



TEC II Transition Information Guide

Nov. 6, 2023

We are excited to partner with you on the TEC II transition! At Agile Defense, taking care of our people is the foundation of our organization. We are committed to supporting each of you throughout this transition process and will do so through strong collaboration and transparent communication. Here is a summary of what is happening as of Nov. 6, 2023:

- Agile Defense was awarded the TEC II contract and officially began working on Oct. 16, 2023.
- Team Agile Defense, DISA, and Team Jacobs are focused on a smooth transition. We have heard the previous transition had some difficulties and we are eagerly trying to learn from those. A task order transition plan is currently being drafted that will gracefully transition all tasks to Team Agile over the next twelve months. We are working hard to promote positive change over time to limit any disruptions to the mission and to you.
- The keys to successfully navigating this transition are communication, collaboration, and transparency. If at any point you have a question or a concern, we encourage you to connect with us. We want to ensure we are listening to you and understand how we can better assist you through this time of transition. You can communicate with us at any time via e-mail at AskAgile@Agile-Defense.com.
- We have created a transition site to transparently share information. We strongly encourage you to visit the transition site to learn more about the ongoing transition and submit your resume. You can access the site here: <https://agile-defense.com/jitc-tec-2/>.
- We will be hosting several 'meet and greet' sessions, both in-person and virtually. These are opportunities for us to meet each other, and for you to ask questions in a low-pressure environment.
- Additionally, as we transition task orders, we will be posting open job requisitions to <https://agile-defense.com/careers/> and some will be shared on our social media channels. If you have any questions, you can also contact our recruiters at Recruiting@Agile-Defense.com.

About Agile Defense:

Headquartered in Reston, VA, Agile Defense is an end-to-end enterprise IT solutions provider, delivering leading-edge digital transformation and cybersecurity solutions at scale. The company solves its customers' critical challenges by leveraging a customized combination of advanced technology capabilities and tools including Cloud Services, DevSecOps, Cybersecurity, Testing and Evaluation, and Data. With approximately 1,000 technically proficient engineers and subject matter experts, Agile Defense has been critical in enabling IT transformations of large-scale, high-profile mission-essential programs, including multi-environmental upgrade projects and complex cloud-based initiatives. For more information, visit www.agile-defense.com.

Our Core Values: The 6H's

The 6H's are present in all our teammates and all aspects of our organization. We have always and will always believe our team is the best; now we can express simply why and how. We believe that several attributes are at the root of our very best teammates and our amazing culture.



Happy

We exhibit a positive outlook in order to create a positive environment.



Honest

We conduct our business with integrity.



Hungry

We desire to consistently improve.



Humble

We believe success is not achieved alone, there is always more to learn, and no task is below us.



Helpful

We assist each other and pull together as teammates to deliver.



Hustle

We work hard and get after it.

Team Agile Defense Partners:

Team Agile Defense is a unique combination of mission-focused organizations working together to put our people first while delivering high-quality services and solutions to the customer. We are committed to working as one team and are excited to welcome you to the team soon. Our outstanding partners include:

- Beshenich Muir & Associates, LLC
- Business Integra
- Digital Consultants, LLC
- Equator Corporation
- F2 Systems, LLC
- Five Stones Research Corporation
- Nemean Solutions, LLC
- NextGen Federal Systems, LLC
- Sienna Systems Corporation
- T-Rex Solutions LLC
- Veteran Enterprise Technology Services, LLC
- Zapata Technology, Inc

Next Steps:

We know you have questions, and it is our desire to provide you with all the information we have available. We are working collaboratively with DISA and Jacobs to develop a low-risk transition plan for the JTIC customer. Over the next couple of weeks, we will have greater details to share with each of you. Until then, we welcome all your questions and concerns. Additionally, you can expect updates from both your current employer and Team Agile Defense as we move through this contract transition.

Q&A:

Overall Transition

Q. What is the transition timeline?

A. We are working closely with Team Jacobs and JITC to gracefully transition task orders and teammates over to Team Agile Defense across a 12-month span. You will be notified well in advance of any upcoming changes. The transition schedule is still under review by JITC.

