

Inside this Issue

This issue of the TMB Newsletter highlights our recent contract awards. We begin with our successful bid on the PMS377 SBSA contract and photos from our win party. The Newsletter then highlights our recent SeaPort-NxG Prime Contract award. The second page also includes a short article on this winter's historic snow fall in Las Vegas. It continues with the HR Corner which calls attention to our Morale and Welfare events for 2019. The Security Awareness section explains what continuous evaluation is and how it's here to stay. Page four features an article about a dedicated runner and his experiences at Disney Marathons. The Newsletter goes on to share photos of TMB's Valentine's Day and March Madness Company Events. Following the pictures is a look at what it is like to transition from the military to becoming a contractor at TMB. Page six also showcases an employee who recently traveled to Tokyo, Japan in support of IWS 4.0. This quarter's TMB Cinema Review showcases a review of the "First Man" which is a story based on the life of Neil Armstrong. The Naval Traditions section features our last Salty Sam Q&A in which he explains what the term "shellback" means and its relationship to the Navy Line Crossing Ceremony. The final page of the Newsletter continues to provide important TMB and community dates so mark your calendars!

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TMB Selected to Provide Continued Support to PMS377

Last October 18, 2018, TMB received notification through the SeaPort-e portal that we had been selected the winner out of six bidders on a Small Business Set-Aside (SBSA) to provide support to the Amphibious Warfare Program Office (PMS377). This is a five-year contract to provide acquisition and program management, business financial management, earned value management and cost estimating support. This was tremendously satisfying news for TMB and our partners because it meant we could continue our association with PMS377 which began when Tech-Marine Business was founded in 1997. Our support for PMS377 has been one of our cornerstone engagements with some TMB employees working 15 years or more supporting its many missions and platforms.

But the good feelings were short-lived as within a week, we received a "stop-work" order for the new contract as the result of a bidder's decision to protest the award to the General Accounting Office (GAO). The GAO has up to 100 days to consider a protest and render a decision either to dismiss the protest or uphold the protest in whole or in part. The process can be very unsettling as the original winning company and the impacted Program Office knows less about the proceedings than any party involved. TMB retained counsel to protect our interests throughout the protest proceedings, but all attorneys are required to sign what

is called "a protective order" preventing them from disclosing any of the materials involved in the case. Thomas Dority, TMB's President and CEO, described the process: "I was working with a great attorney but all he could do was send me heavily redacted versions of documents but couldn't provide any details. Our conversations were very unusual. I would ask him how we were doing, and he would reassure me but without any specific facts. I was most concerned with preventing the plaintiff from obtaining any part of our technical or cost proposal and that clearly didn't happen. I had full confidence in the process.

NAVSEA Legal, unfortunately, has a lot of experience in defending their actions and ensures that whatever award decision is made, it is reasoned, defensible and based on the RFP criteria. We were sure the protest would be

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The full TMB PMS377 Support Team at the TMB hosted win party.



Irena Goldfarb, Laura Van Dornick, Mike Joyce, and Richard Parker posing in front of the PMS 377 award page.

TMB Wins SeaPort NxG Prime Contract Award

When we sent our last Newsletter to the printer, we were still waiting for the Navy to make SeaPort Next Generation (NxG) Multiple Award Contract (MAC) decisions. SeaPort NxG was at least two years in the making and will replace the SeaPort-e MACs as the Navy's primary means of competing for and obtaining engineering and professional support services. SeaPort-e is scheduled to "sunset" at the end of 2019 for new task orders although existing task orders can run their full period of performance. A small team of dedicated Civil Servants developed the new SeaPort NxG template taking input from across the Navy and Marine Corps as well as from Industry. Almost 250 Industry questions requesting clarification were answered on the process prior to the release of the Request For Procurement (RFP) on June 1, 2018. Bids were submitted on July 2nd and we finally received notification on December 3, 2018 that we were awarded a prime contract as a result of solicitation N00178-18-R-7000.

