



Innovation Sourcing Network Monthly

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Vol 6, Issue 5

Labor Services Support

CMMC Assessment Process

Connect With Your PTAC

Supporting Veterans

Get To Know Our Team

Open TechScouts

GENERAL DYNAMICS
Mission Systems

**Ann Rusher**

VP, Supply Chain Management

Greetings,

In this edition of our ISN Newsletter we are focusing on Talent Acquisition. The "War For Talent" is real, and talent acquisition is a great challenge for all companies in our industry these days. It is no different for General Dynamics Mission Systems.

Our mission is to attract, hire and retain the best talent by focusing on candidates with the potential to become future leaders at General Dynamics. Our eye is always on the future, focusing on hiring the right talent to fill our current and future needs.

In this feature we will discuss the importance of our partnerships with Contract Labor, Direct Hires and Professional Labor Services to support our hiring needs. Also, you will read about how the Innovation Sourcing Network (ISN)[™] is a conduit for the Talent Acquisition organization to help find potential critical resource providers. If you are a contract and/or labor provider, sign up with ISN to receive emails, LaborTechScouts and the ISN Supplier Newsletter.

Best Regards,

Ann Rusher

**In This Issue****4****The Benefits Of Connecting With Your Local PTAC****5****Review the New Draft of the CMMC Assessment Process****5****Industry Events****6-7****Commodities Chart****8-9****Commodity Feature: Labor Services Support****10****Get To Know Our Team****11****Open TechScouts****12-14****Hiring and Supporting Veterans and Military****15****Active Suppliers – Is Your Company Profile Complete?****16****The Supplier News and Information Center**

About this publication: This is General Dynamics Mission Systems' Innovation Sourcing Network, open supplier innovation ecosystem monthly newsletter.
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The Benefits Of Connecting With Your Local PTAC

Below is an article from General Dynamics Mission Systems' Mentor-Protégé, Carroll International.

Carroll International is grateful for the assistance we have received over the years from the Procurement Technical Assistance Center (PTAC). Carroll International is a Service-Disabled, Veteran-Owned, HUBZone Small Business located in Tabor City, North Carolina. We offer communications, IT hardware and software, audio/visual integrations and network security services to the U.S. federal government, federal contracting companies and our international allies.



Carroll International is a protégé in the Department of Defense (DoD) Mentor-Protégé Program. We were encouraged by our DoD mentor, General Dynamics Mission Systems, to develop a strong relationship with our PTAC representatives. The Small Business Program Office at General Dynamics Mission Systems let us know that we could receive business counseling, and that they also met regularly with PTAC representatives, even as a large business, to reach out to small businesses for contracting. This was all the encouragement we needed to contact our local PTAC, and we are glad we did!

PTAC's Procurement Center Representatives (PCRS) worked closely with us to understand our needs and goals regarding doing business within the federal, state and local government. They provided Carroll International with a targeted customer list to get us connected with personnel who would greatly benefit from our products and services. This has tremendously assisted Carroll International, resulting in business relationships that have lasted for years.

We also received valuable information on benefits for hiring veterans. Carroll International is proud to say 60% of our employees are U.S. veterans. The PTAC pointed us to a program that not only helps with the recruitment of veterans, but in addition, will pay a portion of their salary for the first 6 months of their employment.

In one of our most recent interactions with PTAC, we were able to run a deep-dive analysis using data that the PTAC received from government sources. We analyzed all the prime contracts that we won previously, and with the help of our PCR, we were able to cross reference the [NAICS codes](#) associated with our prime contracts to create a list of government purchases within the last 24 months that were similar to ours. The information that we were able to glean from this analysis is:

- which agency is buying products and services that we offer
- which companies we may be able to partner with or supply to
- the contract dollar amounts
- contract timing for recompetes

This type of market intelligence is extremely beneficial, especially to a Small, Service-Disabled, HUBZone company.

The PTAC also continues to provide a variety of training to the Carroll International team, including webinars, courses and podcasts. These training tools are essential to both new and current employees, and continues to give us valuable insight.

Overall, the PTAC has had a huge role in Carroll International's success. We recommend all small businesses to find their local PTAC and see what amazing services they have to offer.

If you're interested in working with your local PTAC, visit <https://www.aptac-us.org/>.



