



# S&K GROUP SPIRIT

Summer Edition, 2018

## Flathead Lake from Polson, Montana

### **The Bison Hunt**

A Metaphor for Business

### **Unifying Message**

A Change in Mission, Vision, and Values

### **The Mission Mountains**

Preserving our Wilderness Habitat

# Wisdom of the Past A Vision for the Future

Talk to someone for a while, pay attention, listen to what they have to say, and after a while, you can tell what they are passionate about. During the August President's meeting, there was no need for a keen sense of perception to figure each individual's passion as people sidled up to the table, voices rose, and the debate was lively. I enjoy a good debate as much as the next person and it was easy to see that the participants at the meeting came prepared to discuss the future of S&K Technologies and the S&K LLC's.

The table had new faces Troy Felsman (Corporate Projects Manager), Ian Rufe (Corporate Strategy), and Rob Moore (Chief Business Development Officer); and scattered amongst the President's meeting were veterans Tony Amadeo (SKA), Dave Rariden (SKLS), 'Binky' Bowman (SKGS/SKER), Barb DeBernardo (SKGS/SKER), Tracy Schall (Executive Assistant), Rita Matthews (Chief Administrative Officer), Dermot O'Halloran (Chief Strategy Officer), and Scott Colton (Chief Financial Officer). I had shown up to the meeting with an agenda, as I expect everyone did, to discuss how we organize for future growth. Sounds simple enough, doesn't it?

After two days of discussion, we had pages of action items, a desire for companywide Quality and Security services (I hope by press time a desire we will have made progress on), a focus on policies, and a re-write of our Mission and Vision Statements.

I am passionate about who we are at SKT, what we do, and how we do it... and it doesn't take much to see it.

Thank you.

Chad Cottet, CEO

## S&K Paq̄li "Firefly"- Lisa Penderas

*Pronounced (Pac-Lee), S&K Paq̄li—Salish for Firefly—a new feature to get to know an employee that has been with the company for many years, or has a unique story that makes them stand out.*

### 1. What did you do before coming to SKT?

I have been with the S&K family since March of 2002 when my contract at General Services Administration (GSA) in Bremerton, WA was awarded to S&K. The contractor I was working for has been gone a long time. Before that, I lived in Tampa, FL and worked for a Liquor and Wine distributor in their customer service/pricing department for 13 years.

### 2. What is your current role at SKT?

I recently transferred from S&K Global Solutions last April to become a Human Resource (HR) Specialist.

### 3. In your time at S&K, how has the company changed?

We have grown so much over the years with changes to our locations, employees, and how we do things for the better.

### 4. What do you think most people would be surprised to know about corporate?

Everyone is easy to talk to.

### 5. What is something most people at S&K do not know about you?

That I drove cross-country in a U-Haul, pulling my car on a trailer from Tampa to Washington with my mother. It was quite a trip and took 5 days.

### 6. What are some of your hobbies, outside of work?

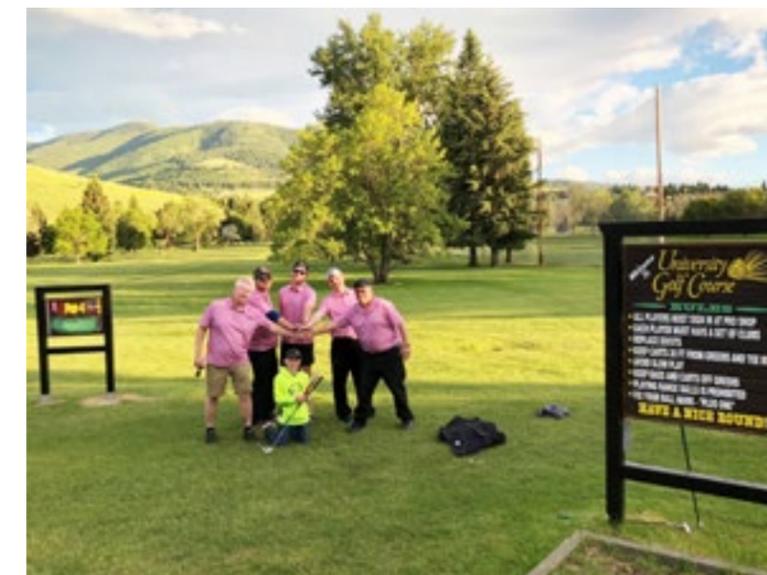
My husband and I make wine. We get our grapes out of eastern Washington near the Columbia River, we did a half-ton this year. We like to take day trips in the summer and winter too, as there is a lot to see and do in Western WA. I like to read when I have time and take care of the many plants in our home.

