



S&K "GROUP SPIRIT"

SUMMER 2014

Water and Mud

Battling harsh winter conditions
to repair the Lower Dry Fork Dam

PRESERVING A CULTURE

A Tribal Elder works to keep
memories and language
alive on the Reservation

LEADERSHIP FEATURE

Last but not least,
our final Board of Directors
member interview

WHAT AN IMPACT

Longtime S&K business
leader and CEO retires
with illustrious career

Letter from the Chief Executive Officer

Tom Acevedo

Fun in the sun

As we move into our summer season, be sure to take some time to unwind. All too often we forget to put our worries and stress away. Take advantage of the opportunities that can provide fun and good memories that will carry you through those periods in the future that will cause concern and worry.

Don't put off that trip or visit you have been thinking about but just never get around to doing. My wife, Elizabeth, is the person in my life that makes sure that we do special things. She plans ahead and schedules our travel and visits well in advance so that I can't make an excuse that I just can't find the time to get away.

Those of us who are prone to sedentary activities, and you know who you are, this is good time of the year to get up and move. I just recently had a golf outing with my son and his father-in-law. We took a long weekend together in Phoenix to golf and enjoy company. Despite my lack of skills as a golfer-those of you who have golfed with me know what I am talking about-I had a super time. The time on the course allowed us to talk and see some beautiful scenery. The evenings were spent with our wives and one of our grandchildren barbecuing and enjoying fine wine. Good memories.



This is also a good time of year to strike out and try a new hobby, or further developing one you already are doing. You will surprise yourself at how much satisfaction it can bring you. I also recommend doing some volunteer work for whatever cause or group you think you can help. You will undoubtedly learn more from the group or the cause than you ever realized you would.

Not too long ago I volunteered to sit on the board of a regional hospital. I was prompted to sit on this board because of our new wellness program and the implementation of the Affordable Care Act. Before this, I simply did not pay any attention to health care. I have learned so much in the brief time I have been sitting on the board and I now have a stronger understanding of where health services are going in the future.

Contract Wins for S&K Global Solutions

Nuclear Regulatory Commission and U.S. Air Force tap into expertise

S&K Global Solutions will be performing alongside the Nuclear Regulatory Commission (NRC) on a pilot outreach training program. Recently, a heightened interest in uranium recovery development and new nuclear reactor construction has resulted in a significant increase in the number and complexity of consultations between the NRC and Tribal governments.



The NRC is seeking tribal community involvement and feedback as they finalize a draft Tribal Policy Statement for publication in the Federal Register. NRC staff plans to interact with Tribes in 2014 and 2015 until the final Tribal Policy Statement is approved for publication by the Commission, which is planned around June 2015.

Over the next year, the NRC and S&K Global Solutions will conduct a total of five (5) two-day training classes at various Tribal Colleges or local facilities on reservations throughout the country. Training topics and discussion will include radioactivity, health physics, by-product material and regulatory responsibility by State and Federal agencies, including the NRC, to protect public health and safety. Each training may be specific and tailored to the needs of the individual reservation where the training will be conducted. The first class will take place on the Flathead Reservation and will be held at Salish Kootenai College in August. Classes are free and will be advertised.

S&K Global Solutions will provide advisory and assistance services through a recently awarded a five year contract with the Department of Air Force, Air Force Materiel Command. The contract is in direct support of the Command and Control, Intelligence, Surveillance, and Reconnaissance (C2ISR) division at Warner Robins Air Logistics Center.

The mission requirements under this contract will tap into S&K Global Solutions' world-class sustainment, integrated logistics, and engineering experience. Of primary focus is the coordination of weapon system acquisition and operational support for the C2ISR. These weapons systems include the following aircraft and platforms:

- U-2 aircraft and associated sensors, systems and data links
- Air Force Distributed Common Ground System (AF DC GS)
- Global Hawk and Predator
- Joint Surveillance Target Attack Radar System (JSTARS), Measurement and Signature Intelligence (MASINT)/Special Projects, Multi-Platform Common Data Link
- Multi-Platform Radar Technology Insertion Program
- Other station support (e.g. U.S. Army, Utah National Guard, National Security Agency, ISSO, etc.)

Through snow, mud and sub zero temps...

S&K Environmental completes technical dam project through winter



S&K Environmental just completed eight months of work on an extremely technical and challenging project. The Lower Dry Fork Dam, located one mile west of Lonepine, Montana, was originally built in 1929 and has undergone numerous modifications and upgrades over the years. The entire intake structure, piping, and outlet structure needed to be reconstructed and updated. The federally funded project was awarded to S&K Environmental through an open bid process by the Confederated Salish and Kootenai Tribes through the office of Safety of Dams.

