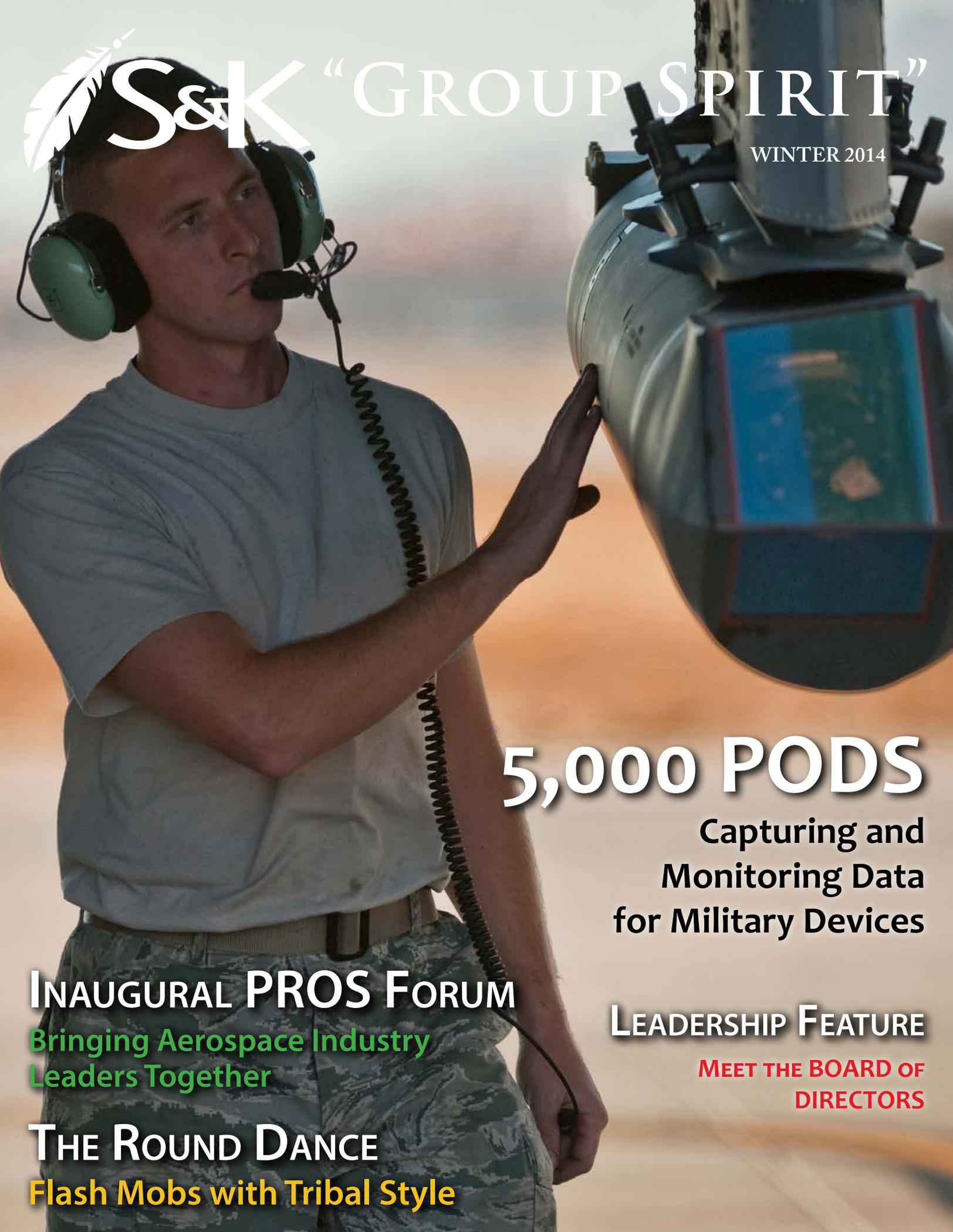




# S&K "GROUP SPIRIT"

WINTER 2014



## 5,000 PODS

Capturing and  
Monitoring Data  
for Military Devices

## INAUGURAL PROS FORUM

Bringing Aerospace Industry  
Leaders Together

## LEADERSHIP FEATURE

MEET THE BOARD OF  
DIRECTORS

## THE ROUND DANCE

Flash Mobs with Tribal Style

# Letter from the Chief Executive Officer

*Tom Acevedo*

## The road to 2014

As the 2013 calendar year winds to close it is appropriate to reflect on our challenges and accomplishments over the year. Once again I want to start off by thanking each of you for your commitment and loyalty to the companies of the S&K Technologies, Inc. family. Since we are by and large a service provider to our customers your involvement in satisfying the various needs of our customer base is critical.

I had the pleasure of meeting some of you at the warehouse/office in Atlanta. I always enjoy those trips, however brief, when I am able to see your faces and talk to you. In addition, I also had the opportunity to travel to Dubai with some of you for the air and trade show held there. This trip, like others, truly does give me the ability to get to know some of you much, much better.

Now let's discuss how our companies did over 2013. Such is the nature of business there is good news and bad news. Let's start with the challenges we faced and how we worked to improve the companies with business issues. Our environmental remediation company, S&K Environmental, had the most difficult financial problems during 2013. Despite the efforts of those charged with the responsibility of running the company the financial situation for S&K Environmental just never improved. As part of our lessons learned we are working to redirect the company so that it is more in line with our overall approach as service providers. However, we still need to complete the soil and construction contracts already awarded.

