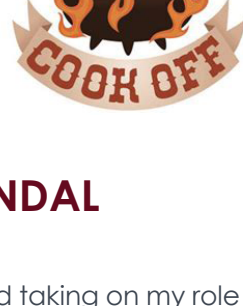


**CHARITABLE GIVING**

For the second year in a row, Omega Technical Services is supporting the **Area Churches Serving Together (ACTS)** in Aiken, SC. ACTS helps with food, clothing, medical assistance, utility assistance and other services including a transportation program to the local community. Some receive furniture and housewares and ACTS supports a Senior Food Program available to qualifying persons aged 60 and older on the 3rd Saturday of every month. Participants receive a monthly supplement of food and distributions in Aiken, Graniteville, Jackson and Wagener.

Omega is proud to support the veteran community at both the local and national levels. January donations were made to **American Legion** in Kingston, TN, to help offset the costs for the annual **Wreaths Across America** event. In addition, Omega Technical Services committed to a monthly donation to the **Wounded Warrior Project (WWP)** throughout 2024. The WWP has long served post 9/11 veterans, service members, and their families in a multitude of ways. We're very proud to support these American heroes and encourage all our teammates to volunteer their time or contribute to one of the many successful WWP efforts.



**UPCOMING CORPORATE EVENT**

The Omega corporate office is holding their 1st annual "Chili Cookoff" on Friday, 1/26/24!

**A NOTE FROM BILL TINDAL BE "IN THE MOMENT"**

Since my retirement from Y-12 and taking on my role with Omega, things in my life are different. A recent experience makes that point. Karen and I were walking through a Hobby Lobby store before Thanksgiving. She was looking for items to celebrate a coworker's birthday. While I had been in the store many times before, this time was different. While she was looking at party plates, streamers, candles, and inflatable signs, I found myself smiling and laughing. The more we walked through the store, the more I couldn't stop laughing to myself. For the first time, I noticed painting kits, classics like the magic 8 ball, nautical nick-nacks, unicorns, coat racks made from fake coral, pillows of all shapes sizes and colors, and signs you might put on a kid's door like "Beware - Dinosaur Inside!".

I had been through that store dozens of times before and never noticed all these hilarious items. Why was that day different? I was "In the Moment". Too many times in the past, I was preoccupied with work. Thinking through the stress of the day, what I had to do tomorrow (or at home tonight). Stresses don't go away for any of us, but they do change over time. My encouragement to you is to find a moment. Be in the moment. Put aside the things that are bothering you at that moment. And take a minute to see what you've been missing. I assure you that all those work and home stresses will still be there when you're done. But for just a few moments, find your peace... and maybe a mermaid crossing sign.

**TEAM SPOTLIGHT**

What is meant by **Human Resources**?

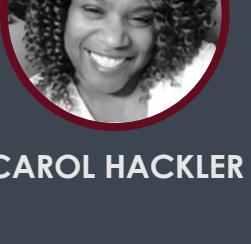
In simplest terms, **Human Resources** is a group who is responsible for managing the employee life cycle (i.e., recruiting, hiring, onboarding, training, and offboarding employees) and administering employee benefits. This team is known for employee engagement thereby giving the company a competitive advantage.

**Functions of Omega Human Resources:**

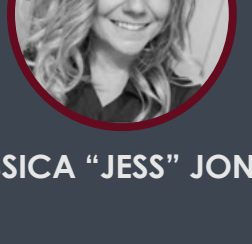
- Onboarding/Offboarding
- Develop/Implementing Company Policies and Practices
- Employee Representation/Liaison
- Employee Timekeeping/Expense Handling
- Benefits Coordination
- Performance Assessments
- Goals of HR:
- Ensuring consistent employee engagement- being open and transparent with employees about company goals, plans, and challenges
- Maintaining strong company culture
- Monitor employees' performance
- Provides professional and career development opportunities