1,873 total awards were made in December, access to NxG went live on January 2, 2019 and TMB has already responded to one RFP. 1,873 is a big number but it is actually down significantly from the number of SeaPort-e prime contracts. This time the Navy made awards only to companies who had Navy services experience in order to increase quality competition and reduce their administrative costs. Going forward, there will be both an "on-ramp" process to allow new companies to obtain a NxG contract and an "off-ramp" process for the Navy to cancel the contract of a company which never bids on work.

Why is being one of 1,873 companies receiving a NxG award so important to TMB? Simply put, this will allow us to compete for task orders across the Navy and Marine Corps on the Navy's preferred and largest ordering vehicle. It also allows us to maintain



TMB has won 10 prime contract task orders under Seaport-e for a total revenue of over \$200M

our small business size standard as a prime contractor under future SeaPort NxG solicitations through 2023 – a tremendous achievement! NxG essentially replaces SeaPort-e and Seaport-e has been very good for TMB. Since 2008, TMB has won 10 prime contract task orders under Seaport-e for a total revenue of over \$200M. We have also been a subcontractor on

dozens of other Seaport-e task orders where we have been able to bring our core competencies to NAVSEA Program Offices and affiliated Program Executive Officers as well as to the Office of Naval Research (ONR). The SeaPort process has made competing for services work across the Navy easier and more transparent for all businesses but especially for small and mid-market firms. Long Range Acquisition Plans (LRAPs), Sources Sought Announcements

and draft RFPs for Industry review have made the competitive process a more level playing field and rewarded well-run companies who place an emphasis on best value support to the Navy and Marine Corps.

Achieving a NxG award was also the culmination of intensive efforts on the part of many

people at TMB. Thomas Dority, TMB's President and CEO, said at the time of award: "We are truly fortunate to have so many talented and dedicated professionals. This was a total team effort including Cathleen Murphy, Dan Clague, Cathy Powell and Richard Parker who did the heavy lifting to prepare and submit the proposal. After award, Jenna Pietropola had two weeks to do all the registration work on the new portal including getting all our teammates registered. Mary Anne Matsko also played a big role in making some late teammate additions based on her relationship building since we submitted the proposal. This was a large and complicated effort made possible by the quality of our people."

A momentous achievement indeed!

TMB Employees Outside of the Office

Rare Snow in Las Vegas!

More than 42 million people visit Las Vegas each year! And why not? Las Vegas is one of the Brightest Spots on Earth. Some say it's the Entertainment Capital of the World. Located in the Mojave Desert, Las Vegas is one of the driest, sunniest and least humid areas in the United States. The average annual high temperature is 80°F and low temperature is 58°F. The average annual snow fall is 0.00 inches. Surely, a person cannot go wrong with choosing Las Vegas as a vacation spot or even choosing it as home like a couple of TMB colleagues have done.

On Wednesday, 20 February 2019, Las Vegas residents and tourists alike received the surprise of their life! The temperature dipped into the low 30s and a cluster of ice crystals started falling from the skies! Snow. Yes, Snow! By the following day, snow accumulations were reported between 2-8 inches across the Las Vegas area!

The snow kept falling. Major highways were closed. Although the schools remained open, some school-sponsored activities were canceled and most closed the next day. Young and old alike were amazed at this rare event. Hundreds of pictures and videos of the Las Vegas snow were shared on national, local and social medias. Fabulous? Definitely!



~ Michaela Royce

HR Corner

Felecia Chinn
Director of HR/FSO



Morale and Welfare Events for 2019

TMB's HR Department is responsible for providing Morale and Welfare events for the company. Last year we focused on "themed" events and since they were so well received, this year we plan to do the same. We started off 2019 by hosting a Valentine's Day event on February 14th. We played a matching game about Famous Couples and enjoyed pizza and dessert afterwards. The first 10 people to correctly guess the matching couples game won a box of chocolates.

