

Corporate Capabilities

05 June 2025

► Knowledge ► Experience ► Demonstrated Performance

About Us

The Government Services Group represents over 30 Professional Services subsidiary companies of Bristol Bay Native Corporation (BBNC), an Alaskan Native Corporation (ANC). BBNC's mission stays true to the spirit of why ANCs were created:

"To enrich the Alaskan Native way of life."



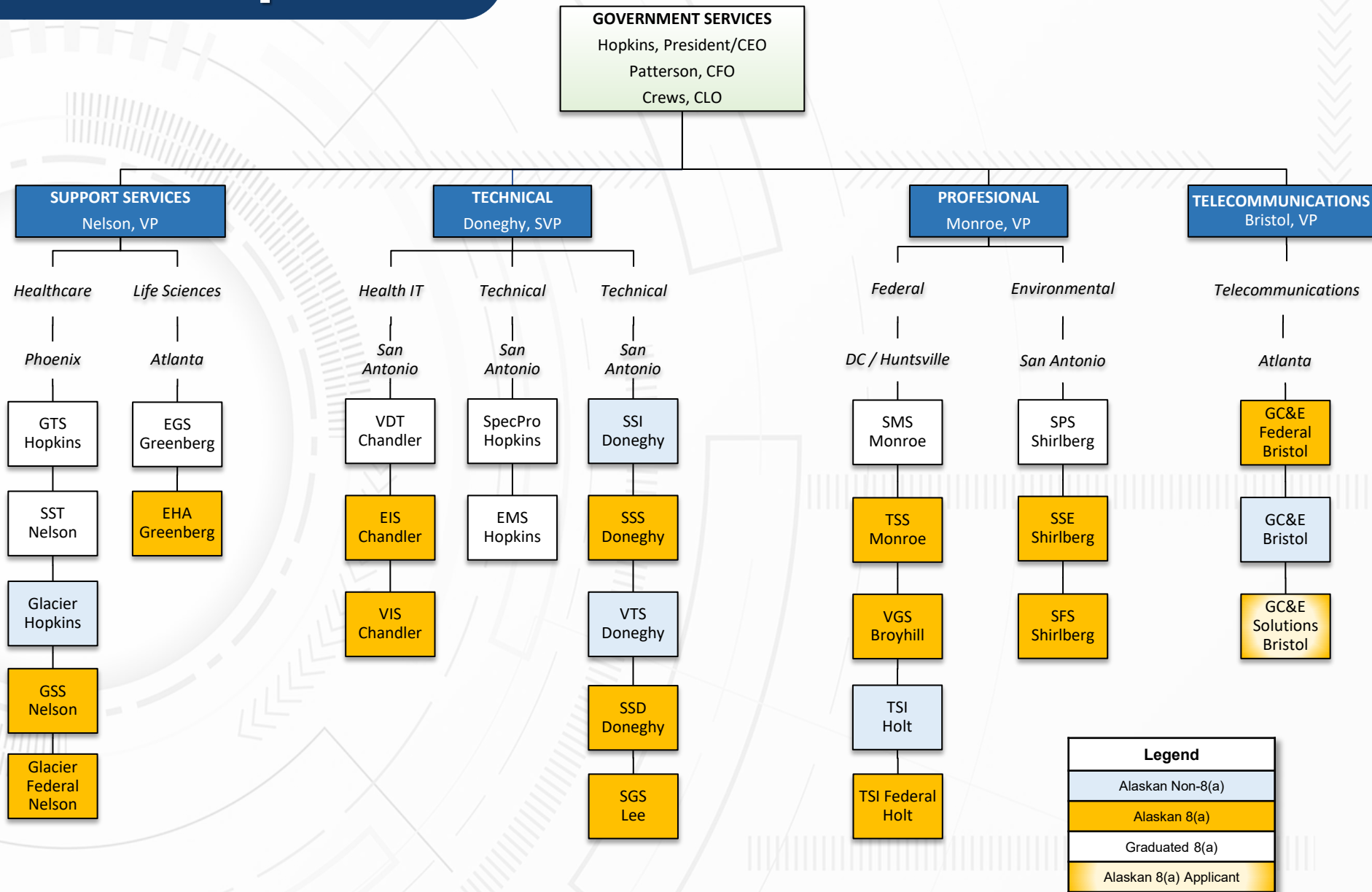
When you employ a BBNC company, you are helping over 10,000 Alaskan Natives enrich their life by providing support for economic development, employment, and educational opportunities.

