



2025

Annual Report



KENTRO

AT THE **CORE** OF MORE

Check us out: www.kentro.us
Formerly IT Concepts

20
25

AT THE **CORE** OF MORE

WHO WE ARE

Our Vision

Kentro modernizes missions and optimizes outcomes through transformative, AI-driven solutions powered by people. We help federal agencies navigate change, harness data, and innovate for impact to build a more efficient, effective, and future-ready government.

Our History

Founded in 2003, Kentro's journey reflects the same transformation our federal customers continue to navigate: growing complexity, accelerating change, and rising expectations for measurable outcomes. The transition from IT Concepts, Inc. to Kentro marked a deliberate pivot from traditional IT delivery to a modern, value-driven approach centered on outcomes, data, and people. This evolution was a strategic commitment to align technology more closely with mission priorities, elevate how value is defined and measured, and embed innovation into day-to-day delivery operations.

Our Values

Growth: Foster continuous improvement and growth by embracing challenges and seeking opportunity.

Relationships: Cultivate appreciation, communication, recognition, adaptability, teamwork, and meaningful connections through celebrating shared successes and overcoming obstacles.

Impact: Foster curiosity, experimentation, expertise, and informed risk-taking to drive mission-aligned value.

Trust: Encourage open communication, trust and commitment.

Our Capabilities



Infrastructure/Application Modernization

- Agile System & Software Development
- User Centered Design & Testing
- DevSecOps Engineering
- Technology Evaluation & Prototyping
- Cloud Migration & Management
- Cloud Optimization & FinOps
- Infrastructure Optimization & Automation



Data & AI/ML

- Governance & Data Management
- Data Architecture & Modeling
- Explainable AI (SHAP)
- AI Poison Prevention
- Mining, Analytics & Visualization
- Data Transformation & Migration
- Data Science| Machine Learning and Artificial Intelligence
- Predictive Analytics



Cybersecurity

- Identity and Access Management
- Threat Detection and Response
- Cloud & Network Security
- Cyber Risk and Compliance
- AI Security & Threat Integration
- Endpoint and IoT Security



Human Capital

- HR IT/Systems Modernization
- HR Operations Transformation
- HR Planning and Governance
- Workforce Analytics & Transformation



Health

- Health Informatics
- Electronic Health Record Modernization
- Digital and Health Transformation
- Interoperability / Health Information Exchanges

KENTRO

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LETTER FROM THE CEO

In 2025, we stepped into a new chapter with confidence, positioning ourselves at the core of more – more capability, more impact, more promise. We advanced opportunities for our people, deepened partnerships that strengthen our ability to innovate, and delivered capabilities that helped our customers drive meaningful change. The shift from IT Concepts to Kentro reflects more than a new name. It represents a renewed commitment to excellence, accountability, and possibility.

What continues to inspire me is the collective force behind our progress. Our customers entrust us with challenges that shape national priorities and the lives of the people they serve. Our employees bring talent, resilience, and purpose to every mission. Our partners expand what is possible through collaboration and shared vision. This unity of effort is what moves us forward.

We built momentum by earning major wins, growing our presence across key markets, and elevating the quality of our delivery. More importantly, we proved that Kentro thrives when we innovate together and stay committed to outcomes that matter.

As we look ahead, we will continue to grow with intention, strengthen the relationships that define us, and lead with the kind of impact that creates lasting trust. With G.R.I.T., representing Growth, Relationships, Impact, and Trust, as our foundation, Kentro is ready to meet the future with clarity, courage, and conviction.

Thank you for everything you've done to make 2025 a defining year for Kentro. I'm proud of what we've built, together, and excited for what comes next.


