Inside this Issue

This issue of the TMB Newsletter highlights TMB’s 20th Anniversary Celebration. The second page delivers a letter from the CEO along with some insight on what it’s like to be at sea on a Navy Warship during combat systems testing. The Newsletter then provides some important information on health care open enrollment in the HR Corner as well as employee milestones. Page three offers some key data points for any employee traveling overseas. The next page shares two employees’ travel experiences along with one employee’s story of how she came to the U.S. and Navy shipbuilding. The Newsletter goes on to share photos of TMB events including a rooftop picnic, a Nationals game and an All Hands meeting. Following the pictures is a look at our support to the Program Executive Office (PEO) for Integrated Warfare Systems (IWS) 2.0, Above Water Sensors, and some of the newest radars they are developing. The TMB Cinema Review showcases a review of the 2017 film “Gifted.” The Naval Traditions section provides famous Navy quotes from some past Presidents and Admirals. The final page of the Newsletter continues to provide important TMB and community dates so mark your calendars!

TMB’s 20th Anniversary

On July 7, 2017, former and current employees, business and Government customers came together in the Bennett Conference Center to mark the 20th Anniversary of the founding of Tech-Marine Business. We were honored to have Mr. Bob Bennett in attendance who, along with his wife Pat, founded the company and laid the foundation for what it has become today. We know Bob enjoyed seeing old friends and meeting new employee-owners and our new Team Members enjoyed the opportunity to meet and speak with our founder. Food, champagne and cake were in abundance and the ceremonial cake cutting was done by Bob Bennett and our longest tenured employee, Dan Diaz, along with our newest employee in attendance, Allen Shin. A great time was had by all and we plan to celebrate next at the 25th Anniversary mark!

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CEO Corner
The lead article in this Newsletter focuses on our 20th Anniversary celebration held on July 7, 2017. Twenty years is a long time to be doing anything and it is a tremendous testament to both the vision and dedication that Bob and Pat Bennett brought to their magnificent undertaking. As we fast approach 200 full-time employees and millions of dollars in annual revenue, it is easy to forget that Tech-Marine Business was founded by a husband and wife team who worked for several years from their townhouse. They took enormous personal financial risk in stepping off into the unknown and betting that they would be a success. It is just a fact that more small businesses fail than succeed and many of their contemporary entrepreneurs have gone by the wayside since 1997. It helped tremendously that they were both intelligent, hard-working and had a vision of what they wanted to be and how they wanted to grow their company. I got a chance to see this vision when I joined in 2008 and have had the privilege of being a part of what has been accomplished. It is never lost on me that my role now is to be a good steward of both their life’s work and the hopes and aspirations of today’s employee-owners. My goal is to continue to build a strong and stable company for the future; one that provides rewarding work, good benefits and secure retirement. Twenty years is indeed a long time and it is now our turn to keep it going, make it better and hand it off to the next generation of leadership in a way that honors the Bennett’s legacy.

Tom Dority
President, Chief Executive Officer

At Sea on a Navy Warship

In April 2017, I was afforded the opportunity to travel to NSWC Port Hueneme (PHD) and get underway on the LPD 26 USS John P. Murtha for the Combat System Ship Qualification Trials (CSSQT). My first time getting underway on the LPD 26 was for the Builder’s Trials (BT) in March 2016, but the second time would be quite different. During BTs, the ship was still under the control of and being operated by Huntington Ingalls Incorporated (HII). For CSSQT, the ship had officially been delivered to the U.S. Navy and is under the control of the ship’s Captain and being operated by her crew.

CSSQT is a testing evolution where a ship gets underway at sea to run through a series of tests and live fire exercises designed to evaluate and ensure the combat readiness of the ship. The LPD 17 Class is outfitted with the Ship Self Defense System (SSDS) which provides the links necessary between radars, sensors, and weapons systems required to detect and engage potential threats. The primary defensive weapons on the LPD 17 Class ships are the Rolling Airframe Missile (RAM) and the Mk-46 30mm Gun Weapon System (GWS).

