

Michael P. Norcio, President

Michael P. Norcio is the President of MAR (MD), LLC headquartered in Rockville, Maryland. MAR is a professional services firm specializing in providing solutions to company customers in the areas of Information Technology and Cyber Security, Intelligence and Special Programs, Systems Engineering and Integration, and Specialized Facilities Management and Marine Operations. Mr. Norcio has a 42 year association with the firm. In addition to his role as President of MAR, he is President of MAR Range Services, LLC.

Mr. Norcio is responsible for all of the technical/operational management and marketing activities of the firm, and also interacts with customers, addresses performance issues, and works to develop new bookings and revenue opportunities. In addition, he is responsible for the oversight of marketing activities related to the new business pipeline, re-competes, follow-on work, business development and key hires. He takes pride in forming and fostering strategic alliances with companies in the community.

As acting Chief Financial Officer, he oversees and directs all Division accounting, treasury, budgeting, pricing, audit, and tax activities for the MAR Division. Mr. Norcio oversees all activities related to the Human Resources department, including but not limited to insurance and benefits administration, recruiting, compliance with governmental regulations and the ISO 9001:2008 Program, all legal and EEO matters, and recruiting. He oversees the Division MIS functions and is responsible for the Division Defense Industrial Security Program. Mr. Norcio supervises and oversees the Director of Contracts, and Purchasing, and related activities of Division purchasing and contract administration. In addition, he is responsible for overseeing all Division and off-site real estate activities including facility planning, lease negotiation, record keeping and cost control.

Mr. Norcio received his B.S. degree in Business from Wake Forest University in 1978 and his MBA from Marymount University in 1981. He is a licensed Real Estate Broker of Record in Maryland, Virginia, and the District of Columbia, and holds his Property and Casualty Insurance license in Maryland.



Michael P. Norcio, President
MAR (MD), LLC
Division of Oasis Systems, LLC

Security Clearance: Top Secret / SCI Full Scope Polygraph

Leadership and Accomplishments:

- Current President of the MAR Division of Oasis Systems, LLC and President, MAR Range Services, LLC.
- 42 year association with the firm as intern, employee, consultant, executive, and owner.
- Led the sale of MAR, Incorporated and its subsidiary, MAR Range Services, LLC, to Oasis Systems, LLC of Lexington, MA.
- Past Chairman of the Board of Directors of MAR, Incorporated and MAR Range Services, LLC and Past CEO, MAR, Incorporated.
- Past Acting Chief Financial Officer of MAR, Incorporated.
- Fiduciary of company Fidelity 401K plan.
- Purchased firm in 2003 from Company ESOP Plan. Paid nearly 400 ESOP participants a premium pay out compared to most recent appraisal without any ERISA related complaints.
- Consistently returned significant rewards to key employees and workforce through Company Value Reward Plan and Performance Incentive Plan.
- Tripled revenue growth organically over 12 years while also growing profits significantly.
- Company was debt free and in a strong cash position at time of the sale.
- Achieved ISO 9001 Registration in 2011.

Summary of Qualifications:

Mr. Norcio has a 42 year association with MAR and provides comprehensive leadership in providing services and solutions to company customers in the areas of Information Technology and Cybersecurity, Intelligence and Special Programs, Systems Engineering and Integration, and Specialized Facilities Management and Marine Operations. He also shows effective leadership in the areas of Finance, Accounting, Human Resources, Administration, Information Technology Systems, Contracts and Purchasing, Technical Management, and Business Development.

Professional Experience

Technical Management and Marketing:

- Manages technical business units in the performance of contract requirements while maintaining quality services at proposed profit levels.
- Regularly visits off-site offices communicating with customers and employees about quality work, delivery of services, and continued business.
- Reviews complex technical and cost proposals for new business involving prime contracts, subcontracts, joint ventures and strategic alliances.
- Interfaces with customers to describe MAR capabilities, address performance issues, and identify new revenue opportunities.
- Responsible for marketing activities related to new business pipeline, re-competes, follow-on work, business development and key hires.
- Leads annual strategic, business unit, and budgetary planning.
- Directs activities of company Marketing Center which tracks opportunities, facilitates bid/no bid decisions, and generates proposals.
- Oversees companywide Marketing approach and execution by organizing staff activities and use of research tools.

