ChatGPT

Hiring Trends and BD Target Analysis

Hiring Trends by Customer Agency (Last 12 Months)

We analyzed all positions **staffed in the past year** (as recorded in Bullhorn screenshots) to identify hiring trends by **location** and **role category**, grouped by the customer agency. Below are heatmap visualizations and summaries for each major segment:

U.S. Air Force Programs (e.g. GDIT "Justified" Security Contract)
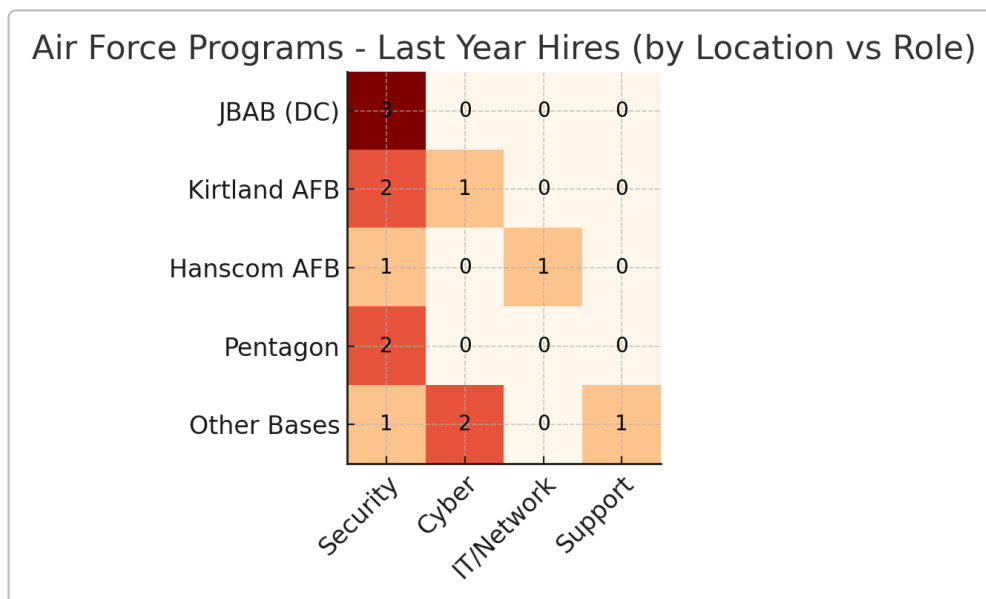
Heatmap: Air Force program hires by location (y-axis) vs. role category (x-axis) in the last year.

Air Force-related programs show a concentration of hires in **program security** roles at **Hanscom AFB (MA)**, **Kirtland AFB (NM)**, the **Pentagon (DC)**, and **Joint Base Anacostia–Bolling (JBAB, DC)** [1] [2] . Under the *"Justified"* contract supporting Air Force Special Access Programs security, we placed multiple **Activity Security Representatives (ASRs)** and **Program Security Reps (PSRs)** at those locations [2] [3] . For example, we staffed **ASR II/III positions at Hanscom AFB and JBAB** and a **PSR III at the Pentagon** [2] [3] . There is also a steady need for **cybersecurity personnel** (e.g. **ISSO** – Information Systems Security Officers) at Air Force sites like **Kirtland AFB** and **Schriever SFB** [4] [5] . Additionally, **IT support roles** (help desk, network admins) have been filled at **Hanscom** and **Colorado Springs** for Air Force IT programs [6] [7] . Overall, Air Force programs hiring through us skew toward **cleared security specialists** and **cyber/IT engineers** across major Air Force hubs.

U.S. Army & Joint DoD Programs (e.g. INSCOM IT, DISA GSMO II)
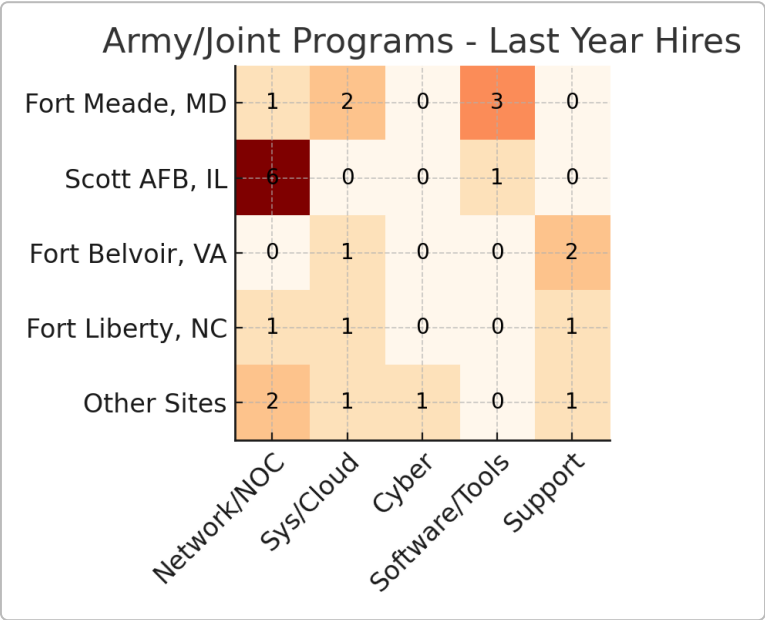
Heatmap: Army/Joint program hires by location vs. role category.

