

Inside this Issue

This issue of the TMB Newsletter highlights the Winter Holiday season. The lead article focuses on transitioning from 2018 to 2019 and all that we've accomplished at TMB. The Newsletter then showcases a few of our employees' trips overseas and our Spot Awards. It continues with the HR Corner which provides some important information to assist employees in planning for 2019 as well as employee milestones. The Security Awareness section provides simple steps to protect yourself on public WiFi. Page four goes on to share photos of our football kickoff event and the 10th Annual Chili Cookoff. The Newsletter then presents photos of TMB's Holiday Open House, the annual bakeoff and the charities that TMB and its employees support throughout the holiday season. Following the pictures is a look at our support to the PMS 317 Program Office and the LPD 17 Class of ships. The TMB Cinema Review showcases a review of "A Star is Born" which is a remake of a classic starring Bradley Cooper and Lady Gaga. The Naval Traditions section explains the background of Admiral Rickover's quote "Fish don't vote!" The final page of the Newsletter continues to provide important TMB and community dates so mark your calendars!

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2018 Turns to 2019

Where did the year go? I know the feeling that time moves faster every year is a function of getting older but 2018 seemed to fly by! While it went by in a blur, 2018 was another eventful year for TMB. We achieved all our financial goals for annual revenue, gross profit and net income while increasing our retained earnings to over \$7M. We again paid over \$1M in ESOP share repurchases and mandated early diversifications. We cleaned up our Balance Sheet of some outstanding invoices that were over ten years old further strengthening our financial posture. All of this was accomplished while maintaining our cost competitiveness and ability to recruit and retain the qualified personnel needed to fulfill our contract obligations. We made a smooth and successful transition of our cost accounting systems from Deltek to Unanet with no stumbles and at a fraction of the normal cost for this kind of major conversion. We "passed" an extremely detailed Incurred Cost Audit for the years 2014/2015 which seems to be a normal "rite of passage" for growing companies. While this audit occupied an enormous amount of time and produced a degree of unwanted stress, we were able to justify our costs as well as our processes to some of the most determined but professional auditors. This was a major accomplishment. TMB was awarded a Small Business Seaport Next Gen contract in December and we also won our 9th prime Seaport prime task order in 10 years. In addition, we made two key hires to our Management Team in Ms. Mary Anne Matsko as our Corporate Development Director and Ms. Jenna Pietropola as our Contracts Director. We also established a two Division Structure

to better manage our current work and ensure the smooth addition of new contracts. All of these achievements and investments are about positioning ourselves for future growth and development and to better serve our Navy customers.

Revenue and profit are expected to increase again in 2019 and we have a full pipeline of critical recompetes and new business targets. We will continue to implement and refine our organizational structure to allow us to provide better, faster and more cost competitive support to our customers. We will continue to focus on implementing corporate policies designed to promote repeatable procedures and make us more efficient and effective. 2019 will be a year where we expand existing efforts to meet-

ing the challenges of recruiting and retention in a virtual full employment economy. There is no easy answer to this dilemma even before Amazon descends on

Crystal City! TMB will continue to expand our recruiting further into the NAVAIR market to attract qualified personnel who have the Enterprise Resource Planning (ERP) experience valued by our customers. We are planning on expanding our in-house Navy Business Financial Management training program as part of our strategy to "grow our own analysts" as the available pool of qualified candidates continues to shrink. We can't afford to hire ourselves out of the requirement for more qualified analysts. Our in-house professional development training along with our program to assist selected personnel to obtain Bachelors' Degrees through our association with certified on-line Universities contributes to our ability to retain our existing employees. Another part of the solution must be to leverage the technologies available to work



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TMB Around the World



In November Michaela Royce participated in the Japan N2N conference. Not only was she able to see firsthand the exchanges between the United States and Japan, but she had the chance to meet in person some of the key players in the Japan AEGIS LTS program. In her free-time, Michaela visited some of the famous sights of Tokyo such as Sensoji Temple (photo 1), Tokyo Tower (photos 2 & 3), Nakasime Shopping Street and Tokyo Skytree. She tried different local restaurants for some traditional food. She learned some Japanese etiquette and basic phrases, too!



