

IMSOLUTIONS NEWSLETTER

Happy New Year IMSolutions

This year began with what is now the longest US government shutdown in history. Individuals, companies, and this country were strained as many were impacted financially. It is often said that in hard times, who you are at your core will be revealed. I must say that I am so proud of who you all have shown yourselves to be. During this period, the maturity, pose, dedication, and professionalism shown by each and every one of you is truly reflective of the IMSolutions culture.

Most of the company was authorized to continue supporting our clients and their mission. Our clients were counting on us to be a steady mainstay through this period of uncertainty. For those of you working, you were just that! With well-set plans of execution, detailed reporting, and excellent, daily communication with your leaders, you were able to successfully advance your client's mission. Some of you were unfortunately affected by this event, and through it, have really demonstrated the meaning of faith and resilience.

While the shutdown may temporarily have ended, the effects still last for some. Many of you have reached out to the company to see if there are ways to assist impacted fellow team members and our professional community-at-large. We have identified some great initiatives that will hopefully alleviate some pressure at various levels. Thank you for your care of one another. You will see more on this in the coming weeks.

Though this was an unfortunate event, I am so happy and moved to see the company present itself as a show of force. It has always been my vision for this company to be much bigger than any one person, including myself. Though we are vastly dispersed in various regions, you never have to feel isolated. We are here to stand by each and every one of you through tremendously tough times. You have also just demonstrated that you are here to stand with each other. One of the most unique things about the IMSolutions culture is that we strive to create an environment where we not only excel technically but are great people. You all are those great people! As we move past this event, please continue to support your mission, client, and each other. This year is going to be an amazing one of growth.

Belva Wells

February 1, 2019

IMSolutions Birthdays

Mark Malloy	Dec 8th
Ed Marotske	Dec 10th
Alexyss Ermert	Dec 13th
LuRon Flynn	Dec 23rd
Maria Covalenco-Tietz	Dec 24th
Rebekah Hovington	Dec 24th
Marco Vasquez	Dec 26th
Matthew Dunn	Jan 1st
Karen Vanzant	Jan 6th
Nilofar Ahmadi	Jan 11th
Lauren Kurtz	Jan 12th
Edward Wilgus	Jan 13th
Cornell Wells II	Jan 14th
John Amacker	Jan 18th
Franklin Miles	Jan 22nd
Terrence Pinnock	Jan 22nd
Tivon Sterin	Jan 22nd
Pamela Smith	Jan 27th
Larizza Kaiser	Feb 1st
Arash Seddique	Feb 5th
Angela Russell	Feb 17th
Daniel McLaughlin	Feb 18th
Danielle Wildason	Feb 21st
Marvin Goodwin	Feb 21st
Mrs. Belva Wells	Feb 26th
Kevin Johnston	Feb 26th
Donita McCullough	Mar 2nd
Mary-Ann Anderson-Garlic	Mar 5th
Michelle Blake	Mar 12th
David Woods	Mar 22nd
Alexander Portas	Mar 26th
Judith Lawrence	Mar 31st

Did You Know ???

Jason Runge recently had a work anniversary. Jason has now been working at IMSolutions for 14 years. Congrats Jason

The Cornejo family recently added to their family. (See page three) A big welcome to Eleanor Paige Cornejo and Congrats to the entire Cornejo Family

IMSolutions Employee Recognition

Each month Mrs. Wells selects IMSolutions employee's who have demonstrated IMSolutions Core Values, providing services above and beyond to clients and the community. Mrs. Wells awards each selected employee 1500 You Earned It points. The winners for January/February are:



Mr. Kevin Johnston serves as a Technical Writer supporting the Personnel Studies and Oversight Office (PSO) in support of the Talent Management Officer for Headquarters, Marine Corps. Mr. Johnston has been serving in this capacity for only a few short months but, has made an immediate impact. During this time Mr. Johnston has been tasked to research many different types of articles and initiatives for the Marine Corps. These articles include but not limited to; health articles, fitness for pregnant and post-partum Marines, diversity initiatives etc... While reviewing many articles for content, form and flow to be published in the PSO newsletter, along with writing executive summaries for multi-page articles; Mr. Johnston has also written book reviews of which one is going to be published in the Marine Corps Gazette and another will be published on the National Defense magazine's website. Being able to handle a broad workload is nothing short of noteworthy and is attributed to his professionalism and his time-management skills. Thanks for a job well done and keep up the great work!!!!