### 7. If S&K became a movie/show, which actor would you want to play your role? What would the name of the movie/show be?

I think Julia Roberts and it should be called, "Here we go again."

### 8. What is your favorite S&K story or event that happened to you in your time at S&K?

It is not just one event, I have had the most fun at the company events for the employees, Christmas dinners, baseball games, picnics, and Halloween parties.



### SKA Sponsors Golf Team

SKA sponsored a golf team put together by Dean Hendrix for a league at the University of Montana golf course.

From left to right: Dean Hendrix, Jared Smith (son in law), Dylan Richmond, Ty Solberg, Chuck Schuyler, Connor Schuyler (bottom)  
Not Pictured: Billy Schere, Mike Nell, Chris Ruby

# The Bison Hunt, a Metaphor for Business

Since time immemorial, the Salish, Qlisp'e, and Kootenai people lived in balance with nature in a sometimes challenging environment. The people relied on their hunters for big game, like bison, as a valuable resource for food, shelter, clothing, tools, and ceremonial sacrament. The tribes respected the buffalo, and thanks were given to the buffalo for the continued subsistence. Many rituals and songs are about giving thanks to the buffalo. The Tribes in those times would generally go on bi-annual bison hunts, in the winter and summer, out on the plains. These hunts were critical to the vitality of the Tribes for the remainder of the year. The hunts were often a dangerous endeavor due to potentially encountering enemy tribes, possible severe weather conditions, or the inherent danger of hunting a large herd of bison. The hunters were accompanied by others in the Tribe who would be responsible for butchering and drying the meat for easier transport and storage for the trek back home. Bison hides were made into clothing and tepee covers.

Today the Confederated Salish and Kootenai Tribes (CSKT) help maintain the National Bison Range with the U.S. Fish and Wildlife Service. The National Bison Range is a National Wildlife Refuge for the buffalo, as well as many other species of wild animals such as antelope, deer, and mountain lion. The Bison Range is one of the oldest wildlife refuges in America. The Bison Range is about 18,800 acres of grazing land located a few miles from the S&K headquarters office. It also contains many great views of the entire Reservation.

Today in modern times, the Tribes still need resources to function. In that sense, S&K Technologies helps provide resources for the Tribes much like those hunters did long ago. We have our "Hunters" in business development and bids and proposals. We have our administrative and financial staff that help deal with the day-to-day business of S&K Technologies in order to assure a successful hunt much like the people who processed the bison into food, clothing, and shelter. Much like those days of long ago, everyone at S&K Technologies and the family of LLC's, have a critical role in the hunt. The success of the companies and their substantial dividends has led to S&K Technologies and all of the LLC's becoming one of the most significant "hunting parties" for the CSKT, through the hard work and dedication of all of the staff.

By Troy Felsman, Corporate Program Manager  
& Brian Tanner, Corporate Marketing Manager



## Moab Hits 107% of Shipping Goal

In the fiscal year 2018, the Moab Uranium Mill Tailings Remedial Action (UMTRA) Project surpassed its planned shipments of residual radioactive material. The project's goal was to remove and ship 445,421 tons away from the Colorado River. At September's end, 477,667 tons have been shipped. Overall, the project has removed more than 58% of the total of about 16-million tons.

Despite expeditious work, the safety of 115 workers is at the core of the project. As of late September, personnel worked more than 750 days without an incident or lost time.

The Moab UMTRA Project is relocating mill tailings and other contaminated materials from a former uranium-ore processing facility in Moab, to a disposal cell near Crescent Junction, Utah. The project ships two trains a week (Below), carrying 144 containers on each train. This fiscal year, the project's efforts to increase efficiency paid off. Crews added an additional rail car to each trainload, allowing for more material to be shipped. The project was also able to work in two extra shipments.

