



IF YOU WANT TO GLIMPSE THE FUTURE - JUST LOOK AT THE PAST
30 YEAR ANNIVERSARY EDITION

Colleagues, Friends, Customers and Family

30 years ago I started SoBran in the basement of my family's home in Oakton, VA. All I had was an old computer, printer and a fax machine. But more importantly, I had a vision for building the best business I could – and delivering the best service possible.

I founded SoBran on the discipline and values that I grew up with through my education, church, family and military service.

I set out to involve the best people from the start, employing the services of Debbie Yount, Director of Human Resources and John Gruenwald, Director of Finance to help set up our corporate entity out of Dayton, OH. They both continue to serve the mission of SoBran as vital support to our important work.

When I look back on SoBran's first days, weeks and months – the road stands out. When I wasn't designing my own stationery or putting together the logo myself, I was hitting the road to Dayton to get SoBran up and running. If I wasn't traveling to Dayton, I was driving near and far to wherever I could find small business conferences.

One of the first people to play a major role in getting SoBran off the ground was of course Mrs. Brenda Wills Otis. She not only held down the home front, she also worked full time and provided a steady income so our family could survive. SoBran would not be possible without her.

It has been a few decades now since those initial struggles. While many things have changed as SoBran has prospered, I feel the values have stayed the same. People are the heart of SoBran. Therefore, recognizing and addressing issues our employees have, and keeping the benefits

they deserve in line are items of utmost importance. At the same time, some challenges are continuously present. As it was when I first started, we are also constantly preparing for and seeking the next opportunities.

To all employees, I want you to know how very proud we all are of your performance, your reputation and your work. Your dedication to accepting and delivering only the best is exhibited each day. Your ability to cultivate enduring client relationships and your commitment to success help our clients achieve great things.

You have helped build SoBran's reputation as a company of high standards with an outstanding record of performance across disciplines and industries.

To our customers, past and present – we respect and appreciate your business. Your support, collaboration and belief in our abilities have helped SoBran grow and thrive. Your vote of confidence in choosing us and working with us is what drives SoBran to become better each day. We have been, and always will be, dedicated to making you successful in your goals, your programs and your mission.

I feel very proud about what we have built together over these past 30 years. I could not have done it without dedicated employees, trusting customers and a supportive family and community.

The future? Ten years from now, I believe SoBran will be twice the current size. SoBran is one of a handful of companies that provides these valuable services. While we are considered a large company by government contracting standards, we are still a modest size in the industry. There is great room to expand and flourish while serving our clients to the highest standards.

Our continued growth and success are true team endeavors - the result of collective dedication and innovation. The future has never looked brighter, and SoBran is poised to reach the next level while standing upon the original foundational values: **Integrity. Service. Excellence.**

I hope you enjoy this look back at how far SoBran has come as much as I have enjoyed building our history with you.



Amos-Leon' Otis
Founder & CEO



"Memories are the key not to the past, but to the future."

Corrie ten Boom

**THINK
ONLY OF THE BEST.
WORK
ONLY FOR THE BEST.
EXPECT
ONLY THE BEST.
ACCEPT
ONLY THE BEST.
DELIVER
ONLY THE BEST.**



THE SOBRAN DIFFERENCE

Client Success - A Common Goal

Our team includes experts in bioscience, engineering, supply chain, and mail security. Whether supporting scientists developing vaccines, managing complex supply chain operations, or protecting critical infrastructure and workplaces, we work hand-in-hand with you toward a common goal.

