

# AT-A-GLANCE



## HEADS UP TECHNOLOGIES



We are a technology partner to the innovators in aviation. We team with our clients to achieve the vision of a better experience for both pilots and passengers. Our culture of ingenuity and a desire to say yes, is backed by our decades of know-how and breakthrough achievements in cockpit safety, lighting systems, and CMS/IFE.

## Our Core Solutions



**Cabin Lighting Systems**

Traditional LED Lighting  
Next Generation LED Lighting  
UHD LED Lighting System



**Cabin Management & In-Flight Entertainment**

CMS Switches and Components  
IFE Components  
Fiber Backbone



**Flight Deck Safety**

LED Exterior Lighting  
Crash Survivable Data Recorders  
XMWX Satellite Weather

## Capabilities

Our products are designed and manufactured at our Texas facility, giving us unparalleled end-to-end control of the entire value stream. Our expertise includes analog and digital electronic design, simulation, mechanical and system engineering, 3D modeling, thermal analysis, software development, system engineering, and industrial design.

Our products are compliant with RTCA DO-160, DO-178 and DO-254. Our dedicated Highly Accelerated Life Testing (HALT) capabilities ensure mature product reliability for guaranteed performance. We hold numerous STC's, PMA's and operate FAA approved manufacturing and repair facilities.

## Key Client Partnerships

American Airlines 

**BOMBARDIER**



**Cessna**  
A Textron Company

 **Collins Aerospace**

 **EMBRAER**

**Gulfstream**

**Honeywell**

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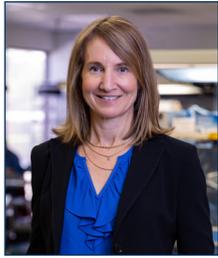
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Rev 07.2023

# MEET OUR TEAM



## Renée Rump CEO

As CEO Renée brings diverse multi-industry expertise in leading the vision and strategic direction of the company, and maximizing efficiency while controlling costs, leveraging data to drive intelligent business decisions, and building high-performance operations based on a culture of teamwork.

Renée holds a Bachelor of Science in Financial Management from Purdue University and an MBA in Technology Management from the University of Utah. Renée has over 10+ years experience working as a CFO, and over 23 years experience in financial systems. Prior to joining Heads Up, Renée was CEO & CFO of Circuitronics, an electrical manufacturing firm, for 4 years, and CFO of two additional companies. She also worked for the International Olympic Committee for 9 years in Finance Systems and Operations, and was a volunteer for the Special Olympics for 4 years.

Renée is the wife of a retired Air Force Officer. She has moved over 19 times, lived in 13 different states and a foreign country, and now currently resides in the Dallas/Fort Worth area.



## Scott Sweet VP of Sales & Marketing

As Vice President of Sales and Marketing, Scott brings over 20 years of aviation-specific experience in developing product road maps, forming and managing strategic OEM customer relationships, developing sales and promotional strategies, to drive revenue growth in highly successful companies. Scott collaborates with the other senior leaders to promote an empowered and innovative organizational culture.

Scott earned a Bachelor of Business Administration from Marion University in Fond du Lac, Wisconsin. He was formerly Vice President of Sales and Marketing at Aerosonic Corporation based in Clearwater, Florida. Prior to Aerosonic, he was Market Development Director for Inmarsat, a global leader in satellite connectivity. Scott began his aviation sales and marketing career with EMTEQ, Inc., which was ultimately acquired by BE Aerospace.

Scott is married and the father of 2 children. He enjoys baseball and getting outside to exercise.



## Bob Higgins VP of Operations

As Vice President of Operations, Bob is responsible for manufacturing, materials handling, procurement facilities, and equipment. His main goal is to satisfy our customers with on time delivery with zero defects through our data driven process improvement.

Prior to joining Heads up, Bob was Vice President of Operations for Aerosonic. Prior to that, he served for over 15 years at Emerson Automation Solutions in various leadership roles through Director of Operations.

Bob received his Bachelor of Science in Mechanical Engineering from the University of Iowa, and his MBA with a focus on Logistics, Materials, and Supply Chain Management from Washington University in St. Louis, Missouri.