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EXECUTIVE MESSAGE

Hello Everyone,

I wanted to tell everyone thank you for a job well done. We ended fiscal year-end 2011 as another profitable year for the company due in large part to the excellent service you provide to our clients. We are proud of your accomplishments and hard work to ensure that NOVA Corp continues to grow and prosper even in this competitive and down market.

However, we do not rest on past performance. In some ways, maintaining growth and success is harder than achieving it. Business is highly competitive and success is fleeting. The company's growth is incumbent upon recurring revenue from our client, the Federal government. In this competitive environment everything is scrutinized by our clients. The determinant can come down to integrity and ethics. If the client knows that we can provide exemplary service within the boundaries of a contract, we can continue to have a profitable relationship. Furthermore, the praises we receive can help us in attracting more business.

Everyone's contribution to the success and continued growth of the company has a direct impact of providing educational benefits and a return on investment to our shareholder, the Navajo people.

My suggested reading is a classic I've begun reading again, "How to Win Friends and Influence People" by Dale Carnegie.

In closing, I would like to say thank you in Navajo , Ahee'hee (Ah-hee-hea).

Elfonzo Nephew

PROJECT NEWS

NOVA received a new contract in December with DISA to support their Enterprise Email and Enterprise SharePoint initiatives at Ft. Meade and in Mechanicsburg. We are excited to see how the government will utilize this contract in the long term. Ramona Hill is the Program Manager and is working closely with the government to determine their needs and develop a path forward.

As many of you are aware, NOVA made a decision to upgrade its existing accounting/financial management software for fiscal year 2012 to CostPoint. The upgrade is in anticipation of the growth planned for NOVA and our shareholder, Dine Development Corp. For NOVA, the upgrade will simplify many of the tasks and procedures we already do for our clients. For example, the spreadsheets that account for the different contracts can now be tracked and accounted in CostPoint. New features in CostPoint include the Employee Self Service (ESS) and the online Expense Report (ER). ESS will allow employees to access and modify their personal and payroll information without the need to contact Human Resources or Accounting. The online ER will replace the spreadsheets currently used and approvals will be done online, much the same away times sheets are approved. Other features will be familiar such as the Time Collection (TC).

This dynamic software will allow NOVA track and be observant of our cost controls as we continue to experience growth. It will also allow NOVA to grow larger as a multinational company and be able to do work on many fronts. We are finalizing the implementation and hope to have CostPoint running live for employees to use by 2/1/11. Updates will be provided as we move through implementation.

COMMUNITY

A vital component of the vision of NOVA Corporation is to empower employees to have a vested interest in the NOVA mission by providing opportunities for them to be involved in philanthropic outreach. It is invaluable for employees of NOVA to continuously seek avenues to be active members of the communities in which we operate. Without the commitment and support of NOVA Corporation, employees would not have had the opportunity to participate in the following outreach opportunities:

NOVA Scholarship Program

Perhaps one of the most publicly visible functions of the NOVA Corporation is its scholarship program. The scholarship program exemplifies the commitment of the NOVA Corporation to actively contribute to educating members of the Navajo Nation. The scholarship program also serves as a proactive recruiting tool to expand the Navajo workforce of the organization.

January 3rd marks the opening of applications for NOVA's second year of contributing to the education of numerous Navajo students pursuing degrees in various disciplines. Application for this prestigious scholarship closes on February 29th.

The Jesus Church

NOVA Corporation assisted members of the Jesus Church by fulfilling a donation request for \$500. The request underscored that the funds were slated to be used for the church's annual Christmas celebration. The NOVA Corporation was happy to assist members of the community with their celebration.

Chambersburg Trojans Basketball

NOVA Corporation was also able to assist the Chambersburg Trojan Basketball team by purchasing a \$100 ad in their basketball program. As a responsible business member of the community, it is important that the NOVA Corporation continue to play visible roles within the community.



The Executive Team traveled across the globe during the month of December to celebrate the holidays with our employees.

NEW TO NOVA CORP

Corporate - Chambersburg, PA

Tim Atherton—Sales Engineer

Corporate - Albuquerque, NM

Jim Ladwig—Air Force Account Manager

Fort Gordon, GA

Jason Keltner—Network Administrator

TJ Jackson—System Administrator

Robert Fry—System Administrator

Joe Burgin—System Administrator

Larein Brockington—System Administrator

Melissa Nash-Mullis—IA Specialist

Ciaran Pannell—Network Administrator

Ft Meade, MD

David Stanley—Systems Engineer

Bahrain

Trevor Person—Windows/UNIX System Admin

Hill Air Force Base, UT

Laurel Moyes—Sr Oracle DBA

Roy Wallace—Sr Windows System Admin

HAPPY BIRTHDAY!

