FALL 2020 ISSUE

WHAT'S HAPPENNING AT AP?

- We are thrilled to see several new faces throughout the company. **Michelle Jordan** joined the JGASS team down in North Carolina, and **Robert Castro, Carlos Simmons**, and **Al Washington** joined the Emerald team in NOVA. Welcome to the **AP** team!
- Several more folks joined us on our new DHS contract over the last few months, as well. **Michael Vincent, Nicholas Napolitan, Julia Hutton,** and **Tyler Nordman**—welcome aboard!
- The indirect team saw growth recently too! Welcome to **Scott Poole**, our new corporate finance manager; **Damyn Ransom**, Program Management Office (PMO) Analyst and Deployment Coordinator; **Erin Brennan**, Assistant Project Manager for our Emerald/PMSS/FPS Portfolio, **Jordan Solomon,** Assistant Project Manager for our JGASS/MARSOC ISR/DCTC Portfolio; and our two interns from Norwich University, **Andre Rodriguez** and **Drew English**.
- Kudos to **Cynthia Lee**, NGA Consultant, from a senior account executive for going above and beyond supporting the NGA Software Asset Management Office. They wrote: "I would like to extend a note of gratitude to **Ms. Cynthia Lee**, for her outstanding management and consultation towards Gartner's relationship with the NGA Software Asset Management office...During the COVID-19 pandemic, **Cynthia** went above and beyond to assure that we were notified of notable impacts and worked diligently to meet government issued milestones and deadlines. I truly value the relationship and partnership I have with **Cynthia** and wanted to let the **Assertive Professionals** leadership know that her dedication to NGA is highly valued and appreciated!" Keep up the great work, **Cynthia**!
- **Jeff Bloom**, NGA Consultant for the Office of Program Performance Management, received kudos for being "the team lead's right hand across the spectrum, heading multiple projects and conducting training for over **150** participants. He has been integral to the team by covering down on SharePoint administrative duties. He has been and continues to be highly responsive and credible in all that he does." Keep up the great work, **Jeff**!
- **Deb Outten-Mills**, NGA Consultant for the Office of Program Performance Management, received kudos for "making significant impacts leading the end-of-year reporting to ODNI and OMB. She has been instrumental in putting together the Program Performance Measures briefing to be presented to the Director of the Office of Strategic Operations and the NGA Chief of Staff." Keep up the great work, **Deb**!
- Did you know **AP** has our very own fairy godmother? **Jackie Hoefs** makes the magic happen behind the scenes, staying on top of sending out birthday cards, employee gifts, Power Hour gift cards—some of you have already received swag bags from her! She has some new **AP** swag lying around - notepads and ink pens - that is need of a good home. If you're interested, shoot her an email at **fairygodmother@assertiveprofessionals.com**, and she'll send some your way.
- **AP** is partnering with the DoD Career Skills Program (CSP) out of Ft. Bragg, and is offering our Career Skills Fellowship Program (CSFP). This program consists of a **16-week** training designed for transitioning Service Members to acquire the necessary skills and knowledge to provide professional services to DoD and IC customers during the last **180** days before their transition date. CSFP has the potential to be an invaluable step in a servicemember's career! If you know of anyone transitioning in the next year, or want more information in general, email us at **csp@assertiveprofessionals.com**.

SECURITY CORNER

SEPTEMBER IS NATIONAL INSIDER THREAT AWARNESS MONTH

The National Counterintelligence and Security Center and the National Insider Threat Task Force are partnering across the U.S. government and private sector on a series of events focused on deterring, detecting, and mitigating insider threats.

The theme for this year's National Insider Threat Awareness Month (NITAM) is ***resilience***. Effective Insider Threat programs promote personal and organizational resilience to mitigate risks. These programs provide positive interventions when employees are struggling, offering them help before they potentially become insider threats. Insider Threat resources are available at the National Insider Threat Task Force website: https://www.dni.gov/index.php/ncsc-how-we-work/ncsc-nittf or DCSA's NITAM website: https://www.cdse.edu/itawareness/index.html.

Pursuant to a **2011** Executive Order, all federal agencies with access to classified information are required to have their own Insider Threat detection and prevention programs. You can find information specifically to **AP**'s IT program by selecting this hyperlink: http://www.assertiveprofessionals.com/employees/insider-threat/

OCTOBER IS NATIONAL CYBERSECURITY AWARENESS MONTH

The Cybersecurity & Infrastructure Security Agency (CISA) continues to raise awareness about the importance of cybersecurity across the nation during the month of November though National Cybersecurity Awareness Month (NCSAM), ensuring that all American have access to the resources they need to be safer and more secure online.

