

Inside this Issue

This issue of the TMB Newsletter begins by looking at TMB's Generational Leadership Change and how we prepared for that. It then goes on to share TMB's long lineage with PMS 377/317 and details our support to them. The Newsletter then provides some results of TMB's TASC Survey and it provides the definition and more information of what Continuous Evaluation means in terms of security clearances. Page four highlights TMB BFM Support to PEO IWS which is still going strong since 2014. The Newsletter then shares a couple of TMB events including a Black History Month presentation and a 2022 Review for TMB as well as our upcoming 2023 Opportunities and Challenges. Page six spotlights the Inauguration of the Team Ships Lifecycle Logistics (LCL) Internship / Apprenticeship Program and highlights a couple of BFM Interns' success. The final page of the Newsletter shares photos from our Bravo Zulu Performance Awards.

Content

Inside This Issue.....	1
Generational Leadership Change ..	1
TMB PMS 377/317 Lineage	2
HR Corner	3
Security Awareness	3
TMB Milestones	3
TMB BFM IWS Support	4
TMB Events.....	5
Spotlight On TMB Interns.....	6
Performance Awards	7

Generational Leadership Change To Propel TMB Forward

From 2010 to the end of 2021, TMB benefited from the leadership and direction of Tom Dority. At the start of 2022, he stepped into a part time role continuing to serve as our Chairman of the Board of Directors. This was the initial step in a generational leadership change which also included Dan Clague assuming the role of Chief Executive Officer (CEO), the hiring of Ned Sheedy as the Chief Operating Officer (COO), the promotion of Rick Parker to Division General Manager (DGM) for Ships Programs, and the hiring of Tom Ryan as DGM for Warfare Systems Programs. These moves marked the completion of a succession plan several years in the making designed to support TMB's transition to a Large Business.

The new leadership team starts 2023 with one primary goal. 2023's emphasis is on maximizing the final year for TMB to pursue Small Business Prime opportunities on the SeaPort NxG contract. The continued leadership of our Board, its Chairman, Mr. Dority, and the ability

to leverage the BD experience of our CEO, COO, and DGMs positions us well to remain successful in pursuing our remaining NAVSEA Small Business Set Aside (SBSA) targets. In addition to these BD efforts, we need to prepare for what is next for TMB: life as a Large Business competing in the Unrestricted market for continued growth. Dan and Rick's nearly 34 years of experience at TMB combined with Ned and Tom's 40+ years of large business experience provide a foundation for ensuring continued success as a Large Business.

It is important to make sure we are maintaining a healthy pipeline of opportunities for TMB to pursue as a large business in 2024 and beyond. This will require TMB to identify and capture efforts in the Unrestricted market. The addition of personnel with capabilities and experience in leading capture and proposal efforts for large businesses was a key component of the succession plan. Ned and Tom's addition to the TMB leadership team brings large business BD experience within the Naval Sea Systems Command (NAVSEA) Headquarters (HQ) market, across the Navy Surface Warfare Centers (NSWCs), System Commands, at other Navy System Commands, and ultimately across the Department of Defense (DoD), Department of Homeland Security (DHS), and other Federal Agencies. We are leveraging this skill set and combining it with the TMB's proven BD success as demonstrated by our consistent growth to enhance and grow our ability to pursue work at NAVSEA HQ, other Navy Commands, and to expand into new Federal market spaces.

The planning done by Tom Dority and Dan Clague prepared TMB to complete the transition to Large Business and included this sea change in our Senior Leadership team. The first year with this new team saw expansion of our BD capacity. This was the necessary groundwork to maximize our final opportunities to pursue Small Business Set Aside targets to enhance our revenue base before turning our focus on future Large Business BD efforts. Our CEO, COO, and DGMs are ready to move in this new direction and to continue TMB's success and growth by drawing all of TMB's employees' skills and experiences in our business development effort to become successful as a Large Business as we were as a Small Business.



