

DO YOU SEE THINGS THE SMART WAY™?



**SAFEGUARDS
& SECURITY**



**PERSONNEL
SECURITY**



ENVIRONMENTAL



**DESIGN BASIS
THREAT**



ENGINEERING



**INSIDER THREAT/
CYBERSECURITY**



ADVANCED SECURITY & ENGINEERING



PERFORMANCE ENGINEERED SOLUTIONS

GEM Technology (GEM) is a premier minority woman-owned, small disadvantaged business support services provider of precision executed high-level Safeguards & Security Services, Physical Security, Investigation Services, Emergency Management, Engineering, and Insider Threat and Cybersecurity Services. Our Federal staff and experts deliver the right combination of domain and multi-discipline expertise to our clients. As a successful small business, GEM strives to deliver acute and responsive deliverables that are effective in meeting all client goals and objectives.

GEM is a Federal government Top Secret (TS) facility-cleared contractor at both DOE and DOJ, providing highly skilled TS/SCI and Q-cleared staff on most tasks. For fast, efficient contracting purposes, GEM has several GSA Schedule contracts, Basic Purchase Agreements (BPA), and Basic Ordering Agreements (BOA) in place to substantially curtail the time and effort to award a contract.

GEM client evaluations show that more than 95 percent of GEM's customers have rated our performance as exceeding all expectations. Any client contracting with GEM will receive the same high-level support and innovation exceeding the client's goals and mission.

DO YOU SEE THINGS THE SMART WAY™?

GEM offers the SMART WAY™ to do business assuring the health, safety, and security of the public, the workforce, our National Security, and worldwide Global Environment for all deliverables. Since 1994, Federal government agencies have trusted GEM to help advance mission goals and deliver results. With over 25 years of providing distinguished, qualified staffing, GEM brings a thorough understanding of government contracting and the vision of emerging trends in the industry. GEM uses the SMART WAY™ to deliver highly reliable and effective solutions that provide our clients with current technologies and tools available to help foster and increase productivity.



SAFEGUARDS & SECURITY



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SAFEGUARDS & SECURITY

IDENT PROC 2547

GEM has more than 20 years of progressively responsible experience at various Federal government agencies, providing expert safeguards and security services. Our professional experts have extensive experience in all disciplines of safeguards and security and provide security support to our flagship customers.

- **SECURITY POLICY DEVELOPMENT & IMPLEMENTATION**
- **VULNERABILITY & RISK ASSESSMENTS**
- **PROTECTION OF CLASSIFIED & SENSITIVE INFORMATION**
- **PROTECTIVE FORCE MANAGEMENT/OPERATIONS**
- **TECHNICAL SECURITY**
- **PROTECTIVE FORCES**
- **MATERIAL CONTROL & ACCOUNTABILITY**
- **INTERNATIONAL NUCLEAR SAFEGUARDS**
- **SELF-ASSESSMENTS, AUDITS & APPRAISALS**
- **PHYSICAL SECURITY**
- **INTEGRATED SAFEGUARDS & SECURITY MANAGEMENT**

OUR GOALS ARE TO HELP YOU

- Maintain the continuity and effectiveness of your site/facility security
- Ensure the integrity of safeguards and security at a manageable and realistic cost
- Create program architecture that aids adjustment to new technologies, staffing requirements, security missions, and continuous improvement of processes



PERSONNEL SECURITY



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PERSONNEL SECURITY

GEM provides administrative and program management support in the area of Personnel Security at DOE, FBI, DHS, and other sites managing and implementing critical projects and programs.

GEM currently provides high-level physical security, personnel security, and high-level access control services at the FBI Headquarters, Quantico, and other critical FBI sites under a sitewide, multimillion-dollar Basic Ordering Agreement (BOA) contract. In addition, GEM senior security and management specialists conduct extensive background investigations, interviews, adjudication, and final reviews, determining suitability for classified FBI employment worldwide. Our team implements national policy supporting the role of the FBI Weapons of Mass Destruction (WMD) Division, integrating programmatic areas not only with the FBI, but also among its Federal, state, and local partners, and the ability to respond to WMD incidents domestically and worldwide.