Just 7 short months ago Jeffery Perez retired out of the United States Marine Corps. He was hired by IMSolutions shortly after as an Equipment Specialist for the JLTV Platform. Since his arrival here in Albany, Jeffery has been a true inspiration and a valuable asset to our team.

His wealth of knowledge with Equipment, MCSC Programs, GCSS-MC, Data Bases and world experiences are remarkable. If you ever get the chance to sit down and talk to Jeff or be a party to a conversation the he is involved in you will be amazed at the things he has done and places he has been. His integrity and passion for life makes working with him a pleasure. We are so thankful, proud and fortunate to have him on our team.



Ms. Delia Prindle is a Contract Specialist working on the NITAAC Team. Delia was recently recognized for her outstanding support. Delia's Certificate of Appreciation reads: *"We personally wish to thank you for your support to the NIH Supply Center. Without your support/assistance we are not sure we could have made it in the "Black" this year. This partnership between DLS and OA is stronger than ever, and we are happy to be working with dedicated professionals. This certificate of appreciation is in recognition for your outstanding commitment and your unwavering duty performance."* It is this type of effort and fidelity that illuminates the support that IMSolutions provides to our clients. Congratulations on a job well done Delia. Keep up the amazing work!!



Doreatha Major works as a Technical Specialist / Consultant for the USAID Office of Afghanistan and Pakistan Affairs (OAPA) where she has recently received a promotion to a Senior Level Consultant. This promotion is in recognition of her expanded portfolio of work and the value she brings to the organization. Doreatha has been working with IMSolutions for 12 years. If you look at her You Earned It profile you will see that her Top Recognized Core Value is dedicated! That really says everything about her. During her time with IMSolutions she has worked as a Project Manager supporting both DHS and the Marine Corps. Her level of dedication to our client's missions and to helping IMSolutions grow has consistently been recognized as exceptional. Doreatha has also dedicated herself to growing professionally. She not only completed her M.B.A. in 2012 but she is also constantly improving herself by taking on new tasks and responsibilities.

TIME TO CELEBRATE A NEW EDITION!!!

IMSolutions takes great pleasure in announcing the newest member to the Cornejo family. Please join us in welcoming and singing a Happy Birthday to Eleanor Paige Cornejo.



Born: 4:02pm

Date: 11/28/18

Weight: 7 lbs and 1.5 oz



IMSolutions Referral Program

IMSolutions is always looking for qualified employees and appreciates recommendations made by existing employees. If an IMSolutions employee recommends someone who is hired on a full-time permanent basis and who is still employed by the company after 90 days, that IMSolutions employee is eligible to be paid a referral bonus. The current referral fee for full-time exempt employee is \$300 and \$100 for nonexempt employees.

Current Positions Available at IMSolutions

Policy/Contract Specialist - NITAAC
The policy specialist shall have the capability to research procurement, federal appropriation, and other laws that effect the IT federal space and determine the impact to the NITAAC program. This will include providing recommendations to changes in terms and conditions of the GWACS, reviewing contracting documents on behalf of the Director and Deputy Director of NITAAC to include drafting responses, policy letters, training materials, presentations, and providing advice to contract personnel as needed.

Grants Specialist Level III - Social Security Administration.
For more information on this opening, please contact Martin Langaigne.



WHATS GOING ON AT IMSOLUTIONS?

Upcoming IMSolutions Events

IMSolutions Payday	Feb 7th
Presidents Day (Corporate Office Open)	Feb 18th
IMSolutions Payday	Feb 22nd
Quarterly Outreach (More info to come)	
IMSolutions Payday	Mar 7th
IMSolutions Payday	Mar 22nd

NEED CORPORATE ASSISTANCE?

