

PEO NC3 Integration Directorate

OPEN HOUSE

AUGUST 22, 2024



PRESENTED BY:

Tom Portlock
Chief Executive Officer

Matt Kasberg
Chief Operating Officer

Today's Intent

- We get to know you, you get to know us
- What to expect in a transition
- Learn about tools & resources Team Odyssey has to support you during this transition
- We are open, collaborative, cooperative, and communicative!

<https://odysseyconsult.com/nc3-contract-transition/>

Who we are

- Our Senior Leadership is also our ownership; our company is owned and operated by Tom Portlock, Matt Kasberg and Kevin Connolly.
- Established in 1997, Odyssey Systems Consulting Group, Ltd. is a leading provider of management, analytical, and technical support services for government and private-sector customers
- We deliver innovative solutions in response to complex and challenging customer requirements



Tom Portlock
Chief Executive
Officer



Matt Kasberg
Chief Operating
Officer



Kevin Connolly
Chief Financial Officer

Odyssey Systems' portfolio of successful projects demonstrates our ability to efficiently plan, staff, and manage efforts of all scopes and sizes. Our employees provide tailored functional expertise in technology, engineering, and management principles. We offer vast experience in acquisition strategy development and document generation; source selection support; cost, schedule, and performance management; systems engineering and analysis; risk management; cost/benefit and earned value analysis; computer-based training development; communication planning and operations; and lifecycle sustainment and product support. Odyssey also offers research and acquisition support services to the DoD medical domain, leading DoD medical mission support through several prime services contracts.



A six-time Inc. 5000 honoree, Odyssey has earned recognition on the 2019 Inc. 5000 as one of the most successful companies in America. In Inc.'s annual guide to the 5,000 fastest-growing privately held companies in the U.S., we were ranked #162 in the Government Services category, delivering a wide range of services to DoD customers and beyond.

Odyssey is dedicated to helping government leaders think ahead and accelerate capability

- *We build, secure, and integrate capabilities and technologies to meet tomorrow's mission requirements*
- *We enhance operational readiness through comprehensive program management*
- *Our mission-driven culture is limitless*

OUR CORE VALUES

COMMITMENT

To our customers, the mission, and our employees

AMBITION

Continuous improvement, solve problems, never settle

RESPECT

Listen, clearly communicate, earn trust, maintain a positive attitude, focus on ethics



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ODYSSEY HAS AN EXCEPTIONAL RECORD OF PAST AND CURRENT PERFORMANCE



As a company with an ISO 9001:2015-certified Quality Management System, Odyssey is committed to Quality at every level of the organization.

Odyssey at a Glance



Employees in the U.S. and Abroad:

12000+

OVERALL RETENTION: 97.9%
VETERAN HIRING: 48.63%

Locations

CORPORATE HEADQUARTERS
Wakefield, Massachusetts

CLEARFIELD
Utah

COLORADO SPRINGS
Colorado

DAYTON
Ohio

FAIRFAX
Virginia

HAMPTON
Virginia

HUNTSVILLE
Alabama

LINCOLN
Massachusetts

OKLAHOMA CITY
Oklahoma

OCONUS LOCATIONS
Japan, Germany,
Hawaii, Qatar,
Saudi Arabia, Taiwan

Odyssey supports programs at 42 locations and military installations worldwide.

Mission Expertise



SOLUTIONS

Command and control,
Comms and Network, ISR,
Cyber, Mission Support

SOLUTIONS

Combat and Mobility; ISR,
SOF, and UAV; Integrated
Platform Systems;
Mission Support

SOLUTIONS

Space Control Ops;
Nuclear, Survivable
Communications;
Space Force Enhancement Ops;
Support Ops;
Missile Defense

SOLUTIONS

Clinical Research,
Pre-Clinical Research,
Research Support


SOLUTIONS

Mission Systems,
Training Systems

CAPABILITIES

PROGRAM MANAGEMENT, SYSTEMS ENGINEERING, T&E, ACQUISITION MANAGEMENT, LOGISTICS, SOFTWARE DEVELOPMENT,
R&D / STUDIES AND ANALYSIS, FINANCIAL MANAGEMENT, IT, TRAINING, CYBER