The theme for this year's NCSAM is "***Do Your Part. #BeCyberSmart***." While encouraging individuals and organizations to own their role in protecting their part of cyberspace, this theme also stresses personal accountability and the importance of taking proactive steps to enhance cybersecurity. Throughout October, NCSA will focus on various cybersecurity measures, emphasizing "If You Connect It, Protect It." For more information, visit this hyperlink: http://ww.cisa.gov/national-cyber-security-awareness-month

NOVEMBER IS NATIONAL INFRASTRUCTURE SECURITY MONTH

CISA is leading the efforts on Infrastructure Security Month as well. In **November 2018**, Congress approved the Cybersecurity and Infrastructure Agency Act, and tasked CISA with the responsibility of leading the national effort to protect and enhance the security and resiliency of US cybersecurity, emergency communications, and critical infrastructure.

National Infrastructure Security Month is an annual education and engagement effort regarding the vital role critical infrastructure plays to our nation's well-being. Each week, a different theme will be highlighted through a month-long social media campaign. Visit this hyperlink http://www.cisa.gov/infrastructure-security-month for more information!

DoD Hotline: 1-800-424-9098; AP FSO: Tom Hoefs

WE MADE IT!

On **August 12, 2020**, Inc. magazine revealed that **ASSERTIVE PROFESSIONALS** is **No. 608** on its annual Inc. 5000 list, the most prestigious ranking of the nation's fastest-growing private companies. The list represents a unique look at the most successful companies within the American economy's most dynamic segment—its independent small businesses. Intuit, Zappos, Under Armour, Microsoft, Patagonia, and many other well-known names gained their first national exposure as honorees on the Inc. 5000.

With growth of **769.58%,** we were able to make it in the top **12%**, all thanks to you! We are nothing without our amazing employees and are so thankful that we have a great team to celebrate this accomplishment together.

If you haven't already, please connect with us on social media, consider sharing this accomplishment with your friends, family, and colleagues!

KEY DATES

OCTOBER

- **31:** Halloween

NOVEMBER

- **1:** Daylight Savings Time Ends
- **3:** Election Day
- **10:** Marine Corps Birthday
- **11:** Veteran's Day (Federal Holiday)
- **11:** Veteran Owned Business' Anniversary (Launched in **2008**)
- **26:** Thanksgiving Day (Federal Holiday)
- **28:** Small Business Saturday

DECEMBER

- **1:** Civil Air Patrol (USAF Auxiliary) Birthday
- **7:** Pearl Harbor Remembrance Day
- **10-18:** Hannukah
- **13:** US National Guard Birthday
- **14:** National Wreaths Across America Day
- **25:** Christmas Day (Federal Holiday)
- **26-January 1:** Kwanzaa
- **31:** New Year's Eve

MENTORSHIP

"Mise En Place"

Damyn A. Ransom
PMO Analyst and Deployment Coordinator
Assertive Professionals

What is Mise En Place and how do we utilize it? That is the question I had when I first enrolled in culinary school after a combined 19-year career in the defense (nine years Army) and civilian intelligence (ten years Government Contractor) world. There I was, 38 years old, in a high volume cafeteria kitchen servicing a large Insurance Group that served as the classroom for some of our basic culinary courses with my classmates, who ranged in age from 18-24… all of whom had way more culinary experience than me. Our instructor, a British-Born and British Virgin Island raised woman kept asking us this question and no one would answer. It was explained that the term "Mise En Place" is French for "putting in place" or "everything in its place" - simply, preparing yourself for success through proper preparation for your task. This resonated with me as I remembered the somewhat redundant term "backward planning" in the Army, that could easily be equated as "Mise En Place".

I knew that in the beginning, I would have to excel in the things these young hot shots would struggle with. Could I compete with their Knife Skills? Nope! Various Cooking Techniques? They had me beat. Plating? Four years later I am still working on this. I realized that I could apply "Mise En Place" in many aspects of life at culinary school to get myself ahead, allowing me to catch up to my classmates culinary-wise. We were expected to be ready for inspection in the kitchen at 0700, so how could I set myself apart? Primarily, pressing my uniform and packing my knives and equipment before bed. This allowed me to have a stress-free shower and shave in the morning. Also, it allotted me time to warm up and defrost my vehicle, very important in January in Vermont. Getting on the road and picking up my classmate that didn't live in the dormitory and getting up the hill to the building with enough time to walk the ¼ mile to the building and another ¼ mile through the building just to get to the kitchen so we could set up our stations were all made easier by simply prepping myself for about 20 minutes the night before. We were always ready and standing tall for inspection as our other classmates came stumbling in at 0658 or later, uniforms disheveled and/or dirty. We would be dismissed for a quick breakfast while they would be disciplined.

