

AOC Gold Medal Award

Authors

- Myles Murphy

Submission

Introduction and Instructions

Nominator's Details

Nominator's Name:

Myles Murphy

Nominator's Rank/Title:

AOC Northeast Regional Director

Nominator's Chapter Affiliation:

Garden State Chapter

Nominator's Company:

Raven Consulting

Nominator's Job Title:

President

Nominator's Address:

7 Christopher Lane Annandale, NJ 08801

Nominator's City:

Annandale

Nominator's State/Province/County:

New Jersey

Nominator's Postal Code:

08801

Nominator's Country:

United States

Nominator's Phone:

908-268-6044

Nominator's Email:

mylespatrickmurphy@gmail.com

Nominee's Information

Nominee's Name:

Mari C. Kovach

Nominee's Rank/Title:

N/A

Nominee's AOC Member Number:

52297181

Nominee's Chapter Affiliation:

Garden State Chapter

Nominee's Company:

General Technical Services, LLC

Nominee's Job Title:

Co-Chief Executive Officer

Nominee's Address:

1200 Hwy 36 P.O. Box 393 Highlands, NJ 07732-0393

Nominee's City:

Highlands

Nominee's State/Province/County:

New Jersey

Nominee's Postal Code:

07732-0393

Nominee's Country:

United States

Nominee's Phone:

908-489-4196

Nominee's Email:

Mari.Kovach@gtsllc.com

Eligibility and Qualifications

Nominee's Job Title and Organizational Level:

Co-Chief Executive Officer

Leadership Requirements

Leadership Contributions:

Co-Chief Executive Officer | General Technical Services, LLC | 2017-Present • Formulated 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.

Leadership Role Impact:

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. In the most recent example of corporate leadership, Mari played an important but understated role in achieving ISO-9001 certification for the suite of processes used across her business at General Technical Services (GTS). This was a significant undertaking and accomplishment for a small business. 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.

Systemic or Long-term Impact:

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. At General Technical Services, Mari has continued to impact EW-relevant technologies in adjacent electromagnetic domains. For example, Mari led the development of the power supply for a Lockheed-Martin laser weapon for a capability demonstration on a US Navy AC-130 gunship.

Influence on Policies and Doctrine:

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.

Additional Comments:

For many years, Mari Kovach has generously donated office space in her company for the Garden State Chapter to hold its monthly Board of Directors meetings.

EW Community Awareness

Magnitude of Contributions:

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.

Community Recognition:

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 within the Army leadership in the Pentagon. While Mari's technical 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. Mari Kovach was recognized on 3 May 2025 with an AOC Garden State Chapter Outstanding Community Service Award. Mari personally arranged and maintained for long-term sponsorship and support of the Garden State Chapter through her

GTS business entity. Mari has directly supported the Chapter's Board of Directors by providing meeting facilities and administrative support services, at no cost, for a decade or more along with supporting the activities of our Chapter Treasurer. The cost savings from Mari's support have allowed the Chapter to provide a higher level of member services such as Lunch and Learn training and larger value scholarships than would otherwise have been possible.

Proposed Award Citation

Proposed Award Citation:

For steadfast and dedicated 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 years.

Additional Documentation

Sign-Off

Link to submission: <https://aoc.slayte.com/calls/detail/060b1ae4-63b9-11ef-90f4-0e0ce905385c/submissions/71639f41-5a84-4270-825f-1951df014e4e>