BBNC has some of the **"Most Awarded 8(a) companies in the Federal Marketplace"*** because we:

- ✓ Foster economic opportunity by paying dividends directly to Alaskan Natives
- ✓ Improve quality of life through our Internship-to-Career Programs
- ✓ Promote educational opportunities through BBNC Scholarship Programs
- ✓ Actively encourage Alaskan Native employment

* Source: Deltek 8(a) Small Business Federal Prime Contracting Report – June 2015

Our Companies



Legend
Alaskan Non-8(a)
Alaskan 8(a)
Graduated 8(a)
Alaskan 8(a) Applicant

What We Do

Healthcare / Facilities / Life Sciences



Facility Support Services, A&E Services, Logistics, Information Management, Environmental Services, Healthcare Facilities Support, Human Performance Optimization and Healthcare & Scientific Related Services



Healthcare and Healthcare Related Services, Human Performance Optimization, Warfighter Readiness, Technical and Scientific Support Services, Logistics, and Information Management



Information Technology and Test and Evaluation Services



Global Health, Human Performance, and Clinical Research & Development



Surveillance & Epidemiology, Infectious Diseases, Personalized Medicine & Bioinformatics, International Public Health Communication, and Chronic Diseases & Regenerative Medicine



Clinical Research & Investigation, Infectious Disease, Military Medical Research, Public Health Emergency Response, Surveillance & Epidemiology, Advanced Diagnostics, Public Health Communication, Regenerative & Precision Medicine, Virtual Health, Contract Management & Administration, Program Management, Public Health & Science-Related IT Solutions



Clinical Research & Investigation, Infectious Disease, Military Medical Research, Public Health Emergency Response, Surveillance & Epidemiology, Advanced Diagnostics, Public Health Communication, Regenerative & Precision Medicine, Virtual Health, Contract Management & Administration, Program Management, Public Health & Science-Related IT Solutions

Telecommunications



Communication Infrastructure, Network Engineering, Managed Services, and Design & Installation of Enterprise Physical Security Systems



Communication Infrastructure, Network Cabling, Network Engineering, Managed Services



Integrated Computer Systems Design, Data Processing Facilities Management, Technology Infrastructure Maintenance & Modernization, Cyber Systems Integration Services, Risk Management Framework Implementation, Facility Technology Systems Integration, Computerized Maintenance Management Systems, Network Device Integration Services, Project Management for IT Solutions, IT Infrastructure Planning & Support, Legacy Systems Modernization

What We Do

Technical / IT / Engineering



Health IT, Enterprise Technology Solutions, Research & Development Support, Process Improvement, and Data Science Services



Information Technology, Program Management, Clinical Support, Professional Services, Engineering & Technical Services, and Analytical Support Services



Cybersecurity Defense and Enterprise Systems Support



Information Systems, Logistics, Cyber Security, Administration Support, Military Operations, Financial Management



Engineering Services, IT, DoD Operations & Maintenance, and Manufacturing



Facilities Support, Technical Services, and Information Management Services



Logistics Automation, Information Technology, Professional Services, Visual Information



Engineering, Technical and Information Management Systems



Global Network Operations, Enterprise IT Support, Application Development and Sustainment, Tier I, II, III Helpdesk



Military Health IT, Data Science, IA/Cybersecurity, Research & Development, Technical Services

Professional



Administrative, Financial, and Management Support Services



Administrative, Financial, and Management Support Services



Professional & Technical Services



Health Information Technology/Information Management, Data Analytics, Administrative Services, Program Management



