The SPAWAR/Industry Conference 2001

Charting the Course for the 21st Century Fleet Support

Dear Participants,

The San Diego Chapter of the National Industrial Association (NDIA) is again pleased to co-sponsor the Space and Naval Warfare Systems Command (SPAWAR) and Industry Conference. The goal of these three days is to reveal to the industry SPAWAR's plans for reaching its vision — to become the premier provider of C4ISR, IT, and Space capabilities.

What better place to address the challenges and opportunities of fleet communications than San Diego, the technology center of the Navy? San Diego has been the home of some of the Navy's key warfighting laboratories for over 50 years. Now, fueled by SPAWAR, exciting technology breakthroughs in information technology, network-centric warfare, intranets and high-speed communications are changing San Diego's technology focus.

NDIA is one of the oldest and most active organizations providing a forum in support of a strong defense for our nation. With over 900 corporate and nearly 28,000 individual members, NDIA acts not only as a spokesperson for the defense industry but as a catalyst for improvement in the defense procurement process. Together with affiliates such as Women in Defense, the National Training Systems Association, and the Association for Enterprise Integration, NDIA represents all facets of the defense industry, technology base and the military services.

The San Diego Chapter of NDIA is one of the most active chapters in this influential national organization. Monthly luncheons host senior military officers and civilian program chiefs for educational presentations and candid discussions. Other programs bring local companies side-by-side with government officials in small task groups to work on a range of issues.

Our chapter has been active in supporting local charitable causes serving the military in San Diego, as well as local business initiatives such as the San Diego Women Who Mean Business Awards. This year we initiated our own technology and management awards program to recognize San Diego individuals who have contributed most to Fleet support. I urge you to learn more about NDIA and the activities of our local San Diego Chapter at http://www.ndia-sd.org.

NDIA National and the San Diego chapter are proud of our history of linking industry and government in the common interests of a strong national defense through a strong industrial base. We see conferences and symposia such as the **SPAWAR and Industry Conference 2001** as essential in that process. We hope it will stimulate your partnership between industry and government in supporting the fleet.

Sincerely,

Michael J. Woiwode
ARINC, Inc.
President
San Diego Chapter, NDIA

To all SPAWAR Participants and our Industry Partners,

This year marks the fifth annual SPAWAR/Industry Conference here in San Diego and the first since I assumed command of SPAWAR earlier this year. I am elated that we continue this excellent opportunity to exchange ideas — particularly in light of the increased operational demands being placed on our Fleet today.

The tragic events of the past few weeks caused consideration that we cancel this event — as so many other organizations have chosen to do. But, expressly because of these same events, it is more important than ever that SPAWAR, and our Industry partners increase our dialog, strive for even better understanding of the Fleet's needs and work together to shape the future of information technology. Conversely, it is equally important to know what our forces do not need, what might not be working as well as we would like, and where improvements can and should be made. Hopefully, each of us will receive this vital education in the next few days.
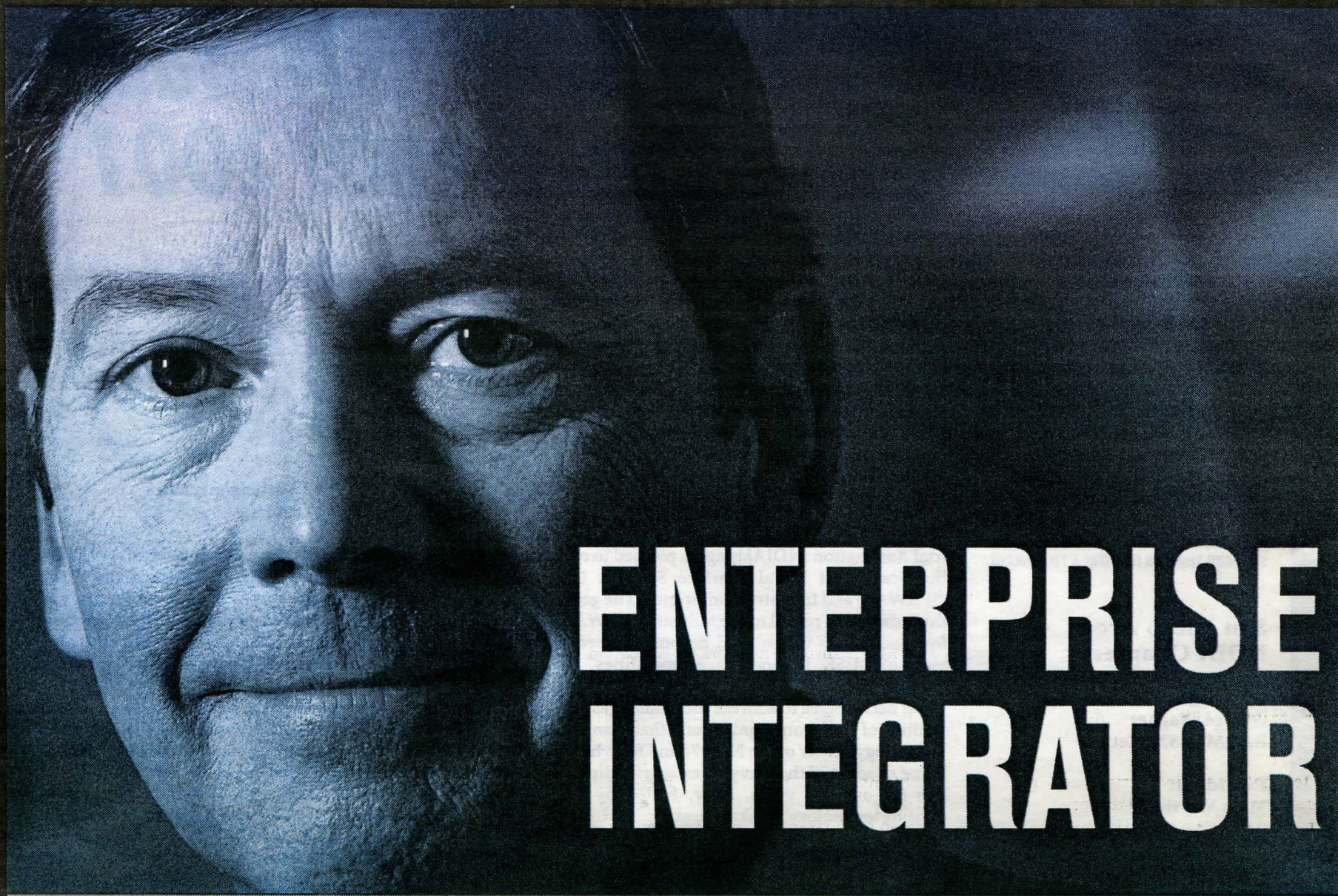
The SPAWAR/Industry conference has become the benchmark for industry/government communication, so I hope you will take every advantage to network with your peers and potential partners, talk with SPAWAR's program managers and senior leadership, explore potential business opportunities and generally come away with a better understanding of the importance of our mutual relationship and how we may serve our customers better.

No one can predict how long it will take the nation's military forces to achieve the goals that have been set by our Commander-in-Chief. It is certain, however, that the more effectively the SPAWAR/Industry Team operates together, the more effective our forces will be in meeting and exceeding the Nation's expectations, in ensuring the safety of all and in preserving our Freedom.

I look forward to meeting and talking with you.

Sincerely,

Kenneth D. Slaght
Rear Admiral, U.S. Navy
Commander, Space and Naval Warfare Systems Command

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PUBLIC SERVICES

We Are The National Defense Industrial Association

As the "Voice of the Industrial Base," the National Defense Industrial Association (NDIA) educates and provides a link for its members to defense officials and leaders of industry. Headquartered in Arlington, Virginia, NDIA (a nonpartisan, nonprofit international association) communicates industrial perspectives to Congress, the Pentagon, and the American people, and works to share issues and defense policies related to defense acquisition and procurement.

NDIA is the product of a March 1997 merger of the American Defense Preparedness Association (ADPA) and National Security Industrial Association (NSIA). This merger brought together two of the more influential professional associations of members currently doing business with the U.S. Defense Industry. With nearly 1,000 corporate and nearly 28,000 individual members, together with affiliates such as Women in Defense, the National Training Systems Association, and the Association For Enterprise Integration, NDIA represents all facets of the defense industry, technology base, and the military services.

"By combining those two proud, strong and well-respected organizations," stated NDIA's president, Lieutenant General Lawrence F. Skibbie, U.S. Army (Ret.), "we have an association greater than the sum of its parts. We serve as the leading advocate of technology and industrial base concerns, and provide ethical and responsible forums for industry and Defense Department leaders to share concerns relating to the acquisition and procurement processes."

NDIA has taken a leadership role by sponsoring more than 60 classified and unclassified national symposia and exhibitions each year on key technology areas and warfare specialties, as well as forums for government and industry exchanges. In all cases these meetings are established to bring together interested partners to provide solutions in the interest of preserving an industrial base capable of supporting our nation's military forces and force structure. Such meetings, with topics ranging from simulation, weapons and information systems, to environment and space initiatives, provide conduits for on-going information exchange between government officials and industry leaders. NDIA's 33 active committees, divisions and groups link government and defense agencies to resolve issues of mutual concern. Its 56 chapters, many located near major military commands, research centers, and defense facilities, conduct programs that inform their communities about national security and the industrial base.

Association members include individuals and corporations that sell goods and services to the U.S. Government, organizations which advise and assist these companies, and those which desire to develop relationships with them through networking opportunities and NDIA membership. By participating, members may contribute ideas and recommendations to government and industry and receive helpful information on government policies, programs, and problems.

NDIA's monthly magazine, *National DEFENSE*, has also been strengthened by the merger, as the synergy created by this union of defense experts has meant a wider range of articles and features, and provides its readers with current, in-depth, and critical analysis of defense and national security issues and policies. NDIA's business and technology journal has become the primary source of Defense Department and defense industrial base information for tens of thousands of leaders in the military, government, research, and business communities.

NDIA provides a link for its members to defense officials and leaders of industry. It stands in a key position to share issues and impact defense policies related to acquisition and procurement. NDIA leads the way in communicating industrial perspectives to Congress, the Pentagon, and the American people.

The Mission of NDIA

- Provide legal and ethical forums for interchange between government and industry.
- Promote essential national security policies and programs in public, industrial, and governmental activities.
- Provide industry advice to government.
- Facilitate mutual understanding and working relationships between government and industry.
- Provide leadership in technology and education related to national defense.
- Support economic strength through international competitiveness.