On a family vacation to Europe with their parents in December, Jonathan and Erin Mitchell visited Como Switzerland (photo 1) and the Grand Canal (photo 2), St. Mark's Square (photo 3) and Rio di San Mauro (photo 4) all located in Venice, Italy.

Spot Awards



Mark Manley, Tom Dority and Tammy Harrison
Spot Award for exceptional support to IWS 6.0



Jake Trybulski and Richel Seth
Spot Award for exceptional support to PMS 317



Mark Bivens, Ryan Maniquis, Paul Ramdas, Jon Krotz, and Scott Szurovy. Not Pictured: Miranda Eldon and David Kreischer
Spot Award for exceptional support to IWS 4.0 ESS



Aaron Cureton, Tiffany Roberts, Gillian Alston-Hutchinson and CDR Kunselman (PEO IWS CFO)
Spot Award for exceptional support to PEO IWS CFO



Kurt Busjahn and Lynne Fritz
Spot Award for exceptional support to PMS 505

HR Corner

Felecia Chinn
Director of HR



HR Planning for 2019

Below are some helpful HR reminders when planning for 2019:

Retirement plans:

- The 401(k) IRS Limit is increasing to \$19,000.00.
- The 401(k) Catch-up contribution limit remains the same at \$6,000.00.
- The Annual Compensation limit is \$280,000. This is the maximum compensation the company can base contributions on.
- The IRS Overall Contribution limit is the lesser of \$56,000 or 100% of annual salary. This is the maximum amount that can be contributed by both you (employee deferrals) and the company (employer contributions).
- The Social Security Wage Base for 2019 is \$132,900.

401(k) Contributions:

If you wish to change your 401(k) percentage, go to www.401k.com and then send an email to HR at hr@tmbhq.com letting us know of the change.

NOTE: Elections must be made as whole percentages – the system does not accept dollar amounts or partial percentages.

401(k) Catchup Contribution Details:

For those of you age 50 and older, the 401(k) and 401(k) catchup elections are separate deductions per our payroll system. Since they are independent of each other, they may be deducted at the same time. In addition, since they are independent, once a limit is reached for the regular 401(k), deductions will NOT automatically start for the catchup. If you would like to establish a 401(k) catchup election for 2018, please email HR at hr@tmbhq.com.

Beneficiary Forms:

Please be sure to update your beneficiary forms if you have any changes to make. The beneficiary forms for the Guardian and ESOP plans are posted on the TMBnet SharePoint site on the Forms page. The beneficiary form for the 401(k) plan is located on the www.401k.com site. Select Menu, Profile and then Beneficiaries.

Tax Forms:

If you need to make any changes to your Federal or state tax exemptions, the W-4 and state tax forms are located on the TMBnet SharePoint site on the Forms page.

Security Awareness

Taylor Church
FSO



Simple Steps to Protect Yourself on Public Wi-Fi

- A public Wi-Fi network is measurably less secure than a personal/home network. Ultimately, it is very difficult to determine how it was setup, and there is almost no way to confirm who else is connected to it.
- Stick to well-known networks that are likely less suspect (Starbucks, IHOP, Whole Foods, etc.).
- If a public Wi-Fi network is free, it may well be legitimate. What is the benefit for the people/company running the network? How are they making money?
- Minimize your use of public Wi-Fi networks. The more networks you sign up to, the more likely the chances that you'll stumble across one that isn't treating your data and browsing as carefully as it should be.
- Recently, Google Chrome added a function that lets you know when the site you're using

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People of TMB

New Hires (August – December)

We would like to welcome all of our new hires from August 16 – December 31:

Devin Howard	Samuel Hess
Erin Mitchell	Frank Drennan
Andrew Canigiani	Anu Vasudevan
Jenna Pietropola	Steve Ingram
Danilo Sandoval	John Deptula
John Szczyginski	Danica Johnson
Ariel Cesar Munsayac	James Hilson
Wilfredo Romero	Tamara Jackman
Ronald Youngblood	Stanley Mahdi
Jonathan Mitchell	Emily Alby

TMB Anniversaries

(September – December)

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

10 Years –

None for this quarter

5 Years –

*Kamran Sarshar
John West*

1 Year –

*Tommy McKinney
Victor Policarpio
Daniel Dague*

Employee Referrals

(August 16 – November 1)

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 people for helping us to fill critical vacancies: Matthew Schwartz, Amy Buettner, Deborah Celenza (2 referrals), Chris Wall (2 referrals) and Charlene Beaman.

