



Election runs September 15 - October 15, 2018

Your participation is critical. Please exercise your right to vote for your AOC Board of Directors representatives.

You can familiarize yourself with the candidates with this election guide. This information describes the candidates' backgrounds, leadership styles, and contributions to the AOC. The 2018 Nominating Committee carefully considered the impressive nominations it received before selecting this year's candidates. The slate of candidates was subsequently approved by the AOC Board of Directors. We are grateful to all of those who participated in this process and applaud those willing to submit their names for consideration.

Thank you for your continued support of AOC. Let your voice be heard by casting your vote for the new leaders of your association!

AT-LARGE



Brittany Waldman

Brittany Waldman has a bachelor's degree in business administration from The Ohio State University and an MBA from Wright State University. She has served 17 years in the defense industry, and it has changed her life. When she looks back to when she finished college, she could not have imagined her start as a contracts negotiator at

the Air Force Research Laboratory (AFRL) at Wright-Patterson Air Force Base (WPAFB) would lead to a long career in EW.

After nearly eight years as a USAF civilian, Brittany resigned from the F-16 SPO at WPAFB to pursue a program management position with ITT Electronic Systems in Clifton, NJ. She spent nearly five years managing \$100 million+ FMS programs for the ALQ-211(V)4/9 systems. During her time as a program manager, she also successfully grew the business. It was her first real exposure to EW, and she enjoyed being part of a close family. From ITT (Exelis, Inc.), Brittany formally transitioned to business development with Cobham in Lansdale, PA, where she was responsible for AESA/PESA and EW market/product development. For the past two years, she has been working for Mercury Systems as a Director of EW Business Development.

Brittany takes a lot of pride in serving the defense of our country. As an AOC Director At-Large, she would work with the AOC team to educate and pursue recruitment strategies to ensure the AOC and EW community have a long and energetic future.



Bob Lindseth

Bob Lindseth is an electronic warfare professional with nearly 50 years in intelligence, EW, Cyber Operations and information activities. The highlight of his recent work for the AOC is leading the great volunteers who support the National Convention. In the past five years, volunteers from all

clubs, roosts and nests have participated in every aspect of convention operations.

Beyond that, Bob's work has been concentrated in government, academia and the corporate world. His lectures in academia include instructing officers at DIA's National Intelligence University (NIU), providing students with the knowledge and tools to ascertain the nature of cyber operations, information/emitter threats and methods to develop plans for regime change in hostile countries. Bob's military assignments include both field operations and Pentagon assignments. On Joint Staff (JCS/J2) as Deputy Director for Intelligence and Commander of the Task Force at Site-R, where he led the National Security Team to successfully complete one of the most complex challenges ever undertaken by the United States. Other EW activities included Air Force Electronic Warfare Analyst and Chief of the ELINT Desk in the NMJIC.

Bob holds a bachelor's degree from the University of Nebraska (Omaha) and master's from St. Mary's University of Texas. He is a member of Omicron Delta Epsilon and the Military Officers Association of America. Bob is currently past president of the AOC Capitol Club. His awards include the Department of Defense Legion of Merit, The EW Professional of the Year and the Col. Anton D. "Tony" Brees Lifetime Electronic Warfare Service Award.



Dr. Richard Wittstruck

Dr. Richard Wittstruck is the US Army CERDEC Associate Director, Field-Based Experimentation & Integration. From 1996 to 2015, he served in the Army's Program Executive Office for Intelligence, Electronic Warfare and Sensors (PEO IEW&S), rising to Deputy Program Executive Officer and managing a portfolio of Intelligence, EW, Cyber

systems programs totaling \$17 billion.

He is a senior advisor to NATO HQ in the field of JISR, EW and C2 Policy. From 2012 to 2014, he was the NATO Chair for the Joint Capability Group for ISR and the NATO Vice Chair for All Source Intelligence Integration Sub-Group, as well as a member

of NATO's Joint ISR Project Group, coordinating all Joint ISR efforts across the NATO alliance. These duties have taken him to 20 countries including four military theaters of operations, contributing to his ability to understand multinational equities in EW, Cyber and SIGINT.

Richard holds a Ph.D. in Electrical & Computer Engineering from Rutgers University, a master's in physics from the Polytechnic Institute of New York, and a bachelor's in physics from St. Johns University. He has been awarded five US patents. He serves on the *JED* Editorial Advisory Board, is an appointed member of the AOC Board of Governors serving on scholarship, STEM, government industry relations and international advisory committees, and is a senior member of the Institute of Electrical and Electronic Engineers (IEEE).

