



S&K GROUP SPIRIT

Fall/Winter Edition, 2019

Saudi Prince

A Prince at Heart

St. Ignatius or Mission?

Tale of Two City Names

2019 Snowmageddon

Snow Blankets S&K Offices

**An Iconic Image of the
Flathead Reservation**

Mission or Saint Ignatius?

For many of our non-Montana employees, you may have heard reference to our corporate office being located in either Saint Ignatius or Mission. Locally, we call the town of Saint Ignatius “Mission,” because of the Catholic Mission Church that was built between 1891 and 1893, by the local Salish and Kootenai, in direction of Father Jean-Pierre De Smet of Belgium. Saint Ignatius is the actual name of the city, but if you were to call Mission “Saint Ignatius” locally, you might get some weird looks. Often you can tell the tourists from the locals by what they call the town.

Saint Ignatius’ namesake comes from the Saint Ignatius Mission Roman Catholic Church. The church is a Gothic Revival style design and stands nearly 100 feet above the Mission Valley (See photo below). The interior of the church is adorned with 58 murals painted by Brother Joseph Carignano. The stunning architecture and custom murals helped the church become listed on the National Register of Historic Places in 1973.

Many names throughout Western Montana are in reference to the Mission Church of Saint Ignatius, including the Mission Valley that runs from Saint Ignatius to Polson. The towering mountains on the east side of the valley are called the Mission Mountains, see previous articles about the Mission Mountains. The local K-12 school district is called the Mission School District and their mascot is the Bulldog.

Traditionally, the Mission or Saint Ignatius area was home to many Salish and Qlispé people. The Salish name for the area is **Snyélmn**, which means “A Place that Surrounds.” The Kootenai refer to the area as **?a·kikq̓aꞤaꞤukp̓iʔit**, which means “A place where a plateau or basin meets the mountains.” Mission is also the cultural center for the Salish and Qlispé people, where the Longhouse is located for many cultural events. The Salish and Qlispé Cultural Committee and Elder’s Committee meet and discuss various cultural topics and advise our Tribal Council on matters of culture.

The Indian Reorganization Act of 1935

Confederated Salish & Kootenai Tribes (CSKT) on the Flathead Indian Reservation became the first Tribes in the United States to reorganize under the U.S. Indian Reorganization Act (IRA), ratified by the CSKT Tribal Council in December of 1935.

The U.S. IRA was written by John Collier, the Commissioner of the Bureau of Indian Affairs (BIA), and signed into law by President Franklin D. Roosevelt. After decades of bad policy trying to force assimilation onto the Native Americans, the U.S. Government wanted to empower the tribes to manage their own lands, natural resources, and finances. This came about because of the willingness of the Native Americans that fought for the United States in World War I.

The CSKT was able to finally manage their own natural resources and eventually turnover unallotted lands back to CSKT control. Although much of the land was given to settlers, CSKT had the resources to not only control their land but buy back more parcels of land for the benefit of the Tribe. Today, the CSKT Tribal Government has a living constitution that is the law of the land on the Flathead Indian Reservation.



2019 Snowmageddon



Bremerton Office - 21 inches of snow



Corporate Office

Moab UMTRA Project gives back to local communities



As the holidays approached, the Grand Junction, Colorado office took part in its annual United Way of Mesa County fundraising campaign. Thanks in part to a corporate donation of \$250 from S&K, and donation matching by teaming partner Pro2Serve, the office surpassed last year's giving totals and this year's goal of \$2,204. With S&K and Pro2Serve's generosity, the total giving came to \$3,498. The money raised goes to improving health, education, and self-reliance for Mesa County residents.



Employees also took part in an annual turkey drive to help those who couldn't afford a Thanksgiving meal. Staff from S&K, Pro2Serve, and North Wind Portage brought in 256.5 pounds of turkey, along with cans of pumpkin, and delivered it to a local nonprofit soup kitchen, Grand Valley Catholic Outreach. The agency said the donations made a big difference to those who lean on them for help.

Finally, the American Cancer Society (ACS) hosts an annual fundraiser in Moab every year. After years of putting on a Relay for Life walk, the organization switched it up and held the inaugural Taste of Moab. Attendees tasted food from area restaurants and participated in a silent auction. The North Wind Portage Quality Assurance Manager, Kathy Turvy, has been a part of planning the annual ACS fundraiser for nearly 20 years. With her help, the ACS was able to raise over \$18,000. Half the money raised will be used to help area residents travel for medical treatment and the other half will provide funds for cancer research.