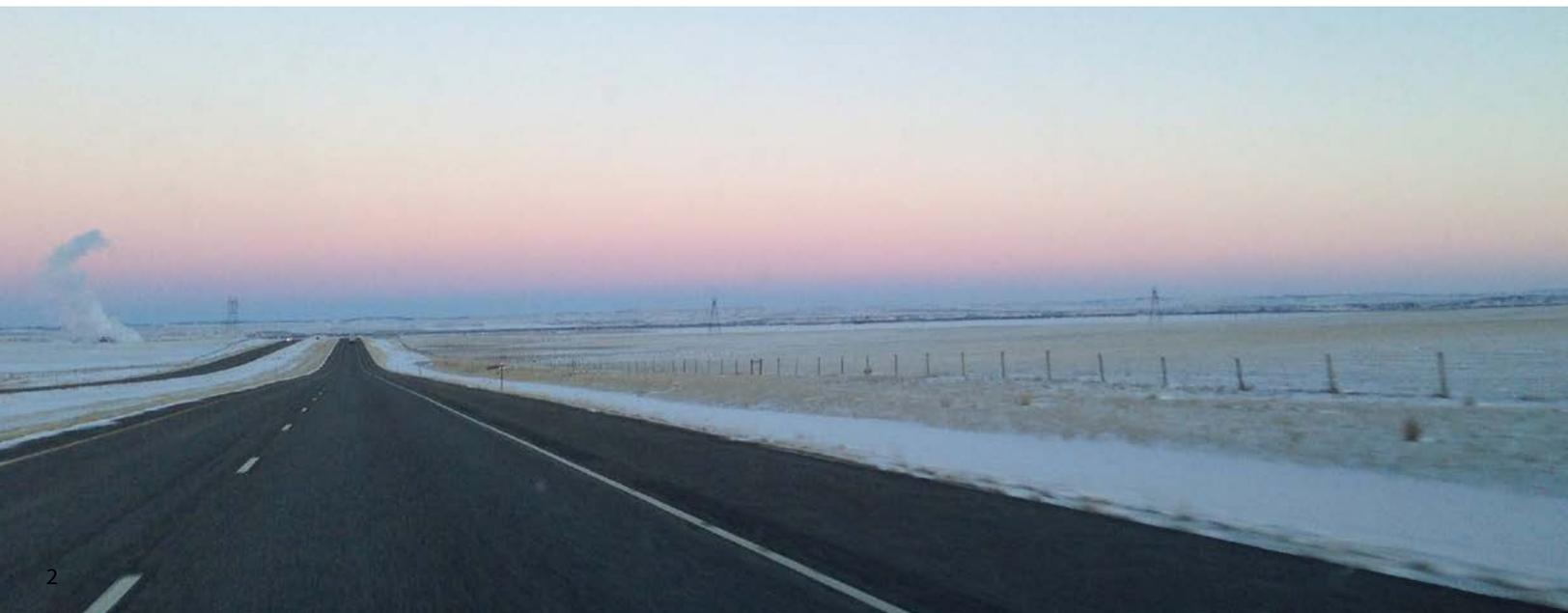
The PROS IV contract administered by S&K Aerospace has been a huge elephant for all to manage in that company. I believe we have begun to turn the corner on improving the efficiencies necessary for a positive bottom line. Additionally, the PROS Forum conference held in Atlanta this year went a long way toward improving the understanding of the various participants that use the services of the contract. I was surprised to learn that this conference was the first of its type since the inception of the several iterations of this contract

over the years. A congratulatory note goes out to those of you who made it such a success.

Our investment in TerraEchos, Inc. along with the venture capital firms continues to be a challenge. As some of you may recall this company is involved in the cyber security world. The folks in TerraEchos have developed a sound system that works well in this field. World events, which all of you have read about, have negatively impacted some key customers that TerraEchos was working with. Some long-shot opportunities are being pursued which just might make this company successful. The inability of these companies pulled down the overall profitability of the family of companies. That is the reason none of us received bonuses this year.

Turning now to the positive news, S&K Global Solutions had a very successful year. All of you involved in successfully obtaining new contracts: our hats are off to you. Your successes along with the positive contract performance by S&K Global Solutions and the other companies contributed to the overall financial strength of all. Also, after a yearlong slog S&K Logistics Services finally was given notice in December that it is now 8(a) certified by the Small Business Administration. Even with its 8(a) certification, S&K Logistics Services has been, throughout the calendar year, working towards improving its business model.

On a final note, we here at corporate and the board remain committed to supporting and providing the service and advice our family of companies require. We have been able to retain continuity on our board of directors. As always they remain engaged and supportive. With respect to the corporate staff, just as all of you are, they too are committed to making all of the companies successful. This past year some of you have been to the corporate offices and we will work towards doing more of those business visits in 2014.



# 5,000 Pods of data

## Reliability, Availability, and Maintainability

In late September of 2013, S&K Global Solutions was awarded a new contract with the U.S. Air Force on a project called RAMPOD, which stands for Reliability, Availability, and Maintainability for Pods. Since 2000, RAMPOD has been an official Air Force system of record for pods. A “pod” is a device that is externally mounted on a fixed wing or rotary winged aircraft. These devices are what provide the aircraft enhanced war fighting capabilities. The pod types reported in RAMPOD are Electronic Warfare, Precision Attack and Targeting, Training, Test, and RADAR pods.

Our primary responsibility is to capture maintenance, status, and inventory of both pods and avionics systems and their respective support, test, and display equipment. Financial data on these assets is also collected in RAMPOD through the Department of Defense (DOD) critical financial feeder known as CFO (G100A database) and maintains data on over 5,000 pods with an acquisition cost of over \$7.2 billion dollars.

