



KANSAS CITY
NSC
National Security Campus
managed by **Honeywell FM&T**

THE KANSAS CITY NATIONAL SECURITY CAMPUS

COMMUNITY IMPACT REPORT

FY25



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A LETTER from the PRESIDENT

Dear Community Members,

The Kansas City National Security Campus (KCNSC) has proudly served as a corporate partner to the communities of Kansas City and Albuquerque for several decades.

Over the past ten years, we invested more than \$10 million directly into community initiatives. Furthermore, our employees contributed more than 90,000 hours of their time during that same period, demonstrating true commitment to the communities where they live and work. In total, through the combination of time, talent and treasure, the KCNSC has contributed \$15.24 million to the community over the past decade.

Looking ahead to the next five years, we plan to build on this momentum. We firmly believe that providing our employees with opportunities to volunteer in the community translates to increased retention and engagement at work. In 2025, we reached an all-time high of 23,682 volunteer hours and hope to grow that number in the next few years.

Every KCNSC employee is encouraged to support causes that are important to them. Volunteering our time to organizations that help others is part of our DNA, and we empower our employees to engage in the community by offering them up to 40 hours of paid volunteer time each year.

The 2025 Community Impact Report highlights the scope of our efforts in the community, including the repair of 18 homes for senior citizens and veterans during Christmas in October, and fully staffing all volunteer shifts at Harvesters during KCNSC's takeover event.

A particular heartwarming story this year was the innovative engineering solution our employees developed for Tortellini, an injured sea turtle at the Kansas City Zoo. Using advanced manufacturing techniques, our engineers designed and built a specially fitted harness to help Tortellini swim normally and regain the ability to dive for food. Due to an injury, Tortellini suffers from a condition known as "Bubble Butt" that causes buoyancy issues, making it impossible to swim and submerge naturally. Moments after being fitted with the custom designed harness, Tortellini swam to the bottom of her enclosure and promptly took a nap; a feat previously impossible for her to achieve without wedging herself beneath a rock structure to keep her submerged.

We are grateful for the partnerships we have built with so many wonderful organizations in Kansas City and Albuquerque, and thankful to the thousands of willing volunteers that work within our organization. KCNSC is deeply committed to supporting our communities for years to come, and we're proud to share our 2025 accomplishments in this report.



HARVESTERS' TAKEOVER DAY

KCNSC wanted to step up in a big way this past year to help Harvesters combat the rising number of families who are impacted by food insecurity. In partnership with Honeywell Federal Solutions, Harvesters was granted an additional \$100,000 to help them meet the needs of Kansas Citians across the metro.

Furthermore, KCNSC's employees came out to support our inaugural Harvesters' Takeover Event, a dedicated initiative to combat local food insecurity. This powerful event united over 200 passionate volunteers from the KCNSC workforce, committed to filling all the volunteer shifts in a day. For 12 straight hours, KCNSC employees flowed in and out of Harvesters, helping to further the vital mission of inspiring hope within affected families.

As Jackie Richardson, Director of Program Management Office, said, "To me, Harvesters means knowing that no one in my community must face hunger alone. It reflects the power of compassion and how communities can come together to care for one another."

Harvesters is one of KCNSC's most substantial volunteer partnerships and the imperative for support is greater now than ever. "KCNSC has shown through dedicated service that they care," said Elizabeth Keever, Harvesters' Chief Resource Officer. "Increased funding strengthens our program at every level, but the employees at KCNSC are just as impactful. Over the course of a year, we have more than 1,200 of them coming out to join us in our work. That kind of assistance in the factory is invaluable to the fight."

CONFIDENCE IN MOTION

KCNSC MINDDRIVE Pilot



With support from the Kansas City National Security Campus, MINDDRIVE launched a three-week professional development pilot to intentionally integrate career readiness into STEMM programming.

For many students, the series marked their first exposure to formal professional development. Across three sessions, students built resumes, explored scholarship opportunities and practiced interview skills, receiving real-time feedback from KCNSC professionals who volunteered their time and expertise.

