

Inside this Issue

This issue of the TMB Newsletter begins with an exciting announcement of our Team Ships Front Office (TSFO) Win! The second page features an article from our Chief Diversity Officer highlighting a guest speaker from our TMB Diversity series. The Newsletter then points out some items and information that is located on our ADP system in their employee tool Workforce Now (WFN) that employees may be overlooking. It also provides some employee milestones. In the security awareness section beginning on page three, we review the self-reporting requirement for anyone who currently holds a clearance. On page four, the Newsletter celebrates the life of a TMB employee that was taken from us too soon. The next page marks the one-year anniversary of TMB working remotely as well as the Bravo Zulu awards for the quarter. Page six continues the Performance Awards announcements with the TMB Employee of the Quarter as well as the Performance Award recipients for the COO Excellence Awards. Congratulations to all our awardees! The Newsletter then commemorates Women's History Month and showcases a couple of TMB's female employees.

Content

Inside This Issue	1
Team Ships Front Office Win.....	1
Chief Diversity Officer.....	2
HR Corner.....	3
Security Awareness	3
TMB Milestones.....	3
Celebration of Life	4
One Year of Teleworking	5
Performance Awards	5
Spotlight On Women at TMB	7

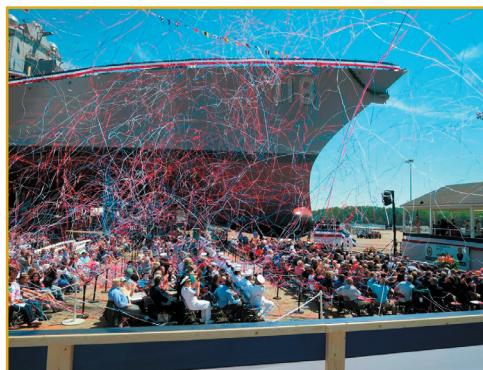
Team Ships Front Office Win!

On February 18, 2021, TMB was notified that we had won the competition to provide support to the Team Ships Front Office (TSFO). Team Ships provides the U.S. Navy with a single organization that concentrates knowledge, management skills and buying power for the acquisition and modernization of non-nuclear surface ships. The Team Ships Mission is to design, acquire, modernize, and support the current and future Surface Fleet for the U.S. Navy from cradle to grave by translating warfighter requirements into combat capability. Team Ships is the combination of Program Executive Office (PEO) Ships (new construction shipbuilding) and the Surface Ship Maintenance and SEA 21 Directorate (in-service ships sustainment).

TSFO supports both PEO Ships and the Deputy Commander for Ship Maintenance and Modernization (SEA 21) in the following areas: Team Ships and SEA 21 Chiefs of Staff, Acquisition Directorate, Financial Directorate, Futures Directorate, Government Equipment Management Directorate, Industrial Assessment Directorate, Shipbuilding Industrial Base Task Force, Data and Metrics Coordinator and Wartime Readiness Coordinator. Additionally, the TSFO Corporate Operations Directorate includes Information Management, Science and Technology Management, Ship Ceremony Management, Strategic Operations Management, Workforce Operations Management and Front Office Executive Staff Support. There were six teams in total that submitted bids and ours was selected from that robust competition. The total five-year value of this contract is approximately \$93M making it immediately the second largest prime contract in our portfolio. This is a major accomplishment for TMB, which will help us navigate the transition from the small business program. This contract will also provide the opportunity to bring more capabilities and synergy to the prime contract work we are already providing to PMS377, PMS 317 and PMS 326. The scope of work covers engineering, technical



Team Ships Front Office Logo



Organizing ship Commissionings and Christenings is one of Team Ships Front Office many responsibilities

and professional support services in the following areas: workforce management and corporate operations; business financial management (BFM); internal controls; strategic communications, planning, and alignment; culture assessment; ship milestone ceremony management and graphics; ship program planning and sustainment; Science & Technology (S&T); external liaison support; information management, security and sustainment (IMSS); and internal controls.

Upon receiving the news, TMB Chief Executive Officer (CEO) Tom Dority said: "This is a tribute to our proposal devel-

opment efforts and for all the excellent work everyone at TMB does on all contracts. Our day-to-day excellence in supporting our Sailors and Marines makes us the kind of company the Navy selects for these important engagements. It is also high praise for our incumbent partners VTG Defense (Delta Resources) and Clarke Consulting. Recompets are always in part, a referendum on the work of the incumbent contractors and in this case, Team TMB was able to provide compelling evidence that we were the Team to lead TSFO into the future. We are humbled by the opportunity and can't wait to get started".