For Army and joint Defense programs, our hires cluster around **major network operations centers** and **Army bases**. Notably, we have heavy placement in **network engineering and NOC** (Network Operations Center) roles at **DISA** locations like **Scott AFB, IL** (DISA's GSMO II program) [8] [9] and **Fort Meade, MD** [10] [11]. On the **GSMO II contract** supporting DoD networks, we filled multiple **NOC Technician, Network Controller, and Network Engineer** slots at Scott AFB and Hill AFB [8] [11]. We also placed **ServiceNow developers and test engineers** at **Fort Meade** under GSMO II [8], reflecting demand for **enterprise IT tools expertise**. Army-specific IT programs (like GDIT's INSCOM IT support *"IT2S4"*) saw us staff **help desk and systems administrators** at **Fort Liberty (NC)** and **Fort Sam Houston (TX)** [12] [13]. We've also supported **Defense Enclave Services (DES)** by placing **desktop support technicians** at **Fort Belvoir, VA** [14]. In summary, Army/Joint agency work has centered on **network infrastructure roles**, **enterprise system admins**, and **IT service management** across key hubs (DISA's NOCs at Scott AFB, Fort Meade, etc., and Army intel/support centers) [15] [12].

U.S. Navy & USMC Programs (e.g. Leidos NGEN-SMIT)
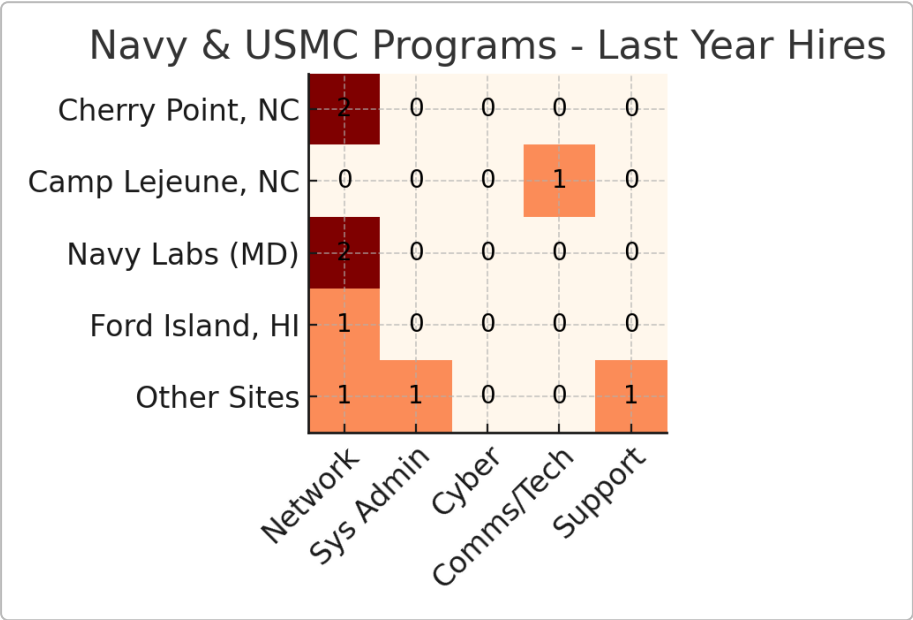
Heatmap: Navy & Marine Corps program hires by location vs. role category.

Our Navy/Marine Corps support has focused on the **NGEN-SMIT** enterprise network contract (Next-Gen Navy network) and related USMC IT programs. We've filled several **Network Operations** and **Tech Support** positions at Marine Corps bases like **MCAS Cherry Point, NC** and **Camp Lejeune, NC** [16] [17] . For example, we placed **NetOps Lead and Junior IT specialists at Cherry Point** to support the Navy-Marine Intranet [16] [17] . At **29 Palms, CA** and **Camp Lejeune**, we provided **communications technicians** (e.g. a VTC Specialist at Lejeune) and network specialists [17] [18] . Navy shore establishment sites have also seen hires: we placed **network engineers** at **NAVSEA warfare centers in Maryland** (e.g. Carderock and Indian Head) and an **Implementations Network Engineer** at **Ford Island, HI** [17] [19] . Additionally, under Navy contracts we staffed **senior system administrators** and **desktop support** in fleet concentration areas like **San Antonio, TX** and **Norfolk, VA** [20] [21] . These trends indicate our Navy/USMC work is strong in **networking and infrastructure** roles across both continental bases and a few OCONUS locations, aligning with NGEN's global scope.