CINDY LIGHT



CAROL HACKLER



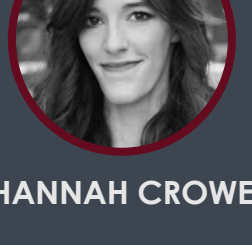
JESSICA "JESS" JONES



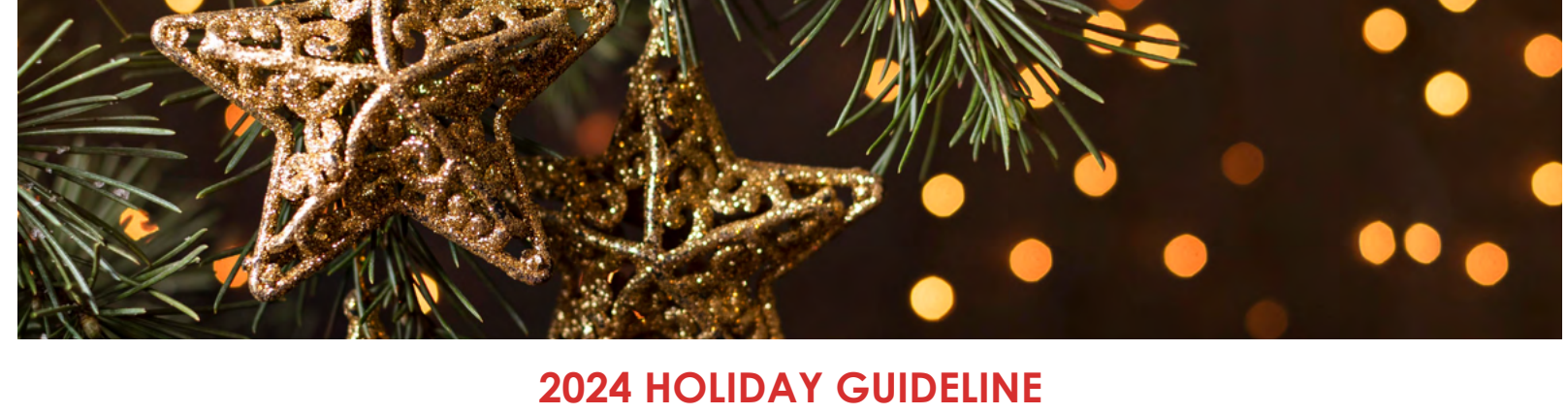
KENDRA DANIELS



CRYSTAL LOVE



HANNAH CROWE



**2024 HOLIDAY GUIDELINE**

The company will grant a maximum of 80 hours of Holiday pay at the beginning of the calendar year to all eligible employees for the following days:

**HOLIDAY**

- New Year's Day
- President's Day
- Memorial Day
- Floating Holiday
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day

**OBSERVANCE**

- Monday, January 1, 2024
- Monday, February 19, 2024
- Monday, May 27, 2024
- Thursday, July 4, 2024
- Monday, September 2, 2024
- Thursday, November 28, 2024
- Friday, November 29, 2024
- Tuesday, December 24, 2024
- Wednesday, December 25, 2024

The 10 holidays identified are normally compensated at 8 hours each. However, employees may observe 8 holidays at 10 hours each to comply with Client Schedules such as the 4 x 10 work week. In either case employees may not exceed a total of 80 hours holiday pay within the calendar year.

\* The floating holiday can be utilized, with manager approval, at any time throughout the calendar year for employees hired prior to July 15.

When a scheduled holiday falls on an employee's scheduled day off, then the employee must take either the previous or the next scheduled workday off as Holiday hours cannot be deferred.

If an hourly employee is required to work on a holiday the employee will be paid for both the holiday and hours worked. If a salaried employee is required to work on a holiday, the employee may take an equivalent number of hours off on the next scheduled workday.

Employees must work their regularly scheduled workday prior to and immediately following the holiday or be on a scheduled vacation to receive holiday pay.

Paid time off for holidays will not be counted as hours worked for the purpose of determining overtime.

\*Omega Corporate offices will be closed on the Holidays identified above.

