navajo protégés hosted a breakout session to discuss DDC's ongoing mitigation plan to address limited professionals with specific skills sets, lack of Navajos with government clearances, and reluctance to relocate to contract sites across the country. They shared the benefits of DDC's mentor-protégé program, DDC-U, which recruits and professionally develops Navajo team members.



The conference was successful and well received by NCAIED and attendees. DDC formed business relationships, shared best practices and lessons learned, and networked with potential federal, tribal, and commercial teaming partners and clients from across the country. DDC showcased its protégés as future Navajo leaders, and attendees responded with interest in adopting the DDC-U model in their companies.

Throughout the conference, DDC and the subsidiaries showcased their capabilities at the tradeshow booth. Personnel networked and attended

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NOVA CORPORATION

PRESIDENT'S MESSAGE

With two recent contract awards, the NOVA team has had a great start to 2018. One of our primary goals for the year was recapturing existing work, and we have already begun to accomplish this goal. In April, we were awarded the DISA System, Security, and Database Administration Technical Support Services contract, in which we will sustain IT support at DISA Ogden. In addition, we were awarded the DOJ FBI Information Technology Support Services IDIQ as a subcontractor to our partner, IntePros. This contract will further diversify NOVA within the federal market, expand our subcontract work with new partners, and broaden our support locations.

We are expanding our business with existing and new partners by collaborating to expand our support for the U.S. Army and initiate business with the Department of State. Internally, our team continues to receive positive customer feedback, which translates into excellent past performance ratings, in turn fueling our business development efforts. We look forward to continuing to achieve our goals and grow our business throughout 2018!

– Austin Tsosie, President, NOVA Corporation

New Director of Operations



NOVA is pleased to announce the promotion of Mr. Don MacDonald to Director of Operations. Mr. MacDonald brings more than 25 years of business development, management, and customer relations experience in the federal and commercial sectors.

In his new role, he serves as the interface between Austin Tsosie, NOVA President; NOVA's program management team; and DDC's Subsidiary Development Team. In this capacity, he oversees the performance of contracts, budgets, and development of new and existing business. He looks forward to continuing to grow the company and deliver excellent, high-quality service to NOVA's customers.

Employee Donates Kidney

On December 28, 2017, DDC (and former NOVA) Director of Business Development, Chris Pereschuk, underwent voluntary surgery at Johns Hopkins Hospital to donate a kidney to his mother-in-law, who has suffered with kidney disease for more than a decade and was on dialysis for a year prior. Chris and his mother-in-law were among a pool of families, including nine donors and nine recipients, enrolled in Johns Hopkins' Paired Kidney Exchange Program.

Following the surgery, his mother-in-law recovered well. Though a tough procedure, Chris recovered ahead of schedule and returned to work in late January 2018. We are humbled by his sacrifice and for giving the ultimate gift during the holidays. Chris continues to be an inspiration to all employees!

NOVA Attends Conference



The NOVA team attended the 2018 Building Consulting Service International (BICSI) winter conference, held February 4-8 in Orlando, FL. BICSI, a professional association, supports the advancement of information and communications technology. As a worldwide association, membership spans nearly 100 countries.

The team attended to gain further insight and build on its data center assessment and consulting services line of business. As a service provider of advanced information and communications technology, NOVA aims to broaden its knowledge remain abreast of the latest trends of data center technologies to support its clients in designing efficient and reliable data center environments.

NEW TEAM MEMBERS

Armand Covington	Cedrick Quick
Charles Cramer	Curtis Shield
Nino Delossantos	Joyce Smith
William Dryer	Adam Velez
Rasheen Harvin	Christopher Zotti
William Head	

OPEN POSITIONS

- ACAS (Senior IA Analyst)
- Application Support Specialist
- Info. Systems Security Officer
- Intermediate ACAS IA Analyst
- Sr. IT Enterprise Systems Mgr.
- Sr. Network Engineer

- Senior Windows System Administrator
- Software Developer
- Software Systems Engineer (Lead)
- Subject Matter Expert (Lead)
- Technical Project Manager



DDC IT SERVICES

PRESIDENT'S MESSAGE

DDC IT Services has gained momentum in the first quarter of 2018 by winning two new contracts valued at two million dollars. Our team continues to grow and develop partnerships and joint ventures by leveraging our successful past performance. We have attended several conferences, which has given us the opportunity to showcase our capabilities and past performance. Recent conferences include the Defensive Cyber Operations Symposium and Armed Forces Communications and Electronics Association- West and Montgomery IT Conference.

