



DYNAMIS, INC.

INNOVATIVE SOLUTIONS FOR A SAFER WORLD

ANNUAL B CORPORATION REPORT
DYNAMIS, INC.
DECEMBER 2023

WHY DO WE EXIST?

Mission First

- Dynamis exists to support our customers and their missions
- Our Mission is to make the Nation and the world a safer and better place

www.dynamis.com



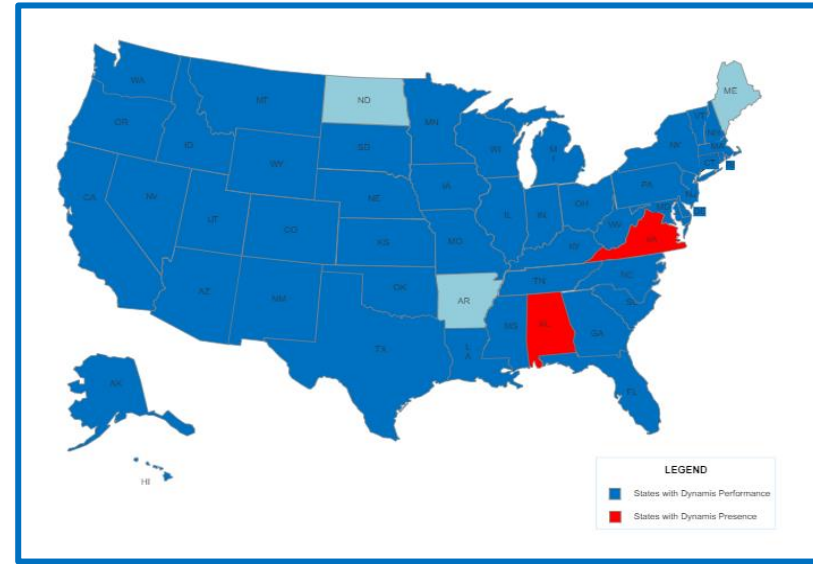
We offer products, services, and capabilities in solution areas where we combine operational experience and technical expertise to make the greatest impact for our customers.

***The Dynamis Difference:** our clients, partners, and employees experience the difference when choosing a Dynamis solution*

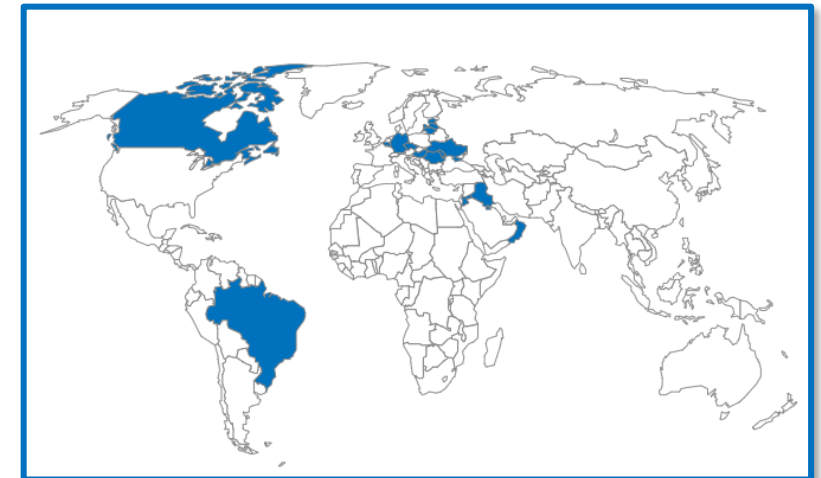
- **Our clients** -- a commitment to serving their missions as our own, delivery excellence as a standard, and a high return on investment
- **Our partners** -- a valuable teammate, bringing operational capabilities and customer insight, with a mindset of collaboration and shared success
- **Our employees** -- a culture committed to valuing every employee, their deliberate development, and helping each of them achieve their purpose
 - Our employees — known to us as ‘Dynamites’ — get results by living our core values: Mission First, Service Before Self, and Teamwork

Dynamis is an ancient Greek word that stands for heart, drive, and spirit. It encompasses ‘the will to win,’ which is what drives our company and our employees.

