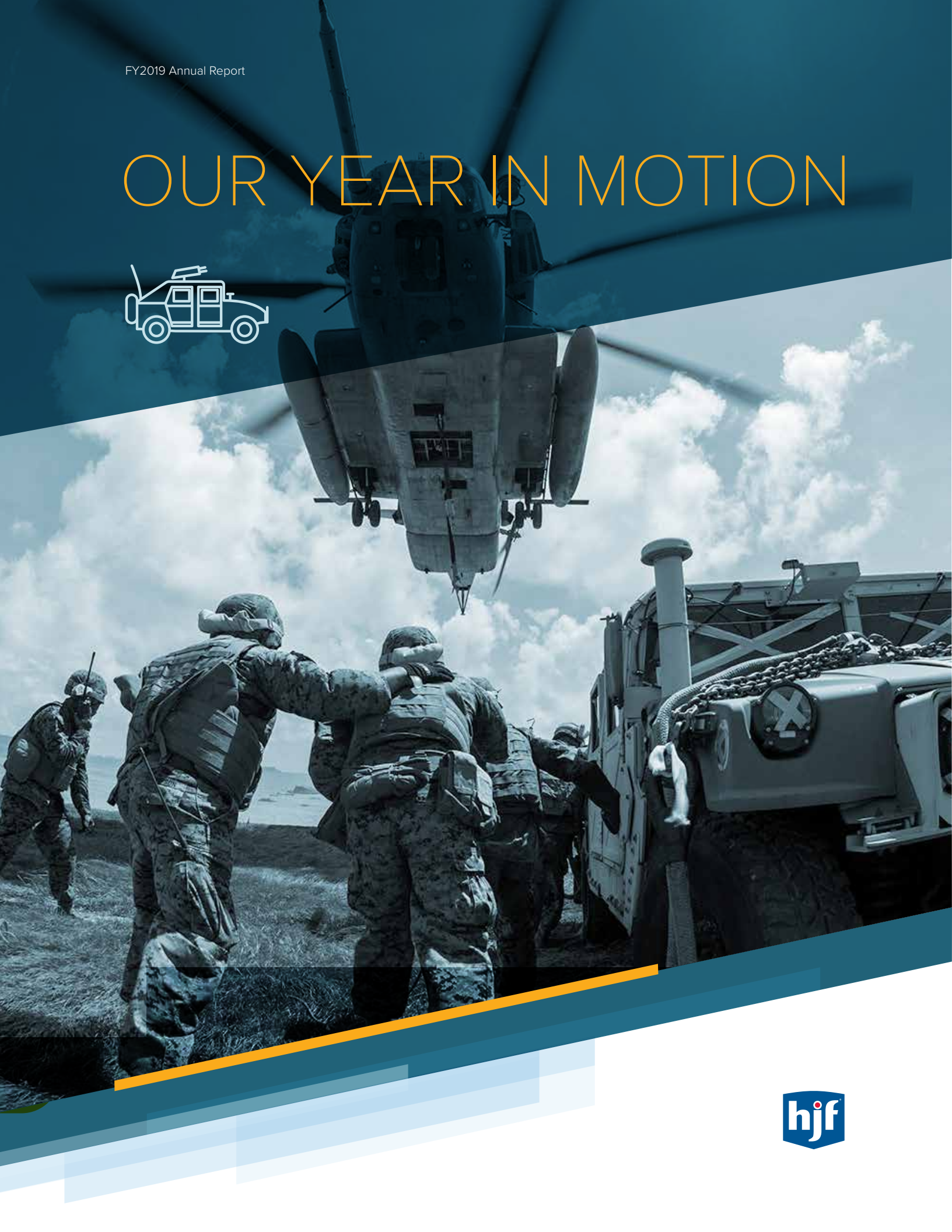


OUR YEAR IN MOTION



This year, the Henry M. Jackson Foundation for the Advancement of Military Medicine celebrated its 36th year carrying out our mission of advancing military medicine for our nation's warfighters, their families and civilians alike. With our partners around the globe, our nonprofit organization accelerates progress in myriad medical areas needing scientific focus. Our primary goal is to help our warfighters become more agile and resilient throughout their respective careers and beyond. This focus extends not only to the families and loved ones of these warfighters, but naturally promotes benefits for civilian health in general.