DDC IT Services plans to transition out of the SBA 8(a) Program in 2020. As such, our focus is to execute key activities, such as increasing non-8(a) revenue, improving core capabilities, and expanding our relationships and resources into 2018.

"We recognize that the key to transitioning out of the program is to build strong leadership and create a company culture that reflects honesty, accountability, recognition, ambition, and transparency. These attributes lay the groundwork to build long lasting relationships with our employees, clients and partners."

– Jeff Abney, President,
DDC IT Services

DDC IT Services Awarded Air Force Task Order

In February, DDC IT Services was awarded the U.S. Air Force System Metric and Reporting Tool (SMART)/Acquisition App Store (AAS) Task Order 3. Under the SMART/AAS IDIQ, DDC IT Services will migrate the SMART/AAS, currently hosted in SharePoint 2010, to SharePoint 2013. Support will involve installing and testing the server environment, followed by migrating and refactoring applications. This award brings ten new employees to the contract, including six DDC IT Services and two Diné Source personnel.



DDC IT Services Hires Air Force Portfolio Director

DDC IT Services welcomes Doug Brooks as its Air Force Portfolio Director. Doug joins DDC ITS with more than 24 years of federal and commercial contract management experience, including 15 years of experience managing Air Force IT programs. With a software engineering background, Doug

brings a wealth of knowledge in complex IT product and service delivery. "I'm confident that Doug will hit the ground running and continue to grow our Air Force portfolio, while expanding business opportunities for our employees and key business partners." – Jeff Abney, DDC IT Services President

Meet the Protégé



Celebrating his one-year anniversary with DDC, Gerald Secody continues to thrive in his role as protégé. Since onboarding with DDC IT Services,

Gerald has excelled in taking on leadership roles and becoming a vital part of the company's strategic growth and development. Gerald's primary roles include recruiting and

contract finance. Under the mentorship of Jeff Abney, Gerald has been actively involved in building customer relationships, controlling costs, and increasing revenue.

Originally from K'ai'biito', Arizona, Gerald is a Navajo of the White-corn Zuni Edgewater clan and born for the Bitterwater People clan. Gerald earned a bachelor's in Business from Utah Valley University. In August 2017, Gerald moved his family across the country to Dayton, Ohio to join the DDC IT Services team.

NEW TEAM MEMBERS

Olu Akinola	Jason Holt
Douglas Brook	Susan Kern
Missy Elliott	Carol Montgomery
Daniel Fowler	Judy Norris
Michelle Harris	Megan Parker

OPEN POSITIONS

- Data Analyst
- Enterprise Architect
- IT Systems Analyst
- Senior Data Analyst

- Senior IT Systems Analyst
- Senior Solaris Administrator
- SQL Server DBA
- Windows System Administrator



DDC 4C

PRESIDENT'S MESSAGE

DDC 4C started 2018 with an aggressive growth strategy that has already begun to bear fruit. Central to this strategy is expanding our portfolio of non-8(a) contracts. Continued success in this area will sustain the opportunity for direct awards into 2022 when we graduate from the SBA's 8(a) Program. We recently received contract awards as a subcontractor to new partner, Zapata/Bhate, in support of Moody Air Force Base and Seymour Johnson Air Force Base Dare County Bombing Range. The contracts will account for more than \$3 million in revenue to be performed over two five-year periods. In addition to the recent awards, we are in discussions regarding strategic partnerships with large businesses including VERSAR, CARDNO GS, and CH2MHill, which was recently acquired by Jacobs Engineering. Through strategic partnerships, we have been able to expand our software services, such as our partnership with Crossmatch. These efforts include expanding our reseller and integration services for its products, WEBS and LiveScan.

We have also taken measures to expand our services into the Southwestern U.S. This involves developing our relationship with the U.S. Army Corps of Engineers Albuquerque District and submitting capabilities packages for upcoming solicitations to several facilities and agencies in the region. Consistent throughout all of our efforts is our continued focus to build on our reputation of delivering high-quality services that meet and exceed our clients' missions.

