

LESSONS LEARNED

I encourage everyone to read the **U.S. Department of Justice press release** dated April 23rd, 2024, at the link below. The headline reads "Consolidated Nuclear Security Agrees to Pay \$18.4 Million to Settle False Claims Act Allegations of Timecard Fraud" and further states that "CNS has agreed to pay the United States \$18.4 million to settle allegations that, between July 1, 2014, and June 30, 2020, CNS knowingly submitted false claims to the National Nuclear Security Administration (NNSA) for time not worked at NNSA's Pantex Site near Amarillo, Texas."

Integrity is a core value of Omega Technical Services and we do not expect to ever discover that our employees would alter or falsify their work records. The work that we perform on behalf of our nation can immensely impact the public, our co-workers, or the environment, and therefore requires us to be held to the highest standards of trust and integrity. Please join me in reflecting on this example and rededicating ourselves to these ideals.

Tom Trapuzzano
Founder and Chief Executive Officer

Office of Public Affairs | Consolidated Nuclear Security Agrees to Pay \$18.4 Million to Settle False Claims Act Allegations of Timecard Fraud | United States Department of Justice

A NOTE FROM BILL TINDAL INTEGRITY – AN OMEGA VALUE

I'm proud to say that throughout my career, I've been able to work with anyone as long as they behave with integrity. Most definitions of integrity include a moral component. The example Tim writes about above shows why. Falsifying time is stealing. Period. It has no place in our business and shows both a lack of integrity and morality. What I'd like to highlight are the disagreements we sometimes see play out in the news. I enjoy debating issues with people who have strong convictions. A passionate debate about important issues is one of the things that make this a great country. But we need to avoid the trap of seeing

the other person as "wrong" or "bad." If I'm bit by a snake while hiking, I may be frustrated. But I shouldn't be angry with the snake. It's behaving with integrity. A colleague I once worked with had a terrible reputation for being hard to work with. I have to admit he could be very "direct" at times, and you certainly knew where he stood on a topic. Some people really liked working for him. Others didn't and they frequently found other departments to work in. My guess is that he was just fine with that. There were times when I disagreed with how he treated people. While I learned a great deal from him, I admit most of

what I learned was what not to do. That said, I was a man of great integrity. You could count on him to say what he thought. And if he made a commitment, he kept it. And if there's one value that is a foundation to many others it's integrity. Trust, transparency, and teamwork all require integrity as their foundation. So, remember when you have to work with someone that you'd rather not, focus on their integrity and your own. Let that be the foundation of your relationship.

BUSINESS SYSTEMS TRANSITIONS

Over the past six months, our business operations team has been working diligently to improve employee experience and customer service levels. To help ensure we are meeting the needs of our employees and the business, a thorough market assessment was conducted for our employee benefits broker, 401(k) recordkeeper and administrator, Human Resources Information System (HRIS) and payroll systems. The results of this assessment have led to the selection of new providers in all three areas.

