

CHARITABLE GIVING

9TH ANNUAL PLAY FORE KENNEDY AND LINCOLN

Omega Technical Services is proud to partner with Turnkey Technical Services in sponsoring the Kennedy Ladd Foundation over the next three years. We will be sponsoring their annual **Play Fore Kennedy and Lincoln Golf Tournament, Pictures with Santa, Run for A-Rare-Ness, and Waffle for a Cure**. By participating in these four events, Omega will ensure the KLF continues to grow and reach their financial goals.

The **Kennedy Ladd Foundation**, a 501(c)(3) nonprofit organization, was established in honor of **Kennedy and Lincoln** who suffer from **MPS1Hurler Syndrome**, a rare genetic disease with approximately 1,100 cases worldwide. The KL Foundation has three primary goals:

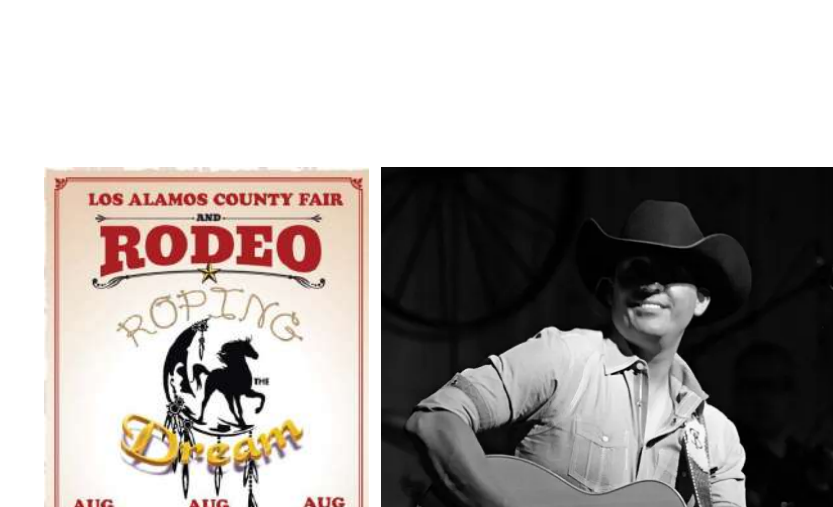
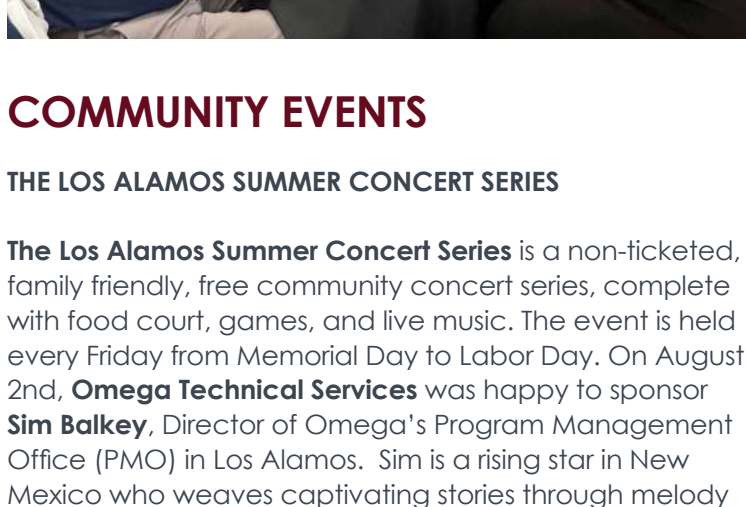


- Provide children with MPS1 on an Apple iPad, case, gift card, and screen protector for **communication, education, distraction, and entertainment** during extended hospital stays and numerous doctor appointments
- Fund research for a cure and better treatment options for MPS1. Most recently, KLF committed to donating **\$225,000 over five years** to the **University of Minnesota Pediatrics Hospital - MHealth Fairview**
- Bring **HOPE (Helping One Person Everyday)** to families affected by MPS1

You can learn more about the foundation by going to www.kennedyladd.org.

THE DOVE AWARDS

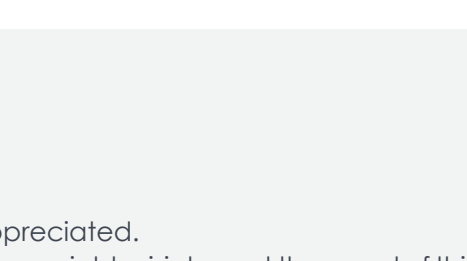
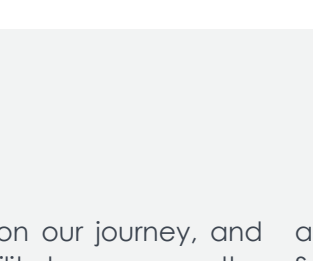
Omega Technical Services was proud to be a corporate sponsor at the **2024 Dove Awards** on July 26. This annual banquet honors community members who have demonstrated exceptional support for individuals with intellectual and developmental disabilities (I/DD). Additionally, the event serves as a fundraising opportunity to further their impactful work.



