

CANDIDATE INFORMATION

Name	Shannon Stammersky
Title	Director, U.S. Sales and Marketing
Organization	Nammo Defense Systems
Organization Type	Large Business
Address	
Email	
Phone	

CANDIDATE STATEMENTS

Explain how your background, training, experience and/or personal qualities support your candidacy to assume a governance position on the Executive Committee. Provide resume as a separate attachment.	My career spans over 20 years across military service and the defense industry, providing a unique perspective on both operational requirements and the realities of industrial execution. As a former U.S. Army officer, I developed a foundation in leadership, logistics, and operational planning within complex, resource-constrained environments. My experience at the Defense Logistics Agency, U.S. Army North, and the Army Office of Business Transformation provided direct exposure to how policy, planning, and supply chains converge to support operational readiness. From a personal standpoint, I bring a collaborative leadership style focused on what our military needs to fight and win. I commissioned nearly 100 officers, many of whom are still serving, in addition to having my niece on Active Duty as a SSG in the U.S. Army. I care deeply about their needs and am committed to providing who we send in harm's way with the absolute best. My military background instilled a team-first mindset and an ability to operate effectively under pressure, while my industry experience has refined my ability to build consensus across organizations with differing priorities. I am comfortable engaging at both the strategic and execution levels and believe that effective board leadership requires both perspectives.
--	---

What do you see as the most significant challenge(s) facing the business type you will represent and how would you propose to address those challenges if elected?

The most significant challenge facing large businesses in the energetics sector today is the disconnect between increasing demand and the ability to build and sustain industrial capacity at scale. While demand signals have grown in urgency and volume, the underlying industrial base remains constrained by supplier depth, regulatory complexity, workforce shortages, and long lead times for critical materials. At the same time, inconsistent or short-term demand signals make it difficult for companies to justify the sustained capital investment required to expand safely and responsibly.

Industry is expected to scale rapidly but lacks the predictability and coordination necessary to do so efficiently. Addressing this challenge requires a collaborative, multi-layered approach. I believe NAC is already leading these efforts, but as a member of an organization that serves as a prime and as a critical subcomponent provider, I can help with additional perspectives.

First, alignment between government and industry must be strengthened through more predictable, multi-year demand signals. This enables companies to invest in infrastructure, workforce development, and supply chain resilience with confidence.

Second, the supplier base must be expanded and diversified. Many of the most critical constraints exist at the second- and third-tier levels. NAC can play a key role in identifying gaps, integrating non-traditional suppliers, and fostering collaboration that reduces single points of failure.

Third, the transition from development to production must be accelerated. Too often, promising technologies stall between demonstration and scalable manufacturing. Sharing best practices in production, qualification, and scale-up across the Consortium can significantly reduce this gap.

In my own experience, production scale-up success depends on early and continuous collaboration between technical, manufacturing, and customer stakeholders.

Please describe the importance of the NAC to your organization and provide a synopsis of the participation in NAC/DOTC since becoming a member (e.g., number of proposal submissions, awards, industry days and membership meeting attended).

For my organization, NAC serves as both a strategic platform for engagement and a catalyst for transitioning capabilities into executable programs. Through NAC, we have been able to collaborate with government, prime contractors, and non-traditional partners in ways that would be difficult to replicate independently. This has allowed us to align our technical capabilities with emerging requirements while contributing to broader industrial base resilience.

My organization has actively participated in NAC initiatives across our business units both here in the U.S., but also from Sweden and Norway. We have been awarded contracts for 7.62mm Reduced Range and 7.62mm One-Way Luminescent Tracer programs which have now transitioned either to production at Lake City or for LRIP via Cornerstone. We also supported the USMC with .50 cal lightweight polymer via both DOTC and NEST. Most significantly we supported the M1128 program via a DOTC contract that enabled the scale-up of key energetics components to production levels. This contract was awarded prior to the events in the Ukraine but was then critical to artillery programs in the U.S.

We also submitted for numerous others and have been placed in the basket for future consideration. For most OTA submissions, I served as the key author or "editor" of the submissions. Additionally, we participate as a supplier to General Dynamics on extended range artillery programs to advance long-range capability development. With a \$200M internal investment in Nammo Perry (Florida) for a new rocket motor facility, we will be able to expand our ability to serve as propellant experts for the U.S on many more programs.

We are also regular participants in NAC events and forums such as the collaboration days and the Munitions Executive Summit. We have competed for multiple additional OTA opportunities within the Consortium and have actively advocated for the inclusion of non-traditional suppliers, helping to broaden and strengthen the industrial base.

I view NAC as an essential mechanism for connecting innovation with execution, and for fostering the partnerships necessary to address the challenges facing the energetics sector. As a board member, I would be committed to supporting NAC's role as a collaborative platform that drives both capability and capacity across the industry.

WILLINGNESS TO SERVE CERTIFICATION

Signature

A handwritten signature in black ink, appearing to be 'JH' followed by a stylized flourish.

