



# S&K "GROUP SPIRIT"

SPRING EDITION, 2017

## CONTRACT FIELD TEAMS

Providing USAF with Weapons Services

## THE FIRST WORLD CHAMPION BASKETBALL TEAM

How the Fort Shaw Indian School Girls Became World Champions



# Letter from the Chief Executive Officer

Tom Acevedo

We made the trip to Washington DC in February. I had mentioned this planned pilgrimage to Washington DC for meetings with Montana's congressional delegation in the last newsletter. Dermot and I met with our two Senators. Montana's House of Representatives member, Ryan Zinke, who was appointed Secretary of the Interior obviously was not available. There will be a special election to fill that seat this spring.

The meetings with the Senators and their respective staffs went very well. We discussed the importance of the SBA 8(a) program as a successful federal program that has enabled our company to grow and prosper throughout the years. Both Senators voiced their ongoing support for this SBA program. The new administration appointed an individual who has a successful business background but with little to no experience with SBA.

An unexpected and welcome endorsement by Senator Tester for our Adelos system happened during our time spent with him. The first occurred when the Senator introduced me to the appointee for the Assistant Secretary of Homeland Security. This led to meetings by our staff with Homeland Security folks later that month. We may be, as a result of that introduction, in line for future work with Homeland Security.

Shifting now to the board of directors, the newest member of the board is Steve Dupuis. Steve is employed by the Salish & Kootenai College and will be another positive voice for the board. We held a celebratory dinner for Chad Cottet, our previous board chair. At our annual meeting with the shareholder, the Tribal Council, the board presented the largest single dividend payment from the company. A sincere thank you to all of you for making this dividend possible.

Lastly, the PROS V award saga continues. After the Air Force having successfully sustaining the award to SKA before the GAO hearing, the protesting company elected to take their protest before the Federal Court of Claims. In the pre-hearing phase of the litigation the protesting company dropped its request for a temporary injunction. The case will be heard before a federal judge on June 7th.

# S&K Paqli “Firefly”- Rita Matthews

*Pronounced (Pac-Lee), S&K Paqli—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.*

## What did you do before coming to SKT?

Before coming to SKT, I worked for S&K Electronics (SKE). S&K Electronics actually started SKT in 1999. I was employee number 2 only because I lost the coin toss to Dermot.

## What is your current role at SKT?

Over the years I've held just about every job there is but currently I'm the Sr. VP of Administration.

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

When the company was started, Dermot, Greg, and myself shared an office in the SKE building. For privacy on phone calls we used to pull our chairs out the door to the outside to hold a conversation. Cell phones weren't invented yet.

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

The people who work at corporate are extremely hard working and immensely proud of each of the companies and really like the employees we work with at the sister companies. We sometimes feel like we are missing out since we are so removed from the “action.”

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

I'm really not cranky all the time.

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

I tend to change hobbies every couple of years. Currently I'm learning how to kayak and enjoy camping, although my husband says it's not



camping when you have a big screen TV with you.

## 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?

Meg Ryan or Goldie Hawn and the name would be Risky Business.

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

On a particularly brutal trip to Warner Robins, I was exhausted when I was getting on the plane in Atlanta. I boarded the plane, hooked my seat belt, and promptly fell asleep. I was rudely awakened by an older man leaning across me so he could shake my seat mate's hand. I must have given him a dirty look as he seemed surprised and backed up and headed down the aisle. At that point, a gentleman came up beside my seat and he had one of those ear buds in his ear. So I took a better look at the gentleman who had so rudely awaken me and realized it was former president Jimmy Carter. Needless to say, I was the only person on the plane that didn't get to shake his hand.

## Why participate in your Employer's Retirement Plan?



### 1. Affordability.

If you plan to rely on Social Security to pay all your bills, your retirement dreams may need to be trimmed back. The rule of thumb is that Social Security probably represents only 40% of your retirement needs. Take advantage of your employer's retirement plan to fill the gap.

### 2. It adds up.

Let's say you contributed \$15,600 to a retirement plan account over 30 years – that's just \$10 a week. As your account balance grows, you're able to make money both on what you've invested and the earnings. This concept is known as compounding. Your \$10 a week could more than quadruple to \$65,119. If you were to double your contributions to \$20 a week, the account could equal \$130,237 in 30 years.

### 3. Free Money!

The S&K Technologies, Inc. 401(k) Profit Sharing Plan and Trust offers a matching contribution of \$1 for \$1 up to 5%. The company match is part of your benefits package. Don't walk away from it.

# S&K Global Solutions and Mentor SAIC Win

## Contract Field Team Award



S&K Global Solutions (SKGS), along with their mentor Science Applications International Corporation (SAIC), won the U.S. Air Force (USAF) Small Business Contract Field Teams (CFT) award as the joint venture SKGS-SAIC Services LLC (S2S) and subcontractor Avenge, Inc. The CFT Program is managed out of the Air Logistics Center at Tinker Air Force Base in Oklahoma City, OK.

The CFT Program is an Indefinite Definition, Indefinite Quantity (IDIQ) award worth \$11.4 Billion. The 16-awarded companies compete for task orders, S2S LLC being one of them. The contract should run until November of 2023.



Since 1951, the CFT program has provided temporary and long-term labor support for a variety of technical service needs, maintenance and repair, depot services, inspections, modernization for contingency support for aircraft, vehicles, weapon systems, and other equipment. The government defines CFT as "A group of skilled contractor maintenance personnel who are provided with government furnished special tools, equipment, and supplies to accomplish maintenance on site at operational bases. The contractor provides supervision, people, and hand tools."

SKGS and SAIC have been in a Small Business Administration (SBA) 8(a) Mentor/Protégé Joint Venture (JV) Agreement for the past four years. This has been their first award.

S2S LLC (SKGS & SAIC), along with their team mate

# in U.S. Air Force

Avenge Inc., have brought to the program a 46-year legacy of successful execution of technical services supporting complex weapons systems including inspection, modification, maintenance, and repair to achieve operational readiness outcomes. The team brings a unified set of horizontally integrated, AS9100-compliant, Program, Resource and Quality Management policies, processes, and Standard Operating Procedures (SOP) to deliver highly trained maintenance technicians to the right place, at the right time, with the right tools to ensure operational readiness.

The team is currently bidding on task orders and hopes to bring more revenue back to the tribes.



BlueCross BlueShield of Montana

## Understanding Your Explanation of Benefits

An Explanation