My ability to apply "Mise En Place" became one of my calling cards in my three years in culinary school, including my two internship/externships and my three terms on Student Council as the Military Veteran Representative and the Vice President of Administration. My classmates and my instructors knew I was going to be prepared and I was going to be early. I continue to employ "Mise En Place" in my daily life and would advise anyone that is looking for a career in the Defense Contracting field (or any career for that matter) to plan ahead and prepare yourself for your challenges. Be they daily, weekly, monthly or annually; if you allow yourself a little time to plan, to get your "Mise en place" set, you will excel… and remember to sharpen your knives!

COMMISH'S CORNER

PROFESSIONALS LEAGUE

Rank	Team	W-L-T	Pts For	Pts Agnst	Streak	Waiver	Moves
1	Luis's Team	5-2-0	949.84	829.30	W-1	2	1
2	Ransom's Roustabouts	5-2-0	935.34	798.50	L-1	7	13
3	Hershey Hijinx	5-2-0	887.36	737.54	L-1	8	18
4	Belicheckmate	4-3-0	947.40	856.54	W-2	10	20
5	Team Baby Momma	4-3-0	909.76	801.38	W-1	6	4
6	J is in it to win it	4-3-0	870.48	825.52	W-3	9	21
7	Gloriana's Team	4-3-0	709.88	857.44	L-1	1	2
8	Golden Eye's Team	2-5-0	751.70	920.28	W-1	5	30
9	Robert's Rad Team	2-5-0	725.16	880.84	L-5	3	-
10	Alex's Team	0-7-0	836.72	1016.30	L-7	4	2

ASSERTIVE LEAGUE

Rank	Team	W-L-T	Pts For	Pts Agnst	Streak	Waiver	Moves
1	Aggressive Unicorns	6-1-0	951.20	781.14	W-3	7	10
2	Nick N	5-2-0	1013.84	843.84	W-1	5	14
3	J.Ivas	5-2-0	909.46	821.24	W-2	10	24
4	Ambassador of Quan	4-3-0	948.62	962.38	W-2	3	3
5	Magic SKOL Bus	4-3-0	913.24	863.76	L-2	9	14
6	Andre	4-3-0	895.82	875.02	W-3	4	11
7	EBs Good JuJu	3-4-0	821.10	899.60	L-1	8	28
8	Thunderbolts	2-5-0	879.90	910.52	L-3	6	9
9	DeForest for D Brees	2-5-0	682.66	902.66	L-5	1	3
10	Geaux Tigahs	0-7-0	766.14	921.82	L-7	2	10

As we continue into **Week 8** of the **Assertive Professional's** Fantasy Football League, only one team stands ahead of the pack, Aggressive Unicorns (**Tiffany Shaffery**). They are ranked **#1** in Assertive League and hold the highest record of both leagues at **6-1**. In Professionals League, Luis's Team (**Luis Martinez**) has pulled ahead to the **#1** rank with a record of **5-2**; however, both Ransom's Roustabouts (**Damyn Ransom**) and Hershey Hijinx (**Chris Kintner**) are biting at his heals with an equal record of **5-2**, trailing by points for. In Assertive League, Nick N (**Nick Napolitan**) and J. Ivas (**Jeff Ivas**) are trailing with a **5-2** record, as well. Nick N leads both leagues in points for with a total of **1013.84** points.

There are **7** more weeks before the playoffs so its time to start making some changes and getting that win. Whose name will be on the AP trophy? It could be YOURS!

MOTIVATIONAL MEME

Don't forget to set out-of-office messages while on leave during the holidays!

WORD ON THE STREET…

Sean Vary, Program Manager, and his wife **Muryel**, welcomed **Jenson Barwick Vary** on **May 20th** at **3:35pm**. Jenson weighed **1lb. 9oz.** at birth, and fought through **68** days in the NICU—parents and baby are home together now. Welcome to the **AP** family!

Luis Martinez, PMO Analyst, and his wife **Karina** welcomed **Mackenzie Nicole Martinez** on **October 2nd**, at **7:00am**. **Mackenzie** weighed **8lb. 13oz** at birth—parents and baby are home together now. Welcome to the **AP** family!

PENNY FOR YOUR THOUGHTS

We want to hear from you—what do you love most about working for **AP**? Email your answer to **Irene** at **irene.nesterenko@assertiveprofessionals.com** within two days to be entered into a random drawing for a **$200** gift card. All entries will be featured in the next newsletter, along with the name of the raffle winner!