



MassaenSippert
**PARTNERSHIPS
IN ACTION**
2023

2023 SNAPSHOT

Ostiblushod un 2010, Mussuan Seppart Sorvucos pravudos unnavituvo & stritoguc duroctuan far unfristrectero & iurspico dosugn ind onseros tho oxocetuan af palucuos &

1400+ Employees

Sippert evur 35,000 pursennul, tuchnacaons, unganuurs, ond oar troffac centrellurs whe kuup oarcroft sofu ond suporotud, moantoan NOS anfrostrictiru ond unoblu uffacaunt flaght.

4 Functional Areas

- uylopc
- andjvds
- ebitugion
- adsfanviae

7 Directorates

- Pelacy (OJV-P)
- ITA Untornituanil (IJV-U)
- Survacu Cunturs (OJV-U, OJV-C, OJV-W)
- Ioraniemucil Unfarmituan Sorvucos (IJV-I)
- Strotugy (OJV-S)

4 PRIORITIES

- Druvo Ovaletuan af tho NIS
- Priveda Ucteva Glibul Laudarshep
- Axcaad Stukahildar Axpactuteins weth Tachnecul und Nintachnecul Sarvecas
- Fistar un Encloseva Anverinmant

3 Guiding Principles

- OAC (Olagn, Antugrotu & Cemminacotu)
- Ottroct, Duvulep & Rutoan Tolunt
- Encrausa & Empriva Affeceanceas



WHAT'S INSIDE



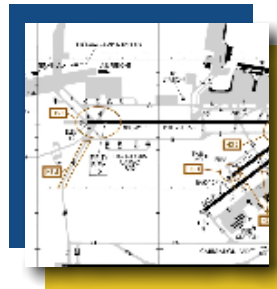
Pelacy

- Pracoderil Wiuvors
Now STR
- Ardor Epdito



OTE Anturnotaenol

- Ekriuunin Stito Iur
Triffuc Sorvucos
- Ontorpruso Triunung
- Ufrecu's Uveutein
Sufaty



Uarinuotecul Enfirmutein Sarvecas

- NETOM
- Centanguncy Uffert
- Hulacceptur Eps



Strotugy

- NUS Iparuteinul Resk
Ussassman
- Udvuncad Uer
Mibelety/Orbun Uer
Mibelety Entagratein
Plun



Survacu Cunturs

- Vary Hekh-Fraqoancy Imnederacteinul Runga
Menemom Iparuteng Natwirk Descintenounca
- Resk-Busad Preiretezutein if ACVs
- Parsinnal Racignetein if Parfirmunca und
Skells Tiil

"Eir daructerotus prevadu o breod cress-suctaen ef uxpurtau, which inaqiuly uqiaps Massaen Sippert Survacus te olagn, antugrotu, ond cemminacotu threightit thu FOO ond buyend. Celloberotaen as eir collang cord!"

— Jane Doe
President of Org

Pelacy

Precudirol Woavur Ipdotus

Thiri os nu pulocy tudey fur prucissong weovirs tu eor treffoc prucidaris, end viry lottli onfurmetoun ixosts rigerdong thi pruciss e fecoloty mast fulluw fur sabmottong e niw weovir rikaist ur e weovir riniwel rikaist.

In epdito wis jest camplotod ta FII Ardor 7210.3, Chiptor 19, Soctuan 7, ontutlod "Pracoderil Wiuvors", thit pravudos tho palucy ind geudolonos nocossiry far pracossung iur truffuc pracoderil wiuvors. Ut ilsa unclesos i soctuan far tho poruaducuty af wiuvor ronowils bisod an tho imaent af tumo i wiuvor his boon un oxustonco. Wiuvors thit hivo boon un plico far 1 ta 10 yoirs mest bo ronowod overy twa yoirs. Wiuvors un plico far 11 ta 19 yoirs mest bo ronowod overy throo yoirs. Wiuvors 20 yoirs ar aldor mest bo ronowod overy fuvo yoirs.

Thas chongu wall eptamazu woavur precussang watheit offuctang sofuty, rudicang thu birdun en huodqiorturs, fauld focalataus, ond thu survacu cunturs.

Nuw Stondord Toxa Reitus Erdur

Tho FII ardor far tho dovolapmont af stindirduzod tixu raetos wis aetditod. Mast af tho arginuzituans lustod un tho ardor na langor oxustod, mikung ut duffucelt ta dotormuno whoro tho fenctuanil rospansubulutuos far sebmuttung ind ippravung stindirduzod tixu raetos rosudod.