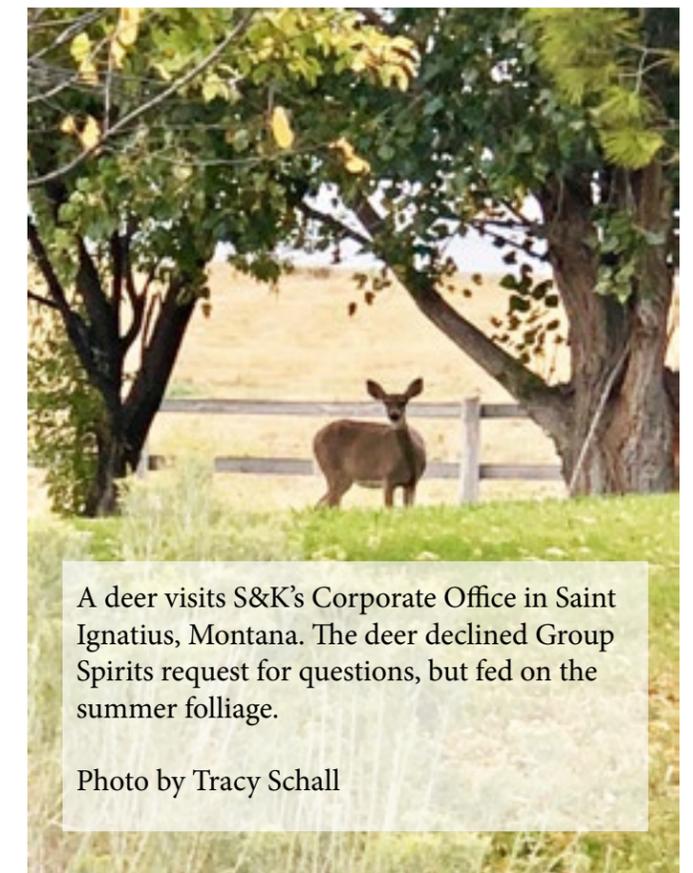


## AIT Contract at Savannah River Site to be Renewed

In August, S&K Logistics Services (SKLS) was notified that the Department of Energy – Savannah River Operations Office intended to award S&K a follow-on contract for administrative and information technology support services. The new contract is expected to be for a two-year period. SKLS President, Dave Rariden, stated "This was a great job by all to get us here. This is a direct result of all the great work by the leadership and all the employees on the AIT contract. Awesome!"

## S&K Mid-year Review

S&K Technologies (SKT) Chairman of the Board, Bud Moran, presents Confederated Salish and Kootenai Tribes Councilman, Ron Trahan, the second installment of our yearly dividend check worth \$2.5M, for a total of \$4.5M. Pictured next to Chairman Moran is SKT CEO Chad Cottet. SKT presenting our end of the fiscal year report to the CSKT Tribal Council on September 24, 2018 (Below).



A deer visits S&K's Corporate Office in Saint Ignatius, Montana. The deer declined Group Spirits request for questions, but fed on the summer foliage.

Photo by Tracy Schall

# The Mission Mountain Range

The drive to the S&K Technologies, Inc. Corporate office in Saint Ignatius has one of the most scenic views in Montana. As you drive up Ravalli Hill on Highway 93, you round the corner at the top of the hill and the Mission Mountains unfold before your eyes. These rugged snow-capped mountain tops seem to burst from the horizon. The Salish call these mountains snyélmn es mq<sup>w</sup>moq<sup>w</sup>s, which translates to “Where it surrounds.”

The Salish managed the Mission Mountains for tens of thousands of years before the Dawes Act opened the Flathead Reservation to settlers. The U.S. Geological Survey mapped the Mission Mountains in the 1930s and was surprised that the Salish would set fire to them. They didn’t realize it was their form of land management. To preserve their ancient trails and natural beauty, the first CSKT Council made a motion to the U.S. to declare the Mission Mountains as a National Park. The motion died in Washington, D.C.

