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President's Corner

It is a time of transition. The physical season is changing again as we transition from warm summer memories to anticipation of the coming holiday season. I usually fight this change because I crave the outdoor activities of summer, but 2022 has been an exceptionally good year and I find myself looking forward to a different kind of warmth as we all draw nearer to each other towards the end of the year. Days are shorter, colors are brilliant in Maryland as the trees change – and there is the promise of gathering together before a fresh start in the new year.

Change is afoot at DSE as well. We continue to mature our processes with an overhaul of the security system (a big thank you to Pam for her presentation of SEAD3 in NYC and the direction she is taking us), Amy-Jo is collecting and organizing data to make us more professional and efficient, Phyllis is revamping and documenting accounting processes, we are starting the annual review of medical policies to maximize benefits in the face of climbing prices, and we have made some changes to the Pax River office to make it more inviting and functional for meeting with clients.

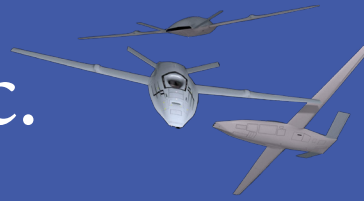
Our business climate is changing too, and we are well positioned for it. You can read more thoughts on this in the "Mission Progress" section of this newsletter on page ""

Along the lines of change, I am pleased to announce important personnel changes as well. We worked with our PMA-261 team members to move Abigail Blevins from a Junior to a Journeyman labor category and are watching her succeed with a growing list of responsibilities.

We also had an excellent opportunity to promote two individuals, Dan Miller and Jerry Honis, to leadership positions in PMA-268 where they will be integral to the success of the MQ-25. The MQ-25 is seeking initial operating capability in 2025 as an unmanned aircraft system (UAS) that will revolutionize carrier operations. Jerry and Dan were selected for leadership based on their records of success and potential to positively influence this important program. Nice job, folks.

In North Carolina, a key to our training development capability, Bill Barnett, is starting a well-deserved retirement. Bill has had a steady hand on the rudder of our V-22 team and is our supervisor for the full North Carolina team. I rely extensively on him for his judgement and wisdom and enjoy the times we work directly together. He completed a stellar career as a Marine and in industry; he is an example for all of us. Join me in giving him a big salute.

By the time you read this, we will be checking Derek Burleson onboard to the North Carolina team. Derek has an excellent record as a Weapon Tactics Instructor and is a valuable addition to our courseware team. Welcome aboard, Derek – we're glad you are here.



Happy Anniversary

16 Years:

Frank Miller 8/21

15 Years:

Rick McKay 10/22

6 Years:

Katie Korsnick 9/23

5 Years:

Bill Barnett 11/06

4 Years:

Jennifer Sullivan 10/16

Natalia Barreto 12/03

3 Years:

Kent Neel 8/5

Carina Maggio 9/9

Andy Frill 10/3

Lauren Wood 12/1

2 Years:

Bobbi Hatch 8/24

Dan Miller 8/31

Shawn Miedzinski 10/26

Jackie Cookson 11/16

**Thank you for your commitment
to excellence!**

Happy Birthday

August:

Dan Miller 8/1

Juli Cosgrove 8/2

Katie Korsnick 8/3

Natasha Rapert 8/14

Phylis Zerhusen 8/14

We have a lot of events coming up where I am hopeful that I will see each of you. It was fantastic to see everyone in NYC and I continue to be amazed by the talent, personality, and quality of our team. I will see you soon. Embrace the season!

- Don

Phyllis's Desk

Open enrollment is coming up for:

Medical Insurance

Dental Insurance

HRA Reimbursement plan (tied to DSE medical insurance)

FSA Reimbursement Plan

Our open enrollment is for the plan year 12/1/2022 – 11/30/2023. We are researching different plans and will provide information during the open enrollment period which will take place in November. Stay tuned!

Information to join or adjust your Simple IRA deductions is also coming soon. The plan year starts on January 1, 2023. You are also able to join or change deductions on July 1 of each plan year. Look for information in an upcoming e-mail.

If you are interested in purchasing additional vacation hours for 2023 this sign up is also coming soon, in November 2022. Dsecode 1022. Watch your DSE e-mail for this information and the deadline to sign up for this unique benefit.

It was great seeing everyone who could make it to New York City for the 25th Anniversary celebration. It was another special time for all!