S&K Global Solutions partnered with Air Logistics and Engineering (ALAE) for this effort. ALAE is headquartered in Warner Robins, GA and provides engineering, consulting, and technical services to the U.S. Government and private industry. S&K Global Solutions is primarily responsible for all of the logistical and help desk support; while ALAE provides the software, database/systems administration, and CFO compliance tracking. Both companies work in tandem leading to a “badgeless” environment for employees.

RAMPOD was developed in 1982 as a result of the SEEK ICE initiative, which was a pod procurement program. That program identified the need to have a maintenance data collection system that would capture all aspects of pod scheduled and unscheduled events and provide users with usable performance metrics. RAMPOD’s first iteration of software was a client system loaded on each user’s computer; the program has since matured into a web-based system that integrates with other Air Force databases.

Since inception, other pods have been included in the RAMPOD database and RAMPOD’s scope has expanded to include integrated aircraft avionics systems such as the B-1B Lancer to the F-15 Tactical Electronic Warfare System. As the popularity of the RAMPOD system continued to grow, it became the maintenance data collection system of choice, serving over 2,000 users at 114 locations within the continental United States and 12 locations outside the U.S.



RAMPOD is truly a multi-service program that provides data to not only the Air Force, but to Army, Navy, and Marine units as well. This multi-service utilization is most evident in the Electronic Warfare and Training pods, but will be even more evident when the Common Range Integrated Instrumentation System (CRIIS – pronounced “Chris”) pods are fielded in late 2014. The CRIIS Program office has mandated that RAMPOD will be the system of record for all CRIIS pod maintenance activities regardless of military branch, ensuring uniformity of data and making the task of collecting metrics simpler. In an environment of drawing down and mission consolidation, it will become more the rule, rather than the exception, that all of the DOD services will utilize common platforms thus making RAMPOD a common fixture on military bases throughout the world.

The uniqueness of the RAMPOD program is self-evident when assessing other DOD programs used to collect maintenance data. This will no doubt be a challenge to the S&K Global Solutions team, but with seasoned members in place the team will continue to provide the level of support the field users, Major Command staff, and Program Offices are accustomed. Our management staff is actively looking at ways to enhance RAMPOD support and take the program to the next level. In doing so, S&K Global Solutions will position itself apart from the other SBA 8(a) competition.

Top: A Flight Test Squadron commander inspects the P5 Combat Training System pod. Middle: A technician loads an ALQ-184 electronic countermeasure (ECM) pod on a lift. Bottom: The RAMPOD crew gathers at their office in Warner Robins, GA. They are joined by Ian Rufe, VP of Operations, pictured on the left. (top two photos courtesy U.S. Air Force). Cover photo courtesy of U.S. Air Force.



# The S&K BOARD OF DIRECTORS

This article is the third in a series of five featuring the members of the S&K Board of Directors.

## PETE WHITE, MEMBER

Pete White was appointed to the Board of Directors in March, 2012. "Since I began my professional career I always thought S&K would be a great organization to be a part of. When the position advertisement opened up I made sure to apply," he said.

Pete's formal education began at the University of Montana-Western in Dillon, MT, where he received a B.A. in Business Administration in 2005. The following spring he began work at Eagle Bank in Polson, MT. Eagle Bank is also owned by the Confederated Salish and Kootenai Tribes (CSKT). Adding to his experience, Pete worked for the CSKT Credit Department until he settled in as Marketing and Sales Director for S&K Gaming, LLC. S&K Gaming operates KwaTaqNuk Resort & Casino in Polson, MT, and Gray Wolf Peak Casino in Evaro, MT.

When asked what he hopes to achieve as a board member, Pete said, "Through this board appointment, I hope to achieve economic stability for the CSKT. I'm also hoping to help grow the S&K family of companies onto the global stage by competing and expanding into new markets. My direction is simple; diversification. We all know that technology has made the world flat, and we can't expect to grow on just a national level. Being able to compete for contracts internationally will help S&K grow, which will ultimately benefit CSKT members."

Pete describes S&K in five words: focused, dependable, flexible, driven, and innovative. "S&K stands out by offering great services and solutions while being efficient. The affect on our tribal community in my opinion is substantially great. Having an innovative

company with a solid reputation competing in a global market gives the Tribal community great pride."

Grounded closely to this community and to the his tribal heritage, Pete notes that he was born, raised, and still lives in Ronan, MT. "I am a Salish Indian and my family has always been a proponent of cultural preservation," he said. "My grandmother "yaya" has been a translator for the Salish Culture Committee and has helped write books on Salish history. She's now in her early 90's and still makes Buckskin gloves and moccasins as well as helps the Salish Culture Committee when they ask her advice on translations."

In his spare time, Pete can be found rodeoing. He competes at a national level in the Indian National Finals Rodeo Association at events held throughout the United States and Canada. Not only does he compete at rodeos, but he helps produce events and provides his own bucking bulls to many area rodeos. He's also very involved in the agriculture industry as a cattle producer.

"We have so much to be proud of as members of the S&K family of companies," he notes, "I encourage our employees to keep focused, work hard, and plan ahead. Patience is the key to all things great."



## Safety of U.S. Marines the goal of S&K employees

The Byron, GA, Tech Writer/Editor crew (L to R): Judson "Keith" Wigham, Dan Childs, Nicole Cranewier, Jeff Sumrow, Rose Kenney, Rich Petty, Sandi Podskoc, and Mike Bearden.



