



ASSOCIATION
OF OLD CROWS

JOIN THE LEGACY,
SHAPE THE FUTURE





Symposium Committee/U.S. Convention

- Kevin Finch
 - Committee Chair
- Kathy Hartness
 - Staff Lead
- 9 October 2025

2025 Convention Highlights



- **Keynotes (3):**
 - TUESDAY
 - Laurie Buckhout
 - WEDNESDAY
 - Honorable Don Bacon
 - THURSDAY
 - Lieutenant General Paul T. Stanton
- **Spotlight Sessions (2):**
 - Strategic Vision for EW in 2035 (DOTMLPF -P Focused)
 - Challenges and Opportunities in Today's EW Landscape

- 8 confirmed

- **Technical Sessions**

- 12 confirmed

- **PMBS**

- Navy
 - Air Force
 - Army

Visit aoc2025.crows.org for full agenda; speakers being added as they are confirmed.

Program Grid (*INTERNAL*)



2025 AOC Program	Tuesday, 9 Dec 2025			Wednesday, 10 Dec 2025			Thursday, 11 Dec 2025			
8:45 AM	Opening/Keynote Session 1 Laurie Buckhout			Keynote Session 2: poss PEOs Fireside Chat (army, navy, air force, space force, int'l) Rep Bacon			Keynote Session 3: DISA Commanding General? Lt Gen Paul Stanton			
9:00 AM										
9:15 AM										
9:30 AM										
9:45 AM										
10:00 AM	10am - FLOOR OPEN			10am - FLOOR OPEN			10am - FLOOR OPEN			
10:15 AM	Assembly of Delegates			NEW Breakout 3: Counter-Drone Warfare Dennis Monahan	Breakout 4: Requirements Generation for the 2035 Fight Bryan Clark	PMBS - Navy	TS 10 - Enhancing EW and Radar Systems with Microwave Photonics	TS 7 - Low SWaP and Attributable Laser Communications Technology Making Tomorrow's	Breakout 9: EMSO as the Cornerstone of Indo-Pacific Deterrence and Operational Success Scott Oliver	
10:30 AM										
10:45 AM										
11:00 AM										
11:15 AM										
11:30 AM										
11:45 AM	Lunch in the Hall			Lunch in the Hall			Lunch in the Hall			
12:00 PM										
12:15 PM										
12:30 PM										
12:45 PM										
1:00 PM	Spotlight Session 1: Panel Discussion: Strategic Vision for EW in 2035 (DOTMLPF-P focused)			Breakout 5: Accelerating the Acquisition Process Tom Cole	TS 4 - Real-Time Cognitive Electronic Warfare: Overcoming Data Challenges with Generative	PMBS - Army	Closing/Spotlight Session 3: Challenges and Opportunities in Today's EW Landscape / SME on Current Ops / SWOT Analysis Landrum			
1:15 PM					TS 5 - Automation of Electronic Attack Generation Using AI					
1:30 PM					TS 6 - Generative Artificial Intelligence Technologies for Radar and Communications					
1:45 PM										
2:00 PM										
2:15 PM							2pm - FLOOR & SHOW CLOSE			
2:30 PM										
2:45 PM										
3:00 PM										
3:15 PM										
3:30 PM	Breakout 1: Multi-Domain Operations David Gaedecke	TS 1 - Rapid EW and SIGINT Deployment Using Low SWaP-C and Highly-Configurable	Breakout 2: Defense/Threat & Industry View Ken Hermann	Breakout 6: Recruitment and Training Paul Craft	MOVED Breakout 8: Tactical Evolution in the European Theater Erik Bamford	PMBS - Air Force				
3:45 PM		TS 2 - Enabling Distributed, Low-SWaP-C RESM for Information Superiority in Modern Operational								
4:00 PM		TS 3 - New Compact Sensor Technologies that Enable RF ISR-T From Small UAS in Denied								
4:15 PM										

Convention Financials as of 09/26/25



	2025 Numbers to Date	2024 Numbers similar weeks out	2025 Revenue to Date	2024 Revenue similar weeks out	2025 Budget	2025 % to Budget
Registration	359	287	\$60,568	\$61,910	\$300,000	20.19%
Sponsorships	15 sponsor companies	8 sponsor companies	\$214,140	\$210,160	\$260,000	82.36%
Exhibits	166 exhibitors 25,200 nsf	142 exhibitors 22,100 nsf	\$1,474,310	\$1,283,506	\$1,421,302	103.73%
Hospitality Suites	13 companies /rooms	12 companies /rooms	\$45,000	\$41,000	\$45,000	100.00%
TOTALS			\$1,794,018		\$2,026,302	88.54%
as of 09/26/25						

Convention Attendance Expectation Setting



- Attendance/No Show Potential
 - While registration is solid and tracking against last year, please continue to keep in mind all of the current travel and spending restrictions on gov and mil attendees. Because they do not have to pay to register, I believe we may have registration on track but see a higher no -show rate once we get onsite.
 - Unsure of what impact the current shutdown will have come December

Convention Budget Expectation Setting



- Budget Related FYI
 - As costs continue to increase, my concern over F&B spending, specifically, is heightening each year. I've spent some time reviewing how much we spend on F&B per person (noting that most of our attendees do not have to pay anything to attend). Below are some numbers to keep in mind as we move forward with this event. There will be a need to increase our registration fees for those that do pay to help cover those that do not, *reduce the amount of F&B that we offer*, or charge a ticket amount in order to continue to be able to afford what we provide and not see a drop in the net revenue.
- Comp Reg Historical Data
 - Note not 1:1 on per person estimate, not all attendees can attend all events..i.e. welcome reception
 - Numbers reflect REGISTERED, many comps do not show up onsite (though F&B is ordered based on REGISTERED numbers with assumptions for how many generally no show)

2024 Total F&B Spend = -\$503,000 (not including Board F&B)
Per Person Estimate = -\$530

Comp Types ▾	2019 ▾	2021 ▾	2022 ▾	2023 ▾	2024 ▾
MP comps	783	684	699	830	763
EO comps	638	227	392	699	372
Total comps	1421	911	1091	1529	1135