Pinakin Patel,
Chief Executive Officer



MEET THE EXECUTIVE TEAM



BRIANNE BRODEUR
Chief Experience Officer

THOMAS FOGARTY
Chief Strategy Officer



TOM SWERDZEWSKI
Chief Operations Officer

OUR HISTORY

Milestones that built the Kentro of today

2003 - 2015

REV | \$13M

- Bootstrap founder-driven growth, established the foundation of the business and initial past performance
- Top secret FCL granted

20 EMPLOYEES

2017

REV | \$16.2M

- Reactive growth
- Hire BD staff – proposals, market research, “feet on the street”
- ISO 9001 (2016)
- CMMI v1.3 DEV and SVC ML2

50 EMPLOYEES

2011: \$200K

2019: \$25M

FOUNDATION ERA

Enter as CEO and co-founder with deep federal expertise

20 EMPLOYEES

EXPANSION ERA

- Implement growth engine
- Built out infrastructure
- Process rigor
- Structure capture
- Managed pipeline

100 EMPLOYEES



2021

REV | \$50M

- Customer-centric
- Growth strategy
- Process rigor (CMMI ML 3, ISO 9001, 20000-1, 27001)
- Expand customer base
- Start true alignment
- Focus on total experience

200 EMPLOYEES

2023

REV | \$160M

- Align growth, service delivery, tech, innovation
- Scale growth
- Align platform investments
- Invest in delivery / tech leadership

400+ EMPLOYEES

2024-2025: ~\$250M

TRANSFORMATION ERA

- Scale corporate operations
- Expand finance, contracts, recruiting, HR functions
- Systematize innovation
- CMMC Level 2 Certification

950+ EMPLOYEES



Growth reflects the commitment of our people, the trust of our customers, and the strength of our solutions.



GROWTH POWERED BY PEOPLE AND PERFORMANCE

People, innovation, and mission-first expansion

Strengthening Our Workforce and Expanding Capability

In 2025, we experienced one of the most significant periods of workforce expansion in our history, growing from just over 400 employees to 950+ talented professionals contributing across missions and disciplines. The Washington Business Journal recognized this momentum by naming us the 24th Fastest Growing Company in the region. This achievement honored the progress we made together and reflected the resilience, dedication, and drive of the people who make our mission possible.

Our growth supported customer delivery, strengthened internal capability, and advanced a culture where people feel valued, supported, and empowered to lead.

Our expansion reflected a clear signal from the federal community. Customers looked to us to help them navigate change with confidence, relying on our cloud-enabled, data-driven, AI-differentiated solutions. Our teams delivered data and AI innovation, modernized enterprise infrastructure, strengthened human

capital programs, advanced cybersecurity resilience, and supported health missions that impact communities nationwide. As new programs launched and existing efforts matured, we built teams with the technical depth and mission understanding needed to deliver full-lifecycle support.

This period of growth was supported by intentional investments across the organization. We advanced leadership development programs, improved internal communication, expanded capability-building resources, and strengthened employee experience initiatives. We aligned our renewed brand identity with our values and ensured that every team member



had access to the support needed to thrive. Our G.R.I.T. values guided each decision, reinforcing a culture rooted in integrity, shared purpose, and collaborative impact.

Growth remains a reflection of the people behind it – people at the center of possible. Our expertise fuels performance. Our creativity shapes solutions. Our character strengthens culture. As we continue to expand, we remain committed to creating an environment where every employee has room to grow, contribute, and lead.

Advancing Missions Through Modernization and Insight

Our growth in 2025 was defined by the work delivered across missions that rely on accuracy, resilience, and speed. Federal agencies sought value-based outcomes for modernizing aging systems, strengthening cybersecurity posture, and evolving from reactive operations to predictive and intelligence-driven performance. Meeting those needs required technical depth, mission understanding, and the ability to solve complex problems in high-stakes environments.

Kentro teams partnered with agency leaders to introduce predictive operations that helped organizations anticipate system failures, identify technical risks,

streamline workflows, and unify cloud and data pipelines. This work reduced manual oversight and allowed agencies to harness data to inform decision making, making faster, more informed decisions based on real-time operational data.