Chief Diversity Officer

TMB Diversity Series: Mr. Elliott Branch

On Thursday, February 11th, TMB welcomed Mr. Elliott Branch to speak via Microsoft Teams as part of our TMB Diversity Series. Mr. Branch graduated from the University of Pennsylvania with a Bachelors in Economics. He had a very long and distinguished career that began as an intern at the Naval Air Systems Command (NAVAIR). He spent a significant portion of his career with the Naval Sea Systems Command (NAVSEA), a major customer of TMB.



He also spent some time in the private sector, serving as the Chief Procurement Officer for the District of Columbia before coming back to serve as the first civilian Director of Contracts at NAVSEA from 2006 – 2009. After becoming a member of the Senior Executive Service (SES) he served in various roles, including the Deputy Assistant Secretary of the Navy for Acquisition and Procurement (DASN AP), before retiring in 2019. He now runs his own consulting firm, KJM Consulting, and serves on several Corporate Boards.

Throughout his career, Mr. Branch received many awards, including the Navy Distinguished Civilian Service Medal, the David Packard Excellence in Acquisition Award, two Presidential Rank Awards for Meritorious Executive, the Vice Presidential Hammer Award for Reinventing Government, and the 2012 Samuel J. Heyman Service to America Medal for Management Excellence.

Mr. Branch's discussion with TMB focused on Value and what it means to be a Value Creator – specifically what is value, what is value creation and the traits that you individually need to have to be a value creator. He discussed three questions that we as employees must consider:

1. What value does your organization provide and to whom?
2. How does your organization create that value and what is your role?
3. How can I further develop my role in creating that value?

He believes that a company is made up of:

- Resources (in TMB's case our people are our most important resource)
- Processes (Standard Operating Procedures (SOPs))
- Values
- Environment (Forces outside of our immediate control – examples for us would be changes in administration, Defense planning, etc.)



Richard Parker
Chief Diversity Officer

Mr. Branch also reviewed Six Qualities for being successful:

1. Intellectually Curious
2. Tough Minded
3. Critical Thinker
4. Flexible
5. Bias for Completion
6. Imagination



TMB is very grateful that Mr. Branch took time out of his busy schedule to meet with us and share his insights. Many employees thanked him through the MS Teams chat function and one employee commented that it was a "great discussion [and they] appreciate the emphasis on providing 'value'. It's so important." TMB's Diversity Series is a combination of company discussions, guest speakers and distributed articles. We look forward to building off of the success of Mr. Branch's discussion and we hope to have more opportunities to invite speakers to participate in the Diversity Series in the future.

~ Richard Parker
Chief Diversity Officer

HR Corner

ADP's WorkForce Now (WFN) – Did you know ...

For over a year we have encouraged employees to use the ADP WFN site to make address changes, update their Employee Profile, and update their tax information whenever needed. It is the place to find various TMB information such as:

- Company Policies and Procedures
- Company Benefits
- Employee Pay and Tax Withholding Information
- Required HR Trainings
- Required Security Trainings

Did you know you can also find the following information in ADP WFN:

- TMB Operating Procedures for Re-Opening 100 M Street
- TMB's Telework Policy and Guidance
- How to make an address change
- How to update your profile in ADP
- Verification of Employment
- Unanet Instructions on Timekeeping and Expenses

Felecia Chinn
Administrative
Director/FSO



- TMB Resume Sample and Instructions
- Company Training Courses and Buddy and Mentorship Programs
- Performance Evaluation Forms and Process

Additionally, managers can find the following information in the Resources > Company Information > Manager Tools section:

- Various Employment Forms
- NAVSEA Forms and Instructions
- Management Policies and Procedures

If you haven't done so already, please take a few minutes to check out the ADP WFN site (<https://workforcenow.adp.com>). Make it your "go to" place for all TMB related information and refer back to it often so you don't miss the latest information.

More to come on ADP WFN as we continue to add new options and information to the site!

Security Awareness

Self-Reporting is Required for a Security Change or Concern

Employees who occupy national security positions and have access to classified information are expected to self-report changes or incidents that may impact their clearances. Even if you do not have a clearance, TMB still requires that you report to your FSO certain changes and information about yourself. Your cooperation in doing so is an important part of the "continuing evaluation" process.

