

Corporate Connection



ARES and Rothe Joint Venture Awarded the NASA Enterprise Multimedia and Integrated Technical Services (eMITS) Contract

ARES is thrilled to announce that the Rothe / ARES Joint Venture (ROAR) has been awarded the NASA Enterprise Multimedia and Integrated Technical Services (eMITS) contract. This highly competitive Cost-Plus Award Fee/Firm Fixed Price contract, valued at \$814 million, includes a one-year base and seven one-year options. As a small business under the Small Business Administration (SBA) All Small Mentor/Protégé Program, ROAR is comprised of Rothe Development, Inc. and ARES Technical Services Corporation.

According to Karen Wheeler-Hall, President of ROAR, "We are proud to have been selected by NASA for this important contract, and we look forward to supporting the Office of Chief Information Officer (OCIO) and Office of Communications (OCOMM) in their mission to transition multimedia and technical communications services to an Agency enterprise operation."

Congratulations!
eMITS

ROAR will provide Information Technology Management, Customer Collaboration and Support, Information Management, and Multimedia and Communication Services to all Center and Agency level customers under the eMITS contract. In addition, ROAR has partnered with MORI Associates, Abacus Technology, Analytical Mechanics Associates, and Banner Quality Management Inc. to provide a strong team to support NASA in this ambitious initiative.

"We are excited to collaborate with our esteemed subcontractors, MORI, Abacus, AMA, and BQMI on this contract," added Thomas P'Simer, ARES CEO. "Their expertise and resources enable us to deliver exceptional services and meet NASA's unique needs across the agency."

Transition

Integration

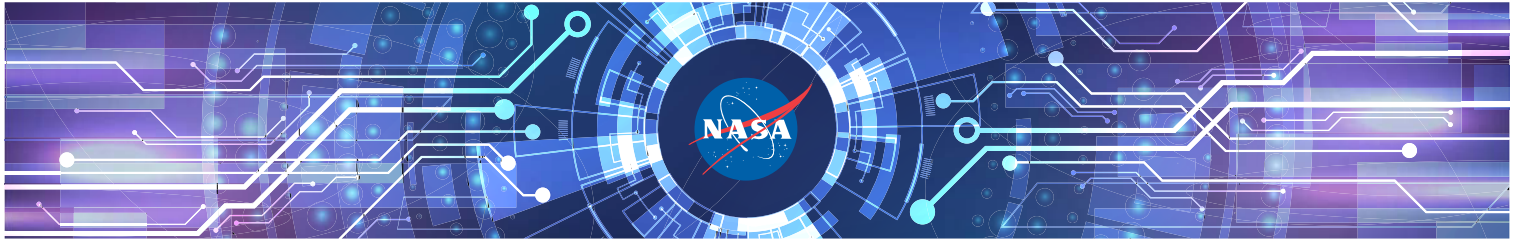
Optimization



In Case You Missed It - #ICYMI



NASA Awards Innovations, Partnership Support Services Agreements



January 2023: ARES, serving as a subcontractor to BryceTech as the prime, was awarded the NASA Space Technology Mission Directorate Early Stage Innovations and Partnership (ESIP) Support Services BPA. There were 6 awardees for this 5-year BPA, with a \$47.5M ceiling.

NASA's ESIP portfolio consists of 4 major programs (NIAC, STRG, PCC, and SBIR/STTR) and the Agency Tech Transfer program and Center Innovation Fund. The ESIP BPA is intended to provide a range of support services for ESIP Programs, including program operations management, strategic planning, organizational change management, service design, stakeholder engagement, and IT.

MDA QS All Hands and Award Ceremony

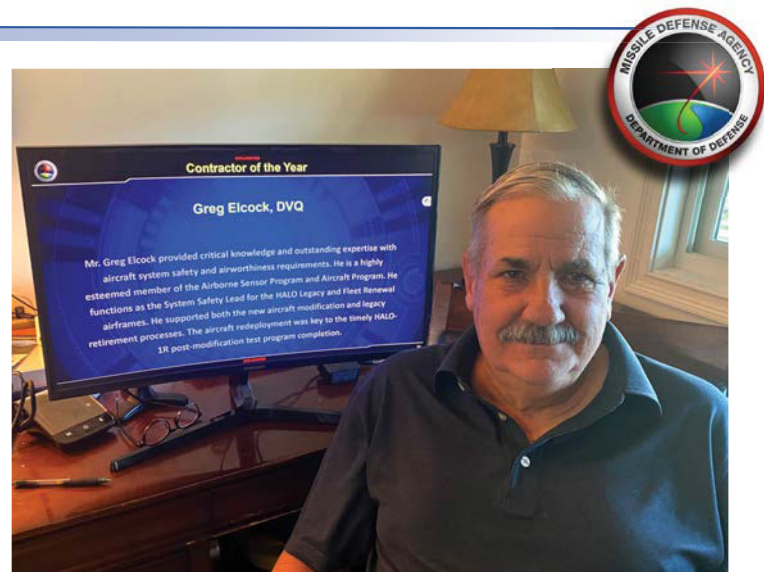
Several of our MDA Teams Next Safety Contract personnel received awards at the MDA QS All Hands and Annual Awards Ceremony held April 24, 2023.