– Anson Dooley, Interim President, DDC 4C

Meet the Interim President



Anson Dooley, former Executive Director/Protégé, was recently named Interim President of DDC 4C. In this capacity, Anson oversees operations and leads business

development efforts. His 18 years of experience in the construction and environmental industries has allowed him to smoothly transition into the role. Anson is a member of the Navajo Nation and of the Lazy Rock Clan, born for the Bitter Water Clan. A licensed electrical journeyman, Anson excelled as an electrical/generalsuperintendent, which included three years with DDC 4C. In December, he and his family made the cross-country trip from Ramah, New Mexico to Virginia Beach, Virginia to pursue the Executive Director/Protégé position. Under the mentorship of former President, Anil Kumar, Anson successfully secured business opportunities and expanded client and partner relations.

NAVAJO EMPLOYEES SUPPORT PRESCRIBED BURNING



DDC 4C recently hired two Navajo employees to support its team at Camp Lejeune in North Carolina with a 4,000-acre prescribed burning designed to improve the endangered red-cockaded woodpeckers' (RCW) habitat. Preparation involved clearing a 10-foot diameter around the base of each tree in order to increase the chance of nesting survival during prescribed

burns. Employees also removed midstory trees, allowing more light to reach the longleaf pine trees, which are critical for RCW survival.

The longleaf, a native pine to the East Coast, is the RCW's main habitat source. Historically, the woodpeckers occupied areas ranging from the southeastern to northeastern regions of the United States. They have also been found in areas as far West as Texas and Oklahoma. Due to their local extinction in Kentucky, Maryland, Missouri, New Jersey, and Tennessee, the Army has placed an increased emphasis on preserving and maintaining red-cockaded habitats.

New Role at NASA GSFC



DDC 4C acquired the management of the environmental compliance at NASA Goddard Space Flight Center. The

acquisition consisted of seven program areas with an emphasis on ensuring the facility met all waste, water, and air requirements. DDC 4C will manage all record keeping and reporting related to the waste, as well as coordinate its final disposition point. Other responsibilities include maintaining water discharge and oil operations; conducting sampling to attain analytical results; and managing noncompliance issues.

OPEN POSITION: Software Installation Technician



BRIC

PRESIDENT'S MESSAGE

The BRIC has had an active first quarter in focusing on the strategies presented in our 2018 Business Plan. Critical to the success of these efforts was the BRIC's recent acceptance into the SBA 8(a) Business Development Program. With this certification, we will gain access to resources and support to expand our business while continuing to deliver the highest quality services and solutions to our customers.

Oscencio Tom, BRIC Director of Operations and Navajo Executive Protégé, has been an integral part of our success by playing a key role in cultivating opportunities and a diverse base of key teaming partners. In June, Mr. Tom will celebrate his first protégé anniversary. In reflecting on his year with the company, he commented, "Over the past year, I have enjoyed the opportunity to develop as a leader in understanding that the first step involves desire, and the second lies in committing time and energy to develop the skills necessary to positively contribute to DDC's future. One of the greatest lessons I've learned while in the role of Director of Operations is the cascading effect of day-to-day activities that have an overall positive or negative impact on the company. I know that the experiences I've benefited from over the past year will be essential for my future success!" Happy Anniversary Mr. Oscencio Tom!

– Steven Sullivan, President, BRIC

DDC-U Provides Protégé with Leadership Skills



In addition to serving as BRIC's Director of Operations, Oscencio (O.C.) Tom currently serves as a member of the inaugural class of DDC-U, a program designed by DDC to ensure the creation of Navajo Human Resources for leadership succession planning. DDC-U is delivered in a mentor-protégé arrangement and employs a hands-on approach in teaching all facets of management from recruiting to contract execution. O.C. has been in the program for one year and attributes the program with his leadership maturity within DDC and the Navajo Nation.

O.C. feels that he did not choose to pursue the protégé role; it pursued him. The program aims to shape leaders based on both previous experience and current responsibilities. Initially, he completed an assessment in the Strength Finders tool that evaluates strengths in business settings. The results were analyzed by BRIC President, Steve Sullivan, who created a plan to strengthen his weakest areas. During the past year, he has focused on capitalizing on his strengths and enhancing weaknesses while becoming immersed in the role.