TMB PMS 377/317 Lineage

TMB has continually supported the Navy's Amphibious Warfare Program Office, PMS 377 since our founding in 1997. For over 25 years we have provided professional and engineering support services to help the Program fulfill its mission to: "Design, procure, build, and deliver critical amphibious warfare capability to support the Navy and Marine Corps mission". As the Navy's oldest continuous service acquisition Program Office, PMS 377 has managed billions of dollars of funds for various ACAT I, II, III, IV and non-ACAT programs. Today, PMS 377 is responsible for \$19B+ of funds for multiple product lines to acquire ships that are the critical elements of the Marine Air-Ground Task Force (MAGTF). The Program guides new construction shipbuilding acquisition programs including LHA 8 (BOUGAINVILLE) and LHA 9 (FALLUJAH) as well as LPD 28 (USS FORT LAUDERDALE), LPD 29 (RICHARD M. McCOOL, JR.), LPD 30 (HARRISBURG), LPD 31 (PITTSBURGH) and LPD 32 (TBD) along with the Amphibious Assault Direction System (AADS) and Blue Force Tracker-2 (BFT-2). TMB's support to these efforts has been a constant throughout our history, we remain committed to delivering high quality support services to support these critical efforts.

TMB's PMS 377 team is currently led by Alan Dillman. Although Mr. Dillman is a relatively recent addition to TMB, having joined the



USS Arlington (LPD-24) under way in the Atlantic Ocean
US Navy Photo by MC2 Ryre Arciaga

company a little over a year ago, he first supported PMS 377 starting in 1986 and has spent nearly half of his 37-year career in delivering professional services for Amphibious and Auxiliary Shipbuilding Programs. He took over as TMB's PMS 377 Program Manager from Mike Joyce last year allowing Mr. Joyce to move to a Part Time role. Having supported PMS 377 since 1979, Mr. Joyce has delivered system engineering definition, requirements formulation, acquisition strategies, contract planning and financial execution subject matter expertise to JCC(X), AADS, Maritime Prepositioning Ship, Fast Logistic Ship, Aviation Logistics Support Ship, Auxiliary Crane Ship, Sealift



An air-cushioned landing craft approaches the well deck of the USS Green Bay.

Navy photo by Petty Officer 2nd Class Kaleb R. Staples

Enhancement Features, LCAC, LPD 17, and LHA Programs. With Mr. Dillman and Mr. Joyce providing leadership and unrivaled experience in meeting the challenges of the Amphibious Warfare Program Office, TMB is confident we are a strong partner in assisting PMS 377 to achieve continued success.

Over its 56+ year history, PMS 377 has seen many changes including management of multiple Amphibious Assault Ship, Landing Ship, Maintenance, and Auxiliary Ship Classes or the spinning off of new programs including the Strategic Sealift Program Office (PMS 385) and LPD 17 Program Office (PMS

317). The latest big change for the Program Office occurred in 2021 when PMS 377 and PMS 317 were reorganized. As mentioned, the Program has experienced numerous changes and re-organizations over its history. This one was relatively straight forward on paper. PMS 377 would transfer the LCAC, LCU, and SSC programs to PMS 317 and the LPD 17 program would move from PMS 317 to PMS 377. However, this reorganization occurred while we all were still working through the ongoing response to the COVID-19 pandemic. Another challenging aspect of the reorganization was the need to maintain uninterrupted contractor support services for PMS 377's vital mission even as the contracts were no longer aligned to the Programs and product lines they managed. As a Prime contractor delivering Business and Financial Management, Logistics, and Strategic Planning support for PMS 317, we have continued to deliver these services for the LPD 17 Class efforts now managed by PMS 377. Our role as the Prime contractor providing Overarching Program Management, Administrative, and BFM Support to PMS 377 has continued and between

Continued on page 4



Our PMS 377 BFM Principal Acquisition Program Manager (PAPM) has initiated a program to allow BFM support team members to spend a day shadowing the BFM PAPM. This opportunity provides our PMS 377 support staff a unique perspective on how our work fits in with overall program efforts and the opportunity to gain valuable insight into what a day in the life of a government BFM PAPM entails.