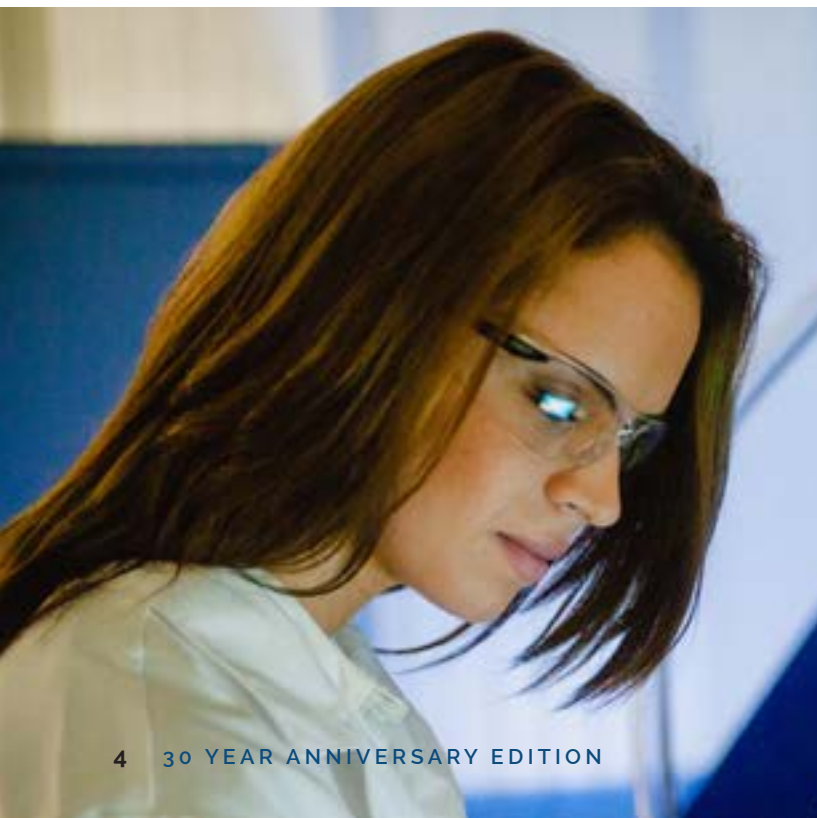
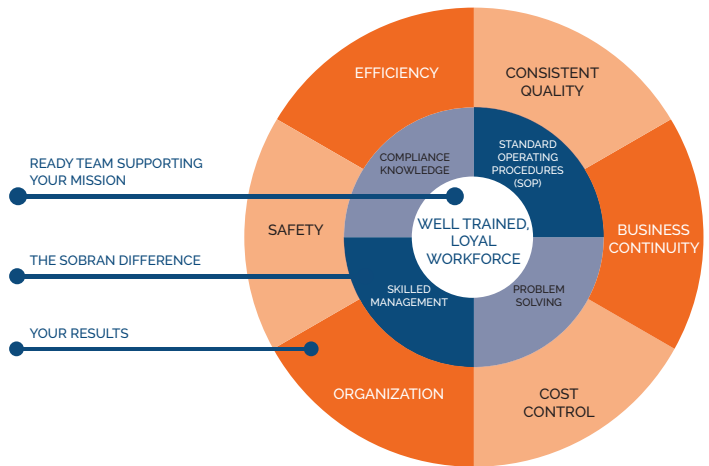
Our employees are our secret weapon.

They are the face and voice of SoBran to our clients, even as they become an extension of your team. That's why we look for clients who share our values.

A Culture of Integrity, Service and Excellence

Amos-Leon' Otis, a former Air Force Officer, founded SoBran in 1987 on the Air Force values of integrity, service and excellence. Mr. Otis continues to lead SoBran guided by his commitment to education and training. He provides scholarships and serves on two university boards in addition to serving as a director of the Federal Reserve Bank Board of Cleveland.

SoBran puts your needs at the center



SoBran's differentiation comes in four areas:

1. Our culture of **problem solving** enables us to become a valued partner.
2. We develop **Standard Operating Procedures (SOPs)** to provide you with consistently excellent performance.
3. Your operations run efficiently and worry-free with our **compliance expertise**.
4. **Skilled management** keeps us meeting and exceeding your goals.



What's most important are the results you receive, from providing specific expertise to putting in cost controls. We help you achieve great things. We serve government, commercial and academic clients with the following specializations:

BioScience

Your partner in preclinical research and drug discovery

Trust SoBran for life-changing GLP and non-GLP laboratory support and contract research. Our biomedical professionals are experienced in all aspects of in vivo research. We're AAALAC accredited and experts in compliance.

Logistics

Leave critical warehousing and inventory functions to us

The nation's most demanding military and civilian agencies trust SoBran to make their logistics operations run smoothly and cost effectively. Our integrated approach provides superior processes, proactive team management and ISO-certified quality.

"We serve government and private institutions that are on missions to protect and serve citizens. This is serious business that has discipline and process at its core. That is why SoBran treats every client as our only client."