Hurricane Michael Donations from SKA



Hurricane Michael left many without homes and lost prized possessions. S&K Aerospace teamed up with Edge Fitness in Warner Robins, GA to help give back to the community in Mexico Beach, FL. Donation boxes were located at both office locations in Warner Robins, and we were able to donate two large shipping boxes full of non-perishable foods and household/toiletry items for victims! Edge Fitness transported these items to Mexico Beach and helped distribute them to those in need.

SKA hosts Toy Drive for local youth



SKA hosted a toy drive for the patients and their families who had to spend their holidays at the Children's Hospital in Macon, GA. SKA also bought every toy to match one that was donated. We are pleased to announce that even with short notice, we were able to donate over 200 toys! We want to thank those who donated. The parent's and staff of the children's hospital will never forget this wonderful act of kindness and generosity. Thank you all for your support!

A Prince at Heart

Similar to Native American culture, the family and tribe are the basis of the social structure in Saudi Arabia. As is seen in the naming convention below, Saudis are cognizant of their heritage, their clan, and their extended family, as well as their immediate family. People's names say a lot about their ancestry and where they are from in Saudi Arabia. Ancestry is treasured in Saudi Arabia, with many people being able to recite the names of great grandfathers back many generations. Everyone's names follow a similar pattern: first name – son/daughter of father's name – son/daughter of grandfather's name – family/tribal/dynastic name. The Saudi Arabian culture also focuses heavily on the social status of the individual and his family. While the Royal Family may not be the largest, it has the highest social status in the Kingdom of Saudi Arabia. All of its members are addressed as Princes with the greeting of "Your Highness" or "Your Royal Highness."

However, the status of "Prince" may also apply to those non-Royal Family members that are appointed as the Head of their Tribes. Again, similar to Native American tribes, in Saudi Arabia a Tribe consists of many branches and can be as large as several thousands of people. The Head of a Tribe is referred to as "Shiekh," and that individual has the highest social status. In many cases, this person is also addressed as a Prince.

<Photo>

I have lived in the Kingdom for the last 14 years and have had the privilege to meet many Princes and Sheikhs. However, I had never met a person like our Human Resources Manager, "Abdullah Allaila," who is truly a Prince at Heart. While he has the status of being the Sheikh within his family tribe and is treated like a Prince, he never acts like he is entitled or acts pretentious. He never publicly parades or flaunts his status as a Prince. He also seldom takes advantage of this great social status. As a matter of fact, most of his fellow S&K employees did not know that he is Sheikh of this Tribe until recently when we saw his picture with the King of Saudi Arabia.



Abdullah Allaila (Left) pictured with The King of Saudi Arabia (Right).

Abdullah Allaila joined our S&K Middle East Brach team in January 2016. Since then, he has worked side by side with all office members and S&K corporate offices in Montana to complete all tasks required without any hesitation. Before our growth and expansion into a larger office space, he never minded sharing a one-room office with four employees. He is always responsive and works late into the evening and on weekends to ensure our S&K offices in the U.S. get timely responses.

Abdullah has been and continues to be a key member and leader within our Saudi S&K Team. He has been one of the main sources of solutions to the most complicated Saudi Government issues we have faced. Frequently, he is able to resolve difficult and complex issues through his relationships with high Saudi Government officials.

Abdullah's humbleness and kindness is just one great example of all of S&K Middle East employees. He is not only our Human Resources Manager, but he is also the Prince that we all respect and look up to as the Sheik of our S&K Middle East team.



SKGS - Warner Robins Office Party



SKLS - FL MRO Office Party



SKLS Hosts an Ugly Sweater Day



Moab TAC Team Comes Together to Celebrate the Holidays

Magic lit up the night at the Moab TAC Team holiday party in December. The group came together for dinner and entertainment at Grand Junction, Colorado's historic Avalon Theatre. Many took in the downtown views looking out over festive, twinkling lights. Guests also enjoyed a magician that went table to table performing tricks. He incorporated playing cards, fire, and money with an epic sleight of hand! The evening was also a good time to enjoy everyone's company and look back at the year's triumphs. The Project thanks SKLS' President Dave Rariden for attending, along with teaming partner Del Baird, Vice President and Director of Engineering and Environmental Operations at Pro2Serve.

Happy holidays from the Moab UMTRA Project!



