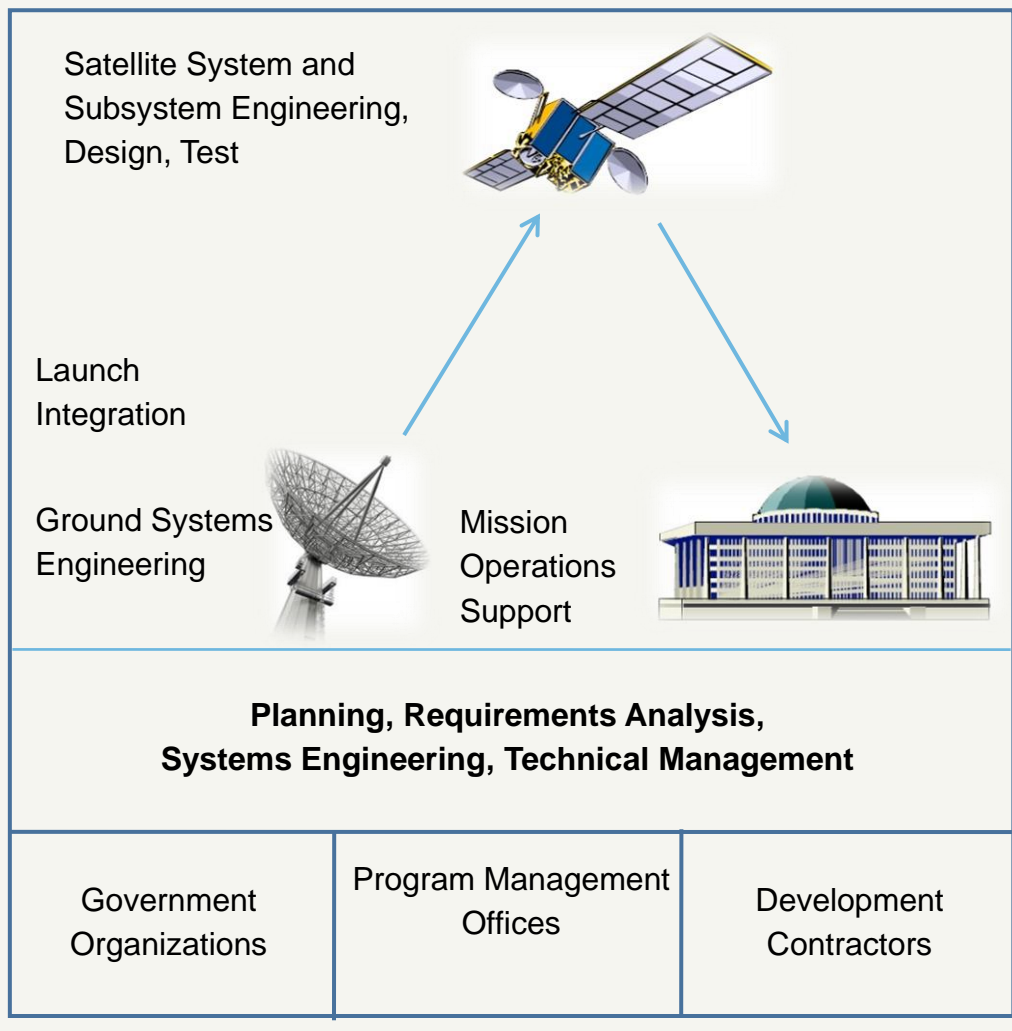


# ACTUALLY, WE ARE ROCKET SCIENTISTS



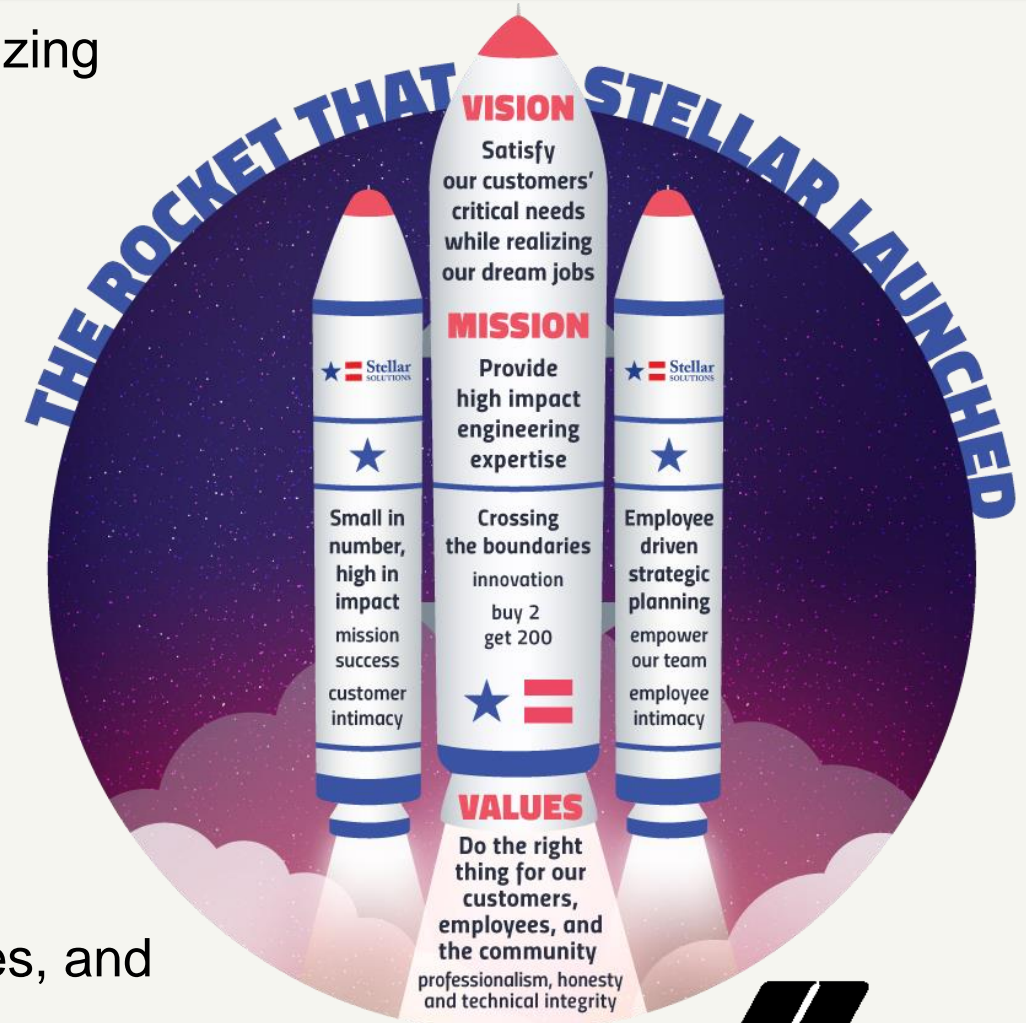
## Stellar Supports All Phases of Space System – Development and Operations



