



2024

# ANNUAL REPORT

## CALIBRE

INNOVATE. RENEW. GROW.



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*Joe Diana at the Logistics Officer Association (LOA) Symposium.*

# Message to the Shareholders



**Joseph Martore**  
*Chair of the Board*



**Richard Pineda**  
*President & CEO*

As we reflect on the past year, we are proud to share the progress, achievements, and milestones that have defined our journey. This year's theme - Innovate. Renew. Grow - underscores our dedication to creating a future of opportunity and success for our company. Despite facing a dynamic and ever-evolving business landscape, CALIBRE has remained steadfast in our commitment to innovation, operational excellence, and delivering value to our stakeholders.

We achieved several key wins across the portfolio that will catapult us into 2025, including: **Deputy Assistant Secretary of the Army for Cost and Economics (DASA-CE) Cost & Performance Portal** • **Air Force Working Capital Fund Coaching and Support** • **Army Financial Management Operations** • **Army Force Organization Cost Estimating System** • **Health and Human Services Contracting Series Workforce & Technology Assessment** • **National Geospatial-Intelligence Agency Defender** • **National Guard Bureau J8, Force Structure, Resources and Assessment Support Services** • **Training Support Systems Enterprise Fort Stewart Range Control**.

Operationally, CALIBRE surpassed our client satisfaction goals for the fifth consecutive year. When asked about CALIBRE's quality and support, clients responded with 98% satisfaction. We continue to leverage this achievement, which leads to supporting our clients in new and meaningful ways, accelerating company growth, and building careers. Our stellar client delivery is evidenced by our above industry average recompetes win percentage - 92% by TCV.

We further refined our Technology Roadmap wherein CALIBRE focused on driving transformational and innovative deliveries of application modernization, data analytics, and artificial intelligence to solve client needs as well as complement legacy client missions. We made key hires to expand our TT&S offerings, in which we partner with Original Equipment Manufacturers to identify emerging technology opportunities and develop select value-add professional services. CALIBRE built a generative AI solution designed to streamline and enhance proposal development and gained deep expertise in large language model technology.

At the corporate level, we evolved our internal practices to drive greater efficiency and collaboration across the organization. A key milestone was the successful implementation of a new Enterprise Resource Planning system. We also continued to invest in the professional development of our team, offering new training to help employee-owners reach their full potential.

We have already implemented several strategic adjustments to ensure that we are well-positioned to capitalize on 2024 wins and emerging opportunities in 2025. These steps include:

- **Enhancing operational efficiency to ensure sterling delivery and driving on contract growth.**
- **Optimizing our services offerings by fusing our legacy capabilities with our Technology Roadmap and TT&S.**
- **Focusing on new growth Account Plans in Training, Enterprise Solutions, Federal / Civil, and Huntsville / Redstone Arsenal.**

As always, our focus remains on delivering long-term value to our employee-owners and we are dedicated to making the necessary investments to drive sustainable growth.

We want to thank our employee-owners for remaining true to our First Principles and Corporate Objectives, all which are key to making CALIBRE special. We built on our strong foundation, incorporating innovative elements to enhance our capabilities and effectively solve client missions. As we look ahead, we are excited about the opportunities that lie before us and remain focused on driving long-term value for our clients, employee-owners, and partners.

*Our Success Follows Yours®*

CALIBRE’s Technology Roadmap emphasizes the focus areas of digital transformation capabilities in key areas: application modernization, cloud computing, artificial intelligence and data analytics, and digital transformation consulting. Yet, digital transformation is not about information technology, per se. It is about applying digital technology to the functions and missions we support in our client base. It is essential to embrace this for CALIBRE to remain competitive in our management consulting services.

In 2024, we developed Content Automation and Large Language Intelligence Engine (CALLIE), a Generative AI (GenAI) solution based on OpenAI’s ChatGPT. CALLIE can read a complex Request for Proposal (RFP) and create a comprehensive list of requirements. It will then generate each proposal section based on the rules provided in the RFP. CALLIE is now routinely used in proposal activity. The next step is to extend CALLIE to perform other knowledge tasks in our enterprise. CALLIE can also be adapted to address client knowledge tasks, such as generating strategy documents, RFPs, project plans, etc. Along with CALLIE, CALIBRE has developed a deep knowledge of Large Language Model (LLM) technology and can advise clients on the best use of it.



**Charles O. Onstott**  
Executive Vice President  
& Chief Technology Officer

We held several Tech Tuesdays featuring presentations from CALIBRE employee-owners and the CTO team on topics from Artificial Intelligence (AI) to new technology partners that can help our clients with emerging technology areas such as zero trust architecture and post-quantum encryption.

CALIBRE achieved Amazon Web Services (AWS) Advanced Tier Services Partner status, which indicates the depth and breadth of our expertise in AWS cloud technology. Our expertise spans AWS cloud infrastructure, application, analytics, and AI services. This important credential differentiates our application modernization and cloud services in the government market.

In 2024, we saw rapid adoption of AI technology in the government, including GenAI. Our clients are becoming knowledgeable in these technologies and are looking for contractors to use them to provide better, faster, and cheaper services.



The CALIBRE Innovation Center will continue to focus on three key areas in the coming year: supporting new growth, AI, and cybersecurity compliance. For 2025, we will execute a comprehensive list of client initiatives to demonstrate the value of AI to client mission areas and enhance our own services. The CALIBRE Information Technology department will also look for ways to apply AI to create efficiencies in corporate functions. We continue to work closely with the growth and operating Divisions to capture and win new business.