In March, we once again focused on the March Madness tournament. We played an intense game of TMB trash can basketball and the winning team received a small basketball stress ball. Some employees completed their online bracket for a chance to win a gift card for having the most accurate bracket. Thank you to everyone who participated in both events!

Below is a list of the events planned for the rest of the year so please mark your calendars; these dates are also posted on the TMB Events page of the TMBnet site:

April 11 – Tail Gate Party	October 24 – Chili Cook Off
May 7 – Taco Tuesday	November – No event planned for this month
June 6 – Rooftop Event	Dec 11 or 12 (TBD) – Holiday Open House & Bake Off
July 11 – Cook "In"	December 17 – Gift Exchange & Ugly Sweater Contest
August 15 – Ice Cream Social	December 20 and 27 – Jeans Days
September 12 – Fall Event	

For those of you who aren't located in the DC-MD-VA area, we try to share these events by taking lots of pictures and featuring them in our quarterly newsletters. The whole concept behind these events is to encourage everyone to come and enjoy themselves, get to know one another and learn more about the company and how we can help to make it successful. If anyone has any suggestions for future events, please let us know!

Security Awareness

Continuous Evaluation is Here and It's Watching You

There are already 1.2 million clearance holders enrolled in continuous evaluation (CE), with the plan for all clearance holders to eventually be in the system. As the name suggests, the system is continually monitoring cleared employees using data streams from credit bureaus and criminal records. The idea is that the system will incorporate more and more data streams as time goes on, including social media. Already in FY 2018, the system has reported over 41,000 alerts and caught significant, unreported security concerns on the part of employees. Now that cleared professionals will be under the microscope regularly, reporting any arrests, financial struggles, or other concerns to your facility security officer (FSO) is even more essential.

As CE takes a greater and greater role, the goal is to eventually eliminate the need for periodic reinvestigations (PRs) for all Secret level candidates. An investigation would only be triggered when the continuous evaluation system finds a red flag that bears a full investigation. The elimination of those PRs would vastly free-up investigator hours for first-time clearance holders.

How does it work for those who are in the system? It all begins with the automated checks. Once an alarm is sounded on a clearance holder within the system, it's immediately checked to ensure the information is credible, has flagged the right person, whether or not the issue has already been previously recorded, and if the information is relevant to the adjudication process.

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People of TMB

New Hires (January – March 31)

We would like to welcome all of our new hires from January – March 31:

Bradley Watzlavick	Angelia Sawdy
Asanvi Mensah	Darryl Shawgo
William Lesser	David Kunselman
Cooper Sharp	Javier Sanchez
Paul Hover	Brooks Holtman

TMB Anniversaries (January – March 31)

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

10 Years – Jake Trybulski

5 Years – Tom Burke

1 Year –

Cedric DeDeaux	Ja'Quetta Byrd
Ryan Maniquis	Lisa Voth
Brenton Harris	Jemima Etienne
Chris Wall	Richel Seth
Erik Prince	Bakal Asrat
Roberto Paz	Nicole Bench
Tonya Harrison	

Employee Referrals (January – March 31)

During the past quarter, the following people received referral bonuses totaling \$1000 by referring people to TMB that we have hired. Thank you to Deborah Celenza for helping us to fill critical vacancies.

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.

