



RIDE FOR THE BRAND

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National Elk Refuge in Jackson Hole, Wyoming, Jan 2017

RIDE FOR THE BRAND

A Message from the CEO

While I have been “Riding for the Brand” since 2012, this is my first newsletter as CEO. It is a privilege of a lifetime to have been selected to lead this company. Mel Wick and Bill Cronin, our founders and managing partners, and our former CEOs Bob Keane and Mo Mulligan, built QSL to last, and I am extremely excited and optimistic about our future and the direction in which we are headed.



Recently QSL’s leadership agreed upon a strategy that solidifies the continuation of our culture and core values, which includes being an integrity-based business built upon a conservative culture of legal, moral, and ethical principles. It also includes the relentless pursuit of excellence in everything we do. Additionally, we restated our mission and purpose as a company:

- Vision: Grow to be the most trusted provider of services, systems, and technologies that help ensure the security of our nation.
- Mission: Deliver superior performance by providing the best qualified talent in support of our nation’s security objectives.
- Purpose: Stay in the fight. Support the Warfighter.

Please know that what you do is important. QSL is not making hubcaps or delivering pizza. Our employees are actively engaged in work that supports national security objectives. You are the best qualified talent to support those objectives. For many of you, your work with QSL is a continuation of military or other government service. We are grateful you’ve chosen to stay in the fight and work with QSL.

The way ahead for QSL is not without challenges. The government continues to pursue a Lowest Price Technically Acceptable (LPTA) procurement strategy, which means rates may continue to be the primary consideration for many new contracts. The Affordable Care Act continues to put pressure on our benefits offerings and associated costs. With the incoming Trump administration, there will be policy changes that may have a positive or negative effect on budget flexibility, government procurement, and regulatory requirements.

As we have from the beginning, we will work through these challenges together to ensure our continued success. Someone once wrote, “if the path your business is traveling down is free of obstacles, it probably doesn’t lead anywhere.” With that said, we are energetically and aggressively working to maintain and improve our current contracts, and achieving growth through new business.

Robert Pixley
Ride for the Brand!

RIDE FOR THE BRAND

Recruiting

By Shaun Hartman (Shaun.Hartman@quickservicesllc.com)

QSL continues to search for top-notch talent to service our important customers and their missions. The absolute best source for finding the best qualified individuals is our current employees. You know better than anyone the requirements of your role and team's mission. Are you asking yourself, who do I know who could do this job? Who do I know that would be a valuable addition to this team?

QSL offers an Employee Referral Bonus* - if you are a QSL employee and refer a candidate that gets hired you may receive the referral bonus. Employee referrals continue to be a great source for qualified candidates, so thank you to those that have and are currently participating in our referral bonus program.

How do you refer a potential candidate? There are a few ways:

1.) Guide the potential candidate to go online and formally apply at <http://www.quickservicesllc.com/careers>. On their application it will ask how they heard about the opening and they should list your name as the source.

2.) OR you may go to the QSL website, click the employees tab (password required—if you don't know it, ask your PM or a recruiter), scroll down and click on "employee referral portal", find the job to which you are referring them and enter the referral's email address in the box at the top of the screen.

3) OR send me your referral's contact info, and let us take it from there.



RIDE FOR THE BRAND

Operations Update

By Jason Sawyer, Director of Operations (Jason.Sawyer@quickservicesllc.com)

Buckley

January marks the anniversary month of the contract and we will successfully transition to Option Year 2. We recently met with Assistant Contracting Officer, her representative, and the COR. All involved were pleased with QSL's performance on site. This contract remains QSL's most unique opportunity as a Prime contract supporting USSPACE-COM. It's always great seeing the employees and spending time with you. Thank you braving the weather in Colorado during this time of year!



JGASS

As we all know, CACI has been negotiating modifications with the government. CACI has required that no details are provided outside of the program management circle and we, at QSL, will respect that. We are confident that all employees will be pleased with the final results and look forward to a resolution soon. QSL has maintained a steady pipeline of personnel for skills verifications and recently welcomed Cameron Johnson onboard as the newest employee. There is a plethora of openings available on the contract and we urge all of you to help assess and recruit new hires from the military augmentees that flow through the customer, as well as coworkers.

