

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!

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Learn a little more about one of our Team Members

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Growth @ Fairhaven

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

We won our 5-year follow-on contract with AFRL! They even provided an interim contract vehicle to support near term invoicing until the new contract is fully in place.

Also, we are submitting a new Statement of Work for ECU Health for the transformation of their Clinical Research Teams!

Current Open Positions:
Agile Coach



ECU HEALTH

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.

- Talia's daughter, Adore took her first ever school photo in October and she is a PROUD MAMA!
- Arielle's son, Killian turned a whopping 2 months on 10/29 and is being celebrated accordingly!
- Lori and husband are moving at the end of November - Congrats and cheers to new scenery!
- Lauren celebrates her birthday on 11/18 - HAPPY BIRTHDAY LAUREN!
- Neli celebrates her birthday on 11/19 - HAPPY BIRTHDAY NELI!



Adore's first school photo - but clearly she's seen a camera before.

Baby Killian, whose current favorite music is the soundtrack from 'Hamilton!'



Policy Updates & Reminders

UPDATES: A Separation of Employment policy has recently been released. The goal of this policy is to provide clear, concise procedures for handling voluntary and involuntary terminations to ensure a professional and seamless transition for all. Please note that the signed Policy Acknowledgment page was due on 10/31. Please review the policy, sign, and return to Talia if you haven't done so already.

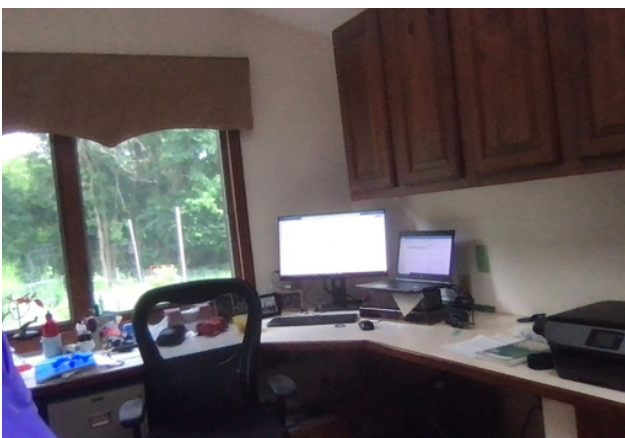
Also, please be sure to submit your Team Photo to Talia. We are only missing a couple - please send as soon as you are able.

REMINDERS/EVENTS:

- 11/1 - First Day of American Indian Heritage Month
- 11/6 - Daylight Saving Time ends
- 11/8 - Election Day
- 11/11 - Veteran's Day
- 11/22 - Town Hall @12pm
- 11/24 - Thanksgiving Day
- 11/25 - Native American Heritage Day
- 11/29 - Tribe Vibes @12pm

Home Office Spotlight

Can you guess which of our Team Members this office set up belongs to? (What a beautiful view!)



Trivia Question

In Canada, Thanksgiving is celebrated on?

- A. November 5
- B. October 10
- C. November 25
- D. December 1

THE IMPACT

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 Lauren N. – Senior Director of Delivery, Howard, OH

1. What is your favorite food & beverage? *"Cookies!! Any and all kinds of cookies! Non-alcoholic would be coffee otherwise a solid Manhattan is my go to, both are great for dipping cookies into."*
2. What hobbies do you have? *"I'm obsessed with my Peleton bike! I also enjoy running, reading, and doing anything outside."*
3. What is one fascinating fact about you? *"I've been to hundreds of concerts everything from Willie Nelson to Metallica to Panic at the Disco and Soulja Boy lol."*
4. What is something you want to learn? *"Currently interested in learning anything homesteading related, with our new property I'm planning to have a big garden next year that will hopefully do better than all the house plants I've killed in the past, hence the need for learning."*
5. What is your favorite genre of music? *"It's hard to choose but I'd lean towards rock."*



Core Value Corner

Have fun.

“One of our more underrated core values is, I think, 'have fun'. It's fairly easy to do things by the book and stick to a dialogue format when we're giving presentations or facilitating meetings, but it can be harder to loosen up and laugh off mistakes.

A time that I used this core value actually came from an embarrassing moment at work. In between two Standups that were on the same Webex call, I was checking in on my cat while the next group of Team members were joining. I thought I'd muted myself, so I was saying odd silly things to the cat--until I looked up and realized I hadn't been muted after all! This was really embarrassing, but in a few seconds I realized it could be a fun opportunity for Team bonding. I laughed it off, explained I'd been talking to my pet, and asked the Team if they had any funny pet stories to share. It ended up being a really nice conversation, and we learned a lot about each other's animals!”
-Molly M.

Fairhaven Fun Facts

Revenue	2021	2022
	\$0.9 mil	\$1.7 mil (forecasted)



Does Fairhaven have a personality?

What if Fairhaven was a person - how would you describe her?

Myself, I believe Fairhaven would be articulate, meticulously well groomed, and exceedingly charming. She would exude Southern gentility, but would also be a shrewd, intensely ambitious strategist, totally in control at all times. She would view the daily fray from the balcony, then dive into the fray with confidence, calmness and a resilience to negative energy.

People would find themselves voluntarily following her."

- Gene J.

Message from Gene and Sara J.

"Today I find myself reflecting on some Diwali-inspired perspectives from a close friend of mine. They seemed to really strike a chord with me, perhaps they will with you as well.

- 1) One day all the villagers decided to pray for rain. On the day of the prayer, all the people gathered, but only one boy came with an umbrella. That is faith.
- 2) When you hold babies above you in the air, they laugh because they know you will always catch them. That is trust.
- 3) Everyday we go to bed without any assurance of being alive the next morning, but we still set the alarm. That is hope.
- 4) We plan big things for tomorrow despite zero knowledge of the future. That is confidence.
- 5) We see the world suffering, but still, we go on and have children. That is love.
- 6) On an old man's shirt was written a sentence "I am not 80 years old; I am sweet 16 with 64 years of experience". That is attitude.

- 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!

CHECK OUT SOME OF THE KIDDOS IN COSTUMES

HALLOWEEN BONUS 2022