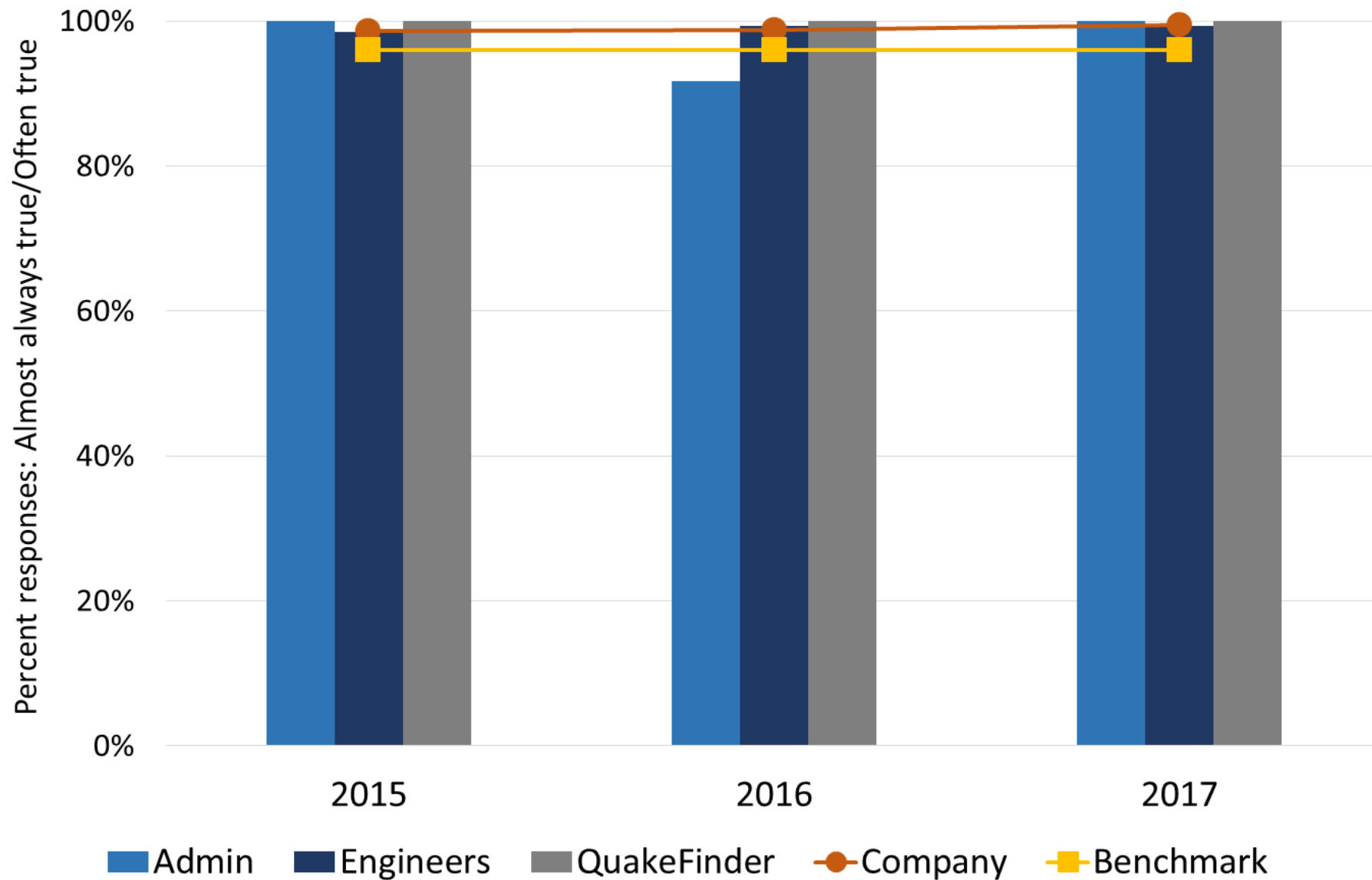
- ★ Small woman-owned aerospace engineering services business, providing technical expertise and program management support to significant national and international aerospace programs
- ★ Founded in 1995 with the vision to **align its employees' dream jobs with critical customer needs**
- ★ Adopted Baldrige as a framework for performance excellence and sustainability in 2004
- ★ 100% Customer Satisfaction (2017 Customer Survey)
- ★ Fortune Magazine "Great Place to Work"



