

JUNI GAZETTE

3RD QUARTER

JULY - SEPT 2017

ISSUE 51

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IN THE SPOTLIGHT



JLMI Team Members began to gather outside to watch the epic Solar Eclipse that occurred on Monday, August 21, 2017. Our Virginia and North Carolina locations had the better views. Pictured above (L-R) are G. LaVern Jackson, Nashika Broddy, Dr. Roland Slater, Kacie Cassell, Debi Girvin and Steve Guthrow.

A Message from Our President

Business, life and survival in general are all about the relationships we build. JLMI is honored and privileged that we enjoy many great working partnerships. Because of the hard working professionals here at JLMI, we are confident the feeling that JLMI is a viable partner is mutual in each of our relationships. The great thing is that we help each other in fulfilling a need and we know our relationships are win/win for each of us.

Although we convey our appreciation on a "one on one" level, it is always nice to hear on a larger scale that your efforts are appreciated. So a big JLMI **Shout Out** to Simeon Harris, SunTrust Relationship Manager-Not for Profit & Government Banking and JLMI's Relationship Partner. Simeon has been very pro-active in trying to ensure JLMI is aware of all the things "Banking/ Finance" related and he has claimed the title of "JLMI's #1 non JLMI guy" almost from the beginning. The Corporate Team, their families and friends, have been guests at many Flying Squirrels baseball games (yes, SunTrust is a very hospitable host and every Team Member that has attended an event thoroughly enjoyed themselves.....great accommodations/food/gifts/etc.). Well, Jesse and I accepted their invitation to NASCAR and it was wonderful. Below are a few photos of our time there......."Drivers Start Your Engine".



Pictured above is the Richmond Raceway Complex, a 3/4 mile short track on the NASCAR circuit. The Saturday, September 9th event was the last race for Dale Earnhardt Jr. (#13). Kyle Larson was the winner.





LaVern & Jesse thoroughly enjoyed the race!

JLMI HR BULLETIN



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<u>July</u>

Brenda Carriel Joshua Latimer Laura Mack Elizabeth Rector Dr. Roland Slater Steven Travis

<u>August</u>

Kacie Cassell G. LaVern Jackson Thelma Majette Scott Matthews Johnny Ramsey Scott Schneider Darren Turner Carlton Williams

<u>September</u>

Travis Chaney Karen Farren Shaun Graham Rocelia Hinds Curtis Jackson James McDaniel Luann Twombly

Welcome! New Hires

<u>July</u>

Sheena Chatman Hung T Do Thomas Hooker

<u>August</u>

Nicholas Foldesi

<u>September</u>

Gerald Den Hartog Daniel Dycks Bryan Grandall Benjamin Knapp Scott Lafler David Miller Johnny Scruggs Bradley Shaw Scott Valentine

It's Coming! Sunday November 5, 2017



Happy Anniversary JLMI

JULY - SEPT.

<u>July</u>

William Vohnoutka: 3 years Kawesi Darby: 2 years

<u>August</u>

G. LaVern Jackson: 17 years Debra Girvin: 3 years Gwendolyn Roper: 2 years

<u>September</u>

Mary Chopp: 1 year Laura Mack: 1 year Scott Matthews: 1 year Carl Mellnitz: 1 year Gary Morrison: 1 year Martin Motes: 1 year Elizabeth Rector: 1 year James Sherwood: 1 year Tandra Siksei: 1 year Luann Twombly: 1 year

Daylight Savings Time, the practice of adjusting our clocks 1 hour forward in the spring and 1 hour back to standard time in the fall was instituted to make better use of natural daylight. Most will agree they like the extra hour to "sleep in" this time of year.

HR Update

Welcome to **Sheena Chatman**, our newest Administrative Travel Clerk on the GCSS-Army contract. Sheena recently moved to Prince George with her family. Sheena has two girls and a boy at home to keep her busy!

Welcome to **Nicholas Foldesi,** Technical Editor/Writer at the Corporate Office. Nicholas graduated from Virginia Commonwealth University, enjoys reading, and practicing piano.