Richard's 30 years of national and international experience makes him uniquely qualified to contribute to the future vision of AOC as it embarks on a renaissance of EW, Cyber and SIGINT leadership.



Rick Lu

Rick Lu respectfully submitted his application to serve on the AOC Board of Directors with a laser focus to bring in fresh ideas and help the AOC grow in prestige, influence, relevance and membership. As a senior executive in the EW industry for 18 years, his experience spans the gamut from engineering

to business management, from hand-building radios to establishing start-up companies, and running several EW corporations. He can technically deep-dive, and yet also communicate the EW industry's unique issues to industry, academia, government and Congressional partners.

An active member of the AOC since 2001, and particularly active in Army EW technologies, Rick most recently served as the co-chairman of the AOC's 54th Annual International Symposium. He has also been a Session Chairman for a number of AOC conferences, and he currently supports the AOC GIR Committee with his extensive work on Capitol Hill.

Rick currently works and was trained in Silicon Valley with a strong acumen in entrepreneurship, technology focus, and high-speed business tactics. He would like to bring his "startup" skillset and energy to serve on the AOC board and make everyone (Industry as well as Government) more successful. His current work combines Army, Navy and Air Force EW programs jointly; thus, he brings a fresh and balanced perspective to the board that is truly multi-Service. To unify and standardize the EW hardware/software architectures of the Services is a vision that Rick would be honored to contribute to the AOC. Combined with his more than a decade of EW advocacy work on Capitol Hill, he believes he can help the AOC become a stronger and more influential organization, so that ultimately our warfighters are safer.



Jordan "Cancer" Scott

Jordan "Cancer" Scott has been a warfighter or supported warfighters for over a decade. As one of the first operational Army EWOs since the Cold War, he has some gained some unique experience during the height of Operation Enduring Freedom. He has a master's in computer engineering, is an open source/collaboration proponent, capable technology integrator

and a proven innovator. Over the course of his career, he has gained experience in Global Positioning System, Missile Defense, Software Development, System of Systems Integration and Cyber Security.

Cancer has a CISSP, is a Chapter President of the Pikes Peak Roost, serves on the Board of Directors of the FBI's Infragard Denver Chapter, is an active member of IEEE, and brews his own beer in his spare time. As a Young Crow, he has helped lead the AOC's Young Crow events and strives to inspire the next generation's participation in professional organizations. His chapter is hosting the first Pikes Peak's Electromagnetic Spectrum Operations Challenge this fall!



Brian Hinkley

Brian Hinkley served almost 30 years in uniform in the EW, EMSO and CEMA communities as a Navy Electronic Counter Measures Officer (ECMO), having had the opportunity to support all services with command of VAQ-135, the Fleet EW Center (FEWC) and JCCS-1 in Iraq. He then transitioned to a role specifically in EW as a government contractor, contributing

to service programs for the NSWC Crane, NSWC Dahlgren, Navy Marine Corps Spectrum Center, and the FEWC and the Navy's Information Warfighting Development Center (NIWDC). Today, Brian is in the middle of assisting in the Navy's efforts to enhance fleet material and non-material EW capabilities and capacities across all warfighting domains, actively participating with all services, industry and academia to advocate for strengthening current and future EW.

A member of the AOC since 1995 and a member of the AOC Board of Directors since 2014, Brian has held annual positions as Chairman of the Ethics, Awards and Membership Committees. He continues to attend and speak at AOC conferences across the country, including AOC International, Crane, Pt. Mugu, Patuxent River, GTRI, Charleston, Kitty Hawk, Aberdeen, Warner Robins and Whidbey to talk to members to get insights for ways for AOC HQ to assist the local chapters.

Brian's platform is to continue to serve with passion and commitment to AOC members and the community, while leveraging his AOC, Navy military operational and industry background to ensure consistent Navy representation on the 20-member AOC board, where there is currently only one other Navy representative.



Dr. Robert Andrews

Dr. Robert Andrews has served on the AOC Board of Directors and Board of Governors for seven years in total, and he wishes to continue his work in the education/STEM areas and, in particular, continue to focus those efforts in the international regions. AOC's growth as an association depends upon expanding opportunities to recruit and retain members from

outside of the continental USA. The AOC is respected throughout the world and must continue to be the group that everyone can turn to for EW advice and guidance. Robert has been able to participate at most AOC regional and chapter conferences outside of the USA in support of membership growth and AOC advocacy, and that important interaction will continue if elected.