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 Question 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. There is a Question Box located in the large kitchens on both the 8th and 4th floors.

Company Events

Football Kickoff Event



Employees playing Team TMB football on the NFL's opening Day.



Rick Parker blocking Brenton Harris' potential touchdown throw.



Winning Football Team

Back Row: Devin Howard, Sean O'Connor, Maurice Cooper, and Charlene Beaman, Front Row: Brain Bosak



Employees getting their pizza and veggies for lunch.



10th Annual Chili Cook-Off



Dan Clague explaining the history of the annual chili cook-off.



Employees tasting the 17 chili entries.



Thank you to all of our chefs:

Dan Clague, Ja'Quetta Byrd, Jenna Pietropola, Bridget Rich, Kevin T. Davis, Taylor Church, Walt Griffin, Steven Jackey, Erik Prince, Felecia Chinn, Cathleen Murphy, Nick Arico, Stephanie Rudden, Mary Anne Matsko, Kyle Manning, Gary Munn, and Nitin Sanghavi



First Place
Bridget Rich
"Chili with Wings"



Second Place
Ja'Quetta Byrd
"Barbecue Kickin Chili"



Third Place
Kevin T. Davis
"White Roasted Chicken Chili"

TMB Holiday Open House



Party goers enjoying the Open House



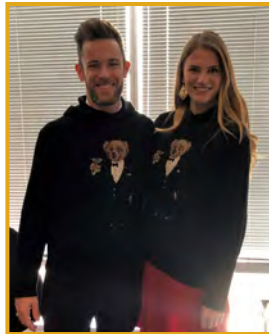
Sean Mizzer in his festive Holiday Sweater



Bartender extraordinaire Kyle Manning serving the guests



PMS 377 group enjoying the Open House
Back Row: Ed Wallace, Sean Mizzer, Brandon Asselin (former TMB, PMS 377), Eddie Johnson (Alion)
Front Row: Neusa DaSilva (Alion), Laura VanDornick, Miriam McGaffin (PMS 377), Marcos Alvarez (PMS 377)



James Masterson and his girlfriend in matching Christmas sweaters



The delicious food provided by the caterers and employees



Michaela Royce's homemade Ugly Christmas sweater

2018 Holiday Bakeoff



First Place: Dana Brown
"Not Yo Mama's Banana Pudding"



Second Place: Rita Shoulders
"Rum Cake"



Third Place: Laura VanDornick
"Ganache Brownies"



2018 Bakeoff winners!

TMB Holiday Charities



Walt Griffin with the coats from the Bedington Elementary School Coat Drive



Kerry Avila and Felecia Chinn with the US Marine and US Sailor who collected our Toys for Tots

TMB Gift Exchange



TMB employees at the 2nd Annual Gift Exchange

SPOTLIGHT ON

TMB's Long History of PMS 317 Support

As stated in PMS 317's Strategic Plan, the Mission is as follows: "PMS 317 plans, designs, acquires, manages, produces and successfully transfers to the Fleet affordable and supportable Amphibious Transport and Landing ships, that are delivered in a high state of material readiness and meet approved requirements." Specifically, PMS 317 is NAVSEA's Major Program Office tasked with the delivery of Amphibious Transport Docks (LPD) and the LSD 41/49 class replacement warships. Since 2002, which was four years prior to the LPD 17 USS SAN ANTONIO's Commissioning, TMB has been supporting PMS 317 in the areas of Business Financial Management (BFM) and Government Furnished Equipment (GFE) acquisition. In that time, eleven LPD 17 Flight I ships have been delivered to the US Navy, two additional ships are under construction at Huntington Ingalls in Pascagoula, Mississippi and the Program Office anticipates the award of LPD 30 in the near future. LPD 30 will be the first ship of Flight II of the LPD 17 Class. Over time, TMB's support of the program has shifted, expanded and faces have changed, but TMB's dedication to providing quality contractor support and value-added services to PMS 317 has remained constant over the past seventeen years.