Amos-Leon' Otis,
SoBran, Inc. Founder & CEO

SafeMail®

Keep your business running and your employees safe

Maintain business continuity with the gold standard in mail screening. X-rays alone won't protect you. *Our comprehensive approach has a 100% safety track record for Chemical, Biological, Radiological, Nuclear and Environmental (CBRNE) threats.*

Security

Reduce theft in your inventory supply chain

Gain a 360-degree view of risks to your workplace, inventory and equipment. We customize a proven security plan with specific actions you can take to prevent fraud, train your team on security best practices and prepare for compliance audits.

Engineering

Sensitive projects demand SoBran's specialized skills

Meet your challenges in complex systems, security and national defense with innovative technical solutions. Our system engineers, test engineers, software developers and logistics managers extend your capabilities with efficiency.

TRUSTED RESOURCE



SoBran works hand-in-hand with clients as an extension of their team. Organizations of all sizes rely on SoBran to meet their missions:



- Medical Research
- Homeland Security
- Media
- Biotechnology
- Defense
- Associations
- Financial Services
- Law Enforcement
- Non-Profits
- Entertainment



A Recognized Leader



SoBran has been named to the Inc. 5000 list of America's fastest growing private companies and is consistently ranked among the top 100 industrial/service companies by *Black Enterprise Magazine*.



ISO 9001:2015 Certified



We are ISO 9001:2015 certified so you can be assured that we bring a rigorous commitment to quality, transparency and accountability to every engagement.

ORS Award for Outstanding Customer Service, Danielle Buckley, Veterinary Technician Manager



SOBRAN'S HISTORY, 1987-2017

The history of SoBran is a story of how a group of dedicated people can come together to build something special. From its beginnings in an Oakton, VA basement to today's thriving enterprise with hundreds of employees, multiple locations and diverse business units, SoBran's growth is due to the talents and commitment of its people.

Customer success is our guide

The SoBran culture empowers people to do what it takes to support our customers' goals. SoBran has always prioritized customer needs when making strategic decisions, from hiring the right experts for a demanding project to investing in new capabilities and building new facilities. By listening to and learning from our customers, we've been able to recognize market opportunities and grow our business in areas that matter the most.

Because SoBran supports customers on mission-critical projects, the company has survived and thrived through rocky economic times, multiple presidential administrations, and periods of rapid technology change over the past 30 years. As a result, we now have state-of-the-art mail screening facilities equipped with cutting-edge capabilities, a BioScience division able to handle the most demanding research and biocontainment projects, and logistics and engineering teams using advanced operational processes.

As our team has grown and our expertise has expanded, SoBran has broadened our customer base from government to private industry, including academia, hospitals, non-profits and corporate clients. By having a foothold in multiple



L - R: Mr. Amos-Leon' Otis and former COO, Dr. Mike Livingston

industries, SoBran is well positioned to expand wherever opportunity lies.

Education & Mentorship

Throughout our history we have always supported education and training opportunities for our employees, which is one of the top reasons so many SoBran team members have stayed with the company for decades. Numerous employees have built their careers here, investing in SoBran and growing as the company has grown.

As it has evolved, SoBran has also become a mentor and guide to other organizations across all types of industries. Our experts have taken on leadership positions in organizations, published papers based on best practices we have developed, and trained our customers on the skills they need to do their jobs safely and more effectively.

SOBRAN'S EVOLUTION

Looking back over the past 30 years, there are a number of key events that accelerated the company's growth and changed the course of the business.

The Early Years: 1987 - 1994

Amos-Leon' Otis founded SoBran in 1987 in the basement of his family's home in Oakton, VA. As a solo entrepreneur, he did everything from designing the SoBran logo to building customer relationships and pursuing business. Once he had contracts in place with the National Science Foundation and National Research Council he had a base to build from and began to hire and expand.

The Dayton, OH team came together as SoBran's first employees and built a culture of teamwork and friendship that remains strong today.

In 1990 SoBran was accepted into the US Small Business Administration 8(a) Business Development Program. The program helped SoBran compete for large government contracts and in 1992 the company won its first multi-million dollar contract for Wright Patterson Air Force Base. SoBran was poised for success.

Following the Anthrax attacks of 2001, SoBran helped design a mail screening process and facility as the first provider of mail security services to the Federal Government.

Building an Organization: 1995-1999

During this period, SoBran developed an organizational structure to support a fast-growing business and made some important additions to the leadership team.