- ★ **Vision:** Satisfy our customers' critical needs while realizing our dream jobs
- ★ **Mission:** Provide high impact engineering expertise
  - Small in number, high in impact
    - Mission success
    - Customer intimacy
  - Crossing the boundaries
    - Innovation
    - Buy 2, get 200
  - Employee driven strategic planning
    - Empower our team
    - Employee intimacy
- ★ **Values:** Do the right thing for our customers, employees, and the community
  - Professionalism, honesty and technical integrity



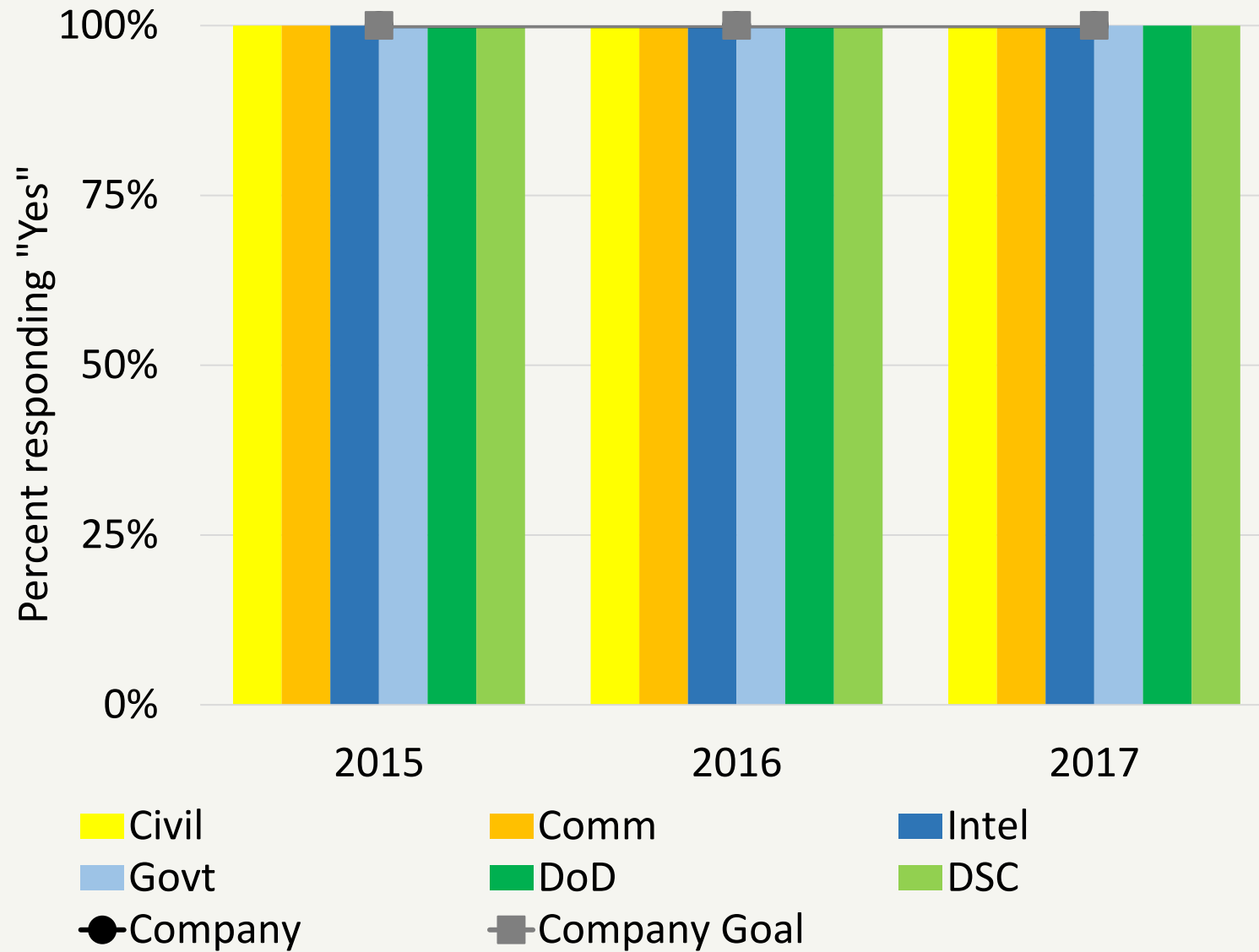
**99% of our employees say *taking everything into account, Stellar is a great place to work***



