

Federal Foundry

Presents

Assembly

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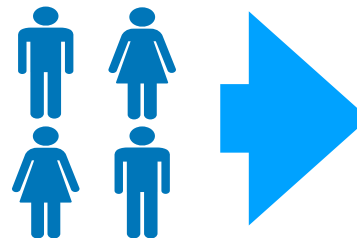
20 June, 2018

ASSEMBLY: THE RIGHT PEOPLE WITH THE RIGHT QUALIFICATIONS IN THE RIGHT TEAM

1 MODEL YOUR HIGHEST PERFORMING TEAMS AND INDIVIDUALS

Our natural language processing powered HR software allows you to create data rich models of your highest performing teams and people to understand how performance is shaped by:

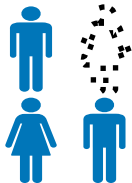
- Years of experience
- Industry background
- Professional experience
- Managerial and technical skills
- Education



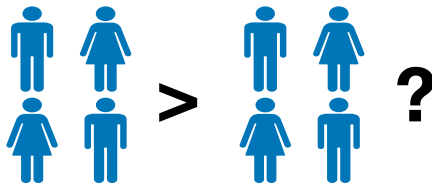
Schematic of our approach

2 IDENTIFY VARIANCE

A. Assess the impact/gap created when someone leaves a team

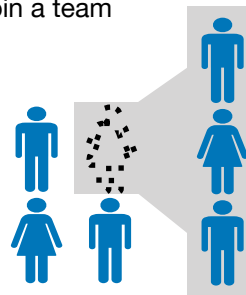


B. Assess the gaps between teams

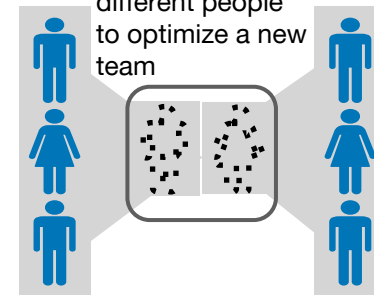


3 OPTIMIZE STAFFING/ BUILD THE BEST TEAMS

A. Identify the best person to join a team



B. Evaluate “tests” of different people to optimize a new team



THE PROBLEM ADDRESSED: How to field the most lethal force possible

The need:

Personnel insight and team formation:

- Of the people up for staffing who will have the most positive impact on this team's performance?
- What can this person do that is not captured in their personnel records and which teams need that?

Dynamism in staffing process:

- What kinds of people would be needed to complete a mission that the Air Force has never had before?
- What combinations of people could meet those requirements?

Insights into the drivers of team performance:

- What are the drivers of high performance for each type of team?

Targeted personnel development:

- What kind of upskilling does this team need to be higher performing?
- What kind of upskilling does this person need to be higher performing?

“Today’s threat environment requires agile, responsive military and civilian personnel management systems to ensure the Air Force continues to retain the highly skilled talent needed to defend the Nation. Cultivating workforce talent is a priority.”

“More than an entire generation of airmen have prioritized operations over training. Our aircrews are not able to maintain full-spectrum readiness against all threats with these conditions.”

**Lieutenant General Gina M.
Grosso Deputy Chief of Staff
Manpower, Personnel And
Services United States Air Force**

We build our personnel profiles by (REDACTED)

- (REDACTED)
-

Schematic of our approach

- (REDACTED)
-

Schematic of our approach

Description of technical approach

Schematic of our approach



Schematic of our approach

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Schematic of our approach



Schematic of our approach

In the same way that we analyze people, we can analyze requirements documents and then use the information to assess how well individuals and groups can meet the requirements

OUR REQUIREMENTS CALCULUS



With Assembly's current capabilities we can help the Air Force with their team formation, assignments, and training missions

Air Force needs:

Assembly's approach to meeting those needs

What factors contribute to high performance?

- Analyze information about different high performing Air Force teams and the people in them
- Identify trends and create predictive models for high performance in various teams (e.g. maintenance, flight ops, etc)

Where should this Airman or civilian go next?

- Analyze an Airman and all the teams where they could go
- Based on our models for high performance in each kind of functional team, assess where that Airman would have the most positive impact

Why isn't a given team performing well?