Intelligence & Other DoD Programs (e.g. BICES, OSD, Coalition Networks)
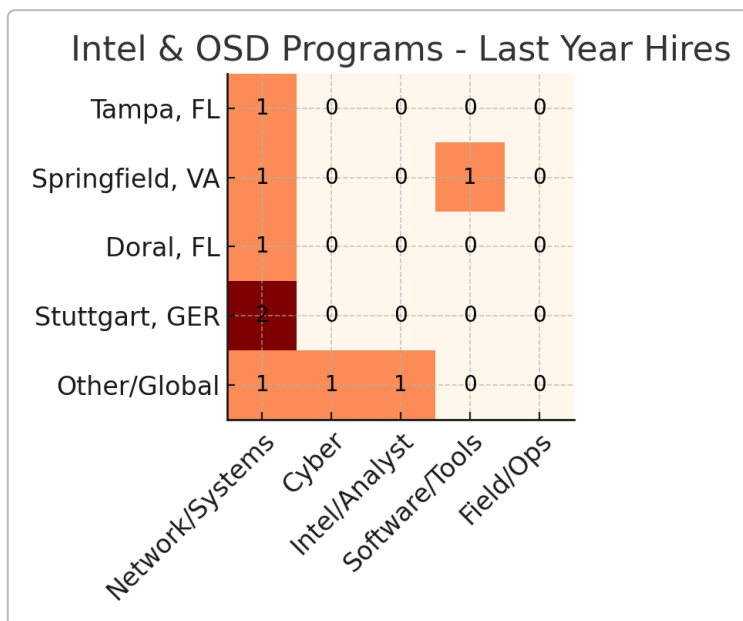
Heatmap: Intelligence community & OSD program hires by location vs. role category.

We have supported various **intelligence community and OSD** programs, with hiring focused on specialized locations. Notably, under the **BICES** program (Battlefield Information Collection and Exploitation System – a coalition intel network), we placed **Senior Network Engineers and Administrators** in **Springfield, VA** and **Tampa, FL**, and a **Systems Administrator** in **Doral, FL** (U.S. SOUTHCOM) [22] [23] . For example, we filled a **TS/SCI-cleared Network Engineer** role supporting BICES at **Norfolk and Springfield** [22] , and a **Senior Systems Administrator (RHEL)** for BICES at **Doral** [24] . We also supported CACI's overseas intel contracts – placing a **Field Service Engineer** and **UC SME** in **Stuttgart, Germany** (EUCOM) under the *"ITEMSS"* and *"VMOD Europe"* programs [25] [26] . Furthermore, we've provided **cyber engineers** and **analysis specialists** on intel projects (e.g. a Cyber Engineer in **Albuquerque, NM** supporting a DOE/ NNSA or AF intel program) [27] . These placements illustrate our capability in the **cleared cyber/network domain** for intel agencies, and our reach into **OCONUS locations** (Europe, PACOM) via programs like BICES and other coalition networks. We have a presence at strategic intel hubs (e.g. **Tampa for CENTCOM**, **Stuttgart for EUCOM**) and have filled niche roles like **FMV Analysts and Signals Analysts** supporting defense intelligence missions [28] [29] .

Summary: Across agencies, our staffing over the last year shows strengths in **cleared IT infrastructure**, **cybersecurity**, and **program security** roles. Air Force and **OSD/IC programs** leaned toward **security clearances and cyber** (ASRs, ISSOs), Army/DISA programs toward **network ops and cloud/enterprise IT**, and Navy/USMC toward **base network support and communications**. This diversified experience provides a robust foundation for pursuing new business in similar functional areas.

Top 20 BD Target Programs – Current Footprint & Insertion Strategy

Below we update the **Top 20 Business Development (BD) target programs** and contracts, noting where we **currently support** them and outlining potential **BD insertion paths** (especially for gaps). Each target is a major program (or prime contractor account) identified for growth:

1. **Air Force SAP Security Support ("Justified" – Prime: GDIT)** – **Current Support:** Yes. We are a key subcontractor on GDIT's Air Force Security Support Services IDIQ (code-named *"Justified"*) [30] [31] . In the past year we placed numerous **Activity Security Representatives (Levels II–III)** at Hanscom AFB, Kirtland AFB, JBAB, etc., under this program [1] [2] . Our team covers the **Program Security** function across multiple bases, handling personnel, info, and industrial security. **BD Path:** This strong performance gives us credibility to expand into related Air Force security programs. We should leverage our **existing Air Force contacts** (e.g. security managers at those bases) and GDIT's endorsement to win additional task orders. Also, as the contract enters option years, emphasize our **100% fill-rate** on cleared positions to secure more scope.