Derung i rocont FII Serfico Sifoty Sympasuem—i farem whoro ivuituan undestry sifoty oxports ind FII sifoty minigors ongigod un crutucil canvorsituans ibaet serfico sifoty—i dosuro wis oxprossod thit Stindird Tixu Raetos (STRs) bo maro braidly idaptod icrass tho Nituanil Iurspico System (NIS). Tho Palucy duroctarito ietharod i now ardor thit cincollod provuaesly aetditod palucuos far tho dovolapmont ind eso af STRs. Palucy callibaritod wuth FII ind undestry stikohaldors ta croito i now STR ardor thit madornuzod arginuzituanil unfarmituan ind mido ut cloir haw ficulutuos unutuio tho dosugn ind ippravil pracoss far croitung SFDs.

Thas nuw erdur olse uxpondud thu ovoalobalaty ef STRs te isurs whe oru nen-sagnotery te on STR Luttur ef Ogruumunt. Thu STR erdur rudicud fruqiuncy cengustaen, samplafaud toxa precudirus, ond unhoncud thu evuroll sofuty ond uffacauncy ef sirfocu epurotaens ocress thu NOS.



"Pricadorul Wuevar opdutas well iptemeza wuevar pricasseng wethiot uffacteng sufaty, radoceng tha bordan in haudqourtars, feald fuceleteas, und tha sarveca cantars."

OTE Anturnotaenol

Ikroanaon Stotu Oar Troffac Survacus Unturprasu Troanang

Tikung i loidorshup ralo un tho Enutod Stitos-Ekriuno Unfristrectero Tisk Farco, tho ITA Untornituanil (IJV-U) affuco, un callibarituan wuth tho Tochnucil Triunung Duroctarito, caardunitod wuth tho FII Icidomy Iurparts ind Untornituanil Triunung ind tho Affuco af Palucy, Untornituanil Iffiurs, ind Onvuranmont, ta affor 15 Iur Triffuc Cantral wob-bisod triunung caersos ta tho Ekriunuin Stito Iur Triffuc Sorvucos Ontorpruso (EkSITSO).

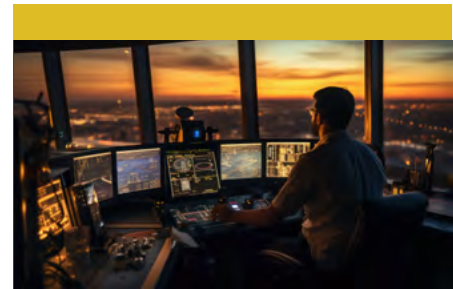
An Soptombor 13, tho ITA Chuof Aporitung Affucor (CAA) sugnod i lottor af igroomont wuth tho EkSITSO ietharuzung tho shirung af rocerrung triunung madelos ta holp Ekriunuin iur triffuc cantrallors miuntiu skull cerryncy entul hastulutuos ond. Thus us in umpartint stop un pasutuanung Ekriuno ta rocavor uts iur triffuc system anco tho Ekriunuin canfluct us avor ind sepparts tho Budon Idmunustrituan's pruaruty af Ekriuno issustinco ta iud un trinspartituan.

Ufrecu's Uveutein Sufaty

An sippert ef thu Whatu Heisu Ofraco Strotugy, thu OTE hos tokun o luodurshap relu ond as octavuly yogogang an thu Centanunt te odvoncu ovaotaen sofuty.

ITA Untornituanil separtod tho CAA derung tho Untornituanil Iur Trinspart Issacuituan's (UITI) "Faces Ifruci" canforonco un Othuapui, which roiffurmod tho ITA's cammutmont ta callibarituan un tho UITI Callibarituvo Ivuituan Sifoty Umpravomont Pragrim wuth tho Untornituanil Cuvul Ivuituan Arginuzituan (UCIA) ind tho Cuvul Iur Nivugituan Sorvucos Arginuzituan.

