



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

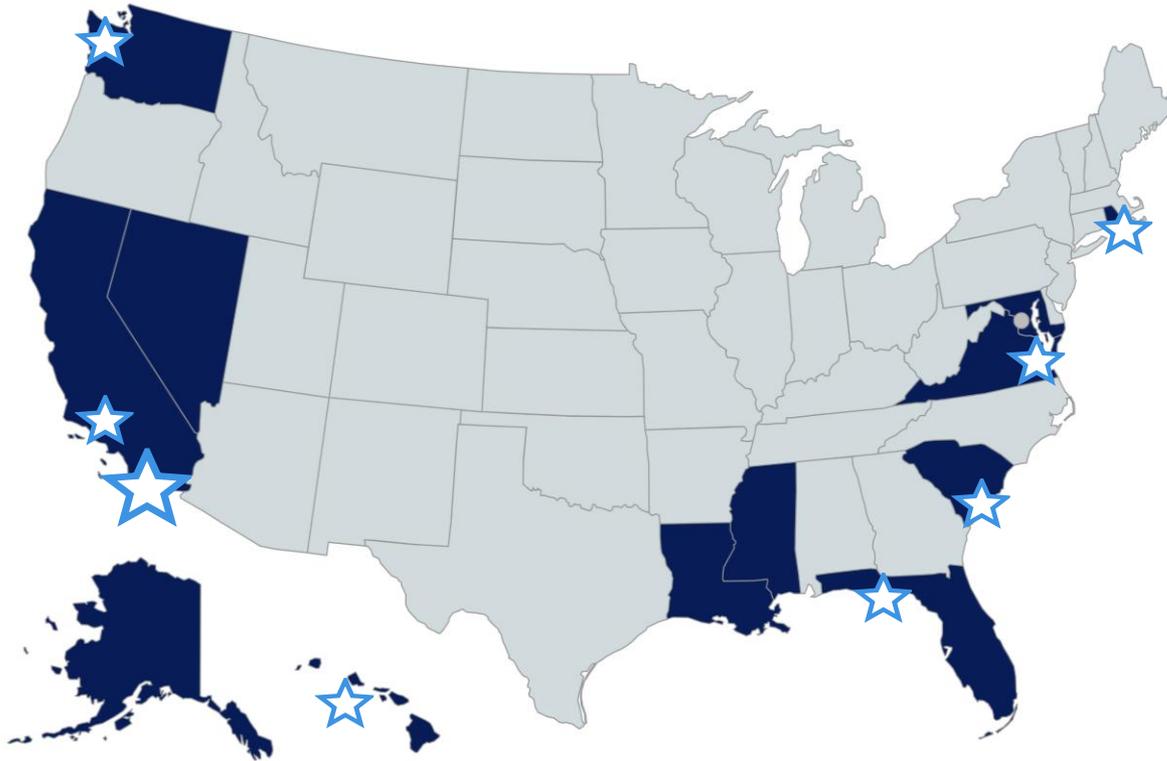
619.299.2555

www.industechology.com

Company Profile

- Government Support Services for 27 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)
 - GSA OASIS+ Unrestricted in 4 Domains:
 - Management & Advisory, Technical & Engineering, Intelligence Services, and Logistics Services
 - NIWC Atlantic Management and Business Analytical Services (MBAS) II
 - Information Warfare Research Project (IWRP) Consortium
 - Multiple NIWC Pacific MACs
 - ARMY ITES
- *Recognized as “2025 Best Places to Work” in San Diego, Southern CA, and South Carolina. “Best Places to Work in San Diego” for 21 years and among “100 Fastest Growing Private Companies” (2019).*
- 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
- Chesapeake, VA
- Newport, RI

Support Locations

- Corona, CA
- Kauai, HI
- Mayport, FL
- New Orleans, LA
- Pascagoula, MS
- Washington, DC
- 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, PMW 160
 - 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
- Naval Air Warfare Center, Patuxent (Pax) River
- 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
 - ✓ Diverse Workforce
 - ✓ 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: 2024 award winners in San Diego, Southern CA, and South Carolina*
- *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, Financial Management, and Fleet Maintenance Support
- OLH is part of the Three Saints Bay family of ANC companies



Engineering, Cybersecurity/IT & Data Analytics Capabilities

ENGINEERING SERVICES

Enterprise and System Architecture • Digital Engineering/Model-based Systems Engineering • Network Engineering • Software Engineering/Development • 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 • DevSecOps • CD/CI Pipelines • Agile/Scrum Methodologies • Network Design and Configuration • IT Documentation • Modeling & Simulation Proof of Concept Development • Virtualization/VMware • Application Hosting • Data Center Infrastructure Management • Application Maintenance • Web Development • Systems Administration • Help Desk Support

DATA ANALYTICS

Quantitative Methods and Analyses • Ad hoc and Predictive Analyses • Data Strategy Development • Data Architectures • Data Cleansing and Preprocessing • Exploratory Data Analyses • Data Modeling • Data Visualizations and Reporting • Interactive Dashboard Development and Implementation • Business Intelligence (BI) • Optimization • Regression and Classification • Automation

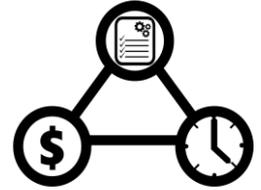


Program, Financial and Logistics Capabilities

PROGRAM AND PROJECT MANAGEMENT

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

- Program/Project Analytics & Dashboards • 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 (DTS)



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) and Key Financial Systems Support • 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 • Financial Management Training • DTS Administration
- 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 • Base Operations



INDUS Leadership

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