One of the things that AOC has always talked about is the generation of EW advocacy and EW-specialized position papers to support membership, governments and industries, and Robert will strive to get that process in place – it is long overdue.

Having served on the board through difficult times in the past, the AOC has changed positively and Robert wishes to continue the open and transparent growth within the association and to engage the membership more at all levels. By listening to members, understanding their concerns and issues, and bringing those to the attention of the board when appropriate, we can continue our strong determination to make things happen that are important to all individual (academia, military and civilian) and industry members.



Jesse "Judge" Bourque

Jesse "Judge" Bourque has 27 years of experience in Spectrum Warfare, Information Operations, planning, leadership, employment and strategy, including 15 years in the Special Operations community. Logging nearly 3,000 hours of flight time in the AC-130H Gunship and the MC-130H Combat Talon II, he conducted short-notice, nationally-

sensitive operations and training in numerous foreign locations in more than 30 nations, served on four deployed battle staffs, and flew 133 combat sorties, evolving combat tactics and operational employment while conducting partner nation engagements in direct support of Special Operations land and aviation forces throughout his service.

He served as the Director of Electronic Warfare for the Iraq Theater of Operations during the period of the largest decline in Coalition Forces killed or wounded throughout Operation Iraqi

Freedom. He was then by-name posted to USSTRATCOM's Joint EW Center (JEWEC) as Operations Officer, shaping the future of Spectrum Warfare across DOTMLPF/P, an effort he continues passionately to this day.

Judge has served two terms on the AOC National Board as EXCOM Secretary. He has also served as co-chair of the Symposium Committee and Regional Director. He has contributed substantially to most DOD documents on warfighting in the EMS and has published articles in the *JED*, USSTRATCOM's *IO Sphere*, *DON CIO CHIPS Magazine*, and *Marine Corps Gazette*.

Today as a Director of Expression Networks LLC, Judge serves in the Pentagon and Crystal City as a Senior Defense Analyst. He directly supports USD Policy, the OSD CIO and USSTRATCOM.



Dr. Haruko Kawahigashi

Dr. Haruko Kawahigashi is a chief researcher of Information Technology R&D Center of Mitsubishi Electric Corporation. Haruko received Ph.D. in electrical engineering from the University of Tokyo. Haruko joined Mitsubishi Electric Corporation after graduation, where she has been engaged in research and develop-

ment of commercial carrier networks, defense networks and EW. She has written more than 100 conference papers and obtained 45 patents in Japan, the US and Europe.

Haruko founded the AOC Japan Chapter EW Research Group and has organized its annual conferences, cosponsored with the Institute of Electronics, Information and Communication Engineers (IEICE) Japan, since 2012. The annual conference has activated the AOC Japan Chapter and EW R&D community in Japan. She has participated in the AOC annual symposium every year for eight years and presented technical papers at most of them.

Haruko published Japanese version of EW101, 102, 103 and 104 by Dave Adamy, co-translated with her ex-colleagues in Mitsubishi Electric. This is the first and the only EW technical book series in Japanese and more than 10,000 copies have been printed.

Haruko believes that the importance of Asia is increasing, and an additional board member from Asia would increase collaboration of allied countries in and out of the district to make AOC truly international. She also believes that every member of AOC should find one's interest in AOC activity regardless of background (industry, academia, government), technical areas (EW, communication), life stage, gender or international area. If elected, she will seek to represent diverse opinions.



Antonino Amoroso

In more than 30 years of involvement with the AOC, Antonino Amoroso has been the chairperson of various AOC activities and committees, including chairing symposia at the chapter, national and international levels. He has more than 42 years of both operational and procurement government and industry experience within Com-

mand, Control, Communications, Computers, Intelligence, Surveillance, and Reconnaissance (C4ISR), information operations, and EW communities, where he has spearheaded new initiatives and directed the procurement of Air Force, joint systems, special operations capabilities, counter-narcotics centers, coalition, command and control networks, aerial ground surveillance systems, and the rapid acquisition of crit-

ical technologies. He has had government and corporate responsibility for the planning, identification, and execution of programs within the C4ISR area. He has held government leadership positions up to the system program office and division level. Antonino has also represented corporate organizations to senior government and industry. Focus areas including the U.S. Air Force, the U.S. Intelligence Community, Battle Management, Aerial Ground Surveillance Systems, Battle Control Systems, International C4ISR programs, and Homeland Security (HLS).