tmbhq.com

TMB Employees Outside of the Office

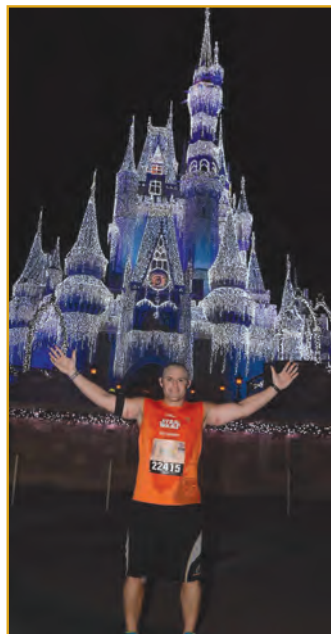
Disney Marathon Training

I used to be a sprinter and football player and would look at the Cross-Country runners like they were crazy! A few years after graduating from college, I tore my ACL so both were out of the question. Wanting to stay in shape, I would jog 2-3 miles here and there. Eventually, after a move to Arlington, VA, I joined the Shirlington Running Club (SRC) and built my way up to a 5k. One year, the SRC needed volunteers for the George Washington Parkway Classic. After handing out water at that race I was hooked by the positive energy of the runners and realized that I wanted to do a longer race. In thinking about where I wanted to do my first race, I thought, why not see if there are any races at Walt Disney World in Orlando, FL. In November, Disney World has a Wine & Dine Half Marathon, so I signed up. Training was more psychological, and I just had to get the body ready even through the psychological strain and stress out. First goal was 5 miles.....done! Then my next goal was an additional two miles....done! Once I ran 10 miles, I knew I was ready! In my first Half Marathon I broke 2 hours and I loved every minute of it. Disney really made me feel like a celebrity. The race was so infectious and I knew I had to do another one.

I signed up for the January Half Marathon at Disney the following year. When I got there, I saw people getting more than the one shirt they hand out for completing the Half Marathon. I was told this was because they were doing the Goofy Challenge which included the Half Marathon on Saturday and then the Full Marathon on Sunday. I was so jealous but knew what my goal was for next year...train

for a marathon so I can do the Goofy Challenge. I did enough races to prepare for a successful Goofy Challenge the following year! Then, Disney decided to host a race in January called the Dopey Challenge. The Dopey challenge is a 5k (3.1 miles), 10k (6.2 miles), Half Marathon (13.1 miles), and Marathon (26.2 miles) back to back. You would get 6 medals/shirts for completing the 4 races plus the Goofy and Dopey Challenges. Whoa! I had to do this! For training I did about 6 Half Marathons or so with training runs when I could throughout the year. After all the training, I had a successful Dopey Challenge. Subsequently, I have completed another 5 Dopey Challenges and I am considered "Perfectly Dopey." The pictures are of my 6th Dopey Challenge at Disney World in January 2019. Not too bad for a football player and sprinter turned distance runner. I can't wait for my 7th Dopey Challenge in January 2020!

~ Andy Canigiani



TMB Selected to Provide Continued Support to PMS377

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dismissed although the waiting was very difficult on our employees as well as on PMS377 who couldn't be sure of the outcome. That was the most frustrating part for me. There were two dozen professionals who had to wait over three months to determine if they would still have jobs working for their preferred Government customer. To their credit, they all hung in there and fortunately, everything turned out fine."

TMB received formal notification on February 12, 2019 that the protest had been denied in full and dismissed! Now we can go about the business of providing continued support to PMS377! With our partners Alion Science and Technology, Tecolote Research and C&G Consulting, we can remain shoulder to shoulder with our longest tenured customer as they continue building upon their heritage of delivering the world's best Amphibious Warfare ships.



Laura Van Dornick and Felecia Chinn getting ready to cut the cake

Company Events

Valentine's Event



Employees getting their pizza and desserts.



Heart shaped pizza



Employees working on the famous couples matching challenge.



First 10 employees to correctly finish their famous couples matching challenge.



Festive employees wearing red for the Valentine's holiday.

March Madness



Employees playing in the second annual TMB trash can basketball game.



TMB Trash Can Basketball Court



Employees getting their portion of the 3 foot Subway sandwiches



Winning basketball team: Sean O'Connor, Rick Parker, John West, and Tim Adkins

SPOTLIGHT ON

Transition from Military to TMB contractor

My career in the Navy ended with a bang. A successful couple of years as Chief Financial Officer at PEO IWS was capped off with a successful review with the Assistant Secretary of the Navy right before Christmas. Just after New Year I had a big ceremony with family and friends to send me off to new horizons after 22 years.