The Bureau of Indian Affairs (BIA) saw logging the Mission Mountains as an economically viable option for the tribe. As a sovereign nation, the Tribal Council met to discuss this proposal to log the western slope of the Mission Mountains. This is where the story of the Three Yayáʔs came to be. Yayáʔ (pronounced Yi-Ya) is Salish for maternal grandmother, but is used more widely as grandmother. The Three Yayáʔs were comprised of three Salish elders Annie Pierre, Christine Woodcock, and Louise McDonald. They saw the need to preserve the Mission Mountains and decided they were not going to be silent.

The Three Yayáʔs approached the CSKT Tribal Council as they were discussing the Ashley Creek Logging proposal, the proposal to log the Mission Mountains. One-by-one the Three Yayáʔs spoke to the Tribal Council. They reminded them of their obligation to maintain our traditional way of life. Collectively the Three Yayáʔs said, “The Mission Mountains were a treasure and that it was important we do not destroy them in the short time we are here.”

The Tribal Council listened to the Three Yayáʔs and thanked them for their words of wisdom. There was a pause as the Tribal Council waited for the Three Yayáʔs to sit down. They remained standing. The Tribal Council asked if there was something else they would like to say. The Three Yayáʔs said no. The Three Yayáʔs said that they were not going to sit or leave until the council voted the proposal down. Shocked, the Tribal Chairman called the council to vote on the Ashley Creek Logging proposal. The proposal was voted down 6-2, with two abstentions.

It was the courage of the Three Yayáʔs that led CSKT to start the Save the Mission Mountains Committee. Shortly after, many ideas circulated to preserve the Mission Mountains. It was one proposal that, over 30 years ago, won the tribal councils support. It was to have the CSKT manage 93,000 acres of wilderness, under whole-CSKT tribal jurisdiction. The Mission Mountain Tribal Wilderness is the first tribally-run wilderness area in the country. The CSKT still maintain the Mission Mountain Tribal Wilderness, without state or federal jurisdiction.



## See Something? Say Something.

### Report Suspicious Behavior!

Holding a security clearance is a privilege, not a right and it comes with a lot of responsibility. Did you know that you are required to report potential risk indicators? Talk to your supervisor, security officer, or the Insider Threat Program office to learn more about suspicious behavior and reporting requirements.

<p>Excessive Foreign Travel</p>	<p>Suspicious meetings and contacts with foreign entities</p>	<p>Transmitting classified information by unsecured or unauthorized means</p>
<p>Unexplained Affluence</p>	<p>Working Hours Inconsistent with Job Assignment</p>	<p>Unauthorized and unexplained network access or computer activity</p>

**S&K - Facility Security Officers (FSO)**

**Corporate FSO**  
Corey Badgley  
406-745-5691

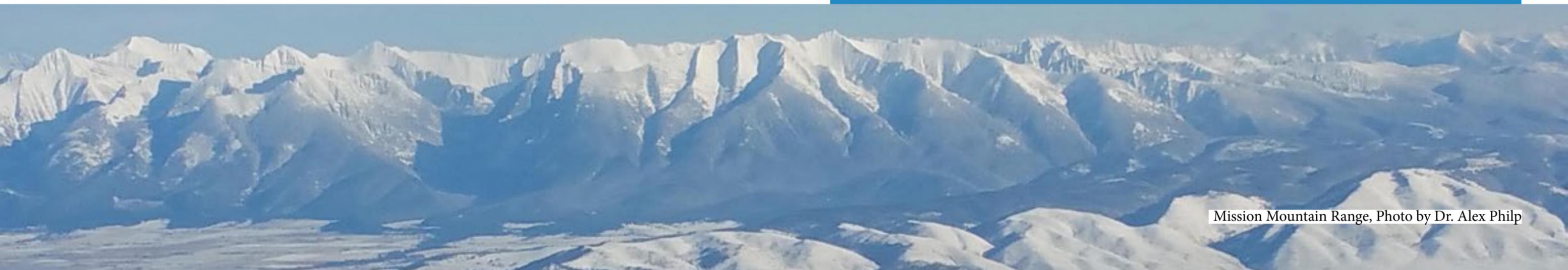
**SKA FSO**  
Melinda Taylor  
478-972-1070

**SKGS FSO**  
Lisa Penderas  
360-971-1056

**CDSE**

Center for Development of Security Excellence

**Insider Threat Vigilance**



Mission Mountain Range, Photo by Dr. Alex Philp

# Unifying Mission, Vision, and Values

For so many years, SKT has been a success story for the Confederated Salish and Kootenai Tribes. Our contributions have propelled the Tribe to prosperity and continue to reinforce the tribe's motto of being "A People of Vision." This is made possible by the hard work and dedication of our forward-thinking employees. You have worked diligently to provide the very best in quality and have a great work ethic; this is the true success of our Companies.