Keshia Washington DeBose, a KCNSC Learning Business Partner, mentored students on how to clearly communicate their experiences and aspirations. For DeBose, the experience reinforced the importance of representation, encouragement and creating spaces where students feel supported.

“Witnessing students’ growth as they articulate their skills and aspirations — and seeing their confidence build — is incredibly rewarding,” she said. “It reinforces how critical mentorship is in helping students navigate their future career paths.”

That growth was especially evident for one student, Lena. On the first day, she declined to speak during group activities and mock networking conversations. Over the course of the series, with encouragement from KCNSC volunteers and MINDDRIVE staff, Lena began to engage. By the final session, she delivered a confident and thoughtful mock interview that illustrated the power of consistent mentorship.

“You could feel the shift,” said Amanda Hill, KCNSC Community Relations Specialist. “By the final session, she was communicating her story with pride. That kind of transformation is what our volunteers help make possible.”

For MINDDRIVE, the pilot reinforced its mission to connect hands-on learning with real-world application. By partnering with KCNSC, students gained not only skills, but relationships that helped them see themselves as confident professionals in the making.

“When industry, education and student learning come together, that’s where real impact happens,” said Oz Qureshi, MINDDRIVE chief program officer.



Dave Switzer, KCNSC employee, mentoring student during MINDDRIVE event.

TORTELLINI'S TRIUMPH



A tale of innovation and compassion

If you visit the Kansas City Zoo, make sure to head to its Aquarium and look for a very special sea turtle named Tortellini. You can't miss her! She's the only sea turtle at the zoo who has a specially made harness attached to her shell. This ingenious harness was developed through the curiosity and dedication of a team of engineers and scientists at KCNSC, in partnership with the zoo.

Tortellini has a condition called Positive Buoyancy Syndrome, more colorfully known as "bubble butt syndrome." This condition likely stemmed from an injury to her shell and spine caused by a boat propeller strike. Due to her injury, her gastrointestinal tract develops gas bubbles, throwing off her buoyancy. This prevents her from swimming normally and limits her ability to submerge, making it impossible for her to survive in the wild.

Holly Weber, a KCNSC Principal R&D Scientist, noticed Tortellini during a visit to the zoo and was inspired after reading an NPR article about another sea turtle with bubble butt whose life was improved through a custom-designed weighted harness. As a devoted animal lover and with a daughter who is a zookeeper, Holly was inspired to contact her colleague at KCNSC, Senior Fellow and Chief Scientist Dan Bowen. Along with other KCNSC staff, they conceived an idea to significantly improve Tortellini's quality of life.

"At KCNSC, we're dedicated to solving some of the world's most complex problems, though we often can't discuss our work with family and friends," Dan shared. "When Holly and I spoke, I realized — we can do this. And we get to demonstrate to our loved ones how our skills and talents can contribute to a truly wonderful cause."

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—Dan Bowen, Senior Fellow and Chief Scientist, KCNSC

"Plus, Tortellini is absolutely adorable! How could we not want to help her when we knew KCNSC had the capability?" Holly added with a smile.

Tortellini arrived at the zoo Aug. 6, 2023, from the Clearwater Marine Aquarium rehab facility. Tamara Arndt, Animal Care Team Lead at the zoo, noted that Tortellini was an immediate fit. "When I saw Tortellini, it was love at first sight," Tamara recounted. "I've cared for and loved many turtles in my career, but none immediately captured my heart quite like Tortellini."

While Tortellini has adapted to her buoyancy issues, her condition previously prevented her from living the fulfilling life she deserves. For example, when she needed to sleep, she was forced to wedge herself under a rock ledge to stay submerged. The zoo had previously attempted to address Tortellini's buoyancy with other weighted harnesses, but she hadn't adapted to them and would scratch them off. They also tried unsuccessfully to adhere weights directly to her shell.

Back at KCNSC, Holly reached out to Neiko Levenhagen, Lead R&D Scientist, for his expertise and insights in polymer additive manufacturing (AM). Neiko assembled an AM team, including Senior Mechanical Engineer Peter Roth, to create Tortellini's custom harness.

