

**Inspired Employees.
Innovative Government Solutions.**

INDUS At A Glance

There is no them and us...there is simply US.

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San Diego, CA 92110

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Company Profile

- Government Support Services for 24+ years
 - Delivering professional and technical excellence in engineering, cybersecurity, IT solutions, data analytics, program/financial management, and logistics services
- Partially Employee-Owned
- Service-Disabled Veteran Owned Small Business (SDVOSB) under multiple NAICS
- ISO 9001:2015 Registered and Certified
- Fully compliant with NIST 800-171 and DFARS Clause 252.204-7012
- Contracts Portfolio includes:
 - Seaport-NxG
 - GSA Professional Services Support (PSS), GSA IT-70, and GSA OASIS Pool 3
 - NIWC Atlantic Management and Business Analytical Services (MBAS) II
 - NIWC Atlantic Command Operations Functional Support (COFS)
 - Multiple NIWC Pacific MACs (Code 552, 5.4, UMSS, CANES ESS)
 - Information Warfare Research Project (IWRP) Consortium
 - ARMY ITES
- *Recognized as “2022 Best Places to Work” in San Diego, CA, Southern CA, and South Carolina. “Best Places to Work in San Diego” in 18 of last 21 years; among “100 Fastest Growing Private Companies” (2019) and a Finalist for Corporate & Social Responsibility – Diversity, Equity and Inclusion (2020)*
- Primary NAICS: 541330, 541611, 541519, 518210, 334511, 336611, 541380, 541420, 541515, etc.

INDUS Site & Support Locations

Primary Office Locations

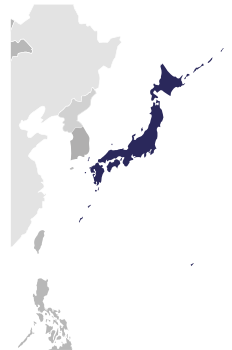
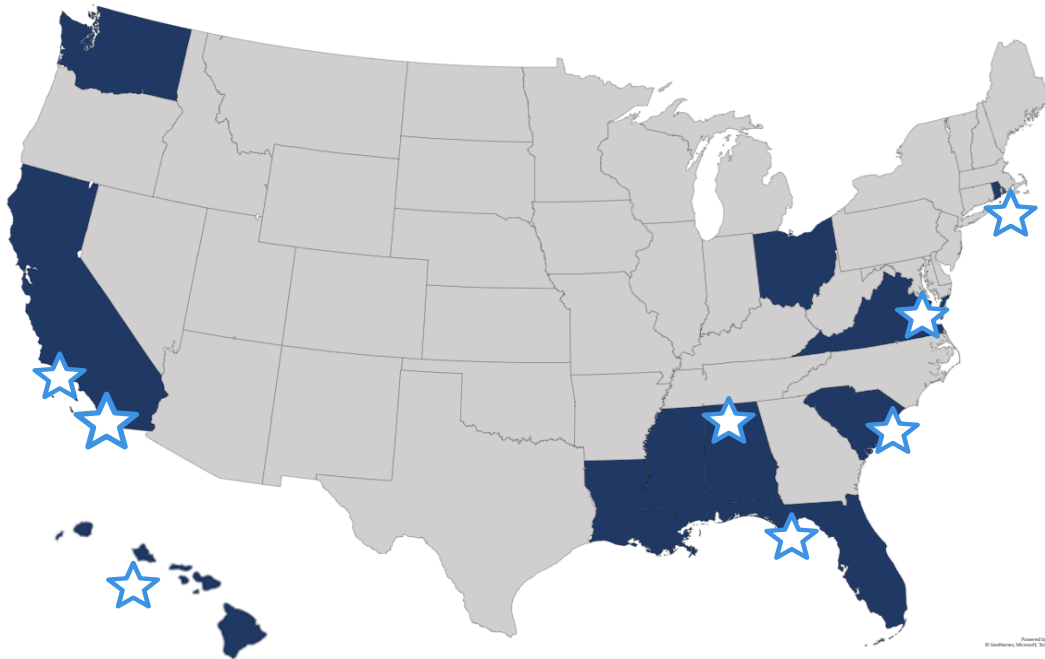
San Diego, CA (HQ)
Port Hueneme, CA
Honolulu, HI
Panama City Beach, FL
Charleston, SC
Huntsville, AL
Chesapeake, VA
Newport, RI

Support Locations

Keyport, WA
Kauai, HI
Mayport, FL
New Orleans, LA
Pascagoula, MS
Washington, DC
Cleveland, OH

