



S&K "GROUP SPIRIT"

SUMMER 2013

Propulsion

Launching a new office at
Tinker Air Force Base

THE BUSINESS OF
FEDERAL CONTRACTING

WOMEN WARRIORS

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MEET THE BOARD OF
DIRECTORS

Letter from the Chief Executive Officer

Tom Acevedo

As I pondered on a topic for this issue of the newsletter, the recurring thought that kept coming to mind was the recent public revelation of the federal government's program of capturing the metadata of American citizens. This activity has been done under the auspicious USA PATRIOT Act of 2011. Now, get ready for the actual name of the Act; it is: "Uniting (and) Strengthening America (by) Providing Appropriate Tools Required (to) Intercept (and) Obstruct Terrorism Act of 2011. Now that is a mouthful; no wonder the word Patriot is used daily when referring to the Act.

As we all know it was passed immediately after the September 11, 2001, attacks. Section 215 of the Act has been used as the authority to collect metadata on American citizens and others. Given the actual name of the Act, we as the public should not be at all surprised that, as enacted, the Act has very broad sweeping powers.

My family and I were certainly directly impacted by the September 11th attacks. At that time my son was working on Wall Street. His apartment was located directly behind the Deutsche Bank building which took a substantial hit when the Twin Towers collapsed after being struck by the hijacked airplanes. My son's apartment had all of the windows blown out and substantial debris fell in and around the apartment building. His car was also totaled by the debris.

On the morning of the attacks he was on the street with a colleague walking to the trading floor at the Exchange. The two of them witnessed the airplanes as they flew overhead and hit the Twin Towers. Fortunately, both of them were able to get out of the city that day.

I flew that morning out of Hartford, Connecticut to Washington, DC. I remember it was a beautiful sunny Tuesday morning. Along with the attacks in New York

City, the Pentagon was struck also by a hijacked airplane. After the attack, the city of Washington, DC was virtually shutdown. I was fortunate enough to take the train back to Connecticut the next day. I vividly recall seeing the smoking ruins as we approached New York City from the west side.

In the face of such catastrophic attacks on the citizens of our most important cities, action had to be taken. Now here we are several years later dealing with actions of our federal government in the name of preventing additional terrorist attacks on US citizens through the use of Section 215 of the Patriot Act. We are confronted with the conundrum of protecting ourselves from potential terrorist attacks at the expense of our civil liberties as defined by the Fourth Amendment in the Bill of Rights.

The Fourth Amendment protects us from unreasonable search and seizures. This provision was drafted by Thomas Jefferson for the Virginia Declaration of Rights and then rewritten by James Madison for inclusion in the Bill of Rights to the United States Constitution. These two are a couple of stellar individuals who were part of the founding fathers.

The question for citizens of the United States is whether the collection of metadata on us, whose purpose is to ostensibly protect us from future terrorist acts, is acceptable to achieve those ends.



Jason Acevedo, son of S&K CEO Tom Acevedo, was nearby the World Trade Center on September 11, 2001.



A Little Free Time

In May, a group of S&K Technologies, LLC and S&K Global Solutions, LLC employees spent seven days in Tel Aviv, Israel supporting the Israeli Air Force In Country Review. The annual trip brings the employees face to face in meetings with their Israeli Air Force customers to address F-15 aircraft Technical Order concerns and aircraft maintenance topics that are associated with S&K contracts.

In the photo, S&K employees, along with civilian employees and Israeli Air Force personnel, visited the Bahai Gardens in Haifa during a little time off.

Propelling into Tinker

S&K Global Solutions launched a new office in Oklahoma City, Oklahoma and is the newest contractor to support the U.S. Air Force at Tinker Air Force Base. The company was recently awarded the Tinker Advisory and Assistance Services Contract II (TAASC) vehicle. The TAASC contract vehicle is a multiple-award contract whereby S&K will perform acquisition and sustainment support for three Air Logistic Complexes. One is located at Tinker Air Force Base in OKC and the other two are at Hill AFB in Utah and Warner Robins AFB in Georgia.

S&K Global Solutions will be competing for individual task orders, or projects, that support many phases of acquisition or sustainment of Air Force systems. There are many areas where S&K Global Solutions will provide expertise.

One of the company's first task orders is with the Engine Component Improvement Program. S&K Global Solutions provides advisory and assistance services to help execute projects with the Directorate of Propulsion's portfolio of airplane engines.

The new office opened in January, 2013, in the Tinker Business and Industrial Park building complex adjacent to Tinker AFB. The site features not only office space but conference rooms and fitness facilities. Overseeing the contract and new office is LeRoy "Roy" Callender, Sr. Program Manager.

Roy retired from the Air Force in 1998 after 20 years of service at Tinker AFB. His work included overseeing and developing businesses and products which supported the Air Force on various aircraft platforms—KC-135, B-52, C-130, and B-1. Roy also held an Acquisition Program Manager position with the B-1 System Program Office providing acquisition and sustainment support prior to taking his current position with S&K.