“This job posed many challenges including working through the winter and completing construction by the spring irrigation deadline,” said Brett Hanser, Sr. Project Manager. S&K Environmental mobilized to the site in early August 2013 and completed construction April 2014. During the project, S&K Environmental and project subcontractors employed more than twenty Tribal members in high paying, technical construction jobs that benefited the local economy as well as other locations and vendors within the reservation. The Bureau of Reclamation out of Denver provided the design and full time, on-site quality assurance.

The first phase of the project required dewatering the site, excavation of the Dam embankment, and demolition and removal of the intake structure and pipe. Once this preparation was completed, S&K Environmental reconstructed the outlet channel and structure and built a new intake structure and gates, welding, and concrete construction of the outlet pipe. S&K Environmental also built a new special embankment, a new electrical system, added riprap slope protection, and installed a new foot bridge connecting the dam with the intake tower. Completing the site, S&K Environmental performed gravel surfacing and final grading and added topsoil.

The embankment work required the excavation and hauling of over 12,000 cubic yards of material at a depth of over 36 feet in the center of the dam. To facilitate the construction below the lake level, a coffer dam was constructed on the upstream side of the intake structure and dewatering wells were drilled along the excavation. The dewatering and unwatering required 24 hour staffing to provide maintenance and service of the system so that the pumps were running at all times. The crews that worked the night shifts for the dewatering

faced numerous challenges including below zero temperatures and knee deep mud.

After the excavation was completed, crews began placing and welding 205 feet of 6-foot diameter steel pipe that would eventually carry water from the intake tower to the outlet channel downstream. Once the steel pipe was welded it was encased in concrete and the new intake tower and outlet structure were constructed.

Facing some of the harshest winter conditions the valley has seen in the past 50 years, crews formed and placed over 700 cubic yards of concrete from late October through mid-January. Simultaneously with the concrete construction, S&K Environmental crews excavated, screened, and stockpiled 24,000 cubic yards of special embankment material to reconstruct the dam. Processing this large amount of material during wet freezing conditions posed its own unique problems, including the tarping of a six acre pile of material and maintaining the proper moisture throughout the freeze thaw cycles of winter.

Once the reconstruction of the dam embankment started, crews worked 24 hour shifts, 7 days a week, to ensure consistent compaction and to prevent any freezing of the embankment. When spring finally came, so did the mud, and with it the unpredictable water levels in the reservoir. The dewatering crew was tested on many occasions with late season snow and rain; facing snow events that required the use of additional pumps and thousands of feet of discharge hose. Work on the dam embankment and site reclamation culminated in April to allow the reservoir to fill for irrigation season.

The successful completion of this project was due in part to the very skilled crew and a great partnership with subcontractors and vendors. S&K Environmental would like to personally thank the crew and families of the crew that endured the long hours and separation from their loved ones to make this project possible.

Top Photo: Embankment being filled in January 2014.

Bottom photos L to R: Beginning the concrete forms around the pipe section of the dam. SKER crews work on the upper tower wall forms. Upper tower walls being poured with concrete.

Cover Photo: Completed tower, foot bridge, and gate house.



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

BOB MCCREA, MEMBER

Bob McCrea has been a member of the S&K Technologies, Inc. Board of Directors on and off for many years. His current tenure began in 2008. Bob's involvement and impact on tribal business extends beyond S&K to include his work as a board member of many businesses owned by the Confederated Salish and Kootenai Tribes. He has served as a board member for Kwataqnuq Resort, S&K Development Corp., S&K Holding, and S&K Electronics. Many times he served with our current CEO, Tom Acevedo, and S&K Global Solutions President, Binky Bowman. Bob also served on Tribal Council from 1982-1987.

Professionally, Bob has worked in Wildland Fire Management since 1966, when he first joined the Bitterroot Hotshots. Hotshots are one of the initial suppression groups that work to control wildfires. On a trip to Southern California to fight fire, Bob was asked to become a Smokejumper, a very prestigious and dangerous job. A smokejumper is a wildland firefighter who parachutes into a remote area to fight a fire. Bob "jumped" out of Missoula, Montana, for four years. In 1970, he joined the CSKT Fire Management Department and has since fought fire all over the country. He is currently a Wildlands Fire Operations Specialist.

Bob can be a bit of a firefighting maverick. He is frequently the first person on the scene of a newly erupted wildland fire, and in one case a little too early, when he was walking the fire line and took a bad fall. He had 2nd degree burns on his arm and spent a week in the hospital. "I probably shouldn't be out doing fire by myself," he chuckles.

It's common for tribes across the country to share fire resources, and the Fire Management Department frequently works with the U.S. Forest Service and Department of Natural Resources and Conservation as part of their interagency attack plan. During the winter they often travel to fight fires in other parts of the country and have a multitude of trainings and meetings. This winter Bob and his crew helped manage a fire in Oklahoma.

