

RBC INK

NEWS, ISSUES & DEVELOPMENTS AT RBC, INCORPORATED



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RBC, Incorporated is an information management and engineering management company recognized as an industry leader in the development of innovative solutions and approaches for the acquisition, development and support of complex computer based systems. From its beginning in 1975, RBC has grown into a diversified organization offering solutions to problems encountered in systems planning, design and development, cost analysis, program management, business and process re-engineering.

**Innovative Solutions
Since 1975**

MILESTONE ANNIVERSARIES

RBC congratulates Mr. Dennis Hackathorn, MPRA Major Program Manager, on 15 years with the company.

In 1993, after spending 26 years on active duty in the U.S. Navy as a P-3 pilot and naval officer, Dennis began looking for a new career. Dennis' last 10 years at NAVAIRHQ were spent in three separate acquisition tours, where he became a designated Acquisition Professional (AP) and Weapons Systems Acquisition Manager (WSAM). Shortly after starting his job search, Dennis got a call from a former NAVAIR boss, Joe Kiel. At the time, Joe was RBC's General Manager; an interview was arranged.



Dennis Hackathorn

After an in-depth interview, Dennis was offered a job supporting Dave Shriver, the PMA-290 Business Financial Manager. Worn out from a hectic final tour in the Navy, Dennis requested six weeks of terminal leave before starting with RBC. Due to the critical need to fill the position, Joe granted Dennis one week only. Reluctantly, Dennis agreed to start on 19 May, 1993—and so started Dennis' RBC career.

Dave Shriver had been in PMA-240/PMA-290 for many years; his area of expertise was finance. Working side-by-side with Twila Wayne, Dennis was quickly thrown into the financial arena with the preparation of budgets, budget reclaims, etc. However, he soon began receiving calls from some DPMs who were in desperate need of assistance in preparing Acquisition Plans and J&As. To say they were behind schedule is an understatement. Dennis was kept very busy helping write, and get approved, multiple Acquisition Plans and other acquisition documentation, as well as continuing to provide financial support.

In June 1995, a management position opened up when Rod Schroeder, then RBC MSA Domestic Program Manager, was selected as Site Manager for the Patuxent River office. Dennis applied for the vacancy and was fortunate to be selected for the job. Dennis continued his direct support to Dave Shriver and others, but also became immersed in learning how to do interviews, manage task orders, develop inputs to the RBC budget, etc. In 1997, RBC decided to establish a new Major Program Manager position for management of all RBC support to PMA-290. Dennis was again fortunate to be selected for this position. His horizons were expanded as he began to learn about FMS, proposal strategies, developing proposals, and managing the PMA-290 contract and our own RBC personnel. The job continued to grow with management of a new AIR-4.5 contract in support of MMA in 2004, then a new AIR-4.5 contract in 2006 with both MMA and P-3 task orders. In 2008, a new NAVICP task order was awarded in support of PMA-290.

Says Dennis, "RBC is a wonderful company to work for with absolutely the best people to work with! I feel truly blessed to have the opportunity to work for RBC, and to have the terrific managers who have supported me since 1997. Thanks to Ron Bell for giving me this opportunity. And thanks to Joe Kiel for hiring me and starting my RBC career."

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PRESIDENT'S MESSAGE

THE LITTLE THINGS

With the recent turmoil in the financial markets, the recent Presidential election, and the problems in the housing market, a lot of people are focusing on the big picture to make corrections. So much of what has been going on is out of our control, yet it has impacted every one of us in some way. It has always been my philosophy to take care of the things I can directly influence or control to reduce stress and improve quality of life.

Taking care of the little things in your life is an important step toward wellbeing. First, take care of yourself and your family. As our RBC family ages, we are all faced with potential mid-life health and medical issues. Whether you are in my age bracket, or one of our younger employees, take advantage of our company provided health plan. Take advantage of our physical fitness benefit that subsidizes health club membership costs, and take care of your financial future by reviewing your goals, having a financial plan, and participating in our 401k plan.

While we are taking care of the little things in our lives, I would encourage each of you to lend a hand and participate in a community or national volunteer organization, religious group, or individually to help others. Recent research by the Corporation for National and Community Service demonstrated a strong relationship between volunteering and health. Its finding showed that those who volunteer have lower death rates, greater functional ability, and lower rates of depression later in life than those who do not volunteer. The study questioned whether volunteering lead to improved health, or if healthy people just tend to volunteer. In any case, volunteering is one of the little things you can do that will help others, and probably yourself as well.

