Inside this Issue

This issue of the enhanced TMB Newsletter brings you a number of exciting articles including some great news on the recent ESOP valuation. The second page delivers a letter from the CEO along with some insight on what a “War Room” is and how it benefits our customers. The Newsletter goes on to offer directions to find the answers to many Human Resources FAQs as well as TMB Milestones. An update on having Foreign Liaison Officers on site and how that affects security protocols is explained on page three. The next page brings an exciting human interest story on one TMB employee’s journey to the U.S. and pictures of other employees’ travel overseas. The Newsletter then presents photos of the recent TMB All Hands and Performance Awards. An update on our support to the Warfare Systems Program Office (WSPO) at Naval Surface Warfare Center (NSWC) Dahlgren Division presents a look at how our BFM’s are supporting our customers. TMB Cinema Review showcases a review of the 2016 film “Hell or High Water.” The continuing Naval Traditions article focuses on the Sailor’s Creed, Commissioned Officer’s Oath and the “Navy Hymn.” The final page of the Newsletter provides important TMB and community dates so mark your calendars!

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TMB Share Price Increases 18%!

On April 1, 2017, TMB received the official annual ESOP Valuation Analysis from our Independent Trustee. That analysis concluded that the Fair Market Value (FMV) of a share of TMB stock increased from $98.00 per share at the end of 2015 to $116.00 per share at the end of 2016. This 18% increase in FMV was the result of TMB enjoying its best financial year in company history, the win of more prime contracts in 2016, and the Valuator’s confidence in TMB going forward. What is an ESOP you may ask?

An Employee Stock Ownership Plan (ESOP) is a unique benefit which makes employees owners of a company and has numerous benefits for the employee-owners:

- ESOPs create a direct link between company interests and employee interests.
- Employees become equity owners and should be focused on company growth.
- Working for an ESOP makes it more than just a job and a paycheck – a portion of each employee’s retirement future is tied to the success of the company.

As the value of the company increases, the value of employee shares increase.

- As the value of the company decreases, the value of employee shares decrease.
- Unlike a publicly traded company, an ESOP must make business decisions based on the long-term growth, profitability, and success of the company.

It is the long-term value of the company that matters, not quarterly numbers or annual valuations – what the ESOP is going to be worth at each person’s retirement is key. All TMB employees are eligible to become participants in the ESOP the first day of the month following the completion of their first year of service. After that, to be eligible to receive an allocation of shares for each plan year, an employee must work at least 1,000 hours within the plan year and be employed on the last day of the plan year (December 31st). A participant’s portion of the allocated shares for each plan year is based on the percentage their salary is to the pool of all eligible participant salaries.

How did TMB become an ESOP?

Bob and Pat Bennett founded Tech-Marine

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<tr>
<th>Plan Year</th>
<th>Company Revenues</th>
<th>Share Price</th>
<th>Total % Shares Distributed</th>
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What is a War Room?

I hear people in the office talking about going to the “War Room”. What are they talking about? What’s a War Room?

TMB has two Project War Rooms located on the 4th floor of 100 M St SE in Washington DC. These two war rooms support the PEO IWS 4.0 Engineering Support Services (ESS) contract that was awarded to TMB in May 2016. But why do we have them?

Modern day project war rooms are modeled after military command centers originally set up during World War II. Whether they are called war rooms, situation rooms, or command centers, centralized and specific purpose-built project meeting spaces provide a dedicated location for project teams and stakeholders to co-locate and visually communicate the activities associated with the execution of critical projects/programs. The idea of a war room is to physically and visually gather information into a ‘single location’ to facilitate communication, problem solving, risk mitigation and status reporting.

While not focused on winning armed combat conflicts, project management war rooms provide much of the same knowledge sharing and decision-making benefits of their military counterparts. These war rooms gather people and information in one location, for concentrated problem solving, by utilizing the project/program information posted. War rooms serve as a controlled source for important project information that includes data visualizations of key performance metrics such as budget, schedule, issues, risks and overall project health.

Project War Rooms are essentially a room-sized visual communication tool. Project stakeholders, who visit the room, can quickly get up to speed on progress, current status and any issues that may be facing their team or other teams to help create synergy across the entire programmatic portfolio. Team members can quickly look at project information without searching through files to gather the information needed to promote project advancement and information transfer.

I also wanted to add my thoughts about the tremendous increase in our ESOP share price. Being a huge baseball fan, I compare our 2016 valuation analysis with enjoying a win in July. When playing a 162-game schedule, you can’t let yourself get too excited about one win or too down on one loss. You want to be playing and winning the last game of each season. So too with our 2016 valuation. It is great, don’t get me wrong, but any single ESOP valuation is just a snapshot in time. Like a win in July, you enjoy it for an hour and focus on continuing to perform and prepare for the next day’s challenges. For each of us, what should matter is playing and winning that last game. As an employee-owner that means maintaining a well-run and successful company that will still be achieving increased valuation when you retire and begin to receive a share distribution. Let’s enjoy what we have accomplished but know that there is more work to do.

~ Ken Brown
HR Corner

The HR team is asked a lot of the same questions on a routine basis. Most HR questions can easily be answered by going to our TMBnet site and checking the FAQ section on the Policies and Procedures tab or the Benefits Information tab. Below is a list of questions and answers to assist you:

How do I access the TMBnet site? Login with your firstname.lastname (without the @tmbhq.com) and enter the password you use to login to your TMB laptop. If you are a remote employee, enter the password you use to access your TMB email. If you’re experiencing problems with accessing the TMBnet site, please contact CWPS at 703-263-9539 or by email at servicerequest@tmbhq.com.

What do I do if I need to change my address? Go to the TMBnet site and from the Forms tab, download the Address/Name Change Form. Complete, scan and email it to hr@tmbhq.com.

How do I change my Direct Deposit information? Go to the TMBnet site and from the Forms tab, download the Payroll-ACH Enrollment Form, your state tax form and the W-2 tax form. Complete, scan and email the forms to hr@tmbhq.com.

How do I get my Deltek password reset? From the Deltek site, you can click on Forgot/Reset Password and a password will automatically be emailed to your TMB email account. If you are locked out of Deltek, send an email to hr@tmbhq.com and you will receive an email with a temporary password to your TMB email account.

Please note: CWPS cannot reset Deltek passwords.

Where do I find my TMB pay stub? Go to the www.401k.com site and select Payroll$. Paychecks are listed there.

If your questions are not answered by accessing the TMBnet site, our HR Team is always available to assist you.

Security Awareness

Foreign Nationals to be Seated in TMB Spaces:
What Changes Will Happen??

Our IWS 4.0 ESS team anticipates having a Foreign Liaison Officer (FLO) from Norway be seated in our FLO spaces located on the 4th floor in August 2017. As such employees should be cognizant of the following:

- TMB supervisors of foreign persons shall ensure that Foreign Nationals are escorted at all times unless they are in the FLO spaces.
- Supervisors and those tasked with escorting responsibilities should educate themselves (and others) on regulations pertaining to export control and the company’s Technology Control Plan (TCP). Promoting awareness about what can be disclosed or accessed by Foreign Nationals is key in safeguarding the information that TMB is entrusted to protect.
- All TMB employees who interface with Foreign Nationals shall receive a copy of the TCP and a briefing from TMB’s security team.

Please contact our security team at security@tmbhq.com or Taylor Church, FSO at 202-448-9756 if you have any questions.

People of TMB

New Hires (January 1 – April 15)
We would like to welcome all of our new hires from January 1 – April 15:

Gillian Alston, Charlene Beaman, Carolyn Burrell, Deborah Celenza, Taylor Church, Maurice Cooper, Michael Dwyer, Pamela French, Jinny Koo-Irvine, Rebecca Mercanti, Cathleen Murphy, India Richards, Michaela Royce and Robert Wallace

TMB Anniversaries (January – April 15)
We would like to thank all of the people celebrating their anniversaries here at TMB for all of their hard work.

10 Years – Judy Brangers
5 Years – Brad Robinson, Janice Henderson, Ted Thomas
1 Year – Dayna Mizzer, Belva Johnson, Joyce Hammerdorfer, Dana Brown, Julie Lewis, Tammy Taylor, Chrissy Grassman, Kristin York

Employee Referrals (January 1 – April 15)
During the past quarter, the following people received referral bonuses totaling $7000 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: Charlene Beaman, Frank Jolly, Sarah Krumm, Dan La-O, Brad Rhines, Ken Turner and Kristin York.

tmbhq.com
The year was 1996, I was just graduating from the main university in Lome (Togo’s capital) with a degree that is equivalent to a bachelor's degree in Business Management and I got a job in banking. Since I was looking to further my education, my parents decided to send me to Quebec, Canada to pursue a master’s degree since an education in a North American school was greatly valued in Togo.

One day, I received a large envelope in the mail with what I thought was feedback from the University at Montreal. It turned out to be a congratulatory message from the U.S. Department of State notifying me that I was selected as one of the winners of the Visa lottery, a program where foreign nationals are awarded permanent resident visas and the opportunity to eventually become a U.S. citizen.

Six months earlier, a friend told me about the Visa lottery program and I decided to try my luck. For most people in Togo, moving to the U.S. remains an impossible dream since applying for a visa without substantial financial means is almost certain to lead to a rejection. I remember thinking that this was much more than just getting a lucky break; it’s an opportunity that was certainly going to change my life. The U.S. is a country I greatly admired when growing up but never really thought I was ever going to have the opportunity to live there. But winning was only the first step; the first real test was to get through the final screening process. I went for comprehensive medical exams followed by a series of interviews at the

Continued on page 5
Coming to America

Continued from page 4

U.S. embassy. Additionally, like any other green card applicants, I had to prove that I was going to be able to support myself financially and that required huge sacrifices from my parents.

Then came the day I was set to leave. I remember being excited and anxious at the same time; the thought of leaving my friends and family was very hard. But as I stepped on that plane, heading to New York City, I was feeling more optimistic about the future than ever before.

Going through the almost one year long process to get to the U.S., I thought the greatest obstacle was finally behind me. But I quickly realized that the biggest challenges arose once I set foot on American soil. My first year was particularly difficult; the cultural change was particularly notable. Coming from a French speaking country with very limited knowledge of the English language and a strong African accent, it was difficult to communicate.

Although I was educated, I realized that my degree from Togo would not get me a decent job here, unless I supplemented it with a degree from America. Ultimately, I enrolled in an MBA program and graduated a few years later. So as you can see, my journey to the U.S. and to TMB was very unexpected. Regardless of how this journey came to be, I am pleased that it happened.

~ Kobla Senaya
In late April 2016, TMB was notified by CACI (prime contractor), that their bid on the recompete to continue providing Business Financial Management (BFM) support to the Warfare Systems Program Office (WSPO) at Naval Surface Warfare Center (NSWC) Dahlgren Division had been declared the winner. At that time, three TMB associates provided BFM support to WSPO and that has grown to as many as five associates. Currently, WSPO is supported by TMB’s Ken Turner, Shelly Burrell, Belva Johnson, Tammy Hill, and Ted Thomas. Together, this team brings many years of financial and technical expertise to WSPO.

The TMB team providing exemplary support to WSPO at NSWC Dahlgren Division is an excellent example of how the job TMB associates carry out every day impacts and is likewise impacted by other activities TMB supports throughout the Navy.

The mission of the NSWC Dahlgren Division “is to provide research, development, test and evaluation, analysis, systems engineering, integration and certification of complex naval warfare systems related to surface warfare, strategic systems, combat and weapons systems associated with surface warfare. Provide system integration and certification for weapons, combat systems and warfare systems.” Specifically, TMB associates in NSWC Dahlgren support the following Programs: Ships Self Defense System (SSDS), AEGIS, and AEGIS Ballistic Missile Defense (BMD). As BFM’s, the TMB team helps to manage a combined $350M for the aforementioned programs each fiscal year (FY). This support extends well beyond NSWC Dahlgren, as WSPO receives funding from and collaborates with other program offices, directorates, commands, and branches of the armed services such as PEO IWS 10, PMS 312, PMS 317, PMS 377, PMS 378, PMS 443, SEA 05, SEA 21, U.S. Fleet Forces, Air Force, Commander, Naval Air Forces (CNAP), South East Regional Maintenance Centers, IWS 1, IWS 3, IWS 4, IWS 5, IWS 9, SEA 05, SEA 21, Marine Corps, Coast Guard, and the Missile Defense Agency (MDA).

As BFM’s, the TMB team is involved in the entire budgetary and financial life cycle of the FY. Starting with organizing the Major Program Manager (MPM) priorities from sponsors, the team then works with task leads and program directors to build Task Planning Sheets (TPSs) and plan the funds required to accomplish the MPM priorities. WSPO budget requirements are then submitted and allocations are received from sponsors. If allocations are less than required, the TMB team assists in building recrim packages to specify any tasks that will not be accomplished due to lower funding levels. From there, the team assists in funds execution and oversight. This entails the acceptance of funding documents from sponsors to execute the task priorities per the TPSs, working closely with sponsor BFM’s to ensure obligation benchmarks are met per appropriation, establishing and managing Work Breakdown Structures (WBS) in ERP, and assisting task leads in planning and coordinating all their government personnel, funding contractors and managing procurements or material requisitions. Throughout the execution process, the TMB team assists in answering data calls from the department, division heads, branch heads, WSPO front office and from all Sponsors. The team supports internal mid-year reviews with all task leads to identify any technical or financial issues, provides weekly reports to all task leads to provide insights into the financial health of all their tasks, ensures all expiring funds are executed before the end of the FY, responds to carryover drills for any funds or appropriations that do not expire and will carry over into the next fiscal year, performs year end close out, and starts the process anew to ensure funding is in place to start up a new FY.

The TMB team providing exemplary support to WSPO at NSWC Dahlgren Division is an excellent example of how the job TMB associates carry out every day at the Washington Navy Yard impacts and is likewise impacted by other activities TMB supports throughout the Navy in order to keep our Sailors and Marines on the leading edge of technology and shipbuilding.

~ Jake Trybulski and Ken Turner

1 Naval Sea Systems Command website – www.navsea.navy.mil
Set in contemporary West Texas, two brothers Toby (Chris Pine) and Tanner (Ben Foster) are the central characters in the film's plot. Toby is a divorced father who's trying to make a better life for his son. His brother Tanner is an ex-convict with a short temper and a loose trigger finger. Together, they plan a series of heists against the bank and its respective chain of branches in one week before they foreclose on their family ranch. Standing in their way is a Texas Ranger named Marcus (Jeff Bridges) who is only weeks away from retirement. As the siblings plot their robberies, they must get their crime spree done carefully with the crafty old lawman close on their tails before he rides off into the sunset.

Nominated for Best Picture, Best Original Screen Play, and Best Supporting Actor, Jeff Bridges' execution is flawless from beginning to end with moments of authentic tension and anxiety as well as biting and zinging humor. It also has two intertwined thoughtful subplots on the social commentary of the working poor in America and the nurturing importance of brotherhood and family ties. In action and spoken word, "Hell or High Water" is the kind of movie that makes you fall in love with the lost art of dialogue and flavorful "down home" conversation. This is one of the best films from 2016.

~ Lester Jones

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**Naval Traditions**

**The “Navy Hymn” is Eternal Father, Strong to Save.**

The original words were written as a poem in 1860 by William Whiting of Winchester, England, for a student who was about to sail for the United States. The melody, published in 1861, was composed by fellow Englishman, Rev. John Bacchus Dykes, an Episcopalian clergyman. The hymn, found in most hymnals, is known as the "Navy hymn" because it is sung at the U.S. Naval Academy in Annapolis, Maryland. It is also sung on ships of the Royal Navy (U.K.) and has been translated into French.

*Eternal Father* was the favorite hymn of President Franklin Delano Roosevelt and was sung at his funeral in Hyde Park, New York, in April 1945. It was also played by the Navy Band in 1963 as President John F. Kennedy's body was carried up the steps of the U.S. Capitol to lie in state. Roosevelt had served as Secretary of the Navy and Kennedy was a PT boat commander in World War II.

The two verses always played at joint Navy and Marine Corps events are:

**Eternal Father, Strong to Save, Original 1st verse**

- Whose arm hath bound the restless wave,
  - Who bidd'st the mighty ocean deep
  - Its own appointed limits keep;
  - Oh, hear us when we cry to Thee,
  - For those in peril on the sea!

**Eternal Father, grant, we pray,**

- To all Marines, both night and day,
  - The courage, honor, strength, and skill
  - Their land to serve, thy law fulfill;
  - Be thou the shield forevermore
  - From every peril to the Corps.

*J. E. Seim (1966)*

The hymn, found in most hymnals, is known as the “Navy hymn” because it is sung at the U.S. Naval Academy in Annapolis, Maryland. It is also sung on ships of the Royal Navy (U.K.) and has been translated into French.

**The Oath of the Commissioned Officer**

For Officers, from Annapolis to Officer Candidate School, every change of rank is accompanied by the following oath:

“I, (your full name), having been appointed an officer in the Navy of the United States, as indicated above in the grade of _____ do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign or domestic, that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservations or purpose of evasion; and that I will well and faithfully discharge the duties of the office upon which I am about to enter; So help me God.”

~ Dan Clague

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**The Sailor’s Creed**

Every sailor — Enlisted or Commissioned — knows The Sailor's Creed. It's the mantra that best outlines the Navy's core values:

“I am a United States Sailor. I will support and defend the Constitution of the United States of America and I will obey the orders of those appointed over me. I represent the fighting spirit of the Navy and those who have gone before me to defend freedom and democracy around the world. I proudly serve my country’s Navy combat team with Honor, Courage and Commitment. I am committed to excellence and the fair treatment of all.”
Coming Events

JUNE
TMB Rooftop Picnic ........................................ 1 June (Rain date 8 June)
TMB Day at the Nationals Game .......................... 14 June
Required HR Training ................................. Complete by 30 June
  All Employees: Emergency Action and Fire Prevention
  Supervisors: FMLA for Supervisors

JULY
Carry the Flag 5K ............................................. 1 July
Run/walk 5K on the Capital Crescent Towpath in Georgetown
at 8:00 AM to honor the U.S. flag and the men/women who
currently (and previously) served this great Nation.
Independence Day .............................................. 4 July
20th Anniversary of TMB’s Founding ..................... 7 July

SEPTEMBER
Labor Day ........................................................ 4 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
Columbus Day (Floating Holiday) .......................... 9 Oct
U.S. Navy’s 242nd Birthday ................................ 13 Oct
9th Annual TMB Chili Cook Off .......................... 20 Oct

NOVEMBER
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: Progressive Discipline

DECEMBER
Benefits Open Enrollment Period ....................... 1-15 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 ...................... Week of 11 Dec (date TBD)
Christmas Day ............................................. 25 Dec