- Analyze a low performing team/the people in that team
- Identify deviation from our models for high performance
- Provide a crisp gaps analysis to leadership

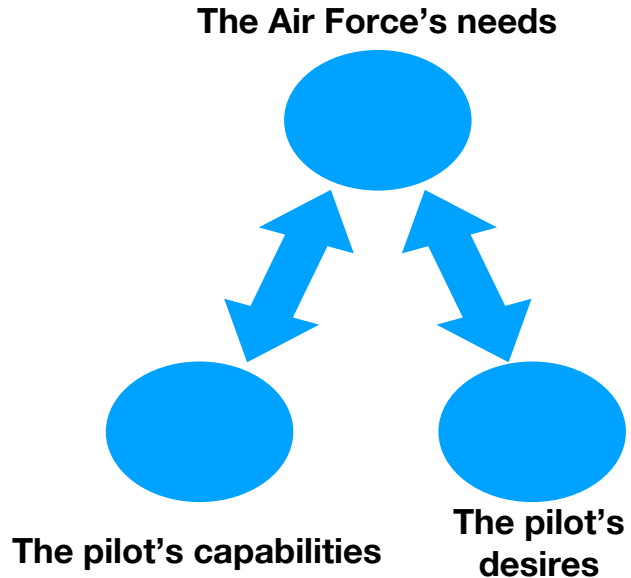
What can I do to improve a team's performance?

- Based on an analysis of why a team is performing poorly, identify individuals that could help the team perform
- Identify trainings that team members could go to to fill gaps

Who should I choose for an unexpected need?

- Analyze the requirements of the unexpected need (e.g. a team for rapid deployment) and analyze previous similar teams
- Use this analysis to recommend members for this team

With minor modification Assembly may be able to help increase pilot retention



Matching the Pilot's Capabilities to the Air Force's needs:

Connecting the Air Force's needs to the pilots capabilities can be done with the existing Assembly platform by matching pilots to billets by: (Skills, Rank, Schools, Location, Etc)

Matching the Pilot's desires to the Air Force's needs: Currently we do not track or analyze "desires" however we could extend our person profiles to address pilot desires and extend our natural language processing to assess which open billets could best meet those desires. e.g.

- (REDACTED)
- (REDACTED)

"At the end of FY 2016 the total force including active, reserve, and guard components was short 1,555 pilots across all mission areas." -**Lieutenant General Gina M. Grosso Deputy Chief of Staff Manpower, Personnel And Services United States Air Force**

Phase I goals

Goals:

Refine view of “Pilot Desires”

- Review reports and literature on why pilots are choosing to leave the military
- (REDACTED)

Prototype of “Pilot Desires” expansion

- Clone existing skills management feature and reset for use with “Pilot Desires”
- Test platform with sample users
- (REDACTED)

Customer surveys and interviews

- (REDACTED)

Map functionality and development road map for full features

- Begin roughing out customer demands for strategic staffing modeling capabilities
- Price the development of each feature to prioritize development

On the surface, Assembly shares some traits with other professional HR platforms but our analytics and team focus create significant value for our users that other systems do not provide

Differentiator:

• (REDACTED)

- Light people analytics/ validation of capabilities
 - Team analytics are not connected to the capabilities of the people
 - Principally a hiring tool
 - Does not capture critical hard factors associated with government contracting
 - No customization for industry specific requirements
-

• (REDACTED)

- No ability to search outside your company
 - Limited analytics or personnel consistency
 - Business process support (e.g. invoicing) makes many features overly complicated
-

• (REDACTED)

- Generally not cloud based making moving records challenging
- Limited search
- Set data structure limits customization and evolution
- No connection between searching for a person and contacting that person

Assembly's capabilities are currently being extended to allow HR managers and team leads to gain enhanced insight into their talent pipeline

Description:

Resource
management

- (REDACTED)

Web-crawling for
information

- (REDACTED)

Personality
profiling

- (REDACTED)

Assembly began as a commercial product and we expect to derive most of our revenue from the commercial space. Though because the government and commercial use cases are so similar we are excited about federal sales

Commercial sales

Assembly is currently being used by
(REDACTED)

Information on market size

Additional Federal Markets




Defense

- (REDACTED)

Civilian

- (REDACTED)

KEY PERSONNEL; FOREIGN CITIZENS; SUBS AND CONSULTANTS

	<u>Career highlights</u>	<u>Citizen</u>
(REDACTED) 	<ul style="list-style-type: none">• Title and Role 1• Title and Role 2• Title and Role 3• Title and Role 4• Education	Yes
(REDACTED) 	<ul style="list-style-type: none">• Title and Role 1• Title and Role 2• Title and Role 3• Title and Role 4• Education	Yes
(REDACTED) 	<ul style="list-style-type: none">• Title and Role 1• Title and Role 2• Title and Role 3• Title and Role 4• Education	Yes

All work during Phase I will be done in house and no subs or consultants will be used
No foreign citizens will be involved in Phase I

Background and administrative information:

Company overview

- Federal Foundry was founded to provide online education and software to the members of the government contracting incubator and co-working space Eastern Foundry.
 - (REDACTED)
-

Go-to market

- (REDACTED)
-

Similar proposals and awards

- No other federal grants or contracts are currently submitted related to this technology
 - We applied for an NSF SBIR for Assembly in 2015 and did not win
 - (REDACTED)
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Related work

- (REDACTED)