2. **WARHAWK Tactical Air Control Party Program (Prime: GDIT)** – **Current Support:** Limited. We filled a **Scrum Master** role for GDIT's WARHAWK software modernization effort (a battlefield comms system for TACP) [32] . This was a remote role supporting AFLCMC's development team. **BD Path:** Leverage this foothold by collecting **success metrics from the WARHAWK PM**. We can highlight our ability to supply cleared agile developers for command-and-control systems. Since WARHAWK ties into Special Operations and Air Combat Command, we should use our Scrum Master's positive impact as a case study to approach GDIT and the Air Force with offers to backfill any additional software engineering needs. Also, inquire if our Scrum Master's work unveiled any **adjacent needs** (e.g. DevOps, QA testing) where we could insert additional contractors.

3. **Mission Partner Environment / Coalition Networks (Prime: GDIT, Program: "MPCO")** – **Current Support:** Yes. We have supported GDIT's **Mission Partner Environment** contracts (MPCO), placing a **Telecom Engineering Specialist** in Springfield, VA and a **Network Administrator** in Tampa, FL [33] . These roles support the USAF's global coalition network mission (secure info-sharing among allies) [34] [35] . **BD Path:** Use our experience on coalition networks (NATO/partner sites) as proof of our expertise in **deployable secure communications**. As the Air Force awards the next Mission Partner Environment task orders, we should seek **past performance references** from our Springfield and Tampa supervisors. We also have staff with **TS/SCI clearances and NATO support experience**, which we can mention when bidding on new MPE contracts. If GDIT is incumbent, propose ourselves for any **small-business set-aside subtasks** – emphasizing that we already deliver on MPCO.

4. **Battlefield Information Collection & Exploitation System – BICES (Customer: OUSD(I); Prime: GDIT)** – **Current Support:** Yes. BICES is an OSD/Intelligence program, and we've filled multiple roles on GDIT's BICES team: e.g. **Senior Network Engineers in Tampa and Norfolk**, a **ServiceNow Systems Architect in Springfield, VA**, and a **Linux Systems Admin in Doral, FL** [22] [24] . These personnel support NATO and combatant command intelligence-sharing networks. **BD Path:** Highlight our **global deployment capability** – we provided cleared IT talent stateside and OCONUS (Germany, Korea) for BICES and related efforts [23] [25] . This positions us to bid on any expansions of BICES (like BICES-X). We should capitalize on our relationship with OUSD(I) stakeholders: e.g. request a **performance review letter from the BICES program office**. Also, monitor if the BICES contract is

recompeting – we could team with GDIT or others, armed with our **past performance** as a current contributor.

5. **INSCOM IT Support ("IT2S4" – Customer: Army INSCOM; Prime: GDIT)** – **Current Support:** Yes. Under GDIT/INSCOM's IT Support Services (IT2S4) contract, we've placed **Help Desk Specialists and System Administrators** at Army sites like Fort Liberty (Bragg), Fort Meade, and Fort Sam Houston [12] [36] . We also filled niche roles (Storage Admin, Network Tech) at these bases [37] . **BD Path:** Our track record with INSCOM's IT enterprise (and TS/SCI-cleared personnel on those help desks) is a selling point for future Army IT contracts. INSCOM is likely to recompete IT2S4 or launch similar vehicles – we should ensure we're included in GDIT's team for follow-ons. Also, consider **approaching INSCOM's small business office** to see if any portions can be carved out for direct award. We have on-site staff at Fort Belvoir and Fort Meade (INSCOM HQ and divisions) who can provide **warm introductions to government managers**, potentially leading to us prime smaller task orders (e.g. local IT support for INSCOM units).

6. **DAF Enterprise IT-as-a-Service (EITaaS) – Wave 1 "WITO" (Prime: CACI)** – **Current Support:** Yes. CACI's **AFNET-S EITaaS Wave 1 (WITO)** program is a major Air Force IT modernization effort [38] . We have been supporting CACI on this contract by supplying a **SQL Database Administrator**, **Linux Admin SME**, and **Service Desk techs** [39] . These roles support base infrastructure and operations under EITaaS. **BD Path:** Use our performance in WITO to position for **EITaaS Wave 2**. The Air Force is expanding "as-a-Service" models; our existing WITO team can serve as **referenceable SMEs**. We should ask CACI for a **teaming letter for future EITaaS bids**, highlighting that our personnel were critical in Wave 1 (e.g. stood up databases, ensured 24/7 service desk coverage). If Wave 2 introduces competition, we could even consider positioning ourselves as a **niche subcontractor to multiple primes**, given our proven pool of cleared IT admins experienced in Air Force networks.