"I have found coming to S&K is like putting on a pair of your favorite jeans," says Roy. "The fit is just right. I am very familiar with the customer base and how things operate here at Tinker and within the Air Force. My background and experience has put me in a great place to support S&K as we grow our presence here."

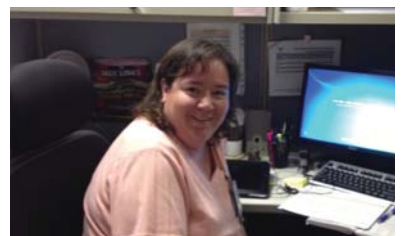
Bringing a unique pedigree to the Oklahoma Region, S&K Global Solutions is at the front door and at the table with many of the largest OEMs. The opportunity landscape is remarkable with five military facilities located in Oklahoma; Altus AFB, Fort Sill, McAlester Army Ammunition Plant, Tinker AFB, and Vance AFB. Other government agencies located in Oklahoma include the Defense Logistics Agency-Oklahoma City and the Federal Aviation Administration's Mike Monroney Aeronautical Center.

Doing business with S&K Global Solutions is extremely attractive to the Department of Defense and other government agencies. Not only is the company a Tribally Owned, 8(a) certified small business, but they have enormous reach back capability within the S&K family. This level of stability means they are uniquely suited to provide a full range of services to this vast customer base.

"I intend to utilize the TAASC contract as our base while exploring other opportunities to grow our footprint here in Oklahoma," said Roy. "This provides stability, past performance, and name recognition as we stand up contracts within Tinker AFB and the other Oklahoma government facilities."

There is also an abundance of Tribal enterprises in Oklahoma, and the SBA's Regional Administrator for the South Central Region has taken an interest in supporting these communities. She has made it her mission to actively campaign at the five Oklahoma military facilities for products and services with an emphasis on providing opportunity to local Tribal companies.

Currently, the TAASC contract has six S&K Global Solutions employment positions. This number continues to grow as new tasks are awarded. The employees have a wealth of expertise in Program Management, Financial Management, Logistics, and Engineering. Their backgrounds are varied and are both government civilian and military. All of the employees work on-site at Tinker AFB supporting the customer working and alongside their government civilian counterparts.



Employee photos (top to bottom): Roy Callender, Sr Program Manager; Jim Cloud, Journeyman Program Analyst; Diane Schultz, Sr Budget/Financial Analyst; Kartik Saha, Sr. Program Manager; Kelley Crook, Journeyman Program Analyst; and Tom Newsome, Journeyman Program Analyst.

LEADERSHIP feature

The S&K BOARD OF DIRECTORS

This article begins a series of five articles featuring the members of the S&K Board of Directors. First, here is a little background information about the Board and its responsibilities.

The S&K Board of Directors is comprised of five members with a term of four years. Positions on the board are advertised, usually through the Tribe's Char-Koosta newspaper. To be eligible, one must be a member of the Confederated Salish and Kootenai Tribes and reside on the Flathead Reservation. Applicants are interviewed by Tribal Council, which consists of shareholders, during the designated tribal council meeting.

The board meets once per month, usually the first Friday of the month, unless there is a quarterly tribal council meeting scheduled. Then the meeting is postponed until the following Friday, or a date more suitable for all board members to attend. The board of directors serves as an advisory board to the CEO for the management of S&K Technologies, Inc., as a whole. Their contribution is based on their professional experience. The board is responsible for keeping the shareholder apprised of the current state of affairs for S&K Technologies, Inc.

CHAD COTTET, CHAIRMAN

Chad Cottet joined the S&K Technologies, Inc. Board of Directors in March, 2009. He was in the process of considering several board positions in the region where he could share his expertise and give back to the tribal business community. "With S&K, I could contribute immediately," said Chad. "Not only am I part of a dynamic company which benefits the tribe, but I continue to gain valuable experience that helps me grow as a leader."

Chad is employed at DRS Technologies in the Domestic Solutions Division and is currently Sr. Operations Manager. He manages the help desk, field deployment, and technical staff in addition to being team lead on proposals, Program Management Officer, and the office executive customer contact.

His experience and education started in technical disciplines (MCSE, CCNA, A+, N+) and moved into management and oversight (PMP, ITIL, CMMI). "The progression has been extremely valuable for me," said Chad, "I've been able to see processes go from start to finish, including having the ability to add value from an oversight prospective when not involved directly with an effort."

As a board member, Chad has worked most to achieve consistency and open communications. "As a board, we are entrusted with overview and approval of high level policies," said Chad. "We oversee the business direction of the corporation, deliver on the expectations of the shareholder (the Tribal Council on behalf of the membership of the Confederated Salish and Kootenai Tribes), and arguably the most important role of the board is communicating with and overall relationship with the CEO. It's the ability of the board and to look at and improve on these area's every day that will ensure S&K's growth and viability into the future."