PROS STAR PERFORMANCE AWARDS

August – 2018 – Megan Peacock, Country Coordinator



Since she became a Country Coordinator in January 2016, Megan has served most of that time as a dedicated representative for arguably the most influential Foreign Military Sales (FMS) participant in the PROS contract. Despite the additional demands on her time, Megan routinely provides backup for her teammates whenever and wherever extra support is needed. The month of August was particularly busy for Megan, who not only hosted, but also prepared reports and presentations for, a Program Management Review with a team from one of the PROS contracts top three FMS customers. She also spent part of August monitoring the Help Desk, as she does whenever the need arises. This time, however, Megan retained the use of a laptop so she could continue to attend to PROS vendors' concerns during her own vacation. In preparation for the PROS/WWRS conference, Megan created, reviewed, edited, and revised several reports and presentations. She then served as our department's representative to the conference, where she generated much positive feedback from PROS FMS customers and AFSAC members alike.

September – 2018 – Jennifer Thomason, Maintenance



Jennifer Thomason projects a positive attitude in the performance of her assigned duties. She is self-motivated and requires little direction throughout the day. In order for the Maintenance Team to meet and exceed their production goals, Jennifer took the initiative to work additional hours nights and weekends. Jennifer has had zero documented errors for the month of September. In addition to effectively managing her daily workflow, Jennifer regularly provides process improvement suggestions to the Maintenance Trainer. She regularly volunteers to help others when needed and can always be counted upon to be a team player. Her efforts have had a positive impact on the PROS V Maintenance Team.

October – 2018 – Shannon Wheeler, F-15 Supply Services



Shannon Wheeler has been an integral part of the F-15 Supply Services Team. As one of our Data Analysts, her efforts and accuracy have been crucial in keeping us focused on efforts to support our customer operationally and contractually. S&K has recently presented a newly proposed catalog that incorporated new and recommended changes to meet the needs and demands of the Royal Saudi Air Force (RSAF) F-15 fleet. Upon hearing of this recent change, Shannon stepped in immediately and put her expertise and skills to work. Her attention to detail and self-driven motivation ultimately resulted in a complete analysis of over 18,500 line items. Shannon never tires! Many different requests for analysis were asked of her to ensure the program manager's presentation of the proposed catalog at the RSAF SMR was a success. Through her dedication, hard work, and personal sacrifices, the RSAF acknowledged concurrence with our changes to the proposed catalog.

November 2018 – Hannah Caudill, Administrative Assistant



Over the last few months, this individual took in a lot of responsibilities and was willing to face each and every challenge thrown their way. From having to train a new employee, preparing slides and presentations for multiple meetings, helping to manage and maintain some of the building accounts for both facilities, and even organizing multiple holiday events. This individual took each new duty assigned to them and displayed a professional and positive attitude regardless of the challenges they encountered. Her willingness to learn new skills or to jump into the next task without waiting for guidance and being the go-to person was appreciated. Whether she was working on a major project or something simple, she saw the project through to completion and followed up with relevant departments and management to ensure nothing fell through the cracks. With HR being centralized to corporate, this individual is still willing to lend an extra hand in the hiring process. Her attentiveness to scheduling interviews, putting together interview questionnaire packets or working closely with the hiring managers is very much appreciated. This individual has proven their self as a responsible team member who follows through on all assigned duties and is an asset to S&K Aerospace. All these reasons and more are why she is the Star Performer for the month of November.



Employees of the Quarter

Employee of the Quarter

Michelle Shaffer - S&K Logistics Services

Michelle Shaffer serves as the Project Controls Manager for the Department of Energy's (DOE) Moab UMTRA Project. She leads by example. As a supervisor, she welcomes questions and comments and freely gives guidance to resolve issues by listening closely and engaging in discussion. Michelle works alongside staff to complete work collaboratively. She takes time to explain and is a mentor.

She cares that others perform their work well. The goal is always what's best for the client, not what's easiest. She is a team player. Michelle is one of the most responsible and reasonable people on the team. She is reliable, taking time to meet everyone's needs with integrity and professionalism, responding in a timely fashion to emails, and working extra hours when a deadline is imminent. She has a high work ethic, which transcends all of her work and sets a great example to others. Michelle is adored by everyone, which can be attributed to her positivity, open door policy, friendliness, whole-hearted character along with her ability to mother and care for us all on a professional and personal level.

