

Year in Review

2025

Forging Ahead with Resilience

2025 was a year of resilience for Team AMSG. We strengthened our operational approach and increased efficiency in ways that helped us better serve **our people, our customers, and our culture.** With clear communication, thoughtful adjustments, and a focused drive for efficiency, we reinforced the foundation that will support our next chapter of growth and innovation.

Operational Efficiency

Enhanced how we work to create smoother, more efficient operations across the company.



People & Mission Alignment

Focused our efforts on what matters most: our people, our customers, and the missions we support.



Culture Stewardship

Continued to nurture and strengthen our culture in thoughtful, intentional ways.



Transparency

Kept everyone connected through clear, consistent, and open communication.

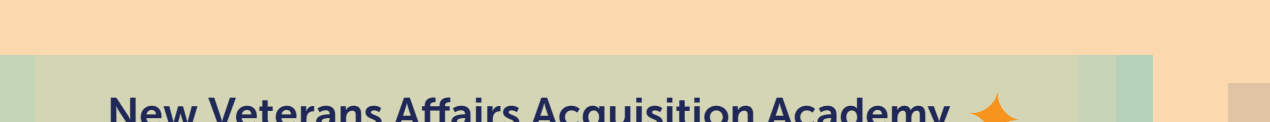


Highlights From the Year

Awards and Certifications

1. Top Workplace 2025
2. Washingtonian Great Places to Work 2025
3. 2025 HIRE Vets Platinum Medallion Award
4. ISO 14001 Certification
5. #20 on the Washington Business Journal's 101 Largest Veteran-Owned Companies List
6. Cybersecurity Maturity Model Certification (CMMC) Level 2
7. Orange slices AI 2026 Elev8 GovCon Honoree

- Awarded 2nd Year in a row
- Awarded 3rd Year in a row



New Veterans Affairs Acquisition Academy (VAAA) Contract!
Awarded GSA Oasis+ Contract
And MDA SHIELD Contract!

Internal Engagement

Training & Development

6 Lunch & Learns
 Dozens of team members completed certifications or advanced training (e.g., Lean Six Sigma Black Belt, leadership programs, promotions)

Wellness & Culture

59 participants in the Steps Challenge

Transparent Communication

- 12 Java with Jims
- 4 Quarterly Town Halls
- 60+ blog posts
- 158+ social posts
- 40+ CEO Text a Team Member text message conversations
- 12 New Hire Meetings with the CEO

Top 5 AMSGazette Articles

1. Team Member Corner: Agility for Dogs
2. Community Through Comedy (ASAP Feature)
3. AMSG, BENS & ASAP Cross-Community Collaboration Blog
4. AMSG's Third Annual Steps Challenge Blog
5. Team Member Corner: Softball, Service & Sponsorship — A Father's Story

External Customer Support

Compliance & Stability

Maintained a flawless audit record and continued to build confidence through transparency, reliability, and consistent delivery.

CEO Check-Ins

Regular one-on-one conversations with customer leaders help strengthen relationships, align priorities, and ensure our support stays mission-focused.

New Joint Venture

New Joint Venture: Introduced Advanced Analytics & Mission Solutions (AAMS), a joint venture formed with FedPartners as the Managing Venturer and AMSG serving as the Mentor through the SBA's Certified Mentor-Protégé Program (MPP), expanding our ability to support small business growth and mission delivery.

Knowledge & Tools

We continued providing access to training and learning opportunities that enhance our customers' knowledge management and operational excellence.

Conference Visits

We participated in industry conferences throughout the year, deepening our knowledge and strengthening the tools we use to support our customers.

Global Impact in Action

Members of our team traveled to Guatemala to help build sustainable spaces, plant trees, and support local families



AMSG Goes to Guatemala Videos [1](#) [2](#) [3](#)

I think this is the only way to travel...I love to visit new places and see these beautiful sights and views and the nature is spectacular...I think to do it without helping others is a lot less satisfying. And I think being able to lead the trip this time is even more fulfilling for me.

- Zach Taylor

Our People, Our Strength

In an effort to continue learning from our team members and improving how we operate, AMSG conducted a yearly survey through Energage to gauge team member happiness and the health of the company — below are some of the results.