Tech Tuesday, April 2024

# Innovating Today for Tomorrow’s Success



CALIBRE’s Steve Septoff, Viprav Patel, Dick Formica, Tom Johns, and Austin Ayers at the Armed Forces Communications & Electronics Association (AFCEA) Technet, Augusta, GA.



CALIBRE’s Technology, Tools, & Solutions team. L-R: Steve Septoff, Russell Dayan, Jordan Bashar, Lara Campbell, Charles Onstott, Tom Johns, Jenny Crocker, Grace Cox, Lisa Kim, Viprav Patel, Austin Ayers, and Beth McCall

First and foremost, let me take a moment to express my deepest gratitude to our employee-owners –THANK YOU! From Virginia to California, from Germany to Korea, their commitment and hard work define who we are as an employee-owned family. Their achievements, adaptability, and resilience in navigating challenges are the driving forces behind our progress. Together, we celebrate triumphs, overcome obstacles, and shape a future where we all thrive.

# Strengthening Our Ownership Culture

At the heart of the Employee Ownership Advisory Committee (EOAC) mission is a simple yet powerful purpose: to serve our employee-owners. By providing valuable ESOP resources and hosting activities that strengthen our ownership culture, we aim to make every step of this journey meaningful.

From hosting successful ESOPathons and ESOPordle challenges to celebrating Employee Ownership Month (EOM) with events like: How Finances and Human Capital Drive Share Value and, Innovation @ CALIBRE. We have amplified our culture of ownership.

Thanksgiving gave us an opportunity to embrace our love of data, as we curated the perfect CALIBRE Thanksgiving feast—a lighthearted nod to the creativity and collaboration we bring to everything we do. Meanwhile, we are hard at work refining our CALIBRE University classes, incorporating feedback from ESOPathons to ensure it’s more insightful and relevant than ever.

Our vision is clear: for every employee-owner, new and tenured alike, to feel the pride and excitement of being an integral part of our company and our ESOP. Together, let us nurture a workplace that celebrates diverse talents and perspectives while building on the milestones we



Kurt Ruedisueli during the filming of the Share Value Challenge 4.0.



Beth McCall and Lauma Wingrove during the filming of the Share Value Challenge 4.0.



**Lauma Wingrove**  
Chair, Employee Owners  
Advisory Committee

have achieved. Let us carry forward the values of unity, innovation, and collaboration to make CALIBRE a beacon of success, not just for us but for our community and beyond.

Looking ahead, the questions for all of us are: How can we take our spirit of employee ownership to new heights? What challenges can we turn into opportunities? What fresh ideas are waiting to be uncovered? This is our time to think boldly, innovate fearlessly, and shape the future of CALIBRE.

Next year may still hold its fair share of surprises, but one thing is for sure: we will tackle them together, with the same grit and creativity that kept us going this year. As employee-owners, we hold the power to create meaningful change. Let us embrace this opportunity, build on our strengths, and continue to make CALIBRE a place where everyone can grow, contribute, and succeed.

We thank our employee-owners for being the heart of our company and for everything we have accomplished—and will accomplish—together.



**Laura Giangiuli**  
Executive Vice President &  
Chief Human Resources Officer

At CALIBRE, we believe that innovation, renewal and growth are the cornerstones of success – both for our employee-owners and for our company. As we shape our future and navigate an ever-evolving landscape, it’s essential that we remain at the forefront of driving innovation and growth. We are excited to embark on a journey to innovate, renew, and grow our employee-owners by launching new courses focused on business development and technology through our CALIBRE University program.

Business development is the lifeblood of any company. It is a dynamic, strategic process that requires a combination of creativity, insight, and expertise to navigate and prosecute an ever-changing market.

# Innovate, Renew, Grow Our People

But business development is not solely about external opportunities, it’s also intrinsically tied to internal growth - specifically, the professional development of our employee-owners. CALIBRE recognizes that our people are the key to driving us forward. As such, investing in the professional growth of our team is crucial. By equipping our employee-owners with the skills, knowledge, resources and confidence to identify, pursue, and close new business opportunities, we empower them to be leaders in shaping the future of the company.

That future is driven by technology. As we proceed, our employee-owners must understand the role and capabilities of technology and possess the skills to leverage these cutting-edge tools to solve our clients’ most pressing challenges and deliver on their mission objectives. Our Technology Roadmap serves as a guide to help us foster new ideas and harness the full potential of emerging technologies. These new offerings will equip our employee-owners with the skills and insights needed to leverage our Technology Roadmap, refine our business development strategies, and expand our capabilities and solutions in exciting ways.

Aligning our human capital initiatives with the company’s broader goals will not only ensure that we stay ahead of the curve but will also play a pivotal role in providing our employee-owners with the expertise necessary to drive innovation and deliver impactful results for our clients and CALIBRE. Together, we’re building a future where learning and development merge to create both personal and organizational success.



As a founding partner of Genesys Works, Laura Giangiuli met with interns at their year-end meeting.



**Richard Pineda**  
President & CEO

2024 was a successful and transformational year for the Department of Defense (DoD) Division. As the business landscape continues to evolve, we remain agile, embracing new challenges, driving efficiencies, and fostering sustainable growth. This year, we took bold steps to realign our efforts and adapt our practices to better meet the dynamic needs of our industry and clients. Central to this transformation was a reorganization that consolidated four Directorates into a single, unified structure, strategically aligning with our go-to-market strategy.

