



## Shawnee Starr



As CEO of TechWise, Shawnee is a respected mentor, visionary and leader who is responsible for TechWise worldwide. Shawnee co-founded TechWise in 1994 and has grown it to multiple locations in North America and in the Middle East. Her International experience has broadened her portfolio as she is well positioned for further global expansion.

*“Shawnee Huckstep is a perfect example of the ingenuity and innovation that small firms possess here in Colorado and the nation”* said Elton Ringsak, SBA’s Region VIII Administrator.

*“Shawnee is a determined and straight-forward business woman. She is a dynamo, with seemingly endless energy to put forth toward her company, employees, and customers. She is willing to think outside the box, implement strategy, and provide her customers with optimum solutions”* said Tom Bremer, Finance & Business Manager at Grumman and Owner, Thomas Bremer Consulting.

*“TechWise provided first-class quality staffing for mobilization support of Operation Iraqi Freedom and other mission around the world. Their team demonstrated excellent skill and professionalism with detailed preparation, continuous instructor training, client-focus, and broad-based knowledge, enabling our teams to be successful”* said Lieutenant Colonel Robert Conley II, US Army.

Shawnee’s leadership through the ups and downs of the economy has been paramount in the continued success of TechWise over the past 23 years. Shawnee found ways to leverage the firm’s excellent past performance in technology, training, and consulting into new growth areas. She has been able to provide innovation to many military training events by incorporating efficient ways to use technology throughout training exercises as well as helping customers evaluate their return on investment for the training. She has positioned her company as the best professional service company to have on the team to increase the performance level of not only the individuals but of the collective group. She leads teams that integrate training, technology, and process... to ultimately create capability within organizations.

The technology industry, Department of Defense Contracting, and the Middle East are heavily dominated by men, yet Shawnee has created a company that is not only tremendously successful in both worlds but, even more importantly, serves as an example to other small business owners.

Shawnee is or has been a member of the prestigious Colorado Thirty Group, Vistage, Young Presidents Organization, American Chamber of Commerce in Abu Dhabi, Colorado Springs Military Affairs Council, Colorado Springs Regional Business Alliance, and Air Force Association, and Association of the United States Army. She has served as a Board member on National Defense Industry Association, Colorado Springs Chamber of Commerce, Armed Services YMCA, and Women in Defense. She was instrumental in helping Colorado Springs stand up the Procurement Technical Assistance Center (PTAC) for Colorado.

She has led TechWise to achieve the following recent awards and recognition.

- SBA Colorado, Small Business Person of the Year
- Colorado Companies to Watch Award
- Colorado Springs Business Journal, Women of Influence Award
- ColoradoBiz - Dynamic Women, Top 100 Woman Owned Companies—Ranked 18
- Ernst and Young Entrepreneur of the Year Award, Finalist
- Regional Economic Development Corporation (EDC) – Excellence in Local Industry-Company to Watch Award
- Leadership Pikes Peak Signature Program, Graduate
- National Contract Management Association, Walter R. Graalman Award
- Forbes – The 100 Most Powerful Women Award
- Colorado Springs Business Journal, Dynamic Women Award - Top 25



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Shawnee encourages and sponsors employees to support the local communities where her employees live and work. Shawnee is also very active in the community and has a passion for education and leadership programs and has sponsored the following:

U.S. Chamber of Commerce – Hiring our  
Heroes Fellowship Program  
Mobile Telescope/Observatory System  
U.S. Department of Veterans Affairs - Office  
of Transition & Employment  
Go Code Colorado  
UCCS - Boots to Suits  
UCCS - National Security Competition  
Catamount Institute  
University of Colorado Foundation -  
Scholarship  
Broadmoor Elementary PTO, Fun Fit Bears  
Program  
Colorado Springs Conservatory - 16th Note  
Society  
Colorado Springs, Mayor's Cup- "Spirit of the  
Springs"  
Home Front Cares  
Koats for Kids  
Pikes Peak Library's LitSource Program  
USO