International

Japan
Guam



★ Office Locations

Employees

Key Customers

- Naval Information Warfare Systems Command (NAVWAR) and PEO C4I
 - NAVWAR HQ (8.0, 5.0, FRD)
 - PMW 790, PMW 170
 - NIWC Pacific and NIWC Atlantic
- Naval Sea Systems Command (NAVSEA)
 - NSWC Port Hueneme Division
 - NSWC Panama City Division
 - NSWC Corona Division
 - NUWC Keyport Division (HI and San Diego Detachments)
 - NUWC Newport Division
 - PMS 400D
- Commander, Naval Surface Force, Pacific Fleet
- Commander, Submarine Force Atlantic
- Department of Homeland Security
- Navy Expeditionary Combat Command
- NAVSUP Fleet Logistics Center (Pacific Missile Range Facility, Barking Sands)
- US Fleet Forces Command



Management Capabilities

- Contract Management

- Accessible, DoD-experienced and empowered managers who proactively respond to requirements
- ISO 9001:2015 Registered and Certified with Proven Management Processes
- Standard and custom MSRs and financial reporting for all customers
- Conscientious indirect rate control results in reliable cost projections, efficient use of customer funding and best value to the government

- Subcontractor Management

- Demonstrated success leading centralized and geographically dispersed teams of large and small businesses
- Integrated Team Approach with Fair Treatment of Subs and open communications

- Transition

- Successfully transitioned 11 prime contracts valued at \$300M+ with fully satisfied customers since 2017

- We Care About Our People

- Employee-centric, employee-owned, and mission-driven culture
- Recognized as 2022 “Best Place to Work” in San Diego, CA, Southern CA, and South Carolina
- Ensure transition of incumbent employees with equal or better benefits

Outreach and Culture

➤ Proud Supporters of our Community and Industry Associations:

- INDUS supports the following organizations through our ICREW program (INDUS Cultural Representation & Equality at Work) and charity events: Autism Speaks, Warrior Beach Retreat, Wounded Warrior, Human Rights Campaign and more



San Diego Padres Community Sponsor

➤ Consistently voted Best Places to Work:

- Recognized as San Diego 2022 winner (and for 18 of last 21 years)
- 2022 Southern California winner
- 2022 South Carolina winner

➤ 2020 San Diego Business Journal (SDBJ) Finalist Corporate & Social Responsibility for Diversity, Equity and Inclusion

➤ 2019 SDBJ 100 Fastest Growing Private Companies



Get to know us.

Why INDUS?

- Seasoned Prime Contractor with proven success in Echelon II and III Navy Commands: NAVWAR, NAVAIR, NAVSEA, PEO C4I, NSWC Port Hueneme, NSWC Panama City, NUWC Keyport, NUWC Newport, US Fleet Forces Command
- Functional experts in C4I Shore Integration, Combat Systems/CVN/Amphib ISEA, Warfare Center engineering services, Waterfront operations, Cybersecurity, Data Analytics, Corporate Operations, and DoD-focused program/financial management services
- Top Secret Facility Clearance, with secure office locations in San Diego; Port Hueneme, CA; Charleston, SC; Panama City Beach, FL; and Newport, RI
- Employee-centric, mission-focused; consistently win awards based on our positive culture and inclusive work environment; 2022 Best Places to Work; partial Employee Ownership
- Proven ability to execute large contracts in multiple DoD centric markets: San Diego, Hawaii, Warfare Centers in PHD, PCD & Newport, Charleston, and Virginia
- Efficient, streamlined, lean organization that creates a positive partnering experience with our industry partners, and delivers the highest quality service to our Government clients

Engineering, Cybersecurity & IT Capabilities

ENGINEERING SERVICES

Network Engineering • Network Design and Configuration • Enterprise and System Architecture • Range Systems O&M Support • Test & Evaluation, Weapon Systems Assessment • System Operability Verification Test (SOVT) • TEMP Development • MK 30 Targets O&M • Test, Handling, Support Equipment O&M • Shore Communications Systems Engineering • Engineering Assessments and Technical Analysis • MILCON/NEWCON support • In-Service Engineering (ISEA) Support • AutoCAD Drawing & Engineering Support • Site Surveys • Standards Compliance Subject Matter Expertise • Drawing Reviews • Systems Design Center Support • Alteration, Engineering Change, Field Change Assessments & Installation • Fleet Introduction Support • Installation and Checkout Support