7. **Base Infrastructure Modernization (BIM) – EITaaS IDIQ (Air Force; Prime: CACI)** – **Current Support:** Yes. We have contributed to CACI's efforts on the **EITaaS BIM contract**, including placing **Network Ops Engineers** and an **Operations Manager** covering overseas Air Force bases in **Korea and Japan** [40] [41] . These hires support the Asia-Pacific rollout of modernized base network infrastructure. **BD Path:** Emphasize our ability to **find cleared talent for OCONUS locations** – not every vendor can staff Korea/Japan billets, but we did. This makes us attractive for any BIM task orders involving overseas work. We should gather **success stories** (e.g. our Field Engineer in Korea rapidly resolved base network issues) and share them with the Air Force Program Office as part of our BD outreach. Additionally, as BIM moves into its next phases (additional task orders for more bases), we can upsell our **bench of network engineers with overseas clearances** to CACI or even other primes on the IDIQ, ensuring we're plugged in wherever the work goes.

8. **ITEMSS Contract (Intelligence Mission EUCOM Support – Prime: CACI)** – **Current Support:** Yes. We supported CACI's **ITEMSS** program by placing a **UC (Unified Comms) SME** with Secret clearance in **Stuttgart, Germany** [25] . This program likely serves EUCOM or AFRICOM intelligence support. **BD Path:** Our involvement in ITEMSS shows we can deliver on **high-technical, overseas intel support roles**. For insertion, we should leverage this past performance to approach EUCOM/JIOC or AFRICOM J2 stakeholders for similar requirements. If ITEMSS is up for renewal, we can highlight our Stuttgart hire's contribution to mission uptime as part of CACI's re-compete proposal. Moreover, we can identify **other small business gaps** on EUCOM contracts – for example, if CACI (or another prime) has trouble staffing certain Germany-based positions (clearances, language skills), we pitch

ourselves as the go-to provider. Our existing SME could also **refer us internally** to EUCOM managers for any upcoming needs outside of ITEMSS's scope.

9. **Global Secure Network (GSN) Support (Prime: CACI)** – **Current Support:** Yes. We have at least one key placement on CACI's GSN program – a **CSC/Network Engineer (Secret)** who handled worldwide travel for network setup [42] . GSN appears to be a global network support contract (possibly Special Operations or another agency). **BD Path:** Capitalize on the **flexibility and quick deployment** of our Network Engineer who traveled to support multiple sites. That demonstrates our **expeditionary hiring** capability. For BD, target any recompete or extension of GSN: ensure CACI knows that our consultant was a linchpin in covering difficult remote missions. If GSN has small-business requirements, propose expanding our share. Also, since GSN-type work overlaps with SOCOM and other DoD communications programs, we can approach those customers (SOCOM J6 or similar) referencing our GSN success. Essentially, parlay the *"have laptop, will travel"* story of our engineer into new contracts needing rapid fielding of IT talent.

10. **DISA Global Networks (GSM-O II – Prime: Leidos)** – **Current Support:** Yes. We are deeply engaged on **Leidos's GSMO II** contract for DISA [8] [11] . We placed dozens of personnel: **JRSS NOC techs, MDA network techs, SATCOM NOC techs, ServiceNow developers, Cyber Ops planners** and more across **Scott AFB, IL**, **Fort Meade, MD**, and even **Hill AFB, UT** [8] [11] . This has been one of our largest pipelines. **BD Path:** Use our extensive performance on GSM-O II as a showcase for handling **DoD enterprise networks**. The follow-on (GSM-O III or similar) will be competitive – we should secure **past performance testimonials from DISA managers** where our staff are assigned. Since Leidos is prime, we should position to stay on their team; concurrently, gauge if DISA might split some work to small business – if so, we can consider a prime bid on a niche portion (with Leidos's blessing, if not competing against them). Also, leverage our GSM-O II contacts: e.g. our NOC Manager at Scott AFB can likely introduce us to new DISA requirement owners (for emerging needs like Zero Trust or cloud networking), giving us an inside track on upcoming opportunities in the DISA arena.

