

DOUGLAS A. CHERRY

Brig. Gen., USA, Retired
CEO of Monterey Technologies, Inc.

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Doug Cherry is the Chief Executive Officer and a member of the Board of Directors for Monterey Technologies Inc. (MTI). Before assuming the position of CEO, Doug served briefly as MTI's Director of Engineering and Contract Services.



Prior to joining MTI full time on October 1, 2020, Doug was a career Army Officer retiring as a Brigadier General after 37-years of service in a combination of enlisted and commissioned time, active duty and reserve service. Doug split his time between operational assignments – including deployments – and Force Management assignments which included organizational, material, and training development.

Doug served as the Army's Tactical Wheeled Vehicle Requirements Staff Officer and Focused Logistics Branch Chief in the Army's G-3/5/7 at the Pentagon. In this assignment he was responsible for the requirements and development of such notable systems as the Up-armored HMMWV, the Joint Light Tactical Vehicle, Joint High-Speed Vessel and the Mine Resistant Ambush Protected (MRAP) Vehicle for which he was presented the prestigious Pace Award from the Secretary of the Army.

From 2012 to 2016, Doug was the Director of Force Management for the Army Reserve. In this role he was the primary Organizational Change Manager for the Army Reserve; a force of over 200,000 soldiers and civilians. He was responsible for the development and execution of Army Reserve manpower/force management policies, directives, and budgets. He integrated the Army Reserve into the Department of Defense planning, programming, and budgeting systems for resourcing, manning, equipping, modernization and life cycle management and stationing of assets. He represented the Chief, Army Reserve at critical forums such as Total Army Analysis, force/manpower feasibility reviews, Quadrennial Defense Reviews, and the Army Command Plan. He managed the full-time support program, the largest program in the Army Reserve at \$2.5B annually. Doug developed the design for the 195,000 Soldier force and led the team that developed and implemented a standard organizational design for command and control headquarters that created a more efficient organization while preserving resources for investment in critical operational forces.

In his final assignment, Doug commanded the 76th Division (Operational Response) with nearly 7,000 Soldiers and Civilians spread across the globe. In addition to his three brigades, ten battalions and 44-line companies, he also commanded 16 specialized units including our Nation's only Consequence Management Unit and the Army's 2nd Space Bn. He had oversight of the Army Reserve Elements in the Combatant Command and Defense Support Agencies to include US Special Operations Command and the Defense Logistics Agency. As the Commander of the 76th, he was also responsible for the

Emergency Preparedness Liaison Offices in all 10 FEMA regions and in every state. Throughout this assignment, he was dual-hatted as the Commander of Task Force 76 for US Army North with the mission to be prepared to respond to domestic disasters within 96-hours. His unit was activated as Task Force West to support our whole of nation response to the COVID-19 pandemic where he was responsible for the 12 states in the three western FEMA regions (less AK).

Doug has extensive organizational and material development experience and has successfully led military and civilian organizations from well established companies to start-ups.

DOUG CHERRY MEDIA ENGAGEMENTS

May 28, 2018 – Spoke during the Memorial Day Event at the Fort Douglas Cemetery. Also gave an interview with local TV news crew following the event.

March 28, 2020 – Was one of several VIPs including Washington Governor Jay Inslee, and Seattle Mayor Jenny Durkan, who spoke during an official press conference announcing the opening of the field hospital at CenturyLink Field. Numerous TV and print media outlets were present including the Seattle Times, Getty Images, [KING 5](#) and [KIRO 7](#).

April 10, 2020 - Conducted an interview with Dan Springer (Fox News) – Seattle, WA about the Field Hospital setup at CenturyLink Field and the hospital now closing.

April 21, 2020 – Conducted a radio media tour with six radio stations across the country, to discuss the Army Reserve role in the COVID-19 response (highlighting some success stories seen firsthand), as well as touching on the Army Reserve’s birthday being in April.