In the picture above, our PMS 377 BFM Task Lead, Justin Kessler, poses for a picture with Jaimie Hoops, PMS 377 BFM PAPM.

HR Corner

TMB's TASC Survey Results

All TMB employees are eligible to participate in the TASC program that allows individuals to pay for qualified health and transportation expenses on a pre-tax basis. Thank you to everyone who took the time to respond to the survey TMB sent earlier this year to all of our TASC participants. Based on information collected the overwhelming majority of employees who use TASC believe it is a value added benefit and are happy with the service TASC provides. One area of concern reflect in a majority of responses is clarity around reimbursement rejections. Unfortunately, the TASC website is not currently set up to indicate claim rejection reasons. If your claim is rejected, please contact TASC directly (see contact information below) and a representative will provide you with information on why it was rejected. Below is a list of possible reasons for claim rejections:

- Not enough funds available in your FSA account.
- Is the claim an eligible expense? Some services may require a Letter of Medical Necessity; if a claim was submitted without one, TASC will reject the claim. You can find the list of covered expenses by going to <https://www.tasconline.com> and at the Home page, select Resources>Eligible Expenses. At the Eligible Expenses page, select the option for FSA Eligible Expenses. At the bottom of the second page, there is a list of items requiring additional documentation. These items require a Letter of Medical Necessity from your medical practitioner explaining the medical necessity of the expense to include the diagnosed condition, onset of the condition, etc.

Felecia Chinn
Administrative
Director/FSO



along with the practitioner's signature.

- Not enough documentation provided with the claim. Documentation must show the date of service, the amount of payment, the provider of the service and what the service was for.

When are Receipts required?

Another area of concern noted in the survey responses was providing receipts. Receipts are only required if you receive an email notification from TASC requesting one. You can upload the receipt in the TASC website or via the TASC mobile app and attach it to a specific claim. In the TASC site, select Transactions>Bills and Receipts and then select the option to Upload a bill or receipt. Once you've uploaded the receipt, you can then attach it to the applicable claim. Go to Transactions>Expenditures and then find the claim requiring the receipt, click on Attach Verification, browse for the receipt and then select Attach.

Contact TASC

Contact TASC at 800-422-4661 or you can submit a support request on the TASC website. Please note that support requests will be responded to within 1-2 business days.

Additional TASC resources are located in ADP. Go to Myself>Benefits>Enrollments. In the tile marked Your Benefits, select View Benefits. Under the Enrollment Summary, there is a list of benefits you are enrolled in. At the FSA benefit tile, click on the three dots and then select Additional details. The next screen will provide you with a list of TASC resources.

TMB Milestones

New Hires

(January – March 2023)

We would like to welcome all of our new hires from January – March 2023:

Ed Wallace	Lilas Manning
Rachelle Danaher	Ron Lee
Raheem Johnson	Anyela Moore
Stuart Cortinas	Bhavik Sanghavi
Ian Mwashuma	Jessica Dixon
Shauntia Henry	

TMB Anniversaries

(January – March 2023)

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

15 Years –

Kerry Avila	Aaron Cureton
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10 Years –

None this quarter

5 Years –

Maxine Smith	Ja'Quetta Byrd
Ryan Maniquis	Lisa Voth
Brenton Harris	Bakal Asrat
Tonya Harrison	

1 Year –

Joseph Ceschini	Jamica Beagle
Tom Ryan	Ned Sheedy
Justin Kessler	Dave Beatty
Alan Dillman	Miguel Alonso

Employee Referrals

(January – March 2023)

During the past quarter, the following people received referral bonuses totaling \$2,000.00 by referring people to TMB that we have hired. Thank you to Jamica Beagle and Valencia Powell 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

tmbhq.com

Security Awareness

Continuous Evaluation – What does this mean?

