

QUARTERLY NEWSLETTER

A NOTE FROM THE CEO

JOHN FITZGERALD

Dear FTS Colleagues,

I hope everyone had a wonderful summer — with time for family, travel, and some much-needed rest — and that you're looking forward to the crisp air and beautiful fall colors just around the corner.

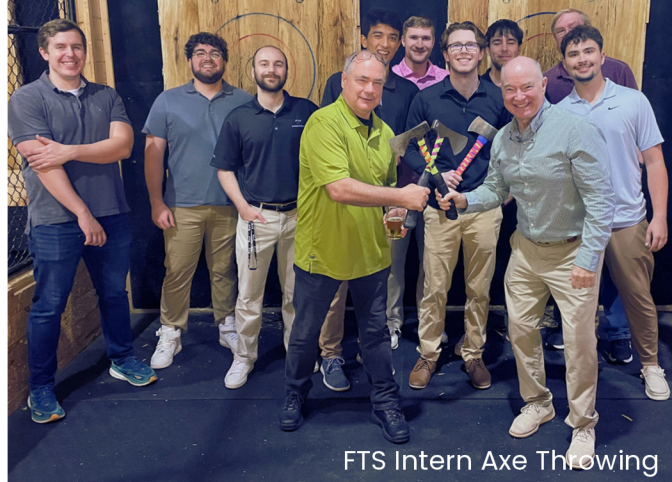
Highlights from a Dynamic Summer

Celebrating 20 Years

This summer, FTS officially marked 20 years in business. I can hardly believe how far we've come. I'm incredibly proud of the mission impact you deliver every day for our Nation and our customers — and the reputation we've built together for trust, excellence, and innovation. Great job EVERYONE!

Washington Post Top Workplace Winner 2025

FTS has been named a Top Workplace for the ninth year in a row! We're honored by this recognition, but even more proud that it reflects how our employees feel about working here. Thank you to our amazing team for making FTS such a great place to work! Please keep feedback coming so we always improve our performance.



FTS Intern Axe Throwing

2025 Interns

This summer, we hosted 12 exceptional interns who contributed meaningfully to FTS projects, gained exposure to national security work, toured the CIA Museum and DIA, and benefited from mentorship across the company. Their energy and curiosity reminded us of the bright future of this field — and many of them expressed a strong interest in getting cleared and coming back to FTS.

Keep up the great work everyone!

Cheers, John

Project	Mentor	Interns	
ALEX	Terence Yeoh	Andrew Alaimo Maya Datoc Sulaiman Zafar	Three worked on ML/AI tools to help run FTS overhead operations more efficiently.
KRONOS/ HYPERION	Joseph Coogan Joseph Delaney Nathan Spencer Nick Johns Ray Gammon	Elek Harmon Elijah Gass Will Forbes Brad Gammon Akeshe Mallia	Five worked on a really cool module added to our Olympus satellite modeling and simulation tools for war gaming. The interns ended their summer with a complete war gaming scenario of China attacking Taiwan in front of 6 government experts from multiple NRO directorates and DIA.
MARK 51	Dan Grandy Greg Borowski	Kayla Nocerito Mira Yeoh	Two worked on simulating 3D printed ballistic armor modeling for predictive performance.
POSEIDON	Brian DeWitt Kelly O'Connor	JP McLeese Stuart Morrison	Two worked on a classified signal processing system to help calibrate the next generation of Spacecraft.
Sharknado	Greg Borowski	Logan Celinski	One lone wolf worked on a classified algorithm to optimize large geographic coverage/search.



FTS Intern Axe Throwing

EMPLOYEE SPOTLIGHT

Bill Steedly hails from Louisville, Kentucky, and has been with FTS since 2006, joining as Employee No. 3. He has built a remarkable career here, supporting our advanced technical reconnaissance capabilities and user-focused missions.

Bill studied electrical engineering at Virginia Tech, where he earned his bachelor's degree in 1988. He then pursued graduate studies at The Ohio State University, completing both his master's and doctoral degrees in electrical engineering by 1992. During that time, he and his wife, Suzanne, began their life together, even living in Ohio State's Buckeye Village and enjoying football weekends at the Horseshoe.