Colorado-Adopt-A-Highway Program  
El Paso County-Feed the Children  
Mountain Post Historical Association  
UAE-Spirit of the Union National Day  
The Yellow Ribbon Fund- for Injured Service  
Members  
TRI for the Cure-A Women's Triathlon  
U.S. Women's Open Golf Tournament  
Wounded Warriors  
Cell Phones for Soldiers Program  
Operation Give Hope Program  
Robotics Technology Consortium  
Sun Luis Valley Animal Welfare Society  
Army Ten-Miler  
Community Partnership for Child  
Development  
Red/White/Blue – Welcome Home Parade  
Southwest Autism Research & Resources  
Center  
Pikes Peak or Bust Rodeo  
TechWise Mentorship Program

On the personal side, Shawnee makes time each week to volunteer her time with children– focusing on programs that educate children and can help change their lives through improved education. She has also funded the inaugural scholarship fund for 10 students to attend the UCCS Foundation STEM Instructor Development degree program. She assisted with launching the Harrison School District 2 STEAM (Science, Technology, Engineering, ARTS, and Math) a new initiative to fund college scholarships for low income families in Colorado Springs for kids who want to pursue such careers.

### Curriculum Vitae

- 1994 Bachelor of Arts, Computer Science, Baylor University.
- 1994 Co-Founder of TechWise, specializing in custom software development.
- 2001 TechWise incorporated in Colorado as a professional technical training and technology consulting firm.
- 2002 Shawnee was honored by the Colorado Springs Business Journal as one of the Top 25 Dynamic Women in Business.
- 2004 TechWise received the 8(a) Small Disadvantaged Business (SDB) designation and expanded from Commercial Clients to delivering services through Government contracts.



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- 2005 TechWise invested heavily in a strong infrastructure for Government Contracts, focusing on business development, proposal development, establishing a Board of Advisors, and purchasing a Defense Contract Audit Agency (DCAA)-compliant accounting system.
- 2006 TechWise won four new Government Contracts: Battle Command Training Branch - providing Technical Instructors at Fort Carson and Fort Riley to train Soldiers on Military Systems; 508<sup>th</sup> Transportation School – augmenting the Transportation School at Fort Eustis, VA to support the convoy training Missions; Role Player and Linguist support at Pinon Canyon for the Army; and providing staff augmentation support for Southern Command for Human Rights analysis and training.
- 2007 Shawnee Huckstep received the 2007 Small Business Person of the Year award from the Colorado Small Business Administration. TechWise added six new Government Contracts while renewing all option years on the contracts won in 2006. TechWise began supporting the training missions at the JRTC; the Army's Future Combat Systems program by developing interactive multimedia for training on weapon systems; support to DISA in Denver and St. Louis for facilities engineering and program management to oversee the technical and facility needs for their facilities worldwide; Linguists and Role Player support to Fort Carson, CO; computer training to Soldiers and their dependents and retired personnel at the Army Community Services Center at Fort Carson, CO; and staff augmentation to Fort Knox for mobilization support. Shawnee successfully upgraded her and the Company Security Clearance Level to Top Secret. Shawnee was selected for The Inspiring AmbITion (emphasis on the IT) Project, a collaboration of four Colorado Universities organized through the Colorado Coalition for Gender and Information Technology (CCGIT).
- 2008 TechWise joined the prestigious War Fighter Focus Team, supporting the Military through a series of task orders to prepare our Soldiers. TechWise was awarded a prime contract at Fort Hood to provide theatre specific readiness training for the 120<sup>th</sup> Infantry Brigade. TechWise expanded Mission Support Activities by starting up another contract at Fort Benning, GA which employees an additional 30 employees and supports the US Army Infantry School. TechWise began supporting the US Air Force with multiple contracts with 21<sup>st</sup> and 50<sup>th</sup> Space Wings in Colorado Springs. Services range from Acquisition Support to Logistics.
- 2009 Shawnee Huckstep was nominated for the 2009 Entrepreneur of the Year by the American Business Defense and Advisory Council. Shawnee traveled with the Chamber of Commerce to represent Colorado on a trip to Washington D.C. TechWise continued to grow with the addition of a Prime Contract with Army Customer 4<sup>th</sup> Infantry Division at Fort Carson, CO; and Combat Aviation Brigade at Fort Fort Hood, TX, providing staff analyst support primarily in Logistics. TechWise experienced continued growth in volume and complexity of task orders supporting WarFighter Focus. The Company increased services offered the Air Force in Colorado Springs in the area of Facilities Management. Shawnee successfully gained the prestigious approval of an SBA 8(a) Mentor/Protégé Program for TechWise and L-3.
- 2010 Shawnee Huckstep joined the Chamber of Commerce Board of Directors. TechWise was awarded another Prime Contract win: The Fires Center of Excellence Contract at Fort Sill, OK. TechWise wins 2 subcontracts supporting Maneuver Support Center of Excellence in IED training and the Chemical Defense School. TechWise continued to provide Role Player Support to various Clients, and is assertively helping the Army on numerous transition contracts. Shawnee was featured in the December 2010 issue of the International Magazine, Military Technology. TechWise was named the "Company to Watch" by the EDC for 2010 and Shawnee and her team received this award in December congratulating her company.