TMB's support of PMS 317 initially started in 2002 with a small team of two, Dan Clague and Jake Trybulski. During the earlier years of the program, much of TMB's efforts were focused on the analysis of GFE financials in an effort to identify cost avoidance and savings targets. Over time, both Mr. Clague and Mr. Trybulski moved along to support different programs within NAVSEA but have once again paired up to lead TMB's PMS 317 support team. Currently, Mr. Clague is the Small Business Program Manager Subject Matter Expert (SME) for Program Integration and Integrated Logistics Support (ILS) management. Mr. Trybulski is the Project Manager and team lead for the PMS 317 BFM team. The BFM team is also supported by Richel Seth (Execution SME) and Kobla Senya (Financial Analyst). Additionally, TMB program analysts Joanne

Markus and Karen Allen support the PMS 317 GFE Manager in the areas of configuration management, delivery schedules and risk management.

Throughout the years, TMB has focused not only on completing the assigned tasking, but also assisting the Program Office in efforts to identify efficiencies and improve business processes. Areas of focus include the management of Ship Project Directives (SPDs), Engineering Change Requests (ECRs), delivery and warehousing processes, financial reporting, funds execution and ILS documentation. During this time, many of the processes that were once paper driven have for the most part been converted over into electronic format, as well as the rollout of systems such as Enterprise Resource Planning (ERP), NAVSEA Enterprise Planning System (NEPS), AMIS and the sunsetting of legacy systems. The change in practices and methods often present issues with initial rollout, but they also present opportunities for the TMB team to provide consistent support in the Program Office's successful transition from one process to another.

TMB has been partnered with PMS 317 almost since the very early days of the LPD 17 Program and takes great pride in their long-standing commitment to the various stakeholders and government clients we support day to day. We have had opportunities to not only provide programmatic support within the confines of NAVSEA, but also to cross train in the shipyard, go to sea on LPDs for test events and attend Commissioning ceremonies. The dedication to PMS 317 and the LPD 17 Class is strong thread that runs

throughout TMB's history. While we can point to accomplishments and document success stories over the many years of association with the program, it is the future we look most forward to. Here at TMB we look forward to being a strong partner when PMS 317 bridges the gap between Flight I to Flight II of the LPD 17 Class ships.ross NAVSEA.

~ Jake Trybulski



PMS 317's new logo incorporating Flight I and Flight II



LPD 24 part of Flight I of the LPD 17 Class ships
Photo Source: US Navy

2018 Turns to 2019

remotely and collaboratively and recruit qualified staff from outside high-cost areas. To do this will require increased management controls to ensure our customers that people they can't see every day are working as diligently as the person outside their office. A dispersed workforce requires multiple secure endpoints and new collaborative tools fully compliant with NIST 800-171. We have made major investments in securing our IT infrastructure and an-

ticipate more in 2019 and beyond. These are major challenges but ones that we are prepared to meet head-on as we continue to grow our Company. I am excited about all that is ahead for us in 2019!

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.

~ Tom Dority

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TMB Cinema Reviews

“A Star is Born” – Drama – Musical

Actors: Bradley Cooper - Stefani Joanne Angelina Germanotta

Actor Bradley Cooper (Wedding Crashers, The Hangover, Silver Linings Playbook) expands his range by directing himself, acting and singing with Lady Gaga in the romantic drama – musical story “A Star is Born.”

This story follows a hard-drinking seasoned musician named “Jackson Maine” (Cooper) who discovers and falls in love with a struggling artist named “Ally” (Gaga). When we first see “Ally” she has just about given up on her lifelong dream of becoming a big-time singer until “Jackson” charmingly coaxes her into a bigger and brighter spotlight. But when “Ally’s” career really starts to take off, the personal side of their deeply loving relationship starts to break down as Jackson fights a much big-



ger ongoing battle of internal demons of his own.

