

QUARTERLY NEWSLETTER



Fitz awarding our 2026 cornhole champions Julio and Josh Negrón at our annual picnic

A NOTE FROM OUR CEO:

Dear FTS Teammates,

Today, I am pleased to share that Noblis has completed its acquisition of FTS International. This marks an important milestone in our company's history and the beginning of an exciting new chapter for our employees, our customers, and the missions we support.

For more than 20 years, FTS has built its reputation by delivering trusted engineering and mission expertise across the Intelligence Community, Department of Defense, and broader national security and space communities. That reputation was earned through the talent, dedication, and integrity of our workforce. Those qualities are what made FTS successful, and they are a significant part of what brought our two organizations together.

Noblis shares our deep commitment to national service, technical excellence, ethical leadership, and investment in people. By joining Noblis, FTS gains the strength and resources of a larger science, technology, and engineering enterprise while adding our own highly cleared workforce, customer relationships, technical capabilities, and experience supporting some of the nation's most consequential missions.

Together, our organizations are positioned to pursue larger and more complex opportunities, expand our capabilities, and create new avenues for professional growth. Our combined strengths in mission engineering, systems integration, modeling and simulation, space systems, communications, intelligence analysis, scientific research, and emerging technologies allow us to bring even greater value to our customers.

What This Means for FTS Employees

Our immediate priority is continuity for our employees, our customers, and the missions entrusted to us. I will be taking on a senior consultative role with the Noblis CEO, Mile Corrigan. Mike Bartholomew will take over FTS operations and report to Rich Jacques, VP of Intelligence and Law Enforcement.

Employees should continue performing their current responsibilities, supporting their existing customers, and working through their established leadership and corporate points of contact. There are no changes to contracts or in corporate positions.

As we begin this transition, our priorities include:

- Preserving the customer trust and mission knowledge that distinguish FTS
- Maintaining continuity across our contracts and customer relationships
- Retaining and supporting our talented workforce
- Connecting employees to Noblis capabilities, resources, and career opportunities
- Bringing our organizations together thoughtfully and transparently

My Role Going Forward

I will remain engaged with Mile, Rich, Mike, and the FTS and Noblis leadership teams to help preserve the relationships, mission focus, and employee-centered culture that have been so important to our success.

This acquisition is a meaningful recognition of everything the FTS workforce has built. Noblis recognizes the value in our people, our capabilities, our customer relationships, and our culture. I am confident that joining these two organizations gives us an even stronger foundation from which to serve our customers, support our employees, and advance the missions that matter most to our nation.

Thank you for your continued professionalism and commitment to our customers throughout this process. I know a transition of this significance brings both excitement and uncertainty, and we are committed to keeping you informed as we move forward together.

Please join me in welcoming this next chapter for FTS as part of Noblis.

John Fitzgerald
Former President and CEO FTS International



EMPLOYEE SPOTLIGHT:

From Space Shuttle Launches to Mission Innovation: Meet Ray Gammon

When you talk with Ray Gammon, it doesn't take long to realize that a passion for mission, people, and innovation has shaped every stage of his career.

Ray's interest in space began during his childhood in Titusville, Florida, where he and his family would sit on the roof of their home and watch the Space Shuttle launch from Kennedy Space Center. He also knew from an early age that he wanted to join the Army. During his military service, Ray entered the Intelligence Community and was stationed overseas, where he first met FTS President and CEO John Fitzgerald.



Ray and his wife Shannon

Their professional paths crossed several more times while supporting the NRO before Ray ultimately joined FTS in 2015—a decision he describes as “the smartest career move” he has made.

Ray is especially proud of the mission-focused culture FTS has maintained and the strong reputation the company has built throughout the Intelligence Community. One example is OLYMPUS, FTS's modeling and simulation tool. What began as an idea evolved into a transformative capability after John provided Ray with the opportunity, resources, and support to build a team around the concept.

“Over the last seven years, we’ve created something that is truly making a positive difference for our government customers,” Ray says.

Beyond his work on OLYMPUS, Ray finds particular fulfillment in mentoring FTS interns each summer. While he appreciates their help keeping him current on pop culture, he finds the greatest reward in watching them tackle challenging problems and gain confidence in their abilities. For Ray, the internship program is about more than developing future FTS employees—it is helping shape the next generation of technical professionals.