This project involved many intricate technical considerations. Tortellini's care team wanted the harness to be easily removable without touching her injury site, yet still allow her to scratch the injured part of her shell. Additionally, they needed a harness that wouldn't snag on her exhibit or other animals, could withstand the harsh saltwater environment and would accommodate her growth. Given that a sea turtle can grow up to 4 feet in diameter, weigh more than 300 pounds, and live for up to 70 years, flexibility in design was paramount.

The design team collaborated closely, testing various materials and designs. They even created a 3D-printed model of her shell to test their prototypes.

“I’d never 3D-scanned a living creature before,” Peter remarked. “We ended up using 3D-scanning software on our phones to avoid applying anything directly to Tortellini, ensuring she experienced no stress during the process.”

The 3D scan was then imported into a computer-aided design (CAD) program. Peter used the CAD program to input the 3D-printed shell, then digitally created a block harness by digitally subtracting materials until it fit Tortellini’s profile. After numerous brainstorming sessions, the team utilized multi-jet fusion technology, where powder is loaded into a 3D-printing machine, building the harness layer by intricate layer.

On Dec. 5, 2025, the KCNSC team brought the finished harness to the zoo to test their design and see Tortellini’s reaction to their efforts.

Neiko was given the honor of personally placing the harness on Tortellini. The zoo staff carefully moved her back into the water, and the team waited with bated breath. “I think all of our hearts were racing,” Neiko recalled. “Tortellini had rejected harnesses and weighted systems before, and we were nervous to see what she thought of her new KCNSC gear.”

Those initial fears quickly transformed into high-fives and hugs. Tortellini immediately took to her harness. Soon after it was attached, she swam gracefully to the bottom of the tank and to everyone’s amazement, immediately took a nap. When the team inquired about what was happening, the zoo staff explained that this was the first time she had ever been able to swim to the bottom and sleep effortlessly, just like other sea turtles. She was finally able to fully relax.

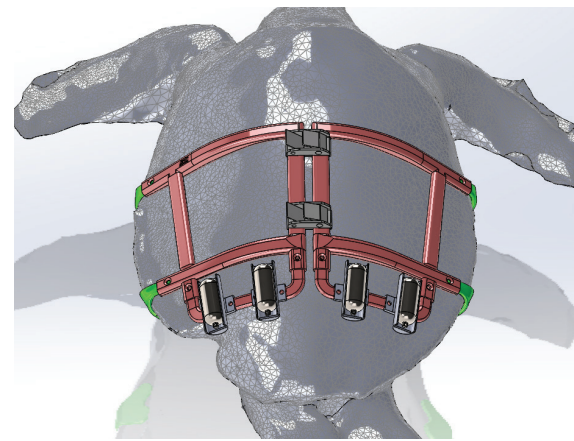
The KCNSC team is now working on minor adjustments to ensure the harness functions perfectly long-term and is committed to assisting with future modifications as Tortellini continues to grow.

Tortellini has truly captured the hearts of everyone at KCNSC. This remarkable endeavor involved multiple departments, a dedicated team of nine, and more than 15 individuals from various other areas of the business.

Tortellini’s 3D-printed shell and a prototype of her harness will be gifted to the zoo, allowing docents to teach visitors about the innovative harness and let them see it up close.

Holly hopes this project will inspire the next generation. “The 3D-printed model will spark a lot of curiosity,” she said. “Our engineering team innovated together to create something that will profoundly improve Tortellini’s life. The hope is that it will also pique interest in STEM careers for the young visitors at the zoo.”

In the meantime, Tortellini should prepare herself for the many KCNSC employees who will come to visit her, eager to share with the next generation of STEM learners in their own homes: “We did that.”



JUNIOR ACHIEVEMENT OF GREATER KANSAS CITY AND 3DE



The 3DE case studies are instrumental in fostering future leadership qualities and building essential confidence for confronting life's challenges."