ISSA/AIS

This has been a great quarter for this contract. We have grown the contract to its largest ever and presently have 7 personnel in full-time deployed positions. Thank you, especially to those who deployed just prior to Christmas, and to those who have been deployed for a very long time. We are looking forward to continuing to place more personnel on the contract and the appreciate the recommendations and participation from the current employees.

JFT S&B

We still await the solicitation(s) to drop for the renewal of the contract(s). As always, we're very proud of the work by Joe and Bob at Camp Lejeune and Eloy and Bryan at Lackland AFB. Keep up the great work guys!



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Operations (continued)

MCASS

QSL is excited to be part of the National Geospatial Agencies MCASS contract. We successfully screened and captured not only incumbent FMV experts but also new hires. Task Order 1 has been filled and we await Task Order 2 requirements. For many years, we've wanted the option to move our FMV experts from one contract to another, and now that goal has been realized. AFB. Keep up the great work guys!

ISSJ

QSL continues to perform on this contract and we are looking to ramp up our numbers and get more personnel on task. As a few people have moved on, we want to ensure that we maintain the best possible presence as possible. To all remaining folks, please continue to maintain your high OPTEMPO and be safe in your travels.


SOCIAL MEDIA by Shaun Hartman

In an effort to recognize the great people of our QSL community we held an awesome campaign last quarter with prizes and recognition for 3 people who continually liked, shared or followed our posts on Social Media. Those people enjoyed dinner for 2 at the restaurant of their choice on us.

Through all of your efforts we successfully increased our footprint in social media and achieved high levels of activity over the last few months. Our increases are exemplified here: Facebook from 440 to 541 likes; LinkedIn from 600 to 667 Followers; Twitter from 268 to 287 Followers.

We need you to share, like, and follow - encourage everyone you know to get on the QSL horse and "Ride for the Brand"! Your help is imperative to the growth and development of our great Company. Don't be shy and share away! If you haven't already, visit and follow us at the sites below:

 <https://www.facebook.com/QuickServicesLLC>

 <https://www.linkedin.com/company/quick-services-llc-qsl->

 <https://twitter.com/QSL638>



RIDE FOR THE BRAND

National Capitol Region (NCR)

By Frank Newell, Program Manager, NCR (Frank.Newell@quickservicesllc.com)



QSL Maintains an office in the NCR located in Fairfax, Virginia, that is responsible for Program Management, Business Development, and Government relations. QSL's leadership and staff visit the NCR once a quarter to connect with partner companies, Government customers, and attend events important to QSL's operations and planning.

A circle on the map with a radius of 50 miles from the Washington Monument, would encompass the area defined as the NCR. QSL supports or maintains relations with partner companies engaged in Intelligence Support, Training, Advisory Assistance, and Homeland Security.

Those QSL personnel assigned extended temporary duty or travel are welcome to check in with QSL's Fairfax Office should they need any work related assistance or communications with contacting partner companies or QSL personnel. During periods of "heighted awareness" the NCR office will monitor locations of QSL personnel on travel or TDY in the NCR in order to assist in accountability within the company should a national incident occur.

Within the National Capital Region, QSL's corporate leadership actively supports and attends the **National Defense Industrial Association (NDIA), Special Operations/Low Intensity Conflict (SOLIC) Division's** scheduled events. Key events include quarterly socials, industry breakfast meetings, regularly scheduled symposiums, conferences and the annual SOLIC Forum.

QSL attendance at these events is carefully managed to gather information for specific opportunities, assessing new customer and partnership relationships, future teaming, and 'benchmarking' with other companies to facilitate good business decisions by QSL.

All QSL personnel on travel, TDY or attending schooling in the NCR are welcome to attend the Quarterly Social Event at the Crystal City Sports PUB. Attendance is free. Voluntary Cash Donations are collected to support the Special Operations Warrior Foundation. For more info on this contact me directly or check NDIA website www.ndia.org (SOLIC Division).