Our Cost Management & Analysis (CMA) Directorate achieved exceptional success in 2024 by delivering financial and program management, performance improvement, and logistics services that enhance processes, drive efficiencies, and support our clients to make faster data-driven decisions. This year marked unprecedented growth across multiple projects, showcasing the strength and expertise of the CMA team.

The Readiness and Acquisition Solutions (RAS) Directorate excelled in delivering readiness and acquisition solutions tailored to the Defense Materiel Enterprise and Space & Missile Defense sectors. Operating across multiple time zones and four countries, the RAS team not only met but exceeded financial targets for long-term projects. One of the year's highlights was the growth of on-contract work, most notably through Working Capital Fund support to the U.S. Air Force.

## Renewed Focus

Training, Education, & Analytics (TEA) Directorate continued its mission of providing classroom-based training, instructional design, and training support to develop military and civilian personnel. In 2024, the TEA team celebrated significant milestones, including successful delivery of services to the U.S. Army Force Management School (AFMS), commemorating their 30th anniversary, and achieving reaccreditation from the U.S. Army Training and Doctrine Command (TRADOC), while sterling delivery continued with our Base Realignment and Closure (BRAC) Team.

The Training Support Operations (TSO) Directorate strengthened its capabilities in training, instruction, range management, and environmental services. Throughout the year, team members earned key certifications, pursued advanced education, and enhanced their industry-relevant skills, ensuring increased value for our clients and reinforcing our reputation for excellence.

As we move into 2025, the DoD Division is committed to evolving and adapting to achieve even greater efficiency, effectiveness, and innovation. With a renewed focus on operational excellence and continuous improvement, we are confident in our ability to build on the successes of 2024 and deliver outstanding results to our clients in the year ahead.



Mark Peterman, providing IT support for the AFMS's 30th Anniversary.



Bob Thompson leads the planning session with senior leaders from the Defense Logistics Agency (DLA) to develop the 2025 Operations Plan for the DoD Warstopper Program at Metro Park.

In 2024, CALIBRE's Federal, Civil, and Commercial (FCC) Division experienced a transformative year, driven by an unwavering commitment to delivering exceptional outcomes for clients and their missions. This dedication, reflected in outstanding Contractor Performance Assessment Reporting System (CPARS) ratings and consistently positive client feedback, underscored CALIBRE's excellence across all contracts. The continued success of the Veterans Affairs (VA) Transition Assistance Program (TAP) highlighted CALIBRE's steadfast support for clients and Veterans, reinforcing the company's reputation as a leader in providing impactful, mission-driven solutions. Meanwhile, the Health & Life Sciences (HLS) portfolio achieved significant organic growth, expanding core capabilities and reaching new clients.

Central to this transformation was CALIBRE's focus on fostering a dynamic and supportive work environment. Initiatives such as the CALIBRE Renewal Team (CRT) demonstrated the organization's commitment to gathering and acting on employee-owner feedback through annual corporate assessments. These efforts enhanced trust between employee-owners and leadership, prioritized work-life balance, and promoted long-term engagement, resulting in energized teams and reduced turnover.

Operationally, CALIBRE advanced its practices to ensure exceptional service delivery and client satisfaction. Adopting an integrated, iterative approach, the company emphasized frequent updates

## Evolved Practices

to system architectures and capabilities to address evolving business modernization needs. These efforts, aligned with Capability Maturity Model Integration (CMMI) ML5 v2.0 standards, provided a structure framework for process improvement, streamlined organizational functions, and enhanced CALIBRE's ability to adapt and innovate.

CALIBRE also demonstrated expertise in enterprise-wide transformation, contributing to policy development, drafting critical directives, and enhancing methodologies for Federal and Commercial business systems. By leveraging Agile and DevSecOps practices, the company prioritized adaptive planning, innovation, and continuous improvement. Tools such as requirement traceability matrices ensured alignment with Performance Work Statement (PWS) requirements, while the corporate Quality Control Plan (QCP) and project-specific quality measures minimized risks and maintained the highest standards.

By leveraging expertise from across the organization, the FCC Division has strengthened its capabilities, strategically positioning CALIBRE to enter new markets and achieve sustainable growth in 2025 and beyond.



**Jeremy Barnwell**  
Vice President,  
Federal, Civil, & Commercial



Marine Corps Air Station Miramar VA Benefits Advisors having a blast at their summer event at King's Fish House in San Diego, CA.



Jeremy Barnwell, Jan Coley, Katherine Maley, and Lucy Tikoyan at the CALIBRE Golf Classic at Bull Run Golf Club, Haymarket, VA.



1. Training concept



2. Directly to fabrication



3. Ready for training within 24 hours

CALIBRE's range team rapidly fabricated anti-tank bulwarks, or Dragon's Teeth, for a live training event at the NTC. Training developments are efficiently planned using data from the WMS database, reducing lead times by 50%. Production information, costs, and materials are tracked from over 3,600 work orders annually, with real-time access for authorized users, enhancing team independence and eliminating reliance on manual, error-prone tracking.



Russell Dayan presents at the Chief Technology Officer (CTO) Quarterly Meeting.