Many of you have been receiving email notifications from the security team that your investigation or reinvestigation has been deferred to the Continuous Evaluation (CE) program. Investigations have been transitioning from a periodic investigation model to a CE model which is also known as continuous vetting to ensure Federal, military and contractors' continued eligibility for employment and /or access to classified information.

The CE program is an ongoing screening process to review the background of an individual who is assigned to a sensitive position or has access to classified information. CE leverages automated record checks and applies business rules (aligned to the Federal Investigative Standards) to assist in the ongoing assessment of an individual's continued eligibility.

Deferment into CE refers to the process implemented by the DoD in July 2018. New inves-

Continued on page 5

TMB BFM Support to PEO IWS: Still Going Strong

Although it may seem hard to believe for many of you, TMB is currently in its eighth year of providing Business and Financial Management (BFM) support as a Prime Contractor to the Program Executive Office for Integrated Warfare Systems (PEO IWS) on the PEO IWS BFM contract. PEO IWS is responsible for surface ship and submarine combat systems, including missiles (except the Trident ballistic missile and Tomahawk cruise missile), radars, launchers (except Trident), guns, electronic warfare systems, acoustic sensors, electro-optic sensors, infrared sensors, navigation, command, and control systems. PEO IWS is comprised of 11 separate Major Program Offices, each with its own staff and budget of hundreds of millions of dollars.

The original PEO IWS BFM contract was awarded in 2014 when the PEO consolidated approximately 12 separate contracts into three omnibus contracts, one each for BFM, Acquisition/ILS, and Corporate Operations. This was a big win for TMB as it nearly doubled the size of the company at the time and is still our largest contract, accounting for nearly half of our annual budget. TMB had previously provided BFM support to PEO IWS on one of the predecessor contracts and has also held two Engineering Support Services (ESS) contracts with IWS 4.0 and 6.0. We were proud to win the BFM recompetes in 2020 and have just entered the fourth year of this contract. As the prime, we lead a team of 12 companies and approximately 170 personnel with expected annual revenue of \$29M in 2023.

The function of the BFM contract is to support the full range of the Planning, Programming, Budgeting, and Execution System (PPBES) as implemented by the Department of Defense (DoD), Department of Navy (DON), and Naval Sea Systems Command (NAVSEA). PEO IWS submits the coordinated PPBES inputs to the Budget Submitting Office in NAVSEA via the PEO IWS Chief Financial Officer (whom we also support on this contract) to ultimately contribute to the creation of the President's Budget and congressionally enacted defense appropriations bills. We do this by providing a highly qualified staff of financial professionals and integrate them with the government Business Financial Managers of each of the supported Program Offices. The contract tasking is comprised of four primary functional areas: Business Financial Operations, Financial

Planning and Budgeting, Financial Execution, and Foreign Military Sales (FMS). Each of these tasks is further broken down into numerous subtasks, and we utilize government financial systems such as Enterprise Resource Planning (ERP), NAVSEA Enterprise Planning System (NEPS) and Management Information System for International Logistics (MISIL) to perform them.

This is a large and relatively complex contract by most standards, and even more so for a Small Business contract, but one aspect



Gary Munn and Dan Diaz providing long time BFM support to PEO IWS

that makes it particularly challenging is the sheer number of funding lines that we receive on it. When you consider the number of program offices we support (many of which are responsible for multiple systems) and the various appropriations that are used to fund us, we very quickly get into the several hundreds in terms of funding lines for each contract year. The number of lines is so numerous, in fact, that we ran out of two-digit accounting classification reference numbers (ACRN) on both the first and second contract and the Government had to issue what is known

as a Clone contract. This is a fairly rare occurrence in which the contracting officer has to create a new task order and move the remaining ceiling from the original one to the new one in order to start over again with ACRN assignments. The complexity of the BFM contracts has been very helpful to TMB's development into a trusted Government Prime Contractor. Managing large original and clone contracts at the same time has caused us to become more efficient in our program and subcontractor management as well as ensuring we meet all required Government reporting requirements. It has afforded us the opportunity to effectively utilize our accounting system's functionality. These contracts have been good for TMB in many ways.

