

Description: The Gold Medal is the AOC's highest and most prestigious award. It is presented to a senior Government, Military, or Industry official in recognition of outstanding and dedicated service to promote and advance the discipline of Electronic Warfare. It reflects the highest standards of commitment to the welfare and application of Electronic Warfare.

Instructions:

1. Section 1: Complete the contact and background information for the Nominee.
2. Section 2: Nominee's achievements. Provide written evidence and supporting information to substantiate the nominee's achievements.
3. Section 3: Submit a proposed citation to accompany the award.
4. Section 4: Complete the contact information of the Nominator.
5. Section 5: Details of person to be contacted if selected.

Section 1: Nominee's Information

Name:	Mari C. Kovach	Rank/Title:	N/A
AOC Member Number:		Chapter Affiliation:	Garden State
Company:	General Technical Services, LLC	Job Title:	Co-Chief Executive Officer
Address:	1200 Hwy 36	Address:	P.O. Box 393
City	Highlands	State/Province/County:	New Jersey
Postal Code:	07732-0393	Country:	USA
Phone:	Mobile: 908-489-4196	Email:	Mari.Kovach@gtsllc.com

Section 2: Qualifications:

Senior level of Government, Military, or Industry: Membership of the AOC is not required. Tick box to confirm nominee is an active duty or retired senior military or civil servant or an executive level industry leader from any AOC country who has led organizations or activities. _

Nominees: Job Title and commensurate organizational level: Co-Chief Executive Officer

Exclusions: Tick box to confirm that the Nominee is not on the current AOC Board of Directors or Board of Governors.

Eligibility Requirements: Provide Nominee's details in the following areas. Include supporting explanations and examples.

Leadership Requirements:

Provide written details, specific examples and supporting information on how the nominee advanced the science, art, technology and/or operations of Electronic Warfare must have, in a significant manner.

Mari Kovach's public resume documents:

Co-Chief Executive Officer | General Technical Services, LLC | 2017-Present
 • Formulate the strategic vision of the company, as well as company policies and procedures to ensure optimum performance and efficient use of resources. Encourage a workplace culture that empowers our employees to take responsibility for their jobs and goals while recognizing that they represent the company and share the responsibility to ensure excellent customer relations
 US Army RDECOM Communications-Electronics Research, Development and Engineering Center (CERDEC) | HQ, Technology & Strategic Planning | Grade Level: DB-IV (GS-15 EQUIV) | 2000-2011
 Associate Director
 • Directed and maintained oversight of the \$480 million CERDEC Technology Base Program
 • Identified, directed and leveraged both US and foreign technology developments through formalized collaborative Technology Transfer programs
 • Responsible for sustaining foreign liaison officers assigned to and resident at CERDEC, to further the United States collaborative technology efforts
 • Implemented the progressive employee performance evaluation system within the organization; trading the entitlements of longevity for performance based compensation
 US Army Communications-Electronics Command Research, Development and Engineering Center | Intelligence and Information Warfare Directorate | Grade Level: GS-14 | 1997 – 2000
 • Devised and implemented technology development programs that transitioned to Program Executive Officer - Intelligence-Electronic Warfare and Sensors (PEO-IEW&S)
 • Collaborated with PEO-IEW&S program managers to determine their most immediate requirements for increased system performance and cross-walked that with available and emerging technologies to devise technical solutions deliverable via programs which were executable within budget and schedule and addressed the program manager's needs
 • Facilitated the quality of life by ensuring personnel had access to the proper tools and environment to execute their jobs
 US Army Communications-Electronics Command Research, Development and Engineering Center | Grade Level: GS-14 | 1992 – 1997
 Project Manager
 • Worked as Project Manager (PM) (to include time spent as the Deputy PM) for a classified program, chartered by the Commanding General, Communications-Electronics Command
 • Executed the acquisition of various 6.3a prototypes designed to demonstrate the military utility of an emerging technology
 • Briefed the program at various levels of the Department of Army to garner support and receive annual revalidation by the Vice Chief of Staff, Army to continue the program's execution

Mari Kovach has a resume of classified work that cannot be listed.

AOC Gold Medal Nomination Form

Provide written details, specific examples and supporting information on how the nominee, in a leadership role as a position, team leader, or key policy maker had personal responsibility for the success or failure of the advancements made.