NDIA Provides Members a Competitive Edge

- Strong interface between government and industry.
- Effective advocacy through Government Policy and Procurement Departments.
- Opportunities to exhibit at symposia at significantly reduced rates.
- Access NDIA Online, a resource for legislative, regulatory, and contracting information which affects your business.
- Worldwide network of companies and individuals sharing your concerns regarding national security and technology issues.
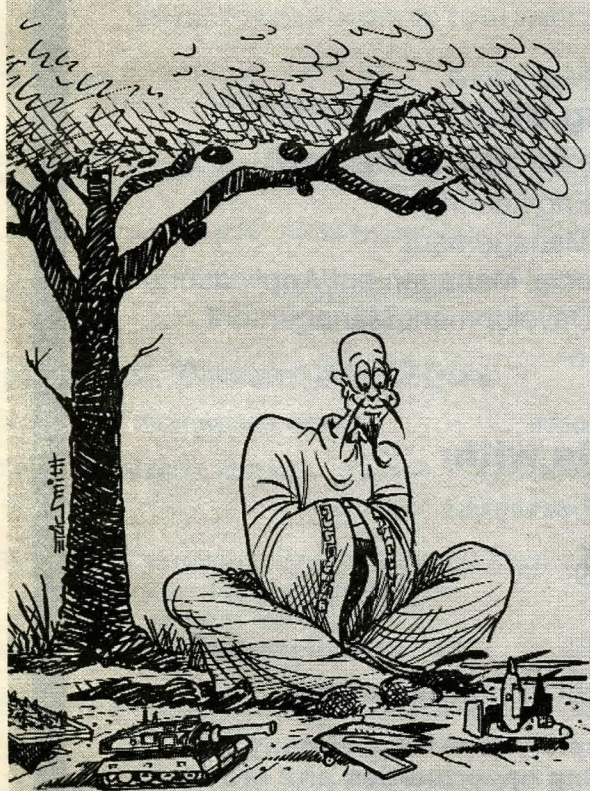
NDIA's Affiliates

- **National Training Systems Association (NTSA)** represents and promotes business interests of companies in the simulation, training, mission planning/rehearsal, and support services industry. Provides industry forums, roundtables and business development seminars; a bi-monthly newsletter on training industry issues; comprehensive market survey/business forecast; and business referrals.
- **Women in Defense (WID)** provides its members with opportunities for both professional development and networking, cultivating the advancement of women leaders in both government and industry.
- **Association for Enterprise Integration (AFEI)** fosters business process improvements through electronic commerce and information sharing. AFEI serves as a cooperative effort between government and industry in meeting challenges faced, and promotes open communications and exchanges of ideas between users, integrators, and original equipment manufacturers of government products and services.

Visit NDIA Online at www.ndia.org

With one of the most extensive homepages in the defense industry, information is available regarding all association activities and events. Additionally, it offers access to comprehensive government policy and contracting resources that provide current intelligence, background information, and trends in legislative, regulatory and political arenas.

"Charting the Course" for 21st Century Fleet Support

The SPAWAR/Industry Conference October 31, 2001 - November 2, 2001

Bahia Hotel, Mission Bay, San Diego, California

The SPAWAR/Industry Conference 2001 will be held at the Bahia Hotel on Mission Bay Wednesday October 31 through Friday November 2, 2001. Early check-in will begin Tuesday afternoon October 30th from 4:00 p.m. through 6:00 p.m.

This year's conference will follow the same format as last year and will feature plenary sessions/keynote speakers each morning, followed by separate breakout sessions Wednesday and Thursday af-

ternoon. The breakout sessions, or "Tracks" permit attendees to focus their attendance in specific SPAWAR business areas and learn what business opportunities may be available from SPAWAR Headquarters; the Program Managers; the Systems Centers located in Charleston SC, Chesapeake VA, and San Diego, CA; and the Information Technology Center in New Orleans, LA. Only those programs of record that have present or future contracting opportuni-

ties will be briefed at the conference.

A reception will take place commencing at 6:00 p.m. Wednesday evening, October 31, aboard the sternwheeler "William D. Evans." The "William D. Evans" will depart the Bahia Hotel pier at 6:30 p.m. All registered attendees and program participants are invited to attend. Conference participants may bring guests on the cruise with the purchase of a guest ticket at time of registration/check-in. "William D. Evans" will cruise

Mission Bay for approximately 2 hours, returning to the Bahia pier approximately 8:30 p.m.

The meeting will close with an NDIA-sponsored Conference Banquet beginning with a reception at 6:00 p.m. followed by the dinner and speaker at 7:00 p.m. on Friday November 2 in the Ballroom of the Bahia. Separate tickets are required for this event and may be purchased when registering for the conference.

Tuesday, 30 October

Time	Event	Location	Attendees
4:00-6:00 pm	Early Check in	La Jolla Room	Attendees

Wednesday, 31 October 2001

Time	Event	Location	Attendees
7:00-8:00 am	Check-In	Ballroom	Attendees
8:00-8:15 am	Welcome & Administrative Remarks	Ballroom	Mike Woiwode President, NDIA San Diego Chapter Frank Hewitt Conference Chairman
8:15-9:15 am	SPAWAR's C4ISR Vision of the Future	Ballroom	RADM Ken D. Slaght, USN Commander, SPAWARSYSCOM
9:15-10:00 am	Supporting Current Readiness (CNO's Priority #2)	Ballroom	RMDL Dave Antanitus, USN SPAWAR Chief Installer
10:00-10:30 am	Break/Networking		
10:30-11:15 am	Supporting Future Readiness (CNO's Priority #3)	Ballroom	Dr. Frank Perry SPAWAR Technical Director
11:15-11:45 am	Preview of Afternoon Sessions	Ballroom	Roger Copeland (PD's) SPAWAR-00P
11:45 am-12:45 pm	Lunch	Bahia Patio	
1:00-2:00 pm	Session #1 Aligning Production, Installation,	Ballroom A	SSC Charleston & Contracting
	Session #2 Combat Support Applications	Ballroom B	PD-15
2:00-2:15 pm	Break/Networking		
2:15-3:15 pm	Session #3 Building The End-to-End Network	Ballroom A	PD-16
	Session #4	Ballroom B	SITC New Orleans
3:15-3:30 pm	Break/Networking		

Time	Session			
3:30-4:30 pm	**Session #5**	Fleet Communications	Ballroom A	PD-17
	Session #6	Intelligence, Surveillance, Reconnaissance, & Targeting	Ballroom B	PD-18
4:30 pm		Adjourn and Prepare for Reception aboard the Sternwheeler William D. Evans		
6:00 pm		Reception Commences	Bahia Pier	Attendees & Guests
6:30 pm		Cruise Departs **(underway)** Sternwheeler William D. Evans		
~8:30 pm		Cruise returns to Bahia Pier - Guests Depart		

Thursday, 1 November 2001

Time	Session			
8:00-8:10 am	**Administrative Announcements**	Ballroom	Frank Hewitt Conference Chairman	
8:10-9:15 am	**Keynote Address**	USMC Perspective Ballroom	Brigadier General Robert Shea, USMC Director C4 and CIO HQMC (accepted)	
9:15-9:30 am		**Break/Networking**		
9:30-10:30 am	**Speaker** Roadmap to the Single Integrated Picture (SIP)	Ballroom	Stephen R. Woodall, Ph.D. Consultant to CSC	
10:30-10:45 am		**Break/Networking**		
10:45-11:45 am	**Speaker**	The Fleet View	Ballroom	
11:45 am-12:45 pm		**Lunch**	**Bahia Patio**	**All**
1:00-2:00 pm	**Session #7**	NMCI-"Progress and Needs"	Ballroom A	PD-16 & EDS
	Session #8	Command Center of the Future	Ballroom B	CAPT Ernest Valdes, USN Commanding Officer SSC San Diego
2:00-2:15 pm		**Break/Networking**		
2:15-3:15 pm	**Session #9**	Task Force Web	Ballroom A	PD-15
	Session #10	Implementing the C4ISR Vision	Ballroom B	SSC-SD
3:15-3:30 pm		**Break/Networking**		
3:30-4:30 pm	**Session #11**	Advanced Technology	Ballroom A	SPAWAR-06
	Session #12	Horizontal Integration	Ballroom B	Mr. Tom Higbee SPAWAR Chief Engineer
4:30 pm		Adjourn for the day		

Friday, 2 November 2001

Time	Session			
8:00-8:10 am	**Administrative Remarks**	Ballroom	Frank Hewitt	
8:10-9:15 am	**Keynote Speaker**	Ballroom	ADM Archie R. Clemins, USN(ret) (confirmed)	
9:15-9:35 am		**Break/Networking**		
9:35:10:20 am	**Corporate Contracting Session** (A Panel) Innovative contracting strategies and future opportunities!	Ballroom	CAPT. Steve Sterrett,USN SPAWAR Director of Contracts SSC's/SITC	
10:20-10:35 am	**Small Business Initiatives**	Ballroom	Ms. Julie Krnc Director, Small Bus. Office	
10:35-11:10 am	**Strategic Planning for the Future**	Ballroom	Ms. Sarah Lamade Director, Corporate Operations & Chief Information Officer	
11:10-11:30 am	**General Q&A Session**	Ballroom	Conference Participants	
11:30 am	**Conference Sessions Complete** – Please return for Conference Banquet with Speaker			
6:00 pm	**Reception for Conference Banquet** Ballroom (Sponsored by NDIA. Separate NDIA ticket required – may be purchased at registration.)			
7:00-11:00 pm	**Conference Banquet with Speaker** Ballroom VADM Timothy W. LaFleur, USN, Commander Naval Surface Force, U.S. Pacific Fleet (confirmed) (Sponsored by NDIA. Separate NDIA ticket required – may be purchased at registration.)			

National Defense Industrial Association
San Diego Chapter

The San Diego Chapter is one of the most active in the National Defense Industrial Association (NDIA), a prominent national organization. With its proximity to many local military commands and the Space and Naval Warfare Systems Command (SPAWAR), the chapter provides a lively venue for the regular exchange of information with the military customer. Regular monthly luncheons host senior military command officers and civilian program chiefs for lively presentations and candid Q&A. These luncheons also offer an excellent networking opportunity with other DoD contractors doing business in San Diego.

Additionally, the SPAWAR Systems Center Executive Forum (which meets every other month) features a topic of relevance to both industry and the Point Loma lab, followed by a casual reception where open, informal discussions take place on current issues, including contracting, program management and technology developments. Additionally, the chapter provides a variety of opportunities for local companies to participate in small task groups working side by side with government officials on a range of issues. In the past these have included contracting, procurement, and teaming strategies. New working group topics surface regularly and provide ample opportunity for participation by new members.

NDIA San Diego Chapter has also been active in local charitable causes that serve the military presence in San Diego. The Chapter has supported the Jackie Robinson YMCA, Armed Services YMCA, and Navy Relief and local Fleet Week activities. The chapter has also supported local business initiatives such as the "San Diego Women Who Mean Business" Awards. Additionally, the Chapter provides awards to the University of San Diego/San Diego State University NROTC unit for scholastic excellence, and two prestigious cash awards to recognize San Diego individuals who have contributed most, through technology and management, to Fleet Support.

Recently the San Diego Chapter has received designation as an "NDIA Model Chapter" by NDIA national headquarters. For more information on NDIA and the activities of the local San Diego Chapter, please see the Web site at: www.ndia-sd.org.

San Diego-based Contractor Leads Team in Support of SPAWAR Initiatives

By Laura Zanor

Rear Admiral Ken Slaght brings a "warrior's perspective" as new commanding officer of Space and Naval Warfare Systems Command (SPAWAR), since assuming command in May 2001. His focus on Fleet priorities and teamwork and his passion for excellence have resonated with the 8,000-person professional staff of SPAWAR and with the contractors that support them.

Internal Teamwork

Government engineers and technicians work closely with industry contractors to deliver the important SPAWAR product line that provides Fleet, Joint and Coalition interoperability and information dominance. A large portion of SPAWAR's $4.5 billion annual budget goes to contractors supporting SPAWAR and its five subordinate commands: SPAWAR System Center San Diego, SSC Charleston, SSC Chesapeake, SITC New Orleans, and SSFA Chantilly.