- **ADMINISTRATION & PROJECT MANAGEMENT**
- **MANAGEMENT & PROGRAM ANALYSIS**
- **PROGRAM MANAGEMENT SUPPORT**
- **SECURITY SUPPORT SERVICES**
- **PHYSICAL SECURITY & ACCESS CONTROL SERVICES**
- **TRAINING SERVICES**



INSIDER THREAT/ CYBERSECURITY



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INSIDER THREAT/ CYBERSECURITY

GEM's Insider Threat (InT) experts provide in-depth knowledge of creating Insider Threat programs from small programs to large (over 300k personnel) for the Federal government or private industry that meet or exceed national standards. Our InT team understands the threat from the insider prospective and provides invaluable insight into mitigation measures. Our team has years of experience, working hand-in-hand with well-known, nationally recognized Insider Threat programs in the Federal government, along with private industry. Additionally, our team has certifications from Carnegie Mellon University's Software Engineering Institute, NITTF, and DoD.

Our leaders provide a full life cycle of project management services, from origin to continuing support and improving, by focusing on national standards and providing a project delivery that is on schedule, within budget, and compliant with agreed-upon standards and capabilities.

INSIDER THREAT

- **PROGRAM MANAGEMENT OFFICE (PMO) – FROM INCEPTION TO INITIAL OPERATING CAPABLE (IOC) TO FULLY OPERATIONAL CAPABLE (FOC)**
- **NISPOM 2 INSIDER THREAT PROGRAM DEVELOPMENT**
- **INSIDER THREAT PROGRAM EVALUATOR – EVALUATE TO NISPOM 2 AND NITTF STANDARDS.**
- **ADVANCED ANALYTICS TECHNICAL CONTROLS – NIST 800-53V4800-171 COMPLIANCE**
- **SYSTEM INTEGRITY AND PENETRATION TESTING**
- **INCIDENT RESPONSE PLANS – CONOPS, TRAINING, SOPs**
- **TRAINING AND AWARENESS**
- **BEHAVIORAL OBSERVATIONS – TRAINING InT BEHAVIORAL TRENDS**
- **PHYSICAL SECURITY MEASURES AND ASSESSMENTS – COMBINING PHYSICAL, TECHNOLOGY AND POLICY TO MAKE ONE WHOLE INSIDER THREAT PROGRAM.**
- **COUNTERINTELLIGENCE/WEAPONS OF MASS DESTRUCTION ANALYSIS**

CYBERSECURITY

- **CYBER RESILIENCE/DEFENSE**
- **CYBERSECURITY PREPAREDNESS**
- **ANALYTICS & IT SECURITY**
- **ENERGY SECURITY**

DESIGN BASIS THREAT

The DBT provides a basis for confidence that the protection systems developed are appropriate and effective. It provides both a basis for system design and a consistent criterion for assessing the adequacy of a physical protection system. It also provides a baseline standard against which the need for changes in physical protection can be evaluated. The DBT can permit the customization of the physical protection systems to address unique features of the materials or facilities.

GEM has served DOE and NNSA for over 20 years, performing Vulnerability Assessments for many of the DOE, EM, and NNSA Sites. In anticipation of the new DOE Order 470.3C, Design Basis Threat, dated November 23, 2016, GEM has assembled a team of program managers, SMEs and security specialists to provide programmatic technical support for its implementation.