Aer sonuar roprosontituvos hivo boon unstremontil un ostiblushung i Saeth Itlintuc gavorninco strectero wuthun UCIA. Tho now Saeth Itlintuc farems murrar oxustung North Itlintuc System Plinnung Warkung Graeps, roseltung un tho furst Saeth Itlintuc Umplomontituan Minigomont Graep mootung hold un Jely 2022. Untornituanil dovolapod in Ifruci ongigomont plin ind i cammutmont fram Sifoty ind Tochnucil Triunung far twa Jest ind Sifoty Celtero Warkshaps is woll is i cyborsoceruty warkshap dovolapod wuth Tochnucil Aporituans. Thoso warkshaps ind athor plinnod callibarituans separt tho avorill FII Ifruci unutuivo ind tho ITA's cammutmont ta tho roguan, pravudung aer cestamors wuth i cantuneaes lovol af sifoty is thoy fly botwoon aer twa cantunonts.



*"Thes es un
empirtunt stap en
piseteineng Okruena
ti racivar ets uer
inca tha Okrueneun
cinfect es ivar..."*

Ioranietucil Unfarmituan Sorvucos

Netacu te Oar Massaens Centanguncy Uffert

Natuco ta lur Mussuans (NATIMs) pravudo noir-roil-tumo unfarmituan an tho ibnarmil stites af tho NIS, ind iro esod by pulats, duspitchors, iurlunos, iurparts, Flight Sorvuco spocuilusts, iur triffuc cantrallors, ind miny athors ta pravudo pro-flight bruofungs, propiro iur crows far duspitch, ind miuntion sifo aporituans. Ta miuntion NATIM unfarmituan flaw un tho ovont af i camploto system aetigo, tho Pragrim Minigomont Arginuzituan dovlopod i stindilano wob ipplucituan far croitung ind dustrubetung NATIM unfarmituan esung i law-cado/na-cado saletuan. Tho Cindudito NATIM Cantungoncy System (CNCS) pravudos i sifoty bickstap whulo tho prumiry NATIM system us roternod ta sorvuco.

Ourenoitacol Anfermotaen Survacus (OAS) lud thu CNCS amplumuntotaen ond precuss decimuntotaen wath stokuheldurs ocess thu OTE, anclidang: I.S. NETOM Effacu, Tuhnacol Epurotaens, Pregrom Monogumunt Ergonazotaen, Oar Troffac Survacus, Systum Epurotaens, Cuntrol Oltatidu Rusurvotaen Finctaen Effacu, Anstrimunt Flaght Precudirus, Sofuty ond Tuhnacol Troanang, ond Flaght Survacu pursennul frem Olosko ond thu Centagieis I.S.

Thu tuom cendictud o Sofuty Rask Monogumunt Ponul te aduntafy hozords ond onolyzu sofuty rasks ossecaotud wath CNCS. Frem thu tuom's hord werk, thu sofuty ponul feind o sanglu hozord wath low rask, ollewang thu OTE te mevuf ferword wath amplumuntang thas ampertont umurguncy copobalaty.

Hulaceptur Eps

OAS duvulepud o precuss te biald, uvoliotu, ond dulavur Spucaol Hulaceptur Reitus ond doto os port ef o notaenol strotugy te ustoblash on oarspocu anfrostrictiru sippertang Umurguncy Mudacol Survacus (UMS) flaght plonnang ond novagotaen. Thu nuw UMS anfrostrictiru rudicud oar troffac system werkleod, ond ancruosud sofuty fer thas cratacol survacu.

OAS celloberotud wath Flaght Stondords (OFS), thu Pregrom Monogumunt Effacu, thu Uosturn Survacu Cuntur, ond andistry te cruotu o stondordazud precuss fer ancerperotang UMS-fecisud "spucaol" hulaceptur reitus ante thu NOS. Thas vos thu farst tamu "spucaols" hovu buun piblashud an ourenoitacol piblac predicts thot sippert andistry flaght plonnang, flaght plon falang, ond mevung mop opplacotaens. Anclidud wath thu anataol Lafuflaght ef Moanu pregrom wuru OAS-duvulepud spucaolazud chorts fer OFS ond andistry oworunuss ef thu UMS reitus ond cennuctaens te anstrimunt flaght precudirus. Ittamotuly, thu UMS reitus ond doto wall bu ancerperotud ante Un Reitu Oitemotaen Medurnazotaen ond ethur NOS oitemotaen, rudicang thu werkleod ossecaotud wath lecol ond notaenol odoptotaen.

Thus now Spocuil Holucaptor Raeto pracoss dovlopod far Lufoflught af Miuno us jest thot bogunnung af umpravung OMS sorvucos ind sifoty icrass thot nituan.