Outside of helping to keep our forests healthy, Bob volunteers for many organizations, including ambulance services, of which he's been



a part of for 22 years. He also enjoys refereeing basketball games and serves on search and rescue and the volunteer fire department.

Bob's vision for S&K includes the desire that we continue to increase our growth and success. He'd like to see more job creation on the reservation. "There is so much knowledge at S&K, its impressive how we continue to find work," he says. "We find the right people that grow our venture."

"We have a strong board and an outstanding staff throughout S&K. We are recognized across the country for the work we do and have an excellent reputation. We find good people," stated Bob. "One area I feel we can improve is how often and how well we tell our story here on the reservation. In any business, the one thing we can always increase is communication."

Bob, who is a member of the Salish tribe, grew up in Ronan on the Flathead reservation and he is the eldest of twelve children. His favorite activities are hiking in the Mission Mountains where one of his favorite trails is North Crow Canyon. "The Missions are like my church. I'm usually out hiking, hunting, and fishing by myself. I really enjoy the solitude." Bob still lives in Ronan with his wife "Beaner" and between them have a blended family of eight children.



Birthday Luncheon

S&K Logistics Services and S&K Aerospace employees, or "Team Byron" as they are commonly referred to, enjoyed a group lunch at Hibachi Grill in Warner Robins, Georgia. The event was to celebrate, in one fell swoop, everyone's birthday. One employee said, "this has been such a good idea. It shows what an awesome team we have and it's great for morale." Supporting the customer is paramount but this team believes supporting each other is just as important.

A Retirement Tribute

Jim Paro's extraordinary service and dedication



Jim Paro, S&K Aerospace LLC (SKA) President, retired at the end of June, and concluded an illustrious career of service to the Confederated Salish and Kootenai Tribes spanning over forty years. Jim served as President of SKA since the company's origin in 2005. To date, SKA has been the Tribes most successful 8(a) LLC, much of which can be credited to Jim's management philosophy centered on hiring highly qualified people and providing them with the tools, support, and encouragement necessary for success. In 2006, Jim compiled and submitted the company's 8(a) application which was approved in June of that year. Since SKA's entrance into the program, the company has shipped close to half a billion dollars while adhering to the strict guidelines of the SBA 8(a) program. The company enters its ninth and final year in the 8(a) program this month.

In order to truly understand Jim's contributions to the economic growth of the CSKT, you would have to go back to February of 1987 when he was named President of S&K Electronics, Inc. (SKE), a circuit card and electro-mechanical assembly manufacturer also owned by Tribes. At the time, the company was struggling to stay afloat while upside down on a large contract to the U.S. Army providing electric air heaters. Upon arrival, Jim sought qualified professionals in the contract manufacturing and management world, implemented new procedures and processes relevant to manufacturing and quality, and most importantly, overhauled the bid and proposal system which was necessary to bid competitive opportunities profitably. By refocusing and stabilizing the company, Jim was able to set in motion a chain of events that eventually led to the formation of S&K Technologies, Inc.

Two things of primary importance happened while Jim was in charge of SKE. The first was his prowess for negotiating a revised price for over fifty-thousand M3 Electric Air heaters resulting in SKE becoming a viable and profitable company. The second was the submission of the Tribes' first SBA 8(a) application, approved in 1989, allowing SKE to prosper and grow with several federal agencies in the government manufacturing sector. The first 8(a) application is especially difficult for Tribes because one of the requirements is justifying and documenting the Tribes' economic disadvantages. With Jim two credits short of a Doctorate of Literature from Purdue,

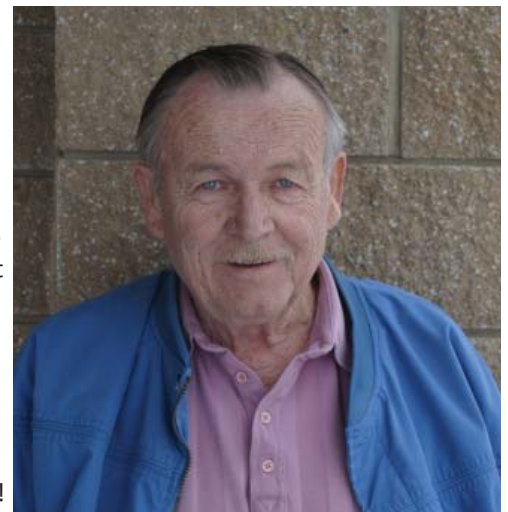
it was probably the most eloquent and conclusive document the SBA had ever received, and established a strong foundation for the five applications that followed.