> Welcome to **Daniel Dycks**, Heavy Truck Driver on the JRTC Fort Polk contract in Louisiana.





The Holiday season is fast approaching and if you haven't gotten in your PTO requests, now is the time to do it! Be sure to check your PTO balances and get approval by your Supervisor/Manager.

Costpoint



JLMI is excited at the upcoming move to Deltek's *Costpoint Foundations* accounting system. Corporate Training is underway and will continue throughout October and right up until the "go-live" date in mid-to late-November. Costpoint, a deep but more friendly windows-based program once mastered, is the gold standard for both government and business contracting software, and knowledge of it will benefit all professionally.

As part of the move, an upgraded *Time & Expense* program will be implemented. All employees on and off site will be instructed on changes in how to fill out time sheets as well as expense reports by the wonderful folks who normally help them. The move will offer the typical challenges of any such conversion, but will allow JLMI to improve record-keeping, gain some additional efficiencies and tackle new work wherever we find it.

Stay tuned.

Solar Eclipse 2017



Monday, August 21st, 2017 was no ordinary work day. Here in the United States, we experienced the first total solar eclipse since 1979. It was a widely broadcast and published event with most people trying to "see" a little history. In order to safely view the eclipse without damaging eyesight from the harmful infrared and ultraviolet rays, it was necessary to obtain the paper glasses with filters. There were other home made methods for the more industrious viewers. Solar eclipses have their fans much like storm chasers and many people flocked to locations within the "path of totality". The path of totality included 14 states from Oregon to the South Carolina coast where the full effect could be experienced best. A solar

eclipse takes place when the sun, moon, and earth fall into a straight line. The full moon blocks the sun creating a shadow. Two of our JLMI locations (Virginia & North Carolina) had a decent view, although not the full effect, a definite moment to remember. The next eclipse in North America will not occur again until the year 2024. Pictured above is a shot taken by one of our employees in Fayetteville, North Carolina.





Pictured above, Nashika Broddy, Human Resource Administrator, takes no chances with her vision. Even when watching the eclipse broadcast on TV, she has her protection in place. To the left, RaShee Mabry, Travel Clerk, makes use of a technique to capture a picture while protecting her vision.

Introducing New Contracts

During this past quarter, JLMI was awarded a total of 4 contracts taking JLMI northward to the Great Lake States - Wisconsin and Michigan. It's not covered in the interview, but JLMI suspects we have added some fans of the Detroit Lions, Redwings and Pistons along with the Green Bay Packers, Milwaukee Admirals and the Milwaukee Brewers to the roster.

Scott Lafler joins JLMI in Wisconsin as a Lead Instructor/Facilitator. He is joined by Instructor/ Facilitators Scott Valentine and Johnny Scruggs. These three gentlemen are based from National Guard Armories located in Superior, WI and Milwaukee, WI and from the National Guard Recruiting Office in Eau Claire, WI but you will never find them there. This instructor/facilitator work keeps them on the road throughout the Wisconsin area most days!



Scott Lafler



Scott Valentine



Johnny Scruggs

Next up JLMI welcomes Heavy Equipment Mechanics David Miller, Bradley Shaw, Bryan Grandall and Benjamin Knapp. These folks are located in Camp Douglas, WI and support Volk Field National Guard located nearby.



David Miller



Bradley Shaw



Bryan Grandall



Benjamin Knapp

Also at Volk Field, JLMI is joined by Gerald Den Hartog as Transportation Specialist.

The Volk Field location carries a long military history beginning in 1888. In 1954 the federal government leased the field from the State of Wisconsin for use as a permanent field training site. In 1957, the Wisconsin Legislature officially designated the facility a Permanent Field Training Site and named it in memory of 1st Lt. Jerome A. Volk, the first Wisconsin National Guard pilot killed in combat in the Korean conflict. 1st Lt. Volk's remains have never been returned to the United States from



Gerald Den Hartog

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North Korea.