Our scientific, administrative and program management expertise empowers investigators and clinicians with the resources they need to find answers and drive change. We do this by serving as the connective tissue between the military medical community, its federal and private partners as well as millions of American service members, veterans and civilians.

The U.S. Congress authorized the creation of the Foundation for the Advancement of Military Medicine in 1983 to support research and education at the Uniformed Services University and throughout the military. After Washington Senator Henry M. Jackson's death a short time later, our organization was named in his honor, as he was influential in championing our legislation.

Today, thanks to our mission and our workforce, we operate at the intersection of medicine and science and uniquely positioned to not only advance military medicine, but bring those advancements forward to the public so that others may benefit.

As we race towards another year, we keep our foot on the accelerator, never easing up, because we understand the importance of the HJF mission.



99.3%

of expenses went to our mission

Refer to our Financials



2,272

employees work in the U.S.



509

employees work with our international subsidiary, HJFMRI



91

new protocols

Working...at a Great Place

This year, the Washington Business Journal (WBJ) named HJF one of the Best Places to Work in Greater Washington. The results, which divided organizations by size, showed HJF as a top place to work in the extra large category.

In its 13th annual survey, WBJ ranked HJF among the 100 Greater Washington companies that scored highest among hundreds of employers that participated in Quantum Workplace's annual employee engagement survey. HJF employees attested to HJF's mission as well as the 403b match that is 100 percent vested immediately, the flexible work schedules and teleworking as being part of what makes the organization so special.

HJF recognizes that its employees are the heart of the organization. The consistent application of HJF's core values—Honesty & Integrity and Dignity & Respect—help employees stay motivated, happy and productive.



Honoring Our Heroes

Each year, HJF honors individuals who have made outstanding contributions in advancing medicine for our nation's warfighters, veterans and civilians at the Heroes of Military Medicine dinner.

In May, top researchers and practitioners came together to celebrate professionals from the Army, Navy and Air Force as well as civilians who have distinguished themselves through excellence and selfless dedication to enhancing the lives and health of our wounded, ill and injured service members, veterans and civilians. The Office of the Surgeon General for each service nominates active duty military medical candidates for Hero of Military Medicine Awards.

Additionally, individual awards were presented for the Hero of Military Medicine Ambassador and Civilian Awards.

Giving Back to Our Community

This year, HJF began its corporate social responsibility (CSR) program—allowing paid time for our teammates to give back to the community. HJF is committed to investing in community stewardship as well as developing employee fulfillment through this program. The volunteers get the chance to give back and contribute to organizations in the community that also support our troops.

So far, HJF teammates have donated more than 500 hours to efforts such as meal preparation with the Fisher House Foundation and the beautification of healing gardens at the USO on the campus of Walter Reed National Military Medical Center.



Training for Medical Situations

The Val G. Hemming Simulation Center, part of the Uniformed Services University, celebrated its 20th anniversary of training and testing military physicians, nurses and medical students in various medical situations. The center, which was started using only standardized patients, is the largest virtual reality theater for healthcare simulation in the world.

The success of its first simulation event laid the groundwork for the subsequent growth to the National Capital Area medical simulation center which opened in 2000. Today, the 30,000-square-foot multi-model simulation center continues to be at the forefront in state-of-the-art medical training, offering night operations for students learning Advanced Combat Medical skills, high-fidelity mannequins, wearable task trainers and advanced moulage techniques.



Partnering on Breast Cancer Awareness

As part of National Breast Cancer Awareness in October, HJF joined Leonardo DRS, a leading technology company, at the Association of the United States Army (AUSA) conference to raise funds to support breast cancer research.

During the Washington, D.C., conference, the company's booth "went pink," and they invited conference attendees to write names of those who have battled with breast cancer on pink cards. The cards were then posted on the booth wall, in honor of each individual. Additionally, Leonardo DRS donated \$10,000 to support breast cancer research and fund the Look Good, Feel Better program for those receiving breast cancer treatment in Bethesda. The program provides in-person, hands-on beauty techniques to women undergoing cancer treatment.



Employee Profiles

We recently asked our employees to tell us which HJF colleagues inspire them through their dedication and passion for the HJF mission. These five employees are just a few examples of staff who demonstrate outstanding work and are always faithful to our mission, vision and values.