The spirit of cooperation highlighted in RADM Slaght's "Rules of the Net" guidance has been promoted across SPAWAR and to supporting contractors. SPAWAR's two largest prime contractors — Science Applications International Corporation (SAIC) and Booz-Allen & Hamilton — are working very closely to deliver high-quality engineering, system integration and program management support to the command. Senior managers from both companies hold periodic working dinners to promote harmony and new levels of collaboration.

"We are proud of our role in supporting SPAWAR with leading-edge engineering," said J. Robert Beyster, SAIC chairman and chief executive officer. "We are committed to helping SPAWAR stay ahead in the increasing pace of technological change."

Combining Core Competencies

SAIC and its subcontractors on the System Engineering & Integration (SE&I) contract are finding that program managers increasingly rely on this contract for engineering services. The SE&I contract experienced a dramatic 90 percent increase in use during the first 10 months of FY01, compared to all of FY00. One reason is ease of use. Use of the SE&I contract management Web site, developed by SAIC to streamline the process of task quoting, awarding, tracking, and reporting, has led to significant reductions in contract management man hours and kudos by those who use it. Another reason for increased use is quality engineering. The SAIC team has received numerous letters of commendation for outstanding performance.

It is noteworthy that small businesses receive 35 percent of SE&I contract funding, far exceeding the SPAWAR objective of 25 percent. In April 2001, SAIC was notified it had been selected as the recipient of the coveted Dwight D. Eisenhower Award for Excellence, given annually by the Small Business Administration. This award is intended to recognize large prime contractors that have excelled in using small businesses as suppliers and subcontractors. Less than two percent of prime contractors have qualified for this prestigious award.

External Teamwork

RADM Slaght is reaching out to other Navy and DoD commands to collaborate and find new efficiencies. Recently, SPAWAR and NAVAIR collaborated on a Time Critical Strike initiative, eliminating duplication. With its extensive support across the Navy and other services, SAIC is working to help

> SAIC is helping develop common system engineering processes to support Horizontal Integration and Information Technology for the 21st century.

create external synergies. One significant new SAIC program with Navy applicability is the Joint Network Management System.

As a subcontractor on NAVSEA Regional Maintenance Enterprise Resource Planning (ERP) Program and NAVAIR PM-ERP, SAIC is working to provide visibility of critical resources, reduce cycle time, and improve capture of information critical to decision-makers.

Passion for Excellence

"SPAWAR is one of our most valued customers," said Richard Eger, SAIC sector vice president. "Every day, SAIC engineers work alongside SPAWAR personnel to solve today's technical challenges and deliver capabilities that truly work."

One example is the Automated Digital Networking System with variants for ships, submarines, and shore-based systems, using cutting-edge technologies. Another example is iSTARS Web Portal, which provides a configurable toolbox for combining Fleet Support, Program Management, and front-office functions into a secure, real-time virtual office.

SAIC is customizing other technologies such as low-bandwidth mobile computing. Our eXtensible Markup Language (XML) expertise provides SPAWAR with scalable, open standards-based, compressed, Web data delivery capabilities. These capabilities allow more meaningful searches, more flexible Web applications, data integration, and data exchange from multiple, incompatible databases and applications.

Technology Innovation

SAIC is helping develop common system engineering processes to support Horizontal Integration and Information Technology for the 21st century. The diverse and innovative technology work being conducted by SAIC engineers provides a great resource to SPAWAR as it tackles tough new problems such as improving time to market for new military technologies; Web-enabled Navy; rapid prototyping with embarked shipboard engineering support; spiral technology development; and the challenges of Network Centric Warfare.

Employee Ownership

The largest employee-owned science and engineering company in the United States, SAIC and its subsidiaries have more than 41,000 employees. At SAIC, our employee ownership helps attract and retain top engineers and motivates and rewards them to deliver their best performances. These attributes have made SAIC a proven performer at SPAWAR, and they generate future engineering excellence.

Laura Zanor is one of SAIC's technical writers. For more information about SAIC, call Dave LeRoy, SPAWAR Sector Account Manager at (858) 826-6326, or Doug Ray, SE&I Contract Manager at (858) 826-5755.

A NAVY Vision for ERP

By Eric Jarvis

The Navy has embarked on a path of comprehensive business transformation through the initiation of ERP pilot programs. The goal is to transform the Navy into a tightly integrated enterprise with business-process aligned information systems, delivering the highest quality products and services at reduced cost. This would result in increased responsiveness to the needs of the fleet. To this end, the Navy sponsored four SAP-based ERP pilot efforts across the Naval Aviation Aircraft (NAVAIR), Naval Aviation Supply (NAVSUP), Naval Aviation Sea (NAVSEA) and SPAWAR Systems Center (SPAWAR) organizations. KPMG Consulting believes in a Navy enterprise vision for ERP that we call "Navy Inc." This vision coordinates all Navy ERP efforts to achieve the following key objectives:
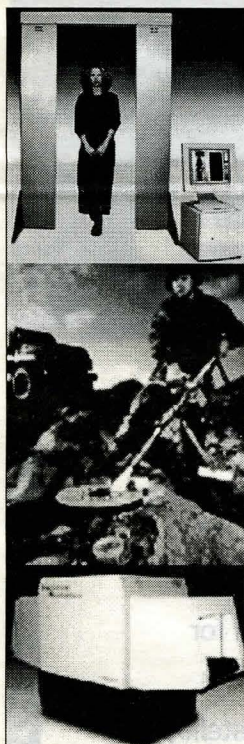
- Ability to determine Total Ownership Costs (TOC)
- Access to Total Asset Visibility (TAV)
- Calculations for Total Lifecycle Costs (TLC)
- Supply chain optimization
- Financial compliance and roll-up reporting

While each ERP project is currently focused on different aspects of the Navy enterprise, the Navy has structured these programs to leverage from the SAP-based architecture and inherent best business practices to improve upon and fundamentally reengineer the way the Navy conducts business and supports the war fighter in the new millennium. The foundation of the "Navy Inc." vision is focused on establishing six fundamental building blocks:

1. Enable transactions between claimants and common roll-up of reporting data

2. Provide standard reporting pipeline to OPNAV and SECNAV and other oversight organizations

3. Maximize use of claimant developed business processes across the Navy

Technology Company Works on Success from the Inside Out

By Suzanne Baligad

One year ago INDUS Technology, Inc. had three contracts with 19 employees. Today INDUS has increased its business threefold and more than doubled its team, with a current count of 13 contracts and 45 employees.

INDUS continues to grow and flourish as a woman-owned, 8(a) certified small business, with a great reputation that is recognized by its customers such as SPAWAR and its partnering teams such as EDS, the prime contractor for the NMCI project. Currently, INDUS has contracts with SPAWAR, SSC-SD,

NAWC-WD, NMCI-EDS/Syncrotech, and NAVSEA. Among some of the services that INDUS provides are: financial analysis, accounting, budget, acquisition, logistics, project management and engineering services (USW,

Signal Processing, C4ISR, IT, Weapons Systems).

Because of the experience of its principals, INDUS is an extremely competitive company and is always looking for strategic partnerships with other companies to bid on restricted, 8(a), woman-owned SDB contracts and subcontracts. Because the company is located in a HUB Zone, INDUS is aggressively seeking employees who presently live in a HUB Zone so that it may become HUB Zone certified. INDUS proves to be a very competitive company with a superb track record. The company placed bids on three 8(a) contracts and won all of them!

This year INDUS received its third prime contract award in the area of financial management from SPAWAR, clearly establishing finance as one of the company's core strengths. INDUS' highly competent staff is providing expertise in the resolution of problem disbursements on this contract.

Excellent client and customer service, employee relations and incentives, and an experienced and knowledgeable team are among some of the elements that contribute to INDUS's success.

"I start by matching the right job with the right person. My 'deal' with my

> This year INDUS received its third prime contract award in the area of financial management from SPAWAR, clearly establishing finance as one of the company's core strengths.

employees is that I agree to take care of them with good benefits, recognition, rewards, career advancement, super work environment, and by listening to their needs. They agree to take just as good care of their customers. I ask them to focus on customer service above all – to go the extra mile for their customers the way INDUS goes the extra mile for them. This results in satisfied customers who tell others about INDUS successes," said Dr. Kathy Sridhar, owner, president, and CEO of INDUS.

In essence, Kathy takes care of her employees first, as they are the team that continues to give INDUS a good name and reputation. Her genuine concern for the employees and customers is evident in her relationships with them. Kathy has also worked hard to offer a comprehensive benefit program, as well as incentive stock options.

Jim Lasswell, vice president and chief operating officer, is Kathy's right-hand man and adds to the strength of the INDUS team. Both Kathy and Jim are active members of the National Defense Industrial Association (NDIA). Kathy is

the executive vice president and Jim is the secretary of the San Diego Chapter of NDIA.

INDUS has its corporate headquarters in Old Town and a field office in Newport, RI. The company also recently opened a field office in Crystal City, VA. Future geographical expansion on the east coast is a reality as INDUS diligently pursues opportunities in the Washington, D.C. area. As part of INDUS' business plan this year, the company is focusing on work at SSC-Charleston.

Suzanne Baligad is the marketing coordinator at INDUS and holds a leadership position in the company's Employee Events Team. Because of its exciting growth, INDUS has career opportunities waiting to be filled. To join this dynamic team, please send your resume to jobs@industechnology.com. You may also call Jim Lasswell at (619) 299-2555 or visit INDUS's Web site at www.industechnology.com. INDUS' headquarters are at 2245 San Diego Avenue, Suite 222, in Old Town.

NAVY:

Continued from Page A6

4. Web-enabled applications and interfaces between Navy instances

5. Leverage common master data between claimants

6. Compliance with JFMIP, FMO/FMB, Naval Audit Service, GAO, GASB, FASB

Why Now?

In combination with such wide-reaching efforts as the Navy Marine Corps Intranet (NMCI) initiative, the Navy has embarked on a mission to replace it's antiquated and disjointed systems infrastructure to provide state-of-the-art information management capabilities throughout the Navy. To ensure success, it is critical for the Navy to coordinate, evolve and leverage its investments in infrastructure and knowledge management. The technology available today has been proven in industry and is ready for implementation on a global basis throughout the Navy organization.

Every year that passes without implementation of an enterprise-wide ERP system, the Navy will spend millions on the maintenance of existing systems and the development of patchwork systems to solve common problems within the Navy organization. Key advantages of moving quickly to implement ERP throughout the Navy include:
- Increased support to the fleet and the war fighter
- Interoperability of information and operations
- Lower Total Cost of Ownership
- Lower costs for training and development of personnel
- Use of best business practices
- Common master data across claimants
- Compliance with regulating agencies
- Significant savings to the taxpayer

What's Next?

The four Navy pilots in combination with the NMCI initiative are currently

being implemented throughout the Navy. This revolution in business affairs has swept the Navy enterprise accompanied by wide-ranging changes in business processes, workforce composition, increased readiness, responsiveness and dramatic savings to the fleet on the horizon. "Better, Faster, Cheaper" is the mantra of Naval Operations. However, all four Navy pilots must come together to fully realize this outcome. A common Navy vision supported by all claimancies and driven to tightly coordinated efforts is needed to push from vision to reality.

Recent funding cuts and national events have placed high profile projects such as ERP in the spotlight. The benefits of ERP have been widely recognized in the private sector and there is significant potential for the Navy to replace its slow and inefficient operational, financial and supply systems and transfer these savings into increased funding for the war fighter. This can only be achieved by the full support of Navy leaders working with industry to integrate these efforts for the common good of the Navy.