Program Management, Engineering Support, Financial Services, Training & Technical Assistance, Health Services



NEPA & Natural Cultural resources, Environmental Compliance, Real Property Analysis, Asset & Portfolio Management



Administrative & Business Support, Engineering Support, Health Services, Financial Services



Admin Support, FSO Support, ISO Support, IT Support, Program Support



Need Write-up



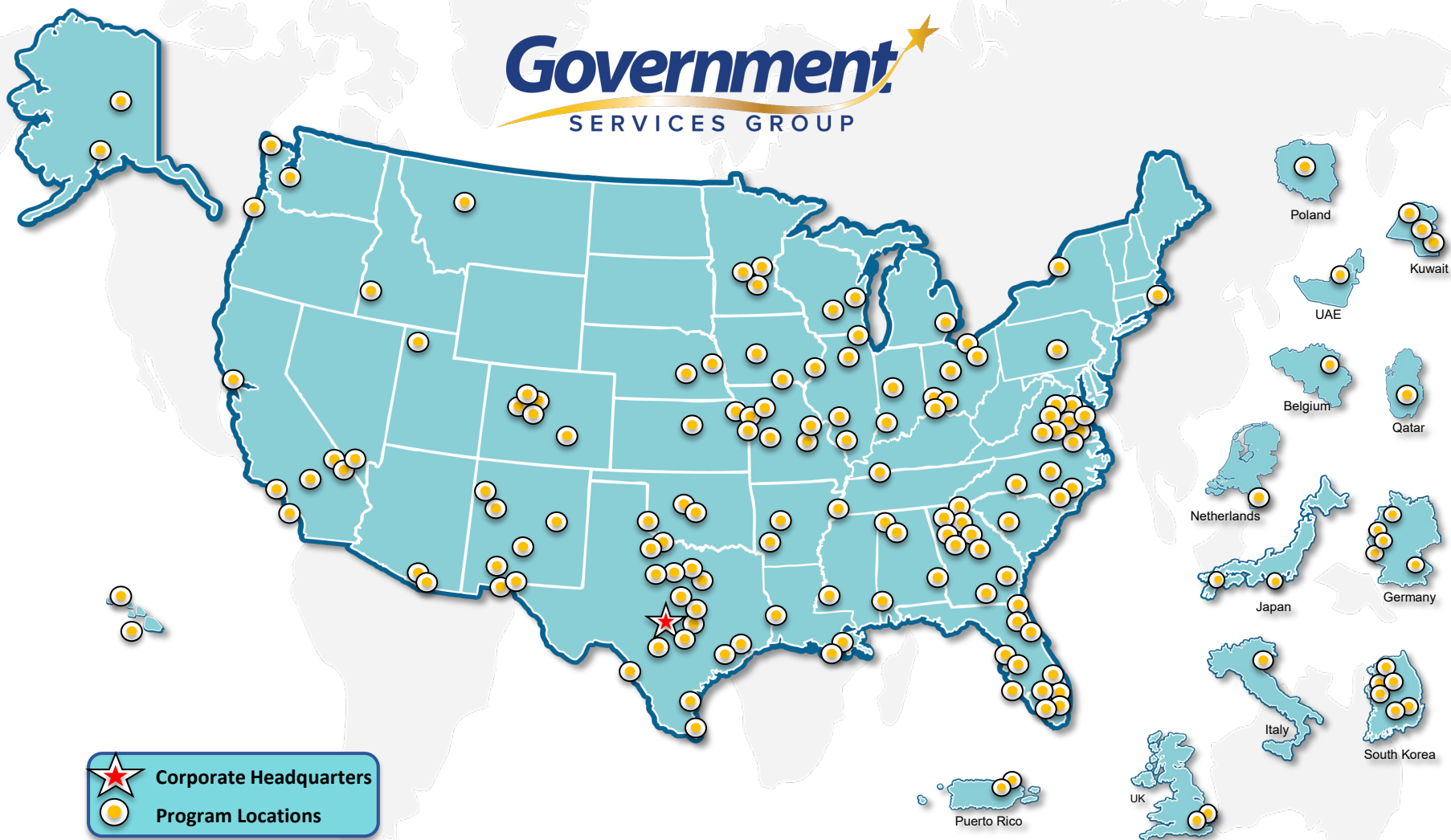
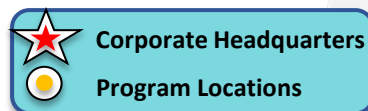
Environmental Consulting Services, R&D and Laboratory Management, Hazardous Waste, Solid Waste Management, Recycling