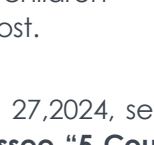
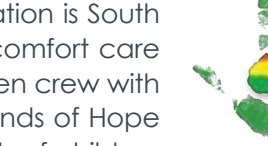
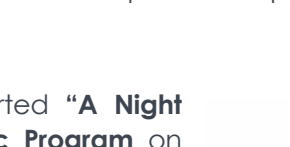
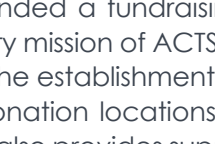
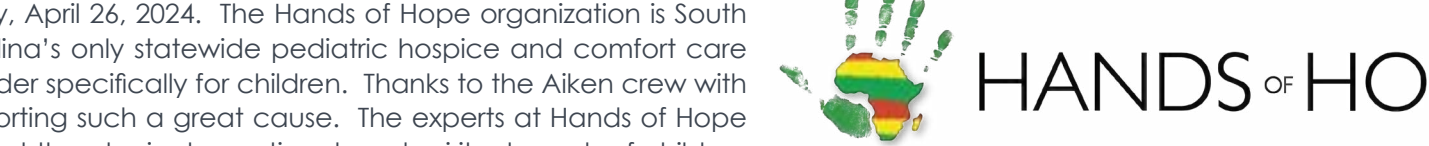
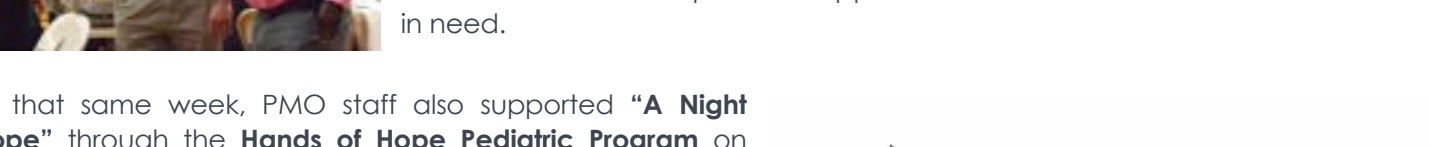
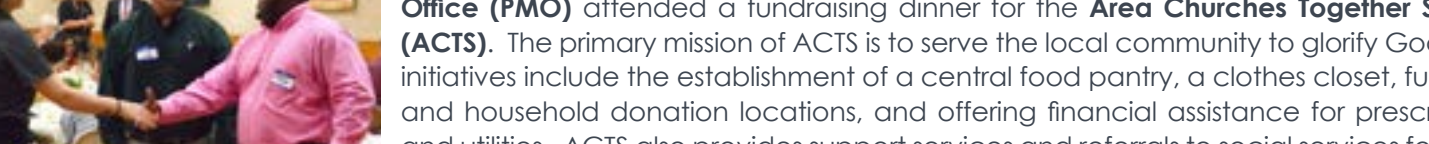
First, the implementation of **Arthur J Gallagher & Co.** as our benefits broker **has already started**. Gallagher is a large international benefits broker capable of providing tailored solutions as Omega grows and our needs change. In the short-term, this change will be transparent to our employees as none of our benefits packages will change. In the future, Gallagher will be able to help us improve our benefits offerings for health, dental, and vision insurance and develop an overall benefits package that differentiates Omega in the marketplace. Expect to hear more about Gallagher and how they will be supporting our employees in the coming months.

Second, we have selected **Fidelity** as our 401(k) recordkeeper and are on track to commence transition on **June 1st, 2024**. Fidelity was selected based on having outstanding mobile and web services, a full spectrum of employee investment support tools, and low management fees. Another exciting change to the 401(k) is the reduction of the waiting period for participation from six-months to three-months and monthly enrollments. Like the actions taken during the plan split last year, there will be a blackout period starting on or about **May 24th, 2024**. The duration of the blackout period will depend on the time needed to establish new accounts and transfer the data; however, this period should not extend past **June 30th, 2024**. All contributions will continue to be withheld and matched during the blackout period; however, you will not be able to make changes to your investments or allocations. Please check with your financial advisor to appropriately manage this risk. Participants will be notified of the specific blackout dates once they are known.

Finally, Omega is shifting our HRIS provider from ADP to **Paycom**. We expect this transition to be complete by **July 12th, 2024**. Paycom offers superior customer service, an easy-to-use mobile interface, and integration with our existing accounting system. What this means to our employees is better customer service, timely reconciliation of issues, and improved accuracy in processing payroll. You will hear more from us on this in the coming months. Paycom will be conducting employee training on the software and the mobile app to ensure you are ready to go from day one.

We are excited about the changes that are occurring and look forward to the improvements in employee support and service that were the driving force for our decisions. If you have questions, please do not hesitate to contact our HR department at HR@omegatechserv.com. Although we have several initiatives ongoing at the same time, we have a high degree of confidence with these changes. Rest assured that we will continue to prioritize the needs of our employees to make these transitions as seamless as possible.

Business Systems 90 Day Transformation Plan



THE 2024 EMPLOYEE HANDBOOK IS HERE!
Be on the lookout for an email from HR requesting electronic signature of acknowledgement through ADP is due **May 31**.

CHARITABLE GIVING



The Omega family was busy volunteering and serving the community during the month of April. On Tuesday, April 23, 2024, members of the **Aiken Project Management Office (PMO)** attended a fundraising dinner for the **Area Churches Together Serving (ACTS)**. The primary mission of ACTS is to serve the local community to glorify God. Their initiatives include the establishment of a central food pantry, a clothes closet, furniture, and household donation locations, and offering financial assistance for rent and utilities. ACTS also provides support services and referrals to social services for those in need.