- **Greg Elcock** received the Quality, Safety & Mission Assurance (QS) Contractor of the Year award for providing critical knowledge and outstanding expertise with aircraft system safety and airworthiness requirements. He is a highly esteemed member of the Airborne Sensor Program and Aircraft Program and functions as the System Safety Lead for the HALO Legacy and Fleet Renewal airframes. He supported both the new aircraft modification and legacy retirement processes. The aircraft redeployment was key to the timely HALO-1R post-modification test program completion.

- **Miranda Stanton** was recognized as the top Safety Contractor for providing outstanding leadership in support of the SBX-1 in-port maintenance period onsite in Pearl Harbor, HI. She supported the initial planning and coordination of maintenance tasks from multiple vessel stakeholders.



- **Joshua Nairn** and **Graham Strickland** received the Operations Safety Team award for addressing the environmental consequences of a hydraulic fluid spill on Missile Field 4 in a way that achieved



environmental compliance without impacting Missile Field 4 construction.

- **Niels Iversen**, along with our Kūpono subcontract personnel **Bruce Bundt**, **William Lathan**, and **Dean Nichols** received the Occupational Safety and Health Team award for identifying and abating potential hazards prior to their resulting in accidents. Their efforts resulted in MDA posting accident rates that out-performed the DoD and Federal Government rates and established MDA as a leader in accident prevention methodology.

***Congratulations to all
and thank you for your excellent work!***

"I'm a great believer in luck and I find the harder I work, the more I have of it."— Thomas Jefferson

Changes to Medicaid

As a result of the national pandemic, the Affordable Care Act gave individuals that were on Medicaid or elected Medicaid insurance protection a '**permanently enrolled status**' to ensure no American would lose coverage during that unforeseen time.

Beginning April 2023, and subsequent months to follow, Medicaid will be eliminating this protection and reinstating their normal restrictions for Medicaid eligibility.



CBD Advisory

Employees should be aware that using Cannabidiol (CBD) oil or products may result in positive drug tests and could put your position at risk. Although CBD and other hemp-derived compounds are not federally controlled substances under the 2018 Farm Bill, the FDA does not certify the level of THC in CBD products so the percentage of THC cannot be guaranteed. CBD products can contain enough THC to trigger a positive drug test for marijuana. In one study from 2017, an analysis of 48 CBD products revealed that less than one-third of the products had accurate labeling about their CBD concentration, and 21% contained THC.

As a reminder, the use of illegal drugs is not permissible under any circumstances, regardless of state and/or local laws; this includes the use of marijuana or products that contains THC for recreational and/or medical purposes. There is no legitimate medical explanation for a marijuana-positive test result other than a verified prescription for a few FDA-approved drugs.



Cleared personnel are required to self-report, in accordance with NISPOM, as adverse information if they have participated in the medical use of marijuana or use, possess, produce, process and/or distribute marijuana. This is a reminder particularly for employees residing in states that have enacted laws authorizing the use of medical marijuana or authorized a broader use of marijuana. But this self-reporting pertains to all cleared employees regardless of where you live.



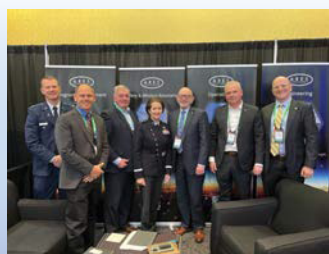
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NASA Goddard Space Flight Center Memorial Dinner



38th Space Symposium



RNASA - 35th annual National Space Trophy

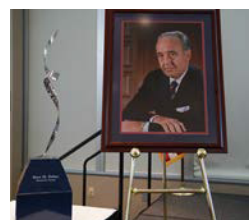


Trending News #aroundtown

In March, James Marden (Huntsville Office) flew out to California, having dinner with Niels Iversen at the Hitching Post where all VSFB Post-Launch events occur.



Back in April, our ARES Florida Office supported the Kennedy Space Center's Networking Fair where all the KSC prime contractors met with the small business community.



