



Letter to All Employees

Dear COMSETRA Family,

Since our founding in 2013, COMSETRA has provided secure interoperability solutions and classified services for our customers. This hard work has yielded consistent, long-term success. We continue to gain new customers and expand relationships with existing customers while assisting in ensuring our national security and foreign military security cooperation. In all corners of the world and in every corner of the Company, we have repeatedly and resoundingly prevailed over our competition. My deepest pride, however, is that we have and will continue to achieve success responsibly, ethically, and diligently.

No matter what your role in the organization, attributes like integrity, creativity, and respect are what make COMSETRA successful. When faced with difficult decisions during our work, we make integrity our highest priority and demand the same from those around us. Honesty, fairness, and respect should NEVER be sacrificed in pursuit of profits.

The COMSETRA management team, and I are committed to our Company's core values. We expect that same commitment from you. Integrity, safety, collaboration, reliability, and respect – these values have defined COMSETRA since the founding of the Company. Our commitment to these ideals must be steadfast. Our vision is to deliver a customer experience second to none, as a globally competitive, inspired, and ethical company.

Our customers know that when doing business with COMSETRA they are not just hiring a company to do a job, but a company that is committed to the client, willing and able to build a long-term relationship and ensure the security entrusted to us. It's something we do every day and is reflected in our Code of Business Conduct, which applies equally to all employees, directors, and officers of the Company, and to all third parties that conduct business on behalf of COMSETRA. You are COMSETRA's first line of defense against violations of the Code of Business Conduct. If you see or suspect that unethical behavior has occurred, come forward with your concerns. Contact me, directly if you need to. Above all, do not abandon your responsibility because of fear. We will not tolerate retaliation against anyone who raises issues in good faith. Remember, we are all accountable for upholding and abiding by the Code of Business Conduct.

We pride ourselves on being "the" FMS COMSEC and secure interoperability company. When it comes to ethics and integrity there can be no compromises, no excuses.

Shaun Doughty
President & Principal SME
COMSETRA®