He holds a Bachelor of Arts degree from the Catholic University of America and a Master of Science degree from the University of Southern California. He is also a graduate of the Air War College, Federal Executive Institute, and programs within the Defense Intelligence College and Defense Acquisition University. In addition to military and civil service awards, he has also received other awards including the Gershanoff Silver Medal for Electronic Warfare and Information Operations.

NORTHWEST REGION



Mark Schallheim

If elected as Northwest Region Director, Mark Schallheim will support chapters and their members in meeting EW, Cyber, EMSO, Intelligence and IO community needs. Each chapter's needs are unique, and Mark has leadership experience in conferences (mini department, joint and international), STEM programs, lecture series, professional development, advocacy and new membership. He will support AOC contribution to military and civilian workforces by helping to improve networking and collaboration between government, industry and academia. In addition, Mark will support information availability to region chapters.

Mark's background is in Naval Aviation EW (EA-6b & EA-18G). He was AEA IPT lead and Avionics Department Chief Engineer at Pt. Mugu, as well as NAVAIR's first EMS Dominance Chief Engineer developing EW capabilities and concepts. He is a passionate advocate of Electronic Warfare and has been involved in the growth from traditional EW joint EMS and Cyber operations. He has supported Navy, USMC, AF, Army Joint/DOD, and NATO EW projects and RDT&E. Mark Lives in Oregon and is currently consulting on EW projects.

Mark joined AOC 35 years ago and was Pt. Mugu Chapter President or Past President for 11 years. As President, he helped initiate and fill EW Wing to the Missile Historical Archival Facility. As chapter Conference Chair and with lots of teamwork, the AOC Pt. Mugu Crows conference attendance increased by almost 10 times. As AOC Board of Director At-Large Conference

Committee Chairman, he led a conference team from sequestration to a successful "chapter-involved" conference program.



Stan VanderWerf

As a life member of the AOC with a background in EW from NASIC, and as the former Director of the Electronic Warfare Program Office at Robins Air Force Base, Stan VanderWerf understands the mission of the AOC and the value it brings to the nation's defense. He brings a unique set of skills to the AOC Board of Directors. Since retiring from the Air

Force, Stan has founded several companies and has ran for office successfully. He now serves as an El Paso County (CO) Commissioner and has leadership experience serving on many boards at both the local and national level. He has extensive contacts in the administration, on Capitol Hill and in the EW industry. Recently, he has been working in the cyber domain to help his community protect itself from cyber attacks. He has visited multiple cyber security centers across the nation.

Stan looks forward to serving the chapters of the Northwest Region, the members of the AOC, and the companies that build the equipment for our EW and Cyber warriors. Per the AOC rules, he is not campaigning with any of the below Northwest Region chapters. If elected he will work with these chapters to help them achieve their goals: Frozen Crows Chapter, Fairbanks, AK; Joint Base Lewis McChord Chapter; Mile High Country Crows, Denver, CO; Pikes Peak Roost, Colorado Springs, CO; Whidbey Roost Chapter, Oak Harbor, WA.

MID-ATLANTIC REGION



Col. James A. "Hook" Pryor, USAF (Ret.)

Col. James A. "Hook" Pryor, USAF (Ret.), is the Vice President of Advanced Systems for L3 Precision Engagement (PES) Systems, a sector of L3 Technologies.

Jim retired from the US Air Force in July 2014 as the Director of the Electronic & Cyber Warfare Requirements and Capabilities Division, Headquarters, U.S. Air Force, Pentagon (Washington,

DC). As Director of the EW/Cyber Division, he was responsible for the future requirements and strategy for EW and Cyber Warfare within Headquarters Air Force.

Jim received his military commission from the US Air Force in 1987, earning a bachelor's degree from Texas Tech University. Jim is an aviator with extensive experience as a B-1B WSO. Additionally, he is a Distinguished Graduate of the USAF Weapons School and was a Weapons School Instructor, Central Command Air Forces planner, and B-1 squadron commander and deputy group commander. Jim retired as a Master Navigator, and EW, with more than 3,000 flight hours and more than 400 combat hours.

CENTRAL REGION



Keith Everly

Last November, Keith Everly retired from the workforce, and he is now truly a "volunteer." After 28 years on active duty in the USAF and another 15 years as a defense support contractor in the EW business, he has made a long-term commitment to supporting the EW community at the technical and personal levels. His current interest

is in helping young people in any way he can. After four years as the President of the Kittyhawk Chapter, Keith has developed a keen interest in the AOC STEM program that has been presented the last three years at the AOC International Symposium. He wants to see that kind of outreach to younger people happen at all local chapters as well.