O.C.'s previous role as DDC's Director of Marketing enhanced his strengths in social cohesiveness, whereas his new role allows him to become more mission-centric and project-focused. From providing back office support to being provided support, he has been able to experience and better understand the roles of various departments within DDC and the subsidiary companies. As a protégé, his primary goal is to become an effective resource within DDC so as to be utilized for DDC to accomplish its mission and vision. His secondary goal is to complete DDC-U while learning the functions of all departments. In building his leadership skills, he hopes to contribute to DDC and the Navajo Nation's futures.



New BRIC Team Member

BRIC continues to strengthen its subject matter expertise with the recent hiring of Dr. Timothy McAuley, who brings more than 12 years of experience in global environmental consulting and research in the areas of air quality and human health risk assessments. Dr. McAuley's unique experience in support of a multi-disciplinary environmental service offering compliments the BRIC's existing services and enhances its ability to support new clients. He has been elected membership to several National Academy of Science Boards and Subcommittees in areas such as aviation, transportation, air quality, indoor air quality, exposure assessment, and health. He is an elected member of the Indoor Environmental Standards Organization Research Committee, Vice Chair of Air & Waste Management Technical Advisory Committee, Air & Waste Management AB-1 Particulate Matter Committee, and Treasurer of the International Society for Exposure Science. Dr. McAuley received his PhD in Environmental Science/Engineering, MS in Chemistry from Clarkson University, and BS in Biochemistry from The College of Saint Rose.



DINÉ SOURCE

PRESIDENT'S MESSAGE

One of the newest DDC subsidiaries, Diné Source, began operations one year ago with a focus on delivering premier IT services including Agile/DevOps development, cloud migration, cybersecurity, system modernization, business intelligence, and data analytics. The relationships with the sister companies has been key to our progress within the federal IT industry. We are co-located with DDC IT Services in Dayton, Ohio, which has allowed us to build our past performance, develop relationships with U.S. Air Force clients, and strategically collaborate on opportunities. In addition, we recently partnered with NOVA Corporation, which allowed us to add Defense Information Systems Agency (DISA) to our client portfolio.

In the past year, Diné Source has grown from one to eleven employees with locations in Dayton, OH and Ft. Meade, MD. In May, Diné Source was awarded the SBA 8(a) certification and is excited for the growth and expansion that this designation will yield over the next nine years. We recently attended the Defensive Cyber Operations symposium where we were able to promote our recent certification and network with potential key clients.

Diné Source is proud of the milestones that we have reached. Our performance is indicative of the support from our hard-working staff, sister companies, DDC, and the Navajo Nation. We have prioritized the objective of promoting DDC's core values in order to provide sustainable profits and jobs.

– Scott McKee, President, Diné Source

Sister Companies' Working Relations Lead to Growth



As a subsidiary of DDC, Diné Source's ability to work closely with its sister companies has been instrumental in not only its economic viability, but also its relational bond. Diné Source and DDC IT Services share office space in Dayton, Ohio, which has emphasized the companies' collective experiences and allowed them to thrive individually and as a whole. The ability to share resources between companies has created career stability and encourages collaboration.

Diné Source has begun working with DDC IT Services to support the U.S. Air Force Life Cycle Management Center (AFLCMC), whereby Diné Source is able to build on past performance in capabilities such as cybersecurity, Agile DevOps development, SharePoint application development, cloud migration, and system modernization. The company also recently teamed with NOVA Corporation, which has initiated client relations and partnership with the Defense Information Systems Agency (DISA).

Awarded Air Force Contract

In February, the U.S. Air Force awarded Diné Source's sister company, DDC IT Services, with the System Metric and Reporting Tool (SMART)/Acquisition App Store (AAS) Task Order 3. Under the task order, Diné Source will subcontract to DDC IT Services. The team will migrate and refactor the system from SharePoint 2010 to 2013.



Meet the Protégé



Diné Source protégé, April Armijo, continues to thrive as she approaches her one-year anniversary with the company. Under the mentorship of

Scott McKee, Diné Source President, April supports business development, capture, onboarding, operations, and financial reporting. She has already proven to be an asset in developing the company within the IT industry.