This is the fourth adaption of this story involving these characters and, in my estimation, this is the finest of them all. The acting, writing, singing and music are terrific, honest and electric. It also offers contemporary and generational relevance, authentic cultural significance and in the moment authentic realism.

This story will grab you by the emotional throat and will never let go.

“A Star is Born” is absolutely the best film of 2018. See the phenomenal film for its acting, writing and directing led by the stellar lead acting performances of Bradley Cooper and Lady Gaga.

~ Lester Jones

Security Awareness

Continued from page 3

uses an unencrypted HTTP connection vs. an encrypted HTTPS by labeling the former “Not Secure.” You should pay close attention to this when surfing on public Wi-Fi to prevent snooping from other users on the network.

- Be very wary of signing up for public Wi-Fi access if you’re getting asked for a bunch of personal details, like your email address or your phone number.
- The best way to avoid running into security problems due to public Wi-Fi is not to use it at all—think about downloading videos and music for offline access before you leave home, for instance, or using your smartphone’s hotspot function instead.

Source: Wired – <https://www.wired.com/story/public-wifi-safety-tips/>

Naval Traditions

Salty Sam Q&A

Question: Why did Admiral Rickover say, “Fish don’t vote!”?

Answer: Before answering this question, you might be asking “Who is Admiral Rickover?” Whereas John Paul Jones is considered the “Father of the American Navy” and Admiral Wayne Myer is considered the “Father of the AEGIS Combat System,” Admiral Hyman Rickover is known as the “Father of Naval Nuclear Power.” Admiral Rickover’s story of leading the development, construction and operation of nuclear-powered Navy surface ships, aircraft carriers and submarines during the Cold War is a story with much gusto, flair and tremendous success for our National defense. But, back to his saying “Fish don’t Vote.”

Since the era of the First World War, US Navy submarines have largely been given names relating to sea creatures (USS Bowfish, USS Cod, USS Bluegill, USS Triton, etc.). That tradition held through the Second World War and over a decade into the Cold War. There were subs that did not receive sea-creature names (the USS Scorpion, for example), but they were the exception rather than the norm. Even the first nuclear powered submarines held



Admiral Hyman Rickover
Photo: Naval History and Heritage Command

this tradition (USS Nautilus). It was Admiral Hyman Rickover who brought about a change in this semi-official policy.

Admiral Rickover was in charge of developing the Los Angeles Class attack submarines, and the program was one that depended on support in the US Congress. The first twelve Los Angeles Class submarines were named for the twelve cities of the congressmen that swung the vote for the class in Rickover’s favor.

In a rather blunt expression, Rickover is said to have summed up the reason he was changing the long-standing tradition: “Fish don’t vote!”

From that point on, US Navy submarines of the Los Angeles and Ohio classes have largely been named for cities and states (USS Alabama, USS Alaska, USS Miami, etc.). Some exceptions include the Los Angeles Class Hyman Rickover (named for Admiral Rickover) and the Seawolf Class of submarines (which includes the USS Seawolf and the USS Jimmy Carter). The new Virginia Class subs continue the state naming convention far into the twenty-first century. The replacement for the Ohio Class is the Columbia Class, named for the District of Columbia.

~ Lieutenant W. T. Door



100 M Street SE, Suite 800
Washington, DC 20003

202.448.9701

tmbhq.com



Commitment.
Excellence.
Integrity.



Coming Events

JANUARY

New Year's Day1 Jan
2019 Benefit Plans in Effect1 Jan
Birthday of Martin Luther King, Jr 21 Jan

FEBRUARY

President's Day (Floating Holiday).....18 Feb

MARCH

TMB Facilities – Spring Cleanup Week.....26-30 Mar
Nationals 2019 Home Opening Game (1:05pm)28 Mar
Required HR Training Complete by 31 Mar

APRIL

MAY

Memorial Day..... 27 May

JUNE

Required HR Training Complete by 30 Jun

JULY

Independence Day 4 Jul