COMMUNITY EVENTS

THE LOS ALAMOS SUMMER CONCERT SERIES

The **Los Alamos Summer Concert Series** is a non-ticketed, family friendly, free community concert series, complete with food court, games, and live music. The event is held every Friday from Memorial Day to Labor Day. On August 2nd, **Omega Technical Services** was happy to sponsor **Sim Balkey**, Director of Omega's Program Management Office (PMO) in Los Alamos. Sim is a rising star in New Mexico who weaves captivating stories through melody and lyric. Drawing inspiration from artists like Justin Moore and Gary Allen, he has crafted a unique sound—a modern twist on traditional country music. Sim describes it as 'George Strait vocals over an Eric Church track.'



A NOTE FROM BILL TINDAL

TEAMWORK – AN OMEGA VALUE

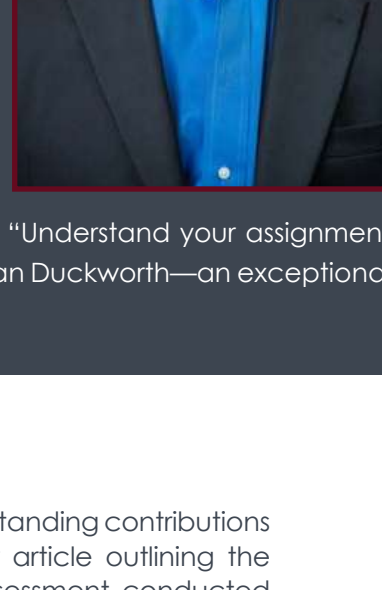
Several years ago, I had the opportunity to go whitewater rafting with some fellow Boy Scout leaders. I was a bit younger and fitter than I am now. It was a beautiful West Virginia day with blue skies and very cold water. The water was cold enough that in addition to our paddle and life jacket we all wore wet suits. As is typical, the rafting company provided a guide for our raft. Ours happened to be a nice young lady whose appearance matched our lovely surroundings. It was a great day. As we began rafting, the guide provided a bit of training. There would

be several rapids on our journey, and we needed the ability to maneuver the raft through several fields of boulders. I took my paddling very seriously and gave maximum effort. In my mind I was thinking how impressed the guide must be at my paddling skills. I was pretty happy with myself. But rather than getting a nod of approval, she was firing dirty looks at me. After a while, she said to me in a very direct but country tone, "You need to quit. Paddle WITH everyone. I'm having to fight you to keep the raft straight!" Turns out my aggressive paddling was not

appreciated. Some might misinterpret the moral of this story to be to lower your effort to match your colleagues. That's certainly not the point. The real point is to be aware of your surroundings and how your effort fits into the team. Understanding the team goal and your role in it is essential to any team. Simply "doing your thing" without paying attention to your teammates misses the opportunity to create something bigger than yourself. And you've got a good chance of making the team go in circles.

EMPLOYEE SPOTLIGHT

This month, we turn the spotlight on **Ivan Duckworth**. Ivan is currently a Readiness Team Lead for Omega at Savannah River Plutonium Processing Facility (SRPPF) project. Starting as a Master Plumber, he steadily climbed the ladder within the Savannah River Site (SRS) organization. His trajectory led him from operations management in the SRS canyon facilities to overseeing high-level waste facilities. Later, he assumed the role of a Department of Energy (DOE) field representative at the Salt Waste Processing Facility.



