

Shift the Conversation: *Creating a Culture of Respect in the Workplace*

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Northern Virginia Chamber of Commerce



Bill Weber sets and drives the strategy and growth for the corporation. With more than 25 years of technology and leadership experience across the public and private sectors, he is recognized for building and maturing technology and solutions-based organizations while balancing evolving customer needs.

Bill joined KeyW from XLA, a technology firm, which supports the federal government in areas of national security and diplomacy, where he served as president and chief operating officer. Prior to XLA, he served as president of Kaseman, a professional services firm supporting the U.S. government in nation building and foreign policy assistance. Before that, he was senior vice president at GTSI Corporation, a technology provider to the U.S. government. At GTSI Corporation, Bill launched and developed a professional services business, which accounted for one quarter of the company's revenue and one third of its profit. He has also held senior executive positions, each focused on generating new solutions and growth.



Marion Ruzicki oversees human resources, recruiting and corporate communications. Marion joined KeyW from Novetta, a leading advanced analytics company, where she ensured Novetta provided "hire-to-retain" opportunities for employees and oversaw all aspects of the employment experience—from recruiting to benefits, career development and company culture.

Earlier in her career, Marion was a consultant for businesses specializing in staffing in the federal and commercial sectors. She streamlined human resources processes, implemented effective recruiting strategies and promoted company culture. Previously, she was director of Recruitment at ManTech International, where she replaced a traditional recruiting model with an integrated team talent acquisition and management approach, and developed her employee care model with a focus on retention.

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