Joan Chabot

Sr. Manager Supply Chain Compliance and Oversight

Review the New Draft of the CMMC Assessment Process

Dear Valued Supplier:

Please do not disregard this critical notice about cybersecurity.

The Cybersecurity Maturity Model Certification (CMMC) Accreditation Body (CMMC AB) has released its DRAFT assessment process guide for public review, the link to the draft guide can be found here: [CMMC-Assessment-Process-CAP-v1.0.pdf \(cyberab.org\)](#)

It is suggested that our supply base reviews this document in order to best prepare for the final CMMC rulemaking anticipated in the first to second quarter of 2023. Additional information on this draft guide can be found at [Cyber AB launches voluntary CMMC assessment program for defense contractors \(fedscoop.com\)](#).

Note the draft process has not yet been endorsed by the Department of Defense and is not yet authorized for use in CMMC certification assessments. Accordingly, changes to the process may be forthcoming.

Contact your General Dynamics Mission Systems Supply Chain point of contact with any questions.

Industry Events Supply Chain Management

SCM Events 2022

DATE	EVENT	LOCATION	SCM ATTENDEE
October 10-12	AUSA National	Washington, D.C.	Paula Shwab Mark Raczynski
November 28-December 2	I/ITSEC	Orlando, FL	Ed Harkins

LEARN OUR COMMODITIES

OPERATIONAL

Products

- Active Attenuators
- Actuating Levers
- Adhesives
- Air Circulators & Blower Eq.
- Antennas
- Antenna Masts
- Asset Tools
- Audio Equipment
- Batteries & Chargers
- Bells & Buzzers
- Chemicals, Lubricants & Grease
- Chillers
- Circuit Breakers
- Compressors & Vacuum Pumps
- Controls
- Display Optics
- Electron Tubes
- Explosive Devices
- Fan & Fan Assemblies
- Furniture: Lab
- Generating Parts
- Generators
- Handsets
- Indicating Parts
- Inspection Gages
- Inverters
- Jacks
- Manufacturing & Machine Tools
- Manufacturing Equip. & Mach.
- Material Handling Equipment
- Motors
- MRO
- Optical Instr.
- Packaging & Packaging Supplies
- Paint
- Pallets, Crates & Lumber
- Populated Racks (Enclosures)
- Power Dist.
- Radar Eq.
- Radio & Comms Eq.
- Refrigeration: Cooling & Heating
- Relays
- Shelters
- Shop Floor Supls. & Cons.
- Sonars
- Standard Pkg. Supplies
- Surge Suppressors
- Switches
- Tape
- Tents
- Test Equipment
- Trailers
- Transformers
- Vehicles
- UPS

MECHANICAL

Products

- Arms
- Bearings
- Bellows
- Bolts
- Brackets
- Calibrated Parts
- Cams
- Cases
- Casters
- Castings
- Chassis & Bases
- Container Hardware
- Custom Fabric Parts
- Custom Packaging
- Decals
- Disks
- Drive Belts
- Drums
- Enclosure Parts
- Eyelets
- Fan Blades & Rollers
- Fasteners
- Fastening Parts & Rollers
- Firing Pins
- Flat Mechanical Parts
- Gaskets
- Gears
- Glass Parts
- Grommets
- Heat Sinks
- Holding & Positioning Parts
- Insulating Parts
- Joy Sticks: Custom
- Keypad Membrane
- Labels
- Lanyards
- Lenses
- Links
- Machining
- Mechanical Clutches
- Mechanical Hardware
- Metals
- Nameplates
- Nuts
- Operating Control Parts
- Ornamental Parts
- Pistons
- Plastic: Fabricated Items
- Plastics Pulleys
- Quick Release Plungers & Slides
- Raw Material
- Retaining Parts
- Rivets
- Screens & Ventilating Parts
- Screws
- Sealing Parts
- Sectors & Spools
- Shafts
- Sheet Metal
- Shielding Parts
- Springs
- Tags & Instruction Cards
- Washers
- Wheels