## Innovate

Training Support Operations (TSO) National Training Center (NTC) Range team has been a trusted partner in supporting Fort Irwin range sustainment for over a decade, consistently delivering innovative solutions that add value for our client. A standout example is the development and implementation of a comprehensive planning and processing system. By integrating advanced technology with years of expertise, the team created a Work Management System (WMS) that offers real-time dashboard insights into project status, resource requirements, and prioritization impacts for hundreds of ongoing projects at the NTC. This enhanced visibility improves project quality, throughput, and budgeting accuracy, enabling our team to maintain the high level of production and performance our client has come to rely on.

In today's fast-paced digital landscape, CALIBRE's Information Technology (IT) department leads innovation, leveraging advanced technologies to deliver secure, efficient solutions. Focusing on automation, Artificial Intelligence (AI), cloud services, cybersecurity, and continuous learning, CALIBRE IT adapts and thrives in a dynamic environment. Automation boosts productivity while AI tools enhance decision-making and personalize experiences, driving operational excellence.

CALIBRE IT also embraces cloud platforms like Amazon Web Services and Microsoft Azure for scalable, cost-effective solutions. Integrating cloud-native tools such as serverless computing and advanced analytics helps streamline workflows and fuel growth. A proactive cybersecurity approach, including advanced threat detection and a zero-trust architecture, safeguards critical assets. Continuous learning keeps the workforce equipped with the skills to stay ahead of technological advancements.

The Corporate Security Programs team is continually exploring innovative ways to improve our operations, focusing on refining processes, enhancing training, and strengthening communication, both internally and with our clients. Recently, we transformed our Annual Security and Insider Threat training into interactive, engaging video modules, creating a more impactful learning experience.

We also streamlined our internal request processes, saving valuable time for our Project Managers and other leaders. Additionally, we optimized how we share information with clients, ensuring it is both user-friendly and designed to uphold the confidentiality and security of our employee-owners. These improvements reflect our ongoing commitment to operational excellence and client satisfaction.



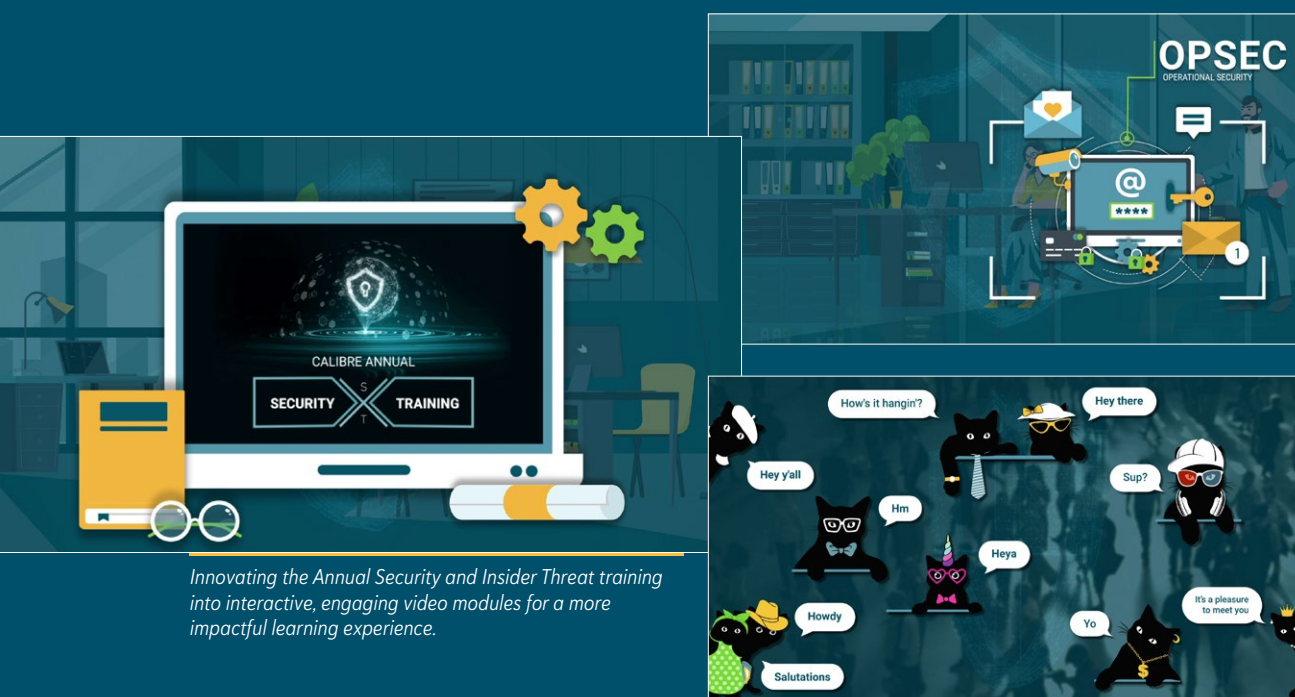
Cassie Baxter  
Director,  
Training Support Operations



Jim Blanks  
Director,  
Information Technology



Callie Humphreville  
Director,  
Corporate Security Programs



Innovating the Annual Security and Insider Threat training into interactive, engaging video modules for a more impactful learning experience.