As Central Region Director, Keith feels he can work with all AOC chapters to bring these engaging activities to local youth while sharing the effort, cost and expertise needed to make it happen. He also wants to bring each region's chapters all the help and support that the AOC has to offer, and to that end he will be an active representative to the Board of Directors. Keith has the newfound time and ability to travel and support a wider area of AOC activities. Keith says the AOC has supported him throughout his decades of EW work, and now he'd like to keep that connection and dedication working as an asset for the next generation of Old Crows while keeping up with his own old friends and colleagues across the region.



Michael Gardner

Michael Gardner started his career in Electronic Warfare in 2000 and supported programs in multiple EW domains (radio frequency, IRCM, space). In 2009, he transferred to a leadership position within Northrop Grumman, where he has had the opportunity to lead multiple domestic and international EW programs.

Michael's leadership and expertise has allowed him to work on programs in each stage of their lifecycle, from early concept development through EMD through upgrade and program sustainment. He has worked to bridge the gap between development and fielding of next generation technologies and has been a passionate advocate for EW and its importance to the warfighter. Michael has been a member of the AOC Windy City Board of Directors and currently serves as the Windy City Board Elections Chair.

Michael has also devoted his time towards cultivating a culture of growing the next generation EW leaders by acting as a mentor to high school students interested in EW careers, as well as to new EW professionals.

Michael received his bachelor's degree in nuclear engineering from University of Illinois at Urbana-Champaign, his master's degree in mechanical engineering from University of Illinois at Chicago and his master's in product development from Northwestern.

2018 Online Voting Instructions

Beginning September 15, AOC members can visit the AOC homepage, www.crows.org, where they will see election information and a link to OpenWater, the independent vendor that will conduct the online election. You will receive an email with log in instructions shortly before the elections start. The website will direct you to your ballot, where you can make your selections. Your AOC dues must be current as of August 20 in order to vote. As with past AOC elections, your ballot is secret.

OpenWater will hold all completed ballots, tabulate them and send the results to the AOC when the election is complete. Once you have cast your online vote, OpenWater will send you an email confirming that they have received your completed ballot.

Campaign Rules

Campaigning or electioneering on behalf of any candidate for AOC International office, with or without their knowledge or consent, is prohibited. ✍

Paper Ballots

For those AOC members who cannot vote online, the AOC has provided a paper ballot below. Members may cut out the paper ballot, mark it – including your member number (available on the front label of your JED) and your name and contact information – and mail it back to the AOC. Paper ballots must be postmarked after September 15, 2018, and before October 15, 2018.

Changes to AOC Governing Documents

Your current elected AOC Board of Directors (BoD) and Board of Governors (BoG) have UNANIMOUSLY approved changes to the AOC Articles of Incorporation, Constitution & Bylaws, and to the AOC Educational Foundation Articles of Incorporation. However, membership approval is required for these changes to be made final. Full details on these changes can be viewed at: <https://www.crows.org/page/elections>

2018 AOC Election Ballot

Ballots accepted September 15 - October 15, 2018.

Name AOC Member # Email address

AT-LARGE DIRECTOR *(Vote for 2)*

- Brittany Waldman
- Bob Lindseth
- Dr. Richard Wittstruck
- Rick Lu
- Jordan "Cancer" Scott
- Brian Hinkley
- Dr. Robert Andrews
- Jesse Bourque
- Dr. Haruko Kawahigashi
- Antonino Amoroso

NORTHWEST REGION DIRECTOR *(Vote for 1)*

- Mark Schallheim
- Stan VanderWerf

MID-ATLANTIC REGION DIRECTOR *(Vote for 1)*

- Col. James A. "Hook" Pryor, USAF (Ret.)

MID-ATLANTIC REGION DIRECTOR *(Vote for 1)*

- Col. James A. "Hook" Pryor, USAF (Ret.)

CENTRAL REGION DIRECTOR *(Vote for 1)*

- Keith Everly
- Michael Gardner

CHANGES TO AOC GOVERNING DOCS

1. Shall the amendment to the Association of Old Crows Articles of Incorporation proposed by its Board of Directors be adopted?
 - YES
 - NO
2. Shall the amendment rescinding the Association of Old Crows Constitution proposed by its Board of Directors be adopted?
 - YES
 - NO
3. Shall the revision of the Association of Old Crows Bylaws proposed by its Board of Directors be adopted?
 - YES
 - NO
4. Shall the amendment to the Association of Old Crows Foundation Articles of Incorporation proposed by its Board of Governors be adopted?
 - YES
 - NO