COMPONENT & ASSEMBLY

Products

- Bandpass Filters
- Capacitors
- Cables & Connectors: COTS
- Circuit Board Assemblies
- Circuit Boards
- Coil Forms
- Contract Manufacturing: Keypad Assemblies, Box Build, CCA
- Converters (RF): Up & Down
- Delay Lines
- Flex Circuits & Flex Assemblies
- FPGA Boards
- Fuses
- Inductive Devices
- Inductors
- Isolators: RF
- LED
- Limiter: RF
- Microcircuits
- Oscillators: Crystal
- PCB-Mounted: Amplifiers, Passive Attenuators, Passive filters, Transformers
- Populated Boards
- Power Amplifiers: RF (Not Component Level)
- Resistors
- RF Assemblies
- RF Circulators
- RF Filters
- RF Mixers
- RF Switches
- Semiconductors
- Sensors
- Substrate
- TCXO
- TLNB
- Tuners
- Tuning Cores
- TWTA
- VCOs
- Waveguides

SERVICES & TRAVEL

Products

- Audio & Visual Services
- Contract (Contingent) Labor
- Calibration Services
- Commercial Services
- Engineering Services (Including Testing)
- Environmental Health & Safety
- Freight
- HR Support Services
- IT Support Services
- Marketing & Advertising
- Meeting & Events (sourcing & support services)
- Professional Consulting
- Recruiting
- Security Services
- Staffing
- Trade Show Services Support
- Training
- Travel Services: Air, Rental Car, Ground Transport, Lodging, Agency
- University: R&D, Capstone

INTERCONNECT

Products

- Back Shells
- Cable Assemblies
- Cables: Custom
- Computer Cables
- Connectors: Custom
- Cords
- Headers
- Holders
- Sleeving
- Sockets
- Terminals
- Wire

AIRBORNE COMPOSITES & STRUCTURES

Products

- Diverter Strips
- Dry Fabric, Roving, Non-Woven Material
- Honeycomb Core
- Prepregs & Prepreg Tapes
- Radome Bagging Materials
- Raw Beryllium & AlBeMet
- Thermal Barriers
- Products relating to: Radomes, Aero-Structures, Shelter Structures, Metal Mirror Manufacturing

IT HARDWARE & SOFTWARE

Products

- Audio & Video: Earphones, Headsets, Microphones, Speakers
- Cameras
- Cloud Platform
- Cloud Infrastructure
- Cloud Solutions
- Computer Hardware
- Hardware Services
- IT Hardware & Software Maintenance
- Networking
- Networking Switches
- Optical Transceivers
- Routers
- Servers
- Software
- Storage
- Telecom
- Video

FACILITIES SERVICES

Products

- Bulk & Cylinder Gases
- Construction Services
- Facilities Support Services
- Hazardous & General Waste
- HVAC
- Janitorial Services
- Leased Vehicle Fleet Management

Commodity Feature: Labor Services Support

General Dynamics Mission Systems is winning new business every day! With these new programs comes a need for more people to supply our products and services to our customers. Contract labor (staff augmentation), direct hires (headhunting) and professional services are ways to bring in the necessary headcount to meet our customer commitments. These different labor types are also one of the most frequently registered commodities in the Innovation Sourcing Network (ISN)™.

- **Contract Labor** is staff augmentation in which employees from a labor agency temporarily work alongside and do the same jobs as other General Dynamics employees.
 - Primary NAICS codes: 561320 Temporary Help Services
- **Direct Hire** is recruitment made through staffing agencies, to fill permanent positions at General Dynamics Mission Systems.
 - Primary NAICS codes: 561311 Employment Placement Agencies
- **Labor Services** directly engage the time and effort of a supplier whose primary purpose is to perform an identifiable task, as defined in a Statement Of Work (SOW), rather than furnish an end item of supply.
 - Examples are: Engineering Services, Environmental Health & Safety Facilities Support Services, IT Support Services, Consulting

What is the General Dynamics Mission Systems process for Direct Hire agencies?

- General Dynamics Mission Systems has an agreement in place with a managed service provider (MSP) for our direct hire requirements. Direct hire agencies will be referred to the MSP and provided with a specific registration code for General Dynamics Mission Systems.

What is the General Dynamics Mission Systems onboarding process for Contract Labor and Services?

Suppliers are referred through various methods and by different organizations within General Dynamics. *Regardless of where an interested supplier comes from, they are referred to the [ISN sign-up form](#).* Registering with the ISN is the starting point for prospective suppliers.

Prospective suppliers are:

1. Lite onboarded into General Dynamics Mission Systems' supplier database, Supplier 360. The data from the sign-up form and capability documents create a profile that allows a company to be found on internal solution searches.
2. Added to the email distribution list for [TechScouts](#) and the bi-monthly [ISN Supplier Newsletter](#).
3. Shared with appropriate commodity manager for review.