The first COO, Mike Livingston, Ph.D (Ret. USAF Col.) came on board to handle operational responsibilities and client outreach. With more business development firepower, SoBran brought on a range of new clients, including the Department of Energy, and established an office in Oak Ridge, TN in support of the government's hazardous materials tracking program.

Leveraging the team's specialized skills, SoBran won a contract with the EPA to research the impacts of stream water on animal health, and SoBran BioScience was born.

With a growing Federal Government business, SoBran established the Fairfax, VA office in 1996. By 1997 SoBran had 100 employees working in the Dayton and Fairfax offices as well as onsite with customers.

SoBran's "small business" era came to an end when the company graduated the 8(a) program in 1999. The program had given SoBran a jump-start into government contracting, but now the business needed to compete on the same level as much larger, established organizations, which required a new approach to business development, further expansion of the leadership team, and new investments in business capabilities. SoBran was up for the challenge.



L - R: Mr. Amos-Leon' Otis, Mrs. Joshi, Soma' Otis Martin, Dr. Krishan K. Joshi

The Start of Long-Term Relationships: 2000-2005

Thanks to careful planning and diligence by our team, in 2000, SoBran was added to the GSA schedule for Professional Engineering Services. The schedule led to a number of important Federal Government contracts during this period, including numerous task orders for the Air Force supporting engineering software, missile programs and disposal.

The BioScience leadership team (Greg Kelly, Ph.D and Brad Fisher) expanded and was key in winning SoBran's first NIH contract for research support at the National Institute for Allergies and Infectious Diseases (NIAID) in 2002. This NIH contract was the beginning of a longstanding partnership that supports lifesaving medical research and animal husbandry.

Following the Anthrax attacks of 2001, SoBran helped design a mail screening process and

facility as the first provider of mail security services to the Federal Government. *As a key government partner in the fight against mail terrorism, SoBran developed deep expertise in mail screening that is still unmatched by any other company.*

SoBran's Engineering group also accelerated its growth with the first engineering contract at Hill Air Force Base, UT and the NADEP Navy contract in Jacksonville, FL.

To demonstrate its commitment to quality, transparency and accountability, SoBran decided to invest in becoming ISO certified. The Fairfax office became certified in 2005, leading the way for the company.

By the end of this period, SoBran had been added to two additional GSA schedules for Information Technology Services and Logistics Worldwide. The foundation for growth within the Federal Government was set, and SoBran was ready to expand into new markets.

1987

Amos-Leon' Otis launches SoBran, Inc. from his basement office

Begins first contracts with National Science Foundation, and National Research Council

1990

Achieves US Small Business Administration 8(a) certification

1991

Grand opening of corporate office in Dayton, OH

1992

Wins first multi-million dollar contract for Wright Patterson Air Force Base

1995

Wins first Department of Energy contract

Establishes Oak Ridge, TN office in support of government hazardous materials tracking program, iTracker.

Hires first COO and expands leadership team

1996

Establishes Fairfax, VA executive office

Enters research support industry with first EPA contract and first animal husbandry contract

1997

Crosses 100th employee mark

1999

Graduates 8(a) program

2000

Receives first GSA Schedule Award for Professional Engineering Services

2002

Wins first NIH contract for research support at NIAID

2003

Begins operations as first provider of mail security services to the government post 9/11

2004

Wins first Engineering contract at Hill Air Force Base, UT

2005

Joins Professional Engineering GSA schedule, leading to numerous task orders for the Air Force supporting engineering software, missile programs and disposal

Receives second GSA Schedule Award, Information Technology Services

Receives third GSA Schedule Award, Logistics Worldwide

Wins Pentagon mail screening contract

Achieves first ISO 9001:2000 certification at Fairfax office and expands

Wins NADEP Navy contract in Jacksonville, FL

2006

Receives Federal Small Business Achievement Award

Named to *Black Enterprise Magazine's* list of top 100 Industrial Services companies for the first time

Named to *Dayton Business Journal's* Top 100 companies

Passes 500th employee mark

Awarded additional confidential government mail screening contract

Wins Department of Energy subcontract for Radon Detection



SoBran Warehouse Employees, circa 2000

Recognition and Diversification: 2006-2009

During this period, SoBran's growth and capabilities began to gain attention and brand awareness increased. In 2006 the company was named to *Black Enterprise Magazine's* list of top 100 industrial services companies for the first time, as well as the *Dayton Business Journal's* list of Top 100 companies, and received the Federal Small Business Achievement Award. In 2007 SoBran was named to Inc.'s List of America's Fastest Growing Private Companies for the first time.