NC3 Snapshot

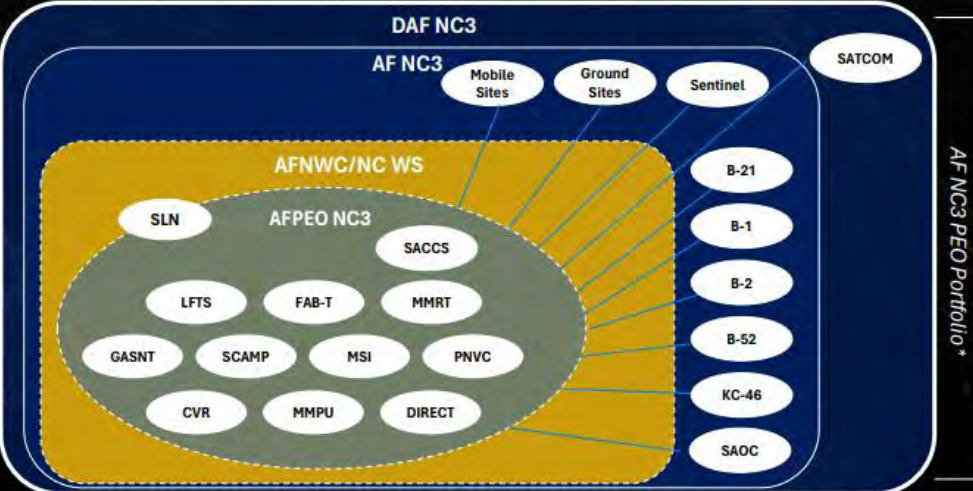


AFPEO NC3 Overview

Developing, producing, and fielding the AF NC3 nuclear enterprise is the responsibility of the AFPEO for AF NC3

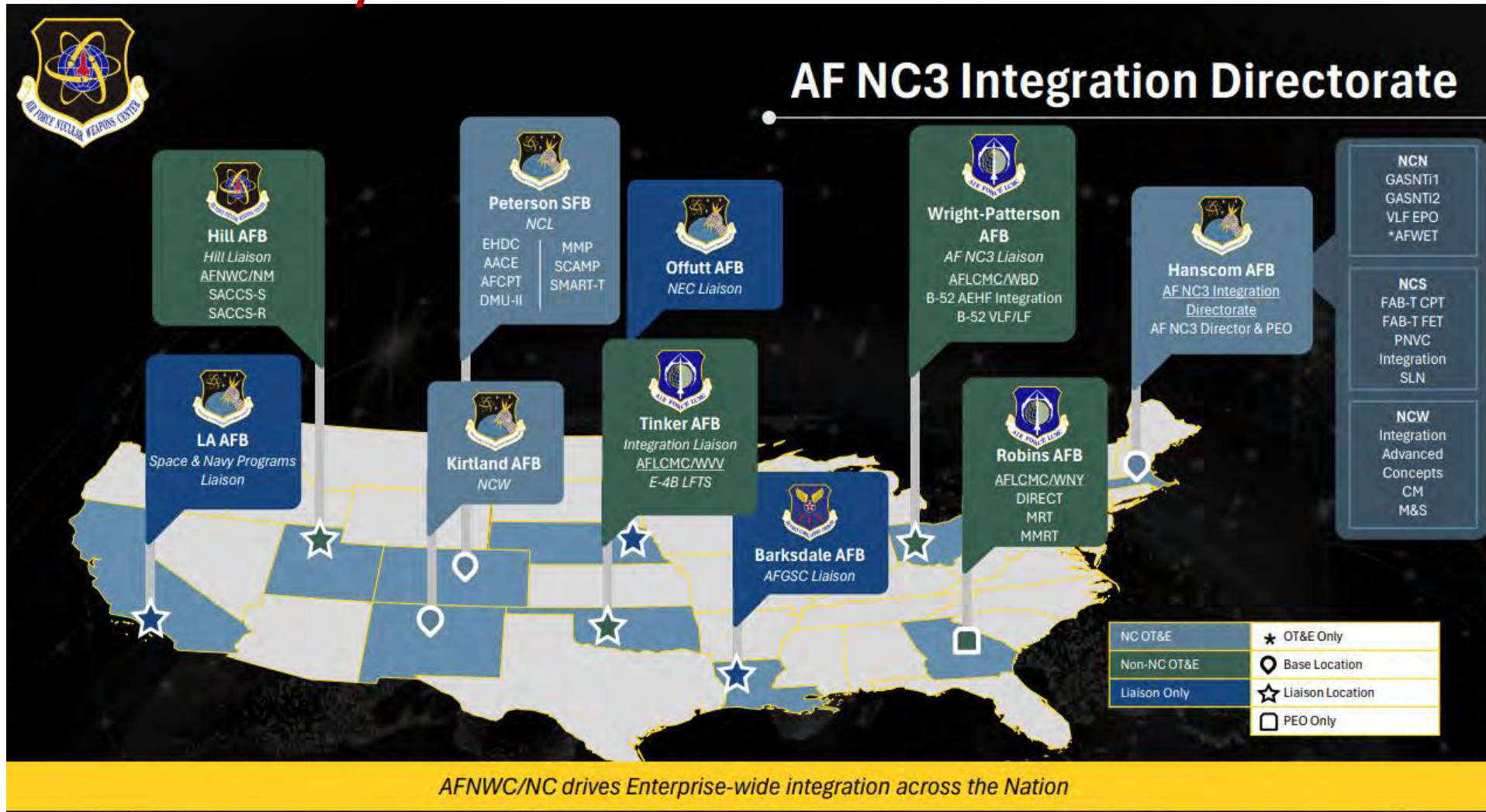
AF NC3 PEO Responsibilities:

- AFPEO for 26 AF NC3 Program activities, which include:
 - 1 ACAT I • 3 MTAs
 - 3 ACAT II • 11 O&S
 - 4 ACAT III • 4 Investment Activities
- Programmatic and technical leadership of each program within the AF NC3 Portfolio – comprised of terminals, radios, direct ancillary communication devices, and support equipment



AF NC3 PEO Programs are listed in the following slide *

NC3 Primary Locations



Transition Objectives

- Execute an Effective and Organized process by:
 - Communicating Exceptionally Well
 - Remaining Accessible and Available
 - Being Flexible to the needs of employees and customers

5-star Service



How We Achieve These Objectives

- We Prioritize: Stability, Continuity, Transparency, and Communication
- Strong Leadership Team, Management Structure, Mature Processes, and Business Systems
- We are experienced, proven, and well-equipped to handle this transition

What To Expect During a Transition

- **Secure your current role by applying to a job**

- Companies have statutory labor requirements we need to follow to hire employees, so a complete “hiring process” is required for all folks changing companies.
- When in doubt—apply to the job that most closely matches your role or ask for help.
- Offer letters will be provided to everyone who is changing companies.
- Company onboarding activities and Government IDs occur after the offer is signed.

Invisible to you:

- Odyssey will be engaging regularly with the Government
- Team Odyssey will be engaging and operating seamlessly

Team Odyssey



ODYSSEY



Team Odyssey Company Assignments

- **Employee Allocation is almost finalized:**

- Odyssey has worked with the ARS & Credence teams to expedite this activity
- You will soon be receiving an email from Odyssey, ARS, Apogee or Quantech informing you of your new employer and hiring next steps

- **Allocation distribution dependencies:**

- Receipt of Government 'Final' position requirements (Level of Effort Matrix) may impact last minute allocations



Key Events

▪ August

- Subcontractor allocations nearly completed, introductory and Next Steps emails are released
- All Hanscom-based NC3 incumbents invited to attend in-person Open House Event (Aug 22nd)
- Recruiters from each Team Odyssey company will contact incumbents directly
- Offer letters released

▪ September

- Offer letters released
- NC3 incumbents' clearances transferred to new companies in DISS
- NC3 incumbents' information provided to Trusted Agent for CAC issuance/transfers
- Odyssey-allocated New Employee Onboarding launched (emailed to personal email address)

▪ October

- New contract start date 17 October 2024
- Odyssey-allocated New Hire Orientation Sessions to be held virtually and in-person

Your First Steps

- ✓ Review our Key Events schedule.
- ✓ Attend the Open House where you will meet our team members and learn more about Odyssey and the detailed steps of our transition process.
 - Spread the word—If someone cannot attend the Open House, we would still like to hear from them! They can provide us with their contact information by emailing NC3Incumbents@odysseyconsult.com
- ☐ Keep an eye on your email for communication from Odyssey or one of our teammates.
 - ☐ For those of you allocated to Odyssey, we will be reaching out individually to incumbents to start the offer letter process.
- ☐ Check NC3 Transition Website regularly for updates.

HELP US HELP YOU

Contact Us

Option 1:

Email questions to:

NC3Incumbents@odysseyconsult.com

Option 2:

Visit Odyssey's
Transition Website and
use the form at the end
of the **FAQs** Section
(Coming Soon)