Supporting the U.S. Marine Corps (USMC) is job one for our crew in Byron, GA. The professionals pictured left are part of S&K Logistics Services and S&K Aerospace and provide Technical Manuals for USMC equipment. This includes a lot of work including scratch developing, producing, validating, provisioning and delivering manuals for the young Marines out in the field. The team works seamlessly validating their procedures every step of the way to ensure a quality product is delivered to the customer.

Currently, the team is writing Technical Manuals on a John Deere (JD) 850JR Medium Crawler Tractor (shown), along with a JD Front-End Loader, armored cabs, and three Engineer Equipment Trailers. Equipment is stored right in the same facility where the writers work, allowing easy access to the equipment when establishing new procedures.

At the start of this project, members of the team traveled to the Marine Corps Systems Command in Albany, GA, to tour some of the Marine Corp's heavy construction equipment. After inspecting an armored cab riddled with bullet holes, the team realized how important their upcoming task was. "It gives us a great sense of pride to be tasked with helping out the Marine Corps. The project is valuable to S&K, but more importantly, to the Marines in the field. It's very humbling," said a team member.



# Inaugural PROS Forum

*Program sets up for improvement and continued success*

By all accounts, the inaugural Parts and Repair Ordering System (PROS) Forum held in Atlanta, GA, in October was a huge success. The S&K PROS staff was lauded by both Air Force Security Assistance Center (AFSAC) personnel and suppliers for an unprecedented level of involvement and openness in regards to the internal operations of the program.

As part of our continued efforts to improve the program as the new prime contractor, S&K Aerospace conducted the Forum with government, industry and key end-users (foreign customers) to review our progress to date on this important program. The Forum focused on supporting Foreign Military Sales (FMS) customers' needs and provided an opportunity for them to meet the PROS staff and receive additional insight into the PROS Program (past, present, and future). One-on-one meetings with FMS customers and suppliers were held with senior S&K leadership to discuss specific requirements and issues.

The event was held at the Crowne Plaza Hotel in Atlanta and was co-hosted by the S&K Technologies, Inc. CEO, Tom Acevedo and Deborah Massar, the government program manager with AFSAC. Attendees included representatives of foreign ally Air Forces including the Argentina Air Force and Royal Saudi Air Force. Supplier active involvement was critical to the success of the event with over 60 companies represented including major sponsoring companies Aero Precision, Federal Defense Industries (FDI), and Integrated Procurement Technologies (IPT).

Tim Horne, James Schaan, Alan Shaw, and Lynn Daniel-Glover all made presentations during the General Session discussing various PROS Program topics including Future Initiatives, Solicitation Process, Quality, Task Orders, and Invoicing/Payments. Each of the General Session topics generated significant open discussions during lengthy question and answer periods. The open dialogue encouraged suppliers to share experiences and obstacles with the PROS Program and possible solutions were jointly presented by S&K, AFSAC, and other suppliers. In addition to the S&K team presentations, several suppliers briefed attendees on topics ranging from Knight Aerospace's Quick Change Roll-On/Roll-Off Modular and Palletized Systems to Aeroflex's Avionics and Communications Test Solutions, and Israel Aerospace Industries' HarnessSYS Computer System & CAE. Closing the event, a "Meet and Greet" was organized between the exhibiting suppliers and the PROS staff from Stockbridge, GA. In our post conference survey, several attendees identified this part of the Forum as the most beneficial aspect of the event.

As the first ever event held for the PROS Program, it was difficult to forecast supplier involvement and plan the schedule of events. With a team effort, S&K pulled it off with glowing responses from suppliers about the content and level of transparency. Alicia Zahn planned and organized the event in less than a month with tremendous support from both Amy Yalon and Casey Frisbie completing the website design and the entire marketing plan under a compressed timeline. During the execution of the Forum, the entire S&K team pitched in to ensure the success of the event—with special thanks to Kathryn Brown and Lynn Daniel-Glover who provided phenomenal support setting up and running the registration desk. We have already started planning next year's event which will be held in Dayton, OH, to maximize foreign Air Force participation.



Top to Bottom: Photo 1: Kathryn Brown, Financial Analyst, helps an attendee check in at the Forum. Photo 2: Deb Massar, AFSAC government Program Manager for the PROS IV contract talks with industry members at her booth. Photo 3: Attendees listen during one of the informational briefings held at the Forum. Photo 4: Alicia Zahn, Business Development Specialist, hands out raffle prizes during the social. Below: The PROS IV support team in Stockbridge, GA.



# Native fish and streambed in Montana start a new chapter

S&K Environmental (SKER) has just achieved 95% completion on its Libby Creek – South stream construction subcontract. This subcontract is performed under the prime contractor, Schellinger Construction of Columbia Falls on a four-mile highway project 12 miles south of Libby, MT, for the Montana Department of Transportation (MDT). SKER is also the project's Disadvantaged Business Enterprise (DBE) and Stream Restoration contractor. There are seven MDT certified Stream Restoration Contractors in Montana and SKER is the only tribally affiliated company.

Swamp Creek flows north along Highway 2 to its convergence with Libby Creek and then northeast to the Kootenai River. The creek has a significant population of Brook Trout. The subcontract is to construct 1.98 miles of new channel in a riffle/pool stream morphology according to the principles of Natural Channel Design. The project is divided into five reaches (a designated portion of the stream) covering 3.5 miles of the highway project site. SKER is also enhancing 230 yards of historical channel while planting 18,800 trees and shrubs in the stream's riparian zone. Six hectares (14.8 acres) along the newly constructed channel is being seeded with upland and wetland seed mixtures. The company has constructed 92 meanders, 76 riffles, 8 log jams, 22 grade controls/weir drops, and installed 18,714 square yards of coir erosion control netting.