CYBERSECURITY & INFORMATION TECHNOLOGY (IT) SERVICES

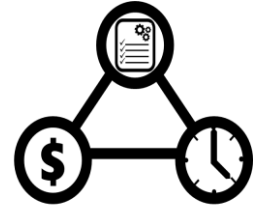


Risk Management Framework (RMF) Services • Cybersecurity & Information Assurance Support Services • NIST 800-171/DFARS 7012 Compliance Assessment Support • Cyber Education & Training (Curriculum Design and Instruction) • Cybersecurity Requirements Training • Incident Management & Response • Countermeasure Development • IT Documentation • Modeling & Simulation Proof of Concept Development • Virtualization/VMware • Application Hosting • Data Center Infrastructure Management • Application Maintenance • Web Development • Systems Administration

Program, Financial and Logistics Capabilities

PROGRAM MANAGEMENT AND COMMAND STAFF SERVICES

Program/Project Planning • Work Breakdown Structures (WBS) • Organizational Breakdown Structures (OBS) • Control Account Structures • Integrated Master Scheduling (IMS) • Earned Value Management (EVM) • Performance Management and Reporting • Baseline Change Control • Data Analytics • Data Visualizations • C4ISR Installation Planning • C4I Installation Planning • FMS Case Management • Command-level Administrative Support • Command Operations Support • Technical Documentation • Risk Management • Public Affairs and Protocol • Security Administration & ESS Office/Foreign Disclosure & Visits • HQ Facilities Management • Workforce Optimization Support • Manpower and Military Affairs Management • Graphics • Audio/Visual Support • Defense Travel Support



FINANCIAL MANAGEMENT SERVICES



Financial Management and Analyses • Program Planning, Budgeting & Execution (PPBE) • Cost Estimating & Modeling • Program/Life Cycle Cost Estimating (P/LCCE) • EVM Analysis • Navy Enterprise Resource Planning (N-ERP) • Program Objective Memorandum (POM) Development and Justifications • Dormant Account Review – Quarterly (DAR-Q) • Programming and Budgeting Information System (PBIS) • Budget Planning System (BPS) • NAVSEA Enterprise Planning System (NEPS) • Task Planning Sheets (TPS) • Form 7300 • Comptroller Support • Funds Control • Administrative Contract Closeout • Financial Tools Development/Implementation • Key Financial Systems Support (NERP, MOCAS, STARS, PRISMS, COBRA, DCAS) • Financial Management Training • DTS Administration (AO/RO) • Travel/Payroll Processing

LOGISTICS

Logistics Acquisition & Lifecycle Support • Integrated Logistics Support (ILS) • Logistics Supply Chain • Inventory & Warehouse Management • Configuration Management • Performance Based Logistics (PBL) • Obsolescence Management & Planning • Allowance Equipment Lists • Acquisition Logistics Support Plan • Alteration Installation Team • Packaging, Handling, Storage, & Transportation (PHST) • Documentation • COSAL Support • NALCOMIS Support • Computer Based Training Management • Navy Training System Plan (NTSP) Support



INDUS Primary Contacts

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Sampling of INDUS' Prime Contracts

- **NAVWAR | PEO C4I, PMW 790** Shore and Expeditionary Integration Program Office, Installation Management Support Services (IMSS)
- **NAVWAR 8.0** Corporate Operations Support Services (COSS)
- **Naval Surface Warfare Center Port Hueneme Division (NSWC PHD)**, CVN/Amphibious Ship Combat Systems In-Service Engineering Agent (ISEA) and Customer Support and Program Management (CSPM)
- **Naval Undersea Warfare Center Keyport Division (NUWC Keyport)** Pacific Detachment Support Services
- **NUWC Keyport Division** San Diego Detachment Support Services
- **NSWC Panama City** Information Assurance (IA) Adaptive Persistent Awareness Systems (APAS)
- **NUWC Newport Division** Code 85 Weapons Analysis Facility (WAF) & Code 10 Corporate Operations

Note: Detailed scope of above contracts summarized on subsequent pages

PEO C4I, PMW 790 Installation Management Support Services (IMSS)

- Shore and Expeditionary Integration Program Office support
 - Production Systems Engineering for Communication/data systems for Navy Shore Facilities and Operations Centers
 - Installation Planning and Management
 - Asset Tracking, Database and Website Development
 - Shore and Expeditionary Integration and Installation Planning services
 - MILCON/ NEWCON and Special Project programmatic support to monitor and maintain cost, schedule, and performance
 - Development and tracking of risks, issues, and opportunities; schedule development and resourcing; metric reporting, analytics and financial analysis
 - Data Center Information Management Information Warfare Planning Activity (IWPA)
 - Shore Platforms Baseline Management, Asset and Capacity Management, Power/Space/Cooling installation risk assessment, Analysis of Alternative (AoA), “as is/ to be” examination
 - Design Center Drawing Development (Shore Platform Drawings)
 - Provide Reviews & Recommendations for Technical Warrant Holder (TWH) for all NAVWAR Ashore C4I Installation Requirement Drawings (IRD)
 - Policy Assistance, Standards Development Support to NAVWAR 4.2, Technical Training & Drawing Efficiencies Development
 - Installation Design Plans (IDP), IRD, As-Built CAD drawing packages
 - Product and Platform Integrated Master Scheduling (IMS)
 - IMS management for program planning and execution guidance; including metric analysis of cost, schedule, and performance data points. Critical path analysis and portfolio tracking
 - Logistics Support and Life Cycle Support Planning
 - Navy Training System Planning (NTSP) development

