

MITSO COMPANY OVERVIEW

Introduction

MITSO is an independent, international provider of technology, specialising in design, delivery and through life support of Communications Systems for the Defence and Aviation industries.

The company's professionals have years of experience in Project Management, Engineering, Systems Design, Needs Analysis, Equipment Specification and Sourcing.

Organisation

MITSO is a small privately Australian owned company with Head Office in Melbourne and an engineering support facility in Sydney. Our operations now spread to both New Zealand for services to the RNZN and Fiji in association with Strategic Air Services Limited. The company is organised into two main business streams:

➤ **Defence Communications Services**

- Communications Systems Design
- Tactical Data Links
- Project Management
- Through Life Support for Communications Systems
- Training and Documentation
- Systems Requirements analysis

➤ **Aviation Services**

- Communications and Airport Electronic Systems
 - Requirements Analysis
 - Systems Engineering and Design
 - Product Identification
 - Systems Integration
- Airport Support Services

Specialists

Mitso is now able to operate and provide a variety of services throughout the Australasian and Oceania regions with widely experienced professionals who have worked throughout the South Pacific region. The company has international affiliations securing access to emerging technology and practice, including access to US, Canadian and European technology. Specialist advice is available to our clients through our international product partnerships.

Specifically MITSO's staff has sound background and qualifications in:

- Data Communications
- Voice and Video Communications
- Radio Telecommunications
- Global Communications Services
- Air Traffic Management Services

Tools

MITSO is equipped with state of the art computing, and communications to support our niche client services. In particular the following range of support tools is used:

- A defined Project Management System for project and resource control
- An ISO 9001 Compliant Delivery Process
- Risk Management and Assessment tools
- Communications Engineering Design tools
- Text processing, document publishing and graphics production facilities.

Electronic Systems

Emerging technologies with highly integrated and secure capabilities now offer cost effective solutions to customer capability requirements.

Core capabilities are:

- VHF and UHF Transceivers
- HF Transmitters and Receivers
- Satellite Communications Systems
- Secure Voice Equipment
- Message Handling Systems
- Communications System Configuration

MITSO's services are structured for large or small assignments covering any program life cycle issue, from concept through to system support.

Consulting

MITSO has developed highly specialised consulting services and delivered a significant number of professional reports to a broad range of clients. These consulting services range from developing operational capabilities through to detailed requirements and design analysis. Clients include:

- Royal Australian Air Force
- Royal Australian Navy
- Royal New Zealand Navy

Systems Design and Engineering

MITSO Systems Design and Engineering resources employ the strictest systems engineering and configuration management processes. Our resources are conversant in developing reports and supporting documentation for:

- Life Cycle obsolescence review
- Configuration Management
- Requirements Analysis
- Design Analysis
- Detailed Design including development of 'A' Specifications; and
- Development of installation data packs.

Communications system design engineers and technical personnel are conversant with installation standards of radio systems and equipment in a variety of environments where the requirements for electromagnetic interference and compatibility, and unintentional disclosure of information (TEMPEST) are paramount.

Project Development and Management

Our quality project management methodologies guide a project through a controlled, well managed, visible and definable set of activities to achieve a desired result.

Installation

MITSO has available within its communications technical resources, the skill-sets that are necessary for installation and maintenance of radio systems. These personnel are highly trained communications technicians having significant experience in the installation, setting-to-work and on-going maintenance of military and commercial communications equipment.

Integrated Logistics Support.

MITSO has the ILS experience, capability and capacity to deliver the following elements:

- Maintenance and Maintenance Training
- Spares and Spares Support Analysis
- Test Equipment
- Configuration Management
- Training
- Documentation

Tactical Data Link MITSO's Tactical Data Link capability remains at the heart of the company's communication capability. The company's expertise in this area is recognised internationally, with managers attending NATO and other international forums each year to ensure currency of development and technology. Through internal research and development activities supplemented by our international relationships, MITSO is a leader the datalink environment.