"I frequently get asked what S&K actually does," he said. "I tell them they 'manage programs.' What I mean by that is, because of the staff and leadership they have the ability to perform on any job



from moving dirt to maintaining computers at NASA. Although the jobs are completely different the approach is the same; hire good people, go above and beyond to complete the work, and understand that customer service will bring that customer back."

What stands out about S&K is that the company "has positively affected the Tribal community by affording the opportunity for careers on and off of the reservation, scholarships awarded to tribal students, and social and economic good through the dividend provided by S&K," he said.

Chad and his family have lived in Polson for the last four years. He was born and raised in Montana and enjoys the outdoors and pretty much all sports. "I do a lot more watching than playing anymore," he laughs.

"I couldn't be more proud of the work accomplished by the exceptional employees at each of the S&K families of companies. The effort you make each and every day affects lives."

S&K Legal Council begins new work



Pat Smith began representing Confederated Salish and Kootenai owned businesses in 1985, and became general counsel for S&K Technologies, Inc. in 2004. Pat was recently appointed to the Northwest Power and Conservation Council at the request of the Governor of Montana. His term will correspond with that of the Governor, usually four years, and if reelected could be eight years. The four northwest states of Washington, Oregon, Idaho and Montana each have two representatives on the Northwest Power and Conservation Council.

The Northwest Power and Conservation Council's principal task is to, every five years, prepare an electric power and conservation plan for the Pacific Northwest and adopt a Fish and Wildlife Program to restore fish and wildlife impacted by the Northwest hydroelectric system. In addition, Pat is also the Governor's designate on the U.S. Sovereign Review Team which is working on possible changes to the Columbia River Treaty between the U.S. and Canada.

"It's been a great honor to be general counsel to S&K," said Pat. "In my new job, I will re-engage on regional fish and energy issues that I first cut my teeth on when I was a young, in-house attorney with the Salish and Kootenai. The Salish and Kootenai are also nationally respected for their fish and wildlife expertise, and they will assume ownership and management of Kerr Dam in 2015, one of the largest hydroelectric dams in Montana. I look forward to working with the Salish and Kootenai in my new capacity."

Communication Upgrade

The Communications Group of S&K Global Solutions just completed another successful communication system installation for a customer in Missoula, Montana.

Watkins Shepard, a large shipping and trucking company, sought to update their existing infrastructure. With offices and service areas across the country, their need is great for fast and reliable communications.

As with many projects, the Communications Group did an initial network assessment of the existing Mitel system, which was at end of life. The system was then upgraded to a network that supports VoIP communications. They deployed a Mitel 3300 voice over IP solution to 78 users and two buildings. Still to come, they will be deploying the Unified Communication Express desktop application.



Senior Telecommunications Programmer Dave Mortensen and sub-contractor Thomas Fogarty inspect the data closet during an installation of new communications equipment at a Watkins Shepard office.

Watkins Shepard's goal is to have all of their sites networked on the Mitel system via a high tech service called Multiprotocol Label Switching (MPLS) which will alleviate long distance calls site-to-site. MPLS directs data from network node to node based on short path labels rather than long network addresses. This reduces complex lookups and results in substantial cost savings.

Professional Award



At a recent meeting of American Society for Testing and Materials (ASTM) International in Indianapolis, Indiana, Joe Ritchey, Senior Program Manager for the Moab Technical Assistance Contract team received the Woodland Shockley Memorial Award. This award is granted to a person of recognized distinction in the work of Committee D-18 on Soil and Rock.

Ritchey was presented the award for his leadership role in developing standards for on-site characterization, particularly groundwater, and for his other contributions to the committee over the past 25 years. He also received a special service award for being subcommittee chair on Symposia for 6 years.

Joe was named the Sr. Program Manager when the original Moab Technical Assistance contract was awarded in June 2007. He is responsible for overall management of the contract scope.

Taking every step

BD... RFI... RFP... PWS...

Have you ever heard a colleague throwing these acronyms around and wondered what in the heck they were talking about? Well, this alphabet soup of letters is part of the lengthy progression of activities that leads to new work for S&K employees.

What your colleague is babbling about is how S&K bids for work opportunities from the federal government; by writing a proposal. The proposal is the final “pitch” for new work, and is only part of the giant effort our Business Developers take to market ourselves to the government. To really understand why and how proposals are created, we need to go back further in the business development (BD) and Government Procurement Process.

S&K’s Business Developers are constantly on the hunt for government customers with funded requirements that meet our qualifications. They find these opportunities through a number of avenues; by monitoring government opportunity database websites, such as Federal Business Opportunities (FBO) and GovWin; reviewing existing contracts that will be up for renewal within the next 1-5 years; and through leads provided by current S&K employees who interface with customers regularly and are in perhaps the best position of all to know when there may be upcoming work that an S&K company can do.