NAVWAR, Code 8.0 Corporate Operations Support Services (COSS)

- Corporate Operations, Strategic Management, Corporate Communications, Civilian and Military Workforce Management, and Continuous Process Improvement
 - Corporate Strategy and Operations
 - Corporate strategy, executive level facilitation, Old Town Campus (OTC) revitalization coordination and integrated master scheduling, organizational assessments and measurement, surveys, event and conference planning, and graphics support
 - Strategic Management and Corporate Communications
 - All hands communications, executive level messaging, external stakeholder communications, strategic documents, social media, public and internal website management, internal news, and public affairs support
 - Total Workforce Management
 - Human resources and civilian personnel support, HR policy review, performance evaluation processes, administrative training oversight, organizational development and training, awards management and coordination, Equal Employment Opportunity (EEO) office, DAWIA and data analytics support
 - Military Workforce Management
 - Personnel support detachment liaison, enlisted manning coordination, NAVWAR reserve program liaison, and associated IT support
 - Continuous Process Improvement (CPI)
 - Organizational process management, Lean Six Sigma (LSS), CPI project coordination, metrics and support

NSWC PHD, CVN/Amphibious Ship Combat Systems In-Service Engineering Agent (ISEA)

Provide Aircraft Carrier Strike Group, Amphibious Ready Group, and Fleet Strike Group Integrated Combat System (ICS) Engineering, Logistics, Policy, and Administrative support to the Ship Defense and Expeditionary Warfare Mission

- ICS In-Service Engineering and Logistics Support Services for Aircraft Carriers and Amphibious Ships
- Passive Countermeasures System (PCMS) Engineering and Logistics Support Services
- Integrated Warfare Systems (IWS) 10 Refueling Complex Overhaul (RCOH) On-Site Representative (OSR) Engineering and Technical Support Services
- Combat Systems Maintenance Coordinator (CSMC) Support Services Embedded at Commander Naval Air Forces Pacific (CNAF) and Commander Naval Air Forces Atlantic (CNAL)
- Commander Naval Air Forces (CNAF) Plans and Policy Administrative Support Services
- CNAF Command, Control, Communications, Computers, Combat Systems and Intelligence (C5I) Requirements Management Support Services
- Installation Planning and Technical Advisory Services to Aircraft Carrier, Amphibious Ship and Associated Strike Group Support Ships C5I Requirements Management Support Services
- Waterfront Logistics Coordination Support Services for Aircraft Carriers and Amphibious Ships
- CNAF Organizational Maintenance Management System (OMMS) Support Services
- Aircraft Carrier Planning Activity's Modernization Readiness Assessment (MRA) Process Coordination and C5I System Alteration Maturity Tracking Support Services
- Test and Evaluation Automated Management Information System (TEAMIS) Software Maintenance and Training Support Services

Naval Undersea Warfare Center Keyport Division (NUWC Keyport) *Pacific Detachment* Support Services

- Provide Underwater Vehicles Support
 - Technical Operations, Process Documentation, Logistics, Material Management, Administrative and System Engineering Support
- Provide Readiness, Test and Evaluation Support
- Information Technology Support
 - Help Desk Support, System Administration, Operations and Maintenance, Information Assurance (IA) and Information Security (INFOSEC) Support
- Waterfront Operations Support
 - Process Engineering Support, Administration and Logistics Support, Operational and Material Readiness Support, Submarine Weapons Support Equipment (Inventory Control, Maintenance, Transportation and Handling), Submarine VLS PSE Support, VLS PSE On Loading/Off Loading Operations
- Technical Analysis and Assessment Support
 - Test, Reconstruction, Analysis, Assessment, Training, Logistics and Program Support for Fleet Training and Certification Events
- Fleet Exercise Support
- Software Support
- Program Management and Administrative Office Support
- USW Combat Systems Technical and Administrative Test and Evaluation Support
- MK 48 Intermediate Maintenance Activity Support
- Hawaii Detachments Infrastructure Support
- Fleet Test and Evaluation Center Support