In modern software development environments, our teams built momentum by integrating agent-based AI into prototyping processes. Traditional development cycles often require extensive manual sequencing, collaboration across teams, and months of effort to arrive at a working prototype. Through intelligent agents, teams rapidly translated mission needs into design artifacts, code, and documentation. Human engineers then refined and validated outputs. This process accelerated development, reduced risk, and allowed personnel to focus on higher-value mission work.

Agencies strengthened cybersecurity programs through governance structures that aligned stakeholders and clarified responsibility across all seven pillars of Zero Trust. Leaders gained a unified view of their security posture, enabling more effective budgeting decisions, clearer reporting, and reduced duplication of effort.

Predictive analytics played a central role in improving mission readiness.

SOCOM ZERO TRUST IMPACT



\$450K

schedule cost savings

\$5M+

in projected future savings

50%

faster ATO schedule
(9 months vs 18 months)



Kentro's Zero Trust and ICAM modernization efforts within EDAT reduced costs and accelerated implementation timelines, strengthening SOCOM's ability to deliver secure, high-value missions.

Agencies integrated data-driven insight into secure environments to identify early indicators of change, understand trends, and address challenges before they affected performance. This shift supported resource allocation, workforce planning, and decision-making across national, defense, civilian, and health missions.

Each effort demonstrates how we align solutions to advance agency missions—modernizing with purpose, strengthening security with confidence, and guiding transformation with clarity.

Expanding Through Mission-Aligned Growth

Growth in 2025 was demonstrated through the range and significance of programs acquired across federal agencies. The year brought a series of high-impact contract awards across civilian, defense, intelligence, and healthcare organizations. These awards are the results of coordinated progress aligning our strengths with the needs of the federal landscape.

Agencies relied on our teams to modernize critical systems, support national security missions, advance veterans' healthcare, and improve financial stewardship. This expansion reflected trust in our ability to bring innovation, operational clarity, and dependable delivery.

Our cloud-enabled, data-driven, AI-differentiated capabilities played a central role in this mission-aligned growth. Predictive IT operations helped agencies move from reactive sustainment models to proactive modernization. Agent-based AI supported defense partners with rapid prototyping and early-stage analysis. Zero Trust governance structures aligned cybersecurity efforts, reduced duplication, and provided leaders with the visibility needed to make informed decisions. These capabilities strengthened our position as a partner who helps agencies meet mission needs with speed and reliability.

Each award also reinforced the expectation that partners understand the mission, anticipate challenges, and deliver outcomes that matter. This year's growth revealed a clear pattern: agencies want partners who combine technical expertise with mission awareness and operational discipline. The momentum built in 2025 shows readiness to continue serving as a mission-first partner for the federal government.

2025 CONTRACT WINS

PRIME



GSA | OASIS PLUS 8a

PRIME



GSA | MAS Management and Financial 541611 SIN

PRIME



GSA | Polaris SDVOSB

PRIME



NGA | VERTEX IT Services

PRIME



SSA | OHO ColdFusion Modernization; OPI Anti-fraud Analytics; Waste and Abuse Support; Office of Program Integrity Anti-fraud Analytics tactical sales

PRIME



USSOCOM | Enterprise Development, Application and Training (EDAT)

PRIME



VA | Clinical Informatics Enterprise Standardization Informatics Pipeline (ESIP)

SUBCONTRACT



VA | Integrated Health Practice (IHT) 2.0

SUBCONTRACT



Treasury | Information Technology & Financial Management Support

SUBCONTRACT



VA | Transformation Support Services

*Relationships are built on trust,
strengthened by collaboration, and
sustained through shared success.*



RELATIONSHIPS THAT STRENGTHEN MISSION OUTCOMES

Relationships that advance progress

A Year Defined by Collaboration

Throughout 2025, Kentro advanced its mission by strengthening relationships across every part of our ecosystem. We worked hand-in-hand with technology partners to deliver modern capabilities. We earned high levels of trust from our federal customers through consistent performance and dependable service. We expanded our academic relationships and invested in future talent. Together, these relationships formed the core of a year defined by collaboration.

