

NEWSLTR



Faith Group

CELEBRATING
18 YEARS

IN THIS ISSUE:

DIVERSITY CORNER: MANDY NIX, DIRECTOR OF FINANCE

Faith Group's Director of Finance Mandy Nix tells her story of how she rose in the ranks as a female in the industry to a leadership role and offers advice to other women on how to achieve success and "own it"!

F.E. WARREN AFB GBSD INTEGRATED TRAINING CENTER

Faith Group is part of the JV team to design a new Ground Based Strategic Deterrent Training Facility for the USACE.

TECH UPDATE: WHAT'S NEW WITH VIDEO ANALYTICS?

Learn about the latest advancements in video analytics from anomalous behavior detection to machine learning.

Ranken Southeast

A Partnership Between Ranken and the City of Perryville (MO) Creates a State-of-the-Art Hybrid Education Facility





TAKE IT ON FAITH

CELEBRATING PIONEERING WOMEN

March celebrated Women's History Month which is "intended to highlight the contribution of women to events in history and contemporary society." As a woman and a business owner, I often think about, and am grateful for, all those pioneering women who came before me and set such great examples.

While many people think of Amelia Earhart as a pioneer for being the first female pilot to fly solo across the Atlantic Ocean, we also need to admire Emily Howell Warner who, in 1973, became the first woman commercial pilot hired by a scheduled U.S. airline and became a captain in 1976. Emily's bravery and leadership paved the way for all female commercial pilots to follow. Or maybe we look at Marie Van Brittan Brown for inspiration. She was an African American nurse living in Queens in the 1960's and the inventor of the first modern home security system, which has developed into an \$80 billion marketplace worldwide.

As a female entrepreneur, pioneering for the next generation and providing leadership is a responsibility I do not take lightly. As the new Grandmother of a beautiful baby girl and employer of a host of talented females, I hope that I too can be an inspiration to the next generation of pioneering women.

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IN THE NEWS: WINS

- Temporary Phasing Facilities for Edwards AFB as a subconsultant to Mill Creek
- IT Policy, Strategy, and Planning Consulting Services for Metropolitan Knoxville Airport Authority
- Canal Building B Tenant Fit-Out for Winchester Logistics as a subconsultant to Opus A/E Group
- Airport Security System Upgrade for Daytona Beach International Airport
- SCADA Control Center and Systems Replacement for Santa Clara Valley Transportation Authority as a subconsultant to Urban Engineers
- IDMS RFP Development, Selection, and Implementation Support for Oakland International Airport
- Perimeter Intrusion Detection System Proof of Concept for Seattle Tacoma International Airport as a subconsultant to Siemens
- EHRM Infrastructure Upgrades Tier 2 Independent Technical Review of Communications and Electronic Security Systems for Dept. of Veterans Affairs Tomah, WI as a subconsultant to Penn Construction Group
- Satellite Concourse Safety Risk Management Panel for Nashville International Airport as a subconsultant to Ricondo
- Center Cargo Building Expansion for Greenville Spartanburg International Airport as a subconsultant to Harper General Contractors
- Warehouse Facility for AllPoints at Anson as a subconsultant to Opus A/E Group
- North Star Center Concept of Operations Planning for Minneapolis-St. Paul International Airport
- Identity Management System Solution for Oakland International Airport
- Seay Auditorium as a subconsultant to Hurst Rosche for Scott AFB

FOCUS: FEDERAL

F.E. WARREN AFB GROUND BASED STRATEGIC DETERRENT (GBSD) INTEGRATED TRAINING CENTER (ITC)

Faith Group LLC, as part of an overall team with the Benham / Stanley Joint Venture team, was awarded a design task order for electronic security, telecommunications, and low voltage systems, within a new Ground Based Strategic Deterrent (GBSD) Integrated Training Center (ITC), at F.E. Warren Air Force Base (AFB), near Cheyenne, Wyoming. The GBSD is a future American land-based intercontinental ballistic missile system (ICBM), currently in the early stages of development. It is slated to replace the aging Minuteman III missiles, currently stationed in North Dakota, Wyoming, Montana, Nebraska, and Colorado, from 2029 through 2075. This new two-story, 77,000 square foot facility will provide the Air Force Global Strike Command (AFGSC) with

a modern facility to train the warfighter in maintenance, operations, security forces, and cybersecurity functions, within the overall GBSD mission. Faith Group will be providing construction design documents to include engineering drawings and specifications for electronic security systems, such as access control (ACS), video surveillance (VSS), and intrusion detection (IDS). Additionally, the team will provide design services for general telecommunications infrastructure, outside plant cabling, and specific systems, such as audiovisual (AV), and public address (PA) systems. Due to the sensitive nature of the GBSD's mission, the facility will also include secure facilities, and classified networks, requiring an enhanced level of physical and cybersecurity considerations. This

design effort is being executed through U.S. Army Corps of Engineers (USACE), Omaha District.