Listed below are some incidents and life events where self-reporting is expected:

- **Change in Personal Status** – changes in marital status, cohabitation (living in a spouse-like relationship), change of name and change of address must be reported. Special requirements may apply if an intended spouse or partner is a foreign national.
- **Foreign Travel** – whether you are traveling for business or pleasure, foreign travel plans must be reported to TMB security in advance of your travel. Pre-travel and post-travel briefings are required and must be reported in DISS.
- **Foreign Contacts** – contact with individuals of any foreign nationality must be reported if illegal or unauthorized access is sought to classified or otherwise sensitive information, personal concern that you are the target of actual or attempted exploitation, all close and continuing relationships with foreign contacts.
- **Loss or Compromise of Information** – inadvertent or accidental loss or compromise of classified or other sensitive information; the first priority in this situation would be to regain control of the classified material.
- **Financial Problems** – filing for bankruptcy, garnishment of wages, having a lien placed on your property for failure to pay a creditor, eviction from a residence for failure to pay rent, or inability to meet your financial obligations.

Continued on page 4

People of TMB

New Hires

(February 2021 – April 16, 2021)

We would like to welcome all of our new hires from February 2021 – April 16, 2021:

Wilberto Rivera	Walter Wesley
Nigel Bryant	Gregory Ziemer
James Jordan	Joseph Miller
Scott Strickland	Lori Fordham
Paul Chandler	Bria Watson
Kelvin Nguyen	Marty McGuigan
Christy Hurley	Sandra Franklin
Robert Fontenot	Robert Baines
Samantha Pickett	Marco Lopez
Winston Wonsang	Catherine Thach
Alexander Paquet	Tanja Smith
Cindy Sayles	Connie Chung
Lesharo Subendran	Eric Peebles
Brooke Marquardt	Tressa Waller
Jamesha Yorkshire	Otto Morgan
Jeffrey Atkinson	Jordan Pitt
Bryan Auquilla-Nivelo	
Elisa McGrath-Martinez	

TMB Anniversaries

(February 2021 – April 2021)

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

15 Years – None this quarter

10 Years – None this quarter

5 Years – Kristin York

1 Year –

Chet Kinney	Amy Schneble
Keirra Meekins	Roxann Deltuva
Austine Scales	Richard Portner
Jeff Lynde	Samantha Green
Emily Prokop	Alyce Jackson

Employee Referrals

(February 2021 – April 2021)

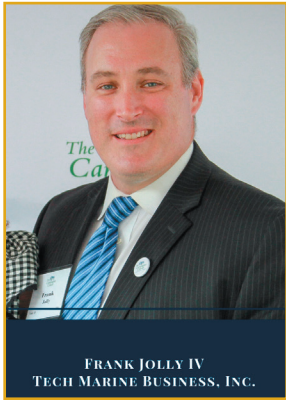
During the past quarter, the following people received referral bonuses totaling \$3000.00 by referring people to TMB that we have hired. Thank you to Robert Cornwall, Lisa Voth and Kristin York for helping us to fill critical vacancies.

Employee News

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

tmbhq.com

TMB Community Loss *Celebrating the Life of Frank Jolly IV*



The TMB community was very saddened to hear about the unexpected passing of Frank Jolly IV in his sleep on March 15, 2021. In the prime of his life at just 39, Frank is survived by his wife and three young children. After growing up in Raleigh, NC, he went on to Lenoir Rhyne University in Hickory, NC where he majored in Political Science, played football, and graduated Cum Laude. After an internship with a NC US Senator on Capitol Hill, he then went

on to receive his Masters of Public Administration at Appalachian State University in Boone, NC. Frank then began working in support of the US Navy and he was honored to support them for 15 years.

According to his wife, Frank loved jamming on the mando with his nine-year-old daughter, being his seven-year-old son's Tiger den leader, and throwing out the fishing net and snuggling with his five-year-old son. He passed on his love of sports to his children as well and he was their number one fan at their games. He enjoyed cheering on his daughter at lacrosse, his middle son at basketball, and his youngest son baseball, football, and soccer.

Frank was very proud to be a part of the Jolly family and carry that name, especially around the Christmas holiday. He shared his love of the season with anyone he came into contact with because he wanted to spread cheer to others. During a company office decorating contest, he not only decorated his office door but also his window and the door of the office next to him. People would



come to 100 M St from the Navy Yard just to see his decorations solidifying why he won first place in the contest. His joy of the holidays and passion for the contest inspired others to decorate their spaces as well.