Each partnership tells a story. Technology partners help us adopt new tools that improve mission performance. Customer relationships help us understand the full context behind every requirement. Academic partnerships help us prepare the next generation of innovators who will strengthen the public and private sector. The connections we build allow us to align with our customers and support their goals for a more efficient, effective, and future-ready Government.

This year, we demonstrated that collaboration is one of Kentro's greatest strengths. We built trust. We created value. We supported missions in ways that reflect the responsibility that comes with government partnership. Our relationships stand at the center of our progress, and they continue to shape our path forward.

Partnering to Expand Possibility

Kentro's ability to deliver meaningful transformation for federal agencies grows from the strength of our technology partnerships. In 2025, we continued to expand and deepen our collaborations with AWS, Salesforce, ServiceNow, Microsoft, UiPath, Databricks, Tableau, Google Cloud, and C3AI. These relationships connect us to global ecosystems of research, training, and technical insight that help us introduce capabilities that evolve alongside the federal mission.

Our teams work with partner experts, technical accelerators, and architectural frameworks to create solutions that reduce complexity and accelerate modernization. Through these

TECHNICAL PARTNERSHIPS



Google Cloud
Partner Advantage

UiPath™ Partner
GOLD



aws
PARTNER

tableau
PARTNER





partnerships, we gained access to tools that enable real-time modeling and logistics support in contested environments, and we advanced the adoption of emerging Digital Twin technology to automate recurring activities such as audits, security authorizations, and administrative processes. These advancements help federal organizations increase automation, improve efficiency, and reduce the burden of manual oversight.

The impact is visible in the outcomes delivered across missions. Agencies modernize faster because we integrate partner capabilities directly into mission workflows. Security improves because our architecture evolves continuously with changing risk. Leaders gain clearer visibility into their data and can make decisions with greater confidence.

For Kentro, technology partnerships enable innovation with purpose. They give federal agencies access to modern tools and emerging capabilities, applied through a customer-centered approach that aligns every step of the solution to mission needs. Through these relationships, we expand what is possible for our customers and strengthen our ability to support them as they navigate increasingly complex operational environments.

Investing in Relationships With the Next Generation

In 2025, Kentro took a major step toward shaping the future of federal technology and business leadership by establishing the Kentro Fellowship Fund at West Virginia University (WVU). This partnership strengthens our connection to an academic community that shares our commitment to innovation, data-driven problem solving, and service to the public good .

The fund supports undergraduate fellows in the Data Driven WVU initiative and the Management Information Systems Department at the Chambers College of Business and Economics. Through this investment, Kentro provides support that allow students to take on meaningful work and learning opportunities. Fellows receive support for summer projects or internships that advance their academic and professional growth. Their projects help small businesses adopt technology, AI, cybersecurity solutions, and other tools that strengthen local economies

This partnership matters because it delivers value on several levels. It strengthens a pipeline of talented students who will bring fresh ideas, emerging skills, and new perspectives into

TECHNOLOGY PLATFORM EXPERTISE

HRIS / ERP



PLATFORMS



DATA AUTOMATION & VISUALIZATION



CYBER



CLOUD



the workforce. It supports communities by equipping students to help small businesses grow through technology. It creates a meaningful bridge between academic experience and government service. It reflects Kentro's belief that innovation begins with people who have the right support and opportunities.

Our federal customers rely on a future workforce that understands data, uses AI responsibly, and applies modern tools to mission challenges. By investing in academic partnerships, we help prepare that workforce. We strengthen our own ability to recruit and collaborate with rising talent who understand the importance of both public service and technological progress.



JT Robinson, Sr. VP, Technical Services presenting at West Virginia University.

"We are not just building a pipeline for federal work. We are investing in people who will advance technology in countless ways. That diversity of experience makes us stronger as a company and as a community of innovators."