Need Write-up

Operational Locations

Government
SERVICES GROUP



Capabilities Overview

The Government Services Group is a diversified group of 30+ companies focusing on 5 lines of business

HEALTHCARE / FACILITIES / LIFE SCIENCES

- Facility Support Services
- A&E
- Information Management/Information Technology
- Logistics
- Warfighter Readiness
- Human Performance Optimization
- Healthcare & Scientific Related Services
- Clinical Research & Investigation Support & Staffing
- Infectious Disease
- Surveillance & Epidemiology
- Public Health Emergency Response & Vaccine Support
- Personalized Medicine & Bioinformatics
- Chronic Disease, Regenerative Medicine & Cancer Screening Research
- Military Medical Research & Laboratory Infrastructure
- Virtual and Telehealth
- Scientific Program Support & Management
- Physician, Pharmacy & Nursing Services
- Food Policy and Initiatives
- Human and Animal Subject Research Support
- Public Health & Science-Related IT Solutions

TELECOMMUNICATIONS

- Information Technology
- Inside/Outside Plant Cabling
- Integrated Electronic Security
- Audio/Visual Systems
- Systems Integration
- Telecommunications
- Communications Infrastructure
- Wired Telecommunications
- State and Local
- Wireless Networks
- Integrated Computer Systems Design
- Data Processing Facilities Management
- Cyber Systems Integration Services
- Risk Management Framework Implementation
- Facility Technology Systems Integration
- Computerized Maintenance Management Systems
- Network Device Integration Services
- Project Management for IT Solutions
- IT Infrastructure Planning & Support
- Legacy Systems Modernization

Capabilities Overview

TECHNICAL

- Systems Analysis and Design
- Database Design/Support
- Information Management
- Data Science & Analytics
- Medical IT/IM
- Engineering Support
- Supply Chain Analysis
- Cybersecurity
- Manufacturing
- Test and Evaluation
- Process Re-engineering
- Verification and Validation
- Systems Engineering
- International Security Assistance
- Security Specialist
- Depot Maintenance Services
- Art of the Possible (AOP)

PROFESSIONAL

- Program Management Office Support
- Administration Support
- Systems Administration
- Financial Management
- Records Management
- Financial Audit Readiness Support
- Health IT
- Human Resources
- Personnel Security Specialist
- Adjudication/Paralegal Support
- Acquisition Contract Support
- Data Administration
- Logistics Support
- Facility Condition Assessments
- Construction Phase Services
- Environmental Compliance
- NEPA & Natural & Cultural Resource Management
- Remediation & Restoration
- R&D & Laboratory Management
- Waste Management & Landfill Operations
- Animal Control
- Real Property Analysis & Portfolio Management

Customers

Healthcare / Facilities / Life Sciences



US Army Reserve
(USAR)



Air Force Civil
Engineer Center
(AFCEC)



Naval Air Station
Corpus Christi (NASCC)



US Army
Environmental
Command



Sheppard Air
Force Base



US Army Corp of
Engineers (USACE)



Defense Logistics
Agency (DLA)



Utah Test and
Training Range
(UTTR)



Walter Reed Army
Institute of Research



Joint Base
San Antonio



Defense Centers for
Public Health
Aberdeen (DCPH--A)



US Department
of State



MEDCOM



Space Force



US Army Medical
Research Acquisition
Activity (USAMRAA)



US Forest Service



US Army Institute of
Surgical Research



Center for the
Intrepid



Air Force
Special Warfare



Air Force
Personnel Center

Healthcare / Facilities / Life Sciences (cont.)