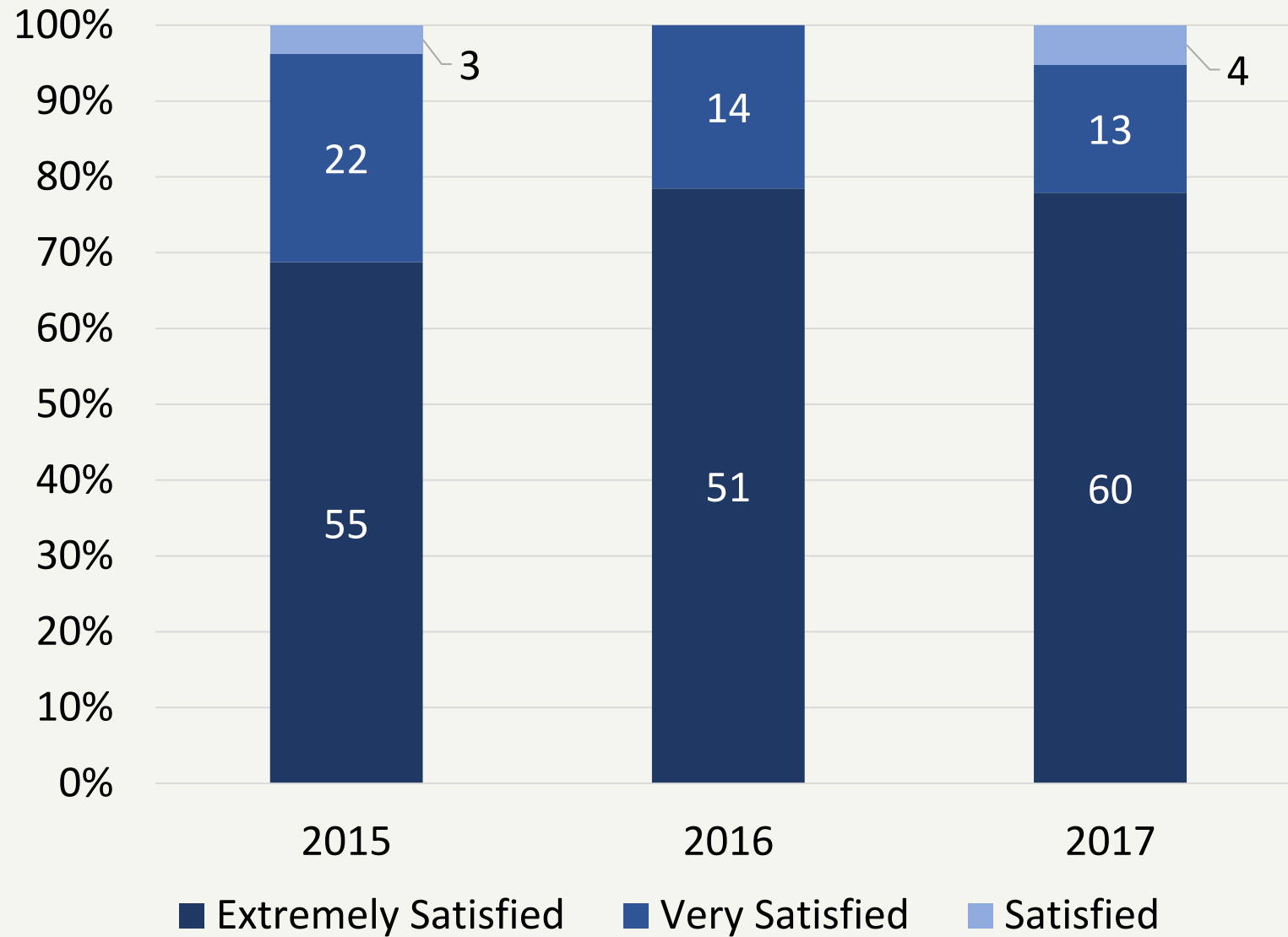
**Malcolm Baldrige**  
National Quality Award