Teik-Chye Chan

Research Associate, Infectious Disease
Naval Medical Research Center
25 years, three months



Teik-Chye has been an HJF employee since February 1994. His research contribution and dedication for the Department of Defense began 62 years ago when, in 1957, he began as a temporary employee at the U.S. Army Medical Research Unit-Malaysia while Malaysia was still a protectorate of Great Britain. In 1958, he was hired as a Foreign Service National employee, where he worked until it closed in 1989. Teik-Chye spent approximately the next year and a half assisting with the demobilization of the unit, which included training (to ensure the capabilities remained) as well as moving the valuable biological inventory. He was subsequently offered the opportunity to move to the United States to work at the Walter Reed Army Institute of Research as a contractor, which he accepted. Teik-Chye arrived in the United States in 1991, and his family joined him a month later. After several years, he moved to the Naval Medical Research Center in 1994 as an HJF employee. Teik-Chye, as Research Associate, is an integral member of the Infectious Disease Directorate and its Viral and Rickettsial Diseases Department, where he takes on many roles, most notably animal and tissue culture research activities, as well as assuming general lab duties and serving as a rickettsial/laboratory historian. In Malaysia, he had a multidisciplinary role and performed animal, laboratory, and field work in the fields of virology, malaria, and rickettsia. The knowledge and expertise that he has acquired, which goes beyond institutional knowledge, continues to be a valuable asset to military and infectious disease research.

Teik-Chye's years of excitement and dedication to the research missions of HJF, as well as to the DoD, provide a constant source of inspiration and motivation to employees and collaborators of the HJF, Navy and Army. Every day he continues to work hard, with no indication of retiring anytime soon.

—submitted by Heidi St. John, M.S., Research Associate,
HJF, in support of Viral and Rickettsial Disease Program,
Naval Medical Research Center

What do you love most about the work you do? Part of my work requires me to propagate *Orientia* and *Rickettsia* organisms in mice, cell culture and in the yolk sacs of embryonated chicken eggs. It is very challenging and exciting to observe these abundant organisms on the stained slides. These obligate coccobacillus intracellular parasites are used in various serological and molecular assays to detect both human and animal rickettsial antibodies.

What book or journal have you recently enjoyed? The last journal I read was the "American Journal of Tropical Medicine and Hygiene," which included a historical review of the interrelationships of the rickettsial diseases and their arthropod vectors: ticks, lice, fleas and chigger mites.

What are you passionate about? My ultimate goal is, hopefully, to see in the not too distant future a highly-effective immunogenic, FDA-approved vaccine for use in humans to prevent the rickettsial diseases.

Who would you most like to swap places with for a day? Maybe one of my colleagues within the same department.

If you could visit anywhere in the world you've never been, where would you go? Preferably, I would like to visit the North Pole to observe the magical aurora borealis light.

Is there anything else you'd like to share with your colleagues at HJF? Since I am hired by HJF to work for the DoD for the advancement of military medicine, I would like to likewise encourage all my colleagues at HJF to do the same diligently.

Sonja Davis
Senior Proposal Specialist,
Strategic Initiatives Proposal Services
6 years



Sonja Davis provides excellent customer service to principal investigators, collaborators and internal customers. She has the incredible ability to make customers feel like they are her only customer, and she has won raving fans and HJF loyalists.

Sonja's work is extremely important to her. Her excellence shines through from day to day at meetings, when she creates budgets as well as budget justifications, when creating and editing documents and even when working on her own to facilitate the process. Sonja does so with a smile.

Her satisfied customers often take the time to send letters about the great work she does. She is an excellent employee and an asset to HJF.

—submitted by Lisa Straker, Senior Proposal Manager-Team Lead, Strategic Initiatives – Proposal Services

What do you love most about the work you do? The work I do is extremely important. Knowing that I am part of a team, that is always seeking to improve and enhance the life of those that are in the military, gives me a feeling of pride and honor.

What's the last book you read? Well, the last book I actually read (five times in a row) was "I'm Just a Little Pig" by Francois Crozat. You see, I'm a new BiBi, which means grandmother in Swahili. There you have it, reading to my 15-month-old grandson Davis. Though, for my other reading pleasure, I enjoyed, "The Mastery of Love" by Don Miguel Ruiz.

What are you passionate about? Oh wow! I am passionate about so many things: my family; a close relationship with God; and empowering, educating and enlightening women and children through safety awareness.

Who would you most like to swap places with for a day? I have a really cool job and I enjoy what I do. However, I wouldn't mind swapping places for a day with either Michelle Obama or Oprah.

If you could visit anywhere in the world you've never been, where would you go? South Africa.

Is there anything else you'd like to share with your colleagues at HJF? My motto is we must operate from a place of being "Proactive and not Reactive!"

Anthoia Osuji
Research Nurse/Community Engagement Officer
Clinical Research Center, the U.S. Army Medical
Research and Materiel Command
3 Years



Anthoia aided in the successful implementation of two vaccine studies (RV429 and RV456) by actively supporting the Clinical Research Center. She served as a community engagement officer, which involved recruiting subjects for the studies, as well as a research nurse. In her community engagement role, she worked tirelessly and beyond the call of duty to ensure that each study included enough participants (especially for the HIV sub cohort, which was a challenge for RV456). She performed these roles highly efficiently, thus facilitating the smooth operation of all study-related activities.

In addition, Anthoia is highly professional in her interaction and engagement with study volunteers. She is an excellent team builder and has the ability to multitask when gaps are identified. Anthoia is an invaluable member of the Clinical Research Center in Abuja, Nigeria.

—submitted by Prudence Mbah, Walter Reed Project, Nigeria

What do you love most about the work you do? Meeting people from different walks of life and interacting with them. Also, guiding clients (people with HIV) in taking bold steps and decisions regarding their health status. When counseling clients on family planning, I find they are happy to make an informed choice regarding child spacing. I love making an impact through the development of vaccines.

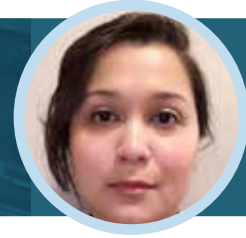
What book have you recently enjoyed? "Sociology and Social Work" by Jo Cunningham and Steve Cunningham.

What are you passionate about? The welfare of people and seeing a better and healthier society.

Who would you most like to swap places with for a day? John Bako Chukwudi, who works with the Society for Family Health as a population specialist in Oyo State Nigeria.

If you could visit anywhere in the world you've never been, where would you go? The Bahamas with my husband and my two children.

Luca Illinik
Program Regulatory Affairs Specialist
Infectious Disease Clinical Research Program
5 Years



Luca is an asset in any given situation and for every task. She is a true leader and one of the most humble and helpful people I have been honored to work with and know. She is someone I value for advice, guidance, training and constructive feedback with any given issue. Luca is a woman of her word and she does all things to the best of her ability! She gives 110 percent and nothing less. She does not claim to know everything, but will personally take it upon herself to educate herself to accomplish a goal set forth with excellence. She goes above and beyond the call and does it without hesitation.

Luca is also very much a team player and consistently offers encouragement and assistance and always displays leadership and professionalism. I am honored to work beside a woman like Luca. She has given me the encouragement and determination to better myself professionally and personally with the simple belief in my ability

I believe Luca is the type of person that is capable of accomplishing anything and an example of an amazing woman who will set the bar for the coming generations of women to look up to and want to be like her.

—submitted by Realisha B. Smith, CCRP Clinical Research Coordinator, Infectious Disease Clinical Research Program

What do you love most about the work you do? I love the problem solving and educational aspects of my job, as well as the opportunity to work with investigators that answer questions relevant to military medicine. As an active duty spouse, I take pride in knowing that my job helps better the lives of our service members.

What's the last book you read? "Children of Time" by Adrian Tchaikovsky.

What are you passionate about? I am passionately curious and love to learn. Once you stop learning, I believe you start dying. As a first-generation immigrant, education and a passion for learning were my keys to the proverbial "American Dream." I am also passionate about different types of technology that improve productivity at work and at home.

Who would you most like to swap places with for a day? I would like to swap places with Christina Koch. Christina is a female astronaut who is about to break a major record while in orbit. She will soon hold the title for the longest single spaceflight by a woman, beating out former NASA astronaut Peggy Whitson. I am a big fan of NASA and have a NASA Langley Research Center personalized license plate. Should HJF open a clinical research site on the International Space Station, I will be the first one to sign up.

If you could visit anywhere in the world you've never been, where would you go? I would visit the summit of mount Roraima. It is one of the world's most extraordinary natural geological formations that dates back more than two billion years.