**Barbara Richitt**  
Senior Vice President,  
Contracts & Procurement

In 2024, CALIBRE's Contracts and Procurement teams achieved significant successes, showcasing their dedication to streamlining processes and improving efficiency. They created comprehensive training guides for submitting Requests for Information (RFI) and proposals, alongside training videos and Standard Operating Procedures (SOPs) for common functions. A guide for negotiating subcontracts, Teaming Agreements (TAs), and Non-Disclosure Agreements (NDAs) was developed, while repositories were established for Contractor Performance Assessment Reports (CPARs), Representations and Certifications (Reps & Certs) and DD254s. The teams updated subcontract templates to align with new Federal Acquisition Regulation (FAR) and Defense Federal Acquisition Regulation (DFAR) regulations and made strides in the Costpoint transition, completing the first phase and progressing into the second. Additionally, they developed and maintained a robust Indefinite Delivery/Indefinite Quantity (IDIQ) tracking system and guidelines, ensuring streamlined access to opportunities under each vehicle.

## Innovate



**Del-Von Nelson**  
Director,  
IT Services & Facilities

The IT Services & Facilities teams are dedicated to optimizing operations, enhancing employee-owners' experiences, and driving the company's digital transformation. By integrating advanced technologies and designing adaptable workspaces, we foster environments that promote efficiency, collaboration, and innovation. The IT Service Desk ensures seamless adoption of new tools and services, while the Administration and Facilities teams prioritize creating productive physical spaces and coordinating essential resources. Both teams take a forward-thinking approach, anticipating future needs and implementing solutions to keep the company competitive and prepared for what is ahead. Together, we cultivate a culture of continuous improvement, empowering the organization to focus on innovation and shape the future.



The Facilities team seamlessly supported the Base Closure and Realignment (BRAC) team's three-day Training Conference at Metro Park.



**Katherine Maley**  
Director,  
Health & Life Sciences

The Health and Life Sciences (HLS) Directorate fosters innovation through fresh ideas, advanced technologies, and forward-thinking approaches. The National Institute of Neurological Disorders and Stroke (NINDS) project team transformed its internal grant lifecycle by increasing automation, enhancing enterprise integration, and implementing key system upgrades. The National Institute on Drug Abuse (NIDA) project team received the Director's Innovator Award for successfully virtualizing its back-end infrastructure onto the National Institutes of Health (NIH) Science and Technology Research Infrastructure for Discovery, Experimentation, and Sustainability (STRIDES) Cloud. The Health and Human Services Assessment team adopted a customer experience approach to technology evaluation, focusing on the interplay between people, technology, and processes. This method delivers holistic insights that enable improvements across agencies, extending beyond technical solutions to address operational needs.



The HLS Team and corporate support staff shared good food and festive cheer at the Holiday Potluck, held at Metro Park.

## NIH National Institute on Drug Abuse DIRECTOR'S INNOVATOR AWARD

The NIDA Informatics team was selected to receive a 2024 NIDA Director's Innovator Award in recognition of the innovative approach towards virtualizing NIDA's back-end infrastructure from an on-premises environment to the NIH STRIDES Cloud environment. From Left to Right: Berhane Yitbarek (NIDA Deputy CIO), Karen Lyman, Jonathan Ingold (Infrastructure Team Lead - LCG), Marcus Chin, Rumeet Dutta, Nora Volkow (NIDA Director), Gregg Friedman (NIDA CIO)





CALIBRE raises \$75,000 for Homes For Our Troops (HFOT) to support Lance Corporal Duncan "Matty" Mathis and his family.



2024 Leadership Offsite.

## Renew



VA TAP Benefits advisors from Naval Air Station Lemoore kicked off summer with a fun outing to the Fresno State vs. New Mexico State football game.



CALIBRE's National Guard Bureau (NGB) J8 and NGB Comptroller teams celebrating their contract wins.

At CALIBRE, 'Renew' reflects our dedication to transformation, sustainability, and growth, rooted in our First Principle to 'Renew Ourselves.' As an ever-evolving company, we embrace opportunities to innovate and adapt to changes and challenges in the marketplace. In 2024, we strengthened the Veterans Affairs (VA) Transition Assistance Program (TAP) by equipping Team CALIBRE with advanced tools to better support transitioning Veterans.

Through the CALIBRE Innovation Center, we developed prototypes and proof-of-concept technologies to bring cutting-edge solutions to market in 2025. Guided by our core values of ethics, quality, and people-first leadership, we remain committed to creating a lasting impact for our client, communities, and the future.



**Rick Ferry**  
Director,  
Transition Assistance Programs



**Samantha Marmen**  
Director,  
Chief of Staff,  
Office of the President & CEO

In 2024, CALIBRE renewed our company by embracing innovation, deepening partnerships, and cultivating a culture of continuous improvement. As Chief of Staff, I had the privilege of witnessing our teams come together with shared purpose, navigating new challenges while remaining steadfast in our core values. We enhanced operational efficiency by streamlining processes and adopting advanced technologies, all with the goal of delivering exceptional support to our clients. The dedication and teamwork of our employee-owners have positioned us for success, paving the way for even greater accomplishments in the year ahead.

CALIBRE is dedicated to delivering innovative solutions to address our clients' challenges and provide exceptional results. We continuously enhance our capabilities such as improving data analytics support for the Army Logistics University (ALU) and advancing resident, synchronous, and asynchronous learning at the Army Force Management School (AFMS). In an ever-changing environment, we reaffirm our commitment to understanding our clients' needs, supporting their goals, and helping them achieve their vision. Together, CALIBRE stands ready to embrace new challenges and seize opportunities for growth and success.