Later that same week, PMO staff also supported **"A Night of Hope"** through the **Hands of Hope Pediatric Program** on Friday, April 26, 2024. The Hands of Hope organization is South Carolina's only statewide pediatric hospice and comfort care provider specifically for children. Thanks to the Aiken crew with supporting such a great cause. The experts of Hands of Hope support the physical, emotional, and spiritual needs of children and their families so they can focus on what matters most.



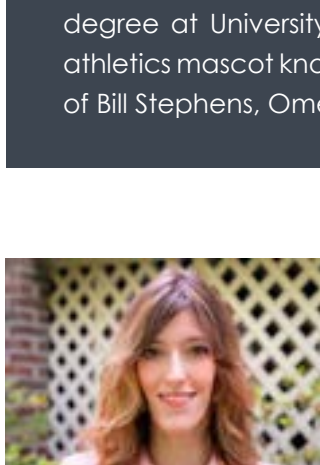
HANDS OF HOPE



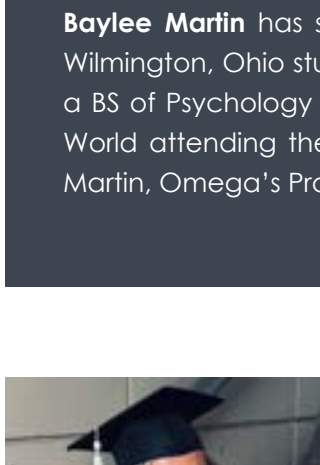
On Saturday, April 27, 2024, several members of the Omega staff participated in the **Alzheimer's Tennessee "5 County Walk"** in Clinton, Tennessee. The money raised by our owners and employees will support Alzheimer's programs and research initiatives including family counseling, care-planning, adult day services, and caregiver training. Alzheimer's Tennessee serves as a much-needed advocate at the local, state, and national levels to improve dementia care and services, increase access to community-based care, and enhance the quality of care in residential settings. It was not only a great day to volunteer to serve this great organization but also to build upon the camaraderie of the Omega team!



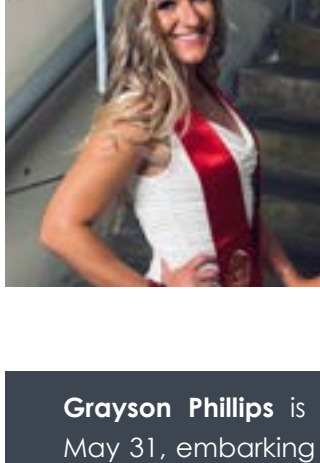
2024 GRADUATE SPOTLIGHT



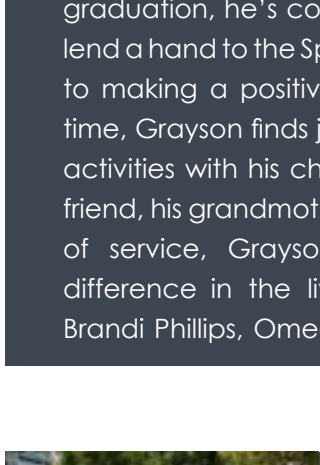
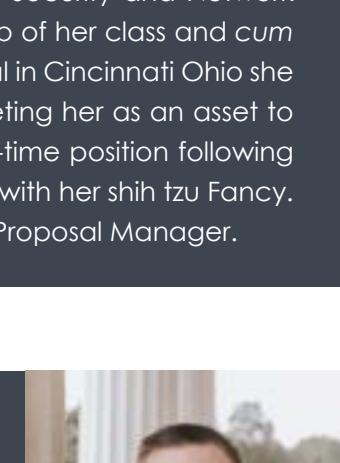
Wesley Clark is graduating from Valwood high school in Voldasta, GA in the top 5% of his class. He has been accepted at Georgia Tech and will be attending this fall with a major in chemical engineering. He enjoys sports and farming. He played soccer and scored the highest grade on the SAT 1470 and is receiving a scholarship from PCA. Wesley is the grandson of Pete Boyzuick, Omega's SME for the SRPPF project.



