

Inspired Employees.
Innovative Government Solutions.

INDUS At A Glance

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

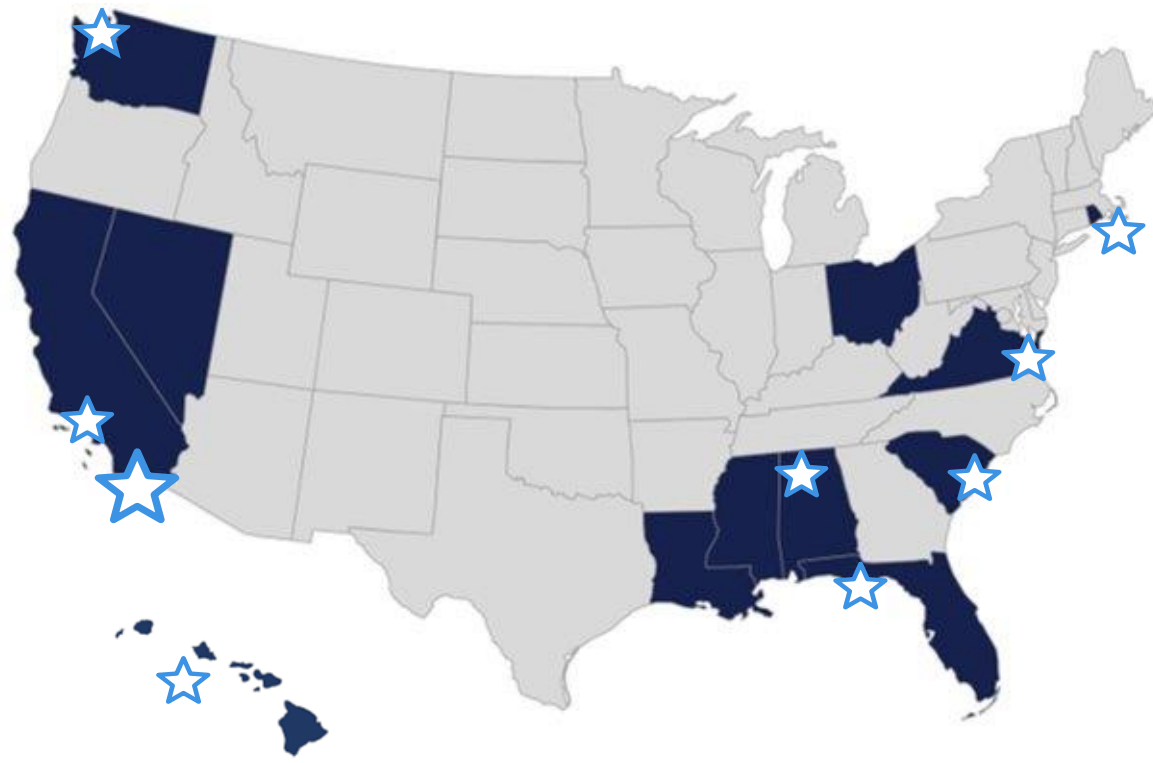
2243 San Diego Ave., Ste. 200
San Diego, CA 92110
619.299.2555

www.industechnology.com

Company Profile

- Government Support Services for 25+ years
 - Delivering professional and technical excellence in engineering, cybersecurity, IT solutions, data analytics, program/financial management, and logistics services
- 100% Employee-Owned
- ISO 9001:2015 Registered and Certified
- Fully compliant with NIST 800-171 and DFARS Clause 252.204-7012
- Top Secret Facility Clearance and Secret safeguarding capability
- Contracts Portfolio includes:
 - Seaport-NxG
 - GSA Multiple Award Schedule (MAS) and GSA OASIS Pool 3
 - NIWC Atlantic Management and Business Analytical Services (MBAS) II
 - Information Warfare Research Project (IWRP) Consortium
 - Multiple NIWC Pacific MACs
 - ARMY ITES
- *Recognized as “2023 Best Places to Work” in San Diego, Southern CA, and South Carolina. “Best Places to Work in San Diego” for 20 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, 541715, 518210, 334511, 336611, 541380, 541420, 541515, etc.

INDUS Offices & Support Locations



Primary Locations

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

Support Locations

- Corona, CA
- Kauai, HI
- Mayport, FL
- New Orleans, LA
- Pascagoula, MS
- Washington, DC
- Cleveland, OH
- Hawthorne, NV

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, PMW 740
 - NIWC Pacific and NIWC Atlantic
- Naval Sea Systems Command (NAVSEA)
 - NSWC Port Hueneme Division
 - NSWC Panama City Division
 - NSWC Corona Division
 - NUWC Keyport Division
 - 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



Why INDUS?

Mission Focused, Exceptional Quality

We never lose sight of what matters most to our Navy customers: mission, security, quality, schedule, cost, and innovation.

We support Echelon II – IV commands with speed-to-fleet based solutions that support the Warfighters.