– JT Robinson
Sr. Vice President, Technical Services



JT Robinson, Sr. VP, Technical Services and Nicholas Sheffel, Sr., Director of Innovation and Technical Management with Kentro's WVU fellows at West Virginia University.

This collaboration with West Virginia University expands our community of trusted partners and reinforces our commitment to long-term impact. By connecting with students early in their careers, Kentro helps shape future leaders who will support modernization, improve mission delivery, and advance the work of government.

Strengthening Customer Relationships Through Performance

Kentro's customer relationships form the foundation of everything we do. In 2025, we continued to earn the trust of our federal partners through consistent performance, dependable service, and alignment to mission priorities. We serve customers who navigate rapid change in technology, security, staffing, and public expectations – and we help them stay ahead with clarity and confidence. The strength of these relationships is reflected in the objective results recorded by the Contractor Performance Assessment Reporting System

(CPARS). CPARS evaluations measure contractor performance across six practice areas, including Quality, Cost, and Schedule. This year, Kentro's performance was noted in CPARS with 100 percent of our customers recommending working with our team, reflecting our focus on delivering tangible value and mission-critical results for our federal partners.

These results matter because they represent sustained excellence across diverse contracts, mission environments, and agency requirements. They show that our customers experience Kentro as a partner who listens, communicates clearly, and delivers with integrity. These results also demonstrate our approach to relationship management supports reliable outcomes in environments where stakes are high and mission timelines cannot pause.

"We have come to rely on and trust the Kentro team to work on our, and the project's, behalf."

– DHA Development Center Lead and COR,
IT MEDLOG PMO

We view performance as a relationship, not a checklist. Our teams meet regularly with our customers to understand challenges, remove barriers, and adjust quickly when priorities shift. We take responsibility for our commitments and focus on how our work improves each agency's mission. We collaborate with transparency, and we look for opportunities to anticipate needs before they arise.

Our customer relationships succeed because we approach them with respect, consistency, and a shared commitment to mission success. The 2025 CPAR results capture the tangible impact of this approach, but the deeper story lies in the trust we build every day. Kentro's customer relationships are aligned to advance the government's ability to move forward, and we take that responsibility seriously.



Bri Brodeur, CxO, and Amy West, VP, Corporate and Customer Performance, at NVC's 2025 GovCon Awards ceremony.



PERFORMANCE THAT EARNS CONFIDENCE

Federal agencies evaluate delivery, communication, quality, and mission alignment through the CPARS process. Our FY25 results reflect consistent execution across complex programs and high-stakes environments. These ratings demonstrate how our teams perform when expectations are high and mission timelines cannot pause.



2025 Top Workplaces
2nd consecutive year



D.C. Area's #10 Largest
Cybersecurity Company



2025 Fastest Growing
Company (#24)



2026 Elev8 GovCon
Honoree



2025 Hire Vets (Gold)
5th consecutive year



2026 Fastest Growing
Veteran Owned Business



2025 Fastest Growing



Veteran-Owned
Business of the Year



100%

Customer Recommendation Rate

All customers recommended working
with our team in FY25

3.92

Overall CPARS Score

Above the federal industry average of
3.63

4.0

Complex Work Rating

Average score on high-complexity
federal programs

Impact emerges when curiosity, experimentation, and informed risk-taking work together to create mission-aligned value.



IMPACT THAT MOVES MISSIONS FORWARD

Results that shape mission success

Improving Clinical Care Workflows for the Veterans Health Administration

Work on the Enterprise Standardization Informatics Pipeline program advanced clinical workflows for the Veterans Health Administration. Teams partnered with the Clinical Informatics and Data Management Offices to strengthen specialty care referral processes, support the transition to the Federal Electronic Health Record, and improve access to timely, high-quality care.

Referrals represent significant volume across specialties. Teams created standard referral agreements for gastroenterology, cardiology, neurology, oncology, and other areas that collectively account for more than half a million annual referrals. Analysis identified persistent cancellation challenges, including cancellation rates exceeding 40 percent in certain specialties. Teams collaborated with clinicians and operational leaders to define clear criteria and reduce rework.