11. **Navy NGEN-R / SMIT (Next Gen Enterprise Network – Prime: Leidos)** – **Current Support:** Yes. We have contributed significantly to **Leidos's NGEN-SMIT program** for the Navy–Marine Corps Intranet. Our placements include **NetOps leads and IT specialists** at **MCAS Cherry Point** and other USMC bases, plus **desktop support and system admins** at Navy sites [16] [17] . For instance, we filled a **NetOps Lead (Mid)** at Cherry Point and a **VTC support specialist** at Camp Lejeune [16] [18] . **BD Path:** Given NGEN's scale, our strategy is to **solidify our role as a key subcontractor** to Leidos (and Perspecta/GM as applicable) by emphasizing our ability to **staff base-level IT roles quickly, even in remote base locations**. We should collect metrics on how our hires improved service desk closure rates or network uptime. Present those in a **capability brief to the Navy PMW-205 office** (via Leidos). If any NGEN task orders are recompeted regionally, we can team with smaller primes using our past performance in those specific regions. Additionally, cultivate relationships with base communications officers (some of whom now know our people on site) – their positive feedback can help us **insert into other base support contracts** beyond NGEN.

12. **Defense Enclave Services (DES) – 4th Estate Networks (Prime: Leidos)** – **Current Support:** Yes. Leidos's DES program (consolidating DoD agency networks) is a newer win, and we have already placed **Desktop Support Technicians** at **Fort Belvoir** under this effort [14] . These technicians support IT for defense agencies as their networks merge. **BD Path:** Since DES will onboard many

DoD agencies in phases, we should poise ourselves to capture those upcoming needs. Our plan: highlight that our Fort Belvoir team has **experience with multiple 4th Estate environments** (since they likely handle disparate agency systems in transition). We should ask Leidos for a **subcontract expansion** as DES grows – possibly positioning us to handle entire agency carve-outs (e.g. "let us manage all the Tier I support for Agency X under DES"). If any agencies under DES have their **own small-business set-asides**, use our involvement as a springboard to bid on those directly. Also, ensure our current DES staff document lessons learned in these early stages, and turn that into a **white paper** we can share with prospective clients (demonstrating we understand the challenges of enterprise IT consolidation).

13. **Booz Allen Hamilton – Prime Contracts (Various)** – **Current Support:** *None.* Despite Booz Allen's large defense footprint, we have **no direct past performance with BAH** programs as of now [43] [44] . This is a major gap. **BD Path: Insertion into Booz Allen's sphere will rely on relationships.** First, identify any **current employees or contractors of ours who are ex-Booz Allen** – their connections can provide warm intros. We know Booz often primes analytical and consulting-heavy contracts (with minimal subcontracting), so a wedge tactic is to target a Booz-run program where they're **struggling with a technical staffing requirement**. For example, if Booz has a contract with a cyber or AI role unfilled for long, we can approach the Booz PM (through mutual contacts on LinkedIn or via our former Booz staff) and offer a candidate to **solve their pain point**. Another path is leveraging small business liaison programs: Booz, as a large prime, has small business goals – we should get in touch with Booz's **Small Business Partner manager** and showcase our cleared talent pool in niches Booz isn't deep in (e.g. low-level IT ops, rapid staffing of surge needs). By demonstrating we won't compete with their core consulting, but rather **complement** them by filling commodity tech roles quickly, we can get added as a subtier vendor on one of their contracts. Once we execute one success (even a backfill), we can expand that foothold. *Key strategy:* use any anecdotal info (e.g. a government client complaining that Booz is slow to fill a role) to position ourselves as the ready solution, and have a **polished capabilities statement geared towards Booz programs** to hand over in meetings.

14. **SAIC – Prime Contracts (Various)** – **Current Support:** Limited. While we do not have a large-scale engagement with SAIC, we have supported a few SAIC-led efforts indirectly – our **Fast Facts** mention supporting "primes across … SAIC" [45] [46] , likely through candidate placements. This suggests small past roles, but nothing major. **BD Path:** To insert with SAIC, we'll leverage our overlapping experience in domains SAIC focuses on. For instance, SAIC has big Army and DISA contracts; our success on similar programs (GSM-O, Army INSCOM) is **immediately relevant**. We should reach out to SAIC program managers in those areas (possibly through our contacts at DISA or Army who know both companies) and highlight how our staff on competitor programs achieved high fill-rates in key roles that SAIC also needs. Another approach: SAIC often pursues large IDIQs (like DLA JETS, NASA, etc.) – we can proactively propose a **teaming agreement** on upcoming bids where a SDVOSB partner boosts their score. Emphasize our **43-state active presence and cleared talent pool** as stated in our credentials [45] . Additionally, some of our former Leidos/GDIT hires may know counterparts at SAIC – use those peer-to-peer referrals to get informal calls with SAIC's recruiting or subcontracting leads. The goal is to become known as the small business who "helped Leidos/NG/ etc., why not us?" to key SAIC stakeholders, thus opening the door to sub work on one of their programs.