**Jude Fernan**  
Director,  
Training, Education, & Analytics



Gene Lee  
Director, Accounting

To align with CALIBRE’s 2024 theme, Innovate, Renew, Grow, we implemented Deltek Costpoint as our new Enterprise Resource Planning (ERP) system. This initiative is part of our commitment to innovation, aimed at enhancing efficiency, transparency, and adaptability to meet the evolving needs of today’s businesses environment. Deltek Costpoint improves integration across CALIBRE’s business areas, delivering real-time insights into financial performance. As technology continues to advance, this system positions CALIBRE to embrace future innovations and scale effectively to support long-term growth and success.



The Finance and Accounting team's Gene Lee, Kevin Farrell, Jessica Castillo, Jaime Padgett, and Kristen McLeod attended Deltek ProjectCon in November 2024.

## Renew

The Quality Programs team plays a key role in CALIBRE’s renewal through continuous process improvement and the maintenance of critical certifications. In 2024, we developed and refined project tools to streamline document management and status reporting, enhancing operational efficiency. We successfully maintained our Capability Maturity Model Integration (CMMI) Level 5 for Development and CMMI Level 3 for Services ratings, along with International Organization for Standardization (ISO) 9001, ISO 20000, and ISO 27001 certifications. These achievements demonstrate our commitment to implementing consistent, efficient, statistically managed processes and ensuring the delivery of high-quality services and solutions to our clients. Additionally, our Project Manager (PM) Trade School and other training initiatives renewed the knowledge and skills of our PMs, fostering the development of competent, innovative teams to tackle complex challenges.



These achievements reflect our unwavering commitment to renewing and implementing streamlined, data-driven processes, while consistently delivering high-quality services and solutions to our clients.



Emily Murphy  
Director, Quality Programs



Erin Moody  
Director, Human Resources

The Human Resources (HR) team enhanced the HR CALPortal site to improve accessibility to high-demand resources. Nilo Aziz spearheaded the creation of a dedicated benefits and wellness site, featuring a specific section for annual open enrollment. This initiative provided an additional communication channel to deliver timely information to our geographically dispersed workforce.

Jessie Loftis led the modernization of the HR CALPortal site implementing enhancements and intuitive navigation features. These updates streamlined several processes that were previously managed through email, improving efficiency and user experience.

Additionally, the HR team developed a supervisor toolkit, complete with reference documents and a training repository, offering supervisors convenient access to essential resources.



Human Resources (HR) is here to support our valued employees. This makes CALIBRE’s employees and managers our internal clients; it is our responsibility to help you, so you can focus on taking care of your clients (internal or external).

As human resources professionals, we strive to make HR at CALIBRE a thoughtful, strategically oriented team dedicated to balancing employee needs and company goals with financial and regulatory constraints. We always try to do the right thing for the right reasons and take our commitment to professionalism and progress seriously.

#### RESOURCES

Peripio - Learning   Networking Agreement Form   Professional Development

**HR EMAIL**  
For general HR questions, email:  
HRhelpdesk@calibresys.com

**Recruiting EMAIL**  
For Recruiting questions, email:  
Recruitinghelpdesk@calibresys.com

**Payroll EMAIL**  
For Payroll questions, email:  
Payrollhelpdesk@calibresys.com

## 2025 OPEN ENROLLMENT

NOVEMBER 1-17

**2025 Open Enrollment November 1st through the 17th**

Current benefit elections can be viewed in Benefits Administration. To get to the benefits portal, go to your URG homepage, under "Menu" choose "Myself" and then click "Manage My Benefits".

**Open Enrollment FAQ**

Q: How do I get to the benefits portal?  
A: To get to Benefits Administration, go to your URG page, click on Menu – Myself – Manage My Benefits.

Q: Why am I unable to access the benefits portal?  
A: If you experience an error or are prompted to provide login information after clicking on "Manage My Benefits", try using these [troubleshooting instructions](#).

Please keep in mind that the benefits portal should be accessed through a laptop or computer using SSO. Trying to access the benefits portal through

Passive enrollment will be exercised for Medical, Dental, Vision, and worksite benefits for the 2025 Open Enrollment.

What does this mean?  
• If no action is taken, current benefit elections will automatically roll over and

Even if you are not making changes to your benefits, employees are encouraged to go into the benefits portal to review:  
• Personal information  
• Beneficiary information  
• Coverage status of dependents

### Wellness Portal

Auto, Nilo  
HR Generalist IV

#### Employee Assistance Programs and Resources

**Unum Employee Assistance Program**

The EAP is available to all CALIBRE employees. You'll find information on free counseling, financial wellness, on-demand webinars, and articles all centered around mental wellness. Unum also offers a bill saver service through **Health Advocate** which can help lower your out-of-pocket costs on bills that are not covered by insurance. Services are also extended to employee's family members as well. Please note, you'll need to set up an account with Unum before you are able to access the EAP.

**Important Crisis Phone Numbers**  
If you or a loved one is in crisis, please contact one of the numbers below. Counselors are available to assist you 24/7.

- National Suicide Prevention Lifeline: 988 (call, text or chat)  
Note: 1 (800) 273-8255 remains available
- Crisis Text Line: Text HOME to 741741 from anywhere in the US.
- Cigna Healthcare customers: You can also call the number on your ID card or contact your Employee Assistance Program

**percipio**

Courses and resources supporting a healthy Work/Life balance offered through Percipio.