The government often requests market surveys or Requests for Information (RFI). Responding to a RFI is similar to writing a mini-proposal, and the results are quite often used to determine whether these capabilities exist among small businesses or even 8(a) Certified small businesses.

Once an opportunity is targeted, S&K Business Developers do as much pre-marketing of the company as possible before the RFI is released. This confirms our dedication and determination for the opportunity.

Supporting them throughout the process is the Corporate Development Group (CDG). The CDG supports BD activities by assisting with research, keeping running records of upcoming opportunities, facilitating get-to-know-you events or activities for meeting potential customers or potential teammates such as tradeshow or one-on-one meetings, marketing, and providing support throughout the development of RFI responses and proposals.

Writing a proposal is the culmination of the BD process. It is where all the information gathering, coordination with potential teammates, and often months of planning come together into a focused product that S&K will deliver to the government. Here’s a little more about what it takes to put one together.

Getting Organized

First, the government agency releases a Request for Proposal (RFP) which outlines all of the requirements for the project and for proposal submission. Typically, there is a 30 day deadline for responding. Sometimes for complex projects, the government provides Draft RFP (dRFP) documents a week or even months in advance, affording S&K additional time to refine the proposal as closely as possible to the requirements. The goal is to provide the most compelling case for S&K’s capabilities.

Employee of the Quarter - S&K Global Solutions



Brenda Treend, Administrative Support Specialist, provides administrative support to the U.S. Air Force Life Cycle Management Center and is the recipient of the S&K Global Solutions Employee of the Quarter Award for Summer, 2013.

Brenda is a superb ambassador for S&K Global Solutions and always delivers her 100% best to ensure that our customer is well-prepared and organized in all aspects of their five-country support of the F-15 Major Weapons System. She performed excellent administrative support to the Chief of F-15 Logistics, particularly in assisting with an international and protocol-sensitive In-Kingdom logistics review with senior military members of the Royal Saudi Air Force. Brenda was lauded by the Royal Saudi Air Force F-15 Weapons System Support Team Chief, Col Atyah J. Al-Atyah, for her superb administrative support during the 2012 RSAF/USAF Logistics Management Review held in Warner Robins, GA. She recently stayed for 12 hours on a Friday to complete some last-minute package edits for the Logistics Chief before the USAF manager left on international travel to Saudi Arabia. Brenda is also an excellent example for younger S&K employees in the Mission Support Services contract.

The pertinacious business of acquiring federal contracts

Crunch Time

The RFP has been released and now the clock is ticking. There is a lot of work to be done in a very short amount of time. To work effectively, the proposal team prepares a calendar which includes all work assignments and due dates. Each member of the team—which may include BD/CDG personnel, program managers and technical personnel—works to complete volumes of the proposal. These volumes can include:

Past Performance Volume – Sometimes due in only 15 days, this volume details the qualifications that show S&K (and any teammates) has the skills and experience to meet the requirement. Questionnaires may also be requested from previous S&K customers to prove our experience. The key for a Past Performance Volume...or any proposal volume...is to provide the best picture of our qualifications within the writing guidelines the government provides. This is typically a challenge, based on how complex the proposed task requirements are and how much proposal space the government has allotted.

Technical Volume – For this volume, S&K endeavors to respond to all technical requirements in the Performance Work Statement (PWS). Sometimes this is also called a Statement of Work. The Team often coordinates with other S&K personnel to assist with writing these sections of the proposal. Showcasing our employee expertise is vital to S&K's ability to frame our response in the most intelligent way. If S&K is joined by other teammates on a proposal, those teammates also provide technical input.

Cost/Price Volume – S&K proposes a comprehensive pricing offer that will be the most cost-effective for the government. As you might imagine, this volume is perhaps the most taxing (no pun intended) for

the Team. It is critical to balance the offer as the best value for the customer and S&K, while striving to provide economic benefit to the Tribe.

The Team works early to determine a consistent and appealing “look” for the overall proposal, including a color scheme, cover art, perhaps a team logo, and other graphics. Aesthetically pleasing graphics help tell the story using less text which also saves space.

“Color reviews” are conducted at various stages of development. For instance, “Green” can be for the Cost/Price Volume review, or an initial review stage. The Technical Volume might go through three review cycles: a “Pink” review for high-level planning, leading to a “Red” review that ensures compliance with all RFP requirements, and a final “Gold” review to narrow down the finer points of the text.

Submittal and the Waiting Game

The Team has pulled together all the moving parts to create the final product for delivery; including obtaining signatures, gathering all the required supplies, printing the documents and/or creating electronic copies and then delivery. A final checklist is followed throughout each step of production and delivery, and no one rests or relaxes until the proposal is safely in the hands of the appropriate government personnel. And then we wait...

It can be a dizzying process to obtain work for S&K and bring economic benefit to the Tribe. But, believe it or not, there are S&K folks who actually enjoy doing it! So next time, you hear those crazy acronyms being thrown around, give your BD/CDG folks a sympathetic smile... and maybe a cup of coffee.