Michigan National Guard (GCSS-A)



JLMI would like to welcome Mr. Thomas Hooker to the JLMI family. Thomas is the site lead on our new GCSS-A contract in Lansing, Michigan. We are pleased with the work that Thomas has accomplished in the first few months of performance. Thomas serves as a Subject Matter Expert for the Michigan National Guard and trains personnel on the system to maintain proficiency along with assisting with system navigation and applicable end-to-end logistics integration. Pictured below, the Combined Support Maintenance Shop has state of the art facilities that perform maintenance on ground vehicles, generators, weapons, night vision systems and communications systems along with allied trades. This facility also has an

incredible paint booth that is in constant use getting the fleet back to a woodland camouflage due to Michigan's reoccurring missions to Lithuania. JLMI is a proud partner of the Michigan National Guard and is encouraged by the positive comments rendered by the Command. We look forward to continued success with Thomas and his team.



Thomas Hooker, Site Lead





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Summer Intern 2017



De'Jah Wright at work



JLMI proudly supports the Prince George Youth Workforce Academy and again hosted a student over the summer of 2017. De'Jah Wright, a rising sophomore, was our summer intern this year. De'Jah is the youngest of three in her family. Her parents are stationed at Fort Lee and they recently moved to a new home in Prince George County.

De'Jah worked with our Finance Manager, Steve Guthrow and the JLMI Youth Workforce Program Representative, Phyllis Cary. As the youngest of three children and only daughter, De'Jah is very organized, focused, and multi-tasks with ease. Her favorite past time is listening to music and writing poetry. She loves a wide range of music, some of which most of the younger generation is not familiar with, as well as today's modern mix. De'Jah's passion is cooking and she plans to attend culinary school to further develop her skills. De'Jah's goal is to open her own business one day and commented that her time at JLMI has given her insight to the aspects of running a business. This poised young lady was always well prepared for every task sent her way!

Above to the left, De'Jah enters invoices for accounting. Below to the left, one of the contract cabinets gets the proper organization. Below, De'Jah looks over some expense reports prior to processing them.



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JLMI Supports



JLMI President/CEO G. LaVern Jackson has been invited to participate in the 2017 Virginia Women's Conference as a roundtable panelist. This roundtable will be held with conference co-host, Senator Mark R. Warner. Panelists will have the opportunity to outline challenges faced by women business owners and present key policy recommendations that will provide positive impact to their businesses.

LaVern was invited to participate because of her work with Women Impacting Public Policy (WIPP). Women owned businesses are a powerful economic force in the United States. WIPP is a national nonpartisan organization advocating on behalf of women entrepreneurs-strengthening their impact on our nation's public policy.

These relationships are part of JLMI's recipe for success and we all look forward to hearing more about the conference outcomes and the roundtable in the future.



JLMI is donating tickets supporting a fundraising excursion for the Black History Museum & Cultural Center of Virginia. The Black History Museum (BHMVA) will host a bus trip to the National African American History & Culture in Washington, D.C. on October 12th. The museum established by Act of Congress in 2003, is the newest of the Smithsonian Institution. It is devoted exclusively to documenting African American life, history & culture.



JLMI will again be a sponsor for the Hopewell Kiwanis Wine Tasting Festival. The festival is being held at the Beacon Theatre in Hopewell on Saturday, **November 18th**. Participating vineyards this year are Byrd Cellars, Mattaponi Winery, James River Cellars, Cooper Vineyards, Skippers Creek Vineyard, and Castle Glen Estates Farm & Winery. Magnolia will be performing from 2PM-4PM, so come on out and enjoy the music and pick up some great local wines! This fundraiser benefits the community's youth activities.

JLMI Supports Hurricane Relief



Hurricane Harvey made landfall on the Texas Gulf Coast August 25, 2017. The Category 4 storm was slow moving in southeast Texas and Louisiana producing torrential downpours, heavy flooding, and tornadoes devastating everything in it's path. Pictured to the left are rescue efforts.

