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Project eLMS:
Consolidating DoW for Efficiency and Mission Readiness

Sarah Nather // DoW CIO

Agenda

- The Defense Comprehensive Review (DCR) & the Case for Enterprise Learning Management System (eLMS)
- Digital Core in Action – Enterprise LMS Use Case
- DoW eLMS Delivered at Light Speed
- Accelerating the Path to DoW eLMS
- Q&A

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The DCR & the Case for Enterprise LMS

DCR IMPERATIVE: Reduce duplication, consolidate capabilities, and modernize enterprise systems to deliver faster decisions, lower cost, and stronger readiness.

TODAY: FRAGMENTED & COSTLY

31 DUPLICATIVE LMS AND LMS–LIKE SYSTEMS

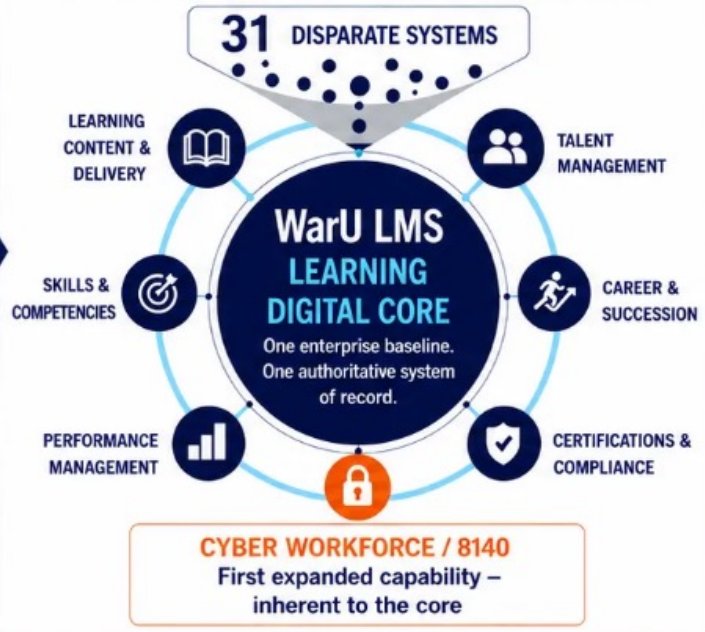
$659M FYDP Spend

CYBER WORKFORCE DATA / REPORTING BURDEN

- **14K+** Records Manually Validated
- **175K+** Overall Records & Growing
- **3–4** Months to Manually Collect

THE SOLUTION: UNIFY & RATIONALIZE

Rationalize 31 systems into one enterprise digital core.



CYBER WORKFORCE / 8140
First expanded capability – inherent to the core

FUTURE: DCR OUTCOMES

REDUCED DUPLICATION
Eliminate overlap and rationalize systems

UNIFIED TRAINING RECORD + LOWER DECISION CYCLE TIME
One authoritative record drives faster, more confident decisions

TOTAL FORCE REPORTING + READINESS VISIBILITY
Unified training and cyber workforce reporting across the Total Force

LOWER COST, RISK, AND CYBER BURDEN
Reduce spend, risk, and data/reporting burden

DRIVING OPTIMIZED PORTFOLIO

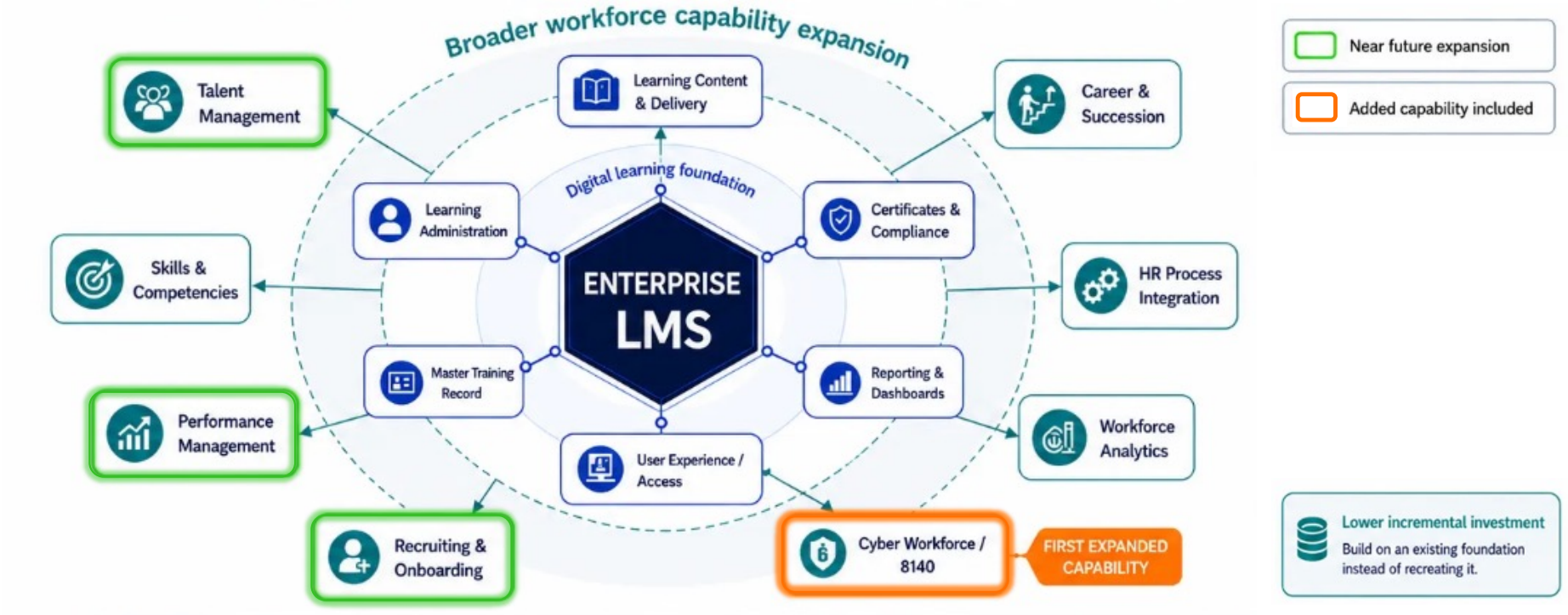
DCR DRIVES RATIONALIZATION THROUGH THE LEARNING DIGITAL CORE – WARU LMS (CORNERSTONE) IDENTIFIED AS THE DOW ENTERPRISE CAPABILITY FOR THE LEARNING DIGITAL CORE.