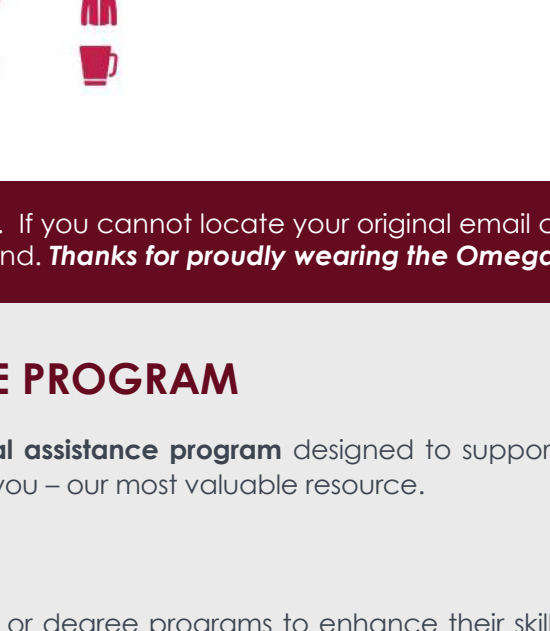
As a consultant, he plays a pivotal role in integrating the Salt Waste Processing Facility into the Defense Waste Processing Facility process at SRS. His expertise bridges the gap between these essential components of waste treatment. Beyond his technical prowess, he served as a Conduct of Operations (CONOPS) coach, guiding colleagues through safety protocols and best practices. His mentoring extended to maintenance and work controls, ensuring a culture of excellence. Ivan also holds a building license and enjoys creating architectural masterpieces when the opportunities arise. Outside of work, Ivan enjoys hunting and physical fitness. Both are lifelong hobbies that create the perfect work life balance.

In summary, Ivan's journey exemplifies dedication, adaptability, and a commitment to excellence. "Understand your assignment and deliver on time" has been Ivan's mantra and it has served him well. Please join us in recognizing Ivan Duckworth—an exceptional and inspiring member of our team!

OMEGA ROCKSTAR AWARD

Omega's very own **Jessica Jones** has been awarded the **Omega Rockstar Award** for her outstanding contributions and dedication to **Omega's 2024 Business Systems transformation** (see May edition for article outlining the transformation project plan). The Transformation project was born out of a market assessment conducted earlier this year that led to changes in Omega's benefits administration, 401(k) recordkeeper, and human capital management system. "Large scale change efforts of this magnitude require a great deal of patience, commitment, and teamwork" said Cindy Light, Jess' supervisor. "Jess embodies all these attributes in addition to her naturally positive and uplifting attitude which have not gone unnoticed." Her passion for her work and her unwavering dedication to Omega have truly set Jess apart as a **Rockstar** in our organization.

Please join us in congratulating Jessica on this impressive achievement. Her determination and talent are an inspiration, and we are grateful to have her as a valued member of our team. If you know of an Omega Rockstar deserving special recognition, please send your nomination to HR@omegatesherv.com.





OMEGA STORE



USE OR LOSE: Your company gift card will expire at **midnight August 11, 2024**. If you cannot locate your original email containing your unique code, please reply to HR@omegatesherv.com and we will resend. **Thanks for proudly wearing the Omega logo!**

EDUCATIONAL ASSISTANCE PROGRAM

We are excited to announce the launch of Omega's new **educational assistance program** designed to support your personal and professional growth. At Omega, we believe in investing in you – our most valuable resource.

Our new educational assistance program covers:

- Tuition reimbursement for employees who pursue relevant courses or degree programs to enhance their skills and knowledge
- Full-Time Corporate and Technical Employees
- Financial support and resources to help an employee prepare for and obtain a relevant professional certification
- Reimbursement up to \$5,000.00* per year

Employees should complete an **Educational Assistance Application** and receive approval in advance of taking the course. Evidence of successful course completion and grade obtained will be required for reimbursement. See attached policy for details and application.

Omega believes that investing in your education and professional development not only benefits you as an individual but also contributes to the overall success and growth of our organization. We encourage you to take advantage of these new programs and explore opportunities for learning and growth.

*Must be repaid (prorated) if voluntary separation within 12 months of reimbursement.

POLICY

- Omega Technical Services will reimburse an employee up to a maximum of \$5,000.00 per year for continuing education or certifications through an accredited program that either offers growth in an area related to his or her current position or that may lead to promotional opportunities. This education may include college credit courses, education unit courses, seminars, and certification tests. Assistance more than \$5,000.00 per year can be approved on a case-by-case basis by the company CEO or President.
- An employee must secure a passing grade of at least a "B" for undergraduate or graduate courses or its equivalent or obtain a "passing" score for professional certifications to receive any reimbursement. Expenses must be validated by receipts and a copy of the final grade or certification received.
- Employees must remain employed with Omega for at least 12 months following reimbursement under this policy. Employees that voluntarily leave prior to 12 months will owe a prorated portion of their reimbursement based on the number of full months completed.

ELIGIBILITY

- Full-time, regular employees who have completed six-months of employment are eligible under this policy. Technical employees working under a customer contract must have at least one year remaining under contract, including options, following the completion of the educational course or certification program.

