

Fall 2007 Issue
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This Newsletter is a quarterly publication for eKohs employees and contractors.

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Contact Us

If you have questions, comments, or suggestions, contact Human Resources at hr@ekohs.com or call 1.703.481.1001.

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Newsletter Name Contest Winner Announced



eKohs President & CEO Deborah J. Lansdowne presents Patrice Pinkett with a gift card at eKohs' headquarters.

Accounts Payable Clerk Patrice Pinkett is the winner of eKohs' newsletter contest! In our last issue, we invited eKohs Team Members to submit names for consideration. "We received 30 names, which made it difficult to narrow down the candidates for consideration," says Niharika Dobhal, Human Resources Manager. "I was delighted to see such a high level of participation and interest in what's happening at eKohs," Dobhal adds.

In discussing why *eKohs Connection* was selected as the winning name, eKohs President and CEO Deborah Lansdowne explains: "At eKohs we have a number of very talented innovators and problem solvers located across the country and in the Middle East.

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President's Corner



Deborah J. Lansdowne
eKohs President & CEO

Dear eKohs Team Member:

In this issue of the *eKohs Connection* I wanted to take a moment to discuss the Mentor-Protégé relationship that eKohs has with Verizon Business.

In 1990, the Department of Defense (DoD) established the Mentor-Protégé program to help qualified small disadvantaged businesses and woman-owned small businesses to develop technical and business capabilities.

The Mentor's objectives include providing guidance

to eKohs in the areas of management, finance, technology, and marketing. As our Mentor, Verizon Business also helps eKohs meet financial targets. eKohs is currently Verizon Business' sole protégé. Verizon Business has done an outstanding job of helping eKohs develop important past performance, both on a national and international scale.

Your excellent performance at the project level, working hand-in-hand with Verizon Business, is a key reason why eKohs was selected as its protégé and why we continue to be viewed as a key Verizon Business resource. Since not all Verizon Business staff are aware of the Mentor-Protégé relationship, be sure to highlight our protégé status with Verizon Business staff you interact with since it can help us to win more business.

Focus on eKohs Services

Subject-Matter Experts



In our summer issue, we provided a brief overview of eKohs services and followed up with an example of how Managed Services helps our customers.

In this fall issue, we turn our attention to Subject Matter Experts (SMEs), which really forms the core of what we do. "The foundation of our business is the insight and expertise eKohs Team Members offer to customers," says

eKohs Executive Vice President of Technology Consulting Kevin Swarns. "Since our inception, securing the contract has primarily been achieved by our ability to quickly identify people with the right skill set and temperament for the assignment," Swarns explains.

"While there are obviously a number of companies that compete in this market (often referred to as Professional Staff Augmentation or Staffing Services), eKohs has excelled based on the quality of people we bring to our clients," Swarns adds.

eKohs SMEs lead or support client project teams in a range of specialties that include business development, call center operations, data center expertise, enterprise consultants, finance, IT security, LAN/WAN, PBX/Voice, software development, system administration, and telecommunications.

For more information on our services, visit our website at www.eKohs.com.

Project Focus

How Subject-Matter Experts Help eKohs' Clients



James Waldrop
eKohs Advisory Engineer

James Waldrop is an eKohs Advisory Engineer serving in the role of Project Manager as an SME for Verizon Business based in Richardson, Texas. As an Advisory Engineer Waldrop has built satellite towers and installed a Radio Base Station in Basra, Iraq. However, the scope of his current task is even more than he expected.

"I've been in telecommunications for 34 years and have built many switches and switch platforms, but never a building" explains Waldrop. "Building a switch and communications networks and platforms is my expertise, says Waldrop, but now we are doing something we have never done before."

Waldrop's current task includes project managing the logistics for building the new U.S. Embassy Communications Building in Iraq. The U.S. Embassy in Iraq will be the largest in the U.S. Embassy in the world.

Sometimes, being an SME calls for identifying other SMEs. Explains Waldrop, "I had to find contractors with expertise in mechanical, electrical, civil, and

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architectural engineering. To this day, I look at CAD drawings and have no clue as to what I am looking at. But I have sought out and surrounded myself with expertise to complete the job." "The biggest challenge in building the Communications building is the level of complexity involved in meeting both Department of State and Department of Defense requirements, which requires constant meetings, ongoing negotiations, and flexibility to accommodate frequent changes," says Waldrop.

"As a result of our expertise and client-centric orientation, not only is our customer satisfied with our work, but also their customer, the DOS, adds eKohs Executive Vice President, Kevin D. Swarns. "Our SME's are a key eKohs business resource," concludes, Swarns.

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"The idea of connecting and mitigating a silo-based mentality is important to the company as we continue to grow. *eKohs Connection* is one important way to encourage collaboration and idea sharing," Lansdowne concludes.