Following graduate school, Bill began his professional career with TASC, where he first worked with John Fitzgerald (CEO), in 1996! That early collaboration laid the groundwork for his move to FTS in 2006, where Bill has continued to make a lasting impact ever since.

Bill credits his strong personal faith and values with grounding him throughout his career, helping him stay focused on what matters most: family, community, and making a positive impact at work. He and Suzanne have four children — Allison, Colleen, Matthew, and Michael — and several grandchildren who keep them joyfully busy.



Outside of work, Bill enjoys solving mechanical puzzles, a hobby that perfectly complements his analytical mindset. His commitment to FTS, his technical expertise, and his enthusiasm for supporting user needs make him an invaluable member of our team.

In all these things, Bill cites that "God has blessed me in so many wonderful ways."

We're proud to spotlight Bill this quarter and celebrate the many contributions he's made over the years.



FTS Summer Picnic 2025

CORPORATE ANNOUNCEMENTS

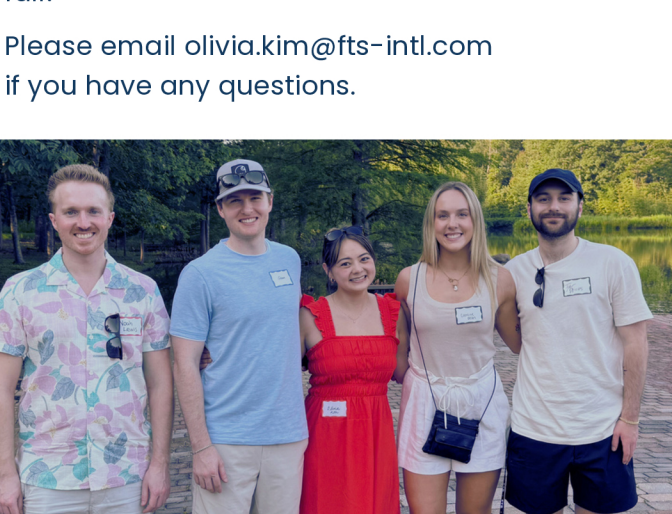
Congratulations to this year's Healthy Merits Peloton Raffle, **Dairius Kawewehi!** Dairius earned over 2,400 points this year and is currently training for an upcoming marathon!

As a reminder, all FTS medical plan participants who complete Healthy Merits activities, including their annual physical with bloodwork, can earn:

- 7-10% premium reduction for the following plan year
- \$150 to spend in the Healthy Merits Rewards Mall
- Entry into the annual Peloton Raffle

Keep an eye on your FTS email for details about the 2025-2026 Healthy Merits program and the return of FTS-sponsored races this fall!

Please email olivia.kim@fts-intl.com if you have any questions.



FTS Corporate Staff at the Summer Picnic

FROM SECURITY

Need to Know: Keeping Our Programs Secure
Having a security clearance does not automatically grant access to all classified or sensitive information. Access is strictly on the "need to know" principle, which means individuals must have a current, official requirement to access specific information to perform their duties. Even if someone was previously assigned to a program, once they leave, their need to know ends, regardless of their clearance level. Sharing details with former colleagues or anyone not currently approved puts both the individual and the organization at risk of a security violation. When in doubt, confirm need to know through your security office before discussing any program information.

FROM ACCOUNTING

Timesheets

- Due on the first day of each calendar month. Ensure you have the Unanet app on your cellular device.
- Please add a comment to your timesheet when charging hours to Overhead.

Expense Reports

- Must be submitted within 30 days of incurred expenses or travel.
- Tip Limit on Ubers, Lyfts, Taxis, etc. is up to 20% to adhere to Federal Travel Regulations.
- Car Rental – if economy/compact is not available, please provide a cost comparison screenshot from the rental company.
- Insurance – do not purchase for CONUS travel, FTS has a company policy for business travel.
- Please reference "Travel Guidance" on our website and be sure to monitor your FTS email.