During TMB's Celebration of Life for Frank, his colleagues and customers had the following things to say about him:

- He gushed, smiled, and was the most animated when talking about his family and kids
 - His kindness and tender spirit will never be forgotten
 - He brightened everyone's day
 - He was the glue that held the team together
 - He was always eager to learn & willing to listen if you needed to run something by someone
 - His joy was infectious, and he made people want to be a happier person
 - He made me think to be more positive
 - He was one of kindest human beings they ever met. He took time to ask how everyone was doing every day, was the quickest to give people praise and he was absolutely adored by all of us.
 - Every time you left his office you left feeling great even if you were having the worst day ever
 - He had an open-door policy and you could talk to him about anything
 - One of his employees said he admired how he managed his team, how patient he was, and how he valued everyone's input
- Frank positively touched every life that he encountered whether it be at work, in his neighborhood, at church, and most importantly his family. He will be missed by many and we hope you all "find comfort in your memories."

Security Awareness

Self-Reporting is Required for a Security Change or Concern

Continued from page 3

- **Arrests** – if you are arrested for any reason, this must be reported regardless of whether or not you were convicted, or charges were dropped for lack of evidence. Minor traffic violations are the only exception to this reporting requirement. Other involvement with the legal system (such as being sued), any circumstance where you were sworn under oath must be reported.
- **Psychological or Substance Abuse Counseling** – when counseling is needed, you are encouraged to seek assistance from a counseling service. If you sought counseling on your own initiative, it does not need to be reported. Counseling must be reported if you were advised to seek counseling owing to your work performance or other undesirable behavior.
- **Outside Activities** – Any planned or actual outside employment or volunteer activity that could create a real or apparent

conflict with one's responsibility to protect classified information must be reported to TMB security.

- **Media Contacts** – Any media inquiries about your job or organization should be reported. Ongoing personal contacts with media representatives who cover your organization, or your subject area specialty should be cleared with security.
- **Pre-Publication Review** – Any technical paper, book, magazine article, or newspaper article that you prepare for publication or for posting on the Internet, or lecture or speech that you prepare to give, must be cleared in advance if it contains information or knowledge you gained during your current or any previous classified job.

Source: https://www.dcsa.mil/mc/pv/mbi/self_reporting/

TMB One Year Anniversary of Full Teleworking

A year of maximum telework at TMB has officially passed as a result of the COVID-19 pandemic. On March 20, 2020, TMB had to formally close the 100 M Street offices to employees to follow Local, State, and Federal Government protocol as an attempt to slow the spread of COVID-19. To say this past year of telework has been a wild ride would be a huge understatement, as we all have had to learn our new way of life under COVID-19 guidelines while working from home and trying to navigate our way through this new reality. Finding a new work-life balance on top of all the other responsibilities we have in our personal lives has been no easy feat. Maximum telework has transformed the way we work, communicate, and learn. Adjustments to company Telework Policy were made to reflect the new circumstances of our work life because of the pandemic. Logging our daily work activities, participating in daily check-ins, and Microsoft Teams meetings have become the new norm in the past year. Though switching to 100% telework mode has certainly brought its challenges to many TMB employees, there have been many positive outcomes from this new way of work-life. Thankfully, in the year since beginning maximum telework, not a single employee at TMB was furloughed. Working from home has also allowed many of us to spend more time with family, friends, and pets. Most of this has been positive although for employees having to balance work, child care and schoolwork, stress levels have also gone up for many people.

Our clients have been impressed with the efficiency of employees and their work ethic during the last year, leaving a positive impact on our customers about telework. There is no doubt, that the pandemic and the shift to full telework mode will have long-lasting impacts on the way we and our Government customers approach

and think about the traditional office work lifestyle. For all of us, it will be critical to our future success that we maintain the best lessons-learned from a completely dispersed workforce but acknowledge that we will move back to some form of office based work. Potentially the cost of office space could be reduced, we could

recruit in remote and less costly areas of the country and a flexible work schedule can be a powerful retention tool. In addition, once employees begin returning to the office, the new comfort with virtual meetings is an opportunity to hold large meetings that are no longer constrained by the size of a conference room or office location.