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Please reach out to Faith Group's Federal Team by contacting Business Development Manager/Federal Market Lead Michelle Chambliss-Cain, at michelle.chambliss-cain@faithgroupllc.com.

NEW HIRES

CAPABILITIES EXPAND WITH KEY NEW HIRES IN LOW VOLTAGE DESIGN ENGINEERING AND AUDIOVISUAL (AV) EXPERTISE

Faith Group has made strategic hires to build its presence in California, as well as expand the firm's low voltage and audiovisual consulting and engineering expertise.



Tyler Kelly, PE, RCDD
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Tyler joined the Faith Group team in January 2022, as Sr. Design Engineer and Southern California (SOCAL) Market Leader. He has a B.S. in Electrical Engineering from California Polytechnic State University, as well as RCDD certification and PE (Electrical) license. Tyler has been in the low voltage industry for 18+ years across most markets, primarily Commercial, Retail, Aviation, Healthcare, Education, and Mixed-Use projects. His experience has ranged from design engineer, project manager, and client-side roles. Tyler will bring his expertise in design engineering to the team, as well as strong project management, business development, marketing, leadership, capability working with large-scale multi-million-dollar projects, and knowledge &

connections within the SOCAL market – for clients such as Google. Tyler is currently working on the Terminal 5 CTX and IT PMO programs at LAWA and a Security Upgrade at ONT Airports.



Ron Birkla, Sr. AV Engineer
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Ron Birkla joined the firm in February 2022, as a Sr. Systems Consultant. He will strengthen the team through his expertise in systems engineering. Ron has been in the AV industry for nearly 30 years. After a short run in production and live performance engineering, he was offered a role on the AV integration side. Since then, his engineering and project management portfolio has grown to include global projects for Disney, Universal, Hard Rock International, and nearly every branch of the U.S. Department of Defense. Ron is taking over leadership of Faith Group's thriving AV practice include projects at JFK T1, Scott AFB, MKAA Airports, and Illinois Dept. of Emergency Management, to name a few.

DIVERSITY CORNER



MANDY NIX - DIRECTOR OF FINANCE
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Mandy Nix serves as Faith Group's Director of Finance. She attended the University of Missouri-St. Louis where she pursued a degree in Accounting and then went on to receive a Master of Business Administration (MBA) from St. Louis University. Mandy joined Faith Group in 2015 during a time of expansion and growth, and she immediately hit the ground running with the firm. She was quickly promoted from Accounting Manager to Controller and then to Director of Finance because of her hard work and drive, along with the positive, forward-thinking attitude she brings to the workplace environment.

When Mandy started her career, she had the impression that women in the workplace were at a major disadvantage. Although she believes gender bias still exists, she considers herself lucky to have spent her entire career working for organizations that would never stand for gender inequity. "I try not to take this for granted because I realize companies that value gender equality haven't always existed. It is women like Faith Varwig and Wendy Wilke (founders of Faith Group) that have paved the way for women like me," Mandy recounts. "These women knew their worth and refused to accept anything less, and if they were offered 'less,' they packed up and didn't look back. It's been said that women aren't as successful in business as men because of their aversion to risk. In fact, a study showed that testosterone plays a part in how much risk a person is willing to take. As such, men are DESIGNED to take risks. One could argue that a woman taking the risk that Faith did, to start her own business, makes her even more of a powerhouse since it goes against everything that is natural to her as a woman!"

Mandy admits it took some time for her to understand that having an empathetic nature didn't make her weaker than her male counterparts. "I was given bad advice at one point during my career and told I needed to be less empathetic, that it would garner less respect from senior management. Thankfully, I rejected that advice and moved on." Now, she strongly believes that one of the most valuable qualities in a leader is the ability to see things from another person's perspective and see situations from all angles. "People are more willing to share their ideas and admit their mistakes to someone they trust. Your staff and co-workers need to know you genuinely care about their well-being."

When Mandy came to work at Faith Group, it didn't take her long to discover that what she would learn from the Owner Wendy Wilke was far more valuable than what she could learn from even the most seasoned CPA. "To me some of the most important traits a leader can possess are empathy, humility, persuasiveness, and resilience. Wendy made each one of these seem effortless. I quietly made mental notes for the last 6.5 years on how she handled each situation, and I've realized those lessons she was giving me far outweigh any opportunity that I would have had outside of Faith Group. She has been my source of inspiration and motivation and working under her leadership was one of the most fulfilling moments of my life.