Leadership Requirements:

Mari Kovach is an exceptional leader distinguished from her peers by her quiet and unassuming leadership style. She has proven extraordinarily effective in guiding programs with strong technical experts who would have chafed at receiving the direction provided by other leaders. Mari has a nearly unique ability to provide direction without a person feeling that they have been directed. This has been a great advantage to the military (U.S. Army and DoD organizations), industrial (support contractors at Fort Monmouth and then the company she now leads), professional societies (AOC, AFCEA, AAAA, AUSA), and other non-profit organizations (Monmouth University Alumni Association, Board of Visitors for the Cancer Center at Children's Hospital of Philadelphia, and Parish of Our Lady of Perpetual Help – Saint Agnes) that she has impacted - all of which involve a number of strong personalities that Mari managed to point in the right direction. The challenge here, for this award, is in recognizing the role that Mari played in directing those people without them knowing that they were being directed, and in facilitating their success.

Mari's career has spanned more than forty years working in positions of increasing responsibility in Government and Industry. She is exceptionally skilled at developing, negotiating, and maintaining relationships with a host of clients. Her key assignments through the years are listed in the portion of resume in the previous text block - for these, she was effective in managing and supervising large teams of engineers and scientists. Through her force of personality, she drove the development of programs, policies, strategies, objectives, and direction first for a large US Army R&D organization and then for the Government contractor General Technical Services. Her hallmark is leadership by fostering a productive work culture, introducing policies that implement continuous self-assessment and improvement, and distributing resources and tools to energize and empower personnel toward both personal and group success.

Provide written details, specific examples and supporting information on how the nominee's advancements were of a systemic or long-term impact influencing a broad and deep improvement in the science, art, technology and/or operations of Electronic Warfare.

Leadership Requirements:

Mari Kovach served as Project Lead and Technical Manager for the development of the RF Interferometer for the APR-39(v)1 Radar Warning receiver. The APR-39(v)1 provided leap-ahead capability in pilot and crew safety giving direction and identification of hostile threats endangering Army aircraft. Variants of the APR-39(v)1 are used today and recognized as a best-athlete Radar Warning Receiver. Mari served as Project Lead and Technical Manager for the High Frequency (HF) Direction Finding (DF) capability developed for the Guardrail/Common Sensor (GR/CS) airborne SIGINT collection and processing system. Her technical depth and even handed leadership style enabled the Government and Contractor team to develop and enduring HFDF SIGINT solution that is leveraged to this day.

Mari subsequently advanced to a Command-level position as Associate Technical Director for US Army Communications Electronics Research Development and Engineering Center (CERDEC) where she had oversight responsibility for the entire Research and Development portfolio within the Command to include personal responsibility for Special Programs.

Provide written details, specific examples and supporting information on how the nominee's stature, and position of senior leadership, led and/or influenced the discussions, policies, technologies, systems, and doctrine associated with Electronic Warfare.

Leadership Requirements:

Mari's soft spoken and somewhat humble management style was instrumental in leading teams of scientific, engineering and technical professionals, often with very divergent opinions and approaches, to converge on technical solutions that best served the requirement, Soldier, and the Program Of Record receiving the technology. Her diplomatic leadership style is one of inclusion that will observe and consider all sides of a problem and proposed solutions. She does not suppress any observation, view-point, or prospective technical solution. Her guidance is thoughtful, balanced, and always in the best interest of the Soldier. In an environment throughout her career, Mari's leadership, and equally important her leadership style has been invaluable leading large technical teams of Government and contractor personnel at a time when technical leadership from women was not the norm.

Mari never set out to change the world, and was always just quietly and competently getting the job done. In doing so, Mari DID change the world by providing a shining example in an entirely non-threatening way of a capable and competent engineer who happens to be female, and whose soft spoken and somewhat humble leadership style has unique strengths rarely, if ever, found in her male peers.

EW Community Awareness:

Provide written details, specific examples and supporting information on how the nominee's contributions to Electronic Warfare were of a magnitude causing significant long-term impact

EW Community Awareness:

Mari's work has demonstrably had long-term impact on US Army EW as measured in decades of field use. The programs that Mari Kovach led and participated in, particularly the early R&D for the RF Interferometer to be integrated onto Army Helicopters, the APR-39(v)1, and the High Frequency Direction-Finding (HFDF) capability for Guardrail Common Sensor (GR/CS) provided enduring solutions that have been used for decades and continue to be used today. There are more that cannot be listed.