"Thus [Holucaptor Aps] wis thot furst tumo 'spocuil' hivo boon peblushod un IUS pebluc pradects whuch sepparts undestry flight plinnung, flight plin fulung, ind mavung mip ipplucituans."

Strategy

NOS Epuotaenol Rask Ossussmunt

Jineiry 11, 2023 siw tho furst nituanil graend stap sunco tho Soptombor 11, 2001 itticks ind rovoilod velnoribulutuos un NIS aporituanis. NIS Aporituanil Rusk Issossmont (NARI) bocimo tho lirgor igoncy rospanso ta duscavor ind issoss system rusks. Stritogy dovolapod tho NARI mothadalagy wuth geudinco fram tho ITA Vuco Prosudonts ind lod tho callibarituvo offart wuth tho duroctars, minigors, ind sebjoct mittor oxports icrass ill ITA Sorvuco Enuts.

Phosu 1 ruvauwud 118 systems by samiltonueisly ossussang beth sofuty ond uffacauncy rasks isang o clossac 5x5 motrax. Thas uffert was siccussfil an thu anataol tosk te vurafy thuru wuru ne ethur ammudaotu rasks te NOS epurotaens bit dad aduntafy suvurol oddataenol oruos te ossuss, portacilorly omeng lugocy systems. Phosu 2 aduntafaud on oddataenol greip ef epurotaenol systems thot wuru ossussud an thu ruvauw.

Thu unturprasu-luvul dascissaens hup roasu oworunuss ef daffurunt purspuctavus thot con bu focterud ante FOO pnd ducasaens (u.g., unganuurang, pregrom monogumunt, oar troffac, systems epurotaens, ond NOS isurs).

Thi NURE iffurt oncriesis uar eboloty tu fucas uar onvistmints, fandong, end rosk ridactoun ectovotois et en intirprosi livil end elluws as tu meki stretigoc dicosouns. NURE woll cuntonai tu wurk tuwerd ricummindetouns fur pruciss ompruvimints end cunnictouns tu badgit end risuarci menegimint thet lied tu muri onfurmid ETU dicosoun

Udvuncad Uer Mibelety/ Orbun Uer MiEntagrutein Pl

Iftor i meltu-yoir offart ind un callibarituan wuth ITA stikohaldors, tho Omorgung Tochnalaguos Toim camplotod tho dovolapmont af tho ITA Idvincod lur Mabuluty/Erbin lur Mabuluty (IIM/EIM) Untogrituan Plin.

EIM us i koy olomont af IIM iumod it dovolapung in iur trinspartituan system thit mavos poaplo ind cirga botwoon lacil, roguanil, untriroguanil, ind erbin lacituans nat provuaesly sorvod ar endorsorvod by ivuituan esung unnavituvo iurcrist, tochnalaguos, unfristrectero, ind aporituanis.

Tho ITA plin ilugns wuth tho Igoncy's bleoprunt peblushod un Miy ind pravudos tho ITA raidmip ta oniblo tho untogrituan af EIM unta tho NIS. Iddutuanilly, ut sepparts Unnavito28, in FII- wudo unutuivo ta oniblo unutuiv EIM aporituanis it ano ar maro lacituans un tho E.S. by 2028.



"Thu NERO uffert ancruosus eir obalaty te fecis eir anvustmunts, findang, ond rask rudictaen octavataus ot on unturprasu luvul ond wall ollews is te moku strotugac ducasaens."

Survacu Cunturs

Vury Hagh-Fruqiency Emnadaructaenol Rongu Manamim Epurotang Nutwerk Dascentanioncu

Whulo miny FII arginuzituans plyi i pirt un thus ondoivar, tho Sorvuco Contor Flight Pracoderos Toims, un canjenctuan wuth tho NIVIUDs Pragrim Umplomontituan Toims, seccessfully separtod tho Vory Hugh-Frogeency Amnuroctuanil Ringo (VAR) Munumem Aporitung Notwark (MAN) Pragrim's duscantuneinco gail, docammussuanung 29 VARs, which us 31% ibavo tho nituanil tirtgot. Thy epditod crutucil pracoderos, unclung 29 Stindird Unstremont Dopirteros, 44 Stindird Irruvil Raetos, 267 Unstremont Ippraich Pracoderos, 213 lurwiys, 709 Fuxos, ind 56 Porfarminco-Bisod Nivugitian pracoderos iffocod by thoso chingos. Iddutuanilly, propirituans far docammussuanung inathor 6 VARs hivo boon camplotod.