Services

MITSO has developed a unique range of products and services to facilitate the introduction and support of Data Link Systems. The services include:

- **Consulting**
 - Requirements Analysis
 - Development of Capability Definition Documents
 - Risk Management Planning
 - Systems Design
 - Systems Integration
 - Test
- **Training**
 - Analysis and Design
 - Training Needs Analysis
 - Training Development meeting either RANTS or CBT Standards
 - Delivery of Training Courses

➤ **Documentation**

- Development of Operator and Maintenance documentation and support manuals
- Ability to deliver to DEFAUST 5629A standards
- As Built and Delivery documentation
- Audit services
- Documentation Configuration Management

➤ **Product Supply and Support**

International partnerships including OEMs from US and Europe underpin MITSO's ability to:

- Analyse customer requirements
- Assess the latest technology in a vendor independent environment
- Systems Design and Integration
- Deliver the best outcome for the customer
- Provide in country support for the product

RECENT PROJECTS FOR MITSO AND ASSOCIATES

- **Project:** *ANZAC Ship Communications*
Client: SAAB SYSTEMS AUSTRALIA
Task: Provision of design and installation of Link 16 Datalink capability to Adelaide Test Facility.
- **Project:** *ANZAC Ship Communications*
Client: RAN
Task: Systems design and installation of Link 16 Datalink capability to ANZAC Class ship for overseas deployment.
- **Project:** *Military Satellite Communications*
Client: RNZN
Task: Provision of design and installation of MILSATCOM capability in RNZN operation units.

- **Project:** *ESSM and Harpoon Missile Capability*
Client: RAN
Task: Provision of documentation, training analysis, and delivery for new missile capability.
- **Project:** *Fiji Air Traffic Control Towers*
Client: Airports Fiji Limited
Task: Provision of complete integrated airport control system for AFL including analysis of Towers requirements, relocation of approach control, simulation requirements, identification of equipment requirements.
- **Project:** *National air and Space Museum of Australia*
Client: Victorian Government
Task: Project implementation, initiation, development, design and business analysis, including display technology.
- **Project:** *Qantas Ground Handling*
Client: Qantas
Task: Development of total outsourced Ground Handling solutions for Adelaide, Darwin, and Alice Springs
- **Project:** *ANZAC Ship Communications*
Client: SAAB SYSTEMS AUSTRALIA
Task: Provide design and installation support for ship and shore establishment communications systems upgrades activities.
- **Project:** *Avionics Centre Establishment*
Client: ADI/HELITECH
Task: Analyse commercial opportunity, develop structure and solution, market, and implement a total avionics capability within the Queensland region.
- **Project:** *ANZAC Ship Communications*
Client: ANZAC ISS
Task: Provide design, engineering and technical upgrade support for all communications development for Anzac Class ships.

COMPANY APPOINTMENTS

Jim Hardie

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Managing Director

Jim Hardie completed 20 years service in the RAN as a Technical Communications specialist, and subsequently entered industry as a logistics analyst. Following several years' successful experience in a logistics he transitioned to In Service Support Management with responsibility for ensuring customer expectations were met and exceeded. During this period, he established a range of Through-life Support methodologies across the Company. After transitioning to Sales and Marketing he held several positions including, Senior and Junior account management roles. Before leaving to establish his own company Jim occupied a role as a Technical Business Development Executive, responsible for expanding an international and domestic marketing base for the company. In that role, he organized and directed domestic sales representatives and agents, developed new corporate goals and objectives, and expanded significantly the company's customer base. Technically oriented, and having direct experience with international military and government agencies. Direct program / contracts/ customer relations management and international/domestic field service support experience, Jim now directs a dynamic, focussed company within the communications regime.