2017 Award Recipient

# 100% of our Customers say they would Recommend Stellar to Others



# 100% of our Customers are Satisfied that Stellar is Satisfying a Critical Program Need



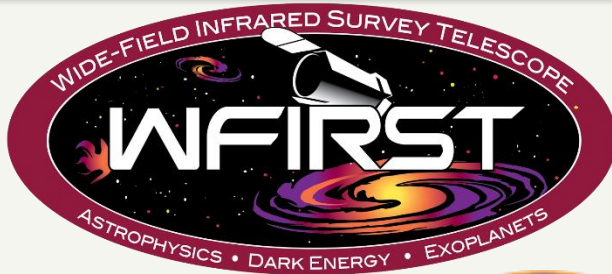
# The Stellar Org Chart



**\*Delivery at “the speed of need” for our customers and employees**

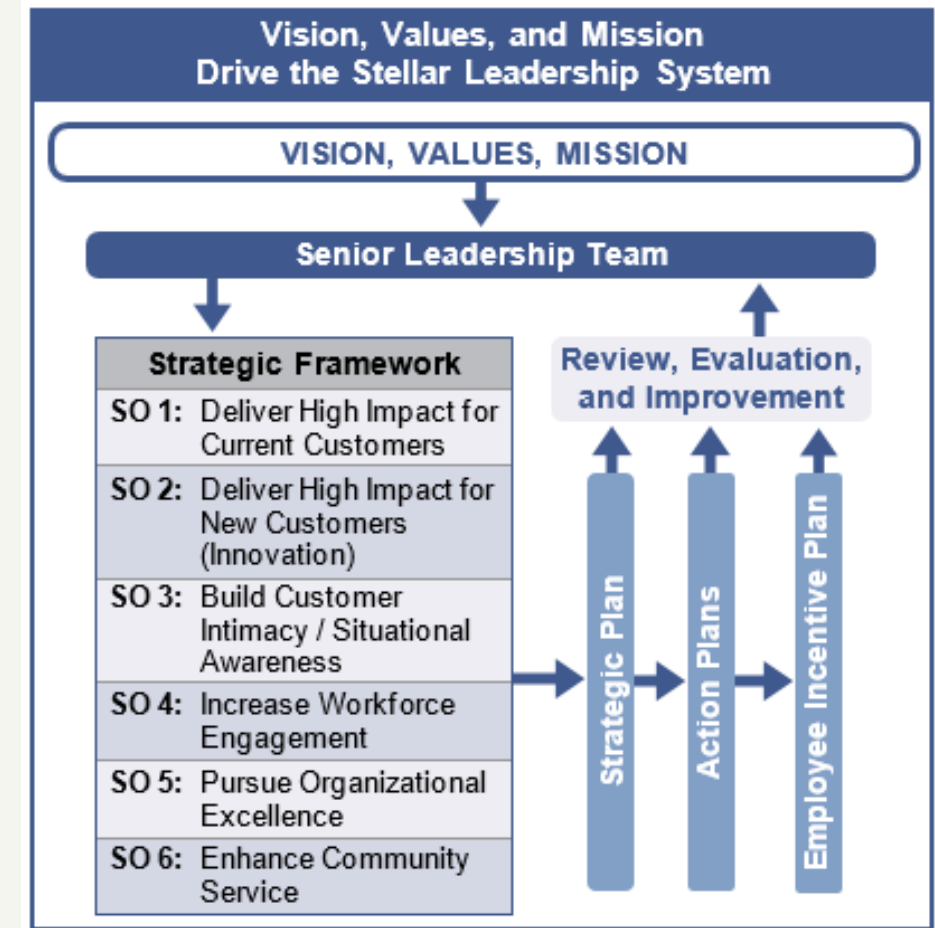


# Who We Serve



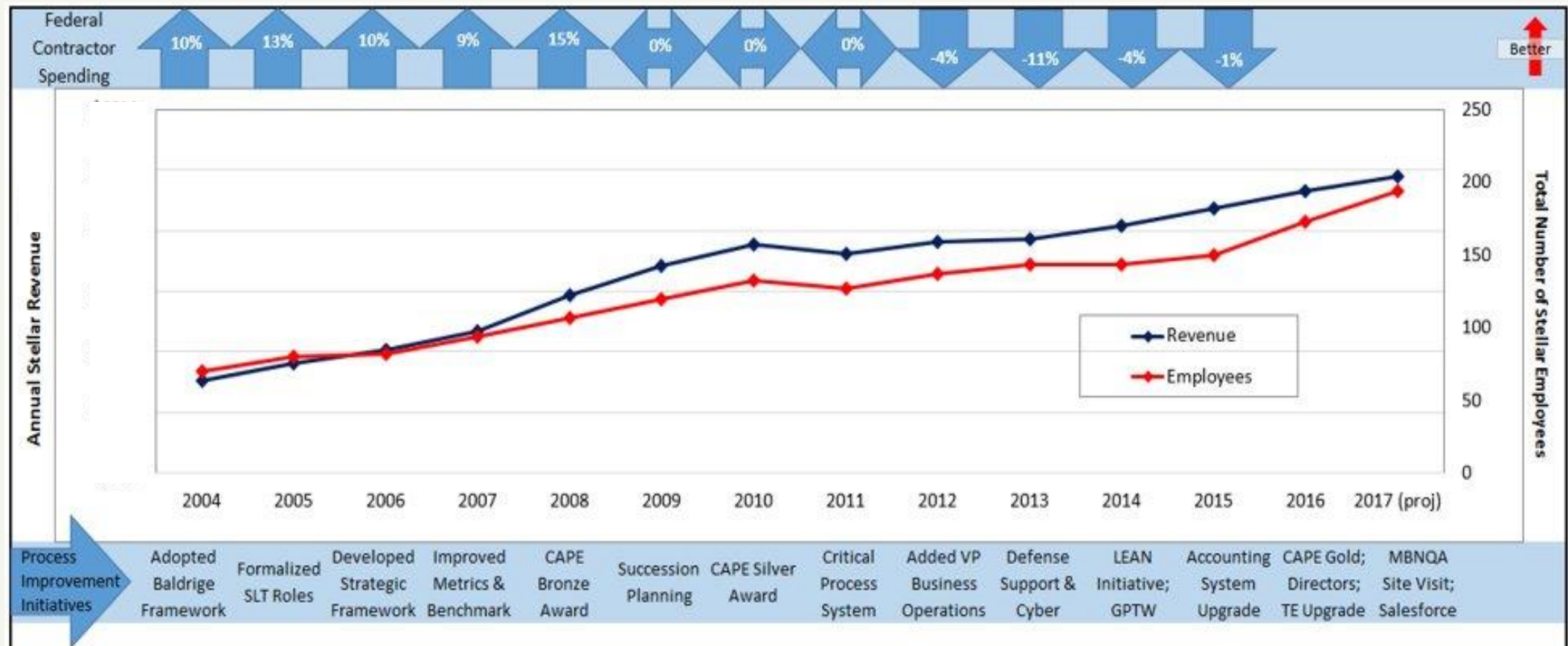


- ★ Goal 1: Current Customers: right size, right scope
- ★ Goal 2: Future Customers: innovate; new programs
- ★ Goal 3: Situational Awareness: inform the way ahead
- ★ Goal 4: Stellar Workforce: attract & retain key players
- ★ Goal 5: Business Operations: scale smartly
- ★ Goal 6: Community Support: Stellar Foundation, Humanitarian R&D –  
QuakeFinder, Local & Professional Community Engagement



# Stellar's Baldrige Journey

- ★ Stellar has used the Baldrige criteria to drive our continued success



Im Baldrige  
Quality Award

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**Primary Goal:** Multi-goal, integrating