Employee of the Quarter - S&K Aerospace



LaTanya Fourth, Administrative Assistant for the Federal Aviation Administration in Washington, DC, is the recipient of the S&K Aerospace Employee of the Quarter Award for Summer, 2013. LaTanya's serves as the Directives Management Officer for the FAA's Air Traffic Organization's Terminal Safety Operations Support group.

LaTanya has been an outstanding representative for S&K Aerospace at the FAA, gaining praise from her FAA leadership for her consistent superior work. LaTanya's FAA Supervisor, Angela Nelson, said, "I have been so impressed by not only Ms. Fourth's professionalism but also her great positive attitude so consistently displayed on a daily basis. She uplifts and touches in positive ways all who come in contact with her." She further stated that, "She is always willing to be a team player and works extremely well with others in this necessary role. Ms. Fourth is very organized and takes initiative on projects, juggling many tasks at the same time while meeting her deadlines. Specifically, when contacted by coworkers, management, and internal and external customers, Ms. Fourth displays excellent customer service skills to mitigate any issues or challenges." LaTanya is an example to everyone she works with and represents the best of the support S&K Aerospace provides to the FAA.

Native Women Warriors

Thousands of generations ago and still today, many tribes believe Natives have an inherent responsibility to protect and fight for this land we call America. To be a warrior or veteran holds a special social status in many tribes. Veterans are respected members of the tribe and are often needed for certain ceremonies and gatherings. What was once exclusively a man's role; the U.S. armed forces are seeing more women fighting on the front lines, firing weapons, and maneuvering tanks. Native women also contribute to the U.S. armed forces today, but their history of military contribution stretches back to the Revolutionary War and beyond.

During the fight for America's independence, George Washington recommended using Native warriors for the Revolutionary War. One such warrior was an Oneida woman by the name of Tyonajanegen. It is documented that during the Revolutionary War she assisted her husband on the battlefield. During one of the battles Tyonajanegen's husband was wounded and she picked up his rifle and began to fight. She continued fighting the British in subsequent battles, which ultimately led to America's independence.

Minnie Spotted Wolf was a slender, but tough, ranch hand from Heart Butte, MT. She enlisted in the U.S. Marine Corps in 1943 and was the first Native woman to do so. Minnie grew up on a ranch outside Heart Butte on the Blackfeet Indian Reservation in Northern Montana. She was at home in the outdoors and would often help her father break horses on the ranch. Minnie rode horses well into her 50's and better than any man.

The U.S. entered World War II when Minnie was 18 years old. When

she initially visited the Marines Corp recruiters, they discouraged her from joining, stating that the war wasn't really for women. Minnie was determined to serve her country and she decided to enlist anyway. Unfortunately, her father suffered an accident, causing her to hold off on enlisting. When her father passed away, her hopes diminished, but Minnie's mother and sister were persistent and encouraged her to still follow her dream.



Word of a tough ranch hand girl from Montana joining the U.S. Marine Corps spread. The Marine Corps used her story as a recruiting tool and published a comic spread in a popular girl's magazine about her life in Montana. Cutting fence posts, driving two-ton trucks, and breaking horses; eventually her decision to join the military. Minnie went to boot camp at Camp Lejeune in North Carolina and she was quoted as saying, "it was hard, but not that hard."

Minnie served in the Marine Corps for four years as a heavy equipment operator. After being discharged, she went to college and received a degree in Education and taught for 29 years.

After trailblazers like Minnie Spotted Wolf opened doors for Native women in the military, a story that gripped the nation is that of Lori Piestewa, a Hopi Indian from Arizona. Lori joined the U.S. Army



CSKT Women in the Military

Born and raised in Ronan, Montana, Shawnee Spotted Eagle served in the U.S. Air Force, stationed at Beale Air Force Base in California. Shawnee comes from a long line of strong women which influenced her decision to join the Air Force. Shawnee is the first woman in her family to serve in the military and second in her family to join the Air Force, after her grandfather Basil Tanner Sr., who was a Korean War veteran.

Shawnee has served two tours of Afghanistan, one in Bagram and the other in Kandahar. She also served a tour in the United Arab Emirates. Shawnee is currently living in Germany with her husband who is still serving in the Air Force, while she is going to school.

Shawnee has faced many challenges being a woman and a Native American in the military, but she says that her family and community help motivate her to better herself while serving her country.



and served in the 507th Maintenance Company at Fort Bliss, Texas.

On February 19, 2003, Lori shipped out to Iraq before the U.S. Invasion. On March 23 that same year, the 507th Maintenance Company, including Lori and her friends Pfc. Jessica Lynch and Spc. Shoshana Johnson, were ambushed in Nasiriyah, Iraq. Lori was driving the Humvee which initially evaded enemy fire. The Humvee was later struck in the front causing it to flip. Piestewa, Lynch, Johnson, and others were taken prisoner by enemy forces.