With a solid base of contracts with the Federal Government, SoBran began to serve new types of customers. In 2007, SoBran BioScience gained its first academic client, Eastern Virginia Medical School. Also that year, Gannett Corporation became the first private sector client for SoBran's mail screening services.

SoBran first launched its proprietary SafeMail® process in 2008 with contracts for the US Army and the McCain/Palin presidential campaign. The SafeMail® process became the launching pad for growth of the mail screening business into numerous markets, including media, associations and non-profits, and private industry.

SoBran extended ISO 9001:2000 certification to the Dayton and Burtonsville, MD offices as well as the NIH warehouse in Gaithersburg, MD.

Now recognized as an industry leader, SoBran found new commercial avenues to pass on its skills and expertise to others. SoBran launched online training programs, beginning with HAZWOPER training for organizations with employees

The foundation for growth within the Federal Government was set, and SoBran was ready to expand into new markets.



L - R: Mr. Amos-Leon' Otis and Jim Frost, former Program Manager

exposed to worksite or emergency response hazardous materials. SoBran's online HAZWOPER training program included both a preliminary 40-hour course and an eight-hour refresher to meet requirements for OSHA certification.

By the end of this period, SoBran was 800 employees strong. On the strength of its skills and relationships it won contracts with the Social Security Administration, University of Texas Southwestern Medical Center and Walter Reed Army Institute of Research, as well as a new Engineering contract for 520th Software Maintenance Squadron (SMXS) at Hill Air Force Base.

SoBran Employees at the Social Security Warehouse (Baltimore, MD)



Dr. Mike Livingston, former COO

Expanding Our Footprint: 2010-Present

SoBran kicked off this period by winning 100% of repeat contracts for Engineering, Logistics and Technology. The company also gained some new contracts, such as Laboratory Support Services for the Protective Equipment Team (PET) at Aberdeen Proving Ground and services for Oak Ridge National Lab and US Army Medical Research Institute of Chemical Defense.

As customer demand grew and became more diverse, SoBran recognized a need for new, dedicated facilities with expert staff and cutting-edge technology that could serve a variety of needs. The company began to build.

2007

Named to *Inc. 5000* List of America's Fastest Growing Private Companies for first time

Expands mail screening services with first private sector client, Gannett

Expands BioScience business with first academic client, Eastern Virginia Medical School

Adds advanced online HAZWOPER training for hazardous materials recertification

Awarded Seaport-E IDIQ contract for Navy support services

2008

Establishes proprietary SafeMail® process for mail screening, with contracts for US Army and McCain/Palin presidential campaign

Extends ISO 9001: 2000 certification to Dayton and Burtonsville offices and NIH warehouse in Gaithersburg, MD

Reaches \$50M revenue

Hires 700th employee

2009

Wins contracts with Social Security Administration, University of Texas Southwestern Medical Center and Walter Reed Army Institute of Research

Hires 800th employee

Receives Engineering contract for 520th Software Maintenance Squadron (SMXS) at Hill Air Force Base, UT

2010

Wins 100% of repeat contracts – Engineering, Logistics and Technical services

Opens Rangos vivarium research facility at Johns Hopkins University

2010

Wins Laboratory Support Services for the Protective Equipment Team (PET) at Aberdeen Proving Ground
Exceeds \$60M revenue

2011

Expands ISO 9001:2008 certification to Rangos BioScience facility

Wins new contracts with Oak Ridge National Lab and US Army Medical Research Institute of Chemical Defense

Opens dedicated mail screening facility in Alabama to support Department of Treasury

2012

Wins Logistics Support Services contract at Guantanamo Bay, Cuba representing first overseas project

Launches SafeMail® New York operations in partnership with The Millennium Group

Consulted on design and equipment for BB&T Bank's mail processing centers

Mr. Amos-Leon' Otis appointed a Director of the Cincinnati Branch of the Federal Reserve Bank of Cleveland