Date

07/10/2026

SHANNON STAMBERSKY

Retired U.S. Army Lieutenant Colonel | Defense Executive | Defense Industrial Base Leader
Director, U.S. Sales & Marketing | Nammo Defense Systems

EXECUTIVE PROFILE

Retired U.S. Army Lieutenant Colonel and senior defense industry executive with more than 25 years of leadership spanning military operations, tactical and strategic logistics, capability development, government engagement, and the defense industrial base. Proven record building trusted partnerships across the Department of War, Congress, allied governments, prime contractors, academia, and industry to strengthen national security and deliver capability to the Warfighter. Recognized for collaborative leadership, consensus building, and aligning diverse stakeholders around common strategic objectives. Brings a servant leadership philosophy and deep commitment to advancing the U.S. ammunition industrial base through teamwork, innovation, and responsible stewardship.

EXECUTIVE LEADERSHIP

- More than 25 years leading military organizations, defense programs, and strategic industry initiatives.
- Retired U.S. Army Lieutenant Colonel with Pentagon, operational, logistics, executive leadership, and academic command experience.
- Trusted relationship builder across government, industry, allied nations, and academia.
- Extensive experience collaborating with Army senior leaders, Joint organizations, acquisition professionals, program offices, prime contractors, and international defense partners.
- Known for building consensus among diverse stakeholders to achieve shared mission objectives.
- Passionate advocate for strengthening the U.S. and allied ammunition industrial base.

PROFESSIONAL EXPERIENCE

NAMMO DEFENSE SYSTEMS | Director, U.S. Sales & Marketing | 2020–Present

- Provide leadership for U.S. strategic engagement supporting artillery, shoulder-fired systems, UAS payloads, small/medium caliber ammunition and modernization initiatives.
- Lead cross-functional collaboration between engineering, manufacturing, business development, operations, and executive leadership to align industrial capabilities with national defense priorities.
- Represent Nammo throughout the defense enterprise, collaborating with Department of War organizations, prime contractors, allied governments, industry associations, and strategic partners.
- Support long-term industrial base planning by aligning customer requirements, production capacity, technology development, and strategic partnerships.
- Represent the company at international conferences, technical forums, industry working groups, and senior leader engagements to include U.S. members of Congress.

Representative Contributions

- Supported scale-up of M1128 Base Bleed production through successful DOTC proposal development supporting increased energetics manufacturing capacity.

- Led cross-functional teams responsible for identifying, coordinating, and authoring OTA proposals supporting Army and USMC modernization priorities.
- Strengthened strategic partnerships across government and industry that enhanced collaboration, visibility of emerging requirements, and long-term positioning.

UNITED STATES ARMY | Lieutenant Colonel | 1999–2019

U.S. Army North – Executive Officer / Chief of Plans and Operations

Selected to establish and lead an 800-person organization supporting homeland defense missions. Developed organizational structure, operational processes, accountability systems, and cross-functional coordination that sustained readiness above 95 percent.

Defense Logistics Agency – Strategic Distribution Officer

Directed strategic logistics and global distribution operations supporting joint military missions while leading continuous improvement initiatives resulting in more than \$30 million in cost avoidance.

UCLA ROTC – Professor and Chair of Military Science / Program Director

Commanded officer development across multiple universities, building partnerships with civilian leadership, community organizations, and international military counterparts while elevating the program into the Army's top ten percent.

Army Office of Business Transformation – Business Initiative Coordinator

Connected Army leadership with innovative industry partners and small businesses to identify capability solutions, improve business processes, and strengthen collaboration across the defense enterprise.

SELECTED LEADERSHIP ACHIEVEMENTS

- Ranked #1 or 'Best Qualified' in eight of the final Army officer evaluations.
- Recognized by the Secretary of the Army and the UCLA Chancellor for exceptional leadership and performance under pressure.
- Established and led an 800-person organization supporting critical national missions.
- Delivered more than \$30 million in cost avoidance through logistics optimization and strategic process improvements.
- Built enduring partnerships with the Joint Staff, State Department, allied governments, academia, and industry supporting sensitive operational initiatives.
- Frequently selected for high-visibility assignments requiring strategic leadership, collaboration, and organizational transformation.

INDUSTRY LEADERSHIP & COLLABORATION

- Extensive engagement with the U.S. defense industrial base supporting modernization, production expansion, and strategic collaboration.
- Regular collaboration with Army acquisition organizations, ammunition stakeholders, prime contractors, allied industry, and international partners.
- Frequent participant in defense conferences, industry forums, technical exchanges, and customer engagements focused on advancing warfighter capability.
- Committed to fostering collaboration across government and industry to strengthen long-term readiness and industrial resilience.

EXECUTIVE QUALIFICATIONS

Strategic Leadership • Military Leadership • Executive Governance • Coalition Building • Government & Industry Relations • Defense Industrial Base • Ammunition & Energetics • Organizational Development • Executive Communications • Cross-Functional Leadership • Strategic Planning • Team Building

EDUCATION

Master of Arts, Security Studies (Western Hemisphere), Naval Postgraduate School

Bachelor of Arts, Public Health, University of Richmond

Harvard Business School Online, Disruptive Strategy & Financial Accounting

LEADERSHIP PHILOSOPHY

Leadership is built on trust, collaboration, and service. Throughout my Army and industry careers, I have focused on bringing organizations together around shared objectives, developing high-performing teams, and strengthening partnerships that improve readiness, capability, and long-term success. I believe the most effective leaders listen first, build teams, and enable others to succeed while keeping the mission and the Warfighter at the center of every decision.