Eric Petty – January 4

Leonel Herrera II—January 6

Adam Gouldey—January 7

Patrick Grimes—January 18

Daniel Ramos—January 28

Rob Fry—February 6

Mineca Amsler—February 9

Stephen Edwards—February 10

Jeff Meneghini—February 10

Kevin Thomas—February 11

Lamont Class—February 16

Pauline Prater—February 18

Bill Armstrong—February 18

Greg Steed—February 19

Shantavise Andrews—February 21

Henry Gonzalez—March 7

Pat Moran—March 8

Leo Hanson—March 8

Jason Keltner—March 10

Mark Stieglitz—March 15

Joseph Derienzo—March 19

Bill Beichley—March 22

Rachel Cross—March 23

Joe Burgin—March 26

Stephen Shireman—March 31

SECURITY EDUCATION CORNER

Corporate Espionage Via Social Networks: Heise Security, 24 Feb 2011:

We've all heard about HBGary Federal's COO Aaron Barr's claims that he leveraged the information gathered on various social networks to discover the identities of Anonymous' leaders, and about the repercussions this claim had upon the company. In the end, we still don't know whether Barr's work in this case has allowed him to come to accurate conclusions regarding those identities, but what we should know is that he isn't the only one who thought about using social networks to dig up information that might be worth a lot to someone - and I don't mean advertisers or stalkers here. At this year's edition of the RSA Conference in San Francisco, Abhilash Sonwane - VP of Product Management and Technology for Cyberoam - gave an interesting talk about the possibility of using social media to map out the organizational DNA of a company. He demonstrated that by using information gathered on LinkedIn, Facebook, Twitter and other social networks, they were able to discover who the decision makers are. Social networks are not without great potential risk. For the full article, please go to <http://www.net-security.org/secworld.php?id=10661>.

ANNOUNCEMENTS

Stephen Schleiden & Jay Hands (Ft. Gordon) received KUDOS from the client for participation support on a special project. Awesome job, gents!

Kevin Thomas (VI team) received multiple kudos for his support of our clients. Comments included, "He has always done a superior job!" "...always been very supportive, efficient and prompt to Engineering's needs" "He listens intently, and then offers suggestions based on what I've told him. His demeanor and attitude are professional and friendly."

Mark Vogel (Mechanicsburg) received a note of appreciation for his efforts supporting Enterprise Share-Point as a Service. Keep up the great work, Mark!

Brian Dormer (Letterkenny) received an atta boy that stated, "Brian is the best software engineer we've ever had!" Wow, Brian! Great job!

Mineca Amsler (Letterkenny) received several kudos from her client for a job well done and excellent support. Keep it up, Mineca!

John Wahl & Justin Toliver (VI team) received special thanks for their efforts to meet multiple special requests during the pre-coordination and execution phases for a security related video teleconference ensuring the event's success. Woo hoo! Go VI!

The Entire VI Team received thanks for the fantastic support from VI. "Everyone in VI has always been very supportive, efficient and prompt to Engineering's needs. From Power Point support in the various briefing rooms to taking photographs."

Brian Dee & Stephen Edwards (Ogden) received a pat on the back for their weekend support and ultimate resolution of an issue impacting the customer. Ted Lewis, Chief, Mid Tier Service Delivery Division stated that Brian and Stephen "put a lot of time into the project that was not projected in advance and I appreciate your dedication" Great job!

Gary Stewart (Ogden) received a huge thanks for sacrificing time with his family during the Thanksgiving holiday to provide technical support in an effort to keep a project moving forward. He was complimented on his positive attitude and highly technical skills!

Raquel Tenille (Albuquerque) completed her Masters in December, 2012. Congratulations on achieving this goal! We are thrilled for you!

Ramona Hill (Columbia) received thanks from John Snider for, "an incredible job in a short timeframe," for her work on a proposal effort over the Thanksgiving holiday.

Michael Burns, Software Engineer (Chambersburg Corporate) received recognition from NOVA Corporation's Accounting Team for his expertise in writing SQL scripts in support of CostPoint Implementation. Mike volunteered to provide assistance after an implementation team was delayed due to database problems. Program representatives stated NOVA would have to pay a consulting Staff to engineer scripts to fix the problem. Instead, Mike engineered a solution that same day, which saved the company many hours delay, as well as thousands in consulting fees.

ANNOUNCEMENTS CONT...

Randal Lathrop, Network Engineer (Chambersburg Corporate) received recognition from NOVA Corporation's Corporate Office for his assistance with Firewall and Routing between branch offices. Randal has played a key role in Engineering NOVA's Corporate Network to flow information from Site to Site. He most recently helped NOVA resolve a Cisco Voice problem that a team of Cisco Consultants were unable to solve. Randal's Networking Expertise, and willingness to help, are greatly appreciated.

NEWS FROM THE PMO

Throughout these past months, I've had the opportunity to meet many of you personally during my visits to Augusta, GA, Denver, CO, Albuquerque, NM, Washington, DC, Ft. Meade, MD, Mechanicsburg & Chambersburg, PA, and of course my short little jaunt to Bahrain. During each visit I have been absolutely bowled over by your individual and team contributions. I come home from each trip excited and encouraged by the passion and commitment each of you share not only with me, but with our clients each and every day. I also return from each visit with a few more action items and suggestions on how we can improve and continue to grow as an organization and as a company.

Having joined NOVA in May and then establishing the PMO in August, I have to say it has been an incredibly fast-paced and exciting journey. So much has been accomplished in a short amount of time, yet as evidenced by your feedback and input, there is still much more to do. In fact, I think it's fair to say that we're just getting warmed up! As I look ahead to 2012, I am excited by the many opportunities for continued growth and success. Our company continues to grow and expand and though we are closing out a few projects after several years of successful support, we are also adding many new ones to our portfolio.

I look forward to traveling to Arizona and Utah to personally meet those I wasn't able to visit in 2011. I also look forward to returning to see many of you again in 2012. Please keep your ideas and suggestions rolling in so that we can continue to improve our processes and better support you and our clients.

Yours Truly,

Director of Team Awesome
Monica Alvarado