

ALICE Frequently Asked Questions

The Yulista ALICE Team understands that contract transitions can be a time of uncertainty and are often stressful for an incumbent workforce. We are committed to making the AMOS to ALICE transition process as quick, orderly, and hassle-free as possible. We hope these frequently asked questions (FAQs) will give you a better idea of who we are and the employment process we use.

We will continue to update this page throughout the Phase-in period, so please check back often.

Q: What is the scope of the ALICE Contract?

A: The ALICE scope of work encompasses support for NASA aircraft at JSC based at Ellington Field in Houston and at El Paso, Texas; Langley Research Center (LaRC), Hampton, Virginia; other remote sites, domestic and foreign, where services are required. The proposed services will include flight operations, maintenance, repairs and alterations and will provide engineering services for a variety of airframes, engines, appliances and support equipment at the various locations. There will also be unique services, which include three-tiered aircraft maintenance (organizational, intermediate, and depot) on the NASA T-38 fleet, the WB-57F fleet, G-III, and the Super Guppy. Additionally, the WB-57 and the Super Guppy require complete supply chain maintenance

Q: When does the ALICE contract transition begin and what is the length of the ALICE contract?

A: Yulista expects the ALICE Phase-In to occur during the Dec 2017 and Jan/Feb 2018 time frame and with a March 1, 2018 contract start date. The ALICE contract period is up to five years through May 2022..?

Q: What will the new org structure look like?

A: Yulista developed an initial Organizational Chart per NASA/JSC requirements. As soon as we finalize the manpower requirements and any other organizational changes we will post the new Org Chart and communicate this to all employees.

Q: What will happen to our current leadership?

A: Yulista will be hiring a new Executive Manager. As soon as Yulista is notified of award of the ALICE Contract, Key Personnel positions will be posted on Yulista's career site along with other job sites. Incumbent personnel are encouraged to apply. Yulista will review applicants and will select (with NASA/JSC concurrence) those personnel most qualified for the position.

Q: Will I report to a new manager or department?

A: Dependent on who is selected for the Key Personnel Positions, you may work for a new manager. At present time there are very few positions being transferred from one department to another. The likelihood of being assigned a different department is very low.

Q: Why should I join the Yulista team?

A: ALICE is a continuation of existing work that was being performed under the AMOS contract at NASA JSC. Yulista and its teammates are fully dedicated to providing an excellent working atmosphere and opportunities for employees displaying talent and ambition.

Q: Will I have an opportunity to meet the Yulista Team?

A: Yes. We look forward to meeting you in person and plan to host several open houses. Dates for these events will be posted on this site. Additionally, employees who have specific questions or concerns will have the opportunity to meet one on one with a Yulista team representative.

Q: If I have vacation planned and approved by my current employer, will I still be able to go on my vacation?

A: We are fully aware that employees have lives outside of work and we respect pre-existing plans. We are dedicated to our employees and will work hard to help you maintain your prior commitments.

Q: Who can I talk to if my question is not addressed here?

A: The Yulista Team is committed to an open atmosphere and wants to ensure that we answer all your questions to the best of our ability. Please feel free to contact us directly at ALICE_Recruitment@yulista.com with any questions not addressed by this site.

Q: How will the phase-in affect our day-to-day work at our sites?

A: Yulista understands that the current AMOS Contract must be able to continue without interruption. Yulista will have on boarding staff shadow key personnel during the phase-in, however, most incumbent employee communication will happen during non-duty hours and one-on-one to minimize impacting the current contract.

Q: How will we know how the phase-in process is going, and once the contract is started how Yulista will communicate any changes, etc...? With the employees?

A: Yulista will have open houses at Ellington, El Paso and LaRC. In addition Yulista will be asking for input from the employees on any questions they may have so we can prepare the answers for the open houses and our website. Yulista has put together some commonly asked questions and are available for review on our website.

Hiring Process

Q: Will there be a job for me (incumbent workforce) in the new company or will my position be eliminated?

A: All incumbent employees must apply to open positions once posted to be considered for employment with Yulista. Yulista will select the most qualified personnel to meet the needs of the ALICE Contract and the mission of NASA/JSC. We currently have not identified any positions being eliminated.