JLMI, like thousands of other companies across the nation, decided to act quickly in helping the Houston area with gifts targeted locally to vetted groups that could address immediate needs. These included *Heart to Heart International* which

provides urgent medical care through sending personnel and medicines into disaster areas. The *Central Texas Food Bank* was able to provide 20,000 much-needed meals in JLMI's name, and the *Texas Diaper Bank* brought essentials to the thousands of families unable to replenish supplies during the crisis.

September 10, 2017 brought the arrival of Hurricane Irma to the Florida coast making landfall in the Keys, as well as Marco Island near Naples. The narrow state of Florida was battered with massive winds, storm surge, and record flooding.

Hurricane Maria was next hitting Puerto Rico on September 21, 2017 and leaving what officials called apocalyptic conditions in the US territory. This is the first time on record that three Category 4 storms have made landfall in the United States during the same hurricane season.

These natural disasters produced loss of life, destruction of property, homelessness, and unimaginable suffering. Living conditions with no running water, no electricity, bacteria filled flood waters, insect/rodent infestation, extreme heat, and no access to medical care have taken hold of these areas. The elderly and very young are especially at risk in these conditions.

It is estimated that the nation's GDP (gross domestic product) will suffer massively in 2017 as a result of what has happened. It will take months and years for the states affected to recover. During such disasters, much of the relief funds come through your tax dollars, but even more arrives from individuals who go beyond what is expected in helping their neighbors. We encourage everyone to contribute what you can to help people affected in these areas.



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Redskins Training Camp



The 2017 recipient of tickets to the Washington Redskins Training Camp in Richmond VA was John E. Coley . Mr. Coley is an avid Redskins fan and was thrilled with the opportunity to attend. He had some great shots of the team in training during the open to public event and was able to meet with some of the players. We know he will be adding this to his fan collection. Many thanks to SunTrust for their generous donation to JLMI. JLMI, friends and family appreciate the partnership. Pictured to the left (L-R) is Terrelle Pryor and John Coley.



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Out and About



Check out one of Chattanooga, Tennessee's best attractions at Rock City Gardens. One of JLMI's employees, Jason Hanifin, recently visited this area after dropping his son off at college and enjoyed the area and sites. Rock City is a wonderful place to marvel at massive rock formations, gardens and breathtaking views. In the picture to the left above, you can see a view of 7 states along with the famous "Lover's



Leap" (pictured to the right). To get more information, visit <u>http://www.seerockcity.com/</u>. Pictured above in the middle, Jason explores the caves in the area. Jason recommended visiting Rock City Gardens and Ruby Falls!



Pictured to the left, Steve Guthrow and wife, Tina, enjoyed a trip to the mountains recently. Steve shared the following commentary: Whether or not the annual Labor Day Weekend Flea Market and Gun Show in Hillsville, Virginia, is the world's largest collection of human **flotsam** and **jetsam** is irrelevant. It is a celebration of America with interesting vendors from all over the region, the chance to find cool stuff amidst the **detritus** and enjoy some of the most heart-stopping food (cheesecake on a stick?) this side of the State Fair. Roughly half a million folks descend on tiny Hillsville (population 2,000) for four days each September to

rummage for antiques, guns, coins, comics, clothes, toys, jewelry, collectibles, crafts, artisans, contemporary items and anything else you could imagine. As everyone at the Corporate office is aware, Steve sends out daily emails containing "words of the day" to expand our vocabulary. In his commentary, he introduces us to:

Flotsam: wreckage of ship and it's cargo *Jetsam:* unwanted material that has been thrown from a ship **Detritus**: waste or debris Pictured to the right, the flea market stretches as far as the eve of

Pictured to the right, the flea market stretches as far as the eye can see. A true "shop till you drop" spot to visit!



Did You Know...



Most of us have heard the saying that "The eyes are the window to the soul." There is science to back up this claim in the study of body language. To read whether someone may be **prevaricating**, watch the movement of their eyes.