Q. How will I be informed about transition updates?

A. We are working to share information via meet and greet events, future town hall engagements, our website, and via email. As the task order transition schedule is finalized, we will be reaching out to individuals to coordinate your transition process.

Q. What do I do if my client has a question or concern?

A. Listen to their concern and share it with us. Listening is at the core of everything we do. If you or your client /customer have a concern, we want to hear it so we can discuss it and find a resolution.

Q. When will my task order transition? How will this impact my employment?

A. The transition plan is currently under review by DISA as of Oct. 31, 2023. Once we receive approval on the way ahead, we will communicate information accordingly.

Employment and Benefits

Q. Does Team Agile have people that will replace me?

A. You have been doing this work and have shown commitment to the JITC mission, so we would love to talk with you first about continuing to provide this support. There are some open positions on some task orders and our intent is to focus on bringing Team Agile people in to fill these gaps, not to replace anyone who is already providing exceptional support to this important mission.

Q. Will my employment be impacted by this transition?

A. Yes, in that current work and employment is going to transition from the current TEC contract/team to our new TEC II contract/team. We are working closely with Team Jacobs to transition task orders, and ultimately employees, over to Team Agile Defense. Based on a conversation with JITC, we currently believe that all existing task orders will continue under TEC II, and we are excited for you to continue providing exceptional service to the customer.

Q. Do I need to apply for a position with Team Agile Defense?

A. Yes. Applying lets us know you have an interest in transitioning to our team and helps create a connection so we can share information with you and offer an opportunity for you to join our team. Apply today: <https://agile-defense.com/jitc-tec-2/>.

Q. Will my paycheck be impacted by this transition?

A. Possibly. We don't know what your compensation is currently, so it is hard for us to provide a 100% clear answer. We do have a great understanding of appropriate compensation for the capabilities you bring based on our depth of experience staffing Agile Defense team members across the country who provide similar work to your current role.

Q. Will my benefits be impacted by this transition?

A. Most likely. We have not yet completed a full comparison of Team Jacob's benefits to ours. We know this is an important aspect of overall compensation for most and are willing to deep dive into this topic if it is important to you. In general, we find that most employees are positively impacted by this change with reduced benefits coverage rates, overall reduced out-of-pocket expenses, and a wider array of offered employee benefits.

Q. How will I be notified about changes to my employment?

A. As mentioned previously, we are working to develop a consolidated transition plan in coordination with DISA and Jacobs. This will help ensure that the information you receive from your current and future team is the same. Once this plan is completed, we will share it with you in town hall events, via email, and other communication forums throughout the transition.

Q. How will I know who I am going to work for?

A. Unfortunately, we are not able to provide clear information yet on who each staff member will work for. Part of our intent is to ensure we are leveraging all the value-added capabilities and experience our Team Agile company members are known for. As we finalize plans for each current task order effort, we'll be sure to share details with each of you.

Q. I have always worked for the prime contractor and would prefer to work for them. How can I make that happen?

A. Our team is comprised of thirteen companies that are committed to the success of JITC and to you, the people who help make the mission operate successfully. Whether you work for Agile Defense or one of our twelve partners, we will execute and perform as one team. Each of our partner companies brings a different focus on technology and unique qualities that might make them a better fit for you.

Q. I applied and attended an event, what can I expect to happen next?

A. Thanks so much for submitting your application and for attending one of our engagement events. We're so happy to have met you and spent some time with you. Now that we have your individual contact information, we'll be sure to include you in future information releases and scheduled engagement events. As your specific task order transition planning matures, you should expect to receive additional communication and interaction from our team regarding your position, support, and exciting future supporting the TEC II contract.

We are very excited to get to know you and work alongside you throughout this process. If you have a question about your applied to position transition, please contact our recruiting team at Recruiters@Agile-Defense.com. All other questions can be sent to AskAgile@Agile-Defense.com. Thank you!