Lastly, do the little things in your daily routine that may make a difference. Open a door, smile, say please and thank you, let the driver in the lane next to you merge. I think it would be interesting to see if some of our bigger issues could be resolved if we take care of the little things.



MILESTONE ANNIVERSARIES CONT'D

Ms. Twila Wayne also reached 15 years of service with RBC. Twila started working at RBC in March 1993 as a junior analyst at RBC's Crystal City, VA offices. Twila spent four years honing her skills in all facets of Department of Defense budgeting and finance, including many long days working with the PMA-290 Integrated Program Team (IPTs) on the budget process. Twila became the sole contact for all PMA-290 Operational Safety Improvement Program and Research and Development Descriptive Summary budget exhibits. To this day Twila is still nicknamed "The OSIP Queen" and the "Format Fairy" due to her meticulous attention to detail in the development of the budget exhibits. In June 1997, Twila and her daughter Alison, made the move to Maryland. Twila admits that she had a hard time adjusting to the Pax River lifestyle at first, but her daughter just loved it!



Twila Wayne

Twila spent the next several years supporting PMA-290 in the budget process and also became a resident expert in the new Naval Aviation Enterprise Planning (NERP) financial database for NAVAIR. Twila took it upon herself to master the NERP database to allow her to produce all the required Budget Exhibits for all PMA-290 programs, and provide training and support to the Program Office through the many trials and tribulations the new system offered. Twila was selected as the RBC Business Financial Manager (BFM) Supervisor in 2003 while continuing her financial duties in support of PMA-290. In 2006, Twila moved within the Program Office to support the P-8A Poseidon program BFM, where she quickly learned the APN-1 and R&D budgets associated with the new aircraft procurement for the Maritime Patrol and Reconnaissance Aircraft community's aircraft of the future, replacing the venerable P-3.

BUSINESS WISE

RBC was awarded a Task Order under our NAVICP Training Support contract. This task order was competitively won to provide P-3 systems training documentation, with provisions to perform "Wing Rep" and AIREM support services, contingent upon funding. The task order has a significantly high ceiling, with a fairly broad Statement Of Work that can accommodate additional tasking. If customers have training requirements, look to the NAVICP task order as a potential contractual vehicle. RBC also won a subcontractor position on the Fidelity Technologies Corporation team to provide Multi-Static Acoustic training. This task order will provide the initial Wing Rep support, with a possible shift of work to the NAVICP vehicle later in the year.

The long awaited PMA-290 Request For Proposal has not been announced yet, and it appears likely that RBC will continue to support the program office under a contract extension until sometime in early 2009. In September, RBC held an informative Kick-Off meeting with our PMA-290 team members, providing an opportunity for new team members to meet our incumbent team, and for an exchange of competition sensitive materials. The meeting reaffirmed the commitment of all our subcontractors to the RBC Team.

In addition to the pending 290 competition, we are preparing for a proposal to continue our support on an AIR 4.5 effort that provides research and development support for emerging sensors and systems. The Request For Proposal is expected to be released in the last quarter of 2008. For this effort, RBC has expanded our current team to include new companies with specific skills in AIR 4.5 technology areas.



PROGRAM VIGNETTES

VX-1 OPERATIONS

RBC welcomes Frank Baldivino to the VX-1 team. Team members continue to support the MH-60 Link 16 program and provides other test and evaluation support for various projects.

ANTI-SUBMARINE WARFARE (ASW) / PMA-264

Beginning in early October, RBC's P-3 Fleet Acoustic Support Team, working under the new Fidelity sub-contract, will provide Multi-static ASW technical support and instruction to Fleet P-3 squadrons.

PMA-264 hosted the 2008 International Sonobuoy Interoperability Conference (ISIC) in Washington, DC on 23-25 September. RBC employees participated in the team's planning, including the presentation of an exhibit display to represent the program office at this major event. As the primary sponsor of this 2008 ISIC, it was essential that PMA-264 not only had a visual representation of their program, but a direct means of communicating their mission to develop and acquire multi-platform, Air ASW acoustic and non-acoustic sensor systems which enable airborne and networked systems to detect submarines in any environment. Overall, the ISIC was a success. The Conference theme this



PMA-264 display at the 2008 International Sonobuoy Interoperability Conference (ISIC)

year was "Versatility: a Recall to Life for Sonobuoys", in which technical experts from government and industry exchanged information on emerging technologies and interoperability areas of concern.

