

MISSION:

A WORLD OF INNOVATION

Fall 2015 TRIAD Nunn Perry Award Panel

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Manager, Supplier Diversity
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2015 Nunn-Perry Award Recipients

Advanced Powder Solutions (Graduated Protégé)

Raytheon



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

Period Of Performance: Jul. 2011 – Oct. 2014

Nunn-Perry Award: 2014 (3rd Year of Agreement)



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Sonju Industrial (Graduated Protégé)

Raytheon



Mentor: Raytheon
Protégé: Sonju Industrial
 2902 Highway 93 North
 Kalispell, 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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Mentor Protégé – Active Agreements

Supplier	Agreement Info	Capabilities / Website	Raytheon Mentor
CFD Research Corporation 701 McMillian Way, Suite D Huntsville, AL 35806-2923 (256) 726-4800	MDA Reimbursement 02/15 – 01/18 WOSB	<ul style="list-style-type: none"> • Research and Development • www.cfdr.com 	Jeff Krongaard RMS (520) 794-1925
Cummings Aerospace 5125B Research Drive Huntsville, AL 35805-5908 (256) 704-6300	MDA Reimbursement 02/15 – 01/18 WOSB	<ul style="list-style-type: none"> • Engineering Services • Research and Development • www.cummingsaerospace.com 	Jeff Krongaard RMS (520) 794-1925
Element84, Inc. 101 N. Columbus Street, Suite 200 Alexandria, VA 22314-3030 (703) 650-5490	NASA Reimbursement 12/14 – 03/15 CSDB / WOSB	<ul style="list-style-type: none"> • Custom Computer Programming • Web and Mobile Software Development • www.element84.com 	Warren Elbeck IIS (720) 858-5788
Gunnison Consulting Group, Inc. 1 East Melrose Street Chevy Chase, MD 20815-5135	DHS Credit 02/14 – 02/17 SB	<ul style="list-style-type: none"> • Custom Computer Programming Services • www.gunnisonconsulting.com 	Warren Elbeck IIS (720) 858-5788
ISYS Technologies 801 W. Mineral Avenue, Suite 105 Littleton, CO 80120-4547 (303) 290-8922	AF Reimbursement 09/13 – 08/15 WOSB	<ul style="list-style-type: none"> • Custom Computer Programming Services • www.isystechnologies.com 	Warren Elbeck IIS (720) 858-5788
Mentis Sciences, Inc. 215 Canal Street Manchester, NM 03101-2315 (603) 624-9197	MDA Reimbursement 08/13 – 08/16 HUBZone	<ul style="list-style-type: none"> • Engineering Services • Research and Development • www.mentissciences.com 	Jeff Krongaard RMS (520) 794-1925

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 measureable 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!