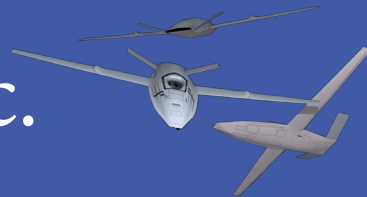
- Phyllis

Location Updates

PAX River

The Pax River DSE team continues to grow in 2022. We have several open positions should you know of people looking for a great company. It's always exciting to interview new people and see how they can be woven into the "fabric" at DSE.

The office is ready to visit anytime. We're bursting with snacks so feel free to work out of the office for a change in scenery anytime. Also, our Conference Room and Office reservation system via the DSE website will be up very



Happy Birthday

August:

Kelli Byvoets	8/17
Natalia Barreto	8/23

September:

Jackie Cookson	9/23
Bobbi Hatch	9/24
Eileen Balaton	9/26
Joy Farris	9/26

October:

Abi Blevins	10/4
KC Pake	10/6
Pam Selvy	10/8
Cassidy Stanton	10/15

November:

Frank Miller	11/1
Shawn Miedzinski	11/20
Tammy Barrows	11/22

December:

Katie Carroll	12/10
Rick McKay	12/28

Wishing you all a wonderful birthday!

Welcome to DSE:

Derek Burleson

We're glad to have you as part of the team!

soon so you can make a reservation for an office or the CR for you and your team. Be on the lookout for an email from Amy-Jo letting you know when it's "live". In an effort to accommodate you and others, the internet service within our spaces was recently upgraded providing a 50% increase in throughput. After 7 visits by the cable company, we finally resolved our sometimes spotty service and it's been rock solid.

We continue to watch our very own aspire to new heights. This quarter we saw Dan Miller and Jerry Honis both be requested by our PMA-268 customer to join her team. Bernie led the way working with the PMA and the prime to make this a reality. Feel free to drop Dan or Jerry an email congratulating them on their new roles. If you are thinking it's time for a change, please talk to your supervisor. We want to know what you're thinking and want to help you in your professional journey.

Last quarter, I reported that Kris Rudowsky was retiring, and we had the great opportunity to pick up Sandy O'Connor to support the PMA-299 APME. Sandy brings a wealth of knowledge to our customer and has been charging hard since coming onboard.

Remember to mark your calendars for the DSE Christmas Party on December 3rd. I hope to see you then.

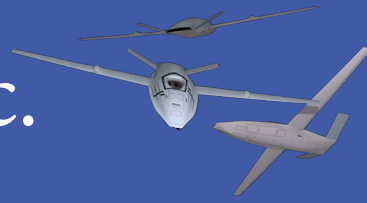
- Frank Miller

North Carolina

The summer of 2022 has been a busy time for Team North Carolina! The PMA-275 contract received a contract extension and that is always welcome news for everyone on that contract! There is no doubt that this team will continue to provide the customer with excellent performance as always!

The New York City training conference was a wonderful time for those that were able to make it and "Hats Off" to Pam for making the training interesting and engaging! Getting together like that to conduct training is 100% better than the standard "Death by Powerpoint"!! Of course, being able to see the sights of NYC in our off time was phenomenal, so as always, Thank you Don!! Also, a special shout out to Amy-Jo for all of the work she did to make the NYC event a success! Unfortunately, not everyone on the NC team was able to make it to NYC, but luckily Don & Pam were able to travel down here to conduct the training and enjoy some of our beautiful NC weather.

- Bill Barnett



Congratulations on Promotions to PMA-268 Leadership Team:

Jerry Honis
Dan Miller

Farewell and Best Wishes:

Eileen Balaton
Bill Barnett

*Eileen is transferring in November to a government position in PMA-275. We wish you the very best, Eileen.

* Bill Barnett is retiring in November to better enjoy those lovely NC days. We'll miss your positive attitude and ever encouraging words, Bill.

**Thank you both for your time at
DSE and for serving with
excellence!**

Florida

Greetings to all from the DSE Team in the sunshine state! Everything is going well and we have a few noteworthy accomplishments to share. Dave Vannaman has been busy with the transition of aircraft and personnel from Mayport, Florida to Saudi Arabia as they continue to close out the Saudi FMS contract. Dave managed the Preventative Maintenance Intervals (PMI) and completed pack up on the last two aircraft before they leave for Saudi Arabia. Dave and his team also completed training with an additional contractor pilot so that he can train and support the Royal Saudi Navy in country.