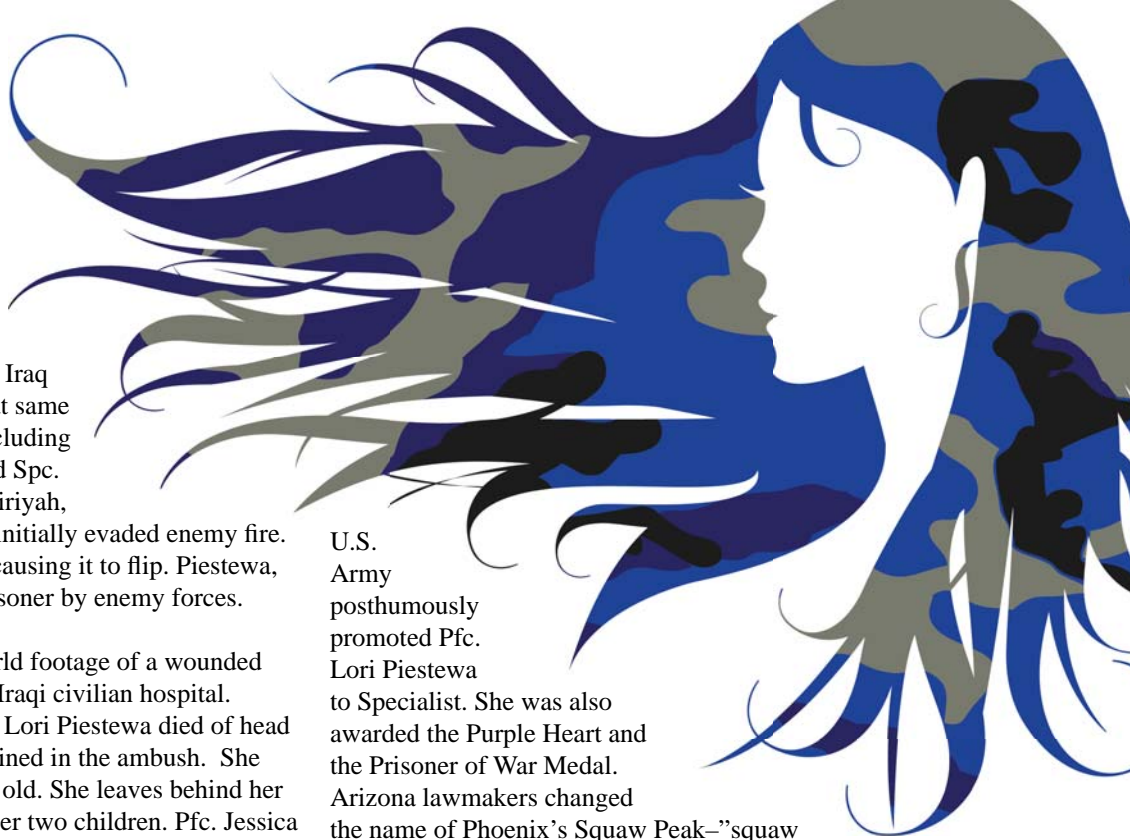
Al Jazeera News would later show the world footage of a wounded Piestewa and others in her company in an Iraqi civilian hospital.



Shortly after, Lori Piestewa died of head injuries sustained in the ambush. She was 23 years old. She leaves behind her parents and her two children. Pfc. Jessica Lynch was rescued by U.S. forces and lived to tell the heroic story of Lori's final days in Iraq. Eleven soldiers from the 507th Maintenance Company were killed in the ambush in Nasiriyah, Iraq.

Lori Piestewa was the first Native American woman killed in war for the U.S. Armed Forces, and the first woman killed in the U.S. Invasion of Iraq. The

Left: Minnie Spotted Wolf. Above: Spec. Lori Piestewa



U.S. Army posthumously promoted Pfc. Lori Piestewa to Specialist. She was also awarded the Purple Heart and the Prisoner of War Medal. Arizona lawmakers changed the name of Phoenix's Squaw Peak—"squaw" is thought to be a derogatory term for Native American women—to Piestewa Peak in her honor.

Native women join the U.S. Armed Services for many reasons. Some join to better themselves and family, some for education and experience, and some to see the world. Others join to escape tough times in reservation and off-reservation communities. Whatever their reasons, Native women are carrying a long tradition of service to their families, their communities, and their country.

Did you know..

Tinker Air Force Base in Oklahoma is named after the first Native American Army General, Clarence L. Tinker, and enrolled member of the Osage Nation.

General Tinker was serving in World War II when, while fighting Japanese forces after Pearl Harbor, his plane was struck down. He was the first American General killed in World War II.





What is a Roth 401(k) and is it right for me?

S&K offers our eligible employees the option to select a Traditional or Roth 401(k) retirement plan. Which one is right for you? Here's a quick synopsis of their features.