**HOLIDAY PARTIES**



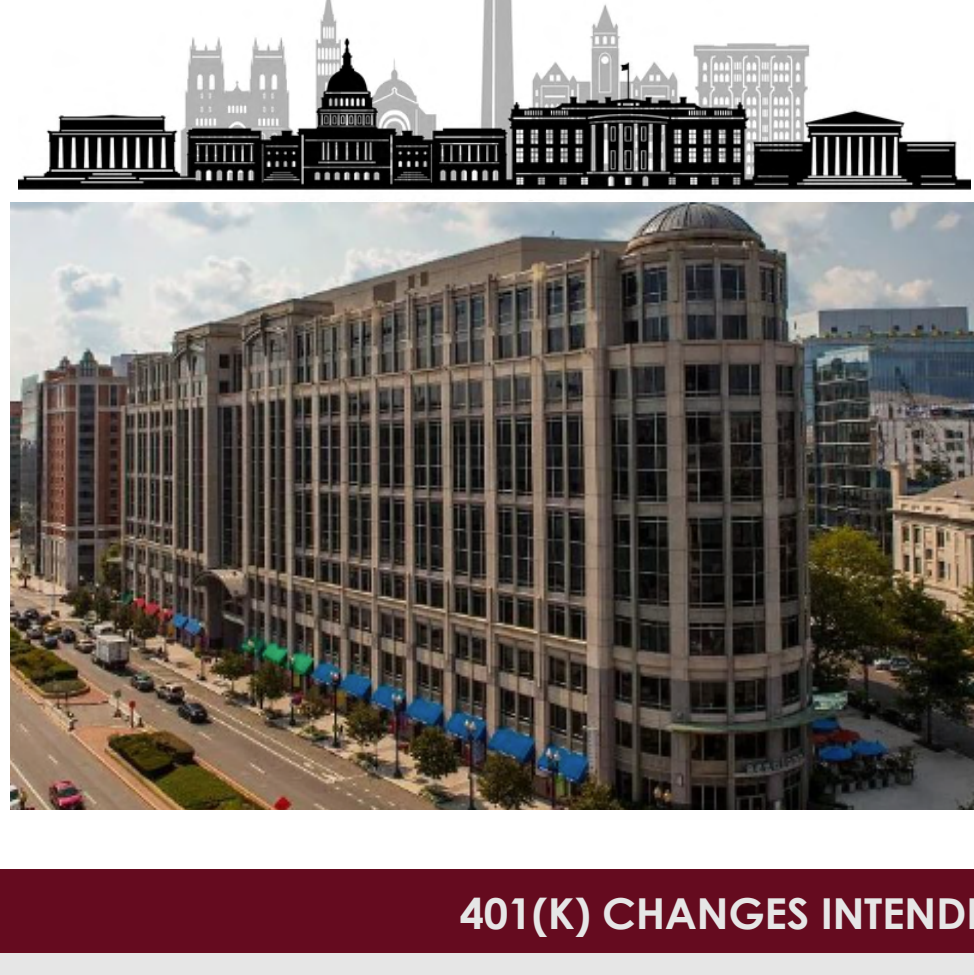
**MARTIN LUTHER KING DAY**



**WELCOME**

- Kendra Daniels - Corporate HR Generalist
- Christopher Dickey - Savannah River
- Gabriel Edwards - Savannah River

**THE ANNUAL NUCLEAR DETERRENCE**  
Jan. 31 - Feb. 2, 2024 | The Westin Washington, DC Downtown | Washington, DC SUMMIT



**ACCELERATING NUCLEAR MODERNIZATION**

3 OFFICES NATIONWIDE  
29 YEARS SERVING THE DOE  
200+ SUBJECT MATTER EXPERTS  
1,000+ COMPLETED CONTRACTS

OMEGA TECHNICAL SERVICES  
EXPERTS AT INTEGRATING NUCLEAR SAFETY, OPERATIONS, MAINTENANCE AND PROJECT EXECUTION

LEARN MORE AND CONTACT US!

**401(K) CHANGES INTENDED FOR 2024**

Pay Period 1/26/24  
Changes must be received no later than Wednesday January 17  
Return completed form through encrypted email by selecting "Options," "Encrypt," and "Do Not Forward" before sending. This protects the information from being shared with anyone other than the intended recipient.  
Send to [HR@OmegaTechServ.com](mailto:HR@OmegaTechServ.com)

**CAPITAL AMERICAN GROUP FUNDS**      **Paycheck Contribution Election 401(k) Plan**      1362455-01

Omega Consultants, Inc. 401k Plan      Use black or blue ink when completing this form. For questions regarding this form, visit the Web site at [myretirement.americantfunds.com](http://myretirement.americantfunds.com) or contact Service Center at 800-244-7771.

**A Participant Information**

Account Extension      Social Security Number (Must provide all 9 digits)

Last Name: \_\_\_\_\_ First Name: \_\_\_\_\_ M.I.: \_\_\_\_\_

**B Payroll Election(s)**

**Paycheck Contribution Election (Payroll Deductions)**

Select One:  None       Change       Stop

I elect to contribute to the Plan the following of my eligible compensation indicated below (per pay period):

Before Tax Contributions \$ \_\_\_\_\_ or \_\_\_\_\_ % (do not complete both) (up to \$23,000.00 or 1% - 100%)

Roth Contributions \$ \_\_\_\_\_ or \_\_\_\_\_ % (do not complete both) (up to \$23,000.00 or 1% - 100%)

Payroll Effective Date (mm/yyyy) \_\_\_\_\_ Date of Hire (mm/yyyy) \_\_\_\_\_

The total annual before-tax and Roth contributions cannot exceed \$23,000.00 of my eligible compensation in the 2024 tax year.

**Age 50 Catch-Up Election**

I elect to contribute to the Plan additional Age 50 Catch-Up amounts of my eligible compensation as indicated below (per pay period):

The total before-tax and Roth Age 50 Catch-Up amount cannot exceed \$7,500.00 of my eligible compensation in the 2024 tax year. I must be age 50 or older during this calendar year and I must be currently deferring the maximum amount allowable under the Internal Revenue Code and applicable regulations and/or my Plan. If I stop my deferrals and/or do not defer the maximum amount during this calendar year, the Age 50 Catch-Up amount I have elected to contribute will not be considered a Catch-Up deferral. The Catch-Up contributions will be allocated in the same manner as my regular contributions.