The transition to the Federal EHR requires significant standardization and user support. Teams created an orderable terminology search and translation prototype to help clinicians map legacy orders to new equivalents. Agile practitioners, clinical informaticians, and analysts supported the Integrated Health Practice release train, advanced national process alignment, and supported coordination across stakeholder groups.

Teams also delivered insights through targeted analytics. Analysis revealed that 80 percent of gastroenterology referrals were canceled before scheduling. These findings led to new features now being tested at three VA sites. A PowerBI dashboard developed for gastroenterology became a model for additional specialties, providing clinicians with clearer, more actionable information.

VA EIP IMPROVING WORKFLOWS AT NATIONAL SCALE



Teams helped clinical teams identify cancellation trends and introduced standardization work that supports accurate scheduling and safer care pathways. These improvements increased visibility into referral delays, reduced rework for clinical staff, and prepared clinicians for a smoother transition to the Federal Electronic Health Record.

500K+
annual referrals

~30%
Cardiology and Oncology cancellations

3
specialty pilots in testing

41%
Neurology cancellations

Advancing Workforce Systems at the Defense Intelligence Agency

Teams supporting the Defense Intelligence Agency's Office of Human Resources strengthened workforce systems, improved data accuracy, and advanced modernization across a complex enterprise environment. Analysts delivered 780+ reports that informed decisions related to hiring, onboarding, training, and personnel management. Data harmonization across multiple HR platforms reduced manual rework and improved reliability.

Database teams sustained 170+ application databases across classified and unclassified environments. They completed 472 of 535 required Risk Management Framework controls and supported continuous cybersecurity improvements. Systems teams resolved technical issues, maintained system performance, and ensured the reliability needed to support daily operations.

Integration across 25+ systems reduced duplication and improved workflow efficiency. Planning, training, and communication support strengthened engagement across the OHR enterprise. Across all deliverables, teams met 100 percent of requirements and earned recognition for professionalism and strong technical performance.

DIA OHR STRENGTHENING WORKFORCE SYSTEMS



Teams improved visibility into workforce operations, strengthened cybersecurity compliance across the Risk Management Framework, and reduced manual work across multiple HR platforms. These gains helped DIA sustain mission readiness by ensuring that leaders, analysts, and contracting officials receive accurate information that supports secure, informed, and timely decision-making.

780+
workforce reports

25+
systems integrated

100%
contract deliverables met

170+
application databases supported

Modernizing Medical Logistics for the Defense Health Agency

The Defense Medical Logistics Enterprise Services program continued to advance modernization across DHA's medical logistics environment. Our teams provided technical, operational, and programmatic support during the transition from legacy systems to the LogiCole platform. This work improved reliability, accuracy, and performance across critical logistics workflows.

Operations teams supported development, integration, and production activities to maintain continuity for both DMLSS and LogiCole. They completed baseline capabilities for financial file management, interface processing, and data migration preparation. Data teams corrected structures, removed unused and obsolete elements, harmonized customer records, curated product data, and aligned information across financial and logistics platforms. Performance improved through reduced PostgreSQL processing times and continuous system updates.

DHA DML-ES MISSION DELIVERY



Teams supported full FISCAM audit readiness by producing required documentation and artifacts. Cloud optimization reduced storage consumption, decommissioned legacy servers, and delivered significant cost avoidance. Demonstrations, training, and stakeholder engagement supported consistent requirements acceptance and strengthened coordination across the MEDLOG community.

58
audit responses produced

96.3M
unused tables removed

50%
faster ATO schedule (9 months vs 18 months)

44K
customer records harmonized

Strengthening Communities Through Collective Impact

Kentro's mission impact reaches far beyond the federal programs we support. It lives in the communities where our people work, serve, and give. In 2025, our teams continued to demonstrate that meaningful change begins with individuals who care about the world around them and take action to improve it.