2013

Expands Rangos facility at Johns Hopkins to serve growing list of clients

Wins ID/IQ LARC III contract and numerous critical orders under LARC program

Develops agreement with Applied Quality Communications under the SBA/US Army Mentor-Protégé program

Awarded second contract at GTMO for the Navy Exchange Service Command to operate Automotive Services



L - R: Debbie Yount current Human Resources Director and John Aljets, former Program Manager

SoBran BioScience opened the Rangos vivarium research facility at Johns Hopkins University Research Park in Baltimore in 2010, achieved ISO 9001:2008 certification for the facility in 2011 and expanded its physical space in 2013 to serve more clients. From this hub, SoBran BioScience has supported a wide range of contract research programs and participated in the development of life-saving research programs. Based on this successful Contract Research Organization (CRO) model, a second BioScience CRO was established in 2016 in Gateway Research Park in Greensboro, NC.

SoBran's SafeMail® team also built dedicated facilities during this period, starting in 2010 with a location in Alabama to support the Department of Treasury. SoBran partnered with The Millennium Group in 2012 to serve mail security customers in the New York region from a location just outside the city. In 2014, SoBran established the SafeMail® DC facility with a state-of-the-art cleanroom and CBRNE screening capabilities.

During this past decade, SoBran's customers have turned to us to solve problems that are critical



SoBran Warehouse employee

to the success of their mission. We've had the opportunity to undertake a variety of projects that called for us to create and apply innovative approaches.

For example, our Laboratory Animal Research Contract (LARC) III led to numerous orders under the LARC program, providing animal care and technical research support services to the NIH intramural research community.

In 2012, our Logistics Support Services contract at Guantanamo Bay, Cuba (GTMO) became our first overseas project and was conducted in a challenging environment. Our success led to a second contract at GTMO the following year to operate automotive service for the base.

Our customers include some of the leaders in private industry, academia and research.

Although our employees are now based in multiple locations throughout the country and tackle different types of projects, our rich history gives us a common story and we all share a commitment to the SoBran values of integrity, service and excellence.

When the National Institutes of Health were faced with the Ebola crisis in 2016, they turned to SoBran for help with containment and waste management of biohazards. We were ready and able. We developed and implemented standard operating procedures such as using personal protective equipment, handling waste and decontamination processes, and provided staff coverage 24 hours per day during a patient's stay.

SoBran at 30

As 2017 comes to a close, SoBran now has 700 plus employees. Our core business, BioScience, Engineering, Logistics and SafeMail®, continues to grow in new and exciting directions. Now on new GSA schedules for Professional

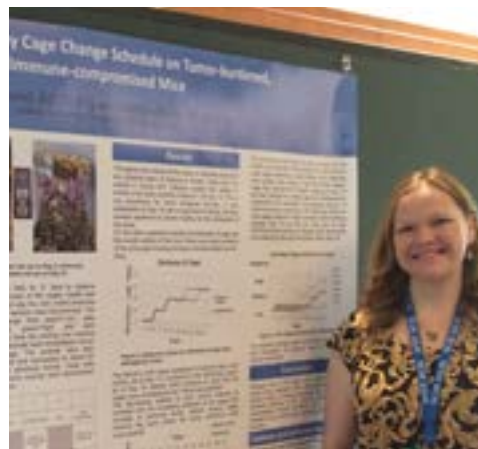
Services, Engineering, IT and Mail Screening, our Federal Government business remains strong. In addition, we serve more non-government clients than ever before. Our customers include some of the leaders in private industry, academia and research, such as new relationships with Children's Hospital of Philadelphia and Brigham and Women's Hospital in Boston.

Through the evolution of our company our culture has stayed strong. Although our employees are now based in multiple locations throughout the country and tackle different types of projects, our rich history gives us a common story and we all share a commitment to the SoBran values of integrity, service and excellence.