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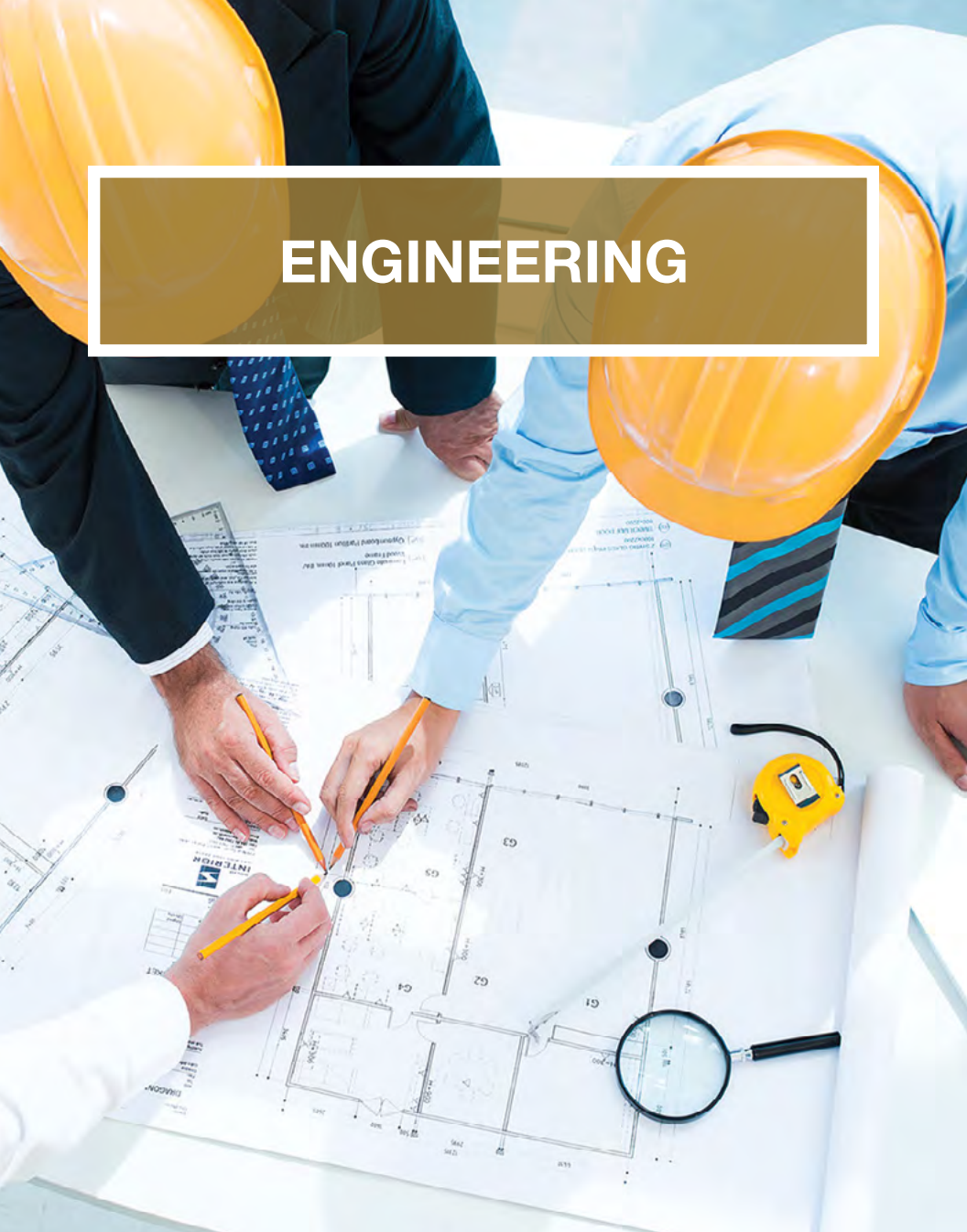
DESIGN BASIS THREAT

GEM Security experts have extensive experience in the authoring, derivative classification of, handling, and protection of high-quality, site-level classified documentation for submission to DOE and NRC. Our staff has an extensive knowledge base of safeguards and security programs across a broad spectrum of security disciplines. GEM can apply this extensive background with DOE and NRC to other Federal agencies and their contractors using the Interagency Security Committee Standards to determine the facility security level, associated risk, and identify countermeasures to achieve the desired level of protection.

GEM Security Specialists have extensive experience in conducting security reviews and analysis at electrical power plants to meet NERC/FERC security requirements and the implementation of Interagency Security Committee Standards at other Federal facilities. GEM provides the following specialized support for the DBT implementation:

- IDENTIFICATION AND CHARACTERIZATION OF ASSETS AND ASSIGNMENT OF APPROPRIATE PROTECTION LEVELS, APPLYING A GRADED PROTECTION OF THESE ASSETS.
- PERFORM OR ASSIST IN THE IDENTIFICATION, SCREENING, AND ANALYSIS OF SITE CHEMICAL ASSETS.
- PERFORM OR ASSIST IN THE IDENTIFICATION, SCREENING, AND ANALYSIS OF RADIOLOGICAL SABOTAGE DISPERSAL TARGETS.
- ASSIST WITH CONDUCTING OF VULNERABILITY ASSESSMENTS FOR HIGH-CONSEQUENCE NUCLEAR ASSETS, WHICH ARE IDENTIFIED AS PROTECTION LEVEL (PL) 1 THROUGH PL-4.
- DEVELOP SECURITY RISK ASSESSMENTS FOR THE ASSETS THAT ARE CATEGORIZED AS PL-5 THROUGH PL-8.
- DEVELOP ORDER EQUIVALENCIES OR EXEMPTIONS THAT MAY BE REQUIRED, INCLUDING ASSOCIATED SECURITY RISK ASSESSMENTS.
- CONDUCT SPECIAL NUCLEAR MATERIAL (SNM) ROLL-UP ANALYSIS.
- ASSIST WITH THE DEVELOPMENT OF SECURITY FORCE DEPLOYMENT/TACTICAL RESPONSE PLANS AND AN OVERALL PROTECTION STRATEGY IN RESPONSE TO THE DBT IMPLEMENTATION.
- EVALUATE THE SITE PERFORMANCE ASSURANCE PROGRAM TO ENSURE IT MEETS THE INTENT AND IS IN COMPLIANCE WITH THE NEW GUIDANCE.
- DEVELOP A COST-EFFECTIVE MITIGATION PACKAGE AND IMPLEMENTATION SCHEDULE.
- ASSIST IN THE DEVELOPMENT AND/OR UPDATE OF SITE PLANS AND PROCEDURES TO DOCUMENT DBT IMPLEMENTATION.
- PROVIDE A COST BENEFIT ANALYSIS FOR IDENTIFIED MITIGATION ASSOCIATED WITH DBT IMPLEMENTATION.
- DEVELOP DOCUMENTATION FOR SUBMISSION FOR APPROVAL OF THE SITE SAFEGUARDS AND SECURITY PROGRAM DBT IMPLEMENTATION.
- COORDINATION WITH APPROPRIATE AGENCIES TO DETERMINE LOCAL THREATS AND WITH OFF-SITE EMERGENCY RESPONSE ORGANIZATIONS.

ENGINEERING



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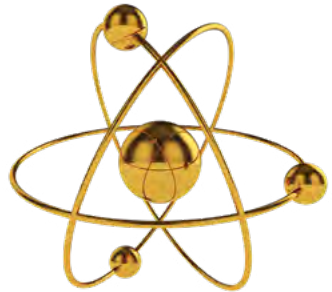


ENGINEERING

Today's work environment demands the very best in engineering and system integration. Competitive markets require the design of state-of-the-art facilities, equipment, and effective operations. In addition, engineered solutions are necessary to offset ever-increasing manpower costs. The bottom line is that our cost of doing business on the Federal, state, and local levels has to be based on sound engineering, taking into consideration safety and security, as well as design and maintenance of cost-effective operations.

GEM's innovative engineering assures appropriate design and effective system integration. Fundamental to GEM's success is the commitment of our professional engineers to our customers, and fully guaranteed work.

- **ELECTRICAL ENGINEERING & INSTRUMENTATION**
- **MECHANICAL ENGINEERING**
- **BIOLOGICAL & INDUSTRIAL ENGINEERING**
- **NUCLEAR ENGINEERING**
- **STRUCTURAL & CIVIL ENGINEERING**
- **SYSTEMS INTEGRATION**
- **ELECTRONIC DATA MANAGEMENT**
- **PROJECT CONTROL & COST ESTIMATING**
- **CHEMICAL ENGINEERING**



ENVIRONMENTAL



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ENVIRONMENTAL

Today's work environments must assure the implementation of safe and secure operations and work practices that protect the health and safety of the workforce, the public, and the environment. We have always had a vision of zero accidents. Rather than just reacting to incidents and correcting contributing factors, our approach has been to proactively prevent accidents and environmental problems from occurring.

GEM provides exceptional support by establishing, assessing, and maintaining the proper facility and operational safety authorization basis, and the maintenance of effective Integrated Safety Management Systems at most of the DOE/NNSA facilities. Our environmental engineering staff and site remediation programs have assured compliance with all regulations and provides the basis for effective clean-up of contaminated facilities/sites and the return of work areas to their original environmental state.