Roth 401(k) Basics

Elective deferral contributions (from your paycheck) to a Traditional retirement plan are contributed on a **pre-tax** basis and help lower your current taxable income. Roth elective deferral contributions, however, are much like a Roth IRA in that contributions are made on an **after-tax** basis.

Money in the Roth account and earnings will be distributed tax free if withdrawn after age 59½, death, disability, AND after the end of the five-year taxable period during which the participant's deferral is first deposited to the Roth 401(k) account (aka the Five Year Rule).

A Roth 401(k) account can be rolled over to another plan that permits Roth 401(k) contributions or to a Roth IRA. If rolled into a Roth IRA, the tax-free nature remains and the money is not subject to the minimum distribution requirement at age 70½ as in the Roth 401(k).

Who Would Likely Benefit?

- People who believe taxes will be greater in the future
- Young investors who believe they will be in a higher tax bracket in the future
- Investors who do not qualify for the Roth IRA due to income limit
- Low income investors who are tax-exempt
- Investors who use Roth 401(k) as a planning tool in conjunction with traditional 401(k) plans
- Participants looking to "hedge" against risk of higher future tax rates

Who Would Likely Not Benefit?

- People certain that future tax rates will decrease
- People expecting to experience significant drop in income upon retirement
- People with high temporary income
- People needing access to their funds within the first 5 years of deferrals

	Traditional 401(k)	Roth 401(k)
Tax treatment of deferrals	Before tax	After tax
Tax treatment of earnings	Tax-deferred	Tax-free
Tax treatment of final distributions	Taxable at ordinary income tax rates	Tax-free
2013 402(g) Salary Deferral Limits	\$17,500 (Traditional + Roth)	\$17,500 (Traditional + Roth)
2013 Catch-up Limit	\$5,500 (Traditional + Roth)	\$5,500 (Traditional + Roth)
Distribution Restrictions	Subject to 401(k) rules, "qualified distribution"	Subject to 401(k) rules, "qualified distribution" AND Roth 401(k) account must be open for 5 tax years

In summary, Roth 401(k) contributions have potential to allow individuals more flexibility in saving for retirement, whereby giving investors more control over the taxable alternatives. **Employees are encouraged to contact our advising company; 401(k) Advisors, Inc. to discuss your personal needs and goals.** Their expertise is the best way to start weighing the pros and cons of each option.

401 Advisors, Inc.

Contact information:

Email: help@401kadvisors.com

Phone: (800) 959-0071 ext. 227



Remember, enrollment with our new carrier WageWorks in 2013 included a **NEW DEBIT CARD**.

Please make sure that you have received and activated your Debit Card.

If you cannot locate your Debit Card, you can request a new one by logging into your flex account, or you can contact WageWorks at 800-950-0150.

You can find login instructions for the WageWorks site on the S&K Employee Portal.

S&K TAC Team "Hit's One Out of the Park"

S&K Moab **Technical Assistance Contract (TAC)** team members and their families scored a homerun at their celebration of the sixth anniversary of their contract award. On June 20, the TAC team celebrated with a family barbecue in Lincoln Park in Grand Junction, Colorado, and then the group of 40-plus walked to nearby Suplizio Field to watch to opening game of the Grand Junction Rockies, a minor league baseball team in the Pioneer League.

On June 20, 2007, the U.S. Department of Energy (DOE) awarded S&K Aerospace the TAC for the Moab Uranium Mill Tailings Remedial Action Project in Utah. SKA's original contract with DOE was for 1 year, with four 1-year options. DOE granted all of the option years and in 2012 awarded a follow-on, sole-source contract to SKA for 3 years, with two 1-year options. Many of the 29 TAC employees have been with the project since the initial contract award.

"We plan on being here for the full 5 years of this follow-on contract," said Joe Ritchey, Senior Program Manager for the TAC. "We have performed, and will continue to perform, our work safely and at a very high level for DOE. The way I see it, we're batting a thousand," Ritchey added.

The Moab Project also had cause for celebration earlier that week when it reached 6 million tons of uranium mill tailings relocated from the Moab site to the Crescent Junction disposal site. That is almost 38 percent of the total estimated 16 million tons in the tailings pile that lies next to the Colorado River.



TAC employees enjoy a picnic and minor league baseball game. At left, Grill Master Tom Bachtell, IT/Telecom Manager, keeps everyone's plates full of yummy BBQ.

Graduations



Dylan Wayne Treend, the son of Brenda Treend, Administrative Support Specialist with S&K Global Solutions, is an Honor Graduate at Northside High School Warner Robins, Class of 2013. Dylan graduated in the top percentile (5%) of his class (#11 of 394 students) and will be attending Mercer University in Macon, GA. He received a four year engineering scholarship and was accepted into the engineering honors program.

Congratulations to Jessica Lawton who graduated with honors from Deer Park High School on June 6th. During high school Jessica was an active member of Future Farmers of America (FFA) and raised steers, heifers, and lambs. She will be attending Texas A&M University in the fall where she will study Animal Science and then pursue her Doctorate in Veterinarian Medicine. Jessica's career plans are to become a Large Animal Veterinarian and to have her own practice one day. Jessica is the daughter of Paula Lawton, who is a Functional Lead on the S&K Global Solutions Engineering Product Integration Contract (EPIC) at Johnson Space Center in Houston, TX.