RBC employee Angel Peters received a Letter of Appreciation from CAPT Larry Pugh, PMA-264, for her dedicated support to the team since joining the group late last year.

**MARITIME PATROL AND
RECONNAISSANCE AIRCRAFT
(MPRA) / PMA-290**

The RBC PMA-290 team welcomes its newest members: Lori Haizlip, Bill Raynor, Tom Honsowitz, Cathy Dean, Candice Hall, and Laurie Reece.

POWER PLANTS

The P-3/S-3/Power Plants teams have remained in high gear throughout the spring and summer months. Hopefully everyone was able to take advantage of some well deserved time off to recharge their batteries. The Fiscal Year 2009 (FY09) Defense Bill as yet has not been signed into law, so all teams are in the process of determining their Continuing Resolution Authority (CRA) requirements in 15-day increments through March of FY09.

P-8A MMA PROGRAM

Personnel changes in the PBC P-8A team have the Integrated Data Environment (IDE) and Boeing contract efforts running smoothly. Thanks to all those who were involved and sometimes wore two hats during the transition.

This past year the RBC P-8A team has worked to define a means to get the P-8A to the fleet faster in order to mitigate the potential risks of continuing the support of the legacy P-3C. After several meetings with Navy and OSD leadership, the team defined a means to achieve an earlier fleet transition without perturbing the System Development and Demonstration (SDD) program of record. The team will facilitate this transition through the accelerated delivery of two trainers and use of already planned production aircraft deliveries. By providing the necessary support for these trainers and P-8A aircraft, the fleet should complete the transition and have one squadron ready to deploy nine months ahead of the Initial Operational Capability objective of July 2013.

RBC P-8A team employees have been diligently working the many Weapons Integration issues in support of the Armament requirements and Mission Systems Team. We have also continued to manage the GFE in support of future aircraft deliveries, stayed a step ahead in managing the many aspects of P-8A security and provided excellent security refresher training to a packed room of newly reporting P-8A personnel, and continue to work on occupancy requirements and access systems necessary to bring the new Integrated Test Center to full operational capability. All of these efforts contributed to the substantial progress of the program over the past several months, which included the delivery of the first flight

test aircraft, T-1, from Boeing Commercial Airplanes (BCA) to Boeing Integrated Defense Systems (IDS) on August 12. Boeing IDS will continue the fabrication work and conduct loads calibration necessary to prepare the aircraft for its first flight planned for fourth quarter FY09. In addition, the first ground test aircraft, S-1, completed fabrication of the fuselage at Spirit AeroSystems in Wichita, KA and was delivered to BCA in July. S-1 will support the static testing and will later support the completion of Live Fire Test and Evaluation. The fuselage for the second flight test aircraft, T-2, is currently being fabricated at Spirit AeroSystems.

The Spiral One team has made progress in defining and planning the approach necessary to integrate additional capabilities into the P-8A. Capabilities such as Advanced Extended Echo Ranging (AEER) will be integrated into the P-8A commencing in the second half of FY09. Through a series of Working Level Integrated Product Team (WIPT) meetings with OSD, preparations are underway for approval of the Spiral One management approach, to be presented at the P-8A Interim Program Review this winter.

Team members involved in the P-8A Capabilities Production Document (CPD) to support the Production and Deployment phase of the program achieved a key milestone on August 22. The Navy conducted a Resource Requirements Review Board/Gate 6 Review of the CPD, formally approving release of the document to the Joint Staff (J8).

As preparations begin for the Production and Deployment acquisition phase, a detailed schedule is being developed of all the many events and criteria that must be accomplished prior to the Interim Program Review and Milestone C Defense Acquisition Board. The resulting product is a schedule that provides program leadership with a snapshot into the daily status of the program's progress towards these important events.



TechnoLogicSM
Small Business Solutions

TechnoLogic Division employees are working on several internal projects, such as a new database and web server for the Corporate office, and a new web-based interface for our FMBS software.