Recently, our CEO, Corporate Department Heads, and the Presidents of each LLC met and discussed how SKT will move forward and evolve in order to continue the success that we have enjoyed to this point. We know that the success of the companies rely on the hard work of our employees and the high quality of services you provide to our customers. The Team knew that we needed to revisit our Mission, Vision, and Values, to ensure they embody the current culture of our employees. We updated these statements to reflect the innovation, leadership, and capabilities of our employees.

Our **Mission**: "The S&K Family of Companies is committed to providing the highest quality products and services to our customers in order to deliver the maximum dividend to our shareholder, the Confederated Salish and Kootenai Tribes, while ensuring long-term employment, education, and social benefits to our employees, tribal members, and local communities."

Our **Vision**: To be the premier Tribal Enterprise - in the eyes of our customers, tribal shareholders, communities, and employees. Quality on time, every time.

Our **Values** (DREAM):

- Dedication - to our customer and our shareholders
- Respect - for our fellow employees and work environment
- Ethics - strive for integrity in our business practices
- Accountability - responsible in our obligation to the Company and Customers
- Mission - focused on the Company and our Customer's mission

These updated statements represent a renewed focus towards the mission, vision, and culture of the companies. We are pleased to share with you these statements and hope they inspire you in your support of our customers. In the coming weeks, you will start seeing these statements updated throughout the enterprise. If you have any existing hard or soft copy materials that have our previous Mission, Vision, or Values statements, we ask that you archive or remove them, and/or replace them with these updated statements.

A package of materials will be made available to all offices in the near future. The package will include, posters, calendars, and other materials with our new Mission, Vision, and Values statements. We will also make the materials available in the Marketing portal if you need digital copies. I would like to thank you for your attention and look forward to answering any questions you may have. If you need to reach me, my e-mail is [pwhite@sktcorp.com](mailto:pwhite@sktcorp.com).

Thank you

Pete White  
SKT Government Affairs Manager

## Employees of the Quarter

### S&K Logistics Services Harold Creel, Laborer

Harold is a laborer on the Administrative and Information Technology Support Services contract at the Savannah River Site. He has been a superstar performer during the April-June 2018 quarter.

While another employee was placed on extended leave, Harold assumed the role and sustained operation of the Department of Energy (DOE) Property Room. He ensured that deliveries of government property were processed and delivered in a timely fashion to end users. Moreover, he expedited the removal of a large backlog (more than ten pallets) of excess and unusable equipment. This required extensive coordination with the IT Service Desk to sanitize electronic equipment with built-in memory and with the site Mobile Excess team to take delivery of this equipment. His work was lauded by the DOE Property Manager.

Harold also spearheaded efforts to unclutter, cleanup, and organize workspaces and facilities within building 730-B. This included the main conference room, the loading dock, and ancillary workspaces. DOE management has commented that these spaces have never looked so good.

When the Material Coordinator went on leave, Harold assumed responsibilities for this role as well, all the while performing his normal duties as a laborer and performing the Receiving/Delivery Clerk task. He planned and led a major effort to reconfigure a cluster of office cubicles. This large and complicated task was completed expeditiously and the federal employees occupying these cubicles were extremely pleased with the timeliness and quality of the work performed, the positive attitude displayed by Harold and his team, and the willingness to incorporate subsequent changes that were requested.

Harold's work was highly exemplary and brought great credit to S&K Logistics Services, LLC.



### S&K Aerospace Joseph Stella, Logistics Specialist II

Since the inception of the F-15 Supply Services contract, Joseph Stella has been the "Go To" person for purchasing and understanding the DLA/FedMall system. His experience with government purchasing, inventory, and logistics has been invaluable to the S&K team in supporting the Supply Services contract. He maintains accurate daily usage logs and assists in acquiring data for weekly progress reports to Senior Management.