Finance And Accounting:

- Oversees and directs all corporate accounting, treasury, budgeting, forecasting, audit, and tax activities for the organization.
- Directs the Treasurer/Secretary/Controller and the accounting department to maintain proper records and to afford adequate accounting controls and services.
- Responsible for the custodian of funds, securities credit facility and assets of the organization.
- Works with Controller to interface with the Defense Contract Audit Agency (DCAA) to establish bidding rates,



resolve billing, and cost recovery issues. Also assists in overseeing audits with other outside agencies.

- Evaluates the organization's financial performance to deliver backlog, revenue, and profit, and address cost issues as required.
- Oversees the establishment of the corporate annual budget and participates in periodic reviews of the organization's strategic business units.
- Analyzes and evaluates cost accounting procedures together with other statistical and routine reports.
- Reviews monthly financial reports and auditor's reports and statements.
- Maintains company relationships with the Bank, Auditors, and Attorneys.

Human Resources And Administration:

- Supervises and oversees all activities related to the Human Resources department, including but not limited to insurance and benefits administration, employee record administration, governmental regulatory compliance, and all legal and EEO matters, recruiting, and the Company ISO 9001 registration.
- Works with HR VP on all company insurance including Property and Casualty, General Liability, Protection and Indemnity and Worker's Compensation insurance.
- Oversees implementation of company benefits including insurance coverage's, flexible benefits, and other programs. Serves as Fiduciary of company Fidelity 401K plan.
- Oversees Service Contract Act (SCA) administration and compliance.
- Oversees company MIS functions, the Defense Industrial Security Program, and Health and Safety program.
- Directs and analyzes studies of general economic, business, and financial conditions and their impact on the organization's policies and operations.
- Oversees company policies and objectives and ensures their execution.
- Directs due diligence related to potential company acquisitions and company strategic options.
- Ensure that all organization, activities and operations are carried out in compliance with local, states and federal regulations and laws governing business operations.

Contracts And Purchasing:

- Supervises and oversees Director – Contracts and Purchasing and related activities of company purchasing and contract administration.
- Oversees all company and off-site real estate activities including facility planning, lease negotiation, record keeping and cost control.
- Responsible for all company equipment, auto, and other leases with respect to terms, conditions, agreements and financial commitments.
- Participates in activities of formulating and approving cost proposals.
- Participates in activities related to risk management proposal development and special purchases.
- Oversees the review and negotiation of NDA's, Teaming Agreements, Proposals, Contracts and Subcontracts.
- Oversees Company buyer authorizations, functions, and procedures.

Employment

MAR (MD), LLC – Division of Oasis Systems, LLC	2015 - Present
President	
MAR, Incorporated, Rockville, MD	1996 – 2015
Chairman and CEO	
McShea and Company, Inc.	1992 – 1995
Senior Vice President	
Long & Foster Real Estate, Inc.	1985 – 1992
Senior Vice President, Commercial Real Estate Division (and Consultant to MAR, Incorporated)	1984 – 1996)
MAR, Incorporated, Rockville, MD	1978 – 1984
Office Manager	
MAR, Incorporated, Rockville, MD	1974 – 1978
Co-op Student	

Education, Certifications, and Trainings

- Master of Business Administration, Marymount University, Arlington, VA, 1981
- Bachelor of Science, Wake Forest University, Winston-Salem, NC, 1978
- Licensed Real Estate Principal Broker of Record in Maryland, Virginia and District of Columbia
- Licensed Property and Casualty Insurance Agent in Maryland