When it comes to defining success in **"To me some of the most important traits a leader can possess are empathy, humility, persuasiveness, and resilience."**

her career, Mandy felt she achieved success when she knew she was considered a trusted advisor and that her input was valued in making key business decisions. "Knowing I played an integral role in keeping the company in a proactive, versus reactive, state of operation and being actively involved in the company's growth strategy, made me feel like I had succeeded, along with leading and developing a team that values integrity above all else."

Some of the keys she believes to excelling in your career as a woman include prioritizing personal development and self-improvement, along with knowing your strengths and weaknesses. Mandy understands that leading a group of people has quite an impact on both their work

According to Bloomberg, "Women, who make up about half the workforce, reached 15% of the CFO positions in 2021 among S&P 500 and Fortune 500 companies, the most ever, according to an annual report from executive recruiter Crist Holder Associates."

and personal lives and comes with "a responsibility to lead, develop, and inspire with the right attitude." She encourages women to enjoy the family-oriented events in their lives without fearing a loss of career momentum. "You CAN have it all, as a mother, wife, and leader, and you don't need to sacrifice attending your child's little league game to do it. If you fear losing a promotion based on that, you're at the wrong company!" Mandy admits it is not easy, but with some organizational and time management skills, along with the ability to delegate, she believes it absolutely can be done.

Lastly, Mandy encourages women to remember their worth and own it. She **"You CAN have it all, as a mother, wife, and leader, and you don't need to sacrifice attending your child's little league game to do it. If you fear losing a promotion based on that, you're at the wrong company!"**

believes success is not a result of luck but acquired because you deserve to be where you are. "As young girls we are given dolls to nurture and quietly play with. We're not given green army men to loudly instruct for battle. However, women are then expected to come into the workforce as vocal, confident, and strong individuals. No one discusses this transition with girls, but it can hinder a woman's entire career if they don't make that transition quickly enough. From time to time, I still catch myself waiting for everyone else to voice their opinions before speaking my own. I have to remind myself to put down my doll, pick up my G.I. Joe, and SPEAK UP!"

Overall, Mandy is incredibly optimistic about the future. She sees the world embracing the fact that women need to be at the table when big decisions are being made. Mandy believes that women are naturally skilled at fostering an environment where, instead of throwing elbows, there's collaboration to create a win-win result. "We don't want to take the spots at the table away from the men, we just need them to make some room for us."

FOCUS: EDUCATION

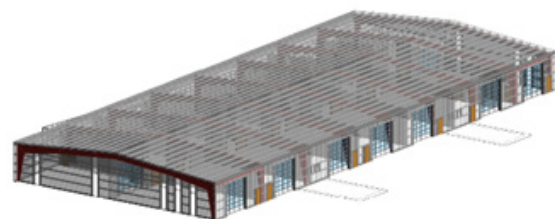
PERRYVILLE TECHNICAL EDUCATION CENTER AND RANKEN SOUTHEAST



A ground breaking was held in February 2022 for a new state-of-the-art Technical Education Facility located in Perryville, MO. Faith Group is working with Prime architect JEMA, providing design services for mechanical, electrical, plumbing, and fire protection, as well as construction administration services. The facility is expected to open at the end of 2022.

The new \$8.5M 25,000 sf., one-story building will be a hybrid educational facility that combines traditional classrooms and office space with makerspaces and workshops that external trade organizations can rent and use to work with students on various vocational educational programs through a partnership with Ranken Technical College. This facility will allow them to add new programs and service additional sectors.

Learn more about the project by watching the news clip [HERE](#).



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Video analytics originally referred to as Video Content Analysis became a common phrase and discussion topic on the consumer security market in the early 2000's. With original players like ObjectVideo and AgentVI these systems provided "real-time" alerts on items like directional travel violations, line crossing, or object removed types of rules. These rules had to be explicitly defined and programmed, and the systems required constant tuning to yield somewhat reliable results.

Over the last 20 years, the systems available to security consumers have increased and the algorithms and associated detection capabilities have improved vastly turning these systems into valuable tools. As a result of the increase in processing power on servers and the inception of GPU's providing even more processing power, the current versions of the leading providers have shifted away from explicit rules in most cases and have migrated to anomalous behavior detection and machine learning. These systems have either automated the tuning process or done away with it entirely by building rules automatically and adjusting them in real-time based on scene activity. These capabilities have opened the door to a whole new realm of detection possibilities where almost anything in the scene can be reported on in real-time to include trends and metrics.



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