15. **BAE Systems – Prime Contracts (e.g. ICBM Sustainment, Logistics)** – **Current Support:** Minimal. We have **indirectly supported BAE Systems** programs by supplying talent on contracts where BAE is a prime or major sub [45] [46] . For instance, our embedded BD materials note supporting BAE's efforts in ICBM/logistics (BAE has a presence at Hill AFB for ICBM sustainment) [47] [48] . However, we haven't been a direct BAE subcontractor of note yet. **BD Path:** BAE's culture tends to stick with known partners, so insertion will require showcasing a **unique value or connection**. One angle: BAE is deeply involved in the **Sentinel GBSD program** and other Air Force programs where we have relevant experience. Notably, some of our personnel placed on Northrop contracts have **transitioned over to Sentinel (where BAE is a major subcontractor)** [49] . Those individuals can serve as ambassadors – if they work under BAE leadership now, they could introduce us or at least vouch for our talent delivery. Additionally, emphasize our **SDVOSB status and agility**: BAE has subcontracting targets and often needs rapid surge staffing (which big OEMs can struggle with). We can approach BAE's Small Business Office and the program managers we've met (e.g. through our Northrop network) to pitch how we can **backfill hard-to-hire cleared roles** on BAE's programs. For example, if BAE's Hill AFB team needs an extra RMF analyst quickly, we present a vetted candidate and offer a trial arrangement. Essentially, wedge in by being the **fast, low-risk option for niche roles** BAE might otherwise leave unfilled.

16. **Northrop Grumman** Sentinel **(GBSD) Program** – **Current Support:** *No direct contract yet.* Sentinel (Ground Based Strategic Deterrent) is a top target for us but we are not currently a subcontractor. **However, we have strong relevant past performance:** we've supported Northrop on closely related programs – e.g. **ICBM C2 (IBCS)**, **ground sustainment (SMORS)**, **cyber situational awareness (inSITE)**, and even **the Next-Gen Interceptor (NGI) missile** [50] [51] . In fact, **several engineers we placed on those programs have transitioned to work on Sentinel** [49] . **BD Path:** Leverage our Northrop past performance **"battle card"** [49] [52] when approaching Northrop's Sentinel program office. We should continue nurturing the relationships listed in our GBSD strategy guide – e.g. Small Business Liaison Officers and key IPT leads [53] [54] . A concrete insertion strategy is to offer **cleared candidates for critical hard-to-fill roles** on Sentinel. Our research shows hot needs in **model-based systems engineering, cybersecurity (ISSM/ISSO), and configuration management** on Sentinel [55] [56] . We can proactively source a few candidates (with current polygraphs or nuclear certifications) and present them to Northrop and its Tier-1 subs (Lockheed, Bechtel, etc. [57] [54]) as a way to get our foot in the door. Additionally, use our **existing Northrop relationships**: our contacts from NGI and SMORS can provide referrals to Sentinel hiring managers. The message should be: *"We've successfully delivered for Northrop on IBCS, SMORS, etc., and those personnel are now contributing to Sentinel – let us directly support Sentinel with more like them."* Back this pitch with data (e.g. retention rates, quick-fill stats) and we stand a good chance of a subcontract or staffing BPA for Sentinel.

17. **Northrop Grumman** Next-Gen Interceptor (NGI) **Program** – **Current Support:** Yes. We have a presence on NGI (the Missile Defense Agency's next-gen interceptor) as noted in our Northrop past performance: we supplied **MBSE leads and propulsion/flight engineers** in Huntsville, AL and Promontory, UT [58] [59] . **BD Path:** Maintain and expand this niche. With NGI moving into further test and development phases, Northrop and partners will need more specialized engineering support. Our strategy: use our current NGI engineers as **internal champions** – if they encounter understaffed areas on the program, have them tip us off. For example, if a sub-team at Promontory needs a thermal analyst, our on-site folks can alert us, and we rapidly propose a candidate. Also, since NGI is a multi-company effort (Aerojet, Raytheon involved), our involvement with Northrop

positions us to approach those other stakeholders (e.g. Aerojet Rocketdyne's team) with the claim that *"we're already supporting Northrop on NGI"*. This cross-pollination can net us subcontracts with multiple primes on the same program. Finally, ensure we have an active dialogue with Northrop's NGI program managers – even a quarterly check-in sharing how we've solved hiring challenges for them could prompt them to hand us more scope (perhaps converting what was a troubled direct hire req into a contractor provided by us).