In the end these contracts are all about providing our PEO IWS clients their PPBES support. Doing so helps to ensure that the Nation's warfighters who rely on PEO IWS accomplishing its assigned mission, on time and on schedule, have the equipment and training necessary to sail into harms way and prevail. TMB has been honored to be trusted by PEO IWS to be part of the IWS enterprise and will keep that trust sacred as long as we are called by PEO IWS to "answer the bell".

TMB PMS 377/317 Lineage

Continued from page 2

the two contractual efforts we are able to assist PMS 377 across all of their product lines. By maintaining constant communication with our Contracting Officer's Representatives (COR) on both contracts and with PMS 377 Program Office leadership we have been able to provide seamless support to the Program requirements throughout the reorganization.

We now look to the future in our support of TMB's longest served customer, PMS 377. We are excited to continue to deliver support

services to the Team responsible for the execution of active contracts to acquire 2 LHAs and 5 LPDs. TMB looks forward to assisting in the delivery of the last LPD 17 Flight I Class ships (LPD 28/29), the first of the LPD 17 Class Flight II ships (LPD 30) and the LHA (R) Flight I ships (LHA 8/9). We are proud to remain a part of a World Class Shipbuilding Program Office.

~ Ned Sheedy
Chief Operating Officer

TMB Events

In late February, Richard Parker, our Chief Diversity Officer and one of our Division General Managers, led a **Black History Month Event** which shined a light on two US Navy Sailors and diversity at TMB. He introduced us to Mr. Doris Miller who was the first African American to be awarded the Navy Cross and the first African American Enlisted Sailor to have an Aircraft Carrier named after them. We were also introduced to Mr. Jesse Brown who was the first African American to complete Navy flight training. His history making story was recently told to the world through the hit movie *Devotion*.



US Navy Sailor Spotlight

Doris Miller


12 October 1919 – 24 November 1943
First African American to be Awarded the Navy Cross

- Born in Waco, TX to a sharecropper family
- Grandparents were slaves
- Enlisted in the US Navy as a mess attendant
- Awarded the Navy Cross by FDR in 1942
- Killed in 1943 after the ship he was serving on was struck by a torpedo



Admiral Chester W. Nimitz pins a Navy Cross on Mess Attendant Second Class Miller during a ceremony aboard the USS Enterprise (CV-6) at Pearl Harbor, on May 27, 1942.






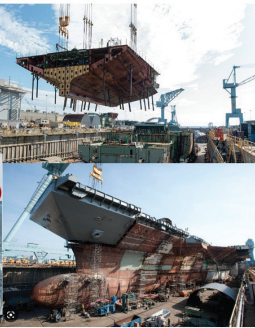
Awards and Recognition

Doris Miller

- Doris Miller VA Medical Center, Waco,
- USS Doris Miller (CVN-81) scheduled to be commissioned in January 2030
- First aircraft carrier named for an Enlisted sailor and first named after an African American



USS DORIS MILLER (CVN-81)



TMB Proposal Team Proprietary Commitment. Excellence. Integrity.



US Navy Sailor Spotlight

Jesse Brown

13 October 1926 – 4 December 1950
First African American to Complete Navy flight training

- Born into a sharecropper family in Hattiesburg, Mississippi.
- Worked loading boxcars on the midnight shift and joined the Naval Reserve while in college.
- Applied to the naval aviation program after graduating from college and became the first African American to complete Navy flight training in 1948.
- Shot over Chosin Reservoir on December 4, 1950
- Given a warrior's funeral



TMB Proposal Team Proprietary Commitment. Excellence. Integrity.

At our **All Hands** event on 28 February, TMB's Chief Executive Officer (CEO), Dan Clague, provided a 2022 Review for TMB and our upcoming 2023 Opportunities and Challenges. Employees were treated to an assortment of cookies and fruit.



Security Awareness Continuous Evaluation – What does this mean?

