

# Kennedy, Michael Thomas

Chief Information Officer  
System Security Officer

# Peraton FY22 Performance Review

Organization: CMS - NHIC Staff (Robert Harrington  
(81059905))

Location: MAT301 - MA A1 - Teleworker

01/01/2022 - 12/31/2022

Manager: Robert Harrington (81059905)

Evaluated By: Robert Harrington

## FY22 Overall Evaluation

### Manager Overall Evaluation

- Comment:** For the performance review period, Mike Kennedy met the expectations in his role as NHIC CIO and SSO. Key achievements during the performance period included: Maintained all corporate CMMC site requirements.
- Provided ongoing Peraton network migration project feedback related to NHIC.
  - Actively participated in the weekly Peraton IT board meetings
  - Ensured security and antivirus patches levels for all NHIC servers.
  - Reviewed all corporate security alerts/advisories/directives and providing impact feedback for the NHIC environment.
  - Assured preventative maintenance schedules for IT equipment were completed timely.
  - Managed the NHIC Monthly Risk Assessment; produced all monthly Risk Assessments timely and disseminated to NHIC leadership team.

In addition, Mike was instrumental in overseeing NHIC's successful early termination and facility shutdown of the Hingham, MA. Part of the facility closedown included identifying and transitioning to an alternate datacenter for the NHIC server environment. Mike secured corporate facility space and transitioned the NHIC servers to Worldgate. Due to the contract specific NHIC laptop user image (Pulse VPN, Cisco VPN, and Zscaler), an automatic deployment to the Worldgate VPN was not feasible. As a result, Mike was able to expedite the corporate endpoint migration project and prioritizing the first wave of laptop deployments to the NHIC staff. This created a VPN package for successful deployment using the corporate SCCM tool allowing for quicker deployment and a uniform operating platform for all NHIC employees.

Mike Kennedy consistently achieves his goals and can be counted on for his IT and system security expertise supporting NHIC's mission.

### Employee Overall Evaluation

- Comment:** **2022 Accomplishments:**
- Maintained all corporate CMMC physical site requirements
  - Provided input/feedback related to NHIC in the Peraton migration projects, and actively participated in the weekly corporate IT board meetings
  - Maintained current security and antivirus patches levels for all NHIC servers
  - Worked with the Peraton OCIO/CISO vulnerability management team to address vulnerabilities in the NHIC server environment to completion
  - Reviewed all corporate security alerts/advisories/directives and provided feedback for the NHIC environment
    - Completed the corporate NIST security control matrix spreadsheet for Offnets and submitted timely
  - Coordinated and assured all preventative maintenance schedules for IT equipment were completed timely

#### Major Projects Completed

- Implementation of new NHIC servers to replace unsupported operating systems
- Migration of the NHIC server environment to Worldgate
- Corporate 0365 migration
- Closure of the NHIC facility in Hingham

- Decommission of the Avaya phone system and transition to Microsoft Teams
- Deployment of new Zscaler laptops to all NHIC employees

Incident Reporting

- No reportable incidents in the review period
- Non-reportable incidents were identified, addressed, and closed timely

Audits

- No IT or Security audit findings in the review period

NHIC Risk Program

- Produced all monthly Risk Assessments timely and disseminated to NHIC leadership team
- All risks tracked and/or closed

Internal Controls

- Maintained compliance to NGS internal control program requirements
- Updated and implemented new internal controls for the new server environment in Worldgate
- Completed all monthly IT & Security internal controls and preventative maintenance, and tracked in the Security Internal Control Log

QMS

- Completed all IT/Security documentation annual reviews timely
- Participated in the NQA & Peraton ISO audits as required

## Acknowledgement

### Employee

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**Entered by:** Michael Kennedy | Mike Kennedy (21615757)      **Date:** 03/09/2023

**Status:** Acknowledge without Comments

**Comment:**

## FY22 Goal Attainment

### Be a profitable growth engine for the company and manage programs efficiently and effectively

- Win Task Orders / Grow Account / Program
- Accurate Financial Forecast/Outlook: Outlooks +/- 3% month-to-month variance
- Spend not to exceed contract funding levels
- Achieve Account Revenue/Operating Profit: Revenue >\$7.4M; EBIT >\$0.8M
- Maintain employee utilization targets

**Due Date:** 12/30/2022      **Status:** Complete      **Completion Date:** 12/30/2022

**Category:** Growth

Manager Evaluation

**Comment:**

Employee Evaluation

**Comment:**

### Continuous Improvement

- Complete document/record reviews timely
- Complete assigned QMS deliverables timely
- Following corrective action process including CAPs completed in 90 days
- Maintain NHIC ISO certification 9001:2015
- No material weaknesses or high-risk audit findings identified

**Due Date:** 12/30/2022      **Status:** Complete      **Completion Date:** 12/30/2022

Category: Continuous Improvement

Manager Evaluation

Employee Evaluation

Comment:

Comment:

### Deliver high quality services to our clients

- Meet or exceed all JK CMS and internal performance measurements noted on the NHIC Metric Plans
- Achieve 100% Met rating on QASP standards; 100% Met Overall
- Maintain workload inventories to ensure performance metrics are met
- No material weaknesses or high-risk audit findings identified

Due Date: 12/30/2022

Status: Complete

Completion Date: 12/30/2022

Category: Execution

Manager Evaluation

Employee Evaluation

Comment:

Comment:

### Develop skills to support current role / career growth

- Continue to attend the Peraton Cybersecurity Technical Series Community of Practice webinars to keep abreast of new technologies and everchanging security threats
- Continue ongoing subscriptions to the NIST IT/Cybersecurity & HHS newsletters and alerts for information on evolving risk

Due Date: 12/30/2022

Status: Complete

Completion Date: 12/30/2022

Category: Growth

Manager Evaluation

Employee Evaluation

Comment:

Comment:

### IT/Security/Facility Oversight

- Keep NHIC Operations apprised of ongoing IT changes and updates
- Manage the Security Incident Reporting process by reporting incidents timely and tracking incidents to closure
- Manage ongoing risk and produce monthly risk assessments timely
- Manage the NHIC IT/Security Internal Control Program
- Complete the NHIC server migration to new servers to remove outdated operating systems
- Manage Hingham, MA Facility end of lease (Jan 23)

Due Date: 12/30/2022

Status: Complete

Completion Date: 12/30/2022

Category: Execution

Manager Evaluation

Employee Evaluation

Comment:

Comment: