

Inside this Issue

This issue of the TMB Newsletter begins with a look at TMB's assistance to our Navy customers who are transitioning to the NAVSEA Enterprise Planning System (NEPS). The second page highlights two employees' graduation from the NAVSEA FMS Case Management Excellence (CME) Training Program. On page three the Newsletter provides important information on the upcoming benefits open enrollment period as well as employee milestones. Then our FSO reports on the OPM Backlog of Security Clearance Investigations. Next the Newsletter shares photos of TMB employees who have traveled around the world for business or pleasure. Page four also highlights our recent Spot Awards recipients and our attendance at the Service Academy Career Conference and the Carry the Flag 5k. The Newsletter goes on to showcase photos of our latest events including the annual office rooftop picnic, a summer "cook-in" and an ice cream social. The next page shares the experiences of two students who spent some time at TMB this summer. Page six also features the crossword puzzle that employees worked on at the ice cream social and the answers follow on page seven. Good luck! The TMB Cinema Review showcases a review of the film "A Quiet Place." The Naval Traditions section provides some background and history on the Naval Academy's Herndon Monument Climb. The final page of the Newsletter continues to provide important TMB and community dates so mark your calendars!

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TMB Steps Forward To Assist In Transition to NEPS

In preparation for Task Year 2019 (TY19), our Navy customers have turned increasingly to TMB personnel to assist them in the critical transition to the NAVSEA Enterprise Planning System (NEPS). NEPS is a NAVSEA-wide common task planning system designed to establish a negotiation and workflow process to identify and streamline program tasking for performing activities. For our Navy customers, this has presented tremendous challenges, and will require major changes to the task planning processes of individual Program Offices. Many of the challenges involve coordination with other PEOs within NAVSEA to adapt the NEPS workflow across the complex hierarchy of Ship Acquisition Program Managers (SHAPMs), System Integration Program Managers (SIPMs) and Participating Acquisition Resource Managers (PARMs). TMB has played an integral part in these negotiations based on our vast legacy knowledge of task planning in previous systems such as Program Resource – Integrated Solutions Management System (PRISMS) and Resource Allocation Managements System (RAMS). While some customers have been using NEPS since development began, many continued to utilize their unique automated systems and customized workflows. With the transition to Phase IIB of the process, all NAVSEA Program Offices are required to begin utilizing NEPS for their TY19 planning. Because Business Financial Management (BFM) support is one of TMB's core competencies and we are aligned with multiple NAVSEA customers, these customers have naturally turned to us to assist in this critical transition. Multiple TMB Financial Analysts are currently functioning as Site Activity Managers (SAMs) charged with guiding individual organizations through the training and implementation process. They include: Gary Munn for PEO IWS 2.0; Tom Burke for PEO IWS 3.0; Stephanie Rudden for PEO IWS 4.0; Dan Diaz for PEO IWS 8.0; Tim Adkins for PMS 415; Jake Trybulski for PMS 317; and Kathleen Nowakowski and Valerie Diaz for PMS 397.



Gary Munn and Dan Diaz discussing NEPS

Given TMB's vast scope of NAVSEA program office business and financial support, each TMB SAM NEPS' support is very similar given the general nature of annual Task Planning; but also, unique to the mission of each program office supported. The following provides some of the unique nature of NEPS FM support:

- For PMS 317, one of NAVSEA's largest shipbuilding programs, Jake Trybulski has been on the forefront of the NEPS rollout with PMS 317 personnel through the setup, training, and full implementation which will take legacy TPS planning from PRISMS and into NEPS. TMB has been particularly involved in handling the impacts to Government Furnished Equipment (GFE) task planning not only with PMS 317; but also, coordinating with other SCN programs to develop a common process with PARMs. TMB analysts currently supporting PMS 317 have had the advantage of learning the system and documenting new processes with their government counterparts which will hopefully ease the future transition.
- PEO IWS 4.0 is NAVSEA's largest Foreign Military Sales (FMS) Program office. Thus, Stephanie Rudden had to work with other SAMs across NAVSEA to create cross-organization NEPS FMS working rules. She has taught all users that will work with IWS 4.0 TPSs—not just our government customers but also contract support, PARMs, and performing activities—how to use NEPS.

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FMS Case Management Excellence Graduation

Kyle Frank and Stephanie Rudden completed the 2018 NAVSEA Foreign Military Sales (FMS) Case Management Excellence (CME) Training Program and were recognized in a ceremony conducted at NAVSEA's Humphrey's Building on 26 June 2018.

The goal of the course is "to train, certify, and maintain FMS case management personnel according to NAVSEA Instruction 5402.1, dated 8 June 2007. Case Management Personnel will obtain the information and skills necessary to perform case management more efficiently, effectively, and confidently."¹

The FMS Case Management Excellence training is designed for those who are directly involved in or concerned with the approval, negotiation, coordination, and management of FMS cases. The CME is a culmination of a rigorous curriculum consisting of the prerequisites for the program - the Defense Institute of Security Assistance Management (DISAM) Security Cooperation Management CONUS (SMC-C) week long course and two online courses - as well as the seven NAVSEA CME courses. The CME courses alone consist of 90 classroom hours and each course has its own final exam on which participants must earn a minimum of 80%. The goal of NAVSEA's International Security Assistance Office (ISAO) is to train, certify and maintain the best FMS case management team possible.²

Congratulations to Kyle, Stephanie and all of the other graduates!



FMS CME June 2018 Graduating Class



Matthew Such, Director, International Security Assistance Office; Kyle Frank; J. Mario Miranda, Deputy for IWS 4.0



Matthew Such, Director, International Security Assistance Office; Stephanie Rudden; J. Mario Miranda, Deputy for IWS 4.0

¹ 2016 Fall Foreign Military Sales Case Management Excellence Program Brochure

² <https://navsea.navy.mil/wc/surinhd/Newsletter/Pages/FMS-Case-Management-Excellence>

TMB Steps Forward To Assist In Transition to NEPS

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- At PEO IWS 3.0, PEO IWS's largest Program Office, Tom Burke has combined his significant Program Office Planning, Programming, and Budget Execution (PPBE) experience with his Financial Improvement and Audit Readiness (FIAR) expertise to ensure IWS 3.0's NEPS implementation and operations document the end-to-end planning and negotiation process/agreements between the Funding Activity (FA) and the Performing Activity (PA) to capture planning of Total Obligation Authority (TOA) and Other Customer Funds (OCF) within NAVSEA as well as support FIAR efforts.
- Tim Adkins successfully completed PMS 415's NEPS initial setup for the program, established user roles and provided general guidelines for the PMS415 division users that was agreed to after several meetings/discussions with the PMS415F group on how to best customize NEPS procedures across all PMS 415 product customers that are dependent on PMS 415 (Undersea Defensive Warfare Systems Program Office) meeting mission requirements to conduct research, development and construction of submarine defensive systems including noise makers and anti-torpedo torpedoes.
- For IWS 2.0, Gary Munn has been the program office's lead for NEPS implementation across NAVSEA's surface radar and electronic warfare systems enterprise. Gary's tasking planning and ERP expertise was particularly called on to lead IWS 2.0's

effort to tie data in NEPS to the data in ERP such as Functional Areas, ERP WBS numbers and Direct Project numbers to use EDW to pull data from NEPS and ERP to perform Plan vs. Actual reporting.

- Dan Diaz, as an IWS 8.0 SAM, had the responsibility to develop cogent program office NEPS standup and implementation plans and processes that needed to factor in the unique PARM roles that met PEO IWS NEPS guidelines; but also, were in compliance with four PEO Unmanned Systems and Small Surface Combatant (PEO USC) associated Funding Activity Program Offices NEPS requirements (PMS 501, PMS 505, and PMS 515).
- Kathleen Nowakowski and Valerie Diaz have been involved with NEPS since "Day One". As FM analysts for PMS 397, NEPS founding NAVSEA Program Office, Kathleen and Valerie are NEPS current operations as well as institutional knowledge experts. They have fielded many questions from our SAMs. Their experience and knowledge have been great "force multipliers" to help TMB SAMs ensure their NAVSEA customers, regardless of PEO or Program Office, receive the best professional NEPS Task Planning support.

TMB's efforts in the NAVSEA-wide implementation of NEPS has allowed us to bring to bear our years of tasking planning and FM support gained from supporting customers across NAVSEA.

~ Dan Clague

HR Corner

Felecia Chinn
Director of HR



Open Enrollment is Coming in December!

We will hold our annual Open Enrollment for medical, dental, voluntary life and AD&D and FSA benefits from December 3-14, 2018. Our plans' effective dates are **January 1, 2019 – December 31, 2019**. Open Enrollment documents and instructions will be uploaded to the TMBnet SharePoint site by December 3rd. If you experience any problems accessing 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 don't 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 2019**. 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.

2019 Premiums:

The 2019 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

Taylor Church
FSO



OPM Backlog of Security Clearance Investigations

According to multiple sources, the Department of Defense (DoD) is getting ready to take over background investigations for the federal government. OPM's ability to properly handle the process has come under scrutiny after multiple high-profile incidents. To further the issue, OPM is currently looking at a backlog of about 700,000 open investigations for security clearances (including high-ranking officials waiting for over a year to have an investigation closed).

The transition will occur over the next three years, and the DoD will handle background investigations for its military, civilian employees, and contractors. Some negotiations include letting the DoD conduct security reviews for all other government agencies as well. During the transition, several intelligence and/or security committees will work together to update the 2012 federal investigative standards used for vetting cleared government employees and/or contractors. The goal is to see a 20% reduction in the backlog within six months.

Source: Federal News Radio –

<https://www.militarytimes.com/news/pentagon-congress/2018/06/03/pentagon-to-take-over-security-clearance-checks/>

People of TMB

New Hires (June – August)

We would like to welcome all of our new hires from June – August:

Christian Ivory	Lee Cook
Matthew Schwartz	Judy Koo
Stephen Ferraro	Kevin T. Davis
Mary Anne Matsko	Natalie Mercer
Devin Howard	Samuel Hess
Erin Mitchell	Frank Drennan
Steven Ingram	

TMB Anniversaries (June – August)

We would like to thank all of the people celebrating their anniversaries here at TMB for all of their hard work.

10 Years –

Heather McCarthy

5 Years –

None for this quarter

1 Year –

Allen Shin
Kaylan Johnson

Employee Referrals (June – August)

During the past quarter, the following people received referral bonuses totaling \$4000 by referring people to TMB that we have hired. Thank you to the following people for helping us to fill critical vacancies: Kaylan Johnson, Scott Ferry, Jaleesa Chase and Jinny Koo-Irvine.

Employee News

Please share your story and exciting accomplishments with hr@tmbhq.com.

Newsletter Articles

We're always looking for volunteers to help with the Newsletter. Please send any articles or ideas to Cathleen.murphy@tmbhq.com

TMB Question Box

The box provides an opportunity to ask questions about the company that can be answered during our monthly All Hands meetings. Questions can be anonymous or not. The box is located on the countertop in Felecia Chinn's office.

tmbhq.com

TMB Around the World



Nick Arico in Japan for the Japan AEGIS Ashore meeting with Japan Ground Self Defense Force, Japan Ministry of Defense, MDA, and PEO IWS4.



Taylor Church in Montreal with his girlfriend, Alicia, on a tour of downtown Montreal via motor scooters. Part of the tour included a few laps around the Canadian Grand Prix Formula One race track that is located on Notre Dame Island in the St. Lawrence River.



Spot Awards



Tom Burke, Kevin Davis and Tom Dority
Spot Award for exceptional support to IWS 3.0



Mary Simmons and Walt Griffin
Spot Award for exceptional support to PMS 326



Walt Griffin, Claudette Hubbard and Tom Dority
Spot Award for exceptional support to PMS 326



Walt Griffin, John Schack and Chris Wall
Spot Award for exceptional support to PMS 326



Elaine Hall, Tom Dority, Antwanna Baker and Tom Burke
Spot Award for exceptional support to IWS 3.0



Cathy Powell, Brian Bosak, Kerry Avila, Tom Dority, Bridget Rich, Kobla Senaya, and Richard Parker
Spot Award for exceptional support in the transition to Unanet



Taylor Church and Tom Dority
Spot Award for exceptional support to TMB Security

Service Academy Career Conference



Scott Szurovy, Austine Scales, and James Masterson at SACC which is the only job fair exclusively for service academy alumni.

Carry the Flag 5K



Erik Prince (#80) and Michelle McGowan (#55) (along with her three children Ethan, Lillian, and Claire Wiley) participated in the Carry the Flag 5k run to honor the men and women who currently (and previously) serve our Nation.



Company Events

Rooftop Picnic



Employees getting their Subway box lunches.



Paul Downey, Walt Griffin, Kerry Avila and Cathy Powell enjoying their subs.



Bubble gum guessing contest for a Subway gift card



Beautiful day on the rooftop!

Cook "In"



Tom Dority and Dan Clague talking to employees before the game.



Employees playing TMB Jeopardy.



Winning Jeopardy team: Kyle Manning, Walt Griffin, Cathy Powell, Chris Wall and John West.

Ice Cream Social



Employees doing the ice cream social crossword puzzle



Employees creating their own ice cream sundaes.



Crossword puzzle winners:
3rd Ryan Maniquis, 1st Judy Koo,
2nd Aaron Michael

TMB Summer Programs

Week Externship

In late June, TMB hosted Thomas Zoeller, a local recent high school graduate, for a weeklong “externship” through the Building Better Futures (BBF) program. BBF is a partnership of The Campagna Center, Alexandria City Public Schools, and local businesses. This program was introduced to TMB through Frank Jolly who volunteers with BBF. At TC Williams High School they offer tutoring, enrichment seminars, Career Exploration Externship (CEE) (temporary job shadowing opportunities), Enrichment Activities (college visits, field trips, team building, mentoring, and community service activities) and parent workshops.¹ During Thomas’ week at TMB, he had the opportunity to visit the Navy Museum at the Washington Navy Yard and the US Capitol. Below are some quotes from our extern Thomas on his experience at TMB.

“Thanks to the Campagna Center’s Building Better Futures program, I was able to get an amazing externship with Tech-Marine Business. ...I had an amazing time and it was much more eventful than I



Visit to the Navy Museum

thought it would be once I found out what TMB did. From meeting with Ja’Quetta, facility assistant, to Taylor Church, FSO, to John Krotz, an engineer, I had an amazing time shadowing them and many more people. I could never understand what people were talking about [because of all the acronyms] but other than that, TMB has been an amazing experience. I would like to thank Frank Jolly for allowing me to come here and being my mentor.”

Summer Internship

TMB’s summer intern, Jasmine Simmons, is a rising junior at the University of Tampa and she worked with the TMB Finance and Accounting (F&A) Department. She helped the F&A department archive and catalogue historical financial and tax documents. This was Jasmine’s first time working in an office environment and she had a positive experience while working at TMB.



Front Row L-R: Jasmine Simmons (TMB Intern), Mimi Phamdang, Edith Hawkins (Campagna Center Chief Program Director)

Back Row L-R: Thomas Zoeller (TMB Extern), Paul Downey, Frank Jolly, Dan Mica (former FL Congressman)

¹ <https://www.campagnacenter.org/programs/high-school>

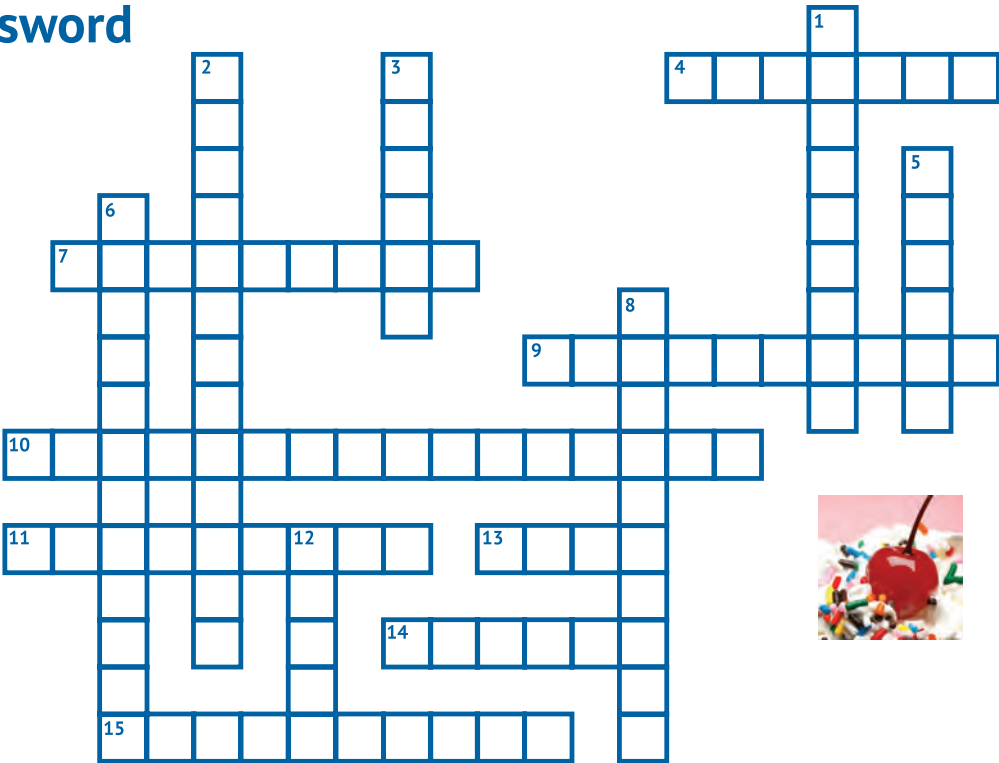
Ice Cream Social Crossword

Down

- 1. Which ice cream flavor is usually green in color?
- 2. Which ice cream company offers the Grateful Dead flavor?
- 3. What is the Italian word for ice cream?
- 5. An ice cream dish named after a day of the week.
- 6. What type of cream is usually served on a sundae?
- 8. Sometimes added to ice cream is a brand of syrup that hardens when it hits the ice cream. What topping is this called?
- 12. What kind of cookie is often used in cookies and cream ice cream?

Across

- 4. It’s plain to see that this is the most popular ice cream flavor. What is it?
- 7. There is a flavor of ice cream that contains Girl Scout cookies that are usually found in a green box. What flavor is this?
- 9. Known as harlequin ice cream, what flavor of ice cream came from Naples to the United States in 1870?
- 10. Which delicious ice cream treat includes a bar of ice cream between two biscuits which are usually soft?
- 11. Which ice cream contains marshmallows?
- 13. Cake batter ice cream really does have cake batter mixed right in the ice cream. But what is excluded from the cake batter so people don’t get sick?
- 14. Tiramisu ice cream would be which predominant flavor?
- 15. What type of cherry is usually placed on top of a sundae?



TMB Cinema Reviews

"A Quiet Place" – Drama – Psychological Thriller –
Rated PG-13 for terror and some bloody images

Actors: John Krasinski
Emily Blunt

Directed by and starring John Krasinski ("The Office") and his real-life wife Emily Blunt ("Sicario" and "Edge of Tomorrow"), "A Quiet Place" takes place in the not too distant future involving a family of four who must navigate virtually every single moment of their lives in total silence after mysterious creatures land on earth and hunt strictly by the slightest sound. To slip up even in a minuscule way threatens their survival to where "If they hear you, they will hunt you and they will kill you."

Without a single scene of blood or gore, "A Quiet Place" taps into the uniquely rare imaginative kind of fear that is spellbinding and riveting. A steady 90-minute relentless tension that immerses you into the un-



usual existence of total silence while even doing the mundane; taking a shower, eating with utensils or brushing your teeth, could potentially lead to your instant death.

Both fast paced and yet very patient, this film at its core is brilliant parts of any Steven Spielberg thrilling work, George A. Romero's "Night of The Living

Dead", Alfred Hitchcock's "The Birds" and M. Night Shyamalan's "The Sixth Sense."