This year, we invested more than \$51,000 in employee-nominated charities through the Kentro Gives Back campaign and other charitable donations throughout the year. Each contribution represented

a personal connection to a cause that mattered to someone on our team. These efforts helped local and national organizations advance critical work in education, health equity, family support, and community well-being. The initiative reflects a simple idea. When our employees champion a cause, we stand beside them.

Our commitment to community impact extends through long-standing relationships with organizations that serve veterans, families, and those facing complex health challenges. We remained active in our support for the Cystic Fibrosis Foundation, Boulder Crest Foundation, and several veteran-focused nonprofits. These partnerships reflect the values that shape our culture. They also reflect the communities that are represented within Kentro. Many of our employees have personal ties to military service, chronic health conditions, and local organizations that make a meaningful difference in people's lives.

Each engagement created opportunities for our teams to volunteer, donate, mentor, and connect with the people these organizations serve. These moments strengthened our internal culture while expanding our collective impact. They reminded us that being mission-driven means investing not only in the outcomes of our customers, but also in the people and communities who shape our identity.

Our dedication to community engagement will continue to evolve as we grow. The causes our people care about will guide our future actions and define where we direct our support. By investing in community well-being, we honor the diverse experiences within our workforce and reinforce our belief that impact should extend far beyond the workplace.

Kentro's commitment to community reflects who we are. We serve the federal mission with purpose, and we serve our communities with heart.



Pinakin Patel and General Balan Ayyar, USAF (Ret.), at Boulder Crest Foundation Dinner.

Trust takes shape when teams deliver with clarity, uphold commitments, and operate with integrity at every step.



TRUST BUILT THROUGH CONSISTENCY AND DISCIPLINE

Confidence earned through reliability

Reinforcing Secure Delivery Through Validated Controls

Kentro advanced its cybersecurity posture in FY2025 by achieving Cybersecurity Maturity Model Certification (CMMC) Level 2. The Department of Defense requires this certification for contractors that handle Controlled Unclassified Information, and the assessment confirmed that Kentro meets the government's cybersecurity requirements with discipline and consistency.

Independent assessors evaluated Kentro's practices across incident response, access control, configuration management, documentation, and continuous monitoring. The review validated that Kentro maintains the governance, processes, and technical controls needed to operate securely across mission environments.



CMMC Level 2 strengthens Kentro's ability to support federal missions that require stringent cybersecurity maturity. It confirms that Kentro protects sensitive information and maintains the operational rigor required for advanced national security, defense, and civilian programs.

"Achieving CMMC Level 2 reflects the discipline and transparency we apply to securing government information. This certification confirms that our processes, documentation, and operational rigor meet the standard our federal partners expect. It demonstrates that Kentro can protect sensitive data while continuing to deliver high-impact mission support."

– Amy West
Vice President, Corporate and Customer Performance

This milestone reinforces customer confidence in Kentro's ability to protect sensitive data while expanding opportunities to support federal programs that rely on partners with strong cybersecurity maturity.

Advancing Organizational Maturity and Enterprise Readiness

Trust remains a central value across the organization and a guiding principle in customer delivery. In 2025, we strengthened the systems, processes, and structures that support consistent performance, transparency, and quality. These advancements improved enterprise readiness and ensured that as the organization grows, trust remains a core element of the customer experience.

Teams strengthened process rigor through repeatable frameworks and structured

operating practices. Alignment across delivery, operations, HR, finance, and technology reinforced industry best practices and supported predictable outcomes. Strong customer feedback reflected increased confidence in delivery, quality, and accountability.

Scaling to a mid-tier organization required disciplined investment across corporate functions. Systems supporting finance, contracts, HR, and recruiting expanded capacity and improved efficiency. These investments reduced bottlenecks and allowed teams to support higher volumes of delivery, modernization, and proposal activity. Leadership strengthened cross-organizational integration to ensure decisions reflected mission needs and enterprise context.