After such a grand send off and 22 years with the same organization, it was inevitable to feel a bit adrift as I searched for and transitioned to a new profession. Fortunately, TMB and I had mutual interests and timing which helped move things along quickly. Still, I have made a number of discoveries that may be useful to other transitioning military personnel and for long-term civilian professionals who are working with them. The big differences I have noticed in the few weeks I have been on the contractor side are: A philosophy of “bringing on talent”, thinking about generating revenue rather than execution, and the need to learn the business rather than take charge.

The first change I noticed was a difference in changing jobs. The military is always focused on ensuring resiliency for the operational forces. As a result, a military officer is far more likely to be extended in a front-line job than moved early. There are also huge hurdles to moving quickly between positions, with the process that assigns officers taking a year to 18 months before they actually move to a new job.

My experience with transitioning to civilian contractor was wildly different. In general, if an interview went well, the companies wanted to bring me on immediately. This was not easy, as I still have to comply with various government rules, to both my frustration and that of potential employers. Companies were motivated by a need to both do work and to win contracts away from competition. Also, the current environment is considered a hot job market, with low unemployment and not enough good candidates, neither of which was much concern in the military. These factors drive a wolfish approach to bringing on talent quickly for companies.

Part of the background that drives companies to bring people on quickly, at least in the contracting arena, is creating revenues through billable charges. This was obviously not a concern for a military officer's career, except when evaluating contracts. I was focused on funding increments and executing, or more accurately, spending money in a timely fashion rather than ensuring revenues.



Rear Admiral Small (PEO IWS) conducting official retirement ceremony for Commander Kunselman at the National Museum of the US Navy



RDML Small presenting CDR Kunselman with a replica of the Truxton Bowl on behalf of PEO IWS

This change has had several impacts on a military transition. First, the former officer has to get used to thinking in billable and revenue terms. Second, the rules surrounding an officer's transition can limit when and on what efforts they can be billable and help create revenue, and these have to be considered carefully. I talked with an ethics lawyer more in the last couple of months than in the entire proceeding 22 years. Finally, revenue and billable efforts are an important part of the business that needs to be learned.

The final discovery for me was the need to learn the business, rather than taking charge. For two decades, I was expected to come into a new job every couple of years and immediately take charge. There was always plenty of help to make good decisions and vast amounts of training, but ultimately a military officer is supposed to be-in-charge of his operation on day one of the job.

This is simply not practical when transitioning to the business world. Companies in general have much leaner and flatter leadership structures than the military and much less training for particular positions. It is imperative to learn the business, and despite a long career of leadership in a broad range of activities, none of it involved bidding on contracts, managing billing and revenues or evaluating business competitors.

All these discoveries have been interesting, and it is truly an exciting time for me as a transitioning officer and a great time to be coming in to work with the great people at TMB. I appreciate TMB giving me the chance to come on board and learn the business and to all of you answering my questions and helping along the way!

~ David Kunselman

TMB Around the World

Nick Arico at the Japan AEGIS Ashore Meeting in Tokyo working with the Missile Defense Agency (MDA).



TMB Cinema Reviews

"First Man" – 2018 – Drama – Science Actors: Ryan Gosling – Claire Foy

On the heels of their six-time Academy Award winning smash collaboration "La La Land", Oscar-winning director Damien Chazelle and Actor Ryan Gosling reteam with Universal Pictures in the film "First Man". A riveting story of NASA's mission to land a man on the moon that largely focuses on Navy Pilot/NASA Astronaut Neil Armstrong's years from 1961 to 1969.



This is a deeply visceral first-person account based on the book by James R. Hansen that explores the many intimate sacrifices and costs it had on Armstrong, his family and on the nation. The film meticulously goes over every square inch of this amazing human story to illustrate how this was singularly the most dangerous mission in human history. A perilous hair-raising 2:18 running time

experience that transports you back into time recapturing the full measure of the stress and claustrophobia of flying space crafts into the deep dark unknown. Where every single mission second was life-threatening. Where anything could go horribly wrong, all the while moving at speeds of 24,791 mph to achieving the nation's goal of landing a man on the moon and then returning safely back to earth.

