



# Management Bios

## **Michael P. Norcio, Chairman and CEO**

Michael P. Norcio is the Chairman and Chief Executive Officer of MAR, Incorporated (MAR), headquartered in Rockville, Maryland. MAR, Incorporated is a professional services firm specializing in providing solutions in the areas of Information Technology (IT), Engineering Services, Marine Operations, Facilities Services, Homeland Defense and Biotechnology related services. Mr. Norcio has a 35 year association with the firm. In addition to his role as Chairman and CEO of MAR, he is Chairman of the Board of Directors of MAR as well as President of MAR Range Services, LLC. He has supervisory responsibility for over 100 employees.

In his role at MAR, Mr. Norcio is responsible for all of the technical management and marketing activities of the firm, through interaction with customers to sell MAR's capabilities, address performance issues, and identifying new revenue opportunities. In addition, he is responsible for all marketing activities related to re-competes, follow-on work, new business development and key hires. He takes pride in forming and fostering strategic alliances with companies in the community.

In the area of Finance and Accounting, he oversees and directs all corporate accounting, treasury, budgeting, pricing, audit, and tax activities for the organization. Mr. Norcio supervises and oversees the Vice President of Human Resources and Administration and all activities related to the Human Resources department, including but not limited to insurance and benefits administration, corporate insurance, employee record administration, complying with governmental regulations, all legal and EEO matters, and recruiting. He oversees the Corporate MIS functions and is responsible for the Corporate Defense Industrial Security Program, in which MAR holds a Top Secret facility security clearance. Mr. Norcio supervises and oversees the Vice President of Contracts and Purchasing and related activities of Corporate purchasing and contract administration. In addition, he is responsible for overseeing all Corporate 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 Associate Broker in Maryland, Virginia and District of Columbia and a licensed Property and Casualty Insurance Agent in Maryland. Mr. Norcio is a Member of Maryland High Technology Council, the Association for Corporate Growth.



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## **Daniel K. Hackenberg**, Senior Vice President and Director of Engineering

Daniel K. Hackenberg is a Senior Vice President and the Director of Engineering for MAR, Incorporated with over 28 years of engineering design and management experience. Since joining MAR in December of 2003, Mr. Hackenberg has supported the growth and development of the company's systems engineering and integration efforts focused on Department of Defense and other federal government agency requirements. Mr. Hackenberg has responsibility for the technical services and solutions provided by MAR supporting national programs within the defense and intelligence communities as well as other areas of research, test, evaluation, logistics, and program management in environmental, ocean engineering, and maritime and facilities operations.

Before joining MAR, over a period of 18 years, Mr. Hackenberg was a Vice President for Anteon Corporation, and held senior technical and management positions at Analysis and Technology, Inc. and Vector Research Corporation providing engineering, scientific, and information technology services for a wide range of government clients and high-priority research and development programs. His previous employment also includes 10 years of systems design, project and production engineering, and engineering management roles for Benthos, Inc. and Mobil Oil Corporation.

Mr. Hackenberg is a graduate from the Rochester Institute of Technology (RIT), earning a B.S. in Electrical Engineering Technology in 1979, and from the Florida Institute of Technology (FIT) in 1976 with an A.S. in Electronics and Oceanographic Technology. In addition, he has received graduate level training in intelligence and national security policy, program management, and a variety of engineering and information technology applications and tools. Mr. Hackenberg is a member of the Marine Technology Society, the Institute of Electrical and Electronic Engineers, the Armed Forces Communications and Electronics Association, and the National Defense Industrial Association.



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## **Samuel Sunukjian**, Vice President of IT Services

Samuel Sunukjian joined MAR in August 2002 as Director of Information Technology (IT) Services and is responsible for the day-to-day operations of the IT services group. His responsibilities include management oversight of the company's IT projects, as well as providing IT support for projects across the company's multiple business areas. Throughout his 30 year career in the Information Technology field, Mr. Sunukjian has maintained a customer oriented philosophy that remains a focus of his organization.

Mr. Sunukjian has held a wide range of technical and managerial positions. Prior to joining MAR, he was a consulting manager at Computer Associates, where he directed a number of the company's IT services contracts for both the Department of Defense and civilian agencies of the Federal government. Before Computer Associates, he held a variety of positions at Applied Management Systems, Inc. including Chief Operating Officer, Project Manager, and Senior Consultant.

Mr. Sunukjian started his career as a programmer/systems analyst for the Federal Government, working at the Bureau of Labor Statistics for nine years and the Securities and Exchange Commission for one year. He is a graduate of the State University of New York at Oswego with a Bachelor's degree in Computer Science.



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## **Laura A. Evans, Vice President**

Ms. Laura A. Evans has been with MAR, Incorporated since August 1996 and wears many hats in her role as Vice President at MAR. For the past 14 years, Ms. Evans has overseen and managed all of the Human Resources and Employee Relations matters for the Company. In addition, she is the Assistant Facility Security Officer, and assists with the growth and marketing of MAR's IT group.

MAR's greatest strength is our people! Key to her role as Vice President of HR and Administration is Ms. Evans' participation in the development of the corporation's plans and programs, particularly from the perspective of the impact they will have on MAR's employees. Her role is to assist in the translation of the corporate strategic and tactical business plans into HR strategic and operational plans. In addition, Ms. Evans is responsible for the oversight and implementation of all employee benefit programs, the management and administration of the Corporate Property & Casualty Insurance Program, organizational development matters, policies and programs covering employment, compensation matters, administration and documentation of the MAR performance management and bonus programs, employee relations, recruiting and retention, and compliance with all applicable federal, state and local laws.

In her other key role of assisting with the development of MAR's IT group, Ms. Evans researches new IT opportunities, prepares proposal responses, recruits key hires, attends customer meetings and conferences, and spends time meeting and developing new relationships with current, as well as, future IT subcontractors and teaming partners.

Ms. Evans received her B.S. degree in Human Ecology from the University of Maryland in 1991 and her MBA from the University of Maryland in 1999.



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## **Linda L. Klages, Vice President, Contracts and Purchasing**

Ms. Linda L. Klages has over 30 years of experience as a Contracts Administrator and Manager of the Corporate Contracts and Purchasing functions at MAR for all types of contracts from cost reimbursable to fixed price types. Within her oversight and supervision, the Corporation maintains a Government approved property system, as well as an approved purchasing system.

She develops, monitors, reviews and requests modifications to contracts to facilitate performance of the contract terms. She negotiates with MAR internal groups, customers, contractors, and subcontractors. She advises internal groups within MAR of contractual rights and obligations under Federal contracts.



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## **Franni Price, Controller**

Ms. Franni Price has been with MAR, Incorporated for 32 years. In May 1977, she started her career with MAR in the accounting department in Rockville MD. In 1984, Ms. Price transferred to our Ft. Lauderdale office to run a satellite accounting department which supported the MAR Marine Division. Ms. Price transferred to the Engineering Division in 1988 to provide support with project cost accounting and administrative tasks for the TATEF contract, a large contract managed through a joint venture between MAR and BAE Systems.

In July 2000, Ms. Price returned to the corporate headquarters in Rockville to assist in contract closeouts and other related accounting tasks. In her current role as controller, she oversees all activities related to budgeting, proposal pricing, monthly financial reporting, accounts receivable, payroll and accounts payable. She regularly interfaces with senior and project management regarding all financial matters.