Sean Upton has been interfacing with the Helicopter Maritime Strike Wing Atlantic to collect data on Fleet Synthetic Training (FST) events. The data Sean has collected and routed to the appropriate stakeholders will result in at least 20 discrepancy corrections. Sean has also created/authored/developed a one-stop-shop mission planning and resource document for the PMA-205, NAWCTSD PMs, and engineers. This single reference living document will provide 46 mission planning links across the 7 different mission areas that the Fleet currently uses to conduct missions.

KC Pake continues to keep the DSE Server updated and archived to meet the latest Cybersecurity Maturity Model Certification (CMMC) guidance and support management activities for the Florida team.

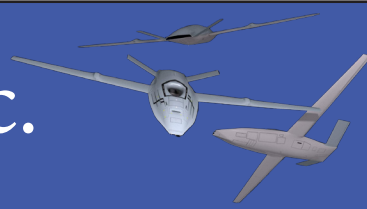
Wishing all of you a fun and safe holiday season.

- KC Pake

Mission Progress

As discussed in NYC, much of our business planning centers around aligning the periods of performance of our current work and planning how to prepare for the next move. Both 2021 and 2022 were stable with current work, with wins on a few small contracts to give us greater reach into the middle of the decade. We have a couple of contracts we are pursuing in 2023 that could positively impact many DSE personnel; we are engaging in planning and pre-solicitation activities now that will position us for success on these.

NAVAIR contracting strategies undergo changes as leadership pursues new priorities (competency alignment, use of Multiple Award Contracts (MACs), work with larger Navy contract requirements, etc.). DSE is interfacing with NAVAIR leadership through our involvement at the Small Business Roundtable and with large and small industry leaders through our various partnering arrangements. This has enabled us to foresee the changes early and align our strategies to make sure we have the contract vehicles to support our customers and the tools to help our employees grow.



Mission Progress Cont.

Whereas NAVAIR used to shun bundling contracts as a non-competitive practice, it has reemerged as a technique to simplify contracting actions. Notably, the three large NAVAIR engineering contracts (of which DSE was on two of the three) in the Pax area are being bundled into a single vehicle that will be competed in 2023. We have been tracking this closely as the acquisition strategy evolves. As we continue to understand the motivation and the technical requirements of the contract, we continue to align ourselves to be well positioned for the competition. This is an important proposal, and it is likely we will ask some of you to help us respond in a way that shows off your expertise. Be prepared for any data calls and respond as quickly as possible so we can make sure we put the best foot forward.

Our program office support contracts are tied to

the dates of award for each individual program office, so there is not concern about expiration next year.

Access to more opportunities will hinge upon how NAVAIR addresses its expiring Program Management Multiple Award Contract (PM-MAC). We remain engaged with NAVAIR and industry partners to develop ways to respond to the direction of this 2023 competition. The acquisition strategy for this remains uncertain, so we will remain close to it to capture the final strategy as soon as possible.

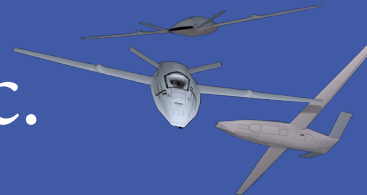
The best thing you can do is continue to perform your job with excellence and continue building those key relationships. DSE is small but has a loyal customer base that appreciates the quality you provide and our responsiveness to their needs. We can only do that with strong relationships, which you all foster so well. Let's keep building those and set ourselves up as a team to bring in more people to serve more customers. Thanks for making us who we are.

- Don

Security Updates

a Note from Pam

Happy Fall from the Security Department (or Happy Fall from the Security PERSON). This quarter I'd like to share best practices when using Twitter. Some of these are common sense but important to remember.



Security Updates Cont.

Twitter Do's and Dont's

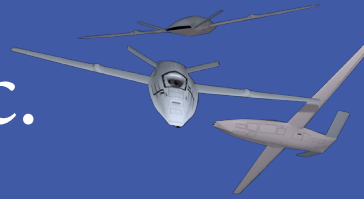
Do's

- Change your password regularly
- Beware of third-party tools and apps
- Protect your tweets in the settings
- Control who may follow, quote or retweet your tweets
- Set your account to private
- Look for the special code somewhere else in this newsletter for a gift card and email it to me in the next 36hrs
- Block "Direct Messages" from people you don't know
- Deselect all Twitter tracking options
- Deny followers you don't know

Don't's

- Assume your tweets are private
- Reveal security vulnerabilities and weaknesses
- Use the same password for different sites
- Allow anyone to tag you in photos
- Allow anyone to add you to their team

REMEMBER: If you don't put it on Twitter, it can't come back to haunt you! Happy Halloween!