Hannah Crowe is graduating May 18 from the University of Tennessee *summa cum laude* Bachelor of Fine Arts. She is actively pursuing a career in graphic design and plans to expand her artistic practice through an online store. Among sculpting, painting, printmaking, and design, her other passions include watching comedies with her family and singing with her bird. Hannah has been Omega's graphic designer since 2022.



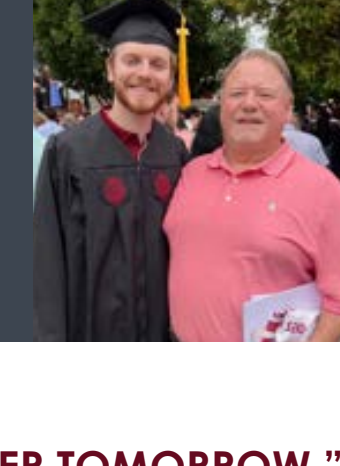
Baylee Martin has spent her college career at Wilmington College in Wilmington, Ohio studying Psychology. Baylee will graduate in May with a BS of Psychology and plans to spend time in Orlando at Walt Disney World attending the College Program. Haley is the daughter of Sarah Martin, Omega's Proposal Manager.



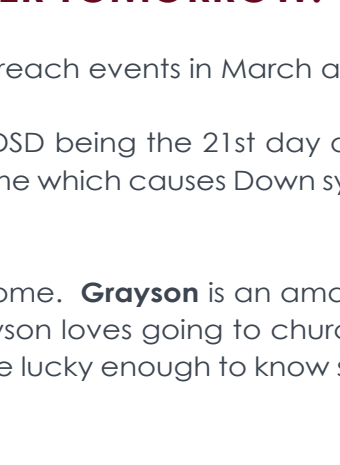
Haley Mason has spent the last several years at the University of Cincinnati completing a double major in Cyber Security and Network Administration. Haley completed her degrees top of her class and *cum laude*. During her internship at American Financial in Cincinnati Ohio she was able to gain the knowledge and skill, marketing her as an asset to the company enough so, they offered her a full-time position following graduation. Haley currently resides in Cincinnati with her shih tzu Fanny. Haley is the daughter of Sarah Martin, Omega's Proposal Manager.



Grayson Phillips is graduating from Midland Valley High School on May 31, embarking on a journey that speaks to his servant heart. Post-graduation, he's committed to returning to Midland Valley, where he'll lend a hand to the Special Education teacher, embodying his dedication to making a positive impact on his community and peers. In his free time, Grayson finds joy in listening to music of all genres, participating in activities with his church, and spending time with and helping his best friend, his grandmother. With a heart brimming with empathy and a spirit of service, Grayson is and will continue to make a meaningful difference in the lives of those around him. Grayson is the son of Brandi Phillips, Omega's Technical Recruiter.



Chance Strauss graduated from the University of South Carolina with *summa cum laude* Honors with a Bachelor of Science in Biology on a Pre-Med track. Chance is the son of Reggie Strauss, Omega's Senior Area Project Manager.



"BE THE CHANGE. ADVOCATE TODAY FOR A BETTER TOMORROW."

The **Omega Technical Services'** recruiting team participated in two exciting outreach events in March and April.

March 21, 2024, was **World Down Syndrome Day (WDSD)** and is selected for WDSD being the 21st day of the 3rd month signifying the uniqueness of the triplication (trisomy) of the 21st chromosome which causes Down syndrome. The 2024 theme was "End the Stereotypes."

Brandi Phillips, our Technical Recruiter, has a 17-year-old son with Down's syndrome. **Grayson** is an amazing and talented young man who loves to sing, play his guitar, and listen to music. Grayson loves going to church, going out to eat (especially Mexican food) and literally never meets a stranger. If you're lucky enough to know someone like Grayson, you're lucky enough.

In honor of Grayson, and the hundreds of thousands of individuals who have Down's syndrome we "rocked our crazy socks" on March 21st to help raise awareness. When the global Down syndrome community speaks up together, we are louder and prouder!