**Objectives:**

- Keep employees informed and engaged in the company's success

**Sub Processes:**

- Relationship Development/ Monthly Touches with current customers, current employees, potential customers, potential employees (candidates)
- Strategic Planning Process
- Annual and Summer Meetings

**What We Care Most About:**

Employees feel fully informed and cared about

**Metrics:**

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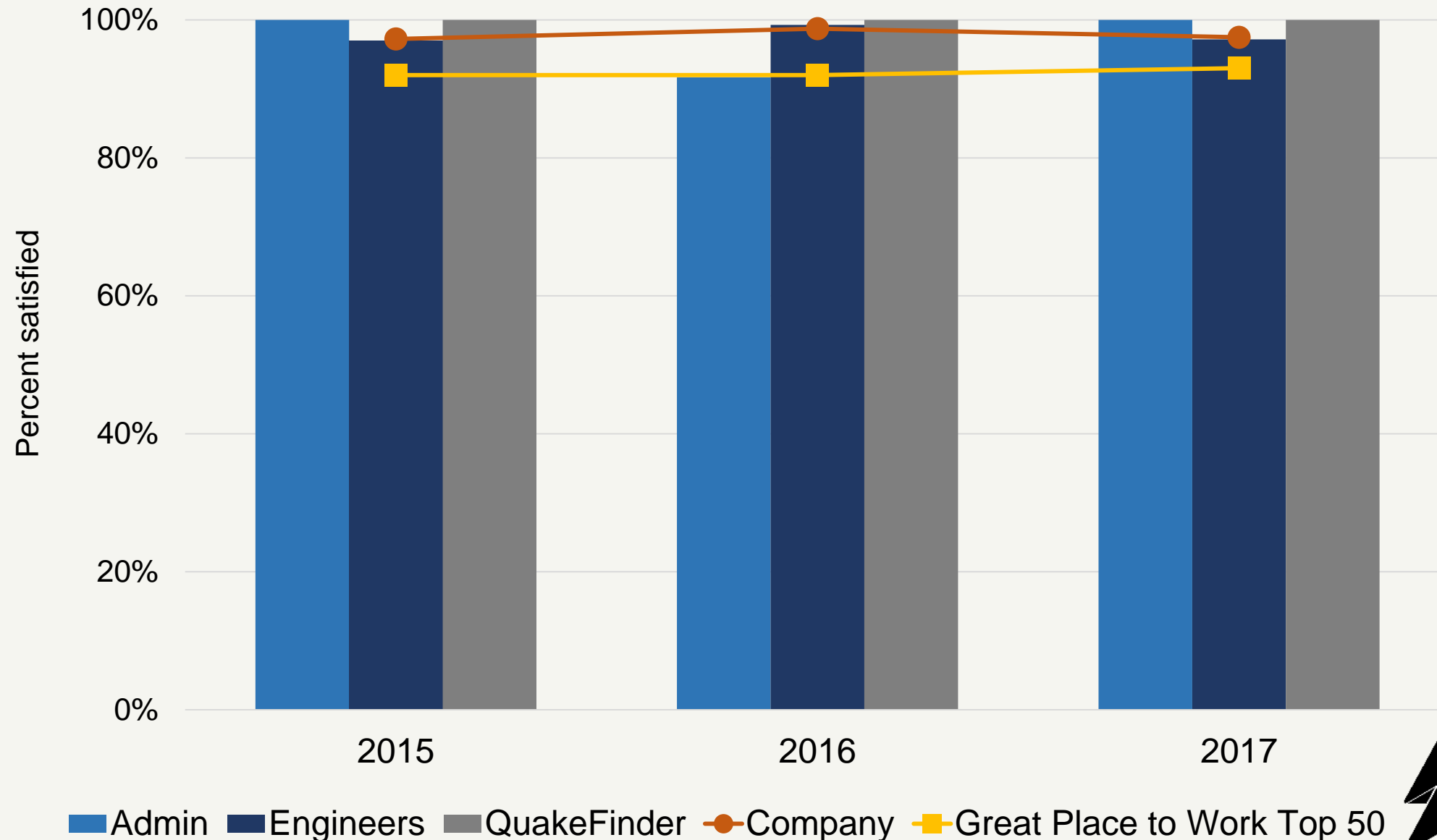
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- Employee Survey
- Employee Visits

**Tools and Products:**

- Internal: New Employee Orientation, Quarterly Newsletter, Strategic Plan, Annual/Summer Meetings, SharePoint, Employee Handbook, Annual Training, Convergence
- External: Website, Awards (Baldrige, Great Place to Work), Marketing Materials

# 97% of our employees say *The Leadership Team shows sincere interest in me as a person, not just an employee*





# Stellar Annual Business Planning Meeting



- ★ Strategic Plan Update
- ★ Project Highlight Video
- ★ Team Building / Guest Speakers





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**Primary Goal:** Multi-goal, integrating

**Objectives:**

- Foster our communities – local, professional, and global (through QuakeFinder and employee activism)

**Sub Processes:**

- Stellar Solutions Foundation
- Annual employee designation plus special contributions
- Company sponsorship of conferences/symposia
- QuakeFinder R&D division

**What We Care Most About:**

Foundation participation, employee engagement outside of work, QuakeFinder progress