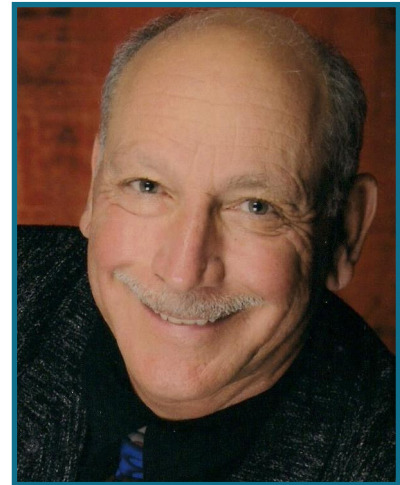
- [WTMJ-AM](#) – Milwaukee
- [KORE-FM](#) – Seattle
- [WBEV-AM](#) – Milwaukee
- [WLW-AM](#) – Cincinnati
- [KMOJ-FM](#) – Minneapolis
- [WIBC-FM](#) – Indianapolis

MICHAEL B COWEN PhD

Director of Human Factors Engineering

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Dr. Cowen serves as a Senior Human Systems Integration Professional of Monterey Technologies, Inc. (MTI) and Director of Human Factors Engineering. He has a Ph.D. in Cognitive Psychology, a MS in Industrial/Organizational Psychology and a BA (with honors) in Experimental Psychology.



Dr. Cowen is a former Naval Information Warfare Center (NIWC) employee working over 37 years at the Point Loma campus as a Human Factors Psychologist. Dr. Cowen was the human factors lead on many Naval Information Warfare Systems Command (NAVWAR) programs of records (PORs) including CANES, CND (computer network defense), NTCDL (Network Tactical Common Data Links), HAIPE (High Assurance Internet Protocol Encryptors), and a Human Factors consultant to GCCS, MTC2, and TDL (tactical data links) employing user centered design techniques as part of the POR system engineering process and has authored a NIWC-most-downloaded technical report describing user-centered design (UCD) as a NAVWAR best engineering practice. Dr. Cowen was a member of NIWC's Institutional Review Board for 11 years and is CITI (Collaborative Institutional Training Initiative) Certified.

Currently, with MTI, Dr. Cowen is the Lead Human Factors Engineer (HFE) on the following Navy projects: User-Center Design for Large Unmanned Surface Vehicles; Agile Core Services HFE Support; Navy Electronic Chart Display Information System; and the Joint Warning and Reporting Network User Interface.

KEY PUBLICATIONS

- 2015 SSC Pacific TR 2061: User-Center Design (UCD) Process Description. Lead developer and author of recommended system engineering element for SPAWAR PORs. (<http://www.dtic.mil/dtic/tr/fulltext/u2/a615926.pdf>)
- 2010 Key Human System Integration Plan elements for command & control acquisition. In Proceedings of the Command and Control Research & Technology Symposium, Santa Monica, CA, June, 2010.
- 2008 SSC Pacific Publication Award: "A Review of Team Collaboration Tools for Crisis Response in the Military and Government."
- 2002 Jerome H. Ely Award for single outstanding journal article published in Human Factors in 2001: "The use of 2-D and 3-D displays for shape understanding vs. relative position tasks."

KEY PUBLICATIONS (continued)

MTI Publications

- Cowen, M.B. (2021). Task-Centered Approaches to Human Interface Design. Video poster for the National Defense Industrial Association's 2021 Human Systems Digital Experience. (https://www.researchgate.net/publication/350641218_Task-Centered_Approaches_to_Human_Interface_Design; video: <https://www.ndia.org/events/2021/3/2/2021-human-systems-digital-experience/posters>).
- Cowen, M.B. & Williams, R. (2021). Is Human-On-the-Loop the Best C2 Architecture to Deliver Rapid Relevant Responses (R3)? Paper accepted for presentation at the 2021 Joint Air & Space Power Conference.

Also see: https://www.researchgate.net/profile/M_Cowen/contributions

TODD CLOUTIER

Director, Mission Management Systems

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Todd Cloutier has over 35 years of experience in military operations and planning. Serving as a US Navy submarine officer, he conducted several forward submarine deployments, including Operations NOBLE ANVIL, ALLIED FORCE, IRAQI FREEDOM, and ENDURING FREEDOM.



As a submarine squadron Operations Officer, Mr. Cloutier wrote over 50 operations and exercise orders, coordinating all services and support to prepare submarines for deployed operations, and to test new tactics and equipment. After 9/11, Mr. Cloutier developed new methods to prepare submarine crews for extremely shallow water and high traffic density operations, creating a standard adopted fleetwide. Hand picked to represent the US Navy, Mr. Cloutier was the first US submariner to successfully complete the International Submarine Command Course "Perisher Course".