As we sailed off the coast of California, and countdown to the live missile and gun exercises began, a very carefully choreographed preparation process got underway. A quick side note to getting underway; LPD 26 is a cashless ship which uses the Navy Cash™ platform. Navy Cash™ is essentially a debit card used within the skin of the ship to pay for nearly everything you consume down to the “gedunk” (vending) machines. As a CSSQT rider, I was required to sign up for a Navy Cash™ account in order to pay for my meals, coffee, etc. In a way, this was personally gratifying, because I was a co-author of the Navy Cash™ Business Case Analysis (BCA) in the 2001-2002 timeframe when the system was prototyped by Naval Supply Systems Command (NAVSUP) and the U.S. Treasury on a mere two ships. The system is now deployed Navy-wide.

Time and funding to be on a range are at a premium and it’s integral to make sure all the necessary pieces are in place and ready to go, to include optimal test conditions such as good visibility and calm seas. This requires close coordination with NAVAIR Point Mugu which is located at Naval Base Ventura County, just west of Los Angeles, CA. Point Mugu provides the logistics and surface/air targets required for the various missile and gun exercises. On the day of live fire exercises, we mustered in the Combat Information Center (CIC) around 0500. Throughout the day, we observed as the crew detected, identified, and eliminated incoming threats, be it boats or aircraft. As a civilian observing from inside the CIC, it looks and almost has the feel of a video game or a suspense thriller on the big screen until you hear, feel, and smell the 30mm rounds being fired in rapid succession and hear the “woosh” of a missile launch. You then realize you are witnessing the very real capabilities of a U.S. Navy warship and her crew. Video of the live firing can be viewed at the USS John P. Murtha Facebook® page (https://www.facebook.com/USSJohnPMurtha/videos/1817498418577651/).

I had some great takeaways from my time underway on CSSQT and it was certainly an experience I will never forget. Everything from the live fire testing, my very own Navy Cash™ card, the various Naval traditions of a commissioned U.S. warship, and most

Continued on page 7
HR Corner

Open Enrollment is Coming in December!

We will hold our annual Open Enrollment for medical, dental, life and AD&D insurance and FSA benefits from December 1-15, 2017. Our plans’ effective dates are January 1, 2018 – December 31, 2018. Open Enrollment documents and instructions will be uploaded to the TMBnet website by December 1st. If you don’t already have access to the site, please contact the CWPS Service Desk.

Medical and Dental Plans:
1. If you are not making any changes to your current medical or dental elections, you do not need to complete the Employee Election Form. 
2. If you are making any changes to your benefits, you must complete the Employee Election Form. 
3. Every employee who waives the medical and/or dental coverages must complete the Employee Election form and mark the “Waive” boxes for each option you are waiving. Waivers do not carry over from one plan year to the next.

Flexible Spending Accounts:
1. If you are currently enrolled in one or both of the plans, you MUST re-enroll in the plan(s) if you wish to participate in 2018. These plans do not automatically roll over from one year to the next.
2. You DO NOT need to complete a Direct Deposit form if you already have one on file, unless your bank account information has changed.
3. The “Flores” cards are good for three years. If you have a Flores card, make sure you do not throw your current card away as new ones will not be automatically reissued.

2018 Premiums:
The 2018 Employee Deductions sheet which contains the semi-monthly premiums for each of the medical and dental plans will be posted on the TMBnet site. If you have any questions, please contact our HR department at hr@tmbhq.com.

Security Awareness

Are You Traveling Overseas??

If so, please be sure to notify our security team by email (security@tmbhq.com) at least 1-2 weeks prior to your trip. We will send you a Travel Brief and a Traveling Abroad Form to complete. Upon return from travel, you will need to be debriefed. The debriefing appointment only takes a few minutes and can be scheduled when you get back to the office. A few important things to remember:

- Employees are prohibited from taking TMB property such as laptops and/or company or customer data out of the country if traveling for personal reasons, i.e., vacation.
- If you are traveling for business reasons, prior approval by your Task Lead, your Customer and the Corporate Infrastructure Director is required if you need to take your company laptop or company/customer data with you.
- The risk of becoming an intelligence target increases greatly during foreign travel.
- The threat is not limited to so-called “unfriendly” countries.
- There are many methods used by foreign governments to gather information from targeted individuals including: eaves-

Taylor Church
FSO

- Dropping, entry into hotel room(s), surveillance, theft, and intercepting electronic communications.
- Limit sensitive discussions -- hotel rooms or other public places are rarely suitable to discuss sensitive information.
- Do not use computer or facsimile equipment at foreign hotels or business centers for sensitive matters.
- Ignore or deflect intrusive inquiries or conversations about business or personal matters.
- Make copies of your passport, air tickets, all credit cards you take with you, and any other documents to facilitate reporting loss and replacing them.
- To avoid inviting crime, plan to dress inconspicuously to blend into the international environment. Avoid the appearance of being wealthy.
- When traveling overseas, serious security incidents should be reported to the Post Security Officer or Regional Security Officer at the nearest U.S. diplomatic facility.

