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TO: All M&SS Employees and Matrixed Personnel

FROM: Carlo Zaffanella, Vice President and General Manager, Maritime & Strategic Systems  
Phil Dore, Chief Engineer, Maritime & Strategic Systems  
Rusty Kollmorgen, Vice President Strategy & Business Development, Maritime & Strategic Systems

SUBJECT: Organizational Announcement: Priority Shifts and M&SS Realignment

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Our market continues to evolve, and in many ways 2021 has seen as much change as any year before it. Shifting national priorities and dynamic threat environments continue to push our customers to adapt their thinking. For us to remain the best problem solvers we can for our customers, we must change too.

In June, I sent you information on [temporary assignments for Laura Hooks and Chris Haider](#), who were both tasked with working on specific strategic pursuits that would impact GDMS as well as Maritime and Strategic Systems (M&SS) line of business.

Some of our recent successes include impactful wins in Nuclear Command, Control & Communications (NC3), maritime autonomy and related undersea markets. In NC3, we had a large competitive win in August with a program called Global ASNT, we also won several positions on small but very important NC3 advanced technology programs. In our Undersea business, we just were awarded a large, competitive program called Hammerhead. That program uses experts, technologies, business relationships and facilities from our UUV business, and applies them to the undersea anti-submarine warfare market. And just one day prior to winning Hammerhead, we won another significant program for the Combat System Integration and Test of the Navy's first unmanned surface vessel, Overlord USV (OUSV). Those wins ratify our strategies in those market streams and encourage us to continue to invest accordingly.

Another area of investment in 2021 has been the evolving concept called Joint All Domain Command and Control (JADC2). There are several branches to the JADC2 pursuit across GDMS including MOSAIC led by **Chris Haider** which operates at the GDMS level but has direct

impacts on the future strategic direction of M&SS' airborne computing business area. **Laura Hooks** is also spearheading an initiative to look at JADC2 initiatives across GDMS with a goal of defining a better way for us to 'invest once and use often'. Based on the varying degrees of customer response in these different branches of JADC2, we can better streamline and invest here in this area.

Based on the above changes in our markets, we are making some organizational changes that keep us focused on our most promising growth lanes:

- **Chris Haider** will return to M&SS as the Business Development Director for the Airborne Computing business area, while retaining the responsibility to shape and grow the MOSAIC campaign. That campaign will continue to receive funding from GDMS and be responsible for growth of opportunities beyond M&SS.
- **Jeff Bernardi** will be spearheading a strategic initiative focusing on two currently underserved market lanes for our ACS business – the relationship with NAVAIR, and the pursuit of Future Vertical Lift, efforts in both the U.S. Navy and U.S. Army.
- **Brent Rickenbach** will become the Chief Engineer for our surface ship team. Brett has been central to the DMO technical direction and his experience will shape our surface ship future and keep us in front of evolving Navy requirements as DMO and JADC2 start to affect future procurements.
- **Angel Salinas** will become Director of Maritime Mission Alignment where he will ensure our strategies and investments tie directly to mission needs and customer plans. We see maritime autonomy as a substantial part of our future surface ship strategy, and we see our Command, Control and Communication technologies as a part of that shift. We are strengthening our market growth strategy by continuing to broaden our customer relationships and build insight into the evolving requirements of our wide spectrum of customers.
- We will be standing down the DMO campaign as a separate entity. However, given the ubiquitous nature of JADC2 and how it affects so many parts of our market, we will drive all our business areas in a direction that maximizes our understanding and usage of JADC2 technologies. **Omer Poroy** will become Director of Strategy to be involved with our IRADs, business area investment strategies and connection to GDMS' JADC2

roadmap. It is a new position that will help us apply similar technologies more successfully across M&SS.

- **Terry Haid** will take on a role where he is both a capture manager and the director of our pool of capture experts. Our captures are increasingly using common technologies and strategies, and this role will allow Terry to ensure we can draw the best experts into each of our pursuits.
- Finally, **Derek Davis** will lend his experience to a capture effort for Cyber Systems. His knowledge of the Air Force customer and operating environment made this cross-company resource assignment an easy choice. We thank Derek for his focus on getting the newly created capture operations team through its early integration stages.

We are excited for the success we have had in 2021, and we see these changes in structure and personnel as key elements to building on that success in 2022 and beyond.