This project has had a number of challenges that were not anticipated by the MDT. Kevin Thomas, President of SKER, noted that, "during our excavation, we encountered groundwater and unsuitable materials that greatly impacted our production rates." Unique techniques and specialized equipment helped move the job towards substantial completion. Finishing

the last 161 yards of work will occur when traffic has been moved to the new Primary Traveled Width.

One of the contract conditions was to provide a certified Stream Restoration Specialist to oversee construction, provide quality control and make minor design changes. Of the two dozen people certified in Montana, Bob Fouty, Project Manager, is the only enrolled Tribal member. The top photo shows the stream being reconstructed. At bottom, two SKER employees are performing fish rescue on the old, abandoned channel. "We called them the fish whisperers," said Bob. "It also gives an idea what the old channel looked like. The crew rescued and relocated a total of 96 fish."



Above, the Libby Creek streambed is shown during rehabilitation work. 1.98 miles of the creek were reconstructed. At left, SKER employees work to rescue fish trapped in the original abandoned stream channel. The crew caught 96 fish and relocated them.

## Employee of the Quarter - S&K Global Solutions



Robert (Bob) Davies has been selected as the employee of the quarter for S&K Global Solutions. Bob has been supporting the IT Help Desk day shift for ten years and has several letters from the customer commending his work ethic. Just recently he received one in October for his IT Help Desk services to Puget Sound Naval Shipyard and Intermediate Maintenance Facility computer users for his consistent professionalism and diligence.

Bob's co-workers look up to him for his many years of experience working at the help desk and go to him if they need assistance with tough cases or customers that they are on the phone with. Bob has helped train many new employees that have joined our team which is greatly appreciated. "Bob is a team player and I know that the customers value his ability to quickly resolve their issues," said Alicia Bricker, Program Manager. "It is a pleasure to have Bob on the Help Desk team and we all enjoy his personality and humor. I want to express my appreciation to Bob for all his efforts and contributions to the IT Help Desk and S&K Global Solutions."

# Assessing radiological contamination in Utah

This fall, the S&K Moab Technical Assistance Contract (TAC) Team was contracted by the U.S. Army Corps of Engineers to conduct a survey of buildings and infrastructure at the Green River Test Site in Utah. The test site covers more than 3,500 acres and is managed by White Sands Missile Range in New Mexico. The demolition of 37 buildings, underlying slabs, and associated infrastructure on 350 acres at the test site is scheduled as part of the Army Facilities Reduction Program. However, during the preparation of an environmental assessment for the demolition, the possibility was raised that some of the buildings and infrastructure may be radiologically contaminated.

**“..readily accessible contaminated mill tailings may have been used for the construction of foundations, slabs, and sub-grade material...”**

During the 1950s and 1960s, builders commonly used mill tailings materials in concrete for mineral aggregate during construction of buildings. Because test site facilities were built about 1962, readily accessible contaminated mill tailings may have been used for the construction of foundations, slabs, and sub-grade material at the site. The test site is adjacent to a former uranium mill, though much smaller than the former mill in Moab. The Green River mill was remediated in the late 1980s. The test site was also used as a launch, observation, and radar tracking facility for rockets, including those in the Pershing and Athena programs.

The Team’s scope of work was to develop a plan for the radiological assessment of 37 buildings scheduled for demolition and to perform the assessment on 30 of them. The plan also addressed how to determine whether the remaining facilities/infrastructure at the test site have any radiological contamination. The buildings to be surveyed were identified in 14 vicinity areas, including the 43-acre cantonment (quarters) owned by the White Sands Missile Range.

In late November and early December, the Team conducted the assessment of the buildings, which were all in disrepair and have been extensively vandalized. The assessment consisted of conducting gamma radiation exposure-rate surveys of the interior of the buildings and surrounding exterior areas, excavating shallow (6- to 8-inch) test holes adjacent to some of the foundations, and/or taking large-area wipes, or direct static readings using survey equipment, to determine the level of contamination. The vast majority of the buildings and infrastructure assessed were not contaminated. Naturally occurring radioactive material (uranium ore) was identified at two locations within the test site.

The TAC is currently evaluating the assessment results and will prepare a report to document the recommended removal actions and disposal requirements for the demolition debris.



Within the Athena launch complex, areas like the one seen here are slated to be assessed for radiological contamination by the S&K Technical Assistance Contract Team at the Green River Test Site in Utah.

## Employee of the Quarter - Corporate



Congratulations to Trien Lien, Senior Network Engineer, for being awarded the employee of the quarter for S&K Technologies, Inc. (corporate office). Trien has received special recognition from several employees for his service and taken part in many important projects this quarter and this year. His efforts in the server room cleanup of the Warner Robins, GA, facility demonstrated leadership and dedication in managing the project from beginning to completion. He has gone above and beyond in other special projects, one of which brought special mention by Barbara DeBernardo, Sr. Program Manager for the EPIC contract in Houston, TX. Trien also assisted the S&K Global Solutions Telecommunications Group with getting the Mitel phone system to integrate with our existing Cisco phone system.

“Trien has really stepped up his game this quarter and rededicated himself to being the very best teammate and network technician. He is providing outstanding services to his customers-the employees of S&K. I have been very proud of his efforts and recommend him to be employee of the quarter,” said Dean Hendrix, IRM Director.

# The Round Dance

By Brian Tanner  
Business Development  
Specialist

The unique buzz of hand drums give a distinct sound to round dance ceremonies. Originally started with the plains area tribes, the round dance has spread throughout Indian country and was started as a means to bring communities together, usually during winter months, to share songs and stories and to have fun. The round dance songs usually consist of love, loss, and humor. In recent times, the round dance has become a tool of community organizing and coming together for certain causes, as seen in the recent Idle No More movement.