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**Metrics:**

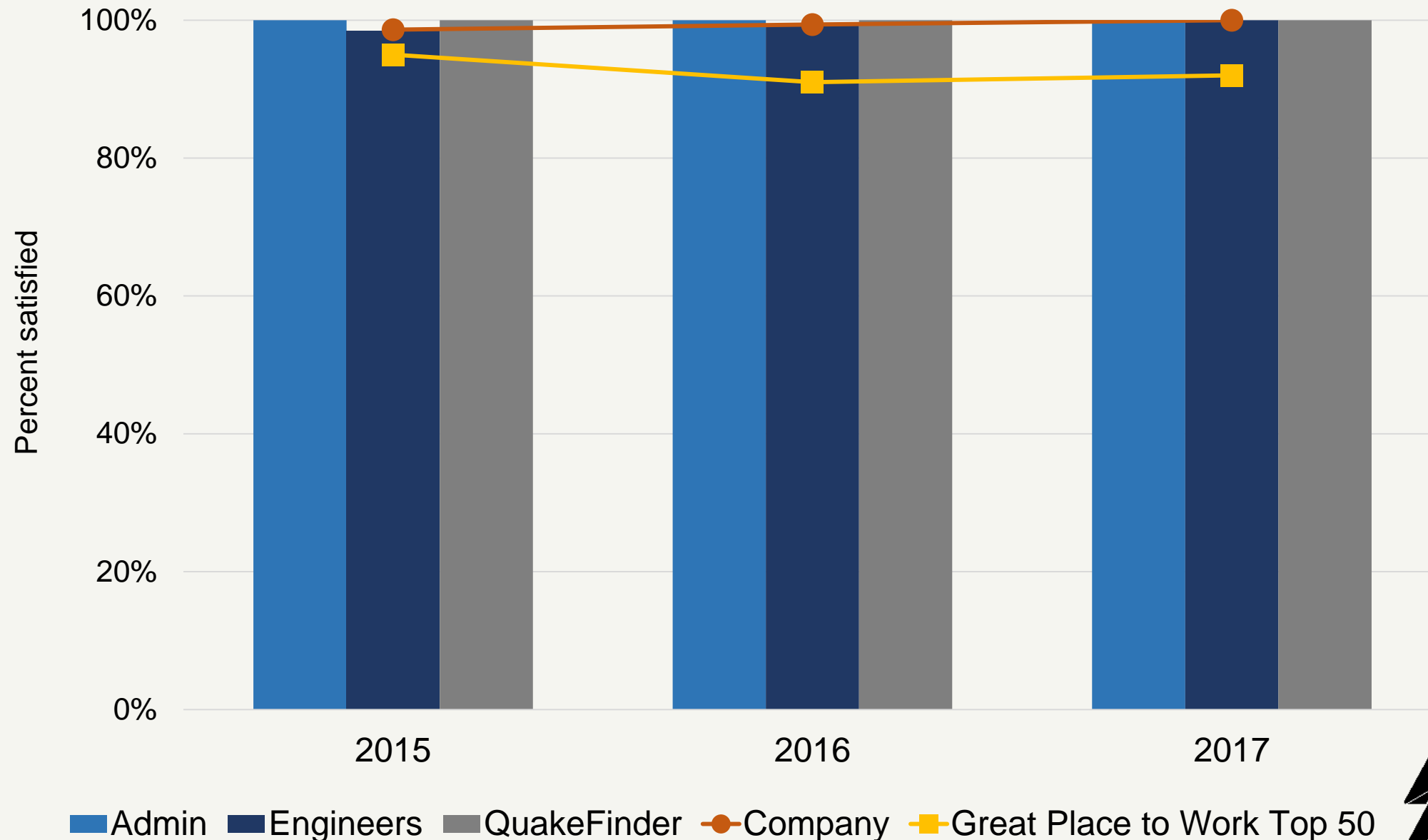
- % Employee participation in Foundation
- Bonus plan assessment of individual activism
- QuakeFinder progress metrics (quake prediction, stability of HW & SW, outreach & financial stability)

**Tools and Products:**

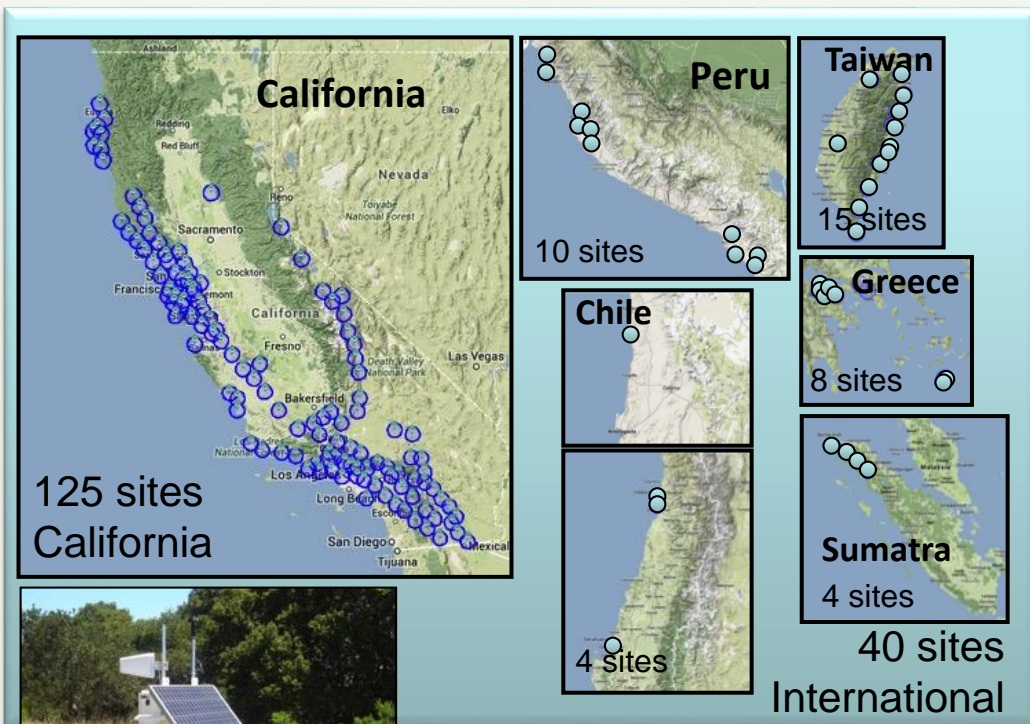
- Company reimbursement for professional society membership
- Bonuses for papers & panels
- Bonus for community involvement
- QuakeFinder monthly newsletter