People of TMB

New Hires (May – July)
We would like to welcome all of our new hires from May – July:

TMB Anniversaries (May – August)
We would like to thank all of the people celebrating their anniversaries here at TMB for all of their hard work.

5 Years –
Sean Fogarty Bridget Rich

1 Year –
Katelyn Nathaniel Jessica Buckley
Sailesh Acharya Renee Dutton
Samir Khan Stanley Mahdi
Dan Martins Sefanit Mages
John Schack Tracey Sizemore
John Chen Nick Arico
Dave Kreischer Henry Live
Reggie Hendrix Gustavo Sanchez
Mary Simmons Michelle McGowan
Anita Michlovitz Amy Buettner
Brian Bosak Princess Jordan
Sarah Krumm Miranda Eldon
Katile Crockett Mark Bivens
Valerie Lutterloh Mimi Phamdang

Employee Referrals (May – July)
During the past quarter, the following people received referral bonuses totaling $2000 by referring people to TMB that we have hired. Thank you to the following for helping us to fill critical vacancies and new growth billets: Nick Arico and Jeff Malone

Employee News

Congratulations to Jaleesa Chase who obtained her AA degree in May.
From the Ukraine to Navy Shipbuilding

It all started with my brother-in-law in Moscow, the capital of the USSR. In 1980, he was one of the Soviet dissidents - a group of people who dared to think alternatively and proclaim their thoughts publicly through civil activity that could cause real problems. While he avoided some of his friend’s ultimate fate, his willingness to leave the totalitarian country made him an outcast. Despite a unique skillset of being a medical doctor and a scientist with two PhDs, he was fired from his job. His colleagues around the world, including some in the U.S., signed a petition calling for his release from the USSR, but it took six long years to get his exit visa. Shortly after Gorbachev came to lead the Government, my brother-in-law was finally granted permission to leave. We were able to join him six years later during the collapse of the Soviet Union. Ukraine, where I was born and lived all my life, then became an “independent” country, but I was far away from home in the United States of America.

Columbus Day is what some people have always called the discovery of America by Christopher Columbus. Columbus Day is also a day when America was discovered by my family. On October 12, 1992, exactly 500 years after Columbus, we first set foot on American soil. You can probably imagine newcomer’s challenges like lifestyle adjustment, culture differences, etc. But my biggest challenge was talking over the phone in a language that did not come close to any language I spoke. While all of that may sound ridiculous or funny now, talking over the phone was one of the scariest experiences for me, more than anything else I had ever done up to that point in my life. It was the early 90’s and there was no widespread use of the Internet yet, just a phone number in a newspaper and somebody on the line asking you questions and giving you directions to get to your interview. And you better understand where are you going since there was no GPS or Google maps. Thanks to our background and a high demand for software developers, we got jobs.

Who could imagine that a Ukrainian from the USSR would dedicate her entire career to support the U.S. Navy? I started it developing Financial Management and other systems for PMS377. I changed a few companies and Program Offices, but this journey never separated ways with NAVSEA. All this time I was surrounded by people who were highly tolerant and accepting.

I joined TMB in 2004. At the time, a wonderful LANMIS system that I helped to develop in the 90’s, that was still used daily by PMS377 and other program offices, was going away to be replaced by Oracle based PRISMS. While working on data conversion and other IT related tasks, I started developing models and automating some data processing for the Earned Value Management (EVM) group and slowly moved to the fascinating EVM world. This is where I work now.

From a quarter of a century experience in the U.S. I can tell you that being an American citizen or a resident, the reality is that nobody hands you anything as soon as you get out of the airplane. Yes, you can get a great house, a nice car and much more of all things that are branded as the “American Dream” but you have to earn it. And I can tell you first hand – America is the land of opportunity.