Q: If my position is eliminated, will I receive a severance package?

A: Any severance packages would have to come from the incumbent employer. Yulista will not be offering severance packages.

Q: Will my role and responsibilities change?

A: There will be some changes in the proposed organizational structure. Yulista's intent is to provide a highly qualified workforce to meet the needs of ALICE. Yulista plans to fully utilize personnel by providing cross utilization training as required and where it is smart to do so.

Q: If my role changes and it's not what I want to do, what other options are available to me?

A: If individuals are qualified for multiple positions, Yulista would encourage personnel to apply for positions they are most qualified in and have the desire to work in.

Q: If an employee is on Short Term Disability, will they be given a chance to apply for Open Positions with Yulista for the ALICE Contract?

A: Yes, employees who might be on Short Term Disability status at the time jobs are posted are encouraged to apply for positions that they are qualified to perform. All applicants will be given equal consideration based on qualifications and their ability to perform the duties of the job.

Q: Will I have to complete an employment application to be considered for employment on this contract?

A: Yes. All candidates seeking to join the Yulista Team will be required to complete an application; it is an important element to any company's hiring process.

Q: Where do I apply?

A: Each employee will be provided instructions from the designated Yulista Team Company that will be hiring them for the steps they need to complete and the location of the application.

Q: How do you decide which teammate company will extend an employment offer to an employee?

A: Yulista Team member companies have been assigned specific areas of the statement of work based on their firm's capabilities and qualifications.

Q: What will happen to my salary and benefits?

A: For individuals remaining in their present position, we honor current salary levels and recognize seniority on the contract for leave accrual. All full time employees are offered company sponsored medical, dental, vision, 401k, and many other ancillary benefits. Please keep in mind that insurance providers vary from company to company but the insurance plans that will be offered to existing employees will be essentially "equal".

Q: When will we know the details of our benefits in the new organization?

A: Benefits will be discussed during the open houses we are scheduling for each location (ELP, EFD, LaRC)

Q: Where do Yulista and its teammate companies stand on equal employment opportunities?

A: Members of the Yulista Team treat employees and job applicants equitably. Minorities and women are represented throughout our ranks. We have representatives from dozens of countries and cultures that welcome new friends and colleagues. What we seek is a commitment to technical excellence and a focus on superior customer service.

Q: Is there any prescreening of applicants?

A: The Yulista Team must pre-screen individuals designated for employment under ALICE by verifying minimal suitability requirements to ensure that only quality candidates are considered for contract employment, and to mitigate the burden on the Government of conducting background investigations on objectionable applicants. The Yulista Team must exercise due diligence in pre-screening all employees prior to submission to NASA for agency access. NASA may decline to grant agency access to a contractor employee for reasons including, but not limited to:

1. Conviction of a felony, a crime of violence, or a misdemeanor involving moral turpitude.
2. Falsification of information entered on forms or of other documents submitted.
3. Improper conduct including criminal, infamous, dishonest, immoral, or notoriously disgraceful conduct or other conduct adverse to the Government regardless of whether the conduct is directly related to the contract.
4. Any behavior judged to pose a potential threat to NASA facilities, sensitive information, information systems, or other resources.

Q: How can I find out about new job opportunities within the company?

A: Our Human Resources team is working hard to make sure as many people as possible have a chance to continue their careers with the Yulista Team. To see what opportunities are available, please visit <http://alice.yulistatactical.com/>

Q: What is the process to obtain a facility badge?

A: All employees must have a favorable adjudication of a background investigation before NASA will issue an ID card to access NASA facilities, sensitive information, information systems or other NASA resources. NASA may accept favorable adjudications of background investigations from other Federal agencies when applicants have held PIV cards issued by those agencies with no break in service. NASA may also accept PIV-I cards issued by an authorized PIV-I issuer as evidence of identity. A favorable adjudication does not preclude NASA from initiating a new investigation when deemed necessary. At a minimum, the Federal Bureau of Investigation (FBI) National Criminal History Check (fingerprint check) must be favorably completed before a NASA identification card can be issued. Each contractor must use the OPM's Electronic Questionnaire for Investigation Processing (e- QIP) system to complete any required investigative forms.