# 100% of our employees say *I feel good about the ways we contribute to the community*



## Instruments/Sensors

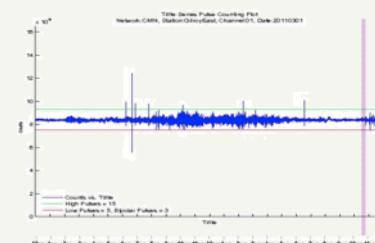


50 Hz sample rate  
Data transmitted via cell or sat

## Data Center



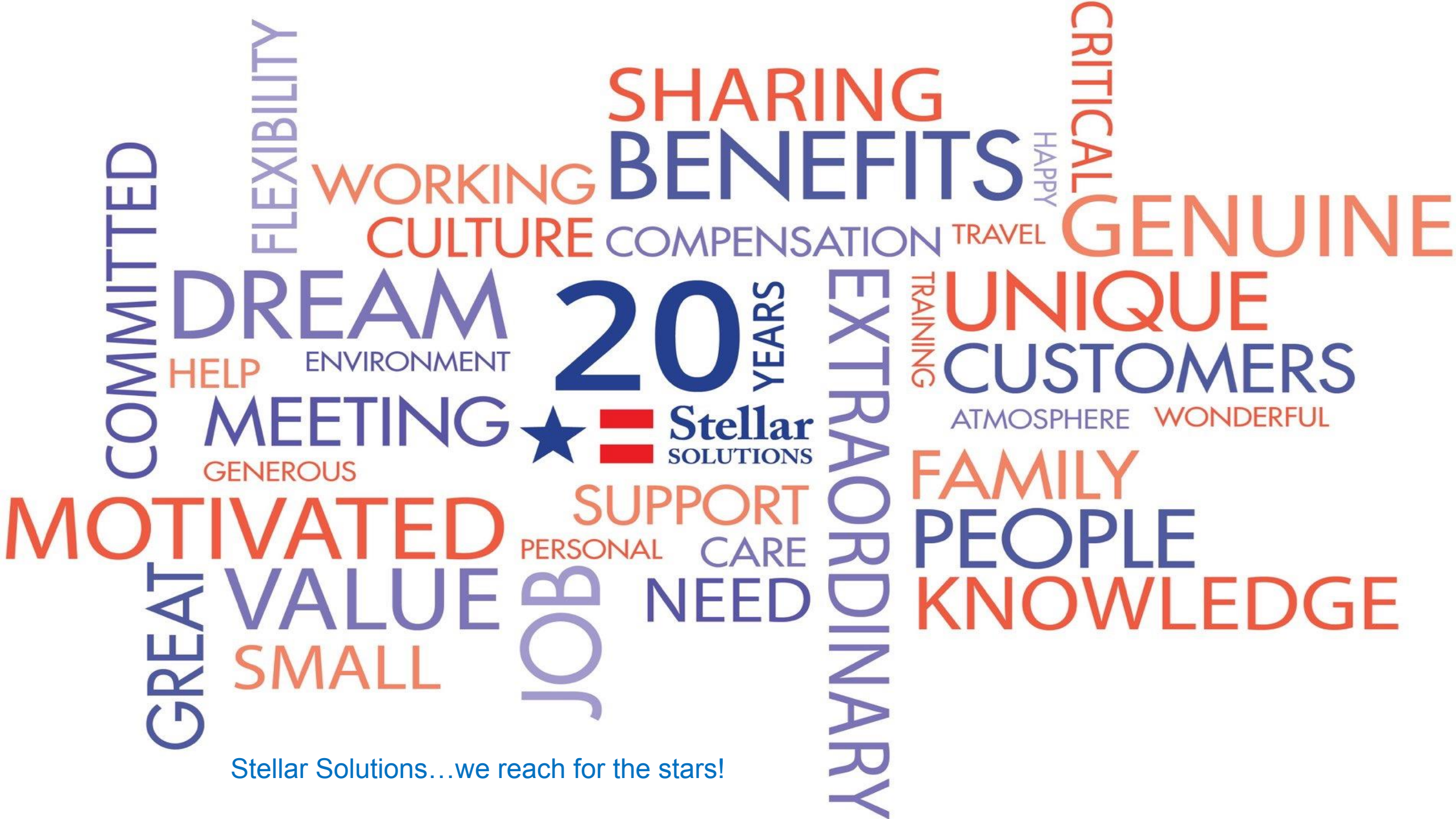
Palo Alto, CA  
65 TB of data to date



Processed daily  
Available to researchers

**QuakeFinder.com**

***In this phase of the project, we use known earthquakes near our instruments to build and qualify algorithms to detect earthquake precursor signals***



Stellar Solutions...we reach for the stars!