In Summary

With the recent terrorist attacks, our country and those who protect it are pulling together. A full commitment to ERP Navy-wide with a coordinated plan is required for higher authority funding of ERP, and to maximize its benefits. By making this commitment, the Navy has an opportunity to solve many of its problems with data redundancy, consistency, and availability that cause inefficient processes and costly maintenance of antiquated systems. Now more than ever, the implementation of Enterprise Resource Planning (ERP) across the Navy enterprise in combination with Business Process Reengineering is central to rapidly achieving this vision and providing critical support to the fleet and the war fighter.

Eric Jarvis is Senior Manager, KPMG Consulting.

NDIA San Diego Chapter
FLEET SUPPORT AWARD — Technical

The award is presented for technical achievement and recognizes a government employee (military or civilian) with 15 years or less experience. The award recipient must have contributed significantly through technical achievements directly benefiting the Fleet and/or Marine Corps in the areas of warfighting capability, readiness, material acquisition, life cycle support, quality of life, or training. Additionally, the selected individual must demonstrate high moral and ethical standards.

A native of Honolulu, Hawaii, Gail L. Okumura received a Bachelor of Science degree in Electrical Engineering from the University of Hawaii in 1991. Upon graduating, she accepted a position with the Motorola Corporation where she provided Management Information System support. She joined SPAWAR Systems Center San Diego in 1994 and assumed duties as a SPAWAR engineer on the USCINCPAC Command Center Improvement Program at Camp Smith, Hawaii. She administered Web servers, designed Web pages, and supported Macintosh workstations for Command-level briefings. In 1996, Okumura moved to her current position with the SSC San Diego technical team at the Joint Intelligence Center Pacific (JICPAC) Intelligence Wide Area Networks 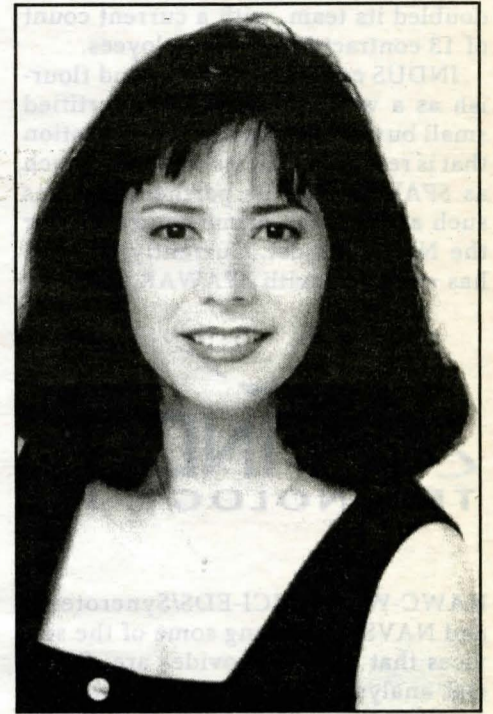Division. In this position, she designs and integrates wide-area computer networks that enable the dissemination of intelligence products. Her C4I expertise and network problem solving skills are widely recognized throughout the PACOM Theater.

Okumura's extraordinary technical accomplishments greatly benefit the readiness and warfighting capability of the United States Navy and the United States Marine Corps. Her innovations in computer network designs and implementations enable timely and reliable dissemination of Intelligence to the USN Fleet and Ashore Commands as well as USMC deployed and in-garrison units.

Okumura has developed expertise in WAN engineering design, implementation and network management. She is JICPAC's and the USPACOM theater's lead engineer for intelligence-related Internet protocol (IP) network design, asynchronous transfer mode (ATM) integration, and network performance analysis.

Her area of responsibility stretches across the entire USPACOM theater and beyond, including USN Ships deployed worldwide. Okumura developed engineering solutions that solved Sensitive Compartmentalized Information (SCI) network interoperability problems for CINCPACFLT Battle Groups that transit from U.S. Pacific Command to the U.S. Central Command.

Presented to
Ms. Gail Okumura
Engineer
Space and Naval
Warfare
Systems Center,
San Diego
Command and
Intelligence Systems
Division

NDIA San Diego Chapter
FLEET SUPPORT AWARD — Management

This award is presented for management accomplishments and recognizes a government employee (military or civilian) in a government managerial position who possesses 15 or less years experience. The award recipient must have contributed significantly toward Fleet and/or Marine Corps Support in areas such as readiness improvement, increased warfighting capability, enhanced quality of life, improved training, greater efficiency of the material acquisition process, or improved force recruitment and retention. Additionally, the selected individual must demonstrate high moral and ethical standards.

A native of Colorado, Andrew Cox graduated Cum Laude from Colgate in 1993. Upon graduation, he accepted a position with PRC, Inc. as an applications analyst. In this capacity, he quickly established himself as the technical expert on numerous complex development projects, including the first accreditation effort of the Joint Warrior Interoperability Doctrine (JWID). In addition, his work on the Joint Maritime Computer Information System (JMCIS) proved instrumental in establishing the framework for the Global Command and Control System Maritime (GCCS-M), today's premier Command and Control architecture. Cox's pioneering work on the JMCIS program spanned the entire evolution of GCCS-M, from the testing and selection of operating systems, to the procurement and acquisition of the hardware.
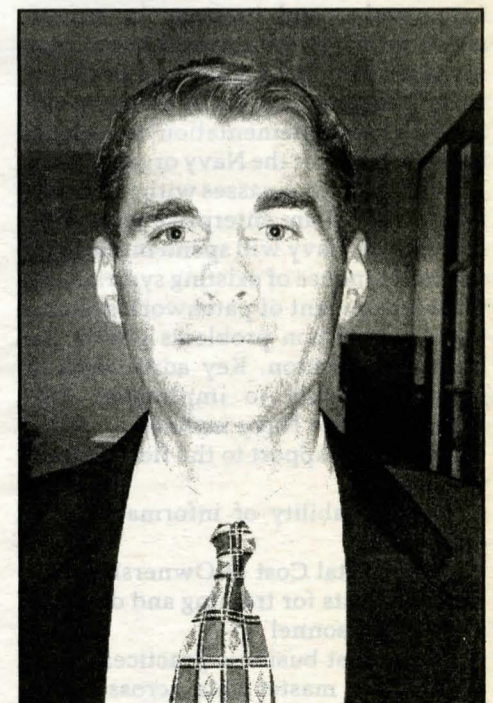
Cox entered government service in 1997 and continued his milestone contributions to naval command and control systems as the leading software engineer in support of the Navy Command and Control System (NCCS) Program. He personally led the software engineering effort to migrate legacy JMCIS code to the Defense Information Infrastructure Common Operating Environment (DII-COE). His work helped to define the evolution of JMCIS to GCCS-M, setting the software development standards that are now recognized as the NCCS standard and led to development of the IT21 baseline architecture.

In 1998, Cox was chosen from a highly talented group of SPAWAR engineers to become chief engineer for the GCCS-M program — SPAWAR's flagship acquisition program and the largest in terms of budget, scope and assigned resources. From the program's existing baseline, he and his team successfully overcame the daunting challenges of testing software changes involving more than 250 interfaces with IT 21 systems.

In 2000, Cox's achievements and unparalleled expertise subsequently earned him the position of chief engineer for the entire Program Directorate. As the chief engineer for PD 15, Cox is currently responsible for the engineering programs of seven different PMWs.

Presented to
Mr. Andrew D. Cox
Chief Engineer
Space and Naval
Warfare Systems
Command
Combat Support
Applications
Directorate

Reaping the Rewards of Technical Innovation and Excellence

By Caroleen Williams

Founded in 1987, Quantum conducts applications-oriented research and development for the commercialization of products based on its award-winning quadruple resonance (QR), magnetic resonance and electromagnetic sensing technologies. Most of its 93-plus employees have a technical background; dozens hold Ph.D.s in physics, chemistry or engineering, reflecting the company's strong commitment to technical excellence. In addition to developing QR-based plastic- and metal-cased landmine detectors, Quantum also re-searches and globally markets equipment for detection systems for weapons and drugs, non-invasive medical scanning, and non-destructive monitoring applications, such as gauges to test strains in composite materials and moisture levels in lumber. Quantum partners with prime contracting companies on major government contracts and works on specific research projects within its niche technologies.

In 1997, the company became a wholly owned subsidiary of publicly-owned INVision Technologies (Nasdaq: INVN), the world leader in supplying explosives detection systems to the aviation security, resulting in 300 percent growth over the past four years. Since its inception, the company has had an annual growth rate of 27 percent and has generated more than $50 million in contract research and development (R&D) revenue, collaborating with an assortment of government agencies, laboratories, and universities. Quantum's scientists twice won the coveted R&D 100 Award and shared the Innovative Project of the Year award from *Aviation Week and Space Technology* magazine. In 1998, the company was awarded the SBIR Technology of the Year Award for Sensors. In 1999, Quantum won the Grand Prize for landmine detection. In that same year a Quantum scientist was recognized as one of the top 100 innovators in the world with the TR 100 award from MIT Technology Review. Quantum was also one of 100 companies in the country who won the 2001 *CIO Magazine* CIO-100 award.

Author Caroleen Williams is director of government and media relations for Quantum Magnetics. She can be reached at (858) 566-9200. Quantum Magnetics is located at 7740 Kenamar Court, San Diego. The Web site is www.qm.com. For hiring information contact Toya Carter-Williams at (858) 566-9200 x454.

A Quarter Century of Support for the Federal Government

By Tony Nufer

Anteon Corp., headquartered in Fairfax, Va., is a leading information technology and engineering services company providing support to the federal government for 26 years. The company has more than 5,400 employees in more than 80 offices, supporting more than 400 customers worldwide. Anteon's Applied Technology Group operates the company's San Diego facility with full technical, management, contract, financial, and security infrastructure, and staffing to respond to their customer's technology contracting requirements.

The Department of Defense is the foundation of Anteon's business. The Navy is their largest federal customer, with a significant business base in key Marine Corps, Army and Air Force programs. This foundation provides Anteon a corporate experience base of leading edge technologies that compliments their increasing civil, allied international, and commercial market presence. Among Anteon's significant civil agency customer base, the Federal Emergency Management Agency, United States Postal Service, and Department of Transportation, are key among more than 30 client agencies served.

Anteon's Team supports programs such as DD21, Link 16, MIDS, TBMD, JCC(X), USW and mine countermeasures, TEDS, and Standard Missile. Included in the company's engineering, information technology, and technical program management services are:

- **Information Technology**

System development

Imagery workstations

COTS integraton

Life cycle services

Financial management

- **Systems Engineering**

Worldwide C4ISR

TADIL

EMC/EMI

Design

Materials testing

Industrial Services

Engineering

Electronics test and assembly

Maintenance and repair

INCO

Anteon has received numerous accolades from the government and industry as a company providing quality services, including four Vice President Hammer Awards, and a ranking of 58 in the world's top 100 defense firms by *Defense News.*

For further information about Anteon Corporation contact Tony Nufer, marketing director, at (619) 881-8950, tnufer@west.anteon.com, or www.anteon.com.

Local IT Business Evolves with Marketplace

By Bryan Rollins

ORINCON Corp., a San Diego-based small business, recently expanded its defense legacy to showcase information technologies for dual-use markets at home and abroad.