During the 2nd Quarter 2018, Joe Stella served as the lead buyer of our two-person buying team to distribute daily purchasing tasks and maximize spending. Joe can be counted on to get the job done. He helps where needed and picks up additional purchasing responsibilities when others are out for the day.

He assists with resolving issues that are brought to them from Receiving/Quality on items that have quality, quantity, or coding issues. As a Buyer, this person is counted on to be a responsible, team player. Part of that teamwork is being able to teach others that are just starting out how to work in purchasing and how to reconcile any part issues in Quantum. He often works additional hours to support the team and the mission.

Joseph Stella has been instrumental in getting F-15 Supply Services parts into the Warner Robins Warehouse so that we can support our customers and keep them flying.



## S&K Global Solutions venture to Blake Island, Washington for a Coast Salish Cultural Experience

S&K Global Solutions (SKGS) took an excursion to the Tillicum Village on Blake Island in the Puget Sound of the Salish Sea. Blake Island is a 475-acre island located across the sound from Seattle and is operated by the Washington State Parks Department. Only accessible by boat, the SKGS crew sailed from Seattle's Pier 55 to Blake Island. Once there, they were invited into the Coast Salish Longhouse for a traditionally-cooked Salmon meal, and enjoyed the tribal dances and stories told by local Coast Salish People.

After the traditional meal and performance, the SKSG crew explored the island's natural wilderness and many trails.

Blake Island and the Tillicum Village was founded in 1962 during the Seattle World's Fair. Blake Island and Tillicum Village host thousands of people each year for one-day excursions and overnight camping. The Interior Salish, which the Salish from the Confederated Salish and Kootenai Tribes are a part of, are distantly related to the Coast Salish people. The Interior Salish and Coast Salish people are part of an overarching Salishan language family.



Photos (Clockwise)

- 1) Coast Salish Dance
- 2) Clyde McFadden's Son near roots of overturned tree
- 3) Clyde McFadden and Family
- 4) Traditional Salmon Cook-out\*
- 5) View of Seattle from Blake Island

Photos Courtesy of Clyde McFadden, SKGS

\* Salmon Cookout photo courtesy of wikipedia.



## Introducing the New HSA Bank Mobile App!

Not sure if a health product is an IRS-qualified medical expense? No problem.

With our new Eligible Expense Scanner tool, located inside the HSA Bank mobile app, you can easily scan a product's barcode and immediately find out if an item is eligible to be purchased with your HSA.

Download the app and give it a try today!

### Additional HSA Bank Mobile Features

On top of being able to securely manage your HSA Bank account on the go, HSA Bank Mobile allows you to:

- Check your balance
- View account activity
- Pay bills, and more!

## SKA - PROS V - Star Performers of the Month\*



Mike Delaney & Joseph Stella

### May 2018 – Joseph Stella, F-15 Supply Services

Since the inception of the F-15 Supply Services contract, Joe Stella has been the "Go To" person for purchasing and understanding the DLA/FedMall system. Joe's experience with government purchasing, inventory, and logistics has been invaluable to the S&K team in supporting the Supply Services contract. He maintains accurate daily usage logs and assists in acquiring data for our weekly progress reports to Senior Management. Joe can be counted on to get the job done. He helps where needed and picks up additional purchasing responsibilities when others are out for the day. He has been instrumental in getting F-15 Supply Services parts into the Warner Robins Warehouse so that we can support our customer and keep them flying.



Barbara Wilson & Kim Hipple

### June 2018 – Kim Hipple, Research

Kim Hipple processed 37% of the total requisitions received in the research department for the PROS V Program and manages to maintain the lowest error rate of 0.04%. She is clearly an outstanding member of the team. Kim demonstrates professionalism in her interactions with her peers and superiors. She shows determination and commitment to the team's success by serving as a mentor to her peers, training new employees, and serving as a backup for her supervisor. She generously volunteers to take on new tasks and is always seeking to improve processes within the department. When given a task, not only does she complete the task before the given deadline, but exceeds expectations with her attention to detail and creative and critical thinking skills.