One of Jim's most important and substantial legacies is his dedication to quality. While at SKE, Jim perfected several rigid quality designations forming the S&K quality brand within both governmental and commercial sectors of manufacturing. After leaving SKE in 1993 to focus on challenges associated with the Tribal Health and Human Services Department, Jim was hired as a consultant to S&K Technologies (SKT) during its fourth year of doing business. There he was charged with development and implementation of the quality management system in conformance with ISO 9001. Although a challenge for any company at the time, Jim was

able to implement the system in record time and then move on to other assignments, which included strategic planning and corporate documentation for SKT. When it was decided to start SKA, Jim was the obvious choice to lead the new corporation, where he has served as President since 2005.

Not one to rest on his laurels, Jim and his team initiated a very aggressive growth strategy for SKA, which included expansion into Air Force programs, venturing into the Department of Energy for the Moab remediation contract, and solidifying programs previously established with NASA with the Automation and Robotics contract. Also during Jim's tenure was the establishment of the Tribes' first overseas office located in Riyadh, Saudi Arabia. Probably the highlight of Jim's SKA experience would be 2012's award of the PROS IV contract worth \$975M and competitively bid. The PROS contract is the centerpiece of current expansion efforts into over ninety different countries. Along with other foundation contracts, SKA is positioned for continued growth post 8(a) thanks to Jim and his team. Since SKA first started, the company has shipped over \$350M in goods and services, making the company the most successful and profitable to date. Not a bad way to end a career.

Jim, thank you for your dedication and contribution to your Tribe and the people of the Flathead Reservation. Because of your commitment to economic development early on, scores of people have been gainfully employed both on and off the reservation. Here's wishing you the best during your retirement!





Special recognition for S&K employees at NASA

Sylvia Paden, Project Specialist, and Lana Rouse, Project Specialist Back-up, received an achievement award for their efforts in delivery of Capsule Parachute Assembly System (CPAS) data to the Orion Program and Lockheed Martin.

The CPAS Project assembled a total of 57 data deliverables that contained well over a thousand individual files. For most of these deliverables, Sylvia and Lana had to create a deliverable cover sheet that described the content of the delivery and compress many files into a singular ZIP format file. Because of changes in the system used by the Orion Program to accept data, Sylvia and Lana had to create many of these ZIP files and deliverable data packages twice. The overall effort became much larger than originally planned and took much more time than had been allotted. Sylvia completed the task very quickly and helped to get all data delivered to the Program for verification.

Collaboration at its best

Effective. Web-accessible. Easy to Use.

The call was loud and clear from the business development specialists at S&K, and it looks like the answer is Microsoft's SharePoint software. SharePoint is a popular collaboration and document management tool used across the globe to improve communication. In fact, most of us have already used SharePoint at work or even when shopping online. You may have encountered it, knowingly, while interfacing with other companies' document management systems, or unknowingly, by conducting business online through sites which were developed using SharePoint.

S&K has recently adopted SharePoint as a replacement for our business development document organization system. "Users of the previous system felt it was over-designed," stated Mary Katherine Sheffield-Scroggs, Senior Bid and Proposal Manager. "So we set to work finding a tool that would be easy to learn, simple, and even fun to use. SharePoint has met our need."

Several S&K contracts and customer projects that already use SharePoint. It is a staple on the Moab remediation project for S&K Aerospace, where it is primarily used as the project's intranet, information sharing, and collaboration tool. S&K Global Solutions has several programmers on staff that administer SharePoint sites for NASA. They have over 10 years experience developing custom sites, workflows, and controls, as well as integrating SharePoint with external systems. For the Air Force, our personnel built a SharePoint 2010 site internal to the Robins AFB network to standardize and track Contractor Training Requests for our employees.

Internally, our newest tool is called Business Development Exchange, or BDX. "We created BDX based on input from the folks who will use it, which is the beauty of SharePoint to me," stated Sheffield-Scroggs, who has fostered and lead its development. "SharePoint has complexity in the back end, but the

user interface is seamless and intuitive. Most users find they pick it up very quickly and then, almost immediately, come up with great ideas to customize it even further for individual projects. This is exactly what we wanted in a business development document management system and we are very excited to see it grow."

The usefulness of SharePoint also extends to other corporate services. In the next few months, a completely new and redesigned Employee Portal will be launched using the system. The new portal will be user friendly in ways not possible on our old portal. The beta launch will give employees the chance to test the site, make suggestions, and help create a tool that is beneficial at all levels of our companies.

"The new portal is designed to be a one-stop-shop for employees," said Amy Yalon, Marketing Manager and site administrator. "It's going to be the first place you look when you need important documents and information. Anything from benefits forms to how to use a company credit card. My goal is to make the portal our employee home base and to keep improving the site every day."

SharePoint is extremely versatile and has applicability for multiple S&K departments, groups, and projects. With continued support from Microsoft, it should only keep getting better. "SharePoint is a tool that we have wanted to utilize within S&K for several years," said Dean Hendrix, IRM Director. "Once the timing and cost became advantageous for us to do this, we seized the opportunity."