Mari's long term impact is multiplied by her role in the Old Crows leadership and fundraising efforts that have led to a generation of Engineers and Scientists joining the EW field after benefiting from Garden State Chapter scholarships.

Provide written details, specific examples and supporting information on how the nominee's contributions and achievements were evident to, and known by, the Electronic Warfare community.

EW Community Awareness:

Mari bears a quiet responsibility for a panoply of U.S. Army EW developments from the 1980's through to the 2000's, and has since shaped both General Technical Services, LLC and the Garden State Chapter of AOC into higher performing organizations than they might otherwise be. Others may be more visible, but it is unlikely that they have been more effective. Mari is known across the US Army C5ISR and EW communities from the basic and enabling researchers at Army Research Laboratory up the development chain to the Program Executive Officers, and withing the Army leadership in the Pentagon. While Mari's tehcnical career has been focused on the US Army, she is known within the broader AOC community from her tenure as President of the Garden State Chapter.

Anything Additional You Would Like to Add Not Mentioned Above

SEE ADDENDUM. Form will not accept formatted input here.

Section 3: Proposed Award Citation (in less than 30 words)

For steadfast service as a mentoring leader within military, industry, and professional organizations ... quietly guiding the development and delivery of EW systems and enabling technologies for over 40 year.

Section 4: Nominator's Contact Information

Name:	John A. Kosinski	Rank/Title:	Dr.
AOC Member Number:	961993	Chapter Affiliation:	Garden State
Company:	Huntington Ingalls Industries	Job Title:	Principal Technical Advisor
Address:	1200 Remsen Mill Road	Address:	
City	Wall Township	State/Province/County:	New Jersey
Postal Code:	07753-7206	Country:	USA
Phone:	Mobile: 732-637-2175	Email:	johnakosinski@verizon.net

Signature and Date: 4cbf5414-5887-482e-9ba6-6ed76c2dc2d3 Digitally signed by 4cbf5414-5887-482e-9ba6-6ed76c2dc2d3 Date: 2024.06.29 12:27:20 -0400 **6/29/24**

Section 5: If selected, details of person to be contacted (in addition to nominator)

Name:	Nicole Zaretski	Rank/Title:	Chapter President
AOC Member Number:	10000044	Chapter Affiliation:	Garden State
Company:	L3Harris Technologies, Inc.	Job Title:	Business Development
Address:	77 River Road	Address:	
City	Clifton	State/Province/County:	New Jersey
Postal Code:	07014-2000	Country:	USA
Phone:	Office: 973-284-3161	Email:	nzaretski@optonline.net

29 June 2024

To the Awards Committee:

This has been a challenging nomination to prepare. The details have been difficult to elicit due to an excess of humility on the part of the nominee, and complicated by the fact that the very existence of her most significant technical leadership role cannot be acknowledged publicly.

I have known Mari Kovach since the early 1980's where we met while taking a circuit synthesis course at then Monmouth College, now Monmouth University. I was already working as an Army civilian and was taking some courses to bridge from physics into electronics engineering. Mari was as quietly competent then as she is now, as has been borne out in her accomplished career.

Mari entered into the EW community at Fort Monmouth, New Jersey in an era when there were far fewer female technical professionals than today, and male employees were resistant to having female leaders and supervisors. The biases against her were pervasive throughout the rank and file of bench level engineers. To their credit, these biases did not exist, or were actively negated, by the forward-thinking leadership within the Fort Monmouth community. This created an opportunity for Mari to succeed within the limits of her own potential, and succeed she did with the same quiet competence I had observed at Monmouth College. Mari became immersed in systems engineering applied to EW, and distinguished herself as a top drawer project manager with sound technical judgment in developing and delivering capabilities that cannot be listed in this nomination or elsewhere.

I have no doubt that Mari fully meets the Gold Award selection criteria. Her enduring EW contributions are well known to the deliberately limited community with access to the programs she managed. I have tried to include enough public detail to document her qualifications ... and hopefully it is easy for fully cleared (or formerly fully cleared) awards committee members to read between the lines and correctly infer the nature and impact of what is and must remain unwritten.

Respectfully,

/s/

John A. Kosinski, Ph.D., Life Fellow of IEEE

Vice President, AOC Garden State Chapter