The round dance consists of a group of hand drummers standing in the center singing songs while groups of people dance in a circular movement around the drummers. Sometimes the dancers will join hands while dancing, but depending on how many people are dancing they may not join hands. Round dances can be smaller family/friends gatherings to larger events which bring many communities together. Some round dances may consist of tens of people to thousands.

Originally the round dance was to bring people together during the lonely winter months. Folks would gather to sing songs, dance, and otherwise socialize. The smaller community round dances would sometimes be sponsored by one family, who provided food to participants. After the round dance another family would sponsor the next round dance. The round dance is a way for community members to share food, stories, and song.

Recently, the round dance has been used as a way of mobilizing communities around certain issues affecting people and tribes in

Top Left: An Idle No More round dance at the Mall of American in Twin Cities, MN (photo courtesy Last Real Indians Tumblr). Right: A drum circle sings for dancers (photo courtesy Photos © 2013 Char-Koosta News. <http://www.charkoosta.com>). Bottom: A painting of a traditional round dance courtesy of National Archives and Records Administration (NACA).

Indian Country. Starting in December of 2012, the Idle No More movement spread across Indian Country. Communities came together in solidarity with Canadian tribes to bring awareness to treaty issues between the tribes, the government of Canada, and the British crown. News of the Idle No More movement spread across the globe as Indian people used the round dance in a public “flash mob” style event to bring awareness.

The flash mob was a public dance, often performed in crowded areas like malls, train stations, or parks. Idle No More round dances began popping up around major US and Canadian cities including thousands of people gathering in the Saskatoon Mall, Seattle’s Southcenter Mall, and the Twin Cities Mall of America.

While Idle No More gained momentum other people around the world had their own round dances in Europe, the Middle East, and Australia; lending their support to the Indian people of Canada. While keeping with the theme of community, the Idle No More movement brought and continues to bring people together around causes that affect Indian people.

The Salish Kootenai College Student Senate recently held their first annual “Good Vibes” round dance as a way for the students and the community to come together and share positive energy. The event was held at the college event center in Pablo, MT, the headquarters of the Flathead Reservation. Food and prizes were offered to the students and community members who came to support the event. The Student Senate hopes that this event will be continued annually as a way for the students of Salish Kootenai College, many coming from tribes throughout the US and Canada, to give back to the people of the Confederated Salish and Kootenai Tribes and its many residents of the reservation.



# S&K at the Dubai Air Show

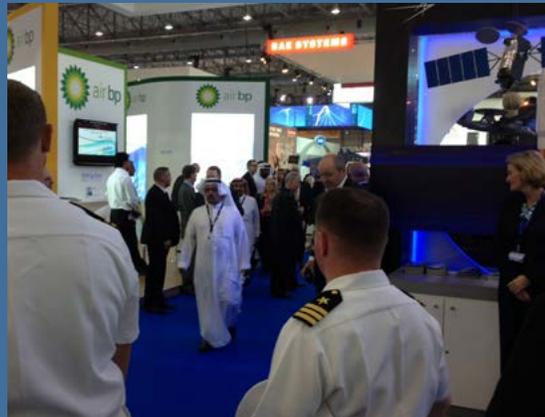
**S&K Aerospace**, and our frequent teaming partner, Parts and Repair Technical Services, Inc. (P.A.R.T.S., Inc.) **attended and exhibited at the 2013 Dubai Air Show, held November 17-21 at the Dubai World Central in Jebel Ali, Dubai. The Dubai Airshow is the Middle East's leading aerospace event.**

The Airshow media packet notes that in spite of declining markets and economies in recent years the Middle East is still striving to invest, buy, and improve their economy. Dubai alone is very ambitious, particularly in the aviation market where aviation supports more than 250,000 jobs and contributes over US \$22 billion to the economy, accounting for around 19% of total employment in Dubai and 28% of Dubai's GDP.

The Dubai Airshow was an overwhelming success drawing 60,692 trade attendees from around the world along with 1,046 exhibitors from 60 countries and 1,735 international and regional media.

**S&K Aerospace has an established presence in the Middle East. The company has maintained an office in Riyadh, Saudi Arabia since 2011.**

*Top: John Sims, VP of Military Programs, James Schaan, VP of Business Development, Tom Acevedo, CEO, and Daryl Delamarter, VP of Business Development, prepare for the Air Show in Dubai, UAE. Right: Waiting for the exhibit hall to open is Ahmed Krassi, Office Manager for the S&K Aerospace - Middle East Branch which is located in Riyadh, Saudi Arabia. Bottom: These photos show the exhibit floor with the S&K Aerospace booth and the opening moments of the event as conference attendees walk in. The first group is a royal delegation, including the King of Dubai, King Al Maktoum.*



## IRS Tips: Adjusting your tax withholding

When your federal tax return is completed, you may discover that you'll either receive a tax refund or owe money. If either of these amounts is substantial, it's probably time for you to review your withholding election. If you owe a large amount of tax, you may need to increase the amount of taxes being withheld from each paycheck you receive. If you receive a large refund, you may choose to reduce the amount of taxes being withheld from your paychecks.

In both cases, your ultimate goal is to get as close to a zero balance as possible. If you find that you owe a large amount of tax, adjusting your Form W-4, Employee's Withholding Allowance Certificate, for additional withholdings will mean a little less take-home pay in each paycheck, but will eliminate the need to pay taxes. And, if you receive a large refund, a reduction in the amount you have withheld will mean a little more take-home pay in each paycheck to help with day-to-day living expenses.