Many thanks to everyone that helped develop the BDX and Portal sites, especially Steven Klepzig, Senior Communications Engineer, the guru of all things SharePoint.

SharePoint

Given the existing capabilities and roadmap for development by Microsoft for SharePoint, the SharePoint suite of tools could be one of the more significant impacts to our working environment that we have seen in the last 10 years.

How SharePoint can improve each employees' work process will largely be determined by how the technology is embraced and used by employees, as is the case with many technology solutions deployed. Hopefully, as each of us use the new set of tools in the employee portal and BDX portal, we will start to envision ways to create more efficient and collaborative processes which will increase our productivity.

Imagine a world without email: <http://www.elsua.net/tag/a-world-without-email/>, this is a good article about one man's plight to have a more collaborative workplace. This is the kind of technology solution SharePoint can be for S&K if we pursue that goal.

As Aristotle once said, "Excellence is not a singular act; it's a habit. You are what you repeatedly do."

- Dean Hendrix, IRM Director

Search for pilot goes international

In May, an Argentine researcher was trying to find the U.S. Marine pilot whose name is on an A-4M Skyhawk jet that is being restored in Argentina. In 1995, the Argentine Air Force purchased 36 A-4M Skyhawks that had previously been flown by the US Marine Corps. The "M" version was the last Skyhawk model built since its introduction in 1954. The Argentines had flown modified A-4B and C models so the M was a significant upgrade at the time.

A web search led them to S&K corporate headquarters in Montana as well as a listing of "Colonel Curtis Marsh" under the members of the Naval Historical Foundation. Curt Marsh is the Sr. Program Manager for S&K Global Solutions in the Washington, DC, office. After an exchange of emails, Curt was able to confirm that he was in fact who they were looking for. The key evidence was the picture (see upper right) still showing the stenciled name: "Maj. Marsh C. W." and his call sign "Swamp Fox" below it. The call sign is difficult to read due to a missing panel but it is clearly evident. The confusing part was confirming which airframe and the associated bureau number "BUNO" the nose section belonged to. The Argentines are apparently using four different airframe sections to reassemble a display aircraft. They provided the four BUNOs for the aircraft that were apparently used as spares for the others.

According to Curt, "I had to pull out my old log books, but the four BUNOs they provided didn't show up. After reviewing all 36 aircraft BUNOs that were transferred to Argentina there were two possibilities, but one in particular seemed to be the right one. To match my rank of Major as painted on the aircraft, it had to have come from when I was with VMA-133 in Alameda, CA, since I was promoted to Lieutenant Colonel shortly after that." This was a further mystery since that specific aircraft was not supposed to be one of the spares airframe.

"This was a fun trek down memory lane for me," Curt said. "Kind of shocking that it has been almost 20 years since I last flew a Skyhawk. It was a great airplane and a very enjoyable period of my career in the Marine Corps." (A picture of the A-4M, taken by Curt with San Francisco in the background, is shown at right)



Awards for S&K Global Solutions Employees

Heather Staton (left), Administrative Support Specialist, received an award for Contractor of the Quarter. Cynthia Fisher, Acquisition Program Management Specialist, was singled out for dual recognition as Contractor of the Quarter and as a member of the Large Team of the Quarter for the F-15 Eagle Division at Robins AFB (L-R: Le'Roy Callender, Operations Director, Cynthia, and Greg Hawkinson, Program Manager). Tracy Coultas (right), Logistics Specialist received his third Contractor of the Quarter award. Way to go, all!





After the monthly All Hands meeting, the **EPIC Team** gathered for a group picture, even though not all 80+ people were present. EPIC has supported the Engineering Directorate at Johnson Space Center since February 2013. The Team has achieved many successes in our short contract period so far, including testing of the Advanced Docking System with six degrees of freedom as a new way to dock at lower closing velocities; testing the first Automated Landing and Hazard Avoidance Technology (ALHAT) "closed-loop" free flight test for Morpheus; completing acceptance testing and delivery of the ISS Simplified Aid for Extravehicular Activity (EVA) Rescue (SAFER) flight unit for crew member self-rescue in the event of separation from station; as well as completion of the first major IT project upgrading from SQL Server 2008 to SQL Server 2012 in the Engineering Directorate's Data Center and accepted recommended by EPIC Data Management personnel to consolidate documents for potential savings of up to 77% reduction in documents with overlapping content. Given our diverse set of customers, it seems like one team member is always in the midst of supporting a major delivery or improvement. Keep up the great work, team!



PROS IV Group Expands!

S&K Aerospace LLC continues to improve its processes for the Parts and Repair Ordering System IV (PROS-IV) contract with the US Air Force.