Outside the office, Ray's interests are as varied as his career. Growing up in Florida fostered a lifelong love of the water, including surfing, fishing, scuba diving, and spending time at the beach whenever possible. More recently, he has developed a passion for soccer and has coached at multiple levels, including high school. When he wants to unwind, Ray turns to creative pursuits such as painting detailed dioramas and models.

Family remains at the center of everything Ray does. He and his wife, Shannon, have three children—Logan, Bradley, and Ariana—and will explore the Western Caribbean together this summer. Travel has become a priority for Ray and Shannon, who believe strongly in exposing their children to different cultures and experiences.



When asked what makes him most proud, Ray doesn't hesitate.

"I'm proud of my entire family," he says. "I'm lucky to have a wife who is incredibly supportive, intelligent, and never tolerates laziness."

Ray notes that Shannon passed those same qualities on to their children. Today, Logan serves as a lieutenant in the U.S. Air Force, Bradley is building a career in the Intelligence Community, and Ariana is pursuing a career in nursing.



BUILDING BETTER DECISIONS: How Four Interns Are Helping Shape the Future of OLYMPUS

Four of our FTS Summer interns working on Olympus



The best technology isn't measured by the number of features it offers; it's measured by how much easier it makes someone's job. That idea became the driving force behind one of this summer's internship projects for the OLYMPUS software suite.

The original assignment was straightforward: build a data analysis and visualization pipeline that would allow users to query SQL databases, create calculated fields, and generate charts through an intuitive graphical interface. As the team explored the challenge, however, the interns realized they weren't simply building another reporting tool. They were creating a better way for users to interact with data.

The team expanded the project well beyond its original scope by creating a more consistent experience across OLYMPUS. The interns standardized how data tables look and function, automated formatting, enabled users to merge information from multiple sources, and made it possible to perform calculations and edits directly within the analysis environment. These enhancements reduce the time spent preparing data, allowing analysts to focus on what matters most: understanding the information and making informed decisions.

One of the project's most exciting additions is the new Chart Marketplace, where users can save and share charts across the organization. Rather than recreating the same visualizations, analysts can build upon one another's work and contribute to a growing library of proven analytical products. It's a simple idea that encourages collaboration, promotes consistency, and helps preserve organizational knowledge.

The team also began integrating artificial intelligence into the OLYMPUS user experience. Instead of treating AI as a separate tool, the interns envisioned it as an analytical partner that could help users build queries, recommend visualizations, identify trends, and interpret complex datasets. By lowering the technical barrier to advanced analytics, AI has the potential to make powerful capabilities accessible to experienced analysts and first-time users alike.

Perhaps the most impressive aspect of the project isn't a single feature, it's the way everything works together. Data can be queried, combined, analyzed, visualized, shared, and enhanced with AI within one connected workflow. This integrated approach supports stronger data provenance, improves collaboration, and creates a scalable architecture that can evolve alongside the needs of OLYMPUS and its users.

What began as a summer internship project has become much more meaningful. It represents an important step toward an OLYMPUS ecosystem where data is easier to understand, analysis is easier to share, and better information leads to better decisions. For our customers, that means spending less time managing data and more time accomplishing the mission.

FTS TECHNOLOGY OFFICE: Advancing Our Technical Edge



FTS International has long offered customers a distinctive value proposition: deep technical expertise and the ability to solve complex problems at the speed of need. The FTS Technology Office builds on this strength by developing new capabilities and expertise to address our customers' evolving needs.

The Technology Office has three primary objectives:

ACCELERATE

the adoption of cutting-edge technologies across FTS

DEVELOP

capabilities that enhance our support to customers

SHOWCASE

our expertise to create new business opportunities

Last quarter, we highlighted ACCELERATE, focusing on FTS's rapid adoption of agentic AI tools. Since the rollout of the FTS AI Policy, nearly 100 employees have begun using the company's ChatGPT Business account to improve productivity. We welcome examples of how AI has strengthened your workflows or enhanced customer support!

This quarter, we turn our attention to DEVELOP and spotlight IRIS, an FTS independent research and development—or IRAD—project that adds optical-propagation analysis to the OLYMPUS suite of tools.

PROJECT SPOTLIGHT: IRIS

Drawing on her background in optical physics at Virginia Tech, Regan Spetch is developing a system that accurately and reliably estimates link budgets for infrared optical links within a proliferated Space-Air-Ground Integrated Network (SAGIN).