The company's Cold War efforts for the Navy's Integrated Undersea Surveillance System (IUSS) led to pre-eminence in acoustic signal processing, multi-hypothesis tracking and contact management. The military's network-centric warfare principles prompted ORINCON to rapidly deploy a Web-centric ASW Net (WeCAN) that was recognized as a Lightning Bolt award winner. Reduced life cycle costs and operator workload reduction led to ORINCON's development of Tactical Assistants for Interaction Planning & Execution (TAIPE) for single operator workstations.

ORINCON now provides its defense and commercial clients with value-added portfolios of expert capabilities and reusable software. Challenges presented by both businesses and governmental agencies are met head-on in the most cost-effective manner. Effective IT solutions provide customer dividends by shortening deployment schedules and reducing total costs of ownership. ORINCON's experienced personnel tailor each software application to its customer needs, whether the software is embedded, stand-alone or Web-based.

ORINCON's Maritime Business Unit provides warfare centers, system commands and theater/type commanders with applied research & development (R&D) products, software systems engineering, intrusion detection systems, Web enablers for fleet network-centric operations, intelligent automation, multi-source data correlation/fusion and decision support systems. These products and processes address future naval capability needs in: decision support, information distribution, warfighter protection, organic mine counter-measures, autonomous operations and littoral anti-submarine warfare (ASW).

ORINCON finds and creates solutions to complex real-world problems involving signals, images, information, and computer networks. The company seeks talented professionals in these disciples to provide innovative solutions for the information age. Software engineers, systems engineers, Web developers with JAVA experience and network security specialists are all needed to help fuel ORINCON's sustained growth.

Bryan Rollins is the director of ORINCON's Maritime Business Unit. For more information on ORINCON, visit www.ORINCON.com or call (858) 455-5530. Professional opportunities are posted at www.ORINCON.com/careers/openings.cfm.

DEFENSE CONTRACTORS

Ranked by number of local employees as of Dec. 1, 2000

Rank (last year)	Contractor / Address / Web address	Telephone / Fax	Number of local employees as of 12/1/00 • 2000 • 1999 • % change	Total contracts awarded • 2000 • 1999 $ Millions • % change	Number of contracts • FY2000 • FY1999	Percent of defense-related business • 2000 • 1999	Type of product or service rendered	Major project(s) or customer(s)	Principal(s) • Title	Year established locally
1 (1)	Science Applications International Corp. 10260 Campus Point Drive, San Diego 92121 www.saic.com	(858) 826-6000 (858) 826-6634	4,500 4,400 2	wnd wnd NA	na na	88 92	Information technology, range systems, simulations, policy support, counterterrorism, fleet technical services	U.S. Department of Defense, U.S. Navy, U.S. Air Force, U.S. Army, U.S. Department of Energy	Dr. J. Robert Beyster CEO, chairman	1969
2 (2)	National Steel & Shipbuilding Co. (NASSCO) Harbor Drive & 28th St., San Diego 92113 www.nassco.com	(619) 544-3400 (619) 544-3670	2,925 2,970 (2)	$725 $540 34	6 8	95 100	Ship engineering and construction for government and commercial customers	U.S. government, Totem Ocean Trailer Express, Inc., British Petroleum	Eric Murray vice president, finance	1905
3 (3)	BFGoodrich Aerospace Aerostructures Group 850 Lagoon Drive, Chula Vista 91910 www.aerostructures.bfg.com	(619) 691-4111 wnd	2,410 2,495 (3)	wnd wnd NA	NA NA	NA NA	Nacelles, thrust reversers, pylons, flight control services, hot engine components and other aircraft structures	Boeing, CFM International, General Electric, Airbus Industrie, International Aero Engines, Pratt & Whitney Division of United Technologies	Bud Wetzler president	1940
4 (4)	Cubic Corp. 9333 Balboa Ave., San Diego 92123 www.cubic.com	(858) 277-6780 wnd	1,800 1,800 0	wnd wnd NA	wnd wnd	40 40	Combat training systems, avionics, data links, communications systems, logistics support, command training	U.S. Department of Defense, U.K. Ministry of Defense	Walter Zable CEO, president, chairman	1951
5 (5)	General Atomics P.O. Box 85608, San Diego 92186 www.ga.com	(858) 455-3000 (858) 455-3621	1,420 1,330 7	wnd wnd NA	na na	na na	Research and development of resources for high-tech systems and nuclear technology	U.S. Department of Energy, U.S. Department of Defense, NASA	J. Neal Blue chairman, CEO	1955
6 (6)	BAE Systems 16550 W. Bernardo Drive, San Diego 92127 www.marconi-is.com	(858) 675-2600 wnd	1,417 1,384 2	$412.1 $290.9 42	1,125 907	90 90	Geospatial information systems, data archiving and information dissemination, mission planning, map production services	U.S. government, U.S. military	Dr. Marshall Banker president	1972
7 (7)	Southwest Marine, Inc. 2205 E. Belt, San Diego 92113 www.usmarinerepair.com	(619) 238-1000 (619) 239-1751	1,000 1,250 (20)	$238 wnd NA	33 32	90 90	Repair, conversion, modernization and overhaul of government and commercial vessels	U.S. Navy, U.S. military Sealift Command, Maritime administration (MARAD), Royal Caribbean Cruise Line	Monty Dickinson president, general manager	1976
8 (9)	The Titan Corp. 3033 Science Park Road, San Diego 92121 www.titan.com	(858) 552-9500 (858) 552-9477	600 900 (33)	wnd wnd NA	na na	na na	Information technology, communications, software system, telecommunications, sterilization/pasteurization	wnd	Gene Ray president, CEO	1981
9 (NR)	TRW Radio Systems One Rancho Carmel, San Diego 92128 www.trw.com	(858) 592-3000 (858) 592-3284	499 411 21	wnd wnd NA	wnd wnd	90 95	Multi-function, software programmable, intergrated avionics that provide communications, navigation and identification	Lockheed Martin, Boeing, U.S. Air Force, U.S. Army	Dave Vandervoet vice president, general manager	1981
10 (11)	L-3 Communications - Conic Division 9020 Balboa Ave., San Diego 92123 www.conicL3c.com	(858) 278-4100 (858) 279-0693	320 320 0	$45 $50 (10)	wnd wnd	60 60	Telemetry, terrestrial communications, satellite and radio products, airborne communication products	wnd	NA	1963
11 (NR)	Computer Sciences Corp. 4045 Hancock St., San Diego 92110 www.csc.com	(619) 225-8401 (619) 226-0462	230 170 35	$52 $40 30	7 4	100 100	Information technology services, professional support services, software engineering, modeling and simulation, program management	SPAWAR, SPAWAR Systems Center, Tricare, GSA, Cincpacflt	Steve Mroczek center director	1965
12 (13)	Pacific Ship Repair & Fabrication, Inc. 1625 Rigel St., San Diego 92113	(619) 232-3200 (619) 232-2070	213 164 30	$25.97 $20.2 29	na 66	99 99	Ship repair services	U.S. Navy, Coast Guard, Military Sealift Command, NOAA	Gary Thomas CEO, president	1969
13 (NR)	High Technology Solutions, Inc. 9665 Chesapeake Drive, #300 San Diego 92123 www.htsfederal.com	(858) 495-0508 (858) 495-0511	200 200 0	wnd wnd NA	wnd wnd	80 80	E-Business solutions, engineering, technical, logistics, training and manufacturing services	NASA, Department of Defense	Allan Camaisa CEO, chairman	1990
14 (NR)	CACI Technologies 1011 Camino del Rio S., #600 San Diego 92108 www.caci.com	(619) 692-4400 (619) 692-9387	180 160 13	$47 $23 104	4 2	80 90	Systems engineering for C4ISR Systems, sensor data fusion, engineering services	SPAWAR Systems Center, NAD North Island, FAA, Commercial, Raytheon	Casey Myers vice president	1984
15 (14)	Syncrotech Software Corp. 1331 Morena Blvd., #200 San Diego 92110 www.syncrotech.com	(619) 275-6440 (619) 275-6443	163 148 10	$13.4 $11.3 19	10 7	100 100	Information technology, computer facilities management, software design, management support services	GSA, SPAWAR Systems Center	Edwin Ogata CEO, president	1976
16 (NR)	Orincon Defense 9363 Towne Centre Drive, San Diego 92121 www.orincon.com	(858) 455-5530 (858) 453-9274	160 125 28	$27 $21 29	23 18	77 85	Information technology solutions-signal processing, intelligent agents, automation, network security, knowledge management	SPAWAR Syscom, Comnavsea Syscom, Office of Naval Research, Air Force Research Laboratory, DARPA	Terry Magee president, COO	1973
17 (16)	AP Labs 5871 Oberlin Drive, San Diego 92121 www.aplabs.com	(858) 546-8626 (858) 546-0278	130 120 8	wnd wnd NA	na na	90 90	Rugged and real time COTS systems and enclosure, high-performance data acquisition systems for defense and high-end commercial applications	U.S. Department of Defense	Douglas Giese, Susan Snow president, CFO	1984
18 (20)	C.E. Wylie Construction Co. 3777 Ruffin Road, San Diego 92123 www.cewylie.com	(858) 571-4911 (858) 571-4926	120 100 20	$42 $26 62	7 5	90 100	General building and engineering contractor	U.S. Navy, U.S. Army, SPAWAR, U.S. Marines, U.S. Air Force	Edward Wylie president	1963
19 (17)	Jaycor, Inc. 3394 Carmel Mountain Road, San Diego 92121 www.jaycor.com	(858) 720-4000 (858) 720-4069	107 105 2	wnd wnd NA	wnd wnd	95 97	Communications/information systems, defense operations, system survivability	U.S. Department of Defense, U.S. Department of Energy	Eric Wenaas president	1975
20 (NR)	ORI Services 9555 Chesapeake Drive, #110 San Diego 92123 www.oriservices.com	(858) 576-4422 (858) 576-4475	103 28 268	$69.2 $8.4 724	3 3	99 99	Engineering and base logistics support services	SPAWAR SYSCOM, Cecom, Fleet technical support center, Yuma proving grounds	Tracey Walcott CEO	1989
21 (18)	Digital Wizards, Inc. 2727 Camino del Rio S., #340 San Diego 92108 www.digwiz.com	(619) 260-1100 (619) 260-1860	94 104 (10)	$10.3 $11.8 (13)	2 2	95 95	Engineering services with emphasis on Navy command and control systems, tactical data links and ship board interior communications	SPAWAR headquarters, SPAWAR Systems Center	Steve Stamper CEO, president	1979
22 (21)	Quantum Magnetic, Inc. 7740 Kenamar Court, San Diego 92121 www.qm.com	(858) 566-9200 (858) 566-9388	85 70 21	$29.1 $10.8 169	wnd wnd	80 75	Advanced Quanrupole Resonance (QR), Magnetic Resonance (MR) and electromagnetic-sensing technologies	U.S. Army, U.S. Navy, FAA, U.S. Department of Energy, U.S. Customs	Dr. Lowell Burnett president, CEO	1987
23 (NR)	Photon Research Associates, Inc. 5720 Oberlin Drive, San Diego 92121 www.photon.com	(858) 455-9741 (858) 455-0658	65 65 0	$18 $25 (28)	45 34	100 100	Physics-based modeling, simulation and analysis products, aircraft and satellite simulation, mission planning and analysis	U.S. Department of Defense, Boeing, Lockheed Martin, CSC-Nichols, Xontech, BAE, TRW	James Myer chairman	1976
24 (22)	Interface Displays & Controls, Inc. 4630 North Ave., Oceanside 92056 www.interfacedisplays.com	(760) 945-0230 (760) 945-0239	47 47 0	$5 $5 0	60 60	90 90	Avionic control displays and controls	BAE, Rockwell, Honeywell, Boeing	Jenifer Purkiss vice president, business development	1984
25 (23)	G2 Software Systems, Inc. PMB 244, 204 N. El Camino Real, #E Encinitas 92024 www.g2ss.com	(760) 632-8025 (760) 632-8080	47 32 47	$5 $4 25	13 10	95 95	Software programming/development, systems analysis and design, database applications	SAIC, Lockheed Martin, STRICOM, SPAWAR, Raytheon, Cubic	Georgia Griffiths president	1988

wnd Would not disclose
na Not available
NA Not applicable
(NR) Not ranked

Notes: Companies on last year's List that did not return surveys are Lockheed Martin Corp., No. 9, ViaSat Inc., No. 10, Booz-Allen & Hamilton, No. 12, and TomaHawk II, Inc., No. 19.
Source: The contractors.
It is not the intent of this List to endorse the participants nor to imply a company's size or numerical rank indicates its quality.