**Beth McCall**  
Vice President,  
Technology, Tools, & Solutions Product Sales

In 2024, CALIBRE's Technology, Tools, & Solutions (TT&S) Division laid the groundwork for substantial growth in 2025 and beyond. We recruited top talent, established new strategic Original Equipment Manufacturer (OEM) partnerships, and broadened our opportunity pipeline. These initiatives position us to address the evolving needs of federal clients in cybersecurity, digital transformation, and data modernization. CALIBRE is committed to driving innovation, achieving mission-critical outcomes, and ensuring long-term success for both our clients and CALIBRE.



The TT&S team and Red Hat's Department of Defense (DoD) team networking and collaborating to build a stronger partnership

## Grow



CALIBRE recruiters Frances Aspecto and Marc Scott at the George Mason University Job Fair.



CALIBRE's 8A COMET team supports Joint Light Tactical Vehicle turn-in at Camp Casey, Korea.

The Cost Management & Analysis (CMA) Directorate had a truly outstanding year! We are thrilled to share that the Deputy Assistant Secretary of the Army for Cost and Economics (DASA-CE) portfolio successfully recompeted three out of four key contracts in 2024: Force and Organization Cost Estimating System (FORCES), Financial Management Operations (FMO), and Cost and Analysis Visualization Environment (CAVE) Maintenance and Refactor. It is an exciting time for CMA as we celebrate these incredible accomplishments and look forward to even greater opportunities in the future!



**Shayla Christian**  
Director,  
Cost Management & Analysis

CALIBRE's Talent Acquisition team is dedicated to sourcing and hiring exceptional talent that will accelerate CALIBRE's growth and success. We focus on making quality hires that align with our mission to win the competitive talent race. As we navigate 2025, we are actively integrating and exploring Artificial Intelligence (AI) solutions to enhance our recruitment processes. Additionally, we strengthen our employer branding by leveraging social media, participating in job fairs, and engaging in college recruiting initiatives. Effective recruitment remains a cornerstone of CALIBRE's continued success and expansion.



**Marc Scott**  
Director,  
Talent Acquisition

The Readiness and Acquisition Solutions (RAS) Directorate made significant strides toward CALIBRE's future growth. The Directorate consistently met or exceeded financial targets for 18 long-term projects while also assuming responsibility for four Multiple Award-Indefinite Delivery/Indefinite Quantity (MA-IDIQ) acquisition vehicles. The highly competent and capable skilled and dedicated employee-owners continued to deliver exceptional results across all projects. Directorate leaders effectively managed their portfolios, supported the professional development of Project Managers, and led a geographically dispersed workforce spanning multiple time zones and four countries. The Directorate achieved its top priority of sustaining the base by executing option periods exercised and three recompetes successfully awarded. These accomplishments highlight the Directorate's commitment to excellence and its contributions to CALIBRE's growth and success.

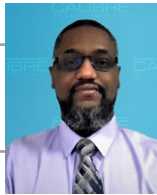


**John Wright**  
Director,  
Readiness and Acquisition Solutions



**Manraj Sandhu**  
*Make Our Clients Successful*

Manraj provides Lean Six Sigma (LSS) and Continuous Process Improvement (CPI) support to the Transportation Security Administration (TSA). A TSA Branch Manager applauded his efforts, stating Manraj as pivotal to the success of CPI on a key programmatic goal while providing great client service. A Contracting Officer's Representative (COR) stated that Manraj went above and beyond by facilitating sessions and ensuring everyone in attendance was on the same page, showing on numerous occasions that he is a vital member of the team.



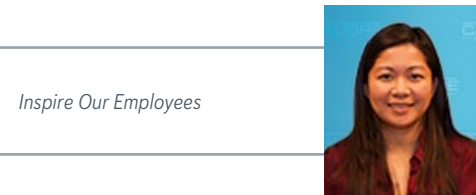
**Hughie Webb**  
*Make Our Clients Successful*

During Hughie's tenure at Joint Base Lewis-McChord (JBLM), his team has supported over 650 Veterans Affairs (VA) Benefits and Services courses and more than 3,000 one-on-one assistance sessions. In addition to his site lead duties for the fifth largest of 107 sites on the project, he maintains an external evaluation score of 98%, and the team he leads achieves an average score of 95%, placing them within the top 10% of all evaluation scores on the project. His unwavering service, leadership, and dedication to serving Veterans and their families have directly contributed to our client's success.



*Retired Chief Financial Officer, Craig College, receiving the Joseph A. Martore Distinguished Service Award at the Annual Meeting of Shareholders and CALIBRATION.*

# Distinguished Service Awards



*Inspire Our Employees*

**Patricia Balatbat**



**Zekia McCarvin**



**Ira Puspita**

CALIBRE's Payroll team provides support for 600+ employee-owners daily. While managing the timesheet process, the team has simultaneously calculated Health & Welfare for our Service Contract Act (SCA) employees, overtime (OT) for those eligible, verified benefit deductions, and coordinated with accounting and external vendors to ensure proper allocations for our employee-owners and CALIBRE. The team confirms compliance with all legal and regulatory requirements for every state we operate in. They contributed significantly to the Costpoint implementation without increasing OT or adding headcount to the team.



**Stephen Ledbetter**  
*Increase the Value of CALIBRE*

Stephen has increased the value of CALIBRE as the lead for Army Working Capital Fund (AWCF) Training. As a former depot commander, he immediately established credibility and trust with our client and the AWCF training community. He instituted processes that increased course enrollment by 30% and led to the client fully funding all 42 courses, a historical record for the program. Student feedback was overwhelmingly positive, resulting in an "Excellent" rating on our Contractor Performance Assessment Reporting System (CPARS) for the last three years, resulting in CALIBRE recognizing 99% of the contract's annual value over the last three years.