REIMBURSEMENT

To receive reimbursement for educational expenses, employees should follow the procedures listed here:

- Provide the completed OIS-HR-POL-24-000-F01, Educational Assistance Application (EAA) to manager or assigned PMO Director
- Obtain the appropriate application signatures.
- Provide a copy of the EAA request form to the Omega Human Resources (HR) Department. (The employee will maintain the original until he or she has completed the course.)
- Resubmit the original EAA form once the course is successfully completed with the reimbursement section completed, including appropriate signatures, and attach receipts and evidence of a passing grades or certifications as part of an EAA packet.
- The HR Department will coordinate the reimbursement with the Accounting Department.

ASK HERE

With **Paycom's Ask Here** tool, employees are seamlessly connected to the precise person they need—whether it's someone from HR or another department within the company. Ask Here is consistently monitored during working hours, and responses are timed to ensure expedited processing. No more guessing; just efficient answers to all work-related requests.

[LEARN MORE](#)

APPROVE MY CHECK

Approve my Check is a feature provided by our new HRIS system, **Paycom**. This allows the employees to review their paycheck, deductions, reimbursements, etc. prior to the receipt of their paycheck. This gives some control to the employees! Omega has a goal to have all employees use "approve my check" with a usage rate of 100%. This can either be accessed from the web or their phone's app and comes across as a push notification and/or email.



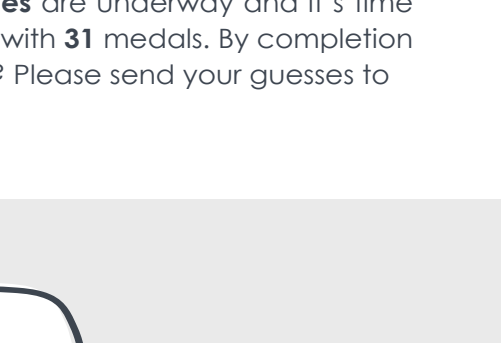
HISTORY, FACTS, AND UPCOMING EVENTS

- **August is National Peach Month**
- **The first week of August is designated as "Simplify Your Life Week"**
- **No other month starts on the same day of the week as August (except February in leap years)**

2 Aug	Omega's Director, PMO West, Mr. Sim Balkey will be performing at the Los Alamos County Rodeo Weekend in NM
4-7 Aug	American Nuclear Society (ANS) Utility Working Conference and Vendor Technology Expo
11 Aug	The Sturgeon Moon (full moon) is visible; named by Native Americans because sturgeon fish were plentiful during full moons
11-13 Aug	The Perseid Meteor Shower is visible from most parts of the world on these dates
12 Aug	Omega's Business Operations team will be conducting an Off-Site Workshop at the Oak Ridge Chamber of Commerce
13 Aug	International Left-Handers Day
15 Aug	Omega Virtual Town Hall
20 Aug	Omega Technical Services 3rd Quarter Advisory Board Meeting
21 Aug	Aiken Chamber of Commerce "State of Our Community"
22 Aug	ETEBA Monthly Membership Meeting
28 Aug	In 1963, Dr. Martin Luther King, Jr., gave his famous "I Have a Dream" speech on the steps of the Lincoln Memorial in Washington, D.C.

SUMMER OLYMPICS MEDAL COUNT

How many medals will the United States win? The **2024 Summer Olympic Games** are underway and it's time to cast your guesses! As of this writing, the United States leads the medal count with **31** medals. By completion of the games on **August 11**, how many medals (total) will the United States win? Please send your guesses to hcrowe@omegatesherv.com no later than **August 6**.





