MISSION:
A WORLD OF INNOVATION

Fall 2015 TRIAD
Nunn Perry Award Panel

Jo Anne Arvizu
Manager, Supplier Diversity
September 23, 2015
2015 Nunn-Perry Award Recipients

**Advanced Powder Solutions (Graduated Protégé)**

- **Mentor:** Raytheon
- **Protégé:** Advanced Powder Solutions, Inc.
  14102 Halprin Creek Drive
  Cypress, TX 77429
  (713) 856-8555
  www.apowders.com
- **Business Size:** Small Disadvantaged Business
- **Number of Employees:** 52
- **Capabilities:** Provides materials solutions to most complex problems (Powders/Composite Manufacturing/Material Design)
- **HBCU Partner:** Bethune-Cookman University
- **Type:** Reimbursable
- **Customer/Sponsors:** Missile Defense Agency
- **Nunn-Perry Award:** 2014 (3rd Year of Agreement)

**Sonju Industrial (Graduated Protégé)**

- **Mentor:** Raytheon
- **Protégé:** Sonju Industrial
  2902 Highway 93 North
  Kalsipell, MT 59901
  (406) 752-7979
  www.sonjuind.com
- **Business Size:** Woman Owned Small Business/HUBZone
- **Number of Employees:** 53 (at end of agreement)
- **Capabilities:** CNC Machining, Process Finishing and Assembly
- **HBCU Partner:** Bethune-Cookman University
- **Type:** Reimbursable
- **Customer/Sponsors:** NAVY
- **Period of Performance:** Sep. 2011 – Dec. 2013
- **Nunn Perry Award:** 2014 (3rd Year of Agreement)
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<thead>
<tr>
<th>Supplier</th>
<th>Agreement Info</th>
<th>Capabilities / Website</th>
<th>Raytheon Mentor</th>
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</thead>
<tbody>
<tr>
<td>CFD Research Corporation</td>
<td>MDA Reimbursement 02/15 – 01/18 WOSB</td>
<td>• Research and Development • <a href="http://www.cfdrc.com">www.cfdrc.com</a></td>
<td>Jeff Krongaard RMS (520) 794-1925</td>
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<td>701 McMillian Way, Suite D</td>
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<td>Huntsville, AL 35806-2923</td>
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<td>(256) 726-4800</td>
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<td>Cummings Aerospace</td>
<td>MDA Reimbursement 02/15 – 01/18 WOSB</td>
<td>• Engineering Services • Research and Development • <a href="http://www.cummingsaerospace.com">www.cummingsaerospace.com</a></td>
<td>Jeff Krongaard RMS (520) 794-1925</td>
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<td>5125B Research Drive</td>
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<td>Huntsville, AL 35805-5908</td>
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<td>(256) 704-6300</td>
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<td>Element84, Inc.</td>
<td>NASA Reimbursement 12/14 – 03/15 CSDB / WOSB</td>
<td>• Custom Computer Programming • Web and Mobile Software Development • <a href="http://www.element84.com">www.element84.com</a></td>
<td>Warren Elbeck  IIS (720) 858-5788</td>
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<td>101 N. Columbus Street, Suite 200</td>
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<td>Alexandria, VA 22314-3030</td>
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<td>(703) 650-5490</td>
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<td>Gunnison Consulting Group, Inc.</td>
<td>DHS Credit 02/14 – 02/17 SB</td>
<td>• Custom Computer Programming Services • <a href="http://www.gunnisonconsulting.com">www.gunnisonconsulting.com</a></td>
<td>Warren Elbeck  IIS (720) 858-5788</td>
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<td>1 East Melrose Street</td>
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<td>Chevy Chase, MD 20815-5135</td>
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<td>ISYS Technologies</td>
<td>AF Reimbursement 09/13 – 08/15 WOSB</td>
<td>• Custom Computer Programming Services • <a href="http://www.isystechnologies.com">www.isystechnologies.com</a></td>
<td>Warren Elbeck  IIS (720) 858-5788</td>
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<td>801 W. Mineral Avenue, Suite 105</td>
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<td>Littleton, CO 80120-4547</td>
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<td>Mentis Sciences, Inc.</td>
<td>MDA Reimbursement 08/13 – 08/16 HUBZone</td>
<td>• Engineering Services • Research and Development • <a href="http://www.mentissciences.com">www.mentissciences.com</a></td>
<td>Jeff Krongaard RMS (520) 794-1925</td>
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<td>215 Canal Street</td>
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<td>Manchester, NM 03101-2315</td>
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<td>(603) 624-9197</td>
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Over 50 Past Protégés / 18 Nunn Perry Awards
Selection Process

- RTN Identification of Candidate Suppliers – Opportunities present themselves differently
  - Critical niche provider and/or technical capability
    - SBIR Development (Applied Manufacturing)
  - Nominated by a Program/Customer
  - Needs Assessment (Mentor and Potential Protégé)
Mentoring Process

- Five Year Strategy Planning Session
- Annual Planning Meeting
- Semi-annual Program Reviews with Customer
- On-going Progress Meetings based on the Project Time-line
- Team includes Mentor Manager and Core SME Team
- HBCU Support – Examples include:
  - Interns
  - IT
  - Business Development
  - Marketing Strategy/Branding
Guiding Principles Followed by Raytheon as Mentor

- Company leadership must be committed to supplier diversity and DoD mentor-protégé program
- Assign an experienced mentor with passion for supplier diversity and role as mentor
- Mentor must serve as a “coach” and “teacher”
  - Mentor must demonstrate “can do” attitude; know how to get things done!
  - Key mentor skills: flexible/creative problem solver with excellent people/networking skills
- Protégé capabilities/core technology should complement mentor’s needs
- Mentor must fully understand needs of protégé (needs assessment) and implement developmental strategy/plan to address protégés needs
- Mentor-Protégé is a “team sport”!
  - Must have frequent physical presence with protégé
- Mentor must serve as an ambassador for protégé within own company and with other companies
- Make continuous process improvements a foundation of protégés developmental assistance
- Complete reporting and respond to Customer requests in a timely manner

Keys for Mentor: Leadership, Commitment, Teamwork, Open Communication, and Continuous Process Improvements!
Guiding Principles Followed by Protégés

- Demonstrated maximum commitment
- Leadership Team was very responsive to mentor’s recommendations in implementing process improvements
  - Mentor and protégé must understand and develop strategic plan for protégé together
  - Mentor and protégé must jointly develop goals and objectives and establish detailed and measurable technical developmental assistance plan
  - Protégé must listen to mentor and follow through on agreed actions
- Mentor-Protégé is a “team sport”!
  - Finding the right Mentor is key
  - Protégé must dedicate time to help mentor learn protégé business
  - Constant and consistent communication between mentor and protégé (phone and email are good – physical presence is better)
  - The mentor is the “coach for the team
- Build collaborative relationships through trust
  - Mentor and protégé must be direct and honest with each other
  - Must take risks together (and still make good business decisions)
- Continuous process improvements must be key strategy of mentor-protégé agreement
  - Protégé must be open-minded and embrace necessary change

Keys for Protégé: Leadership, Commitment, Teamwork, Open Communication, and Continuous Process Improvements!
Important Points

Points to think about up-front

- Good communication between Mentor & Protégé
- Compatibility of Mentor & Protégé
- Subcontracting Expectations
- Realize Limitations of geographic location
- Awareness of possible expense to Protégé
- There are non-reimbursed costs for both the mentor and the protégé
- The Mentor-Protégé Proposal is developed between the mentor and the protégé
- Requires commitment and dedicated time to manage

Communication, Compatibility and Commitment are key to a successful Agreement!