Examples of events that can have a significant impact on your tax liability and may require an adjustment to your withholding or the number of exemptions you claim on your Form W-4 include:

- A change in your marital status,
- A birth or death of a dependent or,
- An adoption.

Regardless of your reasons for choosing to review or change your withholding, the IRS provides an excellent interactive online tool to help you make the most informed decision. The **IRS Withholding Calculator** can help you decide what elections you should make on the Form W-4 that you provide to your employer. You'll need timely information with regard to your income, current withholding, dependents and marital status.

<http://www.irs.gov/Individuals/IRS-Withholding-Calculator>



# AWARDS & NEWS



**AN EXEMPLARY YEAR** has been completed by the S&K Aerospace Air Force Reserve Command Team. They have been rated “exceptional” in all areas of the Contractor Performance Assessment Report (CPAR) for the last three years. They developed, cultivated and continuously improved exceptional SQL and Oracle databases that exceed the customer’s requirements.

Customer satisfaction was taken to a new level this year in their effort to meet all requirements by actively encouraging customer comments and requests while making improvements geared to better support the customer.

The AFRC Team constantly strives to provide for an ever changing, ever improving Financial Management Systems environment. Their development, execution, and superb management of the Financial Management Systems have far exceeded the requirements they have been presented.



**A NAVY COMMENDATION** has been received by Tana Gill, a Help Desk Technician with S&K Global Solutions (pictured middle in black). She was personally commended by Navy Vice Admiral T.J. Benedict for her contribution during the successful migration of the Trident Logistics Data database operations from Naval Supply Systems Command (NAVSUP) to Puget Sound Naval Shipyard and Intermediate Maintenance Facility. Navy Trident submarines are Fleet Ballistic Missile Submarines that are nuclear- powered, able to remain submerged for long periods without surfacing, and virtually undetectable when submerged. Data migrated included parts and supplies information. Tana Gill supported this mission by setting up new accounts within a sensitive time frame.

“Her technical expertise and problem solving skills were key elements in the planning, preparation, and successful accomplishment of this important process,” said Admiral Benedict, adding, “Please accept my personal thanks for your valuable contribution and continued support of the Trident fleet. Bravo Zulu on a job well done!”



**SEVERAL GREAT REVIEWS** have been garnered by the S&K Technologies Israeli Technical Order Team at Robins Air Force Base, Georgia, from the USAF and Israeli Air Forces for a job well done. In November 2013, the team received their Contractor Performance Assessment Report (CPAR) from the USAF and ALL areas were rated “Exceptional.” This is the third CPAR in a row that was rated “Exceptional” for the Israeli Technical Order Contract.

The photo depicts the Technical Order Team, from left to right, front row, Olin Wilson (F-15 Avionics Systems Technical Data Engineer ), Erica Williams (F-15 Technical Data Editor), Darrell McCall ((F-15 Senior General Systems Technical Data Engineer) Program Manager), Brad Story (F-15 Technical Data Editor), back row, Brian Tucker (F-15 Technical Data Editor), Mark Shultz (F-15 General Systems Technical Data Engineer), and Steve Reeves (F-15 Structural Systems Technical Data Engineer). Not pictured, Kelly Buller (F-15 Electrical Systems Technical Data Engineer). Darrell and his team should be commended for an outstanding job performance.



**A GROUP AWARD** has been presented to several members of the S&K Global Solutions EPIC Team in Houston, TX, from the Engineering JSC-IFS-02 Server Migration Team for their hard work, expertise and creativeness during an engineering data migration project. They are Daniel Mathews, IT Technician (middle left), Dennis Brantley, IT Professional (middle right), Gigi Mathew, IT Professional, and Brian Perkins, IT Technician, (both not pictured). They are being presented the awards by Kevin Kofal, Senior Computer Scientist (far left side) and Barb DeBernardo, EPIC Program Manager (far right side).

# Celebrity Retirement

Dewitt Hudson Padgett (aka “Bubba”) started his military career by becoming a charter member of the 1st Battalion, 121st Infantry, Georgia Army National Guard in Dublin in 1952. Bubba rose to the rank of Sergeant First Class and was the Platoon Sergeant of the Battalion Support Platoon. Bubba left the unit but later returned to become the platoon leader of the Battalion Medical Platoon. In the early 1980s Bubba and his platoon spent four weeks at Fort Belvoir, MD, going through extensive training to become qualified in all facets of medical emergency support. Bubba retired from the Army National Guard with 22 years of service.



In 1954, Bubba began his civil service career at Robins AFB, GA as a supply clerk. He worked his way up through the ranks becoming the Chief of the International Logistics Support Branch in 1971, which later became the Foreign Military Sales (FMS) branch. In this position, he helped develop procedures to support many foreign countries and during his 22 years in this position, he became known at Robins as “Mr. FMS.” Bubba retired as a civil services employee from Robins, AFB in early 1993 with 39 years of service.

In 2001, Bubba was hired by S&K Technologies where he continued to provide excellent support to the F-15 FMS branch at Robins. Later, Bubba came to work in the S&K Aerospace office at the Warner Robins office providing the same high level of logistics support to S&K Aerospace.

Bubba went to work shortly after retiring as a contractor after being hired by Modern Technology Corp (MTC). His job with MTC at Robins was to provide logistics support in the F-15 FMS. His many years in the FMS office proved invaluable to the F-15 FMS office.