"First Man" is a great story of human achievement highlighting an extraordinarily courageous man who was only 39 years old at his historic moon landing. A true American hero seen in intimate detail even though he was a man of deep privacy and personal humility.

~ Lester Jones

Security Awareness

Continuous Evaluation is Here and It's Watching You

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If an analyst reviews the alert and finds the incident is valid, new, and relevant, a report will be generated and sent to the candidate's security manager. All alerts are prioritized based on severity of the incident and the reports are reviewed and approved by a supervisor before forwarding to a security manager. If any additional investigative work is required, adjudicators will be the ones to determine the candidate's continued eligibility for a security clearance. Clearance holders still have access to due process safeguards during periodic reinvestigations.

Top 15 FAQs on Continuous Evaluation are available here:

<https://www.dni.gov/files/NCSC/documents/products/20180316-CE-FAQs.pdf>

Naval Traditions

Salty Sam Q&A –

Question: Why is the term "shellback" used for Naval traditions (example: Order of the Shellback, Golden Shellback and Emerald Shellback)?

Answer: Well, whoever asked that question must be a Pollywog. Salty Sam was able to find a short article that might help answer what "shellback" means. The following is an article written by David Moore and published on 25 March 2013 at www.veteransunited.com.

Pollywog or Shellback: The Navy's Line Crossing Ceremony Revealed

The Navy is chock full of myth and tradition, and what happens at sea even affects our language. Many naval traditions, from the Sirens and Sea Monsters of the Odyssey to the boatswain's call, date back hundreds and even thousands of years.

The Line Crossing Ceremony might just be the most interesting of today's naval traditions.

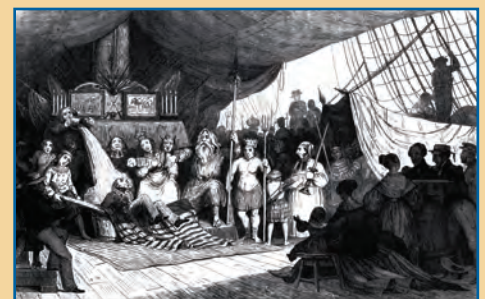
A Time-Honored Tradition

No one is really sure when or how the Line Crossing Ceremony, "Order of Neptune", came about. The ritual dates back at least 400 years in Western seafaring.

The ceremony observes a mariner's transformation from slimy Pollywog, a seaman who hasn't crossed the equator, to trusty Shellback, also called a Son or Daughter of Neptune. It was a way for sailors to be tested for their seaworthiness.

When a ship crosses the equator, King Neptune comes aboard to exercise authority over his domain and to judge charges brought against Pollywogs that they are only posing as sailors and haven't paid proper homage to the god of the sea.

High ranking members of the crew and those who have been Shellbacks the longest dress up in elaborate costume and each play the part of King Neptune's court. For instance, the ship's captain might play the part of King Neptune himself. What proceeds is a day of festivities, which builds camaraderie among the seafaring crew.



Line crossing ceremonies have been a part of naval tradition for at least 400 years.

~ Lieutenant W.T. Door



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Commitment.
Excellence.
Integrity.



Coming Events

APRIL

March Madness Championship Game8 Apr
Tail Gate Party11 April

MAY

Taco Tuesday7 May
Memorial Day27 May

JUNE

Rooftop Event (Date may change due to weather)6 Jun
Required HR Training Complete by 30 Jun

All Employees – What You Need to Know About Identity Theft
Supervisors – Workers’ Compensation –
What Supervisors Need to Know

JULY

Independence Day4 Jul
Cook “In”11 Jul

AUGUST

Ice Cream Social15 Aug

SEPTEMBER

Fall Event12 Sep
Required Security TrainingComplete by 30 Sep

TMB’s Annual Security Briefing