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- 2011 As US government spending was decreasing, Shawnee designed a plan to expand her business in the Middle East where outsourcing these similar services was growing. She successfully leveraged strategic partners and relationships, and was able to assemble a team to begin execution of her first overseas contract in February of 2011. TechWise quickly expanded with 2 additional contracts.
- 2012 TechWise had a record breaking year in 2012. Shawnee leveraged their newest past performance in the Middle East to also expand in the US Market. She marketed TechWise capabilities to Department of Homeland Security and FEMA. Her focus was on developing programs involved with comprise and changing culture. She was brilliant at helping Customers understand their training gaps, and overall setting training management programs up for success.
- 2013 Shawnee focused on fully staffing a second headquarters in the Middle East. She became more involved in helping Academic, Civic, and Military customers in the Middle East as well as grew her US offerings into more diversifications as well. TechWise won the Prime Contract for Support Base Services, expanding into the Seattle area as well as the Troop Logistics School in Fort Carson, Colorado.
- 2014 TechWise was named a Colorado Companies to Watch winner. TechWise added three Department of Defense contracts focusing on Information Technology, Aviation, and Instruction to their US offerings, such as the Network Enterprise Center at Fort Irwin, Air Traffic Control Services at Fort Bliss, and Bradley Master Gunner Course Instruction at Fort Benning while the Middle East services continued to prosper. TechWise entered into 2 new contracts for continued support of the growing capability of the UAE military.
- 2015 TechWise was awarded a Support Base Services contract augmenting Garrison personnel with the mobilization, deployment, redeployment, and demobilization of Soldiers and Units at Fort Carson. TechWise was also re-awarded the National Training Center Network Enterprise Center contract at Fort Irwin to provide Tier II customer service and network monitoring support.
- 2016 TechWise won an additional contract in the UAE- supporting their elite members and focusing on improving performance. TechWise expanded into the United States Coast Guard, providing Air Traffic Control and Weather Observation Services at Cape Cod. TechWise also provided system programmers and translators for conversion of a US Army English-based simulation to an Arabic language-base constructive simulation.
- 2017 TechWise was awarded a contract to support strategic military exercises in Europe, and continued to diversity into the research and testing of driverless military vehicles. TechWise also invested heavily into Performance Innovation by analyzing our 23 years of experiences into smarter ways to help our clients learn. We created a Research and Development arm focusing on serious gaming and Virtual Reality. TechWise launched “Cyber Pro” as well as customized serious games for military customers.

TechWise has learned many lessons and our innovative approach is to take our lessons learned and continually apply them and get better. Shawnee feels that a major differentiation for TechWise is our passion to truly make a difference and help others become self-sustainable. TechWise is drawn to contracts where we make a difference in the safety and security of the people we support.



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Shawnee truly feels that what attracts top talent is to give them the opportunity to make a difference, voice opinions, be recognized and heard. Shawnee created the TechWise Mentorship Program to provide transition and job assistance services to Service Members retiring from the Military Community. Her intent is to provide one of the United States treasured resources, the American Service Member, with Life after the Military tools to prepare them to successfully enter the civilian sector. TechWise strives to assist Military Personnel with the employment search process, providing empathetic guidance, resources, and support during their transition. We have hired over 1000 retired military service members over the past 20 years and are delighted to see so many of them continue to prosper.