When a requirement arises within Talent Acquisition for labor suppliers with a specialized focus, our recruiters search the supplier database to find potential companies to meet that need. Talent Acquisition prefers to search within the ISN, instead of searching externally, as the providers are vetted and have shown an interest in doing business with General Dynamics. The lite onboarding process reduces the cycle time of identifying companies who pass the first few gates.

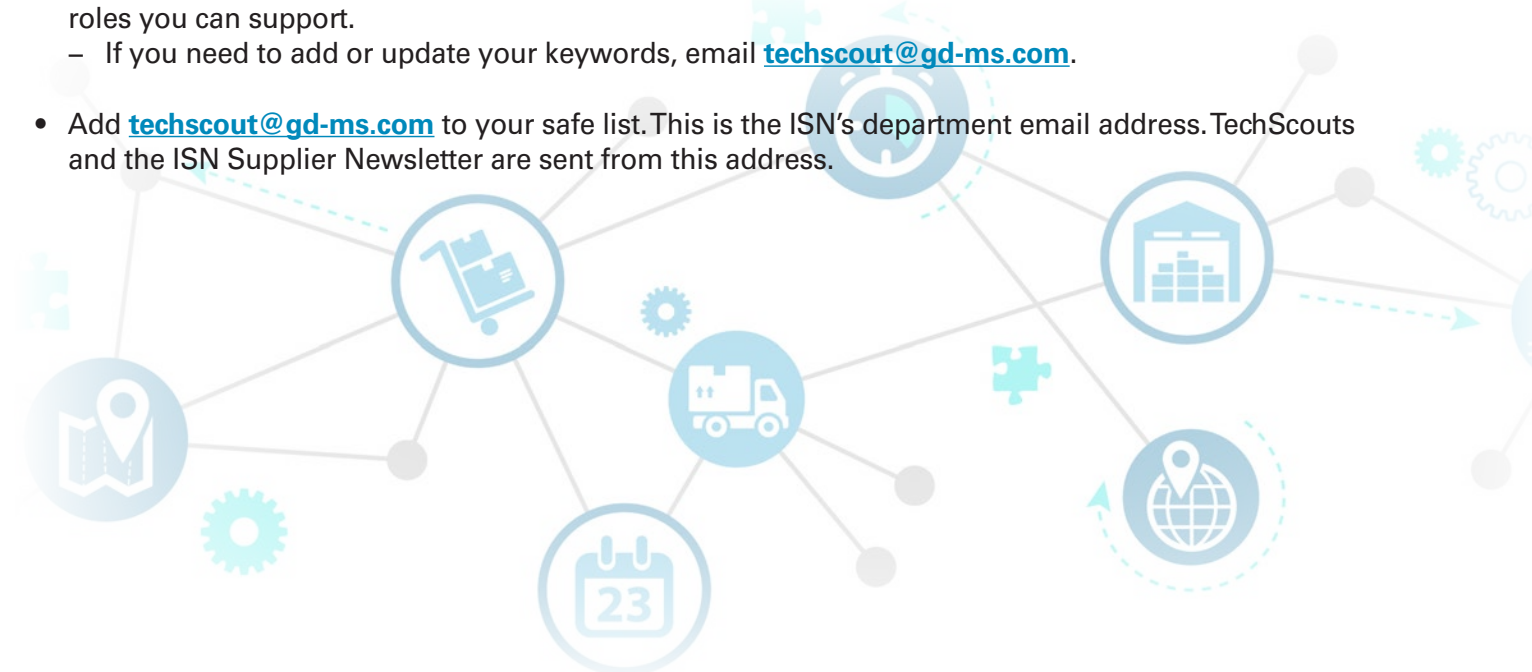
General Dynamics currently has many contract labor and service providers. Therefore, the Talent Acquisition team does not reach out to prospective suppliers until there's a need our current suppliers are unable to fill.

Requirements of Contract Labor agencies:

- Capable of supplying DoD Cleared Personnel
- Company has a [Facility Security Clearance](#)
- Company has a Facilities Security Officer (FSO)
- Capability to provide candidates across the U.S. [\(we have many major locations listed, but even more not listed\)](#)
- 90 day right to hire with no fee

What can contract labor and service providers do to boost their profiles?

