

# THE PATRIOT BRIEF

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## WELCOME

BY ERIKA OWEN

Hello!

Welcome to the first edition of Patriot Enterprises' newsletter, The Patriot Brief!

This quarterly newsletter aims to enhance communication and strengthen our connections by updating you on the latest company news and celebrating our employees' achievements and stories. With this publication, we hope to foster a cohesive and welcoming company culture centering around teamwork and unity. Let's dive in!

PATRIOT  
NEWSLETTER

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# THE CEO'S MESSAGE

BY JED OWEN

Hailing from Oregon, I am a 23-year USMC veteran with a distinguished career in Special Forces. In 2017, I took the helm of Patriot Enterprises, which was designated as a Service Disabled Veteran Owned Small Business at the time. Following my retirement from the military, I, along with my team dedicated ourselves to broadening Patriot's presence in government contracting while fostering a positive company environment for employees. Today, Patriot proudly employs over 600 individuals across the nation and internationally.

Thank you for joining us in launching The Patriot Brief! We are constantly generating new ideas and implementing new strategies to secure Patriot's future endeavors and I believe this newsletter is a great way to share these details. With Patriot's growth, it's vital to acknowledge that we wouldn't be where we are today without every employee. With deep gratitude- Jed Owen, CEO.



## **DEPARTMENT SPOTLIGHT**

### ***RECRUITING DEPARTMENT***

The Patriot recruiting team plays a crucial role in shaping candidates' perceptions of our company. First impressions matter, and our recruiters excel at creating impactful connections, whether through proactive engagement or responding to submitted resumes. In 2024, they have successfully facilitated approximately 803 new hires, with an average fill time of just 11 days and over 200 jobs filled each quarter.

Recruiting Director, Linn Budzyn, attributes this success to their combined 30 years of experience, teamwork, and focus on a positive candidate experience, all while maintaining a fun atmosphere.

Let's give a big shoutout to our awesome Patriot recruiters: Angela Traina, Joanna McDaniel, Brittany Spade and Caroline Schachter. Keep up the great work!



# EMPLOYEE SPOTLIGHT

## **KEVIN HYMEL**

Kevin Hymel isn't your typical Public Relations Specialist; his role on Patriot's Arlington National Cemetery contract comes alive with his deep passion for military history. Through his extensive body of work—numerous articles, published books, and insightful blogs—he vividly highlights the stories of those who have served our country.

One of his most ambitious projects is a trilogy dedicated to General Patton, which he has been diligently crafting for two decades. This labor of love is not just a professional endeavor but a tribute to a legendary figure. History buffs can anticipate the release of volume three, which will complement "Patton's War: An American General's Combat Leadership," volumes one and two, set to be unveiled in late 2025 or early 2026.

What sets Kevin apart is his unique approach to documenting modern cemetery history. He immerses himself in the very fabric of the American experience, attending funerals, state visits, and memorial events. This dedication enables him to weave together a rich tapestry of remembrance that honors the sacrifices of our heroes while sharing their legacies with future generations.

Among his many accomplishments, perhaps the most remarkable is the article he authored in 2009 familiarizing him with the 6888th Central Postal Directory Battalion—the only all African-American, all-female unit responsible for delivering mail during World War II. This story provides invaluable insights into the experiences of the courageous women who served in this unit, showcasing their resilience and determination. Years later, a subsequent interview with Lena Derricott King, a veteran of the 6888th, would morph into something bigger. The significance of this narrative caught the attention of filmmaker Tyler Perry, who went on to create a Netflix movie titled "Six Triple Eight," starring Oprah Winfrey, Kerry Washington, and Susan Sarandon. To ensure the film's historical authenticity and depth of storytelling, Kevin was enlisted as the technical advisor, an experience he described as nothing short of "amazing."



# COMPANY NEWS



## 2024 Moxie Award

On October 24, 2024, Patriot was named a finalist in the GovCon (300+employees) category at the 8th Annual Moxie Awards. The event occurred in Tyson's Corner, VA., where hundreds of businesses and organizations based in the DC Metro area competed in their respective categories. The Moxie Award recognizes organizations that are "innovative, fearless and willing to embrace risks to achieve its goals." Despite not taking home a trophy, being nominated and named a finalist is a testament to Patriot's boldness and ambitious spirit.

We'll be back at it next year!

# EMPLOYEE AWARDS

Did you know that Patriot recognizes employees for their outstanding contributions and leadership? Now you do!

Here are some of the awards given to honor these remarkable individuals:

- ***The President's Award:*** This award is for employees who consistently show exceptional excellence and professionalism in their work.
- ***The Leadership Award:*** This is given to employees who demonstrate outstanding leadership qualities or achieve remarkable accomplishments.
- ***The Extra Mile Award:*** This award honors those who go above and beyond their regular duties.

Now, let's take a moment to celebrate the 2024 award recipients!