If they **oscillate** to the right (their right), this typically signifies engagement of the right or "creative" side of the brain. This may be perfectly natural if you have asked for an opinion or someone is telling a story, but not so much if you are discussing specific facts. Eyes that move to the

left generally indicate that a person is remembering or recalling facts from the brain's data base.

It gets even more specific for those interested (see below). Remember, as experts will tell you, any one body language clue may not be conclusive of a certain fact.

looking to the right (generally)	creating, fabricating, guessing, lying, storytelling	Creating here is basically making things up and saying them. Depending on context this can indicate lying, but in other circumstances, for exam- ple, storytelling to a child, this would be perfectly normal. Looking right and down indicates accessing feelings, which again can be a perfectly genuine response or not, depending on the context, and to an extent the person.
looking to the left (generally)	recalling, remembering, retrieving 'facts'	Recalling and then stating 'facts' from memory in appropriate context often equates to telling the truth. Whether the 'facts' (memories) are correct is another matter. Left downward looking indicates silent self- conversation or self-talk, typically in trying to arrive at a view or decision.
looking to the right and up	visual imagining, fabrication, lying	Related to imagination and creative (right-side) parts of the brain, this upwards right eye-movement can be a warning sign of fabrication if a person is supposed to be recalling and stating facts.
looking to the right and down	accessing feelings	This is a creative signal but not a fabrication - it can signal that the per- son is self-questioning their feelings about something. Context particular- ly- and other signals - are important for interpreting more specific mean- ing about this signal.
looking to the left and up	recalling images truthfulness	Related to accessing memory in the brain, rather than creating or imag- ining. A reassuring sign if signaled when the person is recalling and stating facts.
looking to the left and down	self-talking, rationalizing	Thinking things through by self-talk - concerning an outward view, rather than the inward feelings view indicated by downward right looking.

Friends & Family



The Army Combat Readiness Test is a comprehensive six event assessment designed to provide a full body workout to better prepare and train soldiers. Pictured below on the right (as shown on the army.mil website) is SFC Clyde Weatherspoon, husband of Human Resource Generalist, LaToshia Weatherspoon, conducting training at Fort Lee, Virginia. Take no prisoners Clyde!





Jazmine Hollemon, IT Generalist, and daughter Zuri (age 2) enjoyed a day at the Dinwiddie Fair. Gorgeous girls!

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Friends & Family



Danyielle Jackson represented NACGBE (National Association of Certified Government Business Enterprises), JLMI and her own company, Ministry of the Hands Massage Therapist at the WIPP 2017 Leadership Conference in Washington, DC. WIPP (Women Impacting Public Policy) is a national nonpartisan organization advocating on behalf of women entrepreneurs to strengthen their impact on our nation's public policy, create economic opportunities, and forge alliances with other business organizations.

Pictured on the left (L-R) is Jane Campbell, WIPP President, Danyielle Jackson and Ann Sullivan, WIPP Government Relations Advocate.



George W. Hinds V, grandson of Rose Hinds, Fayetteville Fielding Hub/Operations Manager earned his 3rd Degree Black Belt in August!



LaToshia Weatherspoon, HR Generalist, and beautiful baby MaKayla start their day.

Around The Office

SUMMER FUN

Kid's laughs heard down the hallway It's the coming of a summer's day The sweet aroma from the fruits, drifts through the wind Nobody wants the fun to end The sight of a black smoke that gives off a certain scent Perhaps there will be a few set up tents The sun makes it feel like torches were lit It's so hot that you'll have to sit Grandmothers are making breakfasts too big for one While you are telling your parents what you have done These could be considered apart of summer fun



It's coming! JLMI is gearing up for the Monument Avenue 10K. To get everyone "broke in" and back in shape, we've started the Saturday walks again. The beautiful setting below provided the perfect venue for a 5 mile hike on a fantastic day! Look for more emails from Steve Guthrow for the next time and location.





POEM BY: DE'JAH WRIGHT

HAPS Chamber Member Since 2005

> Visit Our Website

www.jlmiva.com/



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