A mesmeric cinematic experience that sets out to emotionally torture its audience with a taut terrifying experience, that also equally showcases the enduring emotional power of a loving - nurturing family who are trying to survive not in days but from second to second.

~ Lester Jones

Ice Cream Social Crossword Puzzle Answers

Continued from page 6

Across

4. Vanilla
7. Thin Mints
9. Neapolitan
10. Ice Cream Sandwich
11. Rocky Road
13. Eggs
14. Coffee
15. Maraschino



Down

1. Pistachio
2. Ben and Jerry's
3. Gelato
5. Sundae
6. Whipped Cream
8. Magic Shell
12. Oreos



Naval Traditions

Starting with this edition of our TMB newsletter, our Naval Traditions article will answer the Naval Tradition questions submitted to Ms. Cathleen Murphy and answered by our own "Salty Sam", LT W. T. Door, USN.

Question: Why do Naval Academy midshipmen climb a lard-covered monument for a hat?

Answer: History and Traditions of the Herndon Monument Climb

The Herndon Monument Climb is the traditional culmination of plebe year at the Naval Academy. Demonstrating the teamwork and perseverance they have learned during their first year at the academy, the plebes build a human pyramid to remove the "dixie cup" hat at the top of the vegetable shortening-covered monument and replace it with an upperclassman's hat. After successfully completing the Herndon climb, the freshmen are no longer called plebes but "fourth class midshipmen."

Facts

Height: 21ft

Covered with: About 50 pounds of vegetable shortening applied to the monument by midshipmen of the 1st Company.

29th Company won the title of "Iron Company" at this year's Sea Trials and will have the privilege of leading the plebes as they



Midshipmen climbing Herndon Monument
Photo: US Navy

rush the monument. The "Iron Company" is the top company finishing Sea Trials demonstrating stellar unit performance by showing endurance and spirit during the fourteen-hour event.

First recorded time: Class of 1962 - 12 minutes

Fastest Time: Class of 1972 - 1 minute, 30 seconds (no grease)

Longest time: Class of 1998 - 4:05:17 (Dixie cup glued and taped)

History:

The Herndon Monument is named for Commander William Lewis Herndon, 1813-1857, who possessed the qualities of discipline, teamwork and courage. In command of the SS Central America and home-bound with gold-seekers from California, the ship encountered a three-day hurricane off the coast of North Carolina. Herndon went down with his ship after a gallant effort to save it, its sailors and passengers. A monument was erected on the Yard in his honor shortly after his death.

On the day of the Herndon Climb plebes are required to remove their shoes prior to starting the climb. Over the past 10 years, thousands of these athletic shoes have been donated by the plebe classes to various charities through the Midshipman Action Group.

~ Lieutenant W. T. Door

Source - https://www.usna.edu/PAO/faq_pages/herndon.php



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tmbhq.com



Commitment.
Excellence.
Integrity.



Coming Events

SEPTEMBER

Labor Day 3 Sep
All Hands: Fall Event..... 6 Sep
Required HR TrainingComplete by 30 Sep
TMB's Annual Security BriefingComplete by 30 Sep

OCTOBER

Columbus Day 8 Oct
All Hands: Chili Cook-off 11 Oct
U.S. Navy 243rd Birthday 13 Oct

NOVEMBER

All Hands Event 8 Nov
U.S. Marine Corps 243rd Birthday 10 Nov
Veterans Day (Observed)..... 12 Nov
Thanksgiving Day 22 Nov
Required HR Training Complete by 30 Nov

DECEMBER

Benefits Open Enrollment Period..... 3-14 Dec
TMB Toys for Tots and
Winter Coat Drive 1st Two Weeks of Dec
119th Army vs Navy Football Game
(Philadelphia, PA)..... 8 Dec
TMB Holiday Open House and Bake Off 12 Dec
All Hands: Gift Exchange and
Ugly Sweater Contest..... 19 Dec
Jeans Days 21 & 28 Dec
Christmas Day 25 Dec