- **HEALTH & SAFETY**
- **ENVIRONMENTAL PLANNING, REGULATORY COMPLIANCE, & PERMITTING SERVICES**
- **ENGINEERING SITE REMEDIATION**
- **SITE CHARACTERIZATION**
- **SOLID, HAZARDOUS, & MIXED WASTE MANAGEMENT**
- **MULTI-MEDIA SAMPLING, SAMPLE MANAGEMENT, & QUALITY CONTROL**





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NAICS CODES

484220 – Specialized Freight Trucking, Local
484230 – Specialized Freight Trucking, Long-Distance
488510 – Freight Transportation Arrangement
518210 – Data Processing, Hosting & Related Services
541330 – Engineering Services
541511 – Custom Computer Programming Services
541512 – Computer Systems Design Services
541513 – Computer Facilities Management Services
541611 – Admin Mgmt & General Consulting Services
541612 – HR & Executive Search Consulting Services
541613 – Marketing Consulting Services
541614 – Process, Phys Distrib & Logistical Consulting
541618 – Other Management Consulting Services

541620 – Environmental Consulting Services
541690 – Other Scientific, Nuc Energy & Tech Consult
541715 – R&D in Physical, Engineering & Life Sciences
541990 – Scientific & Technical Services
561110 – Office Administrative and Executive Services
561210 – Facilities Support Services
561311 – Employment Placement Agencies
561320 – Temporary Help Services
561330 – Professional Employer Organizations
561611 – Investigative Services
561612 – Security Guards & Patrol Services
562211 – Hazardous Waste Treatment and Disposal
562910 – Remediation Services

GEM Technology is an award-winning, minority woman-owned, small disadvantaged business (WOSB, SDB, SB Certified).

Over 25 years of expertise
in Federal government contracting.

High-quality support and exceptional value
at low, competitive rates.

AWARDS & ACHIEVEMENTS

Fifty Influential Minorities in Business, Minority Business & Professional Network

SBA Administrator's National Award of Excellence

SBA National Minority Small Business of the Year

DOE Mentor/Protégé Program Award

DOE Small Business Contractor of the Year

Recently included on "Women to Watch" list

FEDERAL CONTRACTS

DOE/NNSA Technical, Engineering and Support Services (TEPS)

DOE Fluor (SPR)

NNSA Lawrence Livermore National Laboratory (LLNL)

DOE CNS, LLC (Operating Y-12 and Pantex; GSAT BOA)

DOE Oak Ridge National Laboratory (ORNL)

National Security Agency (NSA)

NSA M.A. Mortenson Company — Sugar Grove Research Facility

GSA SCHEDULES & CONTRACTING VEHICLES

FBI/DOJ Solutions for Administrative and Program Services (SOAPS) (*PALMS rebid pending*)

DOE/NNSA Technical, Engineering and Programmatic Services (TEPS)

DOE/ORAU Blanket Agreement (Environmental Services)

GSA Multiple Award Schedule (MAS) GS-00F-0001R

DOE Honeywell Management Business Support (GSA Schedule)

DOE Honeywell Infrastructure Engineering Support Services

Pluribus International NGA MOJAVE Functional Area 2: Security Services

AWARDS & ACHIEVEMENTS



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- SBA National Minority Small Business of the Year
- DOE Mentor/Protégé Program Award
- DOE Small Business Contractor of the Year
- Recently included on “Women to Watch” list

BUSINESS APPROACH

GEM strives to empower success throughout the company. Proven management experience and lessons learned are at the forefront to help clients improve their organizations. GEM attracts high-quality employees who have a personal interest in their success. GEM strives to retain the best individuals by offering exceptional benefits, commendation rewards, referrals, and compensation. GEM further subsidizes employees with education and training to improve their qualifications for future promotions and career paths. GEM strives to maintain an equal balance across the board with various diversity and inclusion goals, working closely with various minority programs, veteran programs, and diversity organizations.

MISSION

To provide high-quality safeguards and security, engineering, enterprise IT, and emerging technologies to Federal, state, and local government entities in a safe and cost-effective manner.



WHY GEM

- GEM is a highly successful award-winning, small, disadvantaged woman-owned and controlled business.
- GEM has a superb reputation, high ethics, and is known for providing consistently high-quality work, services, and products on time and within budget.
- GEM has demonstrated over the past 25 years exceptional expertise in the areas of safeguards and security, engineering, environmental, safety and health, and program management.
- GEM is qualified under a consolidated GSA Schedule and several Basic Ordering Agreements (BOA), making contracting for Federal buyers fast and easy.
- GEM has a strong financial position with a multimillion-dollar line of credit.
- GEM has substantial experience supporting critical Federal government sites nationwide with most contracts requiring high-level security clearance.
- GEM always provides quality staff and exceptional value with low, competitive rates.
- GEM's formula for success is Motivation, Dedication, and Innovation.



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GEM Site Operations

FL, AL, DC, TN, NM, LA



Premier Veteran Employer

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Huntsville Office

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305-606-9949



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