As part of that process, the research and maintenance logistical work was shifted from the Stockbridge, GA, office to the Warner Robins, GA, office where contracting, finance, human resources and software development were already being handled. This allowed more growth for those areas as well as the growth of supply logistics, quality control, and the shipping/warehousing departments at the Stockbridge location.

At left is a photo of the crew at the Warner Robins office.

Preserving a Culture

By Brian Tanner - Business Development Specialist

Tony Incashola, a Confederated Salish and Kootenai (CSKT) Tribal Elder, has been serving the Salish-Pend d'Oreille Culture Committee for 39 years. His service began with a call from another visionary Johnny Arlee, who asked if Tony wanted to work with him on preserving the Salish culture. Tony has always lived a traditional way of life; he grew up with his grandparents learning the language and customs, and eventually went on to serve in the U.S. military.

Tony was born on a cold fall day in Saint Ignatius, Montana. He was the youngest of five boys born to his mother Mary Louis Beaverhead-Incashola. Shortly after Tony was born his mother passed away and Tony and his brothers were sent to live with their grandparents. Living with his grandparents, Tony was able to learn his language and cultural customs. His fondest memories from childhood were of camping all summer in the Mission Mountains; hunting, fishing, and gathering roots and berries. In the evenings other camping families would play stickgame (see previous article about stickgame) and they would bet money or berries, with winners taking all. Come fall, after the family gathered the necessary meat, berries, and roots for the winter, he would return to school. From a very young age Tony recalls the racism he faced, on his own reservation, for being Native American. He turned the pain of racism into a lifelong pursuit to preserve Salish culture and give future generations a sense of pride in who they are as a people.

At the age of 19, Tony followed in the footsteps of his older brother and joined the U.S. Army. He was shipped to Fort Hood, Texas, for basic training and then sent to Fort Lewis, Washington, for advanced training. From Tacoma, Washington, Tony was then sent to battle in Vietnam. Tony recalls sailing out of Tacoma and thinking how calm the waters of the Puget Sound were, but once the ship reached the Pacific Ocean it became rough. Tony was sick for the next 18 days until he arrived in Vietnam. He was stationed in North Vietnam in Pai Keu while his brother was stationed in Saigon. After accumulating enough leave to go back home, Tony decided to donate his leave to his brother, since he had been fighting in Vietnam long before Tony arrived. It was at this time that he received the news that his brother had been killed in action. Tony escorted his brother back to the Flathead Reservation to be laid to rest with his people.

After serving his time in Vietnam, Tony went on to Fort Sill, Oklahoma, to become an instructor in artillery but was shortly thereafter discharged from the U.S. Army. Tony then met his wife, Denise Brown, in Oklahoma and they moved back to Saint Ignatius to start a family. He began working construction to provide for his family. In 1975, he received a call from Johnny Arlee, another CSKT Tribal Elder, asking him to help with a project to preserve Salish culture and language. Johnny and Tony began speaking with other Elders and they expressed their fear of the Salish language and culture being lost. They started the Salish-Pend d'Oreille Culture Committee (SPCC) to help preserve the language and culture.

Johnny and Tony began gathering as much information, stories, and songs as they could. This started with gaining the trust of many of the other Elders and encouraging them to share their tribal knowledge so that they could preserve their Salish-Pend d'Oreille culture. As technology advanced, so did the SPCC. They

have produced over 1200 audio interviews, 100 movies, lessons, presentations, and other footage of elders. The archives that the SPCC has produced is one of the most comprehensive and extensive tribal collections in the nation.

The SPCC has also been putting their efforts into making a multi-volume book set about tribal history and culture. What makes this unique is it's written by tribal members with a tribal perspective. The majority of literature about the Salish and Kootenai was written by non-Tribal scholars, but having tribal perspective adds value as a firsthand account. The cultural book set will be written in both English and Salish, concurrently, throughout the pages. The set will also feature many photos obtained from the National Archives of the Salish-Pend d'Oreille, many of which hang in the S&K Offices throughout the country and in our Saudi office. While the cultural book set is being comprised, the SPCC is working on other publications regarding specific topics such as place names and the Swan Valley Massacre of 1908. Visitors to the Flathead Reservation find the roadside signs and place names are written in English, Salish, and Kootenai.



"I see a bright future for our Native People. As long as we never forget who we are, and where we come from, we can stand together and flourish. If we do not, then surely we will destroy ourselves."

- Tony Incashola's message for the CSKT People

New Wellness Incentive Qualification Period has Opened!

Employees participating in our medical plan, and their covered spouses, can now qualify for the wellness benefit. Completed Total Health Management (THM) forms will be due by November 1st. Watch for information to be mailed to your home address and for invitations to webinars regarding the wellness program and incentive for the January 1, 2015, benefit year. The new THM form can be found on the S&K Portal under Benefits.