~ Irena Goldfarb

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TMB Around the World

Above: Henry Live at the AWD Ship 1 Test Program Final Closeout Meeting. The meeting location was in the basement of the Courtyard Marriott in San Diego. They converted the old bank vault into a conference room!

Above: Jeff Malone in front of the Sheikh Zayed Grand Mosque located in Abu Dhabi, the capital city of the United Arab Emirates (UAE). Jeff was in UAE supporting an IWS 12.0 and UAE Navy Program Manager Review.
TMB Company Events

TMB Employees enjoying a company picnic on the rooftop of our 100 M St office building.

TMB Day at the Nationals Game

Felecia Chinn and Kerry Avila
L-R: Brian Bosak, Ken Brown, Sean O’Connor, and Gustavo Sanchez
Dan Clague

TMB Runners at the Carry the Flag 5k

L-R: Brian Bosak, Emily Townsend, Michelle McGowan, Miranda Eldon, Nick and Lisa Arico, Dan Clague, Lillian and Claire Wiley (Michelle’s daughters)

Annual IWS 1AP Golf Tournament

L-R: Cristin Clague (IWS 1AP), Dana Brown (TMB IWS 1AP support), Glenn Coughlin (IWS 1AP PAPM)

Captains Awards 19 July 17

L-R: Walt Griffin, Tom Dority, Paul Downey Captains Awards not pictured: Dan Diaz, Mark Manley, Scott Szurovy and Jake Trybulski

Mimi Phamdang and Felecia Chinn

Jessica Buckley and Pam French
Performance Awards not pictured: Judy Brangers, Elaine Hall, Sharnae Morsell, and Mary Simmons

L-R:  Brian Bosak, Ken Brown, Sean O’Connor, and Gustavo Sanchez

Dan Clague

Felecia Chinn and Kerry Avila

TMB’s First Job Fair 4 May 17

Performance Awards 19 July 17

Front L-R: CAPT Todd Weeks (PMS 415) and Katelyn Nathaniel
Back L-R: JJ Brown (PMS 415), Samantha Green, Dan Godfrey (PMS 415), Tom Murphy (PMS 415), Moises Paulino (PMS 415)
SPOTLIGHT ON

Program Executive Office (PEO) Integrated Warfare Systems (IWS) 2.0, Above Water Sensors (AWS)

PEO IWS 2.0 is a legacy part of TMB’s PEO IWS Omnibus Business Financial Management (BFM) support contract awarded in September of 2014. The TMB IWS 2.0 support consists of two main focus areas. The first area is the BFM support to both divisions of IWS 2.0, which are Radars and Electronic Warfare (EW). The BFM support consists of 11 personnel including two subcontractors (DELTA and SPA). The second area is cost estimating and also supports both divisions of IWS 2.0. The cost estimating support consists of 14 personnel and is provided by two subcontractors (Technomics and Booz Allen Hamilton). Based on this talented synergy of teammates, our TMB team is fully integrated with all of our Government customers and provides the full spectrum of financial support from estimates and planning through execution and funding expiration. The team also has employees ranging from 30+ years of service to those just getting their first badges and clearances. There is always a need to look for the next generation of talented and motivated employees to bring fresh ideas and the IWS 2.0 team has done just that. The team assists the U.S. Navy in pricing, developing, managing, executing, and defending a roughly $1.4B annual Total Obligation Authority (TOA) across 5 appropriations (O&M,N, OPN, RDT&E,N, SCN, and FMS). IWS 2.0 has 1 ACAT I, 4 ACAT II, 2 ACAT III, and 2 ACAT IV programs which comprise the most by any directorate in PEO IWS.

IWS 2’s focus is AWS, protecting Surface Ships and beyond with both radars and EW systems.

Air and Missile Defense Radar (AMDR) Description

- The Air and Missile Defense Radar system, also known as SPY-6, is being developed to fill capability gaps identified by the Maritime Air and Missile Defense of Joint Forces Initial Capabilities Document. AMDR is a multi-function, active-phased array radar capable of simultaneous search, detection, and tracking of airborne missile targets and ballistic missile targets for engagement support. The AMDR suite consists of an S-band radar (AMDR-S), an X-band radar (SPQ-9B for the first 12 shipsets), and a radar suite controller (RSC). The radar will be developed to support multiple ship classes, the first being the Arleigh Burke (DDG 51) Flight III warships. The multi-mission capability will be effective in air dominance of the battle space (area air defense) and defense against ballistic missiles. In addition to its integrated air and missile defense capability, AMDR will support requirements for surface warfare, anti-submarine warfare, and electronic warfare.