**Preston Hendrickson**  
*Foster Innovation*

Preston has been a dedicated employee-owner for nearly 29 years. He manages technical requirements and develops detailed systems requirements documents, configures development environments, and teaches new technologies to staff. Over his tenure, he successfully led the Operational Support Management Information System (OSMIS) team to migrate off the legacy mainframe and into Neo4j. Most recently, he led the team to migrate four applications, spanning four separate contracts, to an Amazon Web Services (AWS) cloud environment. Preston led both modernization efforts starting out as a novice in both technologies.



**Jenny Crocker**  
*Foster Innovation*

Jenny's work in advanced technologies, her knowledge-sharing, and her cross-divisional collaboration to secure new work is the gold standard for innovative activity. She was instrumental in CALIBRE's first-ever code challenge award, where she led the technical submission to deliver a Business Intelligence dashboard. Jenny also launched the Data and Artificial Intelligence Community of Practice where she has educated many CALIBRE employees on data analytics, artificial intelligence, and Generative AI. Jenny has been a key contributor on a foundational aspect of the Proposal Automation Project: Generative AI.



**Colleen Campbell**



**Emily Murphy**



**Monica Franklin**

The Quality Programs team organizes and leads a long list of quality and Continuous Process Improvement (CPI) efforts for CALIBRE. They have upgraded internal processes and our International Organization for Standardization (ISO) / Capability Maturity Model Integration (CMMI) certifications to keep pace with the ever-increasing requirements and skills to win new work. Through their leadership, the team has enabled busy CALIBRE professionals to "up their game" even when competing requirements made it hard to focus on these innovations. We offer better client and internal support, and practice stronger project management techniques, that make our clients more successful and CALIBRE more profitable.



**Grace McDiffett**  
*Be Good Citizens*

Grace actively assists in the organization, planning, and execution of leadership visits and morale activities for the close-knit group of employees and families who work in one of the most remote places on the earth - Kwajalein Atoll in the Republic of the Marshall Islands. Grace is affectionately nicknamed the Mayor of Kwaj, where she is heavily engaged in numerous community activities. Beyond her day job, she works tirelessly to enhance the lives of the families and single members of the community.



**Craig College**  
*Joseph A. Martore Distinguished Service Award*

Under his leadership, Dr. College postured the cash position of our employee-owned company for future growth and laid the foundation for investments. He conducted a thorough analysis of CALIBRE's Employee Stock Ownership Plan (ESOP) management and instituted improvements that will preserve the ESOP and the benefits of employee-ownership into the future. During his tenure as Chief Financial Officer (CFO), CALIBRE's enterprise value has increased, the company has experienced consecutive years of increased profitability, and policies and processes have been updated significantly to contribute to corporate financial strength and employee-owner wellbeing.



Northern Virginia Technology Council (NVTC)  
Tech 100 Company  
Tech 100 Executive • Richard Pineda



WashingtonExec  
Top HR Execs to Watch • Laura Giangliuli



WashingtonExec  
Top CTOs to Watch • Charles Onstott



WashingtonExec Chief Executive Awards  
Chief Financial Officer • Craig College



Cigna  
Healthy Workforce



Tech in Motion  
Best Tech Work Culture Finalist



Richard Pineda and Charles Onstott at the NVTC Awards.



Erin Moody and Dick Formica attend the Northern Virginia Chamber's Annual Members Meeting.



U.S. Army Women's Foundation Legacy Scholarship recipient Grace Turner, Aseba Green, Grace Cox, and Dick Formica at the U.S. Army Women's Foundation's Scholarship Award Ceremony.

# Corporate Awards & Recognitions



Richard Pineda at the Northern Virginia Chamber Distinguished Service Awards.



Sheren Roberts with her spouse at the Annual Black Tie Charity Ball in Huntsville, AL.

## BOARD OF DIRECTORS



Joseph A. Martore

Chair of the Board • Outside Director



Joseph H. Reynolds

Vice Chair of the Board  
Chair of the Executive Compensation & Governance Committee • Outside Director



Karen E. Dyson

LTG (USA-Ret.)  
Chair of the Audit Committee  
Outside Director



Richard Y. Pineda

Chair of the Risk Management Committee  
President & CEO • Internal Director



Lucy T. Tikoyan

EOAC Representative  
Internal Director



Robert L. VanAntverp

LTG (USA-Ret.)  
Outside Director

## CORPORATE OFFICERS



Richard Y. Pineda

President & CEO



Laura C. Giangliuli

Executive Vice President & Chief Human Resources Officer



Kristen B. McLeod

Executive Vice President & Chief Financial Officer



Charles O. Onstott

Executive Vice President & Chief Technology Officer

## VICE PRESIDENTS



Jeremy C. Barnwell

Vice President,  
Federal, Civil, & Commercial



Richard P. Formica

LTG (USA-Ret.)

Vice President, Strategic Initiatives  
Vice President, Business Development (Acting)



Beth B. McCall

Vice President,  
Technology, Tools, & Solutions  
Product Sales



Barbara A. Richitt

Senior Vice President,  
Contracts & Procurement

# Leadership



**CALIBRE**  
*Our Success Follows Yours®*

[calibresys.com](http://calibresys.com)