Ian Hardie

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Technical Director - Operations

Ian Hardie has one of the broadest communications experience bases in the region, with 25 five years providing Communications course Analysis and Design, and instruction for military and civilian clients, 20 years operational experience as a Naval Communications Operation Specialist, 18 years configuration and management of RF Communications for Voice, Data and satellite mediums, and 15 years specialising in General Communications principles. Ian has provided network design support for the RAN ANZAC Ship communications upgrade project, provided development and training consultancy services for the RAN ANZAC Ship communications centre, and developed and delivered equipment specific training for Naval operators, maintainers, and Command Team for the ANZAC Ship Project. More recently he has developed LINK 11 Data Terminal Set (USQ-125) specific training on behalf of ADI for the FFG upgrade program, acted as Senior instructor for a Communications Upgrade Program for ADI and subsequently undertaken the role of Implementation Manager for a Communications Design and Upgrade Program at TENIX Victoria (\$25 Million) in addition to acting as Program Manager for a Link 16 development program with a value \$6 Million.

Ian possess a Certificate in Analysis and Design of Training Development, a Certificate in Vocational Instruction, an Advanced Certificate in Training Designer, Developer, and Instructor (Advanced Vocational Training Systems - RAN), and a Certificate in Naval Radio and Frequency Management.

Peter Allen

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Aviation Manager

Peter Allen is a graduate of Macquarie University and the Australian Administrative Staff College with post graduate studies in Applied Science, Training Design and Implementation, and Administrative studies. After in excess of 20 years in air traffic operational, administrative and training roles in the RAN and subsequently the RAAF, Peter moved into the Government Business Enterprise and Commercial sectors at Executive Management level, including institutions such as Civil Aviation Authority, National Air & Space Museum Project, Transfield, Australian Defence Industries, and Communications Design & Management (CDM). He has strategic planning and project management experience in major corporate environments coupled with business analysis and planning for new and existing enterprises in service and technical environments, including aviation, airport and aerospace initiatives.

Government experience has been in complex commercially oriented projects at Manager and Director levels.

John Dunn

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Chief Engineer

John Dunn is a qualified Electrical Engineer with a total of more than 30 years experience in engineering design and management activities within both the Department of Defence and Defence Industry. While in the Department, John participated in the development of system specification, design, installation and test for telephone, broadcast, intercom, navigation reference and sensor, external communications, electronic surveillance and weapons systems for ships, submarines, patrol vessels and support craft. John has transitioned this experience into the commercial environment where for the past 12 years he has been involved with the development and management of system designs for communications projects such as HF Modernisation, ANZAC Class Ships and AEW&C Aircraft. These activities have been achieved through employment with companies such as GEC Marconi, Telstra, Stanilite Electronics and as a contractor providing professional engineering services.

Max Harvey
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Senior Systems Engineer

Max Harvey holds a Bachelor of Electrical Engineering (London, Hons), and has a Master of Business Administration (Grad SCB Uni NSW). He had 25 years service with the RAN and retired as a Commander GLENWE. During his Naval Career he had 4.5 years at Hollandse Signaal Apparaten where he was in charge of the M22 Upgrade Contract from both the technical and contractual/financial aspects.

Since leaving the RAN he has worked for Krupp Atlas Elektronik (Aust) for 6 years where nearly 3 years of that was on secondment to KAE Bremen in Germany. He has considerable radar, sonar and networking experience from this time. He was responsible for the Vessel Transiting System (VTS) project for the Port of Melbourne and subsequent sales to numerous European harbors. This project also involved radio communication and central computer networking design options. He was responsible for the ANZAC Class Navigation Mil radar (9600M) design and development during this period.

On return to Australia, Mr. Harvey set up his own consulting firm, and has been consulting to Stanilite (ADI) among others since 1991. He assumed the detail design responsibility for the ANZAC Ship Communications Systems in 1992. He has been responsible for all design upgrades and enhancements up until the present time. He held the ADI DAC position for ANZAC Class Communication Systems from 1997-2002.

Mr. Harvey was responsible for the new communication system fit to the Hydrographic Ships (Leeuwin, Melville). This is a fully networked system, enabling control from outside the Comcentre. It is a major extension from the ANZAC system.

Mr. Harvey has just completed the successful design and integration of the new SITEP Antenna into a MILSATCOM upgrade for the ANZAC ships 05-10, together with the AN/USQ 125 upgrade.

COMPANY DETAILS

Details of company Bankers, Solicitors and Accountants can be provided on request.

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