As a Navajo from Dennehotso, Arizona, April is of the Zuni Edgewater Clan, born for the Folded Arms People Clan, and of the Antelope Clan of the Pueblo of Acoma of New Mexico. She holds a master's degree in education with an emphasis in learning technologies and a bachelor's degree in information and communication technology. April values the journey she has been offered and is excited to build her leadership skills.



DDC

CEO CORNER



In January, we unveiled our new vision, mission, and core values for the organization. Our vision, to be the best tribal corporation in the world, places a greater emphasis on providing dividends and creating employment opportunities for the Navajo Nation. The renewal of our vision has profoundly impacted the way I approach my responsibilities. From cultivating new business opportunities to maintaining partner relations, it drives my daily tasks. This focus has enabled me to be more proactive and efficient, thus better providing for the Navajo Nation. As our employees internalize our vision, I hope that they see the same drive in their daily focus and that it continues to result in successful endeavors across the organization.

– Austin Tsosie, CEO, Diné Development Corporation

BUSINESS DEVELOPMENT TEAM MOVES TO DDC

As DDC grows, we continue to strengthen the shared services model across the organization. Most recently, this involved the transfer of subsidiary business development team members to DDC. Chris Pereschuk, of NOVA Corporation, and Pam Plesz, of DDC IT Services, transitioned from their roles as Directors of Business Development of individual subsidiaries to supporting multiple subsidiaries under DDC. In his ten-year history with NOVA Corporation, Chris served in business development roles wherein he led business development, proposal management, and capture management, prior to becoming NOVA's Director of Business Development. Pam, who also has ten years with the organization, initially supported NOVA Corporation as Executive Assistant to the CEO. From 2013 to January 2018, she served as Director of Business Development for DDC IT Services, in which she grew to specialize in the U.S. Army and DISA portfolios. In their new roles with DDC, Chris and Pam will continue to support strategic business development, capture, and proposal efforts, but with an increased scope, with Chris supporting NOVA and BRIC and Pam supporting DDC IT Services and Diné Source. The transition aims to streamline business development with an emphasis on strategic growth.

"Both Pam and Chris bring a wealth of corporate development knowledge to the DDC Business Development Team. As the DDC adds new subsidiaries through organic growth or strategic acquisitions, new business development talent will be added to the DDC team to support this efficient and collaborative business development team approach." – Steven Sullivan, Chief Strategy Officer, DDC

DDC Hosts Leadership Summit for Family of Subsidiaries

In late January, DDC hosted the 2018 Leadership Summit for its family of subsidiaries in Frederick, Maryland. DDC, NOVA Corp., DDC IT Services, DDC 4C, BRIC, and Diné Source leadership gathered to share insights on strategies for 2018, program success and lessons learned, and discussions on the importance of the DDC vision, mission, and core values regarding the successful execution

of the 2018 goals and objectives. Team members left with the spirit of the theme, which was "Inspire, Inform, and Motivate." Austin Tsosie, DDC CEO, stated, "My hope is that each of you embrace DDC's strategic plans and other innovative efforts in our pursuit of capturing great market positions, bottom line efficiency, transparency, and increased shareholder values for the Navajo people."

Shared Services Updates

IT Department

Through feedback from employees, benchmarking, and staff evaluations, the IT Department is pleased to announce that DDC has selected a new laptop standard, which we will use to refresh corporate laptops over the next three years as warranties expire. We have selected two Lenovo models, which will provide excellent performance, lighter weight, and backwards compatibility with our peripherals. We will start processing the warranties that expire this year within the next month.

In January, our department began working on an Enterprise Resource Planning (ERP) system designed to unify DDC business systems into one standard system. The ERP will provide greater accuracy, increased efficiency, and enhanced coordination between departments. Stay tuned for details!

Facility Security Officer

In light of recent events throughout the U.S., we have prioritized active shooter training for our office locations. In February, we coordinated with local police departments to train the Chambersburg, PA and Virginia Beach, VA offices. In the coming months, we will hold training sessions for the Dayton, OH and Albuquerque, NM offices. We have also completed the annual Security and Insider Threat Awareness training for employees.