An example of her exemplary work this past quarter is her leadership in preparation of a Lifecycle Baseline (LCB). In the past, the LCB requirement was a 1-2 page document where the current Performance Baseline would be escalated to a DOE determined Project end date with minimal effort. This year, specific DOE guidance requested a technical baseline, basis of estimate, schedule, and risk analysis, along with significant other data, requiring a substantial effort. Ultimately, the LCB was finalized and submitted, with DOE stating the final product showed an extensive amount of time and effort. Thank you, Michelle, for your tremendous work on behalf of SKLS!



Team of the Quarter

Warehouse Quality Team - S&K Aerospace

The Warehouse Quality team is responsible for inspecting all incoming and outgoing shipments to the Warehouse, spanning all S&K Aerospace contracts. The F-15SS program has presented many challenges getting the product to Saudi Arabia. The Quality Team implemented an inspection process to minimize negative inspection results from the Defense Contract Management Agency (DCMA) inspector. They developed and revised procedures for the F-15SS program, detailing steps to accurately count or weigh bulk items when received at the Warehouse. Building on the revised procedures, they then wrote three detailed checklists, each tailored to specific major vendors, to ensure 100% accuracy in shipments to and from the warehouse. Using these checklists, they inspected 6404 line items for the F-15SS contract this quarter and submitted 157 Supply Discrepancy Reports (SDRs). They then processed 49 Shipping Orders and 2050 line items through DCMA on-site inspections with an unprecedented Zero deficiencies annotated by the Inspector. On the PROS IV & V contracts, the Quality Team inspected 985 maintenance & supply DTS items. Due to space constraints in the warehouse, and the overwhelming amount of product being received, it was necessary to reorganize the space in the warehouse to receive and inspect the items in a more efficient manner, resulting in a decrease in the amount of time it takes to receive and ultimately ship out the product. Realizing the sheer volume of shipments was taking a toll on turnaround time to receive and ship assets to vendors, they dedicated one inspector strictly to PROS maintenance items, resulting in a reduction of turnaround times from 22 Days to 9 days.



SKGS - Houston gives presents to a local family

The S&K Global Solutions - Houston Office collected and bought Christmas gifts for a local family in need.

The donation was made through the Family Promise of Clear Creek Charity.

SKGS President, Barbara DeBernardo, sponsored a table at the charities annual gala fundraiser for S&K. The sponsorship was a personal donation from Barbara, but put it in S&K's name. Thank you Barbara for your generosity and that of your team.



Toni Courville Retirement

Congratulations to Toni Courville (above) who retired from S&K Technologies as our Payroll Manager. Toni has been with the company since 2007.

Good luck on your future endeavors and enjoy spending your time with family and friends.

In memoriam

Robert "Bob" Hopping, 61, former Technical Group/Field Services Manager for the Moab UMTRA Project, passed away in February with family by his side.

Bob graduated from Mesa State College in Grand Junction, CO in 1982. He had many jobs. He started out as a laborer for a drilling company, had several positions as a geologist, health physicist and project supervisor; in all, more than 30 years of service supporting Department of Energy projects. Bob worked for Pro2Serve on the Moab Project when S&K acquired the contract in 2007. He left the project to work for the Office of Legacy Management in the spring of 2017.

Coworkers remember Bob as kind, friendly, compassionate, and always laughing. He is very much missed.

He is survived by his wife, Leitha, his parents, children, and grandchildren.



S&K Births



Steven Hartley, President of S&K Support Services, welcomes a granddaughter. Steven is proud to introduce his granddaughter Hartley Grace Scott. She was born on October 7, 2018, at 8:32 AM, weighing 5lbs and 10oz, and 19 inches long. Steven and his wife are truly blessed and believe that Hartley is absolutely perfect!



Lynn Cook, SKLS – Financial Specialist II, would like to announce the birth of her third grandchild, a girl Emma Blakely Rice. Emma was born December 12, 2018, at 6lbs and 6oz. Emma was born to Lynn's son. Emma was two older siblings a brother Skyler and a sister Ella Kate. Congratulations Lynn!



Allyson Herrmann, SKA – Executive Assistant, and her husband welcomed their second son, Nolan Edward Herrmann, on September 6, 2018.



Moab Annual Summer Picnic

The Moab UMTRA Project TAC team held its annual summer picnic in August. Staff came together around lunch provided by S&K to receive Project updates and spend some social time together. Earlier in the day, management got together to reinvigorate the Project's mission statement and further cooperation among staff.

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