Employee Spotlight with Sean Upton

How long have you been working with DSE?

7 months

Which programs do you support?

PMA-205 Live Virtual and Constructive (LVC) Training & Training Ranges

How did you end up at DSE?

My last contract supporting PMA-299 was coming to an end and KC Pake came across my resume that I had sent him a few years before that time and thought I would be a perfect candidate for the job opening.

How has working with DSE changed you, if at all?

Ever since I started working with DSE, the biggest thing that jumps off the screen to me is the family atmosphere. Even though before New York I haven't personally met anyone, I still felt welcomed and like I already knew them by how everyone accepted me into the DSE family.

What achievements are you most proud since working here?

Without question expanding the job position and responsibilities. Providing the customer with data and information they didn't have access to before. I firmly believe with me having direct lines of communication to the active-duty men and women in uniform, it helps improve customer relations and product while at the same time, helps improve fleet training and efficiency currently and in the future.

What does your life outside of work look like? Married? Kids? Pets?

Married to my beautiful wife Amanda. We have four kids 1 girl 3 boys. 22/18/15/12 respectfully. 3 dogs, 2 yellow labs and 1 Yorkipoo.

How do you like to spend your free time?

Coaching 12u travel baseball and Junior High School Baseball.

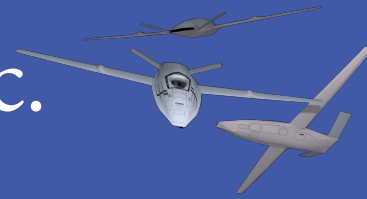
What personal goals have you set for yourself for 2022?

Would love to achieve PMP certification.



Don Selvy Enterprises, Inc.

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2022

IMPORTANT DATES

OCTOBER

SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

OCTOBER 10
COLUMBUS DAY

NOVEMBER 11
VETERANS' DAY

NOVEMBER 24
THANKSGIVING

DECEMBER 3

COMPANY CHRISTMAS PARTY

DECEMBER 15

CHRISTMAS OPEN HOUSE

DECEMBER 25, OBSERVED DEC 26
CHRISTMAS DAY

410.838.5073
info@dse-inc.net
dse-inc.net



NOVEMBER

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

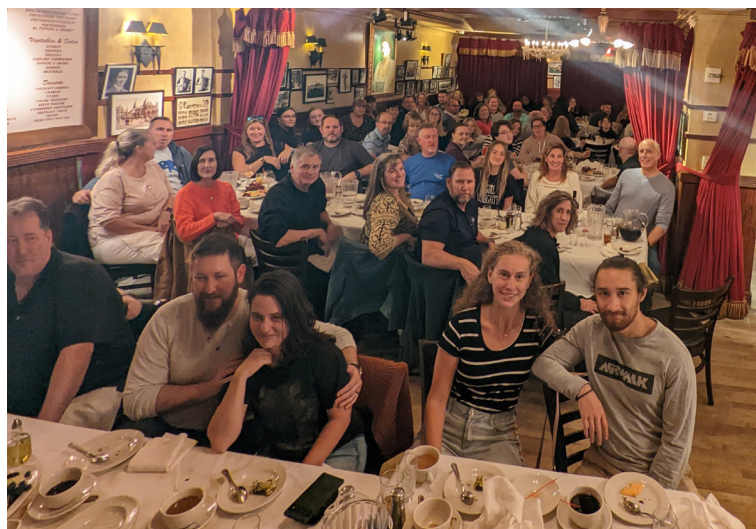
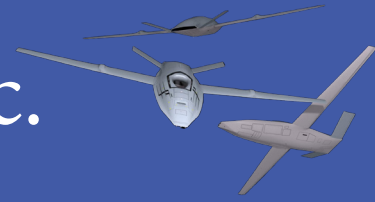
DECEMBER

SUN	MON	TUE	WED	THU	FRI	SAT
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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31



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This DSE Newsletter is dedicated to the employees who make this company great.
Thank you for all you do.