18. **DLA JETS 2.0 (Defense Logistics Agency IT Services)** – **Current Support:** *None (new target).* DLA's JETS 2.0 contract is an upcoming multi-billion IT services vehicle. We have not worked on DLA programs yet, but JETS aligns with our expertise (help desk, network, software development in a defense context). **BD Path:** To get in, we should partner with a likely prime bidder (SAIC, Leidos, etc.) early, highlighting that our past performance covers **many JETS labor categories**. For instance, JETS requires enterprise IT support – we can cite our **43-state presence and cleared IT placements** as evidence we can handle DLA sites [45] [46] . Specifically, DLA has sites in regions where we've placed people (e.g. Fort Belvoir, Columbus, etc.), so we note that familiarity. Our plan: prepare a **mapping of our past roles to JETS labor categories** (as ChatGPT previously suggested) and include that in capability statements. Then engage DLA small business office and potential primes with this data. Even though we have no direct DLA work, demonstrating that *"we've done essentially this work for DISA, Army, etc."* can win us a subcontract. If teaming solidifies, we could even consider a joint venture for a portion of JETS. The key is early and targeted outreach, using our **existing contacts at DLA** (maybe via DISA or DoD channels) to learn where small businesses could contribute. Once JETS is awarded, if we're not on it initially, we will aggressively pursue **on-ramp opportunities** by marketing our ready pool of cleared IT specialists to the primes – showing we can instantly fill any gaps they have in execution.

19. **"IOSS" Intelligence Support Contract (Prime: Leidos)** – **Current Support:** *None direct.* Leidos's mention of **IOSS** in our records [60] indicates a program (possibly an Intelligence Community contract) where we have **no footprint yet**. It may involve intelligence operations support (e.g. analytic or security support for an agency like DIA or NSA). **BD Path:** Leverage adjacent experience from other intel programs to penetrate IOSS. If IOSS is, say, a DIA contract, we can use our BICES and inSITE credentials as analogous work [61] [49] . First, confirm what IOSS entails and which office manages it. Then, approach Leidos (or any teaming integrator) with our capabilities in relevant areas – for instance, if IOSS needs cyber intel analysts, point to our **FMV Analyst and Cyber Analyst placements** for other customers [28] [62] . Also, consider a **key hire strategy**: find a senior professional who formerly managed or worked on IOSS and bring them into our fold to lead capture – their insider knowledge could open doors. Since we have *"zero footprint"* here, focus on relationships: maybe someone at Leidos's intel group (with whom we worked on GSMO II or NGEN) can introduce us to the IOSS PM. Our message: *we're already trusted on other Leidos programs, let's extend that trust to IOSS.* Additionally, offer to take on a **pilot project or overflow work** – often big primes will let a small sub help on lower-tier tasks. Once we perform well on a small piece, we can grow our share.

20. **U.S. Health & Human Services (HHS) IT Programs** – **Current Support:** Limited. We see HHS noted in Leidos's portfolio [60] , and we did place a few roles that might be HHS-related (e.g. "Licensed Registration Authority" or "Tempest Analyst" in our list could be for a health agency) [63] . Our direct involvement with civilian health agencies is modest. **BD Path:** To expand into HHS (or broader civil sector) using our defense experience, we should highlight the **transferable skills**: cybersecurity,

cloud, infrastructure – all needed in HHS modernization. If Leidos or GDIT has HHS contracts (like CMS or NIH programs), we leverage our existing sub relationship to get in. Another tactic: target HHS's **small business programs** (e.g. HUBZone or SDVOSB set-asides). We can frame our experience with high-security systems (e.g. medical data security parallels our DoD cyber work) to bid on smaller contracts directly. Also utilize our **Veteran status** – HHS has initiatives for veteran-owned businesses, especially in areas like veterans' healthcare IT. Internally, identify any employee who worked at HHS or CDC and use them as a door-opener. The overall strategy is to take one of our core competencies (say, ServiceNow development which we did for DoD [8]) and pitch it to HHS OIG or HRSA where ServiceNow is equally needed, thereby bridging our way into new agency work through proven performance in another domain.

Conclusion: For each target program, we have either **established credentials** to solidify and expand our support, or a clear plan to **insert ourselves via relationships, niche strengths, and leveraging past successes**. By systematically addressing gaps (e.g. Booz Allen, IOSS) with the strategies above – warm introductions, demonstrating quick-turn capabilities, and aligning with customer needs – we increase our chances of converting these BD targets into tangible contract wins. We will continuously monitor where we have **zero footprint (like Booz Allen)** [44] and apply creative wedge tactics to change that, while also reinforcing areas where our experience is strongest to defend and grow our presence.

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