Rebecca O'Brien & Mike Herak

### July 2018 – Rebecca O'Brien, Small Business

During the month of July, Rebecca O'Brien was responsible for awarding over 140 contracts while also working an additional 52 evaluations through towards approval. Since late June, she has provided an immense amount of help to the small business team while the program underwent internal position changes. These additional responsibilities included sending out and managing over 600 RFQs to our strategic partners and acting as the primary point of contact for our suppliers for questions and general program concerns (no small feat). She managed and administered all of the team assignments while also maintaining an incredibly large flow of work of her own. During this stressful period, Rebecca found the time to finish a 5-week long course on Supplier Relationship Management. Her dedication to her team and her willingness to go above and beyond her normal duties are immensely appreciated by her peers and S&K Aerospace senior management.

\* PROS (Parts and Repair Ordering System)

## Double Wedding

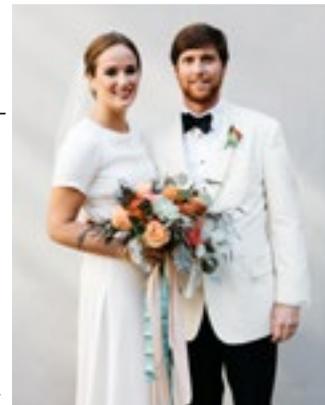


Thomas/Mary

Cindy Bitting's (SKLS) family has had a busy year. Both of her children were married within three months of each other.

Their daughter (Left) Mary Elizabeth Bitting, married Thomas Joseph Watkins, Jr on April 14, 2018, at St. Paul's Episcopal Church in Augusta, GA. After a honeymoon trip to Sunset Beach, NC, Mr. and Mrs. Watkins are making their home in Augusta, GA. Where he is an Asst. District Attorney with the Augusta Judicial Circuit and she is an attorney with Fulcher, Hagler, LLP.

Their son (Right) Neil Staten Bitting, III married Jesse Katherine Greener on July 28, 2018 at First Presbyterian Church in Athens, GA. After a honeymoon trip to Amelia Island, FL, Mr. and Mrs. Bitting will be making their home in Atlanta, GA. Where he is Assistant Commissioner to Technical Colleges of Georgia and she is a teacher with Fulton County Schools at Cambridge High School in Milton, GA.



Jesse/Neil

## Graduations



Teagan Fryberg's (SKT) oldest son (Left) Graduated from High School in March 2018. In June he had the honor of playing in the Bob Cleverly All-Star Football Game at Montana Tech. The Blue Team, representing the Western side of the state's all-stars, went on to win 56-18. Family and friends joined us from across the state to watch Brady's final football career game. Although there were mixed emotions we are proud he is attending the University of Montana to study business.



Binky Bowman's (SKGS/SKER) Grandson Brady Johnson (left) graduated boot camp on August of 2018. Brady is pictured with his mother, Binky's Daughter.



This past spring SKLS sponsored Lynn Cook's (SKLS) daughter, Logan Cook, a 16-year-old Junior, to play for her High School's Golf Team, Veterans High School in Kathleen, GA. The Girls Golf team took 2nd Place in State for the second year in a row... Going for 1st this Spring!

## CUPCAKE WARS

Ashley Snell and Kaitlin Perrin (SKGS) both competed in the "Cupcake Wars" fundraiser hosted at the Puget Sound Naval Shipyard on Friday, Sept. 21. Ashley made Maple Bacon Cupcakes and Harvey's Butter Rum Batter Cupcakes. Kaitlin made Chocolate Chip Cookie Dough Cupcakes as well as Miniature Red Velvet Cupcakes. Their booth was "state fair" themed. All proceeds went to the Navy Code 109 Recreation Committee.



Don't forget to add our social media accounts



[facebook.com/sktcorp](https://www.facebook.com/sktcorp)



[@sk\\_technologies](https://twitter.com/sk_technologies)



[S&K Technologies, Inc.](https://www.linkedin.com/company/s&k-technologies)



[@sk\\_technologies](https://www.youtube.com/sktcorp)



[youtube.com/sktcorp](https://www.youtube.com/sktcorp)



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