1. Get the THM Forms from the Portal
2. Contact your doctor to set up an appointment
3. Have your doctor fill out the THM form
4. Mail your forms to Blue Cross Blue Shield
5. Start getting the benefit!

How do you compare with top retirement savers?

Your retirement plan shows you where you stand in your progress toward your monthly income goal. But wouldn't it be nice to know how you compare with others who are also saving for retirement — especially the top savers?

We're pleased to introduce the **How Do I Compare?** feature of the Lifetime IncomeSM Analysis Tool. The feature:

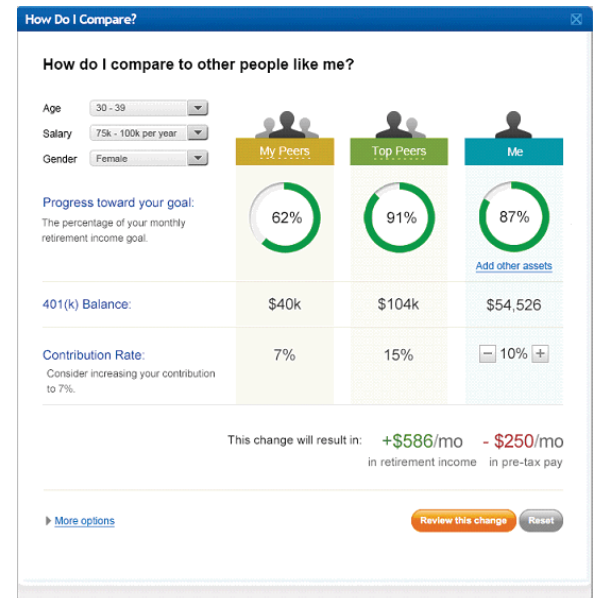
- Shows you where you stand alongside top savers* within your demographic profile
- Includes a recommended next step
- Provides a single-click process to make a change

Knowing how others are making progress — especially those who are making good progress — may help you find ways to reach your own goals.

We hope you find this latest addition to the experience helpful. To see where you stand, click on the How Do I Compare? icon underneath the Your Profile section. And don't forget that your plan also offers tools to help you identify your health-care costs in retirement, as well as budgeting and planning resources to help you find extra money to save in the plan.

For more information, log in to your account at www.putnam.com/401k or contact a Putnam Service Representative at 1-888-411-4015.

*Top savers are defined as individuals who are at the 90th percentile of the selected age band, salary range, and gender.



- Log onto your account at Putnam.com/401
- Click the How Do I Compare? icon underneath your profile section
- Start working with the tool!

Employee of the Quarter - S&K Aerospace

Please join us in congratulating Jason Ellingson on his selection as Employee of the Quarter for S&K Aerospace. Jason's performance, dedication, and willingness to assist others truly merit this selection.

As S&K Aerospace Database Manager, Jason is responsible for the management, modification and operation of three distinct Maintenance Information Systems (MIS). Jason recently modified and converted portions of the PROS Intermediate Logistics Tool (PILT) MIS to a web-based format greatly improving user functions and performance in the areas of Finance, Maintenance, Shipping and Vendor Services. The improvements in invoice processing, document management, report generation and purchase order development in the new PILT significantly increased performance and reduced frustration for 55 S&K Aerospace users and over 600 PROS vendors. This was no small achievement considering the PILT currently contains nearly 50,000 customer requisitions and is used for cradle-to-grave management for these items.

Jason accomplished the conversion while directly orchestrating the transition and placement of 15 employees to the Warner Robins office to support the PROS reorganization. Jason's effective

management of resources ensured all employees were up and running without any disruption to production. Jason is truly deserving of being recognized as the S&K Aerospace Employee of the Quarter.



Ride for Veterans

S&K Aerospace Human Resources employee, Melinda Taylor, and her pony tail helmet, can be found on the open road every chance she gets. She has ridden her motorcycle in sleet, snow, rain, and hail from GA to FL, DC, AL, MS, LA, TX, TN, KY, and IN. She calls each ride “another story for the grand kids.” Most of the time you will find her supporting US military veterans particularly on Memorial and Veterans Day weekends by assisting with an escorted memorial ride from Byron, GA to Andersonville, GA for a ceremony organized by the motorcycle group she and her husband, Mark, ride with.

The U.S. Military Vets motorcycle club escorts between 150 – 400 local motorcyclists in a safe ride to the sacred grounds of Andersonville twice a year. Andersonville National Historic Site is the only park in the National Park System to serve as a memorial to all American POW's. She and Mark participate in many patriotic events; such as, welcome home soldier parades, standing the mobile wall, posting of Blue Star Markers, and preparing and serving fish dinners to the Disabled Veterans from local Veteran facilities.