Technical Expertise

- Engineering
- C4I Shore Integration
- Combat Systems ISEA
- Fleet/Warfare Center Services
- Waterfront Operations
- Cybersecurity
- IT Operations
- Logistics
- Data Analytics
- Corporate Operations
- Travel and Administrative
- DoD Program/Financial Management Services

Large Business Capability – Lean, Proactive, & Transparent Services

We take pride in removing bureaucracy to get things done fast. Whether working with our customers or industry partners, we are efficient, fair, and transparent.



We are the US in INDUS

We hold an unwavering commitment to creating the best employee experience.

- ✓ 100% Employee Owned
- ✓ Tailored career path opportunities
- ✓ Mission-critical work in multiple geographies
 - ✓ Culturally Diverse
 - ✓ Employee Recognition Events
 - ✓ Sponsor Charity and Outreach Events

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 13 NEW prime contracts valued over \$250M, with fully satisfied customers, over the previous 5 years

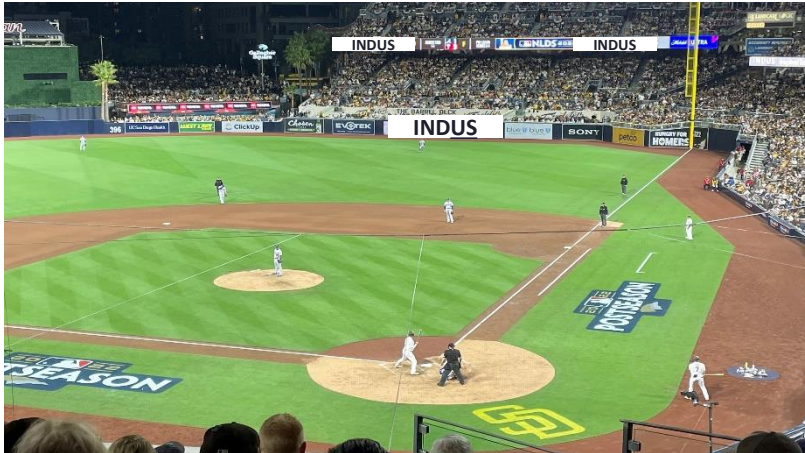
- **We Care About Our People**

- 100% Employee-Owned company; employee-centric and mission-driven culture
- Recognized as 2023 “Best Places 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, Semper Fi & America's Fund, Wounded Warrior, Human Rights Campaign and more



San Diego Padres Community Sponsor



- Consistently voted Best Places to Work in multiple markets: 2023 award winners in San Diego, Southern CA, and South Carolina
- 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.

Joint Ventures (JVs)

INDUS has partnered with two companies to form JVs

Spartan Defense Group (with LMR Technical Group)

- Spartan qualifies for SDVOSB set-aside contracts
- Expanded capabilities beyond **INDUS**' core offerings include Warfighter Training, Human Performance Optimization, Operational Support, Joint Readiness
- Serves Navy, Air Force, USCG, DHS customers



MarTon Solutions (with OLH Technical Services)

- MarTon qualifies for Alaska Native Corporation (ANC), 8(a), and Small Disadvantaged Business (SDB) set-aside contracts
- Primary capabilities of OLH and **INDUS** together include Logistics, Warehousing Operations, IT, Security, Administrative Support
- OLH is part of the Three Saints Bay family of ANC companies (9 total)



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

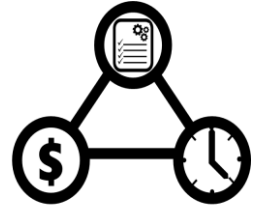


Risk Management Framework (RMF) Services • Cybersecurity & Information Assurance Support Services • NIST 800-171/DFARS 7012 Compliance Assessment Support • Cyber Education & Training (Curriculum Design and Instruction) • Cybersecurity Requirements Training • Incident Management & Response • Countermeasure 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 • Advana/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 Leadership

Eric MacGregor

President and CEO

San Diego office: 619.299.2555 x328

Panama City Beach office: 850.919.3093

emacgregor@industechology.com

Becky Spane

Chief Financial Officer

office: 619.795.0536

rspane@industechology.com

Cary Cheshire

Chief Growth Officer; NDIA San Diego Board Member

mobile: 619.384.2279

ccheshire@industechology.com

Tricia Mercer

Chief People Officer; CCOE Board Member, United Way of San Diego Board Member

office: 619.299.2555

tmercerc@industechology.com

Jim Lasswell

Sr. Advisor to the President

office: 619.299.2555

jlasswell@industechology.com

INDUS Market Leads

Jared Mathey

Exec. Vice President, East Coast; CDCA Board Member

office: 636.448.4860

jmathey@industechology.com

Lisa Ramsey

Exec. Vice President, West Coast; WID Board Member

office: 619.299.2555

lramsey@industechology.com

Clay Glasheen

Sr. Vice President, NAVSEA Programs; CVN & Amphib ISEA PM

office: 619.795.9129

cglasheen@industechology.com

Bob Seligman

Sr. Vice President, NUWC Keyport Programs / Keyport Det Pacific PM

office: 619.299.2555

rseligman@industechology.com

Beau Bowden

Vice President, Market Development, Huntsville, AL

office: 256.417.3176

cbowden@industechology.com