Once back in the office, employees will be able to re-cultivate a sense of belonging and avoid some distractions that teleworking can sometimes bring. While teleworking comes with benefits, the comforts of home also brings some distractions such as noisy neighborhood traffic, the ringing of the doorbell and phone, needy pets, and of course, the ever-present lure of the kitchen snack-closet. Being present in the office also allows employees a chance to create a boundary between work and life. Telecommuting often comes with flexible hours, which seems nice until you find yourself pushing three hours past

quitting time and missing dinner. Full time telecommuting also makes it challenging to build company bonds between TMB and employees and to develop larger group collaboration. With more people being vaccinated everyday, the world will continue to open up more. Though the work world as we once knew it may never be the same, a new balance between teleworking and in office support will need to be reached in effort to best support our customers.

~ Katie Flowers
~ Tom Dority

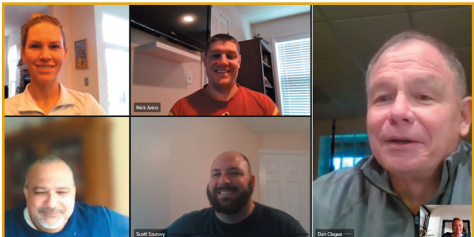


Performance Awards

Bravo Zulu



Chris Wall, **Candice Maultsby**, Felecia Chinn,
Dan Clague
Exceptional Support of the PMS 326 Program



Celeste Leigh, Nick Arico, Dan Clague,
Paul Ramdas, Scott Szurovy
Exceptional Support of IWS 4.0 ESS

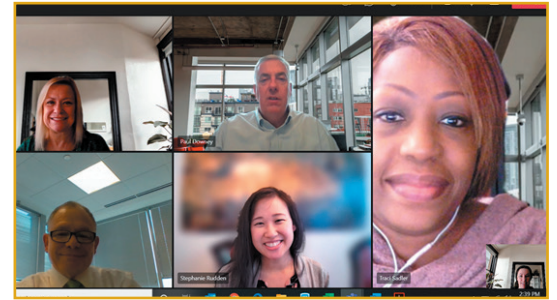


Faith Hopkins
*Exceptional Support of NATO SEASPARROW
Project Office (NSPO)*

Performance Awards

Employee of the Quarter

Stephanie Rudden has provided excellent support to PEO IWS 4.0. She worked to build relationships across the program office as well as with stakeholders in support of IWS 4.0. Stephanie is the definition of a team player. She is always willing to assist and when asked to complete an unfamiliar task she is always up for the challenge. Stephanie is the Korea AEGIS Financial Analyst and serves as the lead on Task Planning and Execution Tracking for the program office. Stephanie led the consolidation and tracking of the FY21 Quarterly Execution data for IWS 4.0. Stephanie's ability to interpret the needs of the customer led to the development of tools and processes that allow the program office to track fiscal year requirements and execution. The development of these tools allowed the program office to provide efficient reporting of execution data for the annual Baseline Execution Review (BER) and the program office's Quarterly Execution Review. The program office provided their appreciation for the detailed and data driven information provided in the quarterly report. Stephanie is always willing to train and assists team members across the program office and within TMB. Stephanie's hard work, professionalism and dedication to teamwork make her an invaluable asset to TMB and especially deserving of this award.



Felecia Chinn, Paul Downey, Traci Sadler, Dan Clague, **Stephanie Rudden**

COO Excellence Awards

Aaron Michael deserves the award for his stellar performance as the Task lead for all Business Finance Analyst services in support of NAVSEA PMS 326 for the period ending in the last quarter of 2020. Aaron is the primary point of contact for all BFM personnel whether they are contractors or US Government personal. The excellent relationship that he has developed with sometimes difficult government clients allows TMB to anticipate needs, quickly identify potential personnel performance issues and take corrective remedial action. Aaron was a key contributor to the Personnel Improvement Program formation, monitoring and execution. In an atmosphere created by the COVID-19 teleworking, his frequent contact with our people and with the government has been outstanding and reflects extremely well on the company. Aaron is seen as an effective and valuable problem solver and his knowledge is sought after and respected. He stays abreast of NAVSEA guidance (policies and procedures) while tracking systems access for the multitude of government databases in required. He was responsible for finishing all annual case reviews for PMS 326 prior to Dec 31, 2020. He is the primary driver behind all new hire BFM training. Additional accomplishments include his achievement of a PMP Certificate and his work on a project for the Philippines pulling historical data to recreate prior lost financial quarterly reports for PI-P-GAQ.