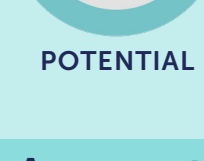
STRONG VALUES



EXECUTION



INCLUSION

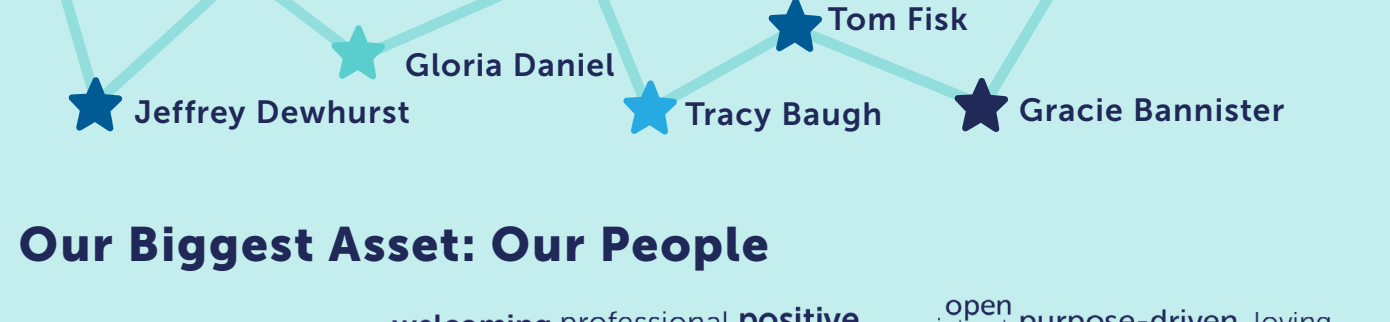


POTENTIAL



WELL-BEING

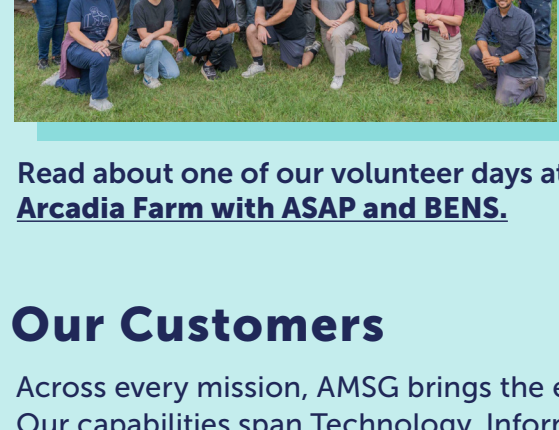
Team Member of the Month Across the Year



Our Biggest Asset: Our People

How our team members describe our culture

welcoming professional positive open purpose-driven loving
 appreciative committed, encouraging consistent kind community attentive
 genuine motivated **competence** caring family communication fair courage
 loyal motivated **competence** character communication fair compassionate passionate
 supportive attentive inspiring empathetic uplifting transparency amazing



I love my job because

They truly care about their employees and the greater world. They are a company that puts their employees above profits. I am honored to work for a company that has a goal of making not only their company a better place but the world a better place.

Read about one of our volunteer days at [Arcadia Farm with ASAP and BENS.](#)

Our Customers

Across every mission, AMSG brings the expertise and tools to help our customers achieve results. Our capabilities span Technology, Information & Knowledge Management, Professional & Mission Support, and Acquisition & Financial Services—each designed to enhance efficiency, strengthen readiness, and deliver measurable impact.

Army



Marine Corps



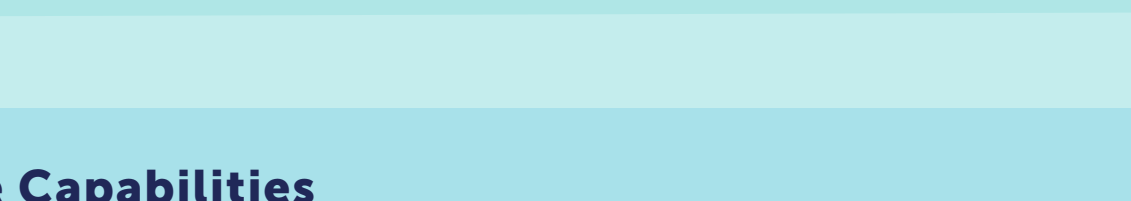
Joint & Defense Wide Agencies



Air Force



Federal Civilian Agencies

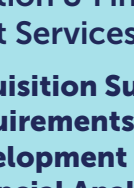


Core Capabilities



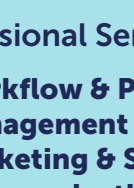
Technology, Information, & Knowledge Management

- Data & Analytics
- Program & Portfolio Management
- Application Development
- Instructional Systems Design



Acquisition & Financial Support Services

- Acquisition Support
- Requirements Development
- Financial Analysis



Professional Services

- Workflow & Program Management
- Marketing & Strategic Communications
- Administrative & Managed Services

Customer Feedback

AMSG continues to earn Very Good and Exceptional ratings across most contracts, reflecting trusted relationships, mission focus, and consistent delivery for our federal customers. Our CEO also personally checks in with customer leaders throughout the year, taking time for honest, one-on-one conversations. In return, customers share valuable feedback on what's working, where we can support more, and how our partnership continues to make a difference.

They're phenomenal — every project is on time, and it would be impossible to do what we do without AMSG.

You have some serious talent on this team — nobody's here to watch a clock.

You have some pentathletes (good at lots of different things) and some very talented specialists.

There is not enough space here to accurately convey the level of thanks these folks deserve. What makes this group so special is their ability to focus as a collective, individual, or anywhere in between to make the solution work for the customer

Looking Ahead



Purposeful Growth

Strengthen current customer partnerships and thoughtfully expand into new mission areas, including our recent award with the Missile Defense Agency.



Empowering People

Expand learning opportunities, recognize great work, and prioritize wellness so every team member can grow with AMSG.



Innovating Smartly

Leverage AI, data science, data analytics, knowledge management, and scalable processes to strengthen performance and efficiency across contracts.



Expanding Our Impact

Continue global volunteer efforts and invest in local communities where we live and serve.