NUWC Keyport Division *San Diego Detachment*

Support Services

- Fleet Test and Evaluation Center (FTEC) Shipboard Electronics Systems Evaluation Facility Support (SESEF) Combat Systems and Laboratory Support
 - Operational and Technical Support for the ULM-4, Antenna/Radar Pattern System, Tactical Air Navigation (TACAN), HF/VHF/UHF Communications System, TADIL-A/Link-11, TADIL-C/Link 4a and TADIL-J/Link-16, Common Data Link (CDL), HAWKLINK, Ku-band/C-band, Signal Generators, Spectrum Analyzers, Amplifiers, and Dry Air Systems
- Combat Systems Engineering Support
 - Provide Engineering, Technical and Logistics Support for Emerging Data Link System Development and Testing
- Magnetic Silencing Facility Support
 - Provide Technical Support Magnetic Measurements, Magnet Treatment, Electromagnetic Roll and Shipboard Technical Assistance
 - Operate, Troubleshoot, Test, Maintain, Assemble, Repair, Install, Replace, Upgrade, Inspect, and Provide Technical Support for Magnetic Silencing Facilities and Equipment
- Equipment and Material Inventory Management Support
- General Administrative and Common Office Support
- Underwater Vehicle and Underwater Tracking Range Equipment (UTRE) Support
- Equipment Material Management and Procurement Support
 - Enterprise Resource Program (ERP), Detachment Share Drive, Keyport Command Access, Industrial Logistics Support Management Information System (ILSMIS), MESWEB/MEASUREIQ Database, Federal Catalog System (FEDLOG), Federal Logistics Information System (FLIS), Workforce Development System (WDS), Advanced Skills Management (ASM), Federal Mall (FEDMAL)
- Reconstruction, Analysis, Feedback and Training (RAFT)
- MK 30 Support

NSWC Panama City Information Assurance (IA) Adaptive Persistent Awareness Systems (APAS)

- Deliver full range of cybersecurity support to include RMF documentation development to ensure compliance with NIST, DOD and DON policies, instructions and guidance
- Maintain network and systems' security posture by applying security controls, implementing IAVA, remedial actions, IAVM procedures, patching and validating STIG configurations, conducting risk assessments and scanning/testing for vulnerabilities
- Support the acquisition and procurement of sensors and devices deemed "New Technology" and conduct evaluations for potential insertion into the APAS baseline
- Provide development, configuration testing and implementation for architectural design
- Software development/modifications to support hardware interfaces and mission requirements
- Network engineering, network design and configuration, enterprise and system architecture, Virtualization/VMware, application hosting and IT support
- Data analysis support for the creation of multiple qualitative and/or quantitative data analysis studies in order to support data-driven system and programmatic decisions
- Support the NSWC-PCD team in performing inferential statistical analysis and extended analyses such as cost est., volume metrics, valid/false alarm rates and technology make/model information
- Provide technical support for the procurement of software, mechanical, electrical, sensor and electro-mechanical systems

Naval Undersea Warfare Center Division Newport (NUWC DIVNPT)

Code 85 Weapons Analysis Facility (WAF)

Simulation Operation

- Operating the 18 WAF Hardware in the loop simulators / Trouble shoot any errors during operation

WAF Systems Operation and Maintenance

- Upgrade and maintain computer system devices, networks, and peripheral hardware.
- Provide certified Media transfer agents (MTA) and Data transfer agents (DTA) for WAF users.
- Preventative maintenance on system servers, workstations, UUT hardware, and simulation racks.

WAF Security Control

- Maintain access control throughout WAF closed enclave including user accounts /permissions
- Maintain hardware and software inventory of IA systems (classified/unclassified), security container records, visitor control, Plant Account, BITS, and disposal of WAF assets.

Financial Management

- Provide complete financial management for Code 8515, WAF SCC, LWT ECWAF program, and HWT ECWAF Program.

Information Assurance

- Provide IA subject matter experts to support the cyber security work force (CSWF) to provide security within the WAF closed enclave.
- Maintain WAF's authority to operate (ATO), generate artifact data in response to NUWC Newport RMF guidelines.
- Patching Windows and LINUX IT assets, performing NESSUS vulnerability scans, prepare RMF compliance reports within vulnerability assessment and reporting system (VARs)

Logistics

- Maintaining an inventory of WAF assets including hard drives, computers, network switches, and circuit boards.
- Bar coding new hardware introduced into WAF and conducting physical audits monthly

Software System Administration - Install and Maintain Atlassian products on Window and LINUX platforms

Database Development