Researched by Natasha Lee

Space and Naval Warfare Systems Command:
Aligned for the Future

The Space and Naval Warfare Systems Command (SPAWAR) is one of the Department of the Navy's three major acquisition commands. Its mission is to enable knowledge superiority for the warfighter through the development, acquisition and life cycle support of effective, capable and integrated C4ISR (Command, Control, Communications, Computers, Intelligence, Surveillance and Reconnaissance), IT (Information Technology), and Space Systems. We strive to deliver these systems as an integrated end-to-end operational capability for the fleet.

SPAWAR provides the IT that enables the warfighter of today and tomorrow to dominate the information battlespace. SPAWAR provides C4ISR, IT, and space infrastructure applications and sensor system capabilities that are critical to the national interest. The demand for these capabilities is growing exponentially. SPAWAR supplies the

SPAWAR

Fleet and our other customers with integrated, adaptable and scalable systems that have high reliability and low maintenance requirements. More than ever, SPAWAR relies on Fleet customers to project their needs and provide input on ways to shape emerging technologies for future use. In keeping with this mission and long-range vision, SPAWAR and its Echelon III commands pursue three broad strategic goals:

• **DEVELOPMENT** — We continuously communicate with the Fleet to plan for future C4ISR, IT, and space capability. With the Fleet and our industry partners, SPAWAR is providing Information Technology architecture for the future, through the coordinated use of assets like the At Sea Battle Lab (USS Coronado), Fleet Battle Experiments and continued innovative research and development efforts at focal points like SPAWAR System Center San Diego.

• **ACQUISITION** — We streamline and consolidate the acquisition process to deliver integrated end-to-end capability to the Fleet and our other customers. By leveraging the efforts across programs, we are integrating our product line to provide seamless solutions for the Fleet at reduced cost.

• **LIFE CYCLE SUPPORT** — Developing and installing C4ISR and IT systems is only half the job. To provide sustained capability, SPAWAR, in conjunction with the Chief of Education and Training (CNET), trains the operator. SPAWAR provides continuous life cycle support using refresher training,

technical assistance and a 24/7 SPAWAR help desk.
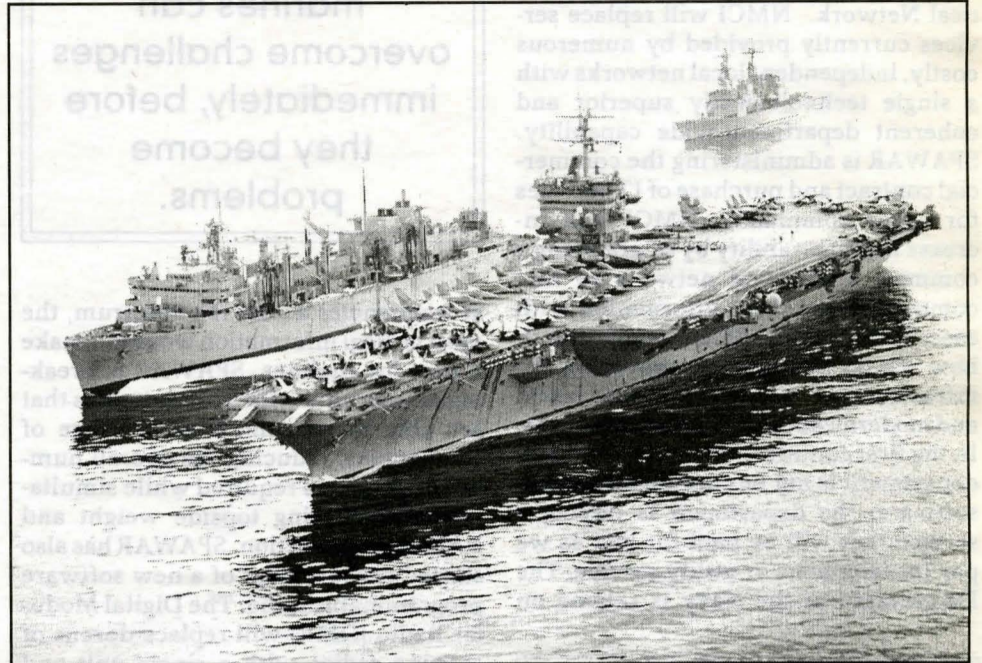
Echelon III Team Members

With the expertise provided by SPAWAR's System Centers in Charleston, Chesapeake and San Diego, SPAWAR provides integrated solutions — from solving complex shipboard C4ISR problems, to completely refitting a mobile communications van with the most current technologies and shipping the van anywhere in the world. Our Systems Centers focus on teaching, training, developing, testing, and repairing field systems. SPAWAR focuses on the Fleet customer and works to ensure new capabilities are provided to the units likely to need them the most – Numbered Fleet Commanders, deploying CV/CVN battle groups and amphibious ready groups.

The SPAWAR Space Field Activity, located in Washington D.C., manages the Navy's interest and programs in space sensors and satellite communications. Working closely with the other DoD space commands and the National Reconnaissance Office, SSFA designs the architecture for Navy space systems and manages the complex requirements of extremely diverse joint and coalition requirements.

SPAWAR's newest echelon III command, the SPAWAR Information Technology Center (New Orleans), joined SPAWAR from COMNAVRESFOR on October 1, 2000. Previously known as the Naval Reserve Information Systems Office (NRISO), SPAWAR ITC is responsible for the development, life cycle support and operational control of the Navy Manpower and Personnel Information Systems and Naval Reserve Information Systems. They are also the principle support activity responsible for the Navy Standards Integrated Personnel System (NSIPS) and the Defense Integrated Military Human Resources System (DMHRS).

IT-21: Information Superiority

The concepts of IT-21 (Information Technology for the Twenty First Century) started as a Fleet initiative to take advantage of the rapidly growing availability of high-speed information networks emerging from the commercial sector. Sailors and Marines can now utilize new collaboration and planning tools tied together on an integrated network spanning the Fleet. In three years, 85 percent of the surface Navy has received IT-21 capability. IT-21 has changed the way the Naval Services

prepare for, plan and executed warfare. Using collaborative tools such as chat, email, video teleconferencing, and secure Web pages, sailors and marines are able to accelerate the speed of decision like never before. No longer does the next tactical decision wait for a naval message, phone line or open circuit. Whether planning Tomahawk missions or developing the next air sortie, sailors and marines can overcome challenges immediately, before they become problems. IT-21 connected the Fleet in ways never imagined and changed the face of modern warfare.

Navy/Marine Corps Intranet: The Other Half of the Equation

The Navy/Marine Corps Intranet (NMCI) is the next critical step in the Department of the Navy's drive to gain and maintain information superiority. NMCI is a commercial services contract providing a single assured network link-

ing all shore commands together, while tying seamlessly into the established sea-based IT-21 and Marine Corps Tactical Network. NMCI will replace services currently provided by numerous costly, independent local networks with a single technologically superior and coherent department-wide capability. SPAWAR is administering the commercial contract and purchase of IT services for other commands. NMCI will increase interoperability by establishing a common, end-to-end network so that commands can share information with ease. NMCI will enable a revolution in how we do business by providing the infrastructure needed for innovation and modernization of business practices. In the first contract of its type, the Navy department is not buying hardware and software; the department is buying a service that will be paid for just as we pay for telephone or utility service. The Department of the Navy is relying on

> The technical expertise industry brings to this relationship helps our nation's military prepare for the future.

the IT industry experts to build, maintain and upgrade this intranet.

Transmitters, Antenna and Receivers — Tying It All Together

Not as readily visible to the Fleet user as individual displays and keyboards is the string of transmitters, antenna and receivers employing agile software to manage the limited bandwidth available. Without this equipment operating

> Whether planning Tomahawk missions or developing the next air sortie, sailors and marines can overcome challenges immediately, before they become problems.

at frequencies across the spectrum, the most critical information wouldn't make it past the lifelines. SPAWAR is breaking new ground with agile antennas that are able to transmit a wide range of frequencies, reducing the overall number of antennas required while simultaneously reducing topside weight and RADAR cross section. SPAWAR has also started procurement of a new software programmable radio. The Digital Modular Radio (DMR) will replace dozens of existing radios with a single unit and eliminate the need for manually patching cables.

ISR and Space Systems

From the bottom of the oceans' seabeds to the edges of space, SPAWAR provides an integrated web of sensors and communications systems that supply the warfighter with the information superiority needed to win. Today SPAWAR leverages the IT and computing explosion in the commercial sector to dramatically increase system capability while partnering with industry to develop cost-effective solutions. Whether installing hydrophone arrays on the ocean floor (SOSUS - SOund SUrveillance System) or providing extremely sensitive towed-array sensor systems (SURTASS - Surface Towed Array Sensor System), SPAWAR is closely partnered with industry to provide cutting-edge technology with the benefit of years of ISR experience. While the military maintains a vast constellation of communications satellites, SPAWAR is investigating commercial solutions to support future
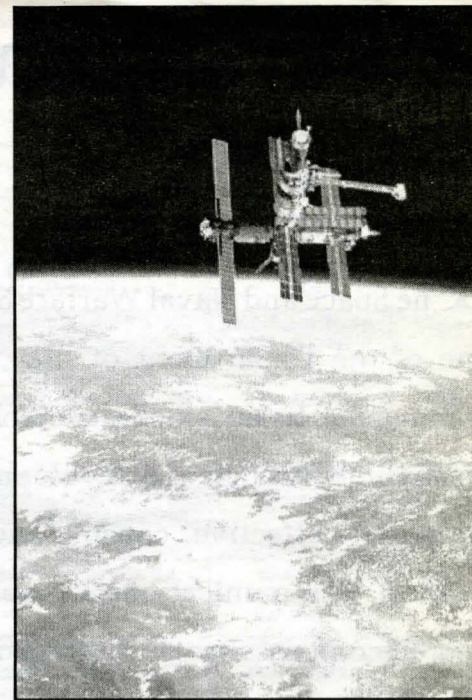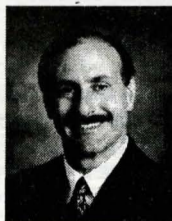
requirements. Whether continuing with a primarily government system or off-loading a portion of the satellite requirements to the commercial sector, SPAWAR is developing, with industry, a communications architecture that carefully balances warfighter requirements, fiscal constraints and commercial capability.