Is there anything else you'd like to share with your colleagues? The organizational culture at HJF is extraordinary. The company values its staff's growth and success. Also, the Infectious Disease Clinical Research program fosters education and mentoring of trainees. I received tremendous support from HJF investigators and staff during my time as a graduate student. The people at HJF are a diverse collective of thinkers and doers, with a passion for research inspired by a shared commitment to advance military medicine. As an active duty spouse, I consider myself extremely fortunate to have such a rewarding career within HJF.

Ms. Elisha Nixon
Quality Improvement Manager
John P. Murtha Cancer Center and Public Health
5 Years



Elisha Nixon consistently demonstrates an unparalleled level of dedication to her work. She is universally respected by the staff at Walter Reed National Military Medical Center (WRNMMC). As the Quality Program Manager for the Murtha Cancer Center Research Program (MCCRP), Elisha serves as both the Stem Cell Transplant Program Quality Manager and the Inpatient Oncology Ward Quality Manager.

To call her a “change maker” is both accurate and an understatement. She has been instrumental in several initiatives for the 5 West Hematology Oncology Inpatient Ward (5W), including a massive improvement initiative for the transplant program that led to full re-accreditation with the Foundation for Accreditation of Cellular Therapy in 2018. Elisha also initiated and conducted multiple quality improvement projects over a short period of time. The projects established on 5W include the reorganization of the supply and nursing stations, resulting in MCCRP passing Joint Commission inspection that was publicly praised by the inspectors as a highlight of their hospital-wide inspection; the project Blacklight is an ongoing effort to ensure the cleaning and sterilization of the patient room is being performed to standard; the introduction of multiple Quality of Life improving measures to include creative arts and yoga classes among other activities and the formation and official dedication of the Michael A. Sheehan Exercise and Relaxation Room, a multifaceted space dedicated to making the inpatient experience as bearable as possible for our oncology patients.

Elisha recently received the WRNMMC’s Change Maker of the Month award in 2019 for her efforts with the design and execution of the 5W Michael Sheehan Recreation and Activity room. She was publicly recognized during the WRNMMC Town Hall by the commander.— *Terri Singleton, Sr. Program Manager, Program Operations, Henry M. Jackson Foundation*

—submitted by *Tung Tu, Program Manager, Center for the Study of Traumatic Stress*

What do you love most about the work you do? There aren’t very many jobs you are excited to wake up in the morning and get to work, but I believe that I have one of those neat jobs. As a Quality Improvement Manager, I get to dabble in so many neat projects with something new always popping up. I love knowing that the work I do not only protects the staff and patients, but it creates an environment that all can benefit from. I love working on complex challenges, the type that most people would run from, with

a “bring it on” attitude. In addition, I have the opportunity to interact with so many people. Seeing a problem is a new opportunity for me to improve a process, which is not only thrilling but very rewarding. I absolutely love that I was able to create a brand-new inpatient activity room for our oncology patients at WRNMMC. It recently won first place at the National Quality Symposium for collaborative work. In addition, I recently helped revamp the Stem Cell Transplant Program. All of these opportunities wouldn’t have been possible in any other position, and I’m so grateful for the opportunities I’ve been given through HJF.

What book have you recently enjoyed? Very rarely do I have time to read, but the last book I read was “Becoming” by Michelle Obama.

What are you passionate about? I love spending time with my son, traveling—especially to Disney—and scouting. Each year, my son and I travel to random destinations, both domestically and internationally. Having been raised as a military dependent, I was lucky to be raised in Japan, which allowed me to travel extensively throughout Asia. I’ve been to over 35 countries and hope to see so much more of the world with my son. I am one of the very first female Scoutmasters for the Boy Scouts in the National Capital Region and have been actively leading a boy’s troop for over four years. I love camping and all the challenges that scouting brings. There truly never are any dull moments when you are involved with scouting. Lastly, I love Disney. I was a character performing in the parades at Disney World for several years during college, and now my family takes an annual trip to Florida to get our annual Disney fix.

Who would you most like to swap places with for a day? I would love to swap places with a tour guide on a Disney Cruise!

If you could visit anywhere in the world you’ve never been, where would you go? I would love to go to Machu Picchu, and trek through the jungle, or to Tahiti for a very relaxing time doing nothing but water sports and relaxing.

Is there anything else you’d like to share with your colleagues at HJF? As a Quality Improvement Manager, there is always room for improvement with everything that we do. Don’t take failure as the “end all be all” but instead twist things around and view it as an opportunity to do better!