Melinda has been with S&K since August 2000 beginning with S&K Technologies, Inc., S&K Technologies, LLC, and now S&K Aerospace, LLC. She has enjoyed her job(s) and the variety of duties brought to her desk giving her the opportunity to provide support throughout the S&K family of companies and the Tribes. In her new hire orientation, Melinda enjoys speaking of the Tribes' economic growth that she has experienced over the past 13+ years. Melinda recalls a prayer spoken years ago by a Tribal Elder who described that all things coming from the sun, the moon, and the earth are sacred and shall be kept sacred. This is how she feels about the S&K family and giving back to our communities, sacred.



Rad Run

On May 3, Vina Little Owl, S&K's own home office Assistant Controller, passed on the usual Saturday activities, like going to the farmers market or washing the car, and instead participated with her family in the Color Me Rad 5K Race in Missoula, Montana. They were Team Peanut Butter and Jelly Legs and were once in sparkly white outfits before this photo at left. Color stations are placed along the route where participants and volunteers throw colored chalk onto each other, simply for pleasure. “The weather was cold, but we had a ton of fun!” said Vina. Vina is second from the left in their official “after” photo taken at the race. Congrats team, and next time invite the whole office! We all want to look rad.

CHILI!

That's a popular dish at the Johnson Space Center annual Chili Cookoff. S&K has been a strong contender every year with our Thunderbird Chili. No other competitor offers warm, fluffy fry bread to dip in the chili, a full size teepee, or an arts and crafts table for the kids! We should have won the spirit award! Big thanks go out to Patti Hill for setting up the crafts, Sonja Parker for propaganda, Casey Frisbie master chili chef, and Heather Goldstraw fry bread cook.



Graduations!



Cara Stasel, daughter of S&K Logistics Services Data Analyst, Angie Stella, has committed to Emmanuel College on a full bowling scholarship. Stasel trains at the Robins Bowling Center on Robins Air Force Base, and has been a member of the State All-Star team. She says she's been bowling since she was three years old. "It's exciting, it's a great challenge for me. I like competing and it's just fun," says Stasel. "I can't even describe how proud I am, sad because she's leaving me, but very proud of her she deserves it," says Stasel's mother, Angie Stella. - courtesy 13 WMAZ.

Neil Ryan, son of Rick and Wendee Ryan of the Moab Technical Assistance Contract Team, graduated from Grand Junction High School in Colorado with honors. Neil will be attending Concordia University in Nebraska starting this fall, where he plans to major in mathematics. He also signed a letter of intent to play baseball for the Concordia Bulldogs. Neil made the all conference first team this year and the Colorado High School Athletic Association all state academic first team. During the Junior College World Series held each May in Grand Junction, Neil was recognized as a recipient of one of this year's Alpine Bank scholarships, which are awarded annually to a student from each of the Grand Junction area high schools and Colorado Mesa University. Congratulations Neil and his proud parents!



Terence Mejos graduated from Central Kitsap High School (CKHD) in Silverdale, WA. He is the son of Leonard and Cresta Cordova; Leonard is an S&K Global Solutions IT HelpDesk Specialist working at the Navy Shipyard. Terence received an award from CKSD as an Honors Graduate and will be attending Western Washington University where he will focus his major in the medical field. He will also minor in music. He is passionate about singing and acting and was an active member of the JAZZ Choir. He received the Honor Choir Cord for superior performance for the CKHD Honor Jazz Choir and was selected to perform at the ALL NORTHWEST HONOR CHOIR which he performed in Seattle, WA on April 2014. He was also selected by Central Stage Theatre of County Kitsap to perform the Disney High School Musical in June and July, 2014.



Congratulations to April Brewer who graduated from Bauder College with a nursing degree. April is married to Anthony Brewer who is a Material Handler with our S&K Aerospace PROS IV project in Stockbridge, GA.



Congratulations to Jennifer Hartley, the daughter of Steve Hartley, S&K Logistics Services Sr. Program Manager, who graduated from Middle Georgia State College with a Degree of Bachelor of Science- Public Service and Human Services.



Sierrah Warren, daughter of Vanessa Warren, Financial Clerk with the S&K Aerospace PROS IV project, just graduated from Luella High School in Locust Grove, GA. She is a talented paint and sketch artist whose work has been showcased in her school. She is following in her parents' footsteps and has decided to join the Air Force as they did at her same age-and this with no prodding on their parts at all. She has aspirations of merging her talent for art with medicine and becoming a reconstructive surgeon. She has always wanted to help children and individuals with facial deformities. "I am very proud of her, and am confident she will do just that with the help of our United States Air Force," said her mom. "I am sure she will succeed in any future endeavor she decides to embark upon, if she sets her mind to do so."



Congratulations to Michael Fourth, son of LaTanya Fourth, S&K Global Solutions Help Desk Specialist, who graduated from Frostburg State University with a Bachelor's Degree in Exercise and Sports Science.