Chris Wall, **Aaron Michael**, Dan Clague



Paul Downey, Cathy Powell, **Tracey Pemberton** & her husband Larry, Amanda Hollins-Teixeira, Dan Clague

From October to December 2020, Tracey Pemberton demonstrated significant "above and beyond" performance that added to TMB's value to our largest Navy customer; and improved TMB's corporate processes. During this period, she was TMB's lead Project Controller for our IWS BFM2 and Clone contracts. She worked closely with Program Managers, Deputy Program Managers, Director of Contracts, and Director of Finance and Accounting (F&A) ensuring continuity with planning, coordination, budgeting, and execution of the contracts. Most importantly during this period, Tracey led the training of two new Project Controllers. Without her knowledge and experience of both TMB's contracts and F&A policies and procedures, these two new analysts would not have come up as quickly as they did. Success of these strategic hires was paramount to provide our IWS BFM and Clone Government customer full contact financial support and to meet increased Government reporting requirements. Additionally, Tracey's used her vast experience and knowledge

to help bring our new Director of F&A up to speed quickly. Finally, she shifted half of her time into a new role, that of TMB's Sub-contracts Manager. Tracey's ability to take on a new role provided efficiencies in the Contracts Directorate which now has been able to begin to tackle some long-standing efforts to manage Directorate duties and responsibilities more efficiently and effectively. Because of her efforts, TMB's management of its largest contracts is more efficient, effective, and accurate as well as our management of our subcontract engagements.

Spotlight On *Women at TMB: In Honor of Women's History Month*

For Women's History Month in March, we celebrate trailblazing women that have made significant contributions to the world to make it a better place from politics, literature, medicine, and more. This month is also important for supporting women's causes, continuing the fight for women's equality, and boosting morale for women in the workplace. In the late 1970's, the National Women's History Project lobbied for national recognition of Women's History Week, after its success in California schools, to honor the achievements, contributions, and leadership of women. Former President Jimmy Carter, inspired by the National Women's History Project, issued a presidential proclamation to declare one week in March Women's History Week in 1980. The celebration of women's achievements, innovation, and leadership became very popular amongst many states. As a result, Congress passed legislation in 1987 to declare March as Women's History Month for the first time. In the years since, a presidential proclamation is made annually for Women's History Month.

We at TMB have a very special reason to be grateful for the hard work of women and their accomplishments. TMB was founded as a Women-Owned Small Business in the summer of 1997 by Pat Bennett and her husband, Bob. Without Pat Bennett and her hard work to start the company, TMB may cease to exist. We have many reasons to thank and celebrate women, with Pat Bennett only being one of many.

In recognition of Women's History Month, I interviewed two women at TMB in different phases of their careers for their outstanding achievements and overall contributions to TMB. The two women we honor today are Ja'Quetta Byrd and Kayla Beale.

Ja'Quetta Byrd, Security Manager and Assistant to the FSO

Years with TMB: 3.5 Years

Q: What brought you to TMB? How did you get to where you're at today in the company?

A: Initially, I was downstairs at the 100 M Street office front desk doing security for 6 years, and I wanted to do something different than I was used to. I reached out to James Masterson and he passed my resume along to Walt Griffin. I have a degree in Criminal Justice, and the security field works out perfectly for my degree. I reached out to Dan Clague and Felecia Chinn to get into my current position.

Q: What do you like best about your position as Security Manager and Assistant to the FSO?

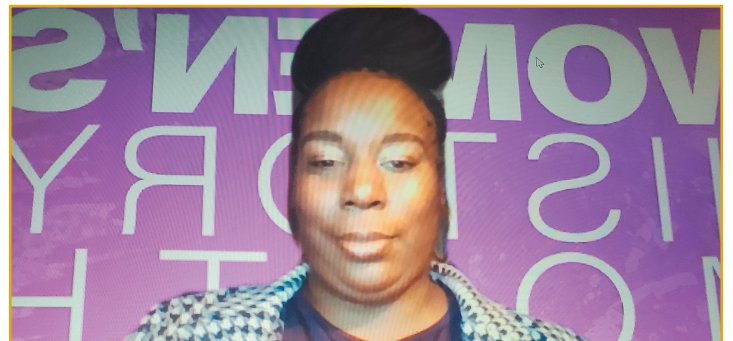
A: What I like best about my position is that it keeps me active because I still do work with the facilities. I have to go to the office and run errands for the company, especially while we have been teleworking.

Q: What is a fun fact about you that people may not know?