## PRESIDENT'S AWARD

Vicki James-AFRCC  
Adrienne Clark-AFRCC  
Chantel Wetherbee-ANC VOS  
Jessica Glover-PSDR  
Victoria Clark-ARNG IST  
Chantel Weatherbee-ANC VOS

## LEADERSHIP AWARD

Brandy Hickman-PSDR  
Thomas Scrivens- ANC VOS  
Nikko Abreu-ANC VOS  
Ahna Waarvick-AFRCC  
Shawn Housley-AFRCC  
Chantel Weatherbee-ANC VOS  
Ian Sphren-AFRCC  
Robert Docherty- HR  
Kathryn Williams-HR  
Brian Jenkins-HR  
Tisa Pitcher-AND VOS  
Maria Guzman-Aguilar-ANC VOS  
Abigail Keough-PSDR  
Kevin Hymel-ANC PAHSS

## THE EXTRA MILE AWARD

Over 44 employees from various programs received the Extra Mile Award for their dedication and professionalism.



## **MESSAGES FROM HR**

**REVISED HANDBOOK:** We are very excited to announce that we are releasing an updated Patriot Enterprises Employee Handbook, Version 7.0 dated 1/14/2025 for your review and acknowledgement. You will find the revised handbook on the Company Information page in iSolved <https://payrollnetwork.myisolved.com>. We request all employees review and acknowledge the handbook via the Employee Portal no later than 2/7/2025.

**W-2 FORMS for 2024:** Depending on your hire date you may be receiving two (2) W-2 Tax forms this year:

- o If you were hired on or after 3/17/24 you will only receive one (1) W-2 Tax form from Patriot.
- o If you were hired prior to 03/17/24, you will be receiving two (2) W-2 Tax forms for 2024.
  - > One from DCXL (also known as XcelHR) for work performed prior to 3/17/24.
  - > One from Patriot Enterprises for work performed on and after 3/17/24.

You should expect to receive both of these at your home address on record in each system by the end of January.

**BENEFIT RENEWAL:** A common question this time of year is the expectation that benefits renew every January 1st and that there should be an open enrollment period to take effect then. Patriot's benefits plans are on a June 1 to May 31 plan year, so open enrollment will not take place until May for a June 1, 2025 effective date. If you have a Qualifying Life Event that would allow you to make changes before then, please reach out to FCE Support at [PatriotFCESupport@fcebenefit.com](mailto:PatriotFCESupport@fcebenefit.com) or [benefits@patriotenterprisesllc.com](mailto:benefits@patriotenterprisesllc.com) for guidance. More information on the 2025 benefit renewals will be forthcoming as we get closer to the renewal timeframe.

**COMPANY MANDATED TRAINING:** Just a reminder that training has been moved to the iSolved system and the former Patriot University is no longer the system of record for Corporate training. You will receive an email invitation from the iSolved training portal [noreply@mg.learning.myisolved.com](mailto:noreply@mg.learning.myisolved.com) as your annual refresher training approaches. Please be sure to complete this in a timely fashion! If you need any assistance, please reach out to [lmshelp@patriotenterprisesllc.com](mailto:lmshelp@patriotenterprisesllc.com).

**COMPANY TRAVEL:** For those employees who travel on company and/or client business, please remember that information such as checklists, document flow charts, examples, and forms can be found on the iSolved portal under Company Information, Section 3-Contract Travel Information <https://payrollnetwork.myisolved.com>. As a reminder, if you are a cleared employee and you travel abroad for personal pleasure or business, you MUST have a Foreign Travel Briefing with Patriot's Security Team. The security team also offers optional travel briefs for uncleared employees as well. For assistance contact [security@patriotenterprisesllc.com](mailto:security@patriotenterprisesllc.com).

**PATRIOT HOTLINE:** A reminder that all employees are encouraged to submit reports of unethical behavior or any compliance issues, etc., via the SafeHotline system, which can be anonymous if you so choose. You can access this at <https://safehotline.com> or via phone at 1-855-662-SAFE. Our company code is **5464185883**.

**PATRIOT HR, PAYROLL, BENEFIT CONTACTS:** Please feel free to reach out to a member of the Human Resources Team in any of the following ways:

- o Phone: 804-215-2485
- o General HR: [HR@patriotenterprisesllc.com](mailto:HR@patriotenterprisesllc.com)
- o Benefits Issues: [Benefits@patriotenterprisesllc.com](mailto:Benefits@patriotenterprisesllc.com)
- o Payroll Issues: [Payroll@patriotenterprisesllc.com](mailto:Payroll@patriotenterprisesllc.com)
- o Training Issues: [lmshelp@patriotenterprisesllc.com](mailto:lmshelp@patriotenterprisesllc.com)
- o Timesheet Issues: [UnanetHelp@patriotenterprisesllc.com](mailto:UnanetHelp@patriotenterprisesllc.com)

## **INTERNAL VACANCIES**

- To apply for internal job vacancies please submit your application via the company career portal <https://patriotenterprisesllc.isolved.com/jobs/>
- Make sure to review the detailed job descriptions and ensure your resume is up to date. For any inquires, you can contact Recruiting at: [recruiting\\_candidates@patriotenterprisesllc.com](mailto:recruiting_candidates@patriotenterprisesllc.com)
- Don't miss the opportunity to grow your career within our organization. [Check out the Employee Referral Program](#)

Employee ideas/feedback/suggestions for newsletter

[NEWSLETTER@PATRIOTENTERPRISESLLC.COM](mailto:NEWSLETTER@PATRIOTENTERPRISESLLC.COM)