Strong program governance improved coordination across Service Delivery, Strategy, Operations, and Experience functions. Clearer expectations supported faster decision-making and more transparent communication with customers. Leaders monitored performance carefully and responded to challenges with urgency. These behaviors strengthened trust and reinforced a culture of accountability.

Employee engagement remained a key indicator of internal trust. High participation and positive feedback reflected confidence in leadership, workplace culture, and growth opportunities. Strong employee engagement aligns directly with consistent customer delivery, effective communication, and mission success.

Trust scales when organizations communicate clearly, deliver consistently, and honor commitments. By strengthening operational discipline and advancing organizational maturity, we positioned the company to support increasingly complex missions and deliver outcomes that federal agencies can rely on. This foundation ensures that as we continue to grow, trust remains at the heart of who we are and how we serve.

Cleared Talent Supporting Sensitive Missions

A significant portion of our workforce supports programs that require the highest levels of discretion and accuracy. Twenty-three percent of Kentro employees hold active security clearances, enabling our teams to contribute to initiatives across national security, defense, intelligence, and secure IT operations.

Their experience spans cybersecurity, enterprise modernization, data engineering, HR systems, and clinical and public health technology. Advanced degrees, industry

ESOM WORKFORCE ONBOARDING AND DEPLOYMENT



480

personnel transitioned
in 30 days

226

VA facilities
supported

42%

onboarding timeline
reduction



Kentro rapidly deployed onsite and distributed personnel across 226 VA facilities, transitioning more than 480 resources with no service disruption and reducing onboarding timelines by 42 percent through accelerated suitability governance.

certifications, and specialized credentials reinforce the professionalism and rigor our customers expect when work involves sensitive environments and mission-critical decisions.

Disciplined Operations That Strengthen Performance

Throughout FY2025, we advanced the structure and consistency of our internal operations. Stronger governance, clearer operating rhythms, and tighter integration across corporate and delivery teams supported reliable execution and faster alignment when priorities shifted.

Investments across finance, contracts, HR, recruiting, and technology scaled our internal capacity to match our continued growth. These improvements reduced bottlenecks, strengthened decision-making, and helped teams maintain high standards across increasingly complex programs.

This operational discipline ensures that our customers and partners experience consistent quality, transparent communication, and dependable delivery—no matter the mission.

Secure Facilities Enabling Mission-Focused Work

This year, we expanded our secure infrastructure with access to accredited SCIF space at the Westway facility in

Herndon, VA. This location provides a purpose-built environment for classified and sensitive work, giving our cleared teams a trusted space to collaborate directly with government partners.

Key capabilities include:

- SCIF-accredited workspaces
- Dedicated IT support for secure and non-secure systems
- Access to the TS/SCI CWAN network
- IC ARC connectivity for acquisition planning
- Secure Citrix access for proposals and ongoing contract support

The addition of Westway strengthens our ability to support classified programs post-award and maintains continuity for teams working on secure or hybrid environments.

A Culture of Accountability and Integrity

Our teams approach every engagement with a shared commitment to doing the right thing, communicating openly, and following through on every standard and expectation set by our partners.

Leaders reinforced performance monitoring, rapid issue resolution, and proactive customer engagement. These behaviors shaped the dependable delivery our customers experienced throughout the year and supported the continued expansion of our work across the federal landscape.



LET'S STAY CONNECTED

Looking toward 2026, we are energized by what lies ahead. New opportunities, evolving missions, and continued collaboration will shape the next chapter of our work.

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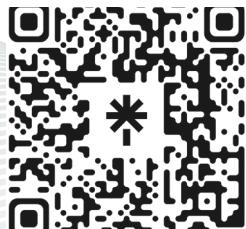
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Follow Kentro for insights on mission impact, innovation, and people.



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Kentro's Greensboro Office Open House



Members of Kentro's IT Team



Leadership Committee Getting Aligned