Members of the ARES Corporation Florida Office attended the 33rd annual Dr. Kurt H. Debus award dinner on the evening of March 25th at the Kennedy Space Center Visitor's Center, sponsored by the National Space Club Florida Committee.

How Our Employee Stock Ownership Plan (ESOP) Gets Stock to You

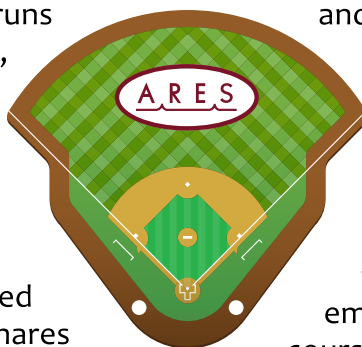
⓪ ESOPs can seem complicated, but their basic principles are really pretty simple. An ESOP is just a way for ARES to share our company value with you. ESOPs qualify the company for federal tax benefits and are governed by similar rules as 401k plans to ensure plans operate fairly for all participants.

⓪ In a way, ESOPs are like lots of games. They have rules that try to balance the incentives (having fun or even winning money) and being fair to all the players involved. A useful way to think about the rules for ESOPs is how much they are like a baseball game. Your goal as a player is to score runs by getting to home (in an ESOP, that's getting a distribution of what is in your ESOP account). Our goal as a team is to score more runs than the competition (or in a company, to make more money).

⓪ In baseball, the games are played in a park on a baseball field that is limited by certain rules (the bases are all separated by 90 feet, for instance). In an ESOP, the game is played within a trust—a place to hold your shares while the game is being played—that also has a lot of rules. The most important rules for you are when you get into the game, when you start accumulating stock, when you get a right to stock you cannot lose, and when you get paid. Think of these five things like joining the team, getting up to bat, getting on base, moving up bases, and getting paid.

⓪ Joining the team: This is like when you start a career at ARES. You are on the team, but that does not mean you get to play yet.

⓪ Getting up to bat: Getting up to bat means you are in the game. In an ESOP, that means you are now a participant in the plan. As a participant, you are eligible to get stock contributed to an account for you each time the company puts something in the ESOP trust. All active employees who are at least 21 years old and work at least 1,000 hours during a calendar year are automatically considered participants and are eligible to receive ESOP shares.



⓪ Getting on base: This is allocation. In baseball, batting isn't worth much unless you get on base. In an ESOP, you get on base when stock is allocated to you. The ESOP trust, which holds each employee-owner's stock, is divided into separate employee accounts. These accounts are similar to bank accounts—they record the amount of company stock in your name. The amount of stock allocated to your account each year is determined through a formula.

⓪ Moving up the bases: This is vesting. Getting to first or second base is fun, but being a base runner counts the most when you begin to make your way home. In an ESOP, moving up the bases and eventually heading home is called "vesting." Each year you work for ARES, you get the right to a larger percentage of what is in your account until, after five years, you are 100% vested. The reason for a vesting schedule is that one of the goals of ESOPs is to encourage employees to stay with the company. Of course, this is where an ESOP is not quite like baseball. In baseball, you only score when you get all the way home—getting to second or third is fun, but has no value. In an ESOP, each year you work gets you the right to a larger percentage of what is in your account.

⓪ Scoring: This is distribution. In an ESOP, you reach home when you cash in your ESOP account. This happens when you leave ARES. At that time, the company will buy your vested shares at their fair market value over a period of time. This market value is determined by an external auditor that specializes in ESOP valuations.

⓪ Playing the ESOP game means that you have an opportunity to score big with ARES. Over the years, your ESOP account can add up to a substantial nest egg. You and your fellow employees can help that nest egg grow by doing things to improve company performance. Best of all, just as in the major leagues, you don't pay to play the game. The team (ARES) buys the stock for you.

"There are far better things ahead than any we leave behind." — C.S. Lewis

43rd JSC FOD Chili Cookoff

ARES had a great time at the 43rd Johnson Space Center's Annual Chili Cook-off on Saturday April 8, 2023! We couldn't be prouder of our 1st place Showmanship award, our team's 9th first place finish. Thanks to all of our employees who came out and represented the ARESistable Team! See you all next year.



"We make a living by what we get. We make a life by what we give." — Winston S. Churchill



Marv LeBlanc Memorial Spring Fling Crawfish Broil



Another great ARES Houston Spring Fling on the books! We had a wonderful day eating all the crawfish, playing cornhole, and remembering former ARES employee Marv LeBlanc. Thanks to everyone who came by and helped us collect non-perishable items for local senior citizens. See you all next year!