- Register with [System for Award Management \(SAM\)](#) and keep your representations and certifications current. (SAM is an official website of the U.S. government.) A supplier's reps and certs:
 - Identify business size
 - Provide NAICS codes
 - Speed up the full onboarding process
- Provide the ISN with your capability keywords. A supplier's profile in our supplier database includes a 500-character free-form field for capability key terms.
 - Your keywords make you more likely to be found in solutions searches. All General Dynamics Mission Systems personnel are able to search the supplier database by key words and NAICS codes.
 - Limit is 500 characters. To maximize your keywords, you do not have to put spaces after commas.
 - Include your clearance level in your capability keywords, as well as the specialized engineering roles you can support.
 - If you need to add or update your keywords, email techscout@gd-ms.com.
- Add techscout@gd-ms.com to your safe list. This is the ISN's department email address. TechScouts and the ISN Supplier Newsletter are sent from this address.





Ann Eberson
Supplier Manager

Ann works remotely in Scottsdale, Arizona. She has been with General Dynamics Mission Systems for 13 years.

What led you to a career in SCM?

I have a degree in Purchasing and Materials Management (that's what they called it back in the day). I was recruited by Motorola right out of college. A friend worked there and told me it was a wonderful place to work.

What has been your most rewarding experience at General Dynamics Mission Systems?

The opportunities I've been given at General Dynamics Mission Systems have been amazing and varied. I can't name just one, but some of the work I've done on the Travel team, like implementing the National/Enterprise rental car program and administering the Marriott global agreement, has been great.

In your opinion, why are relationships with suppliers so important to the SCM mission?

When things get challenging, and they always do at some point, the depth and breadth of the supplier relationship creates a collaborative environment to work through the challenges to a successful outcome for both parties.

What would people never guess that you do in your role?

I try to have a little fun and put people at ease while getting the work done.

How do you contribute to achieving an integrated supply chain?

Through embedding myself with my internal HR customers and establishing a business partnership. Understanding their processes and challenges allows me to find ways to better support them. And we need more great people to keep the company growing, so helping HR helps us all!

What motivates you?

Hearing from my internal customers and suppliers that I've made a difference.

How do you balance your career and personal life?

Decorating my home with fall decorations as it's my favorite time of year – I love all kinds of pumpkins! Although not my favorite activity, I'm asked each year to make huge batches of my signature ginger cookies by family, coworkers and suppliers. Making them happy makes me happy. I think the flavor reminds them of fall.

A perfect day would be?

Surrounded by my extended family with my toes in warm sand, a cool breeze and the sound of waves crashing on the beach. Later preparing a big meal together and finish off the day playing card/board/domino games.

TechScouts



TechScouts are our process to communicate our needs and technical opportunities with your organization. TechScout is critical to our supply chain process to source potential outside solutions. We need your innovative approaches to build partnerships to solve our customers' greatest challenges. Sign up to receive our alerts so that you can respond and share your innovative solutions with us.

gdmissionsystems.com/isn

Current Open TechScouts Small Business Technology Companies

General Dynamics Mission Systems is seeking small business technology companies with:

- Innovative approaches to human machine teaming and command & control of unmanned and autonomous vehicles and swarms
- Innovative approaches, technologies and applications to support mission-level war gaming and operational modeling & simulation
- Improved tools, techniques and processes for employing digital and model-based systems engineering and/or agile software development to improve collaboration, systems integration and engineering effectiveness

For more information, visit gdmissionsystems.com/isn



General Dynamics Mission Systems Earns Six Awards for Hiring and Supporting Veterans and Military Spouses

Author: Article published 11/22/2021 by General Dynamics Mission Systems



As a proud supporter of veterans in the workplace, General Dynamics Mission Systems is excited to be recognized with six awards. At locations that span the country, General Dynamics Mission Systems has [programs, internships](#), an Employee Resource Group, and veteran-, and military spouse- dedicated recruiters to recruit, engage, hire and support veterans and their families.

"As a veteran myself, I am inspired by General Dynamics' support for our military through employment, community investment and employee engagement," says [Chris Hiltbrand](#), VP of People. "With dedicated Veterans' recruiters, participation in the Department of Defense SkillBridge Internship Program, a Veterans Employee Resource Group, benefits and accommodations available to employees fulfilling military obligations, and a supportive environment for veterans needing accommodations, General Dynamics supports those not done with serving the mission."

