



INSIDE THIS ISSUE

- BD Buzz
- New Contract Awards
- Our Impact, Our People
- 2025 CONUS/OCONUS Employees of the Year

As TJFACT enters its 17th year in business, we can't help but remember how fortunate we are to be celebrating this milestone and be able to show up for our customers.

To our partners, thank you for your trust in collaboration. We will continue to nurture existing relationships and hope to foster new, meaningful relationships.

To our people, our employees: we see your efforts. Whether your work is visible or happens behind the scenes, it plays a critical role in our collective success. Thank you for your consistency and the care you bring to your work each day.

TJFACT Leadership Team

TJFACT CORE VALUES

TJFACT CORE VALUES



DON'T BLANK THE CUSTOMER



TAKE CARE OF OUR EMPLOYEES



BE YOUR AUTHENTIC SELF



GIVE BACK TO THE COMMUNITY

TJFACT CORE VALUES

BD BUZZ

SHOWING UP MATTERS

Our team recently attended an event hosted by the National Contract Management Association (NCMA) Atlanta Chapter, reinforcing the value of being present, engaged, and connected within the government contracting community. By showing up, we strengthen relationships, exchange ideas, and stay informed on industry trends and best practices. These moments of connection help us grow individually and collectively, and remind us that meaningful progress starts with being in the room.



NCMA Atlanta



GOLD STANDARD IN VETERAN EMPLOYMENT

TJFACT is proud to announce we've been awarded the 2025 Gold HIRE Vets Medallion Award, the federal government's highest recognition for employers committed to recruiting, employing, and retaining veterans. As an SDVOSB, service is at the core of who we are, and this honor reflects our continued investment in meaningful career opportunities for those who have served. To our veterans—thank you for your leadership, dedication, and lasting impact.

NEW CONTRACT AWARDS

TJFACT has been awarded four new task orders supporting the Bureau of International Narcotics and Law Enforcement (INL), bringing our total to 51 task orders won to date. This milestone reflects the dedication, expertise, and teamwork of our staff. Thank you to everyone whose hard work continues to make these achievements possible.

51

EMPLOYEE SPOTLIGHT

OUR IMPACT OUR PEOPLE

More than a shoutout.

Joint Base Charleston Team U.S. Department of the Air Force

During the November government shutdown, the JBC team prioritized the customer and the military families we serve, living our core value: Don't Blank the Customer.



“ —

YOUR DEDICATION MINIMIZED DISRUPTION AND PROVIDED A MUCH-NEEDED SENSE OF STABILITY DURING AN UNCERTAIN TIME. YOUR EFFORTS SIGNIFICANTLY CONTRIBUTED TO THE WELL-BEING OF OUR AIRMEN.

STEPHEN L. LANIER, COLONEL, USAF COMMANDER



Additionally, Lead Coordinator Winema Sanders and Co-lead Coordinator Amanda Ptak were recognized for their planning of the Ombudsman Appreciation Ceremony, honoring Navy Ombudsmen for their vital support of command families, strengthened communication, and commitment to building resilience across the Navy community.



Brandon Kelly
Corporate Finance Supervisor

**CORPORATE
EMPLOYEE
OF THE YEAR**

Brandon consistently demonstrates outstanding teamwork and a commitment to excellence across TJFACT. As our go-to Costpoint expert, he drives efficiency, supports teams across departments, and approaches every challenge with a positive, solutions-focused mindset. His dedication, expertise, and willingness to go above and beyond make him a truly deserving Employee of the Year.

**OCONUS
CONTRACT
EMPLOYEE
OF THE YEAR**

Michael Saylor
Senior Network Structured Cabling Engineer
Department of State (DoS) DS IT

Michael exemplifies what it means to “Be the Dash” by turning complex challenges into mission-critical results. This year, he led a major communications and life-safety modernization at the Baghdad Embassy Compound, strengthening connectivity, emergency response capabilities, and long-term operational readiness. His leadership, technical expertise, and commitment to mission impact made a lasting difference for the entire community.