Digital Core in Action: Enterprise LMS

A core investment that can expand into broader workforce capabilities over time

MISSION & WORKFORCE OUTCOMES ENABLED

- Faster delivery
- Less duplication
- Better workforce visibility
- Lower cyber risk
- More buying power



Start with one Enterprise LMS foundation — then expand into broader talent, workforce, and HR capabilities using the same platform, data, security, and integrations.

DoW eLMS Delivered at Light Speed

120 DAYS FROM COMMITMENT TO DECISION

TIGER TEAM EXECUTED IN 60 DAYS

INHERENT CYBER MODULE BUILT IN
Faster cyber compliance and visibility.

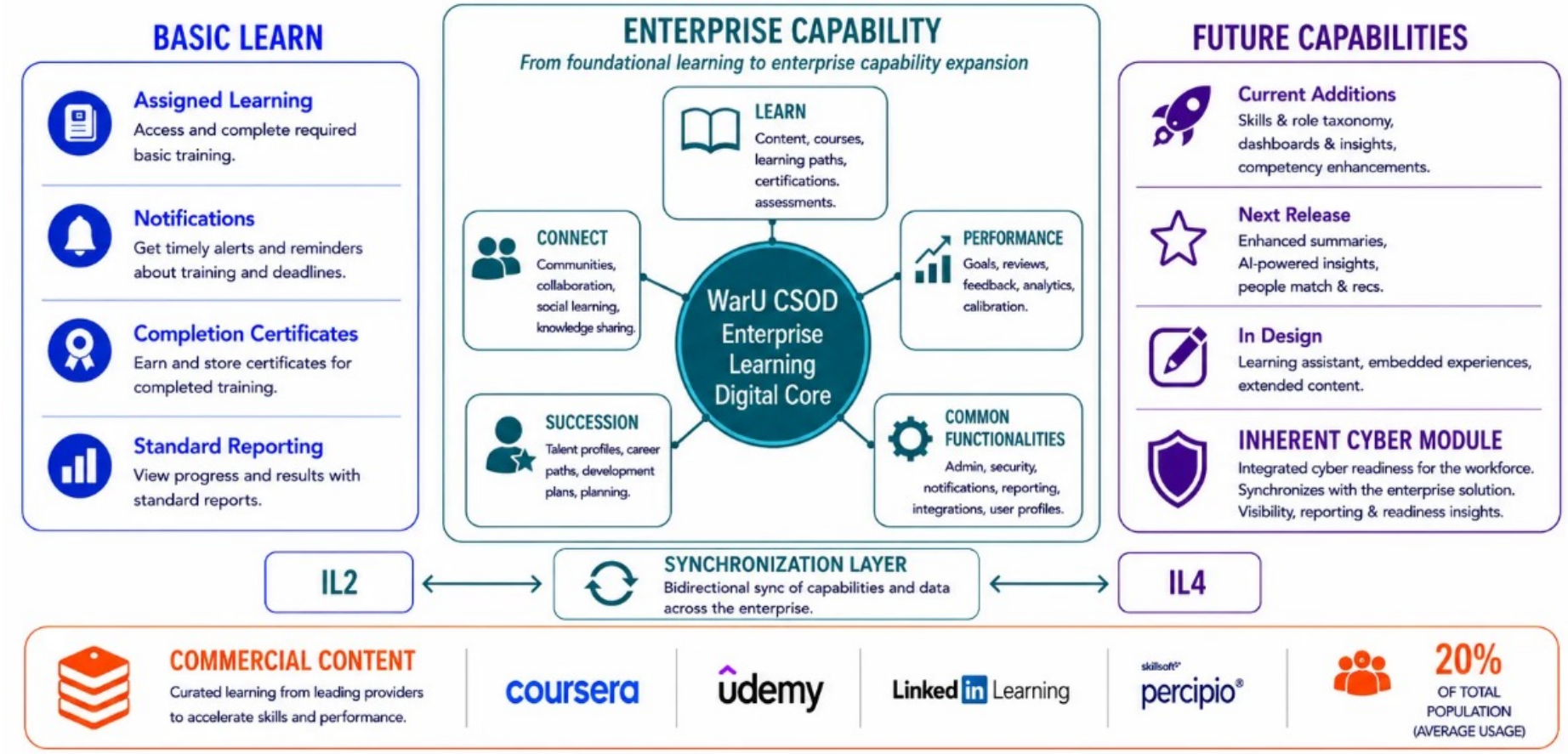
MARCH 2026	MAY 27, 2026	JUNE 1, 2026	JUNE 17, 2026	JUNE 26, 2026	JULY 2026
COMMITMENT	**JOINT TIGER TEAM MEMO** Joint DoW CIO + P&R	**TIGER TEAM KICKOFF**	**REQUIREMENTS AGREED**	**ACCELERATED PATH IDENTIFIED** Path to accelerate implementation	**DoW UNIFIED DECISION** WarU CSOD baseline Inherent cyber module