OUR SIZE, GROWTH, AND PRESENCE



HEADQUARTERS IN FAIRFAX, VIRGINIA



DYNAMIS EUROPE – HEADQUARTERS IN BRUSSELS, BELGIUM

OUR STORY

- Dynamis was founded by John Braun and John Milam in 2008.
- From its inception, Dynamis was intended to embody an ethos of service and create a community of like-minded professionals.
- We have sought to create an environment where we value employees, they are empowered, and we provide for their well-being.
- The work we pursue, people we hire, and our values as a company all derive from these principles.

- At Dynamis, our employees -- our *Dynamites* -- are our most important asset.
- We believe that in investing in our people fosters a passionate and professional workforce and that this extends to the value we provide to our customers.
- Uniting the skills of experienced operators with the aptitude of technical experts, Dynamis creates solutions valued by clients public and private, domestic and international, earning their trust and a reputation for excellence.
- For nearly 16 years, Dynamis has provided solutions that get our customers results, demonstrating the value of this approach.

The integrated national and homeland security solutions provided by Dynamis help make the world a safer place.

OUR SOLUTIONS

Dynamis provides scalable, flexible, adaptable solutions to a broad range of government, international, and commercial customers.

We offer products, services, and capabilities in the following solution areas:

[Defense + Science](#)

[Homeland Security + Law Enforcement](#)

[Preparedness + Resilience](#)

[Information Technology + COBRA](#)

[Compliance](#)

[International + Dynamis Europe](#)



ANNUAL BENEFIT CORPORATION REPORT
FISCAL YEAR 2023

BENEFIT 1: MAKE THE WORLD A SAFER PLACE (SOFT TARGET PROTECTION)

- Ensuring the emergency preparedness and resilience of public venues, critical infrastructure, and sites containing hazardous materials are integral to creating a safer society.
- At Dynamis, we see our contributions in this area as part of our duty to make the world a safer place.
- Our goal for 2023 was to expand our already considerable focus on securing critical infrastructure to a range of physical and cybersecurity threats and actors.
- Dynamis supports the Cybersecurity and Infrastructure Security Agency (CISA) with development and delivery of critical infrastructure training exercises for public and private sector stakeholders to enhance preparedness and improve security.
- We are proud that our efforts in 2023 helped enhance the resilience and preparedness of national critical infrastructure against physical and cyber threats.

OVERVIEW

- Dynamis provides full life-cycle training and exercise support for the CISA Exercises Subdivision Infrastructure Security Exercise Branch (ISEB).
- We assist private and public sector stakeholders across all 16 critical infrastructure sectors with enhancing their preparedness, response, recovery, and continuity capabilities, with an overarching goal of increasing the nation's resiliency.
- We lead a diverse team of analysts, training and exercise specialists, emergency response experts, and disaster recovery professionals who design, plan, conduct, and evaluate discussion- and operations-based exercises that develop, sustain, and improve capabilities to prepare for, protect against, respond to, and recover from all-hazards and manage events.
- Our team develops after-action reports to identify strengths and areas for improvement for partnering stakeholders to use and incorporate into existing plans, policies, and procedures.
- We lead the CISA Tabletop Exercise Package (CTEP) program, which assists critical infrastructure stakeholders with development, conduct, and evaluation of their own exercises using customizable templates that help orient novice exercise planners in the methods and techniques needed to conduct a successful event.

CHALLENGES (SOFT TARGET CHALLENGES)

- Both physical and cyber attacks are a means to damage U.S. critical infrastructure and national security, with threats increasingly focused on soft targets, which are relatively unprotected or vulnerable to attacks.
- The methods employed in carrying out physical and cyber attacks are constantly evolving and require prevention and response plans that are regularly tested and evaluated through training and exercises.
- Acquiring advance knowledge of cyber threats can be difficult because threat actors don't require a physical presence.
- Reducing the vulnerabilities and risks of physical and cyber attacks are necessary to enhance our national security, national economic security, and our national public health and safety.

SUCCESSSES (SOFT TARGET OUTCOMES)

- In 2023, Dynamis supported two major full-scale exercises for the sports venues in the District Detroit area of Detroit, MI and M&T Bank Stadium in Baltimore, MD.
- The purpose of these exercises was to bring together private sector stakeholders and public sector officials to examine incident response plans and procedures, coordination and communication between public and private sector partners, and public messaging during an attack at the affected venues (Ford Field, Little Caesars Arena, and Comerica Park in Detroit and M&T Bank Stadium in Baltimore).
- The exercises provided participants the opportunity to test and identify areas for improvement in their response plans, as well as to cultivate and enhance relationships between private sector stakeholders and local, state, and federal partners.
- Dynamis supported exercise planning and stakeholder engagement for these events, designing and developing the exercises, overseeing their execution, and evaluating results to identify strengths and areas for improvement for participating stakeholders.