I elect to cancel my Catch-Up contribution election.

**C Signatures and Consent (Signatures must be on the line provided.)**

**Participant and Consent (Please sign on the Participant Signature line below.)**

My signature acknowledges that I have read, understand and agree to all pages of this form and affirms that all information that I have provided is true and correct. I also understand that:

- Until cancelled, suspended or I cease to be an eligible employee, all elections shall apply to all eligible compensation allowed by the Plan paid from the effective date specified unless a different effective date is required under the terms of the Plan and cancels all previous elections.
- If I am increasing or decreasing my payroll deductions, all existing future deferrals will be cancelled.
- I may change the amount of compensation contributed as allowed under the terms of the Plan.
- It is my responsibility to comply with any Internal Revenue Code deferral limits and that I may be responsible for any costs, including taxes and penalties that I may incur as a result of excess contributions.
- My Plan Administrator may take any action that may be necessary to ensure that my participation is in compliance with any applicable requirements of the Plan Document and the Internal Revenue Code.
- I authorize the payroll deduction as indicated on this form.

Any person who presents false or fraudulent information is subject to criminal and civil penalties.

Participant Signature \_\_\_\_\_ Date (Required) \_\_\_\_\_

A handwritten signature is required on this form. An electronic signature will not be accepted and will result in a significant delay.

Last Name \_\_\_\_\_ First Name \_\_\_\_\_ M.I. \_\_\_\_\_ Social Security Number \_\_\_\_\_

**C Signatures and Consent (Signatures must be on the line provided.)**

Authorized Plan Administrator Signature \_\_\_\_\_ Date (Required) \_\_\_\_\_

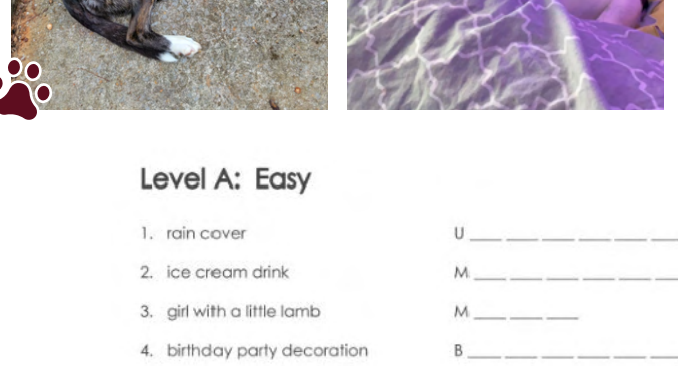
A handwritten signature is required on this form. An electronic signature will not be accepted and will result in a significant delay.

Print Full Name \_\_\_\_\_

**D Mailing Instructions:**

Participant Forward this Form to Employer  
Employer updates Payroll System

Keep an eye out for an Omega Virtual Town Hall with corporate leadership being planned in the first quarter of 2024!



**PET OF THE MONTH**  
Introducing January's pet of the month:  
**Ron Keeton's pup, Skittles!** Remember anyone can submit their pets to [hr@omegatechserv.com](mailto:hr@omegatechserv.com) for a chance to be selected next month and win a PetSmart gift card!



**BRAIN TEASER**  
First field and corporate employee to return completed puzzle to [hr@omegatechserv.com](mailto:hr@omegatechserv.com) gets \$20 Gift Card to Starbucks!

- Level A: Easy**
- rain cover \_\_\_\_\_ U \_\_\_\_\_
  - ice cream drink \_\_\_\_\_ M \_\_\_\_\_
  - girl with a little lamb \_\_\_\_\_ M \_\_\_\_\_
  - birthday party decoration \_\_\_\_\_ B \_\_\_\_\_
- Level B: Getting Tricky**
- five-pointed ocean critter \_\_\_\_\_ F \_\_\_\_\_
  - concrete pathway \_\_\_\_\_ L \_\_\_\_\_
  - electronic number finder \_\_\_\_\_ U \_\_\_\_\_
  - hopping animal \_\_\_\_\_ G \_\_\_\_\_
- Level C: Tough Ones**
- farmer's tool \_\_\_\_\_ A \_\_\_\_\_
  - European country \_\_\_\_\_ M \_\_\_\_\_
  - brand of car \_\_\_\_\_ T \_\_\_\_\_
  - keeper of treasure \_\_\_\_\_ E \_\_\_\_\_
- Level D: Absolutely Crazy**
- two-digit number \_\_\_\_\_ U \_\_\_\_\_
  - body parts \_\_\_\_\_ H \_\_\_\_\_
  - mythical animal \_\_\_\_\_ O \_\_\_\_\_
  - place in space \_\_\_\_\_ U \_\_\_\_\_