IMSolutions Points of Contact:

HR / Finance	Yolanda Dockery	571-931-1028	ydockery@imsolutionsllc.com
Operations Manager	Martin Langaigne	571-931-1027	mlangaigne@imsolutionsllc.com
IT	Cornell Wells	571-931-1025	cwells2@imsolutionsllc.com
Graphics	Giselle Duran	973-980-6255	gduran@imsolutionsllc.com
Newsletter	Ed Marotske	571-931-1061	emarotske@imsolutionsllc.com

IMSolutions Human Resources

We are glad and relieved the government has re-opened. As you are all aware, unlike the government employees, the contractors are not eligible to receive back pay if they were not authorized to work during the shutdown.

Since we are facing the possibility another shutdown on February 15, 2019, I encourage all staff to revisit and review the information I provided during the recent town hall meeting to 'Get Prepared.' Since the town hall meeting, we have identified additional initiatives that can be helpful in dealing with the shutdown, if it happens again. Thanks to you all for giving ideas and suggestions. We will share more information by February 11, 2019.

The Program Managers are in contact with their contracting officers to seek guidance to ensure we are appropriately prepared for the next shutdown. Further, we encourage everyone to coordinate with your government client and your Program Manager to ensure you have work authorization prior to February 15, 2019 to keep you covered during the shutdown period.

If you have any questions, please contact your Program Manager or myself via email or at 571-931-1028.

IMSolutions Reaching Out to ACTS



Each year during the holiday season, IMSolutions looks to provide outreach to local charities and organizations. This year IMSolutions participated in the Action in Community through Service (ACTS), "Home for the Holidays" drive providing donated items in support of the events and services ACTS provided over the holiday season. Our IMSolutions family donated over 50 pounds of items this year. A HUGE thank you to all those who were able to donate to this cause.



TIME TO START WALKING

IMSolutions is proud to announce our 5th year annual MS Walk. We will be registering and representing nationally The MS (Multiple Sclerosis) Walk in each state where we have employees. Belva Wells, President of IMSolutions, has been diagnosed with Multiple Sclerosis. We are sponsoring a 5k walk on her behalf. This year's walk will be taking place in May. More Information will be forthcoming as we get closer to this event. Last year IMSolutions won the best Tent competition and this year we are looking to have maximum participation!! We hope you will all come out for a great day of camaraderie & friendship.

Annual Sexual Harassment Training

A reminder from the Human Resources Department that all IMSolutions Employees MUST take their annual Sexual Harassment Training. You should have received an e-mail from Human Resources detailing this requirement. Please ensure you complete this training as soon as possible. If you have any questions about this training please reach out to your Program Manager or Yolanda Dockery.

***Broadsides: The age of fighting sail 1775-1815* by Nathan Miller
(to be published in Marine Corps Gazette)**

**Book Report by
Mr. Kevin Johnston IMSolutions**

This book showcases several influential wars, including the American Revolution and the Napoleonic Wars, entirely from the perspective of naval warfare. Key land battles, including Yorktown and Waterloo, are mentioned only as place settings to set the stage for sieges, blockades, privateers and tete-a-tete battles between dozens of ships bristling with the latest weapons.

Miller's book is an all-encompassing viewpoint on naval warfare. His research brings the reader from the hulls of the ships, being covered in copper to prevent depletion, to the morale of the crew, which if left untended could spark into open mutiny. Readers learn about crucial technological breakthroughs, such as changes in communication techniques, and the introduction of rapid-fire cannon. Politics is also a key discussion point showcasing President Jefferson's failed aspiration for a gunboat navy, and the international diplomacy required to unite for the destruction of Napoleon Bonaparte.

The book also functions as an ad hoc biography of Horatio Nelson. The introduction begins with a young Hamilton going to sea for the first time as a midshipman in the Royal Navy in January 1771. Throughout each chapter, other military leaders and political figures are mentioned, but none nearly to the degree Nelson is afforded. With Miller as a guide, readers witness Nelson's rise to power, from victory to victory. His affair with Lady Hamilton is the only romance in the book, and his graphic wounds and subsequent amputations are painstakingly recorded for the reader's horror. Though the book does not end with his death at Trafalgar in 1805, Nelson is easily the central character in this story.

The book focuses on five military conflicts, the American Revolution (1775-1783), the Quasi Franco-American War (1798-1800), the Napoleonic Wars (1803-1815), The Barbary Wars (1801-1815), and the War of 1812 (1812-1814). Each conflict is presented primarily through its naval fighting, but Miller also provides a wider global context for each campaign, giving the viewer an excellent view of international relations during the time period.