Continued from page 3

tigation requests are screened using a risk management based approach whereby the Standard Form 86 (SF-86 or e-QIP) is analyzed using a deferment protocol(s) and is then identified for either enrollment in CE or submission to an Investigation Service Provider (ISP) for a reinvestigation.

Continuous Vetting (CV) involves regularly reviewing a cleared individual's background to ensure they continue to meet security requirements and should continue to hold positions of trust. Automated record checks pull data from criminal, terrorism and

financial databases as well as public records at any time during an individual's eligibility period. If DCSA receives an alert, it is assessed to ensure whether it warrants additional investigation.

Cleared contractors are required to submit an updated SF-86 (e-QIP and releases) every 5 years regardless of level of eligibility based on the most recent date of either the CE enrollment date, or the date of last investigation.

Source: Defense Counterintelligence and Security Agency website
<https://www.dcsa.mil/mc/pv/mbi/>

Spotlight On

Announcing the Inauguration of the Team Ships Lifecycle Logistics (LCL) Internship/Apprenticeship Program!

The Team Ships Lifecycle Logistics (LCL) Internship/Apprenticeship Program will be launched in the summer of 2023. Similar to the very successful Team Ships Business Financial Management (BFM) Internship/Apprenticeship Program (est. 2020), the LCL program was developed to bring new talent to NAVSEA (Government and Contractor) and to grow the LCL workforce community.

The LCL Program is a Personnel Qualification Standard (PQS) that represents a stage in one's career within the logistician career path. Expected knowledge gained includes a basic understanding of logistics principles such as terms, processes, and techniques. Also gained is the understanding of policies, regulations, and organizational strategic goals as they pertain to Team Ships. Personnel are junior members of a larger team, assisting in performing analysis and require direct supervision.

The Program is a unique Development/Training Program:

- **Development:** each intern/apprentice is assigned to a logistician director or manager (mentor) from Team Ships. The mentor is instrumental in providing firsthand knowledge and experience, explaining roles and responsibilities, and acting as a sounding board relating to career goals and development in becoming a logistician with Team Ships. The intern/apprentice/mentee is encouraged to ask questions, discuss the PQS, and discuss career goals and development with the mentor.
- **Training:** during the first 4-5 weeks of the Program, interns/apprentices follow the PQS training curriculum led by Subject Matter Experts (SMEs). Following the completion of training, the interns/apprentices will have gained a basic understanding of LCL principles such as terms, processes and technique, policies, regulations, and organizational strategic goals as they pertain to Team Ships to be fully integrated into the Program Office providing LCL support services such as reviewing/preparing reports and documents, attending meetings, and following up on administrative actions.

The goal by the end of internship/apprenticeship is for the intern/apprentice to gain a general understanding of what logisticians do for the Navy and have a positive experience that could launch a future career at NAVSEA or in the NAVSEA contractor community. Upon completing the Summer Internship, summer interns who graduate from College or University the following year can join the Apprenticeship for 1-year to continue gaining valuable Logistics Analyst knowledge, skills, and experience and get LCL systems access. Moreover, upon completing the Apprenticeship, apprentices will have gained the necessary foundational experience to be a successful analyst and may have the opportunity to join the team as a full-time Logistics Analyst.

BFM Internship/Apprenticeship Program Success

Two successful graduates of the BFM Internship/Apprenticeship Program, Jeffrey Gruse and Jacob Myers, were recently hired as full-time LPD Financial Analysts supporting the Amphibious Warfare

Program Office, PMS 377. Jeffrey shared that "During my internships at TMB, I had access to an array of resources that have helped me prepare for my new full-time position. Of note, the trainings led by TMB staff provided me with a wealth of knowledge, which has proven to become valuable even to this day. I also had the pleasure of working with Catherine Thach, Tracy Bagley, and David Kunselman – who were always there to guide, teach, assist, and help us become valuable assets of the company.