A: I am very creative, and I am an event planner on the side. I just did a post-funeral reception for someone, and I do birthdays, baby showers, weddings, anything that entails event planning.

Q: What woman inspires you the most? Who is the most influential woman you know, and how do they inspire you?

A: My grandmother, my mother, and my aunts are all women who inspire me the most. My grandma inspires me because her and my grandfather came from Charleston, South Carolina to Maryland with nothing and raised 9 children. She is the strongest and shortest woman I know, and the most loving and supportive woman. For my mom, she was a single parent, and watching her grind to support me inspired me. That is where I get my drive from.



Q: Do you have any words of encouragement for women going into this field?

A: My words of encouragement would be to stay focused and stick to what you believe in. Do not let peers or the work you're doing stop you from progressing in what you are trying to do. Keep to your goals and dreams. Do not let insecurities stop you from growing.

Q: What is your go-to productivity trick? What habits have helped you get to where you are today?

A: Finding new strategies to keep on track with all my responsibilities always helps. Mainly staying organized through a planner and color coordinating things. Taking breaks when needed by praying, reading scripture, or listening to music keeps me calm or puts me in a calm space. Knowing when you are overwhelmed is important to reboot your brain. Taking a step back is needed sometimes so that I can keep pushing and avoid burnout.

Spotlight On *Women at TMB: In Honor of Women's History Month*

Kayla Beale, Junior Program Analyst for PMS 326

Years with TMB: 2 Years

Q: What brought you to TMB? How did you get to where you are at today?

A: My cousin recommended the job to me. I had an interest in working with the military, and it was a good opportunity for a starter position. I helped with travel originally, but I did such a good job that the Egypt team wanted me to work with them permanently.

Q: What are you most proud of that you have done at this company so far?

A: The relationships we have built with our customers and our allied foreign militaries and being a part of that has been really rewarding. Learning the ins and outs of working with foreign militaries and our own military has been a pleasure. Being able to learn a little about the engineering of ships and understand some engineering terminology through my work responsibilities is an accomplishment for sure.

Q: What is your favorite memory at TMB so far?

A: My favorite memory at TMB was having the opportunity as a junior level employee to travel to Egypt for PMS 326. Being trusted with that responsibility was significant. Seeing the pyramids was amazing and seeing the Mediterranean Sea as we drove around the area and when I woke up every morning was a bonus.

Q: What do you like to do when you're not working?

A: I enjoy volunteer firefighting for Leesburg Volunteer Fire Company. I also enjoy doing sporty activities such as hiking, and I especially enjoy Raven's Rock Trail. Playing sports like flag football, softball, and longboarding are some other sports I like. Exploring wineries in Loudoun County and hanging out with my dogs are how I spend my weekends.

Q: What woman inspires you? Who is the most influential woman you know, and how do they inspire you?

A: My grandma inspires me because she is a very accomplished woman who always encouraged us to pursue our dreams and was very supportive of the many sports and other activities my siblings and I were a part of. Additionally, my former JMU professor, Dr. Manal Jamal, spiked my interest in Middle East policy and international affairs. She helped me practice my Arabic and she also led the study abroad trip I did to Israel / Palestine.

Q: Do you have a woman mentor or female higher-up that supported you in this field?

A: Nancy Beard has been my mentor in this field. She is my mentor in every sense of the word. She has helped me navigate being a new employee and introduced me to the world of Foreign Military Sales. Nancy always provides great advice on work related tasks as well as providing life advice. Her best advice to date is the importance of keeping a work-life balance.



Q: Why do we need more women in the field of Foreign Military Sales and Defense Contracting?

A: Having more women in the workplace brings about a different perspective. If you only have one type of person in an industry or from a certain background, you only get one perspective on how things can work, how things are run, etc. A more diverse workforce makes for better ideas and better companies. Diversity makes for a better work environment and space for learning.

Q: What advice or comments would you give to women looking to work in this field?

A: My advice would be to always be open to new opportunities that make you uncomfortable, because feeling uncomfortable makes you learn. Learning new things makes you a better person and employee. Lean into the discomfort. I try to remind myself of this every day. Do not be afraid to ask questions, and always be learning something new.

Q: What energizes you at work?

A: The coffee from Bluestone Lane Navy Yard Coffee Shop.

Q: What is the best work-related advice you have ever received?

A: The best advice I ever received was to be a lifelong learner and let go of the idea of perfection.

~ Katie Flowers