Miller's depiction of the American Revolution portrays the multiple aspects of the conflict not frequently depicted by historians. Readers become aware of the role the French and Spanish navies played in combating the Royal Navy following their entry into the war in 1778 and 1779. Though neither navy won decisive battles against England, their entry forced the British to disperse their forces in an effort to protect their world-wide colonies and their merchant fleet. The additional cost of defending their empire around the world played a pivotal role in forcing the British to the peace table in 1783.

The Continental Navy, rising from a nascent merchant fleet, takes center stage for several riveting battles before the war ends. Challenging the Royal Navy took several forms, and played an important role in winning the war. Letters of Marque issued to privateers harassed Britain's merchant Navy on the high seas. The legendary figure John Paul Jones, and his famous line "I have not yet begun to fight", is the focus of a later part of the chapter. The infamous Benedict Arnold is also discussed at length. His construction of a naval fleet and the subsequent Battle of Valcour Island prevented a British invasion of New York from Canada in 1776, despite the loss of all his vessels. Though none of these actions defeated the Royal Navy outright, they degraded the Royal Navy's fighting ability, and at times gave the Continentals much needed morale boosts. The Quasi Franco-American War, so named because Congress never declared war on France, is the first chapter in which the American navy fights a foreign power without assistance.

Following the French Revolution, the United States ceased paying the debt from loans incurred during the American Revolution. In response, the French began to attack American shipping in the West Indies, where all of the fighting took place. But again, the wider perspective of Miller's writing shows how threats from Britain and colonial insurgents hindered the French, and their ability to bring their forces to bear upon a much smaller and more novice force. As a result, after two years of fighting, both sides agreed to a mutual peace.

The Barbary Wars constituted the American Navy's first long range mission from home, combating North African states that seized shipping from the United States when it was no longer under the protection of the Royal Navy. After numerous peace efforts fail, Congress elects to create a permanent navy. This was a defeat for President Jefferson, who attempted to stop the creation of a permanent navy and large warships in favor of gunboats, which would have limited the Navy to coastal defense and river patrol. Following the creation of the first six frigates, the United States goes on the offensive to rescue captured sailors and prevent further attacks on American shipping. The ground attacks of the Marine Corps are well chronicled, as is the origin of the phrase 'to the shores of Tripoli' in the Marine Corps Anthem.

The majority of the book is dedicated to the Napoleonic wars following the French Revolution. Paradoxically, Napoleon plays a minor role, as his land battles constitute a backdrop to the fighting between the French and Royal Navies. However, Napoleon's ignorance and disinterest in naval warfare is well documented, and showcased as a prime reason for his failure to succeed and conquer Europe. Napoleon's inability to turn his successes on the European continent into an invasion of England allows for the rise of multiple coalitions to oppose him whenever he is perceived as weak. The final naval battle at Trafalgar in 1805 is the climactic moment of the book, where a French sharpshooter turns Horatio Nelson's finest hour into his final hour. The loss effectively ended Napoleon's attempts to invade Britain.

The Royal Navy also played a role in ending the Napoleonic Wars. Following his loss at Waterloo, Napoleon attempted to flee to the United States. However, he was again blocked by the Royal Navy, which stationed vessels at every port to prevent the emperor from leaving Europe. Realizing that he could not escape, and fearful of the Prussian soldiers ordered to capture him dead or alive, Napoleon surrendered to Capt. Frederick Maitland, commander of the HMS *Bellerophon* at Rochefort.

Though the War of 1812 makes an appearance in the book, Miller presents it as a side show to the Napoleonic War, rather as a conflict in and of itself. Though the burning of the White House and the loss of several major battles is documented, it is in these chapters that the United States Navy shines brightest. In several key actions in the North Atlantic, the Royal Navy is surprised time and again by the construction of American ships and the accuracy of American firepower. In describing the Treaty of Ghent, Miller notes that the impressment of sailors, a key fuse to the war, was so forgotten that it was not addressed by either belligerent.

Throughout the book, Miller's strong research and storytelling abilities craft a narrative showing an often-undervalued aspect of military history. Whether discussing personnel, technology, or international relations, this book breathes life into all aspects of naval warfare while it played a crucial role in determining the future of world events.