Additionally, the mentor program played a vital role in helping build upon the foundations that TMB laid. I had the privilege of working directly with my mentor Ryan McKalip on two separate occasions. The first was during the summer of 2021 with PMS400D, and the second was when I returned to TMB in the summer of 2022 after graduating from JMU, working with PMS515. Under his guidance, I gained a great deal of knowledge about the industry and further honed my skills. One of the most impactful experiences I had on the job was with the PMS515 team when we traveled to Wisconsin for our kickoff production meeting. It was a remarkable opportunity to see how everything we do behind the scenes and screens, gets implemented into real-life.

As for my new position, I'm supporting PMS 377 and enjoying the challenges and opportunities it presents. I'm confident that my time as an intern has prepared me well for this role, and I'm looking forward to continuing to learn and grow with the company."

TMB is excited to continue and expand these Internship/Apprenticeship Programs to carry on guiding college students and recent graduates as they begin their careers.



Jacob and Jeffrey with their fellow BFM Interns

Row 1 L to R: Cameron Lomax, Arya Naik, Jailene Galdamez, Kalli Agudo

Row 2 L to R: Jacob Myers, Jason Skolnick, Richard Chung, Jeffrey Gruse, Jagjit Singh

Performance Awards *Bravo Zulu*



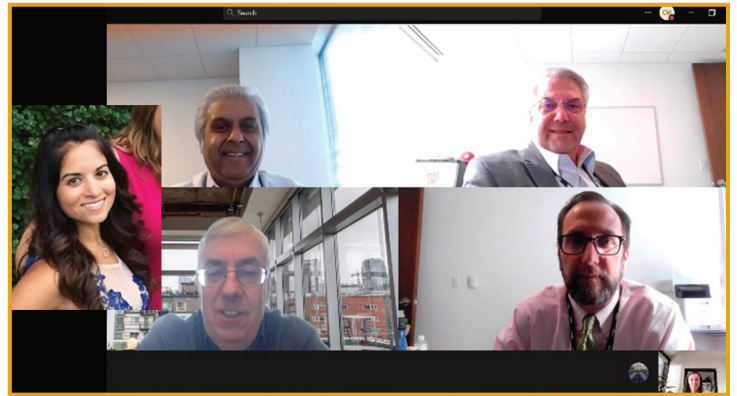
Ned Sheedy, Dan Clague, **Brenton Harris**, Tom Ryan, Paul Downey
Exceptional Support of PEO IWS BFM 1.0



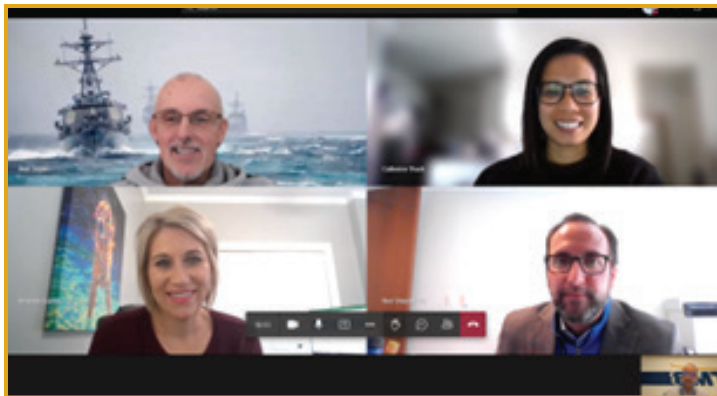
Cat Thatch, **Dean Vidovich**, Ned Sheedy, Walt Griffin, Rick Parker
Exceptional Support of the Team Ships Front Office



Cat Thatch, **Jessica Eadie**, Ned Sheedy, Rick Parker
Exceptional Support of the Team Ships Front Office



Lisa Voth, Anu Vasudevan, Tom Ryan, Paul Downey, Ned Sheedy
Exceptional Support of PEO IWS BFM 1.0



Walt Griffin, Cat Thatch, **Amanda Guidry**, Ned Sheedy, Rick Parker
Exceptional Support of the Team Ships Front Office



Ann Fontana, Alan Dillman
Exceptional Support of the PMS 377 Program