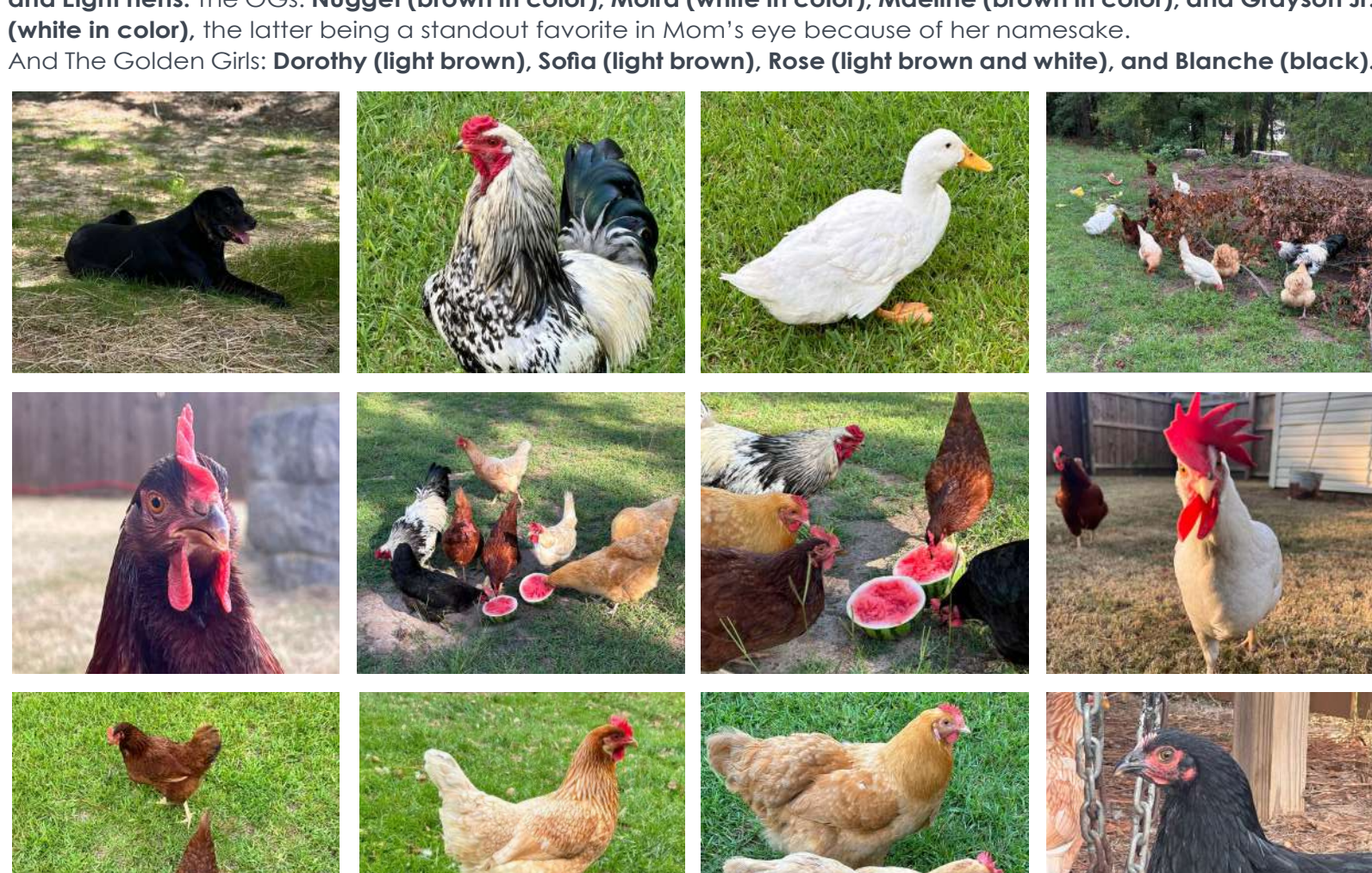
CAPTION THAT!

We have chosen a winner for the "Caption That" with Cricket last month:

"Excuse me, they serve what with eggs?"
Author: our field employee, **Bill Tadlock**.

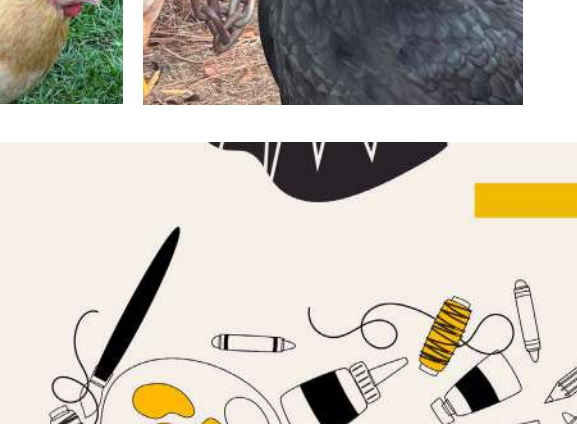
PETS OF THE MONTH

Introducing **Brandt Phillips'** farm of fur and feathered friends! Meet **Gunner (black Lab)**, **Hank (rooster)**, **June (duck)**, and **Eight hens**. The OGs: **Nugget (brown in color)**, **Moiré (white in color)**, **Maeline (brown in color)**, and **Grayson Jr. (white in color)**, the latter being a standout favorite in Mom's eye because of her namesake. And The Golden Girls: **Dorothy (light brown)**, **Sofia (light brown)**, **Rose (light brown and white)**, and **Blanche (black)**.



HOBBY OF THE MONTH

We invite you to showcase your artistic passions in our monthly newsletter spotlight! Whether it's **painting, photography, printmaking, installation, sculpting, mixed media, poems, illustration, textile, etc.**, your work is welcome. Please send images of your creative outlet to hcrowe@omegatesherv.com to be featured in September's Hobby of the Month!



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