On November 30, 2013, Bubba hung up his boots and finally went home to enjoy life as a retiree. He loves spending time with his family, especially the grand kids, Cole and Emma. S&K extends our warm thanks to Bubba for his long and distinguished service to our country and our company.



## SAFETY TEAM

Anne Penn, Configuration Management Specialist with the S&K Global Solutions EPIC contract at NASA (shown far left), participated in the Johnson Space Center Safety & Health Day on November 14th. She supported the Joint Safety & Health Action Team Booth assisting with photo laminating of fellow NASA team member’s pictures of why they work safely.

## COAST GUARD AWARD

Samuel Peikert, the son of S&K Aerospace Program Technician, Janice Peikert, was awarded the USO Coastguardsman of the Year award on October 25, 2013 in Washington, D.C. Each year the USO honors one service member from each branch of the military and this year Samuel was the honoree from the U.S.



Coast Guard. Samuel is a Gunner’s Mate currently serving in Miami, Florida. Samuel was honored in this way in part because of his heroic actions that saved the lives of a man and his young son from drowning. You can read more about his rescue on the Coastguard Blog: <http://1.usa.gov/1fbzuhs>



Randy Durkee, Senior Logistician for S&K Aerospace, was elected as the President of the Wright Wriider’s Motorcycle Club this month. The Wright Wriider’s (WW) is a motorcycle organization that supports and provides mentorship for all riders at any level. The WW sponsors several fund raiser rides to support events such as The Wounded Warrior Program, Fisher Houses and Dayton Veterans Hospital. Randy is pictured fourth from the left in the black t-shirt.



Kent and Brenda Mueller performed as the grandfather and grandmother in the Nutcracker of Middle Georgia performance at the Grand Opera House in Macon, GA. Kent has been in 11 seasons, and his wife Brenda has done 20 performance seasons. The Nutcracker is a local cultural event that has been around for 25 years, and is staged at the Grand Opera House.... a fully restored and historic Victorian theater in Macon GA. Kent is a Senior Acquisition Program Management Analyst for S&K Global Solutions.

**SPECIAL THANK YOU** - Kris Bird would like to extend her heartfelt thanks to everyone who has shown so much support for her during the past few months. Kris lost her husband this fall in an accident while he was fishing on Flathead Lake. She appreciates the outpouring of love and help and wanted to express her appreciation to the S&K family. Kris is a Project Manager with S&K Global Solutions Telecommunications Group.



**GEOGRAPHY BEE** - At this year's Galena Park School District Geography Bee, Joel Mathew, looking dapper in this photo, competed against Juniors and Seniors from all schools in the Galena Park ISD and won 1st Place at the District Level. Joel is the son of S&K Global Solutions IT Professional Supervisor Gigi Mathew. He received the Ruby Gresham Scholarship Award towards his college studies.



**GRADUATION**  
Congratulations to PFC Zachary M. Podskoc, the son of Sandi Podskoc, Logistics Specialist with S&K Logistics Services. He has graduated from Army Basic Training (National Guard) in Fort Sill, OK. Zachary will now be headed to Fort Eustis, VA, to attend Tech School to train to become a Chinook and Black Hawk Helicopter Mechanic. Sounds fun!

## Engagements & Weddings



Kathy Olsen, Accounts Receivable Manger at the corporate office and her husband R. Lynn Olsen, Sr., announce the engagement of their son, Roger L. Olsen, Jr. to Erin Marie Smith; daughter of Martin and Ann Smith of Fallbrook, CA. R.J. and Erin are college graduates with degrees in Range Management. R.J. proposed at Georgetown Lake while ice fishing and the pair will be married on July 26, 2014, in Polson, MT.



After seven years of dating, including a yearlong engagement, Erica Blackburn, S&K Global Solutions Project Specialist with the EPIC contract in Houston, TX, married her fiancé, Mike James, on October 4th, 2013. You might remember little Karley Danger James, sandwiched between the love, from our last issue. She was born August 1, 2013.

## Birth Announcements



Jonathan Crowell and his wife welcomed little Emily Grace to the world on November, 19, 2013. She was born at 8:30 am and was 6 lbs, 9.4 oz, and 22 inches long. Jonathan is a Logistics Specialist with S&K Logistics Services and is based in Warner Robins, GA. His co-workers are hoping Jonathan buys similar warm booties for everyone.



Rilla Wolf, an IT Professional with the S&K Global Solutions EPIC contract in Houston, TX, welcomed a beautiful, healthy baby girl into her family. Nailah Charlize King was born on Friday, October 4, 2013 at 2:49 pm. She weighed 8 lbs, 2 oz., and was 19.5 inches long. Mom and baby are doing well.

Meet Ava Grace VanderPoorten! She has a proud grandfather in Johnny Gurr, Acquisition Program Analyst for S&K Global Solutions at Warner Robins Air Force Base, GA. Ava was born on October 22, 2013, to Natalie (Johnny's daughter) and Kyle VanderPoorten.



Barb DeBernardo is pictured holding her first granddaughter, Caroline Rose Fouty, who was born October 1, 2013. Barb was able to be present for the birth to support her daughter, Jackie. Barb is the Sr. Program Manager on the S&K Global Solutions EPIC contract in Houston, TX.



Brian Tanner, Business Development Specialist for Corporate, is proud to introduce his first niece, Brileigh Rose. She was named after her favorite uncle Brian. Brileigh was born Thanksgiving Day, 2013.



Larry Hart, S&K Technologies Avionics Specialist, is proud to announce that his son, Ryan, caught this baby recently in Montgomery, AL. She weighed in at 8 lbs, 5 oz and was over 5 feet long (estimate). He named her Bessie. Congrats Ryan!