Centers for Disease Control
and Prevention (CDC)



Lackland AFB TX



U.S. Army Medical
Command (MEDCOM)



Fort Bragg



MEDCOM Tripler Army
Medical Center (TAMC)



US Army Institute of
Surgical Research



Joint Base
Lewis-McChord



Joint Base
San Antonio



MEDCOM San Antonio
Military Medical
Center (SAMMC)



US Food and Drug
Administration (FDA)



Fort Wainwright



Camp Zama, Japan



Camp Humphreys,
South Korea



Nellis AFB



Scott AFB

Customers

Telecommunications



US Army Network
Command (NETCOM)



US Army 7th
Signal Command



US Army
93rd Signal Brigade



Fort Novosel



US Army
106th Signal Brigade



Joint Base
Myer-Henderson Hall



United States
Postal Service



National Defense
University



Centers for Disease
Control & Prevention



Fort Liberty



Fort Eisenhower



Fort Stewart



Fulton County
Government



Raymond James



Major League
Baseball



City of Tampa



Atlanta United



Atlanta Falcons



Fulton County
Schools



KIA Motors America



Florida Panthers



Orlando Magic



Atlanta Braves



Mercedes-Benz
Stadium

Customers

Technical / IT / Engineering



Walter Reed
National Military
Medical Center

Walter Reed National Military
Medical Center and National
Capitol Area (WRNMMC) (NCA)



NORAD NORTHCOM



Air Force Security
Assistance Training (AFSAT)



US Department of
Agriculture (USDA)



Air Force
Materiel Command



Army Sustainment
Command



USU
Uniformed Services
University (USU)



Defense Health
Agency (DHA)



US Army Installation
Management Command
(IMCOM)



Air Force Special
Operations Command
(AFSOC)



Depot Maintenance
Services



16th Air Force
(AFCYBER)



Air Combat
Command (ACC)



Air Force Research
Laboratory (AFRL)

Naval Information
Warfare Center



ATLANTIC

Naval Information
Warfare Center



Army Research
Laboratory (ARL)



US Army 106th
Signal Brigade



US Army Joint Munitions
Command (JMC)



US Army Network
Enterprise Technology
Command



Army Cyber
Command

Customers

Professional / Administrative



Defense Logistics Agency (DLA)



Drug Enforcement Administration



Department of Labor (DOL)



Department of the Navy Bureau of Medicine and Surgery



National Aeronautics and Space Administration



US Army Corps of Engineers (USACE)



Air Force Medical Support Agency (AFMSA)



Department of Justice (DOJ)



Naval Supply Systems Command



United States Agency for International Development (USAID)



Department of Health and Human Services (HHS)



Defense Health Agency (DHA)



Department of Education



U.S. Army



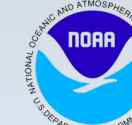
U.S. Air Force



Housing and Urban Development



Homeland Security



National Oceanic and Atmospheric Administration (NOAA)



Environmental Protection Agency (EPA)



US Department of Agriculture (USDA)



Defense Health Agency (DHA)



NAVFAC Atlantic



SpaceX



City of Barstow, CA



Louisiana National Guard

Our team understands the **importance of people as a success driver**.

1. Focus on Retaining Existing Incumbent Staff

- Legacy knowledge, experience, and program intimacy help ensure a seamless, transparent transition without interruption of service.
- Repeatable, proven transition methods.
- Eliminate potential exodus risk through early, open communications, advance planning, and more.

2. Recruit Quality, Qualified People

- We employ full-time internal recruiters and maintain relationships that produce quality candidates.
- High-trust relationship, referrals from colleagues and friends, and more help identify the right people.
- Industry reputation of trust, pride, and integrity.