– Tim Schalm, Director of Strategic Sourcing, KCNSC

KCNSC's unwavering commitment to Junior Achievement of Greater Kansas City (JA) goes back many years. Hundreds of KCNSC volunteers have made their way to JA BizTown and helped elementary and middle school students learn essential skills through the immersive experience. This year, our Integrated Supply Chain employees jumped at the opportunity to work a case as part of their new Three-Dimensional Education (3DE) program. The program provides business and volunteers a deep level of engagement, collaboration and partnership with high school students. The core objectives of the innovative program are to cultivate critical thinkers by equipping students with invaluable real-world guidance, practical knowledge and compelling case studies designed for problem-solving. Graduates of the JA program emerge standing tall, imbued with the self-assurance necessary to confidently navigate their future. Students consistently report significant gains in financial literacy, presentation skills and public speaking abilities.

"The 3DE case studies are instrumental in fostering future leadership qualities and building essential confidence for confronting life's challenges," said Tim Schalm, KCNSC Director of Strategic Sourcing and Junior Achievement Board Member. "When you combine that with our invested and engaged volunteers, the cumulative impact on these students is immeasurable and profoundly valuable."

KCNSC was proud to be the recipient of Junior Achievement's 2025 Corporate Changemaker Award.

TEACHER EXTERNSHIP



Every summer, the Kansas City National Security Campus (KCNSC) hosts a teacher externship program for educators in the Grandview School District. This four-day program provides invaluable insights into careers in manufacturing and hands-on experiences, enabling teachers to bring real-world relevance to their students and classrooms. Participants gain a solid understanding of the diverse roles at KCNSC, which helps teachers connect their curriculum directly to real-world job opportunities.

This comprehensive program is crucial for inspiring students about a future in manufacturing or other industries, effectively bridging classroom lessons with actual career paths. Teachers are led through dynamic, hands-on sessions that explore skills training, instructional design, roundtable learnings from employees across KCNSC and a deep dive into augmented reality and virtual reality. Teachers also learn industry-standard best practices that they can directly apply in their classrooms.

John Murray, KCNSC Chief Financial Officer said, "I had the pleasure of sitting on a panel during the externship, and I was seriously impressed with the teachers. They were so engaged and asked such great questions. They're clearly excited to share these experiences with their students!"

INVENTION CONVENTION

In 2025, the Linda Hall Library's (LHL) fifth-annual Kansas City Invention Convention (KCIC) captivated 450 students from 28 schools who showcased their originality and groundbreaking innovations. The KCNSC stands as the proud, premier sponsor of this event. Our dedicated KCNSC workforce demonstrated unwavering support for each student, whether through energizing encouragement, expert guidance, serving as ambassadors or meticulously scoring their inventive projects as judges.

Students invest months perfecting their concepts, evolving initial mock-ups into high-fidelity models that allow the users to more fully experience the impact of their innovation, all while vying for cash prizes and the opportunity to advance to national and global competitions.

"We have a regional investment where we are cultivating an environment that values creativity, innovation and research," said John Jungk, KCNSC Senior Engineer Fellow and LHL Business Council Board Member. "These efforts may help KCNSC through inspired future workers and will make the USA more competitively globally as these young inventors will be the engine of innovation that will maintain the U.S. advantage in technology development and adoption."

Our sustained commitment to KCIC continues to instill a profound sense of purpose in our volunteers and is transforming students into dynamic, engaged changemakers and innovators.



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– John Jungk, Senior Engineer Fellow, KCNSC and Linda Hall Library Business Council Board Member

RIO GRANDE COMMUNITY FARM

This past year, volunteering really took off at the Rio Grande Community Farm in Albuquerque, New Mexico. The New Mexico Operations (NMO) team supported multiple volunteer opportunities, including working in the farm's greenhouse, completing a composter build, cleaning up wild field edges and winterizing garden beds. In addition, volunteers were treated to a deep dive into all their questions related to home gardening. These opportunities not only supported this environmental community partner, but they also provided important team building and educational opportunities for the NMO team.

Configuration Management Analyst Edward Francis said, "As a novice gardener, this volunteer event provided the invaluable opportunity to acquire knowledge not only of the historical significance of farming in the Albuquerque region, but also the practical techniques for an aspiring 'backyard' gardener."



