

THE IMPACT

October 2022

The latest news, views, and announcements at Fairhaven

BEHIND THE IMPACT

Growth @ Fairhaven

Open positions, New contract acquisitions, and New Client Onboarding

Celebrations this Month

Employee birthdays, work anniversaries, and individual milestones

Policy Updates & Reminders

New policies, reminders about company events.

Trivia Question

Are you a trivia buff? Test your knowledge!

Home Office Spotlight

Get some inspiration for your home office set-up!

Team Member Profile

Learn a little more about one of our Team Members

Core Value Corner

Value of the month

Current Open Positions:
Agile Coach



Growth @ Fairhaven

In this section, you will find the latest details of how Fairhaven continues to grow as a company.

We just submitted a new Statement of Work for ECU Health to continue our support to Jason's Teams thru end of year. Also, we are anxiously awaiting news regarding our AFRL contract re-bid. We should know in the next 2 weeks!



Check out some of our latest and greatest clients!

Celebrations This Month

Who doesn't LOVE a good celebration? And Fairhaven loves to celebrate YOU! Read more to find out who's celebrating what this month.

- Neli's twin girls just celebrated their 1st birthday on 9/24 – Congratulations Neli! (See photos from the festivities below)
- Talia is closing on her 2nd property on 10/6 - Way to go Talia!



Neli + family at the birthday girls' celebration!

Policy Updates & Reminders

UPDATES: Our list of Team Norms that we developed collectively is now up on our website! Take a look, if you haven't already.

Also, please be sure to submit your Team Photo to Talia. We are only missing a couple - please send as soon as you are able.

REMINDERS/EVENTS:

10/18 – Tribe Vibes event (topic TBD)

10/25 – Town Hall @12pm

10/31 - If you celebrate Halloween, please share pictures of your little ones in costumes!

Trivia Question

What is a group of owls called?

- A. A conference
- B. A senate
- C. An academy
- D. A parliament

Home Office Spotlight

Can you guess which of our Team Members this office set up belongs to? (The sticky notes on the wall should be a dead giveaway!_



Team Member Profile

Each month we will feature a different Team Member profile. Keep reading below to learn a little more about one of our Team Members.

Meet Neli K. – Senior Agile Coach, Dallas, TX

1. What is your favorite food & beverage? *"So many... but to narrow down, Pizza and Diet Pepsi."*
2. What hobbies do you have? *"It used to be reading and shopping but with 3 small kids, I'd have to say hands down sleeping!!"*
3. What is one fascinating fact about you? *"I have a very good memory, I remember random dates such as people's anniversaries or things I have no business remembering."*
4. What is something you want to learn? *"Swimming.. terrified of water."*
5. What is your favorite genre of music? *"Gospel music and R&B (old school)."*



1. **Keep a positive attitude**
2. **Strive for excellence**
3. **Make and keep commitments**
4. **Maintain the highest level of integrity**
5. **Communicate openly and honestly**
6. **Encourage innovation**
7. **Have fun**

Core Value Corner

Maintain the highest level of integrity.

"When I think about the core values, I always challenge myself to embody these values in even in the most subtlest ways. With a background in security and government contracts, maintaining integrity is really second nature in that industry. I have probably signed more Non-Disclosure Agreements and Confidentially Agreements than I can count. With that, I am a person that a lot of people find it very easy to talk too and divulge personal details and feelings. As the main contributor of the newsletter, I always find myself wanting to brag about my colleagues and their accomplishments that they have casually mentioned to me . However, I realize that sometimes you all are just confiding in me and may not want to mention certain things on a broader level and so, I always make sure I only include what others submit to ensure there is no breach in confidentiality ."

-Talia Z.

Let's all take a moment to reflect on this core value and self-assess how we maintain the highest level of integrity. How do you embody this core value during your interactions with clients and customers? Are you a reflection of what we at Fairhaven hope to represent? How do these core values resonate in your personal life?



Fairhaven Fun Fact

Do we always get paid by our clients for the work we do?

“Yes. Sometimes the payment is a little late, no real issue. But once a client refused to pay us one time, and as we dug deeper, we discovered we may never get paid. This experience was with a preferred vendor of Standard and Poor's. They were the top level ("prime") vendor to the client Standard and Poor's, and we had a subcontract with them. After several months of disrespect, I spoke with the CIO at the client and he and I found the perfect strategy. Just eliminate the prime vendor and do business directly with Fairhaven. It was done that following weekend, and that CIO reached out to us again as he moved to JD Power and brought us onboard. Eventually, after about a year, the prime did retroactively pay us. In fact, they paid us too much. Remind me to let them know sometime.....”

- Gene J.

Message from Gene and Sara J.

“Although of course we at Fairhaven have financial forecasts, trends, time reporting, margins, utilization trends; all the tools to manage from the perspective of time and money.

However, this year we have proactively put in place activities focused on energy. Energy is perhaps the most critical factor as it is the one that is most limited. I purchased a book this year entitled “The 15 Surprising Things Ultra Productive People Do Differently”, by bestselling author Kevin Kruse, based on his interviews with Mark Cuban, other billionaires, Olympic athletes, and over 200 entrepreneurs. Number 15 from his list really caught my attention as it wasn't just simply “use your energy selectively”.

#15: They don't think about time, they focus on energy. Maximize your energy to maximize productivity. Focus on sleep, diet, exercise, and short breaks throughout the day.

I personally have coupled with this a focus on sending positive energy into the world and eradicating bad karma.

Seems to be working...”

- Gene & Sara J.

I know many of us may wear a range of hats and hold many different titles in life but always remember, you cannot pour into anyone else's cup, if your glass is empty. Be sure to take care of YOU and then you can IMPACT everyone and everything else. As always, we hope this issue of our company newsletter was almost as IMPACTFUL as each of you are each day. And remember, “there ain't nobody like you, but YOU”. Have a wonderful month everyone!