RESULTS

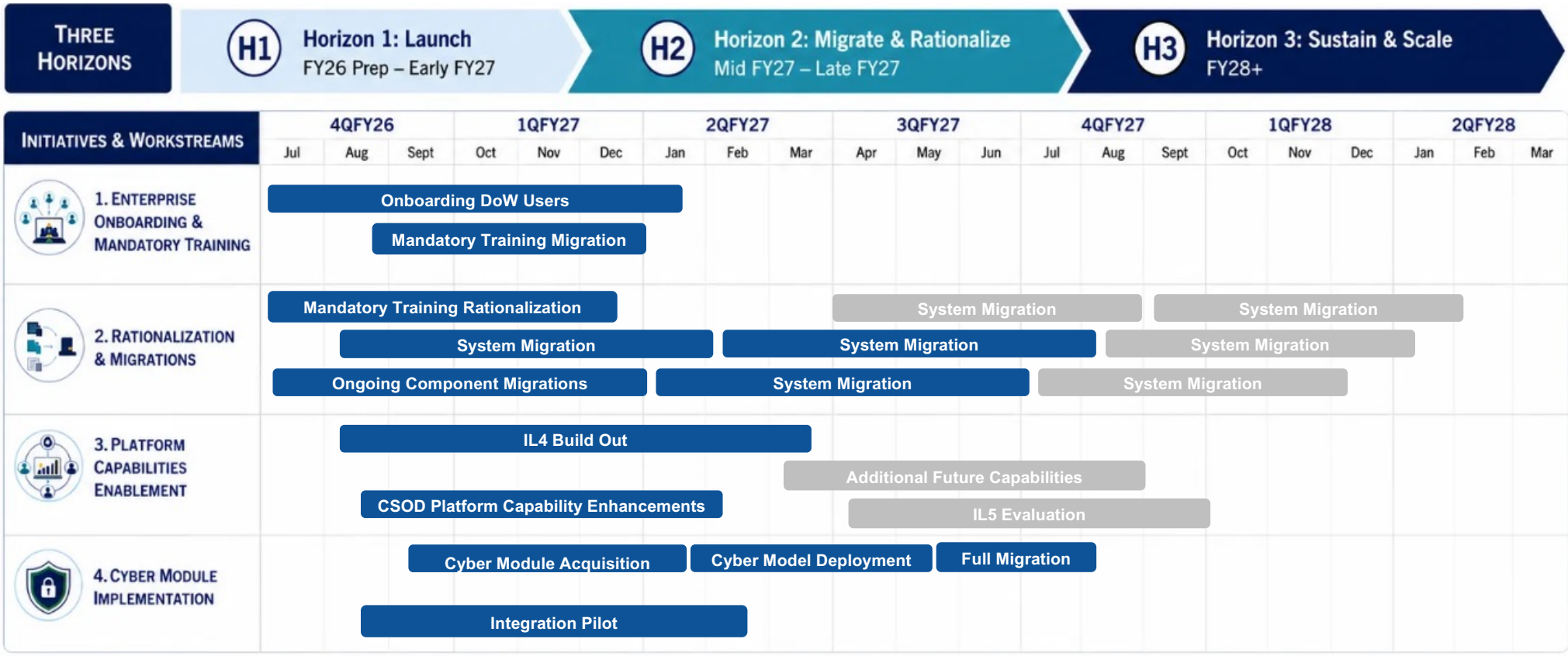
- **INHERENT CYBER MODULE BUILT IN**
- **31 → 1** One enterprise solution
- **FY29 → FY27** 2 years faster
- **$790M** FY27 savings
- **$1.1B** FYDP savings
- **FASTER REPORTING** Real-time visibility

DoW eLMS Capabilities Overview



Accelerating the Path to DoW eLMS

Accelerate execution. Rationalize at scale. Deliver the DoW Learning Digital Core.



Questions?