SoBran Warehouse employees



SoBran's Aimee Ormond next to her NCAB Poster



2013

Receives Federal Housing and Finance Agency mail security contracts

2014

Establishes SafeMail® DC facility to serve media, associations and corporate clients in the Washington region

Achieves ISO 9001:2008 certification for Oak Ridge, TN site

Wins BioScience contracts with NIH's Division of Veterinary Resources, National Institute of Diabetes and Digestive and Kidney Diseases and National Institute of Arthritis and Musculoskeletal and Skin Diseases

2015

Wins contracts with Children's Hospital of Philadelphia

Awarded new GSA schedules for Professional Services, Engineering, IT and Mail Screening

Streamlines divisions to focus on BioScience, Engineering, Logistics and SafeMail®

2016

Opens 2nd BioScience CRO facility at Gateway Research Park in Greensboro, NC

Awarded Brigham and Women's Hospital services contract in Boston

Supports NIH during Ebola crisis with research and containment services

2017

Named to *Black Enterprise Magazine's* top 100 companies for 10th consecutive year

Establishes Innovation for Impact Award to celebrate transformational science in North Carolina

REFLECTIONS ON SOBRAN

Client Successes

"Even with the challenges of managing growth and graduating into the large business category, I believe we do a good job staying competitive. The absolute best way to achieve this is by staying true to our core value of excellent customer service. That is emphasized to our folks at every level. Attention to detail is important. Maintaining a statement of work with the end goal of client success is possible with our quality management system – and quality people in place."

Brad Fisher | Director, Biomedical Services Government Operations

"I'm proud to have known client contacts for over a decade. Our ability to work out issues together has been a wonderful thing. I think that is a great testament to our corporate culture and our commitment to client success."

Richard Swank | Director, Engineering and Logistics



L - R: Mr. Amos-Leon' Otis and Former Assistant to Mr. Otis, Mrs. Graciela Sandt

Teamwork

"With the type of diversified operations that SoBran has there are sometimes – as with any team of course – a difference of opinion. What sets SoBran apart is that our team can rise to the challenge and come to the table and discuss. We can agree to disagree. Or sometimes remove blinders... seeing issues from a different light. In the end, we come together to deliver only the best for our clients."

Bob Williams | Vice President, Corporate Services

"Even when we've had to close out a large contract because of cuts in government funding, the good news is most of our former employees have been able to transition to work for the government, and some are even clients. I'm very proud of the way we have handled transition as a team, not just the boots on the ground with the contract, but also our corporate and HR support in the main offices. This demonstrates the strengths of operating as a smaller business. Our clear lines of communication to our employees are open even during more challenging times."

Richard Swank | Director, Engineering and Logistics

"What sets SoBran apart is that our team can rise to the challenge and come to the table and discuss. We can agree to disagree. Or sometimes remove blinders...."



L - R: Nancy Johnston, Executive Director of the North Carolina Biotechnology Center; Wayne Szafranski, Asst. Vice Chancellor for Outreach & Economic Development, North Carolina A&T State University; Mr. Amos-Leon' Otis, Founder and President of SoBran; Mrs. Brenda Wills Otis; Simon Selwood, Ph.D., Director, Business Development; Doug Edgeton, MPH, MBA, President and CEO of the North Carolina Biotechnology Center.

Employee Empowerment

"SoBran has given me tremendous opportunity. It's been a fun ride and I have a job that I couldn't have dreamed about 30 years ago."

Greg Kelly, Ph.D | Senior Vice President, Operations

"Many would agree there's nothing worse than coming into work and being bored. That is not the case here at SoBran – there's never been a dull moment. From zero to \$65 million in revenue, there's always something going on and something new. It has been a joy to participate and watch it grow."

John Gruenwald | Director, Finance



SoBran BioScience Softball Team



SoBran Employees at the U.S. Department of Homeland Security



Mr. Amos- Leon' Otis congratulating a SoBran Scholarship recipient

Commitment to Education

"We've always been guided by Mr. Otis' commitment to education and training. This helps us attract and retain great team members. He has also provided multiple scholarships to children of employees and organizations in the communities where we work and live."

Debbie Yount | Director, Human Resources

"I marvel at Mr. Otis and how he carries himself on a daily basis. There are many possibly frustrating issues. However, he always has a smile on face. He's always willing to sit down, and it makes a difference. His leadership has been one of the things that has impressed me, and I have learned a lot from him."

Will Hobbs | Director, Special Projects

SoBran Values - Integrity, Service, Excellence

"What is the same at SoBran? I think what hasn't changed over the years is the family atmosphere, even among corporate leadership. The emphasis on customer service. And quality service."

Greg Kelly, Ph.D | Senior Vice President, Operations

"The heart of SoBran and its philosophies as a business. That type of environment has never changed. That is SoBran values."