Status: AMDR is an ACAT 1D program with Milestone B approval and in FY 2016 is in the engineering and manufacturing development (EMD) phase. The Navy awarded the AMDR contract to Raytheon on October 10, 2013 and after a protest and withdrawal, the EMD phase began on January 9, 2014. AMDR successfully completed the systems Critical Design Review on April 29, 2015. Following the array build-up and line replaceable unit testing in December 2015, the SPY-6 array successfully underwent nearfield range testing in Sudbury, MA, to verify subsystem technical performance measures, transmit/receive patterns, and calibration testing. The array was then packed and shipped to the Navy’s Pacific Missile Range Facility in Hawaii in June 2016 and conducted a successful light-off in July 2016. With integration complete, live (formal) testing began in October 2016 and will continue system testing through June 2017, including integrated air and ballistic missile defense against live targets. The program remains on track to receive Milestone C approval in late FY 2017 and achieve initial operational capability on the first DDG 51 Flight III warship in FY 2023.

Enterprise Air Surveillance Radar (EASR) Description

- The Enterprise Air Surveillance Radar (EASR) is a modern 3-D air search radar that addresses aircraft carrier and amphibious warfare ship requirements and closely conforms to existing combat system interfaces. It is designed to be installed within existing shipboard space, weight, and power limits. The architecture is intended to lower cost by using core technologies for fixed-face and rotating array systems. EASR will replace the SPY-4 volume search radar in future CVN 78 class carriers and the SPS-48/49 radar systems in new construction LHA and L(X) R classes.

Status: In 2016, Raytheon was awarded a cost-plus-incentive-fee contract for EASR engineering and manufacturing development of an engineering development model. EASR will consist of two configuration variants: Variant 1, a rotating phased array; and Variant 2, a three-face fixed-phased array. Follow-on procurements of production radars will be timed to meet the required in yard delivery dates for Variant 1: LHA 8, and L(X)R; and Variant 2: John F. Kennedy (CVN 79) and Enterprise (CVN 80).

~ Gary Munn


(Photo Source: DoD)
Frank Adler (Chris Evans) works as a boat repairman in South Florida. After work he is both a single man and loving uncle to his young niece named Mary (McKenna Grace). Frank has custody of Mary because her mother suddenly died. We soon discover Mary is no ordinary adolescent. She is a mathematical prodigy and mature for her age. Frank wants Mary to have a normal life by attending public school. But Frank’s plans are challenged when his mother Evelyn arrives on the scene and takes her back to Boston to cultivate her talents at more prestigious schools.

“Gifted” is charming, thoughtful, gripping and mature with sharp dialogue that is both warm and funny. Octavia Spencer supplies heart and humor to the story as the property manager/next-door neighbor and Jenny Slate gives a sympathetic performance as Bonnie the schoolteacher. But it is the tiny actress McKenna Grace who is the total irresistible force to watch being both mature for her age and still a child at heart, especially when she and Evans are on the screen together.

“Gifted” is low key in its approach but powerful in the authentic love and affection that emanates from these characters’ relationships with one another. Overall it’s just an old-fashioned feel good film with a huge heart that makes the right moves about the importance of family.

~ Lester Jones

At Sea on a Navy Warship

Continued from page 2

definitely the nighttime transport off the ship in an 11M Rigid Inflatable Boat (RIB), but my greatest takeaway was the crew of the LPD 26. We shared stories, shared laughs, and I even met a sailor who grew up where I currently live, but it’s their professionalism, capabilities, and sense of duty to their country that is most impressive. You quickly realize that while the ship is full of advanced technologies and state of the art warfare systems, it is the men and women behind the consoles and walking the ship’s passageways that make things happen. They make the LPD 26 successfully run through testing events and future deployments for many years to come.