RIDE FOR THE BRAND

Finance

By Christina Canterbury, Controller (Chris.Canterbury@quickservicesllc.com)

I don't know where time goes and it is hard to believe that 2016 is behind us. 2016 was a good year for QSL, from a financial prospective, and we remain fiscally healthy. We could not do that without all of your hard work and effort so; give yourselves a pat on the back.



With a new year, our thoughts turn to tax filing, among other things. 2016 W-2's are required to be postmarked by January 31, 2017. Our payroll provider has, historically, had them available well before that deadline. **To access W-2s once they are available, go to Paychex online. Once in My Paychex click on Compensation/Print Tax Forms. Click on the document and then you can print it and/or save as a pdf document.**

If you wish to make changes to withholdings at this time, you can initiate changes online in My Paychex. Please note that these online requests do not automatically change your tax status in the system and that the request needs to be approved. The request generally requires that you send updated withholding documents to HR and the forms are also available on My Paychex. Please complete the new form and forward to HR to get the changes made in Paychex. Changes will be effective for the next payroll following your submission of an updated form.

IMPORTANT

If you have moved, changed names or had a life-changing event like a change in marital status, Paychex not only needs to be changed, but so does your health insurance carrier and 401-k administrator. Links to these sites:

IMG (OCONUS employees only): Myimg.imglglobal.com

UnitedHealthCare: Myuh.com

Pensys 401-k: Pensysinc.com

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Security

By Tyler Tew, Facility Security Officer, (Tyler.Tew@quickservicesllc.com)

Insider Threats- Combating the ENEMY within your organization

Because of the increasing number of attempts by our adversaries to exploit our nation's sensitive information, the Defense Security Service requires Industry to establish and maintain an Insider Threat Program that will detect, deter, and mitigate insider threats. It's sad to say, but the United States has been betrayed by people holding positions of trust. Most of these individuals are government contractors or government officials working beside us.

The Defense Security Service defines the Insider Threat as: *Acts of commission or omission by an insider who wittingly or un-unwittingly compromises or potentially compromises DoD's ability to accomplish its mission.*

According to DSS, "Insiders" have caused more damage than trained, foreign professional intelligence officers working on behalf of their respective governments. 60-70% of corporate espionage or malicious attacks come from the insider.

How Big is the problem?

Spies have been held responsible for damaging U.S. national interests since the American Revolution. Various factors make it easier for an insider to commit espionage:

- Increase in the number of personnel with access to sensitive information
- Ease of transmitting information (the internet)
- Growing demand for sensitive information from multiple "customers".

Why do people spy or commit espionage?

- Financial difficulties
- Conflicting ideologies
- Psychological factors

(continued on next page)



RIDE FOR THE BRAND

Security (continued)

Commonalities of those who have committed espionage:

- 1/3 of those who committed espionage were naturalized U.S citizens
- Nearly 85% passed information before being caught
- More than 1/3 of those who committed espionage had no security clearance
- Out of the 11 most recent cases, 90% used computers while conducting espionage and 2/3 used the internet to initiate it.

How to combat the Insider?

- Thorough background checks before an individual is hired
- Periodic refresher training
- By keeping your desktop log in secure
- By monitoring, responding and REPORTING suspicious or disruptive behavior to your FSO

Remember: You are the first line of defense against espionage! Help protect our nation's security by reporting any suspicious behavior that may be related to a potential compromise of classified information.

It is better to have reported overzealously than never to have reported at all. Report suspicious activity to your Insider Threat Program Official/Facility Security Officer at: tyer.tew@quickservicesllc.com

Calendar

Feb 2—Groundhog Day

Feb 20—President's Day

Mar 20— Daylight Savings Time Starts



If you have any ideas or items (blurbs or photos) for submission in the next issue of *Ride for the Brand* please send them to: pamela.golden@quickservicesllc.com.