As N5/Future Plans Officer for Abraham Lincoln Carrier Strike Group for two overseas deployments, he led all planning teams for dedicated and cyclic planning in three theaters of operation, again supporting OIF and OEF. Joining MTI in 2010, Mr. Cloutier translated his extensive mission management experience into the development of digital tools such as the Visualization, Planning, Execution, and Review (ViPER) suite of applications. ViPER and other mission tools are deployed with multiple nations' submarines and strike aircraft.

Mr. Cloutier leads MTI's teams in the design and development of new mission management solutions, addressing multi-domain mission management and other decision support capabilities.

KEY PUBLICATIONS

"Toward a Common Planning Picture", Annals of the Naval Fire Control Symposium, 2017.

DENNIS WIGHTMAN, PhD.

Senior Human Factors Engineers

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Dr. Wightman is an expert human factors engineer and aviation psychologist with expertise in the areas of aviation, flight training and simulation, human factors engineering, systems engineering, human performance, and ergonomics.



He holds a Ph. D. in Industrial Organizational Psychology and has vast experience in human factors and human performance both as a research psychologist and a human factors engineer.

Dr. Wightman began his Federal government career as a research psychologist in Orlando, Florida, with what is now the Naval Air Warfare Center, Training Systems Division (NAWC TSD). He rounded out his 30-year government career as the field unit chief of the Rotary Wing Aviation Research Unit of the Army Research Institute for Behavioral and Social Sciences at Fort Rucker, Alabama. In that role he managed a complex program of human performance, training and simulation research for U.S. Army Aviation.

Subsequent to his Federal service, Dr. Wightman has served in numerous roles as a human systems integration subject matter expert for a wide variety of organizations including the Department of Defense, Department of Homeland Security, and a major aerospace corporation. He has a wealth of experience in a human factors research and applications examples are:

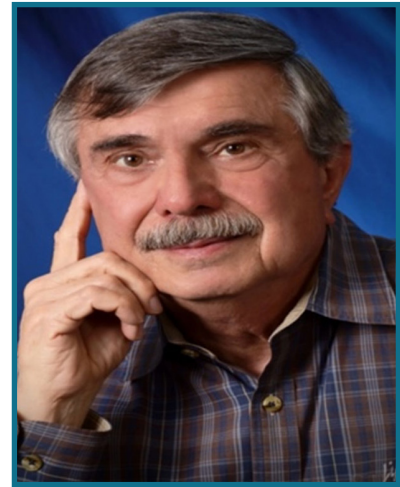
- Aviation psychology and aviation human factors experience encompassing flight training, aviator performance, and simulation design and applications.
- User interface and human systems requirements for wearable biometrics devices for U.S. Army intelligence.
- Visual and data analytics process for addressing worker injury causation at a major aerospace corporation.
- Participated in the development of a human factors design guide for ambulance patient compartments for the U. S. Department of Homeland Security.
- Hazard and risk assessment of shipboard systems for a US Navy shipbuilder.
- Usability assessment of a software tool for evaluating performance of transportation security officers at airport checkpoints.

ANTHONY CIAVARELLI

Senior Human Factors Engineers

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Dr. Anthony Ciavarelli has over fifty years' experience across a broad range of technical disciplines, including human factors engineering, military aircrew training development, human interactive system design, simulation training, and human performance evaluation. His expertise includes, instructional systems methodology, education and training effectiveness evaluation.



Dr. Ciavarelli's experience in human factors engineering and training system development was acquired in over twenty years working as a human factors engineer, and behavioral scientist in the Aerospace and National Defense industries. As a professor Applied Psychology, Dr. Ciavarelli taught classes in Scientific Methods, Statistics, Human Factors Engineering and Training Simulation. Dr. Ciavarelli is internationally recognized as a leader in the field of human performance measurement and organizational climate and safety culture assessment. He has held senior administration positions in industry, including the management of R&D product development, and as an appointed Academic Dean of university education.

Dr. Ciavarelli has served as a national and international expert on advisory committees, sponsored by the Department of the Navy, the National Academy of Sciences, Organization for Economic Cooperation and Development, Federal Aviation Agency, the Department of Energy, and the National Academy of Sciences.

SELECTED TECHNICAL SKILLS

- Systems Analysis – system requirements and advanced conceptual design
- Operational Mission and User Task Analysis
- Human – machine interaction and crew communication analysis
- Training Requirements Analysis, and
- Human Performance Measurement and Training Effectiveness Evaluation
- Survey Development and Validation
- Experimental Design and Statistical Analysis
- Organizational climate and safety culture assessment