Also, on Thursday, April 4th, the Omega Technical Services' recruiting team rolled up their sleeves and volunteered with **Clean Up Aiken**. This non-profit organization promotes a "Stop Roadside Litter" awareness campaign. Over 1,300 individuals support this local initiative and Omega was proud to be part of this community wide effort. Jacquelyn Kane, Omega's Director of Talent Acquisition stated, "Contributing to our local community is not just a responsibility; it's an opportunity to foster unity, create positive change, and enrich the lives of those around us. Together, let's invest our time, resources, and energy into making our community a better place for where we work and live."



HISTORY, FACTS, AND UPCOMING EVENTS

- 5/3 Cinco de Mayo
- 5/12 Mother's Day
- 5/23 Omega Advisory Board Meeting
- 5/27 Memorial Day Holiday
- 5/28 Armed Forces Day
- 5/29-30 Tennessee Valley Corridor Summit

OMEGA STORE

Go Live date for the website is **Wednesday May 1st**

We are thrilled to announce the launch of our very own **company store!** After months of hard work and dedication, we are finally ready to unveil this exciting addition to our business.

The company store will offer a wide range of products, including **branded merchandise, protective equipment, and other essential items**. This store is not only a convenient way for employees to access company-related products, but it also serves as a reflection of our brand and values.

- We believe that the company store will not only enhance the overall employee experience but also strengthen our company culture. It is a one-stop shop for all things related to our company, and we are confident that it will be a valuable resource for all employees.
- In addition to providing easy access to company products, the store will also serve as a platform for showcasing new releases, promotions, and special offers. We are committed to continuously updating and expanding our product range to meet the needs and preferences of our employees.

We encourage all employees to visit the **Omega Company Store** and explore the exciting products and offerings available. Your support and **feedback** are invaluable as we strive to make the store a success.

Thank you for your continued support and enthusiasm!



MAY IS MENTAL HEALTH MONTH MOVE FOR BETTER MENTAL HEALTH!

Being active offers numerous benefits for your mental health. In fact, individuals who engage in moderate exercise for 20 minutes a day, five days a week, have a 43% lower risk of major depression compared to non-exercisers.

- Discover activities you enjoy.**
It could be gardening in the evening, starting your day with a jog, riding a bike or playing basketball with your children after school.
- Seek assistance from your healthcare provider.**
They can help you set goals, design a plan that fits your capabilities and offer suggestions tailored to your needs.
- Reframe your thinking.**
Don't think of exercise as a chore, but rather as means to improve your overall wellbeing. Anticipate setbacks and obstacles. Keep at it to reap the benefits!



For more information, scan the QR code to visit your Employee Assistance Program member website, Member.MagellanHealthcare.com, or call 1-800-356-7089 (TTY 711).

Exciting news! Magellan Healthcare's evidence-based Digital Emotional Wellbeing program, powered by **NeuroFlow**, now includes two new digital cognitive behavioral therapy modules:

- ThinkHero for children (ages 6-12)
- ThinkWarrior for teens (ages 13-17)

With so many youth struggling with their mental health and unable to get the support they need, these new tools will help them thrive. Both programs are available in the NeuroFlow app and empower children and teens to overcome anxiety and foster self-empowerment.

EAP MONTHLY WEBINARS

CHANGING YOUR PERCEPTIONS TO POSITIVELY IMPACT YOUR WELLBEING | May 8

BALANCING YOUR FINANCIAL & EMOTIONAL WELL-BEING | May 14

Join this webinar to:

- Define perceptions.
- Describe how perceptions influence our emotions.
- Identify tips to change your perception to improve emotional wellbeing.
- Stress is something we all experience. Financial AND emotional strains are both common, and often appear together, and can significantly influence our lives. Successfully reducing these stressors is key to overall wellness. We'll walk through several financial and emotional challenges and offer tips on how to manage them. We'll also talk about how to work with resources and how professionals can help.

[Register here](#)

[Register here: 11 AM CT | 2 PM CT](#)



PET OF THE MONTH

Introducing May's pet of the month: **"Shakira"** is the official mascot of the **Aiken Project Management Office (PMO)** and has been a member of their team since 2023. Shakira's favorite activities include greeting visitors, playing hide and seek in her moss ball plants, and hanging out with her "tank mate" Gary, the Nerite snail. When Shakira isn't busy with her hobbies, she enjoys hanging out on her Beta hammock.