Aligning for the Future: Integrated Product Line

The traditional acquisition process encourages the formation of stove-piped systems because the funding and support for one program is independent of the development and funding of another. But in the IT battlespace, it is imperative that systems are integrated and delivered in a cohesive manner providing our customers with a single solution for multiple challenges. By doing this, we will ensure our customers receive an integrated product line rather than a series of independent systems. We call this process Horizontal Integration and our organizational structure drives program managers to horizontally cut across the entire organization to build in commonality and compatibility.

This process drives not only software and hardware development, but flows down to integrated installations and training. SPAWAR's chief engineer is responsible for the systems engineering, integration and testing of all products; while the director, installations and logistics interfaces with the Fleet to coordinate system delivery, installation schedule and provides in-service customer support. Rather than installing 10 or 20 ship systems over several availabilities, SPAWAR integrates the products first then conducts one coordinated install, minimizing Fleet impact while maximizing cost savings through commonality.

Today, more and more hardware for the fleet is purchased from commercial "off the shelf" vendors. The key is to integrate this technology from diverse

sources and adapt it to a warfighting environment with full support across the Fleet. SPAWAR leverages the best emerging technologies and reaches out to develop solutions, interacting with other military services, allied forces and industry. In this changing environment, effective partnership with commercial industry becomes even more critical. SPAWAR works closely with its industry partners, ensuring the Navy receives what it expects. The technical expertise industry brings to this relationship helps our nation's military prepare for the future.

The Navy's C4ISR, IT and Space system needs are unique. SPAWAR is the Navy organization with the experience, technical expertise, cross-platform knowledge and dedication to bring tomorrow's technology to the Fleet today in support of the 21st Century warfighter.

Com Global
Systems, Inc.

ComGlobal Systems Inc. is a leading award-winning small business in San Diego, Calif. The information technology company provides custom software development, systems engineering and specializes in integrated software and hardware solutions. In October, Deloitte & Touche ranked ComGlobal the fastest-growing technology company in San Diego and Orange counties and the 20th fastest-growing technology company in the United States. ComGlobal was also ranked San Diego's second fastest-growing private company by the *San Diego Business Journal* in October and "Emerging Business of the Month" in June 2000 by the San Diego Regional Chamber of Commerce.

The company has grown very rapidly from two employees in its first year of business in 1995 to approximately 150 employees in its sixth year of operation.

The corporate office is centrally located in Mission Valley, San Diego, Calif. Company presence can also be found in San Jose, Boston, Las Vegas, Norfolk, Va., Washington, D.C., and the United Kingdom.
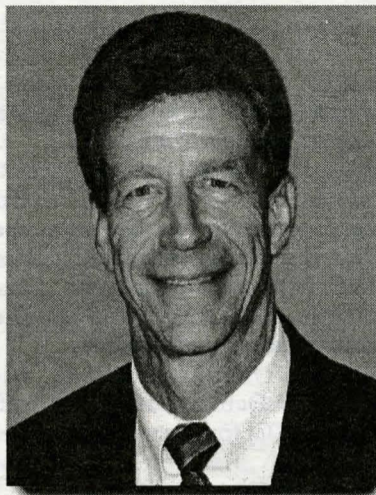
Company capabilities are further strengthened through strategic alliances and partnerships with numerous technical organizations and subcontractors.

Projects range from basic Internet services and email hosting, to complete software engineering support for complex military systems. ComGlobal employees have extensive experience in Information Technology projects, and use that experience to work smoothly with customers, employees and organizations. ComGlobal Systems Inc. is "Structured for Success in Partnership with our Customers."

As indicated above, ComGlobal has earned a reputation for delivering high quality, innovative, cost-effective solutions. As an employee-owned company, ComGlobal has a truly dedicated workforce. The combination of a challenging career coupled with a generous benefits package stimulates high productivity for ComGlobal Employee/Owners. Employees enjoy a "rich" benefits program including a 401k plan, Section 125 plan, medical coverage, dental services, long-term disability, short-term disability, life insurance, vision care, tuition assistance and stock options program. Those seeking career opportunities in the world of information technology are encouraged to contact Ms. Gail Norman, manager, human resources at (619) 497-4842.

ComGlobal Systems Inc. is an equal opportunity employer following "people services" procedures to ensure equal opportunity for all individuals. Employees have backgrounds in senior positions in computer software/hardware applications, government acquisition, systems engineering and business development.

If you are looking for an exciting career in the field of information technology, please visit our Web site located at www.comglobal.com for additional information and employment opportunities.

Michael J. Woiwode, president of the San Diego Chapter of NDIA, is employed by ARINC as technical cirector in the Systems and Technology Division of the company. In this capacity, he manages the development of new capabilities and oversees technical performance on high interest programs. While at ARINC the last 22 years, Mike has worked on weapons systems, communications systems, and aircraft avionics, both military and commercial. His military service includes command of VS-0294, a reserve S-3B squadron, and command of TSC-0294, a reserve command center.

Mike's service to NDIA includes past chairmanship of the annual SPAWAR/Industry conference, and a term as chapter executive vice president. He is a past president of AFCEA San Diego, serves on its board of directors, and previously co-chaired the Joint C4ISR Conference. He also serves on the San Diego Chamber of Commerce Military Affairs Advisory Council Executive Committee.
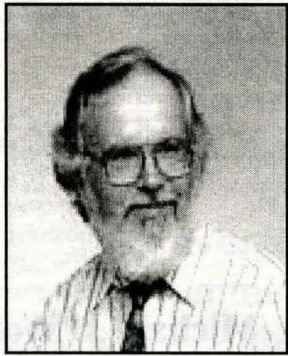
Frank Hewitt is executive vice president and corporate secretary of ComGlobal Systems, Inc. Mr. Hewitt is a cofounder of ComGlobal Systems, Inc., which commenced business in San Diego in 1995. ComGlobal is a highly respected information technology company centrally located in Mission Valley in San Diego. Mr. Hewitt provides program management, contracting, administrative, engineering, and "strategic" business development expertise.

Mr. Hewitt overseas Operations at ComGlobal Systems, Inc. which deals with system design and implementation, installation and upgrades, private network administration, complete e-mail services, Web page design and hosting, digital mapping software development, on-site services, and training. In addition, he has significant operation experience (over 20 years) with the systems being supported within the Navy/SPAWAR business area, and has a well-versed understanding of ComGlobal's business base and the General Services Administration streamlined acquisition process.

Mr. Hewitt is a graduate of the US Navy Academy in Annapolis, Maryland, and a graduate from the Naval Postgraduate School in Monterey, California. Mr. Hewitt sits on the High Tech Advisory Board for Congressman Duke Cunningham. He has been a member of AFCEA since 1988. He is the Immediate Past President of the San Diego Chapter, National Defense Industrial Association (NDIA). He currently serves as a member of the Board of Trustees for NDIA at the national level. Mr. Hewitt is a member of American Electronics Association (AeA), the U.S. Naval Institute, the Military Affairs Advisory Council (MAAC) for the San Diego Regional Chamber of Commerce, and the Naval Academy Alumni Association.

In Memory of James L. Lynch, Jr. (The Candy Man)

"Jim Lynch, a Space and Naval Warfare Systems Command (SPAWAR) employee, who worked in the Joint Information Systems Fleet Support Branch (J632), died September 11, 2001 in the terrorist attack on the Pentagon. He was 55 years old."

At the time of his death, Jim served as the onsite support for the Global Command and Control System Maritime (GCCS-M) at the Pentagon's NCC. Although assigned to a specific branch, he worked with various people throughout the SPAWAR claimancy.

"Jim was a very caring person, and I will miss him greatly," said Shirley Essam, SPAWAR PMW157 Ashore Manager.

Jim was one of three exceptional technicians hired in October 1983 to provide technical services to the Navy Command Center (NCC) for the support of the C31 systems that SPAWAR installed in the Center.

Born on the 4th of July, Jim was a very patriotic person. He had a 15-foot flagpole in his front yard and always flew the American flag proudly. He also had a strong appreciation for nature and its most delicate beauty. He spent hours every week feeding and watching hummingbirds in his yard and growing a wide variety of roses. Jim loved taking pictures, especially of his family.

"It is actually hard to find pictures of Jim because he was always behind the camera taking the pictures," said Jim's wife Brenda.

Jim was known by many at the Pentagon as *The Candy Man*. For many years, Jim walked the Pentagon halls handing out Werther's Originals, which he bought by the case. Every day during his lunch break, Jim walked a regular route giving candy to people, putting a smile on their faces. This practice extended well beyond the Pentagon. Jim gave candy to cashiers at stores, bank tellers, or anyone else that he felt needed a lift or a smile. His son Paul is continuing this tradition.

Ken Howerton, who hired Jim, said, "Because of the high levels of visibility – the Secretary of the Navy (SECNAV) and Chief of Naval Operations (CNO) – these techs had to have excellent skills to survive in the NCC environment. Once, we considered stopping our NCC support because of funding issues, but the Center's commander would not allow us to stop because of the quality performances of Jim and his colleagues. NCC is a remote location to us, so Jim and the others carried a lot of responsibility to ensure their performance met the expectations of the Center, CNO, and SECNAV.
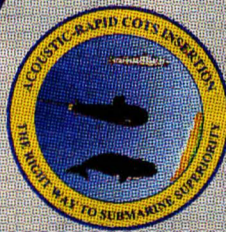
Harry Jackson, a longtime friend and coworker, said, "With Jim you had a friend for life. He always had a warm cheerful greeting for me and was always offering to lend a helping hand, or let you borrow something of his that might help you out. I don't think Jim ever met anyone he did not like, and it would not take long for you to become the focus of his keen sense of humor."

Kathryn Murphy, his supervisor, said, "He was very thoughtful, funny and smart. All of these qualities would shine through whether communicating with Jim in person, on the phone, or via e-mail. One of his technical strong points was video, the displays and switches. He told me recently that he used to moonlight at the Capitol Center operating and maintaining projectors."

Jim is survived by his wife, Brenda, of Manassas, Va.; a son, Paul Lynch of Waldorf, Md.; a daughter, Patty Singh of Indian Head, Md.; and a stepson, John Jackson of Lovettsville, Va.; his mother, Doris Lynch; sisters Maureen MacDonald and Carolyn DeRosier of Enfield, Conn., Judy Hesse of Broad Brook, Conn., Kathleen Zzetscher of Silver Spring, Md.; and a brother, Michael Lynch of Rockville, Conn.; and three grandchildren, Nikki, Jimmy, and Kelli.

We extend our deepest sympathy to Jim's family, friends, and coworkers. The Navy, SPAWAR, and the Washington, D.C., area will surely miss *The Candy Man*.

Profiles of Conference Speakers

David Joseph Antanitus
Rear Admiral (Lower), U.S. Navy
Director, Installations and Logistics (SPAWAR 04)
Space and Naval Warfare Systems Command

Rear Admiral Dave Antanitus is currently serving as the Director for Installations and Logistics in the Space and Naval Warfare Systems Command and is a member of the acquisition professional community. Rear Admiral Antanitus is a native of La Salle, Ill. He graduated from United States Naval Academy in 1974 with a Bachelor of Science degree in Mathematics. He entered the Submarine Service upon graduation from the Naval Academy and his initial sea tour was aboard the nuclear-powered attack submarine USS Parche (SSN 683). His previous acquisition assignments include serving as a major program manager in the Naval Sea Systems Command's Deep Submergence Program (NAVSEA PMS-395) and Major Program Manager in SPAWAR's Fixed Undersea Surveillance Program (PMW-181).