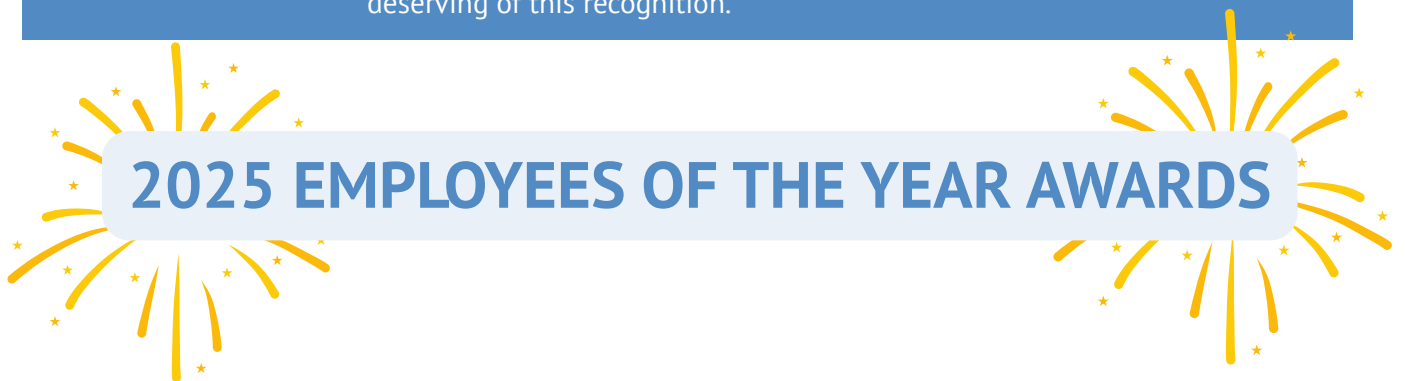


Diana Bindal
Program and Finance Manager
National Science Foundation (NSF) NNCO

**CONUS
CONTRACT
EMPLOYEE
OF THE YEAR**

Diana consistently exemplifies TJFACT’s core values of Don’t Blank the Customer and Take Care of Our Employees. As Onsite Program and Financial Manager, she ensured continuity, clear communication, and customer confidence during periods of change—while remaining a steady, supportive leader for her team. Her proactive approach, thoughtful decision-making, and commitment to recognizing her team’s hard work make her truly deserving of this recognition.

2025 EMPLOYEES OF THE YEAR AWARDS





SERVING OUR COMMUNITY



The holiday season is a reminder that service doesn't stop at the work we do—it shows up in how we care for others. This year, our team came together in meaningful ways to give back to the communities we serve.

At Thanksgiving, we partnered with Veterans Empowerment Organization (VEO) to provide and serve meals to veterans—honoring them in the same spirit of service they have shown our country. During the Christmas season, we extended that care by sponsoring six families, ensuring they experienced the joy of the holidays through thoughtfully selected gifts.

These moments reflect who we are at our core: a company rooted in gratitude, generosity, and service, during the holidays and beyond.



HR CORNER

BENEFITS UPDATE

Dental, Vision, and Life Insurance are now through UnitedHealthcare. Plan details can be accessed at myuhc.com.

W-2 ACCESS

W-2s are available in UKG. Please log in to access your documents.


UKG PROFILE UPDATE

Please log in to UKG and update your professional certifications and education.



EMPLOYEE REFERRAL PROGRAM
 What's better than *ONE*
 ROCKSTAR??
 TWO ROCKSTARS!!

We're always looking for great people to join the TJFACT team. If you know someone who would be a strong fit, send them our way and reach out to Danielle McClary, Corporate Supervisor of Recruiting, to learn more about our employee referral program. Great teams are built by great connections—yours could make the difference.

 dmclary@tjfact.com

A BRIEF MESSAGE FROM OUR SECURITY TEAM

As we move into 2026, please keep the following important security reminders in mind:



Security Reporting

Employee reporting requirements are a critical element of our security program. These requirements are designed both to protect employees and to counter potential foreign intelligence threats. For your reference, SEAD 3 Reporting Requirements can be found on the SharePoint Security Center.



Foreign Travel

All employees are required to report any planned foreign travel at least one week in advance. Foreign Travel briefings and Reporting Requirements are available on the SharePoint Security Center.



Mandatory Training Requirements

As part of our ongoing commitment to maintaining high standards and regulatory compliance, all cleared employees must complete mandatory security training. All employees must complete Cybersecurity Awareness and Controlled Unclassified Information.



Important Update Regarding Trainings

We can no longer accept mandatory training completed through other agencies (e.g., Department of State, Homeland Security). According to DCSA, these programs are not overseen or regulated by our Cognizant Security Office or governed by 32 CFR Part 117. As a result, we cannot verify that they meet DCSA-established standards. Going forward, all mandatory training must be completed through DCSA CDSE-approved courses only.

Please be on the lookout for mandatory training notifications throughout the year. Your continued support ensures that we remain compliant, resilient, and mission-ready.



For more information, contact our Security Team here: security@tjfact.com.