3. Retain Staff Long-Term

- Foster a culture of trust and transparency from the top down.
- Commitment to the employee family, client, and mission.
- Team building exercises and events to encourage a strong bond.
- Establishment of an energized, positive culture.
- Continuing training, education, and career support.

➤ **Three (3) Year Average Retention Rate: 96.7%**
➤ **Average Tenure: 9.5 years**

Employee Benefit Package

Medical Benefits	Federal Employee Health Benefit Program (FEHB)
UNUM Life /AD&D Insurance	We provide a Group Life/AD&D Insurance plan (<i>1.5 times employee salary up to \$150,000 per employee, \$60,000 minimum in the case of death</i>). Accidental Death & Dismemberment (AD&D) benefits vary based on the medical condition. Employee purchase of additional coverage is available which varies by coverage and age.
IRA 401K and Profit Sharing	We offer a 401K plan thru Northwest Plan Services. We provide up to 10% matching . The first 5% is 401K matching and the 2 nd 5% is identified as “Profit Sharing”. We are in the TOP 3% of all US companies to provide > 5% on 401K Matching.
Education & Certification Assistance Program	Our employees are reimbursed <i>up to \$3,000 annually</i> for tuition, books and fees, continuing education seminars, training and professional certifications related to their position. Paid (salary, travel, lodging and per diem) attendance at conferences and seminars.
Meritain Dental Insurance	Preventative (No Costs); Basic (20% Deductible) and Major (50% Deductible). Maximum Annual Benefits (Per Person): \$2K
VSP Vision Insurance	Vision insurance is covered by Dental insurance. No additional costs!
Annual Appraisals	We provide our employees appraisal on their annual anniversary date. The date in which the employee was hired. As part of the annual appraisal process; employee can receive <i>between 2-5% salary increase</i>
Spot Bonus	Our employees are able to obtain spot bonuses (<i>between \$300-\$1,500</i>) for going “above and beyond” to support our clients.

Employee Benefit Package

Paid Time Off (PTO)/Vacation	We <i>provide</i> paid sick leave and vacation leave equal to years of service. <i>Length of service include the whole span of continuous services with predecessor contractors on the same contract.</i> Up to twice the employee’s leave accrual amount of unused vacation leave may be carried over to the following calendar year and 120 hours of sick leave carried over. <table><tr><td>Vacation Leave</td><td>2 weeks (80 hours)</td><td>1 – 5 years (full months of service)</td></tr><tr><td></td><td>3 weeks (120 hours)</td><td>5 – 10 years (full months of service)</td></tr><tr><td></td><td>4 weeks (160 hours)</td><td>10+ years (full months of service)</td></tr><tr><td>Sick Leave</td><td>1 week (40 hours)</td><td>1 – 5 years (full months of service)</td></tr><tr><td></td><td>2 weeks (80 hours)</td><td>5 – 10 years (full months of service)</td></tr><tr><td></td><td>3 weeks (120 hours)</td><td>10+ years (full months of service)</td></tr></table>	Vacation Leave	2 weeks (80 hours)	1 – 5 years (full months of service)		3 weeks (120 hours)	5 – 10 years (full months of service)		4 weeks (160 hours)	10+ years (full months of service)	Sick Leave	1 week (40 hours)	1 – 5 years (full months of service)		2 weeks (80 hours)	5 – 10 years (full months of service)		3 weeks (120 hours)	10+ years (full months of service)
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Paid Holidays	11 paid holidays per year following the standard Office of Personnel (OPM) Federal Holiday schedule.																		
UNUM Short/Long Term Disability Insurance	Our employees are provided at no cost to the employee Short/Long Term disability insurance.																		
Family Medical Leave/Parental Leave (FMLA)	If a birth or adoption occurs in the family of a full-time regular or part-time regular employee, we will grant an eligible employee <i>up to a total of 12 work weeks</i> of unpaid leave during any 12-month period.																		
Military Leave	We will grant a paid military leave <i>not to exceed ten (10) working days</i> in any calendar year.																		
Bereavement Leave	We offer 3 days of bereavement leave for the loss of an immediate family member.																		
Employee Referral Bonus Program	To involve employees in bringing the right people <i>to our team</i> , we reward employee <i>referral with a</i> bonus between \$100-\$500, depending on the type of position, and if the individual works for us for at least 3 months.																		
Leave Cash-In	Employees have the ability to cash-in <i>up to 40 hours of leave (twice year)</i> as long as the employee maintains 40 hours of vacation balance.																		