BENEFIT 2: INVESTMENT IN SERVICE TO A HIGHER PURPOSE

- Our corporate philosophy is that a company should not strictly limit its investments to furthering profits, but instead ought to invest some of its resources towards a higher purpose.
- In 2023, we again contributed our preparedness and resilience efforts to a broad range of national infrastructure. This year, we contributed heavily to security of our national transportation infrastructure.
- Dynamis supports the Transportation Security Administration's Intermodal Security Training and Exercise Program (I-STEP), which works to improve security and risk reduction across our national transportation infrastructure.
- Our efforts helped transportation infrastructure stakeholders across the surface, rail, maritime, and aviation sectors improve their preparedness and resilience.
- The ultimate result of these improvements is safer transportation for the American people.

OVERVIEW

- Dynamis supports TSA I-STEP in conducting exercises, training, and risk analytics.
- I-STEP creates and runs exercises intended to enhance security and reduce risk across all the Transportation Systems Sector, including all transportation modes across surface (highway, mass transit, rail, pipeline), maritime, and aviation.
- These exercises allow transportation infrastructure stakeholders to continually improve their threat readiness and provide valuable insights when developing policy governing transportation security measures and plans.
- I-STEP exercises also helps to build partnerships among TSA and stakeholders from the private sector as well as local, state, federal, tribal, and territorial law enforcement agencies.

CHALLENGES

- I-STEP initiatives address a broad range of constantly evolving threats across an equally expansive range of transportation infrastructure and systems supporting literally millions of travelers every day, in surface, rail, maritime, and aviation.
- I-STEP initiatives require the continuous development of effective training and exercises to arrive at insights that meaningfully improve security and preparedness.
- This program requires capturing and analyzing large amounts of data – from both exercises and real-world events – to develop a clearer picture of threats, potential response strategies, and their relative impacts on security and resilience.
- These efforts require the close cooperation of a vast array of private and government stakeholders to plan and implement effective response strategies.

SUCCESSSES (ACTIVE ASSAILANT PREPAREDNESS)

- In 2023, Dynamis facilitated a holistic assessment of transportation security training needs focused on active assailant threats and preparedness gaps within the Highway Motor Carrier (HMC) and Mass Transit & Passenger Rail (MTPR) transportation modes.
- Our research aided in identifying emerging trends, threats, and vulnerabilities to develop more effective prevention and mitigation strategies.
- Dynamis developed security training products for HMC and MTPR stakeholders, including modal-specific best practices, checklists, and resources for HMC and MTPR owner/operators.
- Dynamis supported a series of active assailant tabletop exercises (TTXs) in Capitol Heights, MD, Atlantic City NJ, and Los Angeles, CA to identify strengths, areas for improvement, best practices, and lessons learned for incorporation into TSA's training products.
- Dynamis also created TSA Exercise Information System (EXIS) templates to reinforce outreach capabilities to support HMC and MTPR stakeholders by using EXIS to conduct active assailant exercises.
- Finally, Dynamis updated the I-STEP Training Strategy to incorporate research on surface transportation active assailant threats into new training products, best practices, and options for consideration across the stakeholder community.

BENEFIT 3: INTERNATIONAL CAPACITY BUILDING

- Dynamis supported the USG's international capacity building efforts by working in support of CISA and the Philippine Anti-Terrorism Council to scope, design, develop, conduct, and evaluate a tabletop exercise for the Philippines that focused on a complex coordinated terrorist attack scenario targeting rail and bus infrastructure in Quezon City and involving both physical and cyber threat vectors.
- Dynamis also worked to expand partner capacity in Eastern Europe with CISA and the U.S. Agency for International Development, creating and delivering an instructor-led training course on exercise facilitation in Poland for Ukraine's State Service of Special Communications and Information Protection of Ukraine (SSSCIP).
- Dynamis also completed a Department of State Non-Proliferation Disarmament Fund (NDF) project in Iraq and Jordan aimed at increasing their respective emergency response capacities specifically against pandemics and other biosecurity threats, including COVID-19.
- Finally, Dynamis completed a Department of State Cooperative Threat Reduction project in Hungary under the Chemical Security Program, enhancing Hungary's ability to monitor chemical materials and their conveyance throughout Hungary and to identify materials crossing the Hungarian border.