Julie L. Krnc
Director, Small Business Office
Space and Naval Warfare Systems Command

Julie Krnc is currently the Director of the Small Business Office for the Space and Naval Warfare Systems Command. She is responsible for executing the Small Business Program throughout the Command. She is a member of the Navy Small Business Council, San Diego Minority Supplier Development Council, the DOD Western Regional Council for Small Business, and the National Contract Management Association.

A native of West Virginia, Julie joined the government contracting team in 1975. Her extensive contracting background includes working for the U.S. Coast Guard, U.S. Forest Service, U. S. Army, Defense Logistics Agency, and the U.S. Navy.

Rear Admiral Timothy LaFleur
Commander
Naval Surface Force
U.S. Pacific Fleet

Rear Admiral Timothy LaFleur, U.S. Navy, is a native of Oak Park, Ill. He was commissioned from the Naval Academy in June 1970 with a degree in Naval Science and also earned a Master of Science degree in Financial Management from the Naval Postgraduate School in Monterey, Calif.

Rear Adm. LaFleur reported as Deputy and Chief of Staff, Commander in Chief U.S. Atlantic Fleet; Deputy and Chief of Staff, Western Atlantic Area; Deputy and Chief of Staff, Ocean Forces Atlantic in November 1999 following a two year tour as Commander Cruiser-Destroyer Group ONE.

Rear Adm. LaFleur's initial sea assignment was in USS Constant (MSO 427), where he served as Mine Countermeasures Officer and later as Executive Officer. Upon completion of Destroyer School in August 1973, Rear Adm. LaFleur's sea assignments included department head tours as Operations Officer in USS Hawkins (DD 873), and Chief Engineer in USS Fort Snelling (LSD 30).

Rear Adm. LaFleur's personal awards include the Legion of Merit with four gold stars, Defense Meritorious Service Medal, Meritorious Service Medal with gold star, Navy Commendation Medal, and Navy Achievement Medal.

Sarah Kathryn Lamade
Director, Corporate Planning and Operations
Chief Information Officer
Space and Naval Warfare Systems Command

Sarah Lamade is Director of Corporate Planning and Operations and the Chief Information Officer for the U.S. Navy's Space and Naval Warfare Systems Command in San Diego. She is responsible for developing and integrating a corporate information technology strategy across all programs and initiatives within a diverse organization. As the Director of Corporate Planning and Operations, her responsibilities include strategic planning, security, facilities and administration. A native of Williamsport, Penn., and a 1967 graduate of Williamsport High School, Ms. Lamade earned a Bachelor of Science degree in Individual and Family Studies from the College of Human Development at The Pennsylvania State University in 1972 and a Master of Business Administration degree from The Darden School at the University of Virginia in 1981.

Brigadier General Robert M. Shea
Director
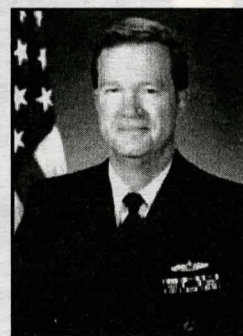**Command, Control, Communications, and Computers (C4), HQMC**

Brigadier General Robert M. Shea is the Director, Command, Control, Communications, and Computers, and the Chief Information Officer of the Marine Corps. Brigadier General Shea was born May 10, 1948, in Pittsfield, Mass. He came to headquarters from the U.S. Pacific Command in July 1998 where he served as the Director for Command and Control and Communications Systems (J6). His previous staff assignments include Director for Command and Control Systems School; Assistant Inspector-Instructor, 6th Communication Battalion; Assistant Chief of Staff, G6 Operations, 3rd Marine Division; and Head, Plans Division, Defense Communications Agency-Pacific Area. Brigadier General Shea's service career spans 31 years. He has held command positions at every rank through Colonel, including the Commanding Officer, 9th Communications Battalion, I Marine Expeditionary Force, during Desert Shield and Desert Storm. His Awards and Decorations: Department of Defense Superior Service Medal, Legion of Merit with gold star in lieu of a second award, Department of Defense Meritorious Service Medal, Meritorious Service Medal, Navy Commendation Meda, and the Navy Achievement Medal with gold star.

Frank A. Perry, Ph.D
Technical Director
Space and Naval Warfare Systems Command

Dr. Frank A. Perry is the Technical Director for the Space & Naval Warfare Systems Command. He is responsible for integrating the engineering and development activities across all programs and initiatives within the command. These include the horizontal integration of information processing application development activities, networking activities, and information transport activities across the command in order to deliver end-to-end capability in the context of IT-21. Dr. Perry was born in Charlerio, Penn. in 1950. He attended the Pennsylvania State University and was awarded a Bachelor of Science Degree in Electronic Engineering in 1972. He served on active duty in the United States Navy from 1972 to 1986. He received his Masters in Electronic Engineering from the Naval Postgraduate School in 1978, and his Doctorate of Philosophy in Electronic Engineering with a minor in Computer Science from the Naval Postgraduate School in 1980.

Rear Admiral Kenneth D. Slaght, USN
Commander
Space and Naval Warfare Systems Command

Rear Admiral Ken Slaght is Commander of the Space and Naval Warfare Systems Command. He is responsible for development, acquisition, and life cycle management of command, control, communications, computers, intelligence, surveillance and reconnaissance systems for the United States Navy, and select Marine Corps and joint service programs. RADM Slaght was born in Chicago, Ill., and received his commission in 1970 upon graduation from the United States Naval Academy. He attended the Defense Systems Management College, and the Naval Post Graduate School, where he received a Masters Degree in Computer Systems Management, and the Naval Destroyer School. Previously, RADM Slaght served as the Vice Commander for SPAWAR, Chief Engineer, and Program Manager for the Joint Maritime Communications System Program Office.
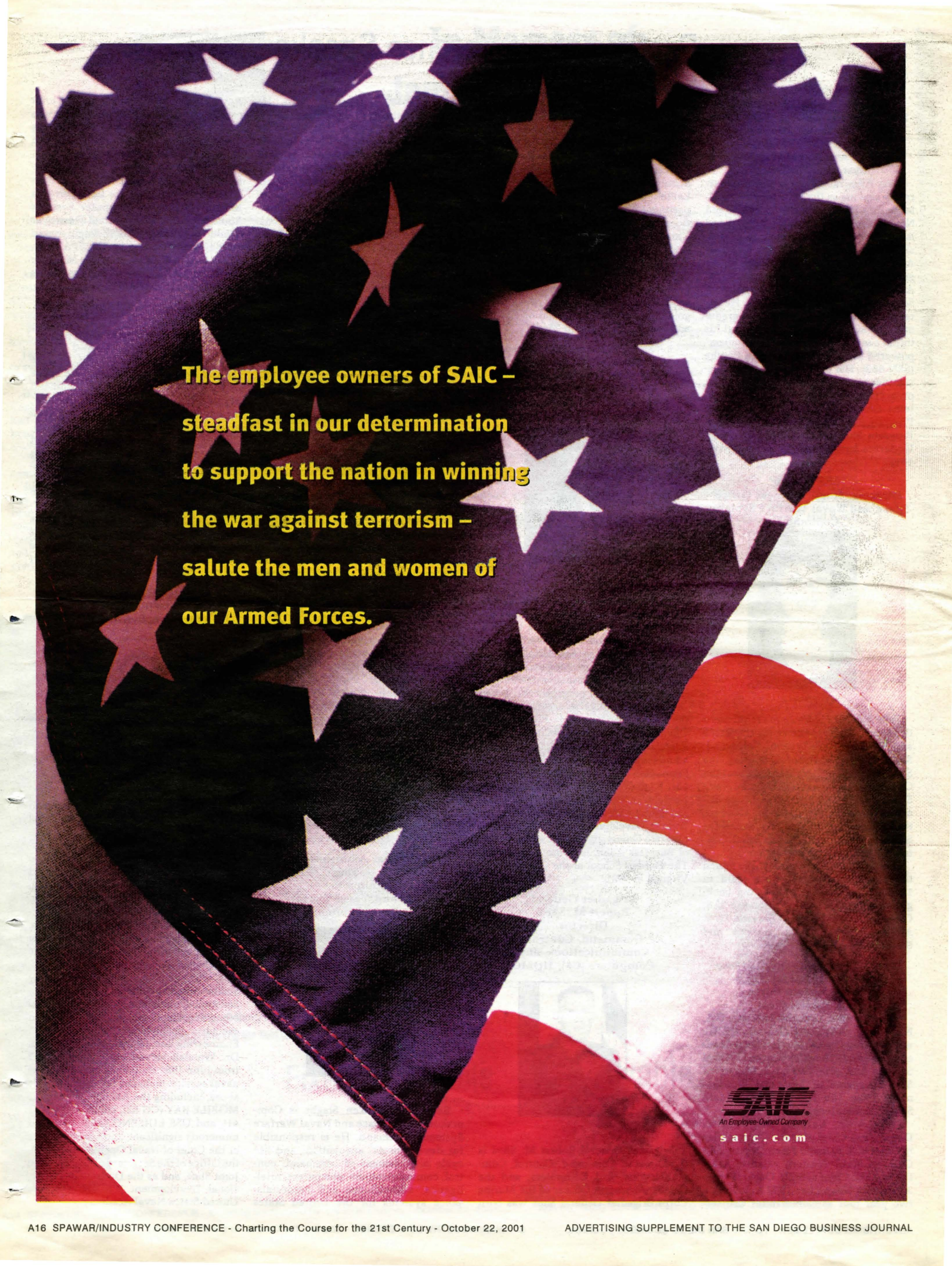
Captain Steven C. Sterrett, USN
Director of Contracts
Space and Naval Warfare Systems Command

Captain Steven C. Sterrett became the Director of Contracts for the Space and Naval Warfare Systems Command in July 1999. The son of a Naval Aviator, he was born in Pensacola, Fla. and lived in various states and overseas bases. Captain Sterrett earned his Bachelor of Science Degree in Geology from James Madison University in 1976 and a Master of Science Degree in Systems Acquisition and Contract Management from the Naval Post Graduate School, Monterey, Calif. in 1983. He is also a graduate of the Naval Supply Corps School in Athens, Ga., and the Defense Systems Management College, Fort Belvoir, Va.

Stephen R. Woodall, Ph.D.
President & CEO
Strategic Synthesis, Ltd.

Dr. Stephen R. Woodall has more than 30 years of executive and operational experience in strategic planning, vision development, long-range resource analysis, strategic forecasting, international operations and management, systems and operations analysis, systems engineering, warfare analysis, technology planning, and inspirational leadership under demanding (including combat) conditions. He is the founding President and CEO of Strategic Synthesis, Ltd. Additionally, he is an Associate with Burdeshaw Associates, Ltd., and serves as a Consulting Senior Systems Engineer at Computer Sciences Corporation (CSC) and several other defense firms. He has served in executive positions at Teledyne Brown Engineering and Global Associates, Ltd. Dr. Woodall served as a naval officer from June 1967 until February 1994. His naval service included three commands at sea, including the AEGIS Cruiser USS MOBILE BAY (CG 53), USS KING (DDG 41), and USS LUISENO (ATF 156), and numerous significant tours in the Office of the Chief of Naval Operations (CNO), the Office of the Secretary of Defense, the Joint Staff, and as the Director of Professional Development (PRODEV) at the United States Naval Academy.

The employee owners of SAIC –

steadfast in our determination

to support the nation in winning

the war against terrorism –

salute the men and women of

our Armed Forces.

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