RIDE FOR THE BRAND

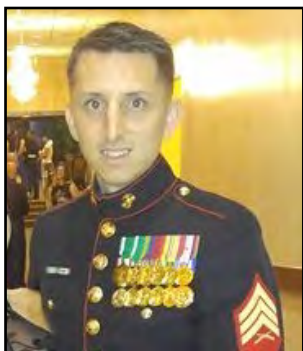
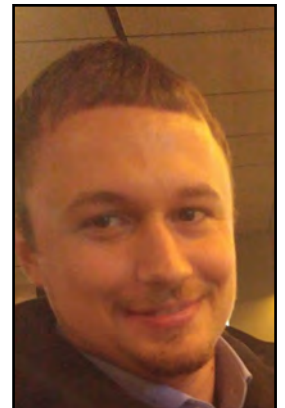
QSL HQ Team



Back Row L to R: Jason Sawyer, Bob Pixley, Mel Wick, Shaun Hartman, Mike McPeake, Bill Cronin, Tyler Tew. Front Row L to R: Alex Ruffino, Pamela Golden, Chris Canterbury, Frank Newell.

EMPLOYEE TRANSITIONS:

QSL is very pleased to introduce our new Facility Security Officer, **Tyler Tew**. He has worked in the industry for over four years and recently graduated from Campbell University with a Bachelors in Criminal Justice. Tyler was born and raised in Fayetteville, North Carolina and still lives there. He is a great asset and will help QSL reach long-term goals.



QSL Recruiter **Alex Ruffino** will be temporarily stepping away from his duties to attend the Marine Corps Warrant Officer Basic Course, to be appointed as an Intelligence Officer in the Marine Reserves. "It was a very competitive selection that without the support and job experience from QSL would not have happened," says Alex. We wish him the best!

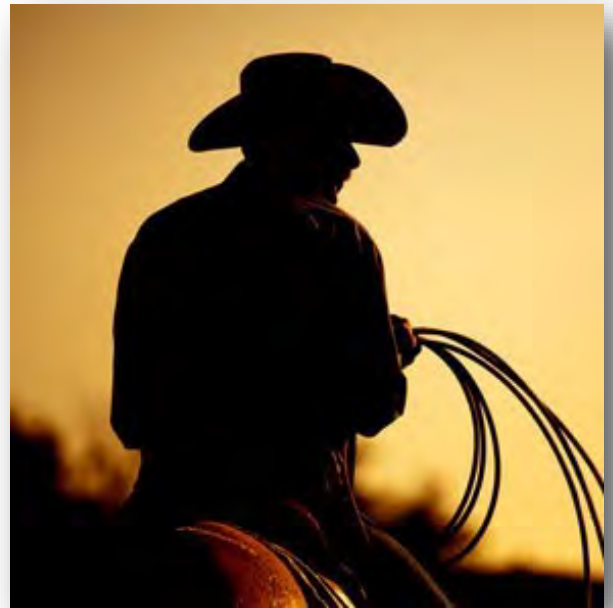


RIDE FOR THE BRAND

Code of the West

Right after QSL planted its flag in Cheyenne, Wyoming, we quickly learned that the Code of the West is a serious matter. The Code was adopted by QSL because it is consistent with our values:

- ◆ Live each day with pride
- ◆ When you make a promise, keep it
- ◆ Talk less and say more
- ◆ Remember that some things aren't for sale
- ◆ Know where to draw the line
- ◆ Take pride in your work
- ◆ Always finish what you start
- ◆ Do what has to be done
- ◆ Be tough, but fair
- ◆ Ride for the brand



Most of the Code is simple and self-explanatory with the exception of ride for the brand. Before adopting the Code, this line was researched specifically, only to learn there is no official definition. However, the meaning is well understood in the West. In essence, ride for the brand is an expression of loyalty to someone's employer. If someone didn't like the way their employer conducted affairs (meaning their brand), they were free to leave, but if they stayed, they gave loyalty and expected loyalty in return.

Because there is so much passion behind the QSL brand, we thought it was appropriate to adopt "Ride for the Brand" as our official tag line.