A special thanks to all who submitted names for the contest.

Benefits Update

eKohs 2008 Holiday Schedule

Tuesday, January 1 st	New Year's Day
Monday, January 21 st	Dr. Martin Luther King's Birthday
Monday, February 18 th	President's Day
Monday, May 26 th	Memorial Day
Friday, July 4 th	Independence Day
Monday, September 1 st	Labor Day
Tuesday, November 11 th	Veteran's Day
Thursday, November 27 th	Thanksgiving Day
Friday, November 28 th	Day after Thanksgiving
Wednesday, December 24 th	Christmas Eve
Thursday, December 25 th	Christmas Day

During 2008, eKohs will continue to offer eligible employees 11 paid holidays. With the new year just around the corner, please be reminded of eKohs' holiday leave policy.

eKohs employees entitled to holiday leave who work on a client site should follow the holiday schedule of the client. If the client has less than 11 holidays, the employee is still entitled to 11 days, which can be taken with their manager's approval. If the client has more than 11 holidays the employee is only entitled to 11 days. If you have questions regarding holiday leave, contact human resources at hr@ekohs.com.

Contracts & Awards

GSA Washington Interagency Telecommunications 3 Contract



In early 2007 eKohs submitted a proposal to team with Verizon Business for the General Services Administration's (GSA) 8-year Washington Interagency Telecommunications System (WITS 3) contract. This contract is a follow on contract to the existing WITS 1 contract, which is designed to provide local telecommunications services to federal agencies in GSA's National Capital Region

(NCR). Verizon Business was selected as winner. Currently, WITS provides local telecommunications services to federal agencies in GSA's NCR, including voice, data, internet access, technical support services and equipment to over 90 federal agencies, and serves over 795,000 federal users. The WITS 3 contract will enable federal agencies in the Washington, D.C., metropolitan area to obtain a broad range of telecommunications services including converged voice-over Internet provider (IP) services, voice and video teleconferencing services, and Internet access service as well as equipment. "eKohs has supported Verizon Business on the current WITS 1 contract and now looks forward to serving as a business resource of choice for WITS 3," states eKohs President & CEO Deborah Lansdowne.

The WITS 3 contract consists of a four-year base contract with four one-year options that can potentially reach an estimated value of \$1.8 billion over the entire eight-year period.

Fairfax County Engages eKohs to Develop a Data Center Emergency Protocol and Communications Plan

In June 2007, the Fairfax County Government engaged eKohs to develop an emergency protocol and communications plan for the main data center at the Government Center. In developing the Plan, eKohs is conducting a review of data center COOP practices and processes within the context of the overall County-wide COOP strategy. The review involves defining disaster level definitions, protocols for such declarations, internal and external communications plans, contingency site activation plans, and pre-emptive citizen alert plans for the contact center. We also reviewed selected operational processes for gaps.

Fairfax County is not a new customer. In 2004, eKohs conducted a Third-Party Radio Study that outlined an Emergency Communications Plan for the Fairfax County Government Office of Public Affairs. The Plan advised the County on various means of communicating with its citizenry in the event of an emergency.

"eKohs is delighted to once again support the County's efforts to improve its ability to serve its constituents by continuing to identify ways to strengthen its COOP Plans and capabilities," stated eKohs Executive Vice President, Technology Solutions Kevin D. Swarns, who was the lead SME on the previous contract with the County.

Employee Referral Bonus Awarded

Mark Leehan increases his and eKohs' income!



Mark Leehan (left) receives his bonus check from eKohs Executive Vice President, Technology Solutions, Kevin D Swarns at the Verizon Business customer site.

The successful candidate Leehan identified is Project Manager Jeffrey Hegwood. Hegwood began his service at eKohs in early August to support a Verizon Business project. Way to go, Mark!

Remember, according to program guidelines, there is no limit to the number of bonuses that can be earned. To qualify for a referral bonus, the referral must meet the following three conditions:

- The requirement must be new and not previously known to eKohs,
- ekohs must be successful in placing the SME to fill the identified requirement, and
- The new SME must complete three full months of employment with eKohs.

If all three requirements are met, the referring employee will receive a \$500 bonus included with their payroll check. The next issue of eKohs Connection will announce new winners.

The new Employee Referral Bonus Program is yielding excellent results, states eKohs President and CEO Deborah Lansdowne. Since announcing the program in the previous issue of *eKohs Connection*, Senior Project Manager Mark Leehan received a referral bonus for being alert to identify new opportunities for eKohs.

Based in Ashburn, VA, Leehan both identified the need for a Project Manager position and the successful candidate to fill it.



From left to right Manager, Human Resources and Administration, Niharika Dobhal, Mark Leehan, Kevin D Swarns and Jeffrey Hegwood.