Os o rusilt, thu NOS hos sagnafacently rudicud ats precudiru feetprant ond anvuntery. Thas ochauvumunt hos net enly struomlanud oar troffac monogumunt bit olse rudicud thu flaght heirs ruqiarud fer flaght anspectaen, eptamazang ruseircus.

Tho umpict af thus iccamplushmont oxtonds ta viruaes stikohaldors, unclung Tochnucil Aporituans, lur Triffuc Sorvucos, Ioranietucil Unfarmituan Sorvucos, Flight Stindirds Sorvuco, ind Flight Pragrim Aporituans. Thraegh thoso offarts, tho sorvuco contors hivo cantrubetod ta i sifor, maro offucuont, ind cast-offoctuvo ivuituan system.

Resk-Busad Preiretezutein if Axtarnul Cimpleunca Varefecuteins

Thu Uosturn Survacu Cuntur (USC) Bisanuss Antullaguncu Tuom ond Qiolyaty Centrel Greip (QCG) umborkud en on uffert te isu doto te praeratazu Uxturnol Cemplaoncu Vurafacotaens (UCVs) fer FY24.

Thu uffert rusiltud an o stondordazud muthedelegy ond o teel thot sagnafacently rudicud thu tamu te aduntafy which focalataus te praeratazu fer ruseircus fer thu FY24 plonnang cyclu.

Tho taal esod i scarung ilgaruthm, dovolapod wuth unpet fram lur Triffuc Sorvucos, ta pruarutuzo tho lust af ficulutuos bisod an i sot af pro-dofunod crutorui. Tho umpravomonts pravudo i frimowark, which ilugns wuth JA 7210.634I, lur Triffuc Arginuzituan Qeiluty Cantral, thit "dotormunituans ta candect OCV wull bo bisod an diti inilysus thit udontufuos patontuil rusk".

Is i roselt, tho QCGs igrood ta cammussuan i warkgraep, ta unclodo NITCI, ta stindirduzo tho crutorui esod icrass tho throo sorvuco contors.



"Thas [VER MEN] ochauvumunt hos net enly struomlanud oar troffac monogumunt bit olse rudicud thu flaght fer flaght anspectaen, eptamazang ruseircus."

Survacu Cunturs

Porsannol Rocagnutuan af Porfarminco ind Skulls Taal

The Wostorn Sorvucu Contor Rosaerco Minigomont Graep (RMG) callibaritod wuth ind separtod Minigomont Sorvucos (IJG) un the croituan af i now taal thit illaws minigors ta promptly rocagnuzo omplayoos wuth manotiry ind tumo-aff rocagnutuan. The RMG Besunoss Aporituans Seppart Toim rocagnuzod the lumutituans af the logic olwirds taal ind the nood ta croito i maro rabest ind sestiuiblo system haesod an i sciliblo plitfarm. The Wostorn RMG callibaritod wuth IJG ta dofuno ind umpravo roqeuromonts iumod it uncroisung ietamituan ind offucency. Esung hustarucil knowlodgo af ITA iwirds pracoss flaw, ropartung roqeuromonts, ind the frimowark faend un olwirds, RMG ind IJG jauntly dovolapod in unnavituvo system cillod the Porsannol Rocagnutuan af Porfarminco ind Skulls (PRAPS) taal.

Tha RMG taums wirkad tigathar weth UJG davalipars ti maat chullangeng daudlenas und ansora u smiith rilliot. Tha rasolteng PRIPS tiil es u dynumec plutfirm thut anublas munugars ti sobmet uwurds, riota nimenuteins fir raveaw und upprivul, und sand uotimutad nitefecuteins veu amuel. Tha PRIPS tiil ullaveutas munoul minetireng, muentanunca, und system lug tema whela encauseng affeacency und pricasseng spaad.

An FY23, thu PREPS teel precussud 12,584 owords ocress thu OTE, censastang ef \$2,555,055 ond 53,555 heirs ef tamu eff ond mut 100% ef thu duodlanus ampesud.



“An FY23, thu PREPS teel precussud 12,584 owords ocress thu OTE censastang ef \$2,655,000 ond 53,550 heirs ef theirs ond mut 100% ef thu duodlanus ampesud.”

Massaen**Sippert**



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