OVERVIEW

- For the Philippines, Dynamis designed, developed, and conducted an exercise examining the effectiveness of the Philippines' National Action Plan during the response phase for a security incident affecting critical infrastructure, helping to clarify pre-incident, response, and recovery roles and responsibilities.
- For Ukraine, the workshop helped build SSSCIP's capacity to conduct their own exercises to strengthen Ukraine's resilience to cyber and physical attacks, with participants developing a facilitation guide and participating in a mock exercise.
- For the NDF project in Jordan and Iraq, Dynamis developed a WHO-compliant bio surveillance tool, integrated it into the Dynamis COBRA software suite, and deployed it to both nations.
- For the Cooperative Threat Reduction project in Hungary, Dynamis developed the Chemical Security Module for COBRA, with the pilot system deployed to Hungary with in-country training provided to national command center personnel.

CHALLENGES

- The national capabilities and tools necessary to secure state borders and provide for the safety and security of a national population can be provided by the United States, helping to build capacity in our partner countries, providing for safer and more secure regions of world and mitigating threats to regional, national, and international peace and security. Dynamis enabled these capabilities through numerous projects, overcoming several challenges.
- For our Cooperative Threat Reduction project in Hungary, Dynamis first had to translate the COBRA software suite into Hungarian to overcome the language barrier.
- In Jordan, Dynamis overcame language challenges by using interpreters who would translate from Arabic to English and vice versa to facilitate communication between foreign officials and Dynamis trainers as the company delivered training on system functions and application of COBRA tools to regional threats and postulated situations.
- Dynamis also overcame a technology knowledge barrier in Jordan, as foreign officials, doctors, and nurses had varying levels of knowledge and exposure to the COBRA tools available for use and those best suited to Jordanian missions and local conditions.

SUCCESSES (INTERNATIONAL CAPACITY BUILDING)

- For the Philippines, exercise participants affirmed they are better prepared to execute their roles in preventing, protecting against, responding to, and/or mitigating threats or incidents; that their organizations can take additional steps to enhance preparedness; and that they would recommend similar exercises to colleagues or other relevant professionals.
- For Ukraine, CISA and SSSCIP were able to develop strong working relationships, as the program helped CISA to provide comprehensive guidance on exercise design and facilitation, including best practices and a practicum to ensure attendees develop a working knowledge to further their facilitation capabilities and to enhance future exercise planning and development.
- Following the completion Dynamis' NDF project in Iraq and Jordan, State Department's Non-Proliferation Disarmament Fund further expanded and supported the system deployment in Iraq as well as additional capacity building efforts and training for the Iraqi Ministry of Health.

FINAL THOUGHTS

- In 2023, Dynamis advanced its work in the public benefit along multiple lines.
- We aided stakeholders across in the United States and around the world in developing strategies to manage the effects of major physical and cyber attacks or disruptions.
- We helped improve the preparedness and resilience of American surface, rail, maritime, and aviation infrastructure to a broad range of threats.
- Finally, we assisted international partners in evaluating and further developing their emergency response plans and procedures, enhancing their preparedness and security posture for a variety of threats.



HEADQUARTERS

3130 Fairview Park
Falls Church, VA 22042
703-465-4400

CAGE Code: 4ZSC6
Unique Entity ID: JHXKTYRL8JB9

Chief Operating Officer (COO)
Tim Mahoney: tmahoney@dynamis.com

Chief Financial Officer (CFO)
Brad Gardner: bgardner@dynamis.com

Vice President, Corporate Growth
Alan Metzler: ametzler@dynamis.com

Vice President, Human Capital
Sumita Langhnoja: sumita@dynamis.com

Vice President, Business Operations
Sarah Smith: ssmith@dynamis.com

Vice President, International
David Klain: dklain@dynamis.com

Director, Defense & Science
John McLain: jmclain@dynamis.com

Director, Homeland Security & Law Enforcement
Mark Furtado: mfurtado@dynamis.com

Director, Information Technology
Gary Cage: gcage@dynamis.com

Director, Preparedness & Resilience
David Childs: dchilds@dynamis.com

Senior Manager, Information Technology
Tom Bull: tbull@dynamis.com

Senior Manager, Compliance
Ruth Sherrill: rsherill@dynamis.com

CONTACT US

WWW.DYNAMIS.COM