BRIDGING THE GAP



KCNSC is proud to partner with Bridging the Gap to advance environmental stewardship and conservation efforts throughout the Kansas City region. KCNSC employees regularly participate in tree planting events and habitat restoration projects, helping to expand the urban tree canopy, restore native landscapes and protect vital green spaces. Planting trees contributes directly to healthier ecosystems and a more resilient community.

“At KCNSC, we prioritize LEED-certified construction, green building standards, and other best-in-class industry practices that minimize environmental impact and promote long-term sustainability,” said Weston White, KCNSC Director of Infrastructure and Facilities. “These principles closely align with Bridging the Gap’s mission to connect people to nature, protect critical green spaces, and create a healthier environment for the Kansas City community.”

Looking ahead, KCNSC is excited to continue growing this partnership and expand volunteer opportunities with Bridging the Gap, creating even more hands-on environmental events for employees to support conservation efforts across the region.



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HABITAT FOR HUMANITY



At the same time the Kansas City teams were volunteering at Christmas in October, the NMO teams helped homeowners in Albuquerque. NMO employees volunteered with Greater Albuquerque Habitat for Humanity on a local home-repair project. The team worked hard on a deep clean of an overgrown yard that had become too overwhelming for the homeowner to manage. They battled brush, trimmed tree limbs, hauled debris and leveled the gravel. They meticulously replaced migrating landscape pavers and cleared every trace of weeds from the fence lines. When they were finished, the yard was neat and tidy, and ready for the homeowner to enjoy once again.

Senior Software Engineer, Ally Goodman-Janow was one of the employees who spent several hours focusing on the yard of an area homeowner. She said, “Houses are so much more than just a building. They are safe spaces and reflect a person’s well-being. Cleaning up the yard was probably a huge weight off the homeowner’s shoulders.”



CHRISTMAS IN OCTOBER 2025

A Year-Round Commitment to Community

Christmas in October is one of KCNSC's largest volunteer events, bringing together more than 600 employees, retirees and partners to help seniors and veterans make critical home repairs. While the event takes place over a single day, the preparation and commitment behind it span months.

From kickoff in April through final walkthroughs, House Captains lead the planning, coordination and execution for each home. These employee leaders balance their professional responsibilities with a sustained commitment to service, dedicating personal time to ensure volunteers and homeowners are supported.

"Being a House Captain is a big commitment," said Tanner Gilliland, KCNSC House Captain, "but knowing you're creating a safe, meaningful experience for volunteers — and a real difference for a homeowner — makes it worth it."

Homeowners are central to the process. Each project is built on trust, with House Captains meeting multiple times with residents to listen, adapt plans and ensure repairs support long-term safety and stability.

"They treated me like a partner from the beginning," said Christa Robinson, one of the homeowners chosen by KCNSC. "They explained everything and made sure I felt comfortable throughout the entire process. We feel blessed."

Community partnerships further strengthened the event, including continued collaboration with Youth Volunteer Corps and the Bridging The Gap, expanding volunteer capacity and reinforcing the collective nature of service.

This year also marked the integration of KCNSC's Retiree Ambassador program. Retirees supported planning, inspections and on-site leadership, offering experience and continuity while continuing to live KCNSC's values.

"Retiring didn't change how much I care about this work," said Brad Hughes, KCNSC Retiree Ambassador. "Being part of Christmas in October is a powerful way to give back and continue a tradition I proudly served for more than 45 years."

The success of Christmas in October 2025 is reflected not only in the homes repaired, but in the leadership, trust and shared responsibility that make lasting community impact possible — long before event day and long after it ends.

“Christmas in October truly highlights KCNSC’s commitment to the community. This yearlong effort unites partners, employees, leadership, retirees and youth for a day that is all about helping our neighbors live their lives with dignity and pride.”

– Anne Einig, Senior Community Relations Manager, KCNSC

“

I love working for a company that supports me being engaged with our community.”

– Brandy White, Inspector Electrical-Mechanical Physical Test, KCNSC