2021 & 2022 VETERANS AWARDS



MILITARY FRIENDLY EMPLOYER 2022 – GOLD

For General Dynamics Mission Systems' commitment, effort, and success in creating sustainable and meaningful career opportunities for veterans, Military Friendly awarded them a Gold medal distinction. The Military Friendly Company survey investigates and identifies organizations whose commitment to serving the military and veteran community is comprehensive in scope and meaningful in terms of actual outcomes and impact. From hiring and career

advancement to customer service and charitable investment, military-friendly companies lead the way. "Companies earning the Military Friendly Employers® designation create and elevate the standard for military programs across the globe, they have invested in substantive programs to recruit, retain and advance the veterans and service members within their organizations," said Kayla Lopez, Director of Military Partnerships, Military Friendly®. "To them, hiring veterans and servicemembers is more than just the right thing to do, it makes good business sense."



MILITARY SPOUSE FRIENDLY EMPLOYERS 2022 - DESIGNATED

This award identifies employers that demonstrably provide the greatest career potential for military spouses. The Military Spouse Friendly Employers survey takes a detailed look at the lifecycle of military spouse employees: What employers do to attract, hire and develop them, as well as the policies and practices with which employers support them along the way. The survey offers an opportunity to highlight the efforts of companies across the country to help military spouse employees have long-term careers.



HIRE VETS MEDALLION AWARD, GOLD, 2021, U.S. DEPARTMENT OF LABOR

With an unwavering commitment to hiring and retaining veterans, General Dynamics Mission Systems received the Department of Labor's Hire Vets Gold Medallion Award. The Honoring Investments in Recruiting and Employing American Military Veterans Act of 2017 (HIRE Vets Act), requires the secretary of Labor to establish a program, by rule, to recognize employer efforts to recruit, employ and retain veterans. Employer-applicants meeting criteria established in the rule receive a Hire Vets Medallion Award.



VETS INDEXES EMPLOYER AWARDS - VETS Indexes 5 Star Employer

Vets Index recognized 98 of the nation's top veteran employers in our 2022 awards. The awards were developed by the team of veteran employment experts responsible for the VETS Indexes family of investment indexes and the Employing U.S. Vets Conference. The group includes a managing director with about a decade's worth experience surveying and polling veterans, as well as the organizations that employ and support them.

TOP EMPLOYERS AND COMPANIES THAT HIRE VETERANS, 2021, MONSTER MILITARY.COM

At #6 on the Military.com 2021 list, General Dynamics Mission Systems' strong track record of hiring and retaining veterans and military families. Monster once again teamed up with Military.com to identify 10 top veteran-friendly employers with strong track records of not only hiring but also retaining veterans and military families.



Continued...

MILITARY TIMES BEST FOR VETS EMPLOYERS LIST 2021

Earning the #22 spot out of 161 companies, General Dynamics Mission Systems was recognized for its commitment to recruiting, retaining, and supporting current, and former service members, military spouses, and military caregivers. This year, almost 200 organizations submitted responses to the Best for Vets: Employers survey, and 161 employers made the list. This editorially independent program produces a highly respected analysis of a company's efforts to recruit, retain, and support current and former service members, military spouses, and military caregivers.

Veterans interested in working for General Dynamics Mission Systems are invited to visit [our website](#) to see all career and internship opportunities.



General Dynamics Mission Systems Supplier Management Portal

Supplier 360

We appreciate and value the outstanding relationships we have with our suppliers. When we collaborate rather than exchange, we achieve the "best in class" level

we seek for our collective reputation. Our suppliers are an extension of General Dynamics Mission Systems, and we value you as teammates. To positively reflect this innovative supply chain, we introduced the Supplier 360 Vendor Portal to support our shared goals and improve supplier relationship management. If you are not familiar, please take a minute to review this new vendor on-boarding process that allows our vendors to register, qualify, and maintain their company information.

<https://gdmissionsystems.com/about-us/suppliers/s360>

We are actively campaigning to achieve 100% registration with our active vendor supply base, and you will be contacted if you currently do business with General Dynamics Mission Systems.

Onboarding is easy! All you need is a web browser and to activate your account. It should take about 5 minutes to complete. We welcome supplier proactivity- you can ask your General Dynamics Mission Systems Supply Chain contact to send you an invite via email, or email us at S360@gd-ms.com.