Taking Care of People

<i>Benefit Package</i>	<i>Corporate Culture</i>
➤ World Class Benefit Package ➤ Federal Employee Health Benefit (FEHB) ➤ Free Vision and Dental ➤ 401K program with Matching and Profit Sharing ➤ Recognize Incumbent Employee Tenure for Leave ➤ Annual Appraisal w/salary increases between 3-5% ➤ Vacation/Emergency/Jury Duty/Military Leave ➤ Company Paid Life Insurance	➤ Family-like culture and community ➤ Communicates trust and transparency making our employees feel as if they are part of a cohesive group ➤ Open Door Policy ➤ Corporate events to promote culture and teamwork ➤ Mature and effective resource acquisition processes ➤ BBNC Annual Compliancy Training for all leaders ➤ Work climate that is free of threat which contributes to a productive workplace where all are valued
<i>Personnel Development</i>	<i>Group Concept</i>
➤ Annual Education Allotment of \$3,000 ➤ Certifications and Training Allotment ➤ Promote from within/Career Progression/Upward Mobility ➤ Site visits from Corporate Management	➤ 20 Years of Group Experience ➤ Mobility and advancement in Group of Companies ➤ Lower Indirect Rates due to Shared Services ➤ Subject Matter Experts across 30 companies ➤ Online HR process with over 15 years experience ➤ Experienced in the transition of 100+ employees across CONUS or OCONUS locations ➤ More than a small business. Large capital backing. ➤ OCONUS Experience

Contract Vehicles

Doing Business with the Government Services Group

- GSA MAS
- GSA 8(a) STARS III
- OASIS Plus
- GSA OASIS SB Pool 1
- GSA OASIS 8(a) Pool 1
- GSA OASIS SB Pool 2
- GSA OASIS SB Pool 3
- GSA OASIS 8(a) Pool 3
- GSA OASIS SB Pool 4
- GSA OASIS 8(a) Pool 4
- 8(a) Direct Award
- 8(a) and Small Business Set-Asides
- BPA, BOA, Purchase Order
- Seaport-NxG
- USDA FS DAITSS
- IMCS IV (Army)
- 711th Human Performance Wing Mission Support (AF)
- DHA GSP

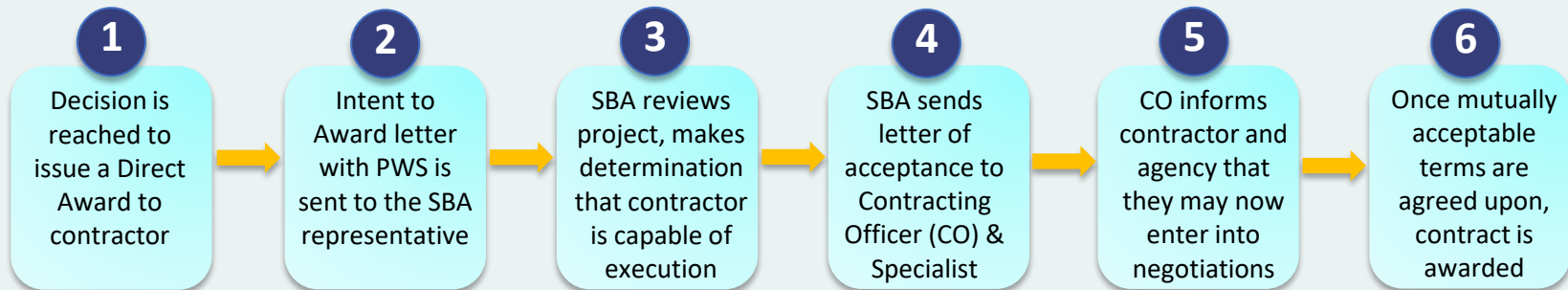


The 8(a) ANC Advantage

ANC Status Allows Us To:

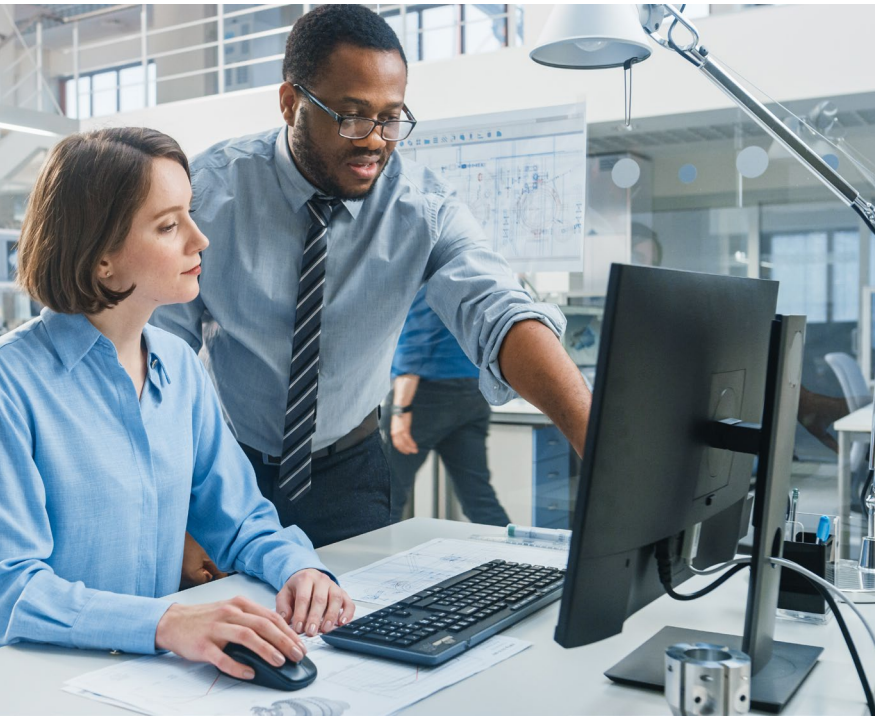
- Accept 8(a) ANC DoD Direct Awards Valued up to \$100M
- Accept 8(a) ANC Non-DoD Direct Awards of up to \$25.5M
- Direct Awards are not subject to Protest
- Accept over \$100M Direct Awards with Higher Agency Approval
- Speed Contract Awards (30 - 60 days)
- Meet Socioeconomic Goals with No Sole Source Limitation

Standard Six-Step Process for Executing a Sole Source Award



Applicable Major Federal Regulations:

- **FAR 19.8-812** - Main FAR governing 8(a) and ANC firms
- **FAR 15.305.A.2.iii** - Use of predecessor company past performance
- **13 CFR 121.103.2** - ANC non-affiliation and use of shared resources
- **13 CFR 124.3** - ANCs defined as Small Disadvantaged Businesses
- **13 CFR 124.109** - Governing regulation for ANC non-affiliation status
- **13 CFR 124.506(b)** - Waiver of dollar threshold for ANC Direct Awards
- **13 CFR 124.519(a)** - Exclusion from DoD Direct Award limits up to \$100M



- SBA 8(a) Certified Small Business
- Small Disadvantaged Business (SDB)
- Capability to receive Unlimited Sole-Source Contracts through the SBA Tribal 8(a) Program
- Experienced Leadership
- Solid Capabilities, Capital, and Commitment
- Facilities Clearances up to Top Secret
- ISO 9001:2015
- CMMI Services Level 2

Contact Information

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U.S. Small Business
Administration

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