Tyrone Moran, age 5, completed his first of many graduations – Head Start Graduation in . He is the son of Mandy Moran and the grandson of Bud and Audi (Corporate HR Manager) Moran.



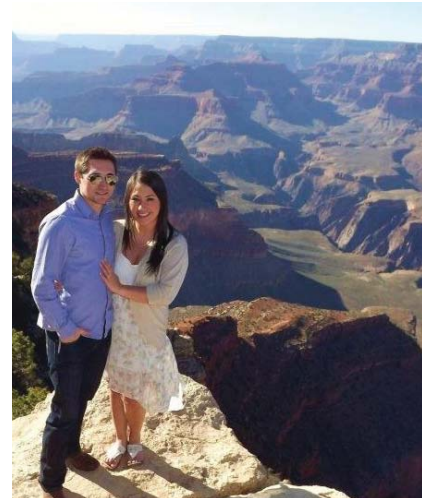
Shannon Rohrlach, daughter of S&K Technologies, Inc corporate Controller, Heidi Rohrlach, and her husband Geof, graduated from Big Sky High School in Missoula, MT and will be attending the Oregon Culinary Institute to study to be a chef.

Weddings & Engagements



Congratulations to Amanda and Shawn Jackson who were married on April 27, 2013. Amanda is the daughter of Tony Amadeo (S&K Aerospace VP of Operations) and his wife, Jackie. Shawn also worked for S&K in support of Red Flag Operations in 2012.

We would also like to congratulate Jordan Chargualaf on her engagement to fiancé Kyle Gray. Kyle proposed at the Grand Canyon at sunset and they will be married in Port Gamble, WA on July 19, 2014. Jordan has worked for S&K Global Solutions since June of 2011 during breaks as she attended Northern Arizona University in Flagstaff, AZ. Her first position was as an Administrative Support Specialist in the Bremerton Office. She has since filled in for the Navy Region Northwest contract in Bangor, WA and is currently working as a Program Analyst Support. She has graduated with a B.S. B.A. in Management.



Birth Announcements

Grandma Loves Us

Terri and Fred Hansel are the proud grandparents of twin boys, Jackson Christopher and Brady Eugene Locke, born April 10, 2013 in Charlotte, NC. Jackson weighed in at 6 lbs, 10 oz and 19 ½ inches and Brady was 6 lbs, 1 oz and 18 3/8 inches. Terri is an Administrative Assistant for S&K Technologies, LLC in Dayton, Ohio.



Super Soft Blankly

Miles Theodore Moran was born May 2, 2013, to Elizabeth Moran, Moab TAC Team Hydrogeologist, and husband Ryan. Miles weighed 7 lbs, 7.7 oz, and was 21 3/8 inches long.

Love my Big Brother

Cindy Smith, Moab TAC Team Records Manager, and husband Jerry, welcomed their second grandson, Jackson Parrott, on May 1, 2013, weighing 7 lbs, 12 oz and was 21 inches long. Jackson's parents are Tanner and Jenny Parrott. Pictured with Jackson is his 4-year-old brother, Jayden.



Welcome New and Transitioned Employees

S&K Global Solutions

Berkenstock, Laurie	Project Admin Specialist I
Bibby, Joseph	IT Professional
Cloud, William	Journeyman Program Analyst
Crook, Kelley J	Journeyman Program Analyst
DeLaPenn, Eloy	IT Professional
Feuling, Gerald	IT Professional
Kutay, Larry	Equipment Specialist
Mathew, Gigi	IT Professional
McMahan, Jonathan	IT Professional
Miller, Michelle	Project Control Analyst
Newsom, Floyd T	Journeyman Program Analyst
Schultz, Diane E	Senior Budget/Financial Analyst

S&K Aerospace

Currie, Theodore	Financial Clerk
Folmar, Morgan	Help Desk Specialist
Linn, Robert	Armed Security Guard
Wright, Annette T	Administrative Assistant

S&K Technologies, LLC

Buller, Kelley E	General Systems Tech Data Engineer II-Avionics
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S&K Environmental

DeBuff, Darci	Laborer/Seasonal/Temp
DeBuff, Roger	Equipment Operator/Temp
Hedalen, Derrick	Equipment Operator/Temp
Kendall, Robert	Laborer/Seasonal/Temp
Maniatty, Michael	Equipment Operator/Temp
Matt, Doug	Equipment Operator/Temp
Patterson, Stella	Equipment Operator/Temp

S&K Logistics Services

Schaan, James	Vice President of Business Development
Schmer, Gail	Program Manager

S&K Technologies, Inc. (Corporate)

Reese, Jason	Accounts Receivable Specialist
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