~ Jake Trybulski

Naval Traditions

Famous Navy Quotes: Who Said Them and When

“We have met the enemy and they are ours…”

Oliver Hazard Perry’s immortal dispatch to Major General William Henry Harrison after the Battle of Lake Erie, 10 September 1813.

“Damn the torpedoes, Full speed ahead!”

Admiral David Glasgow Farragut aboard USS Hartford, Farragut entered Mobile Bay, Alabama, 5 August 1864.

“A good Navy is not a provocation to war. It is the surest guaranty of peace.”

President Theodore Roosevelt second annual message to Congress, 2 December 1902.

“A powerful Navy we have always regarded as our proper and natural means of defense; and it has always been of defense that we have thought, never of aggression or of conquest. But who shall tell us now what sort of Navy to build? We shall take leave to be strong upon the seas, in the future as in the past; and there will be no thought of offense or provocation in that. Our ships are our natural bulwarks.”

President Woodrow Wilson annual message to Congress, 8 December 1914.

“The battle of Iwo Island [Jima] has been won. The United States Marines, by their individual and collective courage, have conquered a base which is as necessary to us in our continuing forward movement toward final victory as it was vital to the enemy in staving off ultimate defeat...Among the Americans who served on Iwo Island, uncommon valor was a common virtue.”

Fleet Admiral Chester W. Nimitz, CINC PAC-FLT Communique No. 300, 17 March 1945.

“For in this modern world, the instruments of warfare are not solely for waging war. Far more importantly, they are the means for controlling peace. Naval officers must therefore understand not only how to fight a war, but how to use the tremendous power which they operate to sustain a world of liberty and justice, without unleashing the powerful instruments of destruction and chaos that they have at their command.”

Admiral Arleigh Burke, CNO, at Change of Command address at Annapolis, MD, 1 August 1961.

“The Navy has both a tradition and a future--and we look with pride and confidence in both directions.”

Admiral George Anderson, CNO, 1 August 1961.

“I can imagine no more rewarding a career. And any man who may be asked in this century what he did to make his life worthwhile, I think can respond with a good deal of pride and satisfaction: ‘I served in the United States Navy.’”

President John F. Kennedy at the U.S. Naval Academy, 1 August 1963.
**Coming Events**

**SEPTEMBER**
- Labor Day .................................................. 4 Sep
- TMB Job Fair ............................................. 7 Sep
- TMB Brown Bag: Naval Postgraduate School’s Practical Financial Management Course Intro ................. 8 Sep
- TMB Brown Bag: ERP 1300 and 1400 Series Documents .................................................. 21 Sep
- Required HR Training ...................... Complete by 30 Sep
  - All Employees: Teambuilding for all Employees
  - Supervisors: FLSA – What Supervisors Need to Know
- Required Security Training ............... Complete by 30 Sep
  - TMB’s Annual Security Briefing

**OCTOBER**
- TMB Brown Bag: Microsoft Excel and Pivot Tables ...... 5 Oct
- Columbus Day (FLOATING HOLIDAY) ....................... 9 Oct
- U.S. Navy’s 242nd Birthday ......................... 13 Oct
- 9th Annual TMB Chili Cook Off .................. 20 Oct

**NOVEMBER**
- TMB Job Fair ............................................. 2 Nov
- TMB Brown Bag: PBIS 101 ................................. 3 Nov

**NOVEMBER (continued)**
- U.S. Marine Corps 242nd Birthday .................. 10 Nov
- Veterans Day (Observed) ............................ 10 Nov
- Thanksgiving Day .................................... 23 Nov
- Required HR Training ...................... Complete by 30 Nov
  - All Employees: Preventing Workplace Violence – What Employees Need to Know
  - Supervisors: Americans with Disabilities Act – What Supervisors Need to Know

**DECEMBER**
- Benefits Open Enrollment Period ................. 1-15 Dec
- TMB Brown Bag: DoD Acquisition System Overview ...... 1 Dec
- TMB Toys for Tots and Winter Coat Drive ........... 1st Two Weeks of Dec
- 118th Army vs Navy Football Game (Philadelphia, PA) ....................... 9 Dec
- TMB Holiday Open House ................................ 13 Dec
- TMB Brown Bag: Navy Working Capital Fund ........... 15 Dec
- Christmas Day ............................................ 25 Dec