IRIS is a Python package that calculates link availability and outages while providing a user-friendly graphical interface for configuring and visualizing link budgets across multiple geospatial regimes. Users can generate results at varying levels of fidelity and establish customized signal-to-noise ratio requirements.

Ultimately, IRIS will be integrated into the FTS OLYMPUS toolkit, providing an additional communications constraint for future architecture trade analyses.

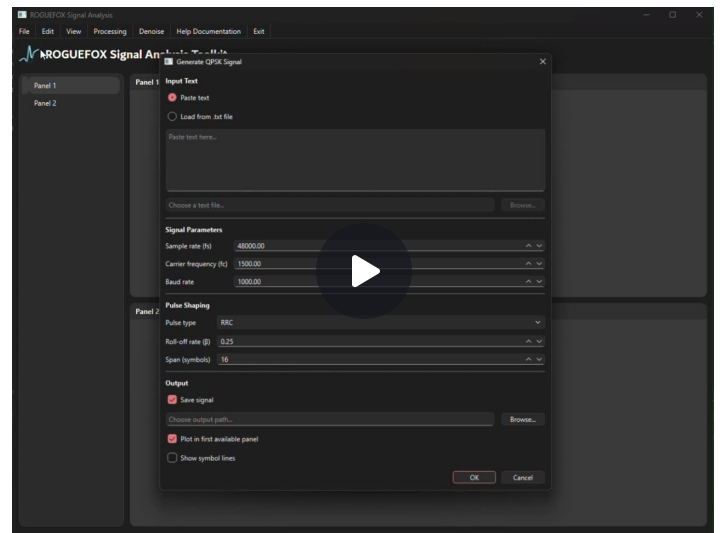
To learn more about IRIS, contact innovation@fts-intl.com.

Iris Demo Video:



As industry increasingly prioritizes optical laser transceivers over radio-frequency transceivers for space-to-ground communications, new methods are needed to estimate power loss across the infrared wavelength range. Regan is applying her expertise to account for dominant atmospheric effects, including scintillation and particle scattering, as well as other sources of noise and

instrument-induced pointing errors. This analysis provides valuable insight into optical-link usability across a range of weather conditions.



CORPORATE EVENTS: FTS Anniversary Happy Hour



5 Year Award Happy Hour on July 1st

FTS kicked off the summer at Sedona Taphouse by celebrating teammates who reached incredible milestones—five and ten years with FTS! It was wonderful to gather with colleagues and recognize the dedication, hard work, and lasting impact of our honorees. Thank you to everyone who joined us, and congratulations to our teammates on these special achievements!



5 and 10 Year Award Happy Hour

5 Year Award Honorees: Joe Pagano, Ben Bowman, Matthew Born, Phil Ocampo, Brian Hepler, Ashley Payne, Terence Yeoh, Cait Harmon, Jessie Hallan, Chris Repesh, Lila Dubishar, Olivia Lutz (not pictured: Orville Earl, Chris Hamilton, Brian Schomer, Tom Knoerzer)

10 Year Award Honorees: David Nakagawa, Brian Herzog

CORPORATE EVENTS:
FTS Fun Run



Team FTS taking home our well-earned trophies

FTS employees participated in the fifth annual Corporate Fun Run in May and brought home trophies for both Largest Team and Fastest Male Team! Matt Zischkau finished fourth overall, followed by Jack Fitzgerald in sixth place and Chandler Kuhn in seventh.

Congratulations to the entire FTS team on this outstanding accomplishment and thank you to everyone who participated! Keep an eye on your FTS email for information about upcoming FTS-sponsored races and the Healthy Merits Wellness Program.

CORPORATE EVENTS: Intern Bowling & Top Golf



FTS interns, mentors, and leaders enjoy an afternoon of friendly competition and team building at Topgolf

Our interns recently traded their keyboards for bowling balls and golf clubs during outings to Lucky Strike and Topgolf! The 2026 interns, mentors, and FTS leadership enjoyed two afternoons filled with friendly competition, great conversation, and team building outside the office.

Thank you to everyone who participated and helped make these events so memorable. We look forward to creating more opportunities to connect, strengthen teams, and get to know one another beyond the workday!

FTS interns, mentors, and leaders take on bowling