Debbie Yount | Director, Human Resources

SoBran team members from the Guantanamo Bay contract "Cardboard Regatta"

"Mr. Otis has always been big on charity and helping our fellow man and/or woman out. I have quite a few managers who work with me at NIH who also share that feeling."





"He's always willing to sit down, and it makes a difference. His leadership has been one of the things that has impressed me, and I have learned a lot from him."



Mr. Amos-Leon' Otis receiving TSU award from Dr. Crumpton-Young and Ms. Nanette Martin

Giving Back

"That is one thing I admire about the company – the willingness to give back. Amos' gracious support and help throughout the country and even overseas. And he does that from his heart. It inspires each of us to participate in any way we can to give of our resources whether by raising funds or sharing of our time."

Bob Williams | Vice President, Corporate Services

"Mr. Otis has always been big on charity and helping our fellow man and/or woman out. I have quite a few managers who work with me at NIH who also share that feeling. They charter all kinds of different fundraisers here at NIH, as well as at other organizations. Giving back is one thing he continues to do without fail."

Brad Fisher | Director, Biomedical Services Government Operations



AMOS-LEON' OTIS FOUNDER & CEO

Amos-Leon' Otis founded SoBran, Inc. in 1987 after a distinguished 21-year career as an Air Force officer. He has led SoBran from a lean start-up in the basement of his Oakton, VA home to a \$65 million company with diverse bioscience, engineering, logistics, and mail safety expertise. SoBran has its corporate office in Dayton, OH with the operations office in Fairfax, VA.

As SoBran's founder, Mr. Otis has been recognized for his management and entrepreneurial skills as well as his civic leadership. He was appointed to the Board of Directors of the Federal Reserve Bank of Cleveland, Cincinnati Branch in 2012. He is a past member of the Board of Trustees of the Dayton Development Coalition and a life member of the National Association for the Advancement

of Colored People (NAACP). He has also been profiled in *Black Enterprise* as an innovator in workforce readiness.

Prior to starting his company, Mr. Otis' Air Force assignments included serving as a Titan II ICBM Missile Combat Crew Commander; USAF Plant Representative at Hughes Aircraft Corporation; cost analyst for major weapons systems at the USAF Aeronautical Systems Division; comptroller for the 8th Tactical Fighter Wing in South Korea; professor of Air Science for the District of Columbia, Air Force ROTC program; and program manager at the Air Force Office of Scientific Research.

He also provided consulting for the National Research Council of the National Academy of Sciences for Post-Doctoral Programs and for the partnership project of the Department of Defense/ National Association for Equal Opportunity in Higher Education.

L - R: Mr. Amos-Leon' Otis with his mother Mrs. Cora Otis





L - R: The Otis Family: Brandon Otis, Mrs. Brenda Wills Otis, Mr. Otis and Soma' Otis Martin and her husband Tony Martin

Mr. Otis is a member of Sigma Pi Phi Fraternity, former chairman of Beta Nu Boule Education Foundation Inc. and a life member of Kappa Alpha Psi Fraternity. He is Vice Chairman of the Tennessee State University Education Foundation Board, past Chairman of its Finance Committee and Chair of the Research and Community Development Committee. He is a member of the Board of Trustees of the Dayton Art Institute and a member of the North Carolina A&T University Board of Visitors. Mr. Otis received the State of Tennessee, Chancellor's Award for Excellence in Educational Philanthropy.

He has established the "Scoman" Endowment at Tennessee State University and he has funded educational programs at the LEAD Charter Schools of Nashville, TN, and Saint Jude Educational Institute and Resurrection Catholic School, both in Montgomery, AL.

Mr. Otis holds a Bachelor of Arts degree from Tennessee State University, an MBA from the California State University System, and a Masters of Military Art and Science from The Air University. He lives in Northern Virginia with his wife, Brenda Wills Otis. They are the parents of Soma' Otis-Martin and Noel Brandon Otis, and grandparents of Sydney and Seth Martin.

Mr. Otis founded SoBran based on the Air Force values of integrity, service and excellence. Under his leadership, SoBran has reached *Inc. Magazine's* list of America's fastest-growing private companies and *Black Enterprise Magazine's* list of the top 100 industrial/service companies.

A special acknowledgement
to these friends and past
employees of SoBran
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