Our Supplier 360 support team can aid should you have any questions during on-boarding or when requesting periodic updates.

You have been identified as a General Dynamics Mission Systems Supplier requiring federal representations and certifications. This is an annual requirement and must be completed for procurement compliance.

Please log in to your account and complete all the questions.

CLICK HERE TO ACCESS THE S360 PORTAL

Instructions for general use and completing representations and certifications can be found at the link below:

<https://gdmissionsystems.com/about-us/suppliers/s360>

If there are any questions please contact RepsCerts@gd-ms.com.

Thank you for your prompt attention to this request.

Supplier 360 Team

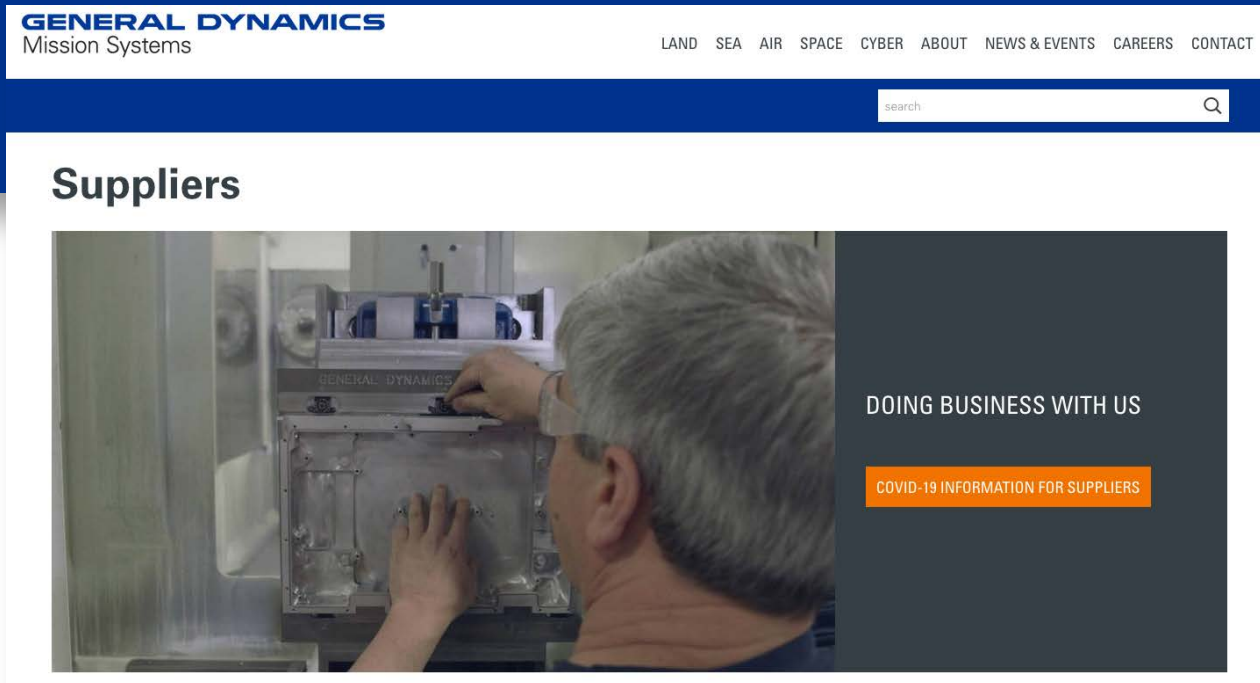
GENERAL DYNAMICS
Mission Systems

Regards,
General Dynamics Mission Systems
Supply Chain Management Team

**See the latest information and quick start guides here:
<https://gdmissionsystems.com/about-us/s360>**

The Supplier News and Information Center

is now available on the
General Dynamics Mission Systems website
www.gdmissionsystems.com



General Dynamics Mission Systems has established the **Supplier News and Information Center** on the Supplier page of our website to keep our supply chain partners informed with critical information relating to our operating status and the adjustments we are making in response to the COVID-19 outbreak.

Search under **About** and select **Suppliers**. Click on the **COVID-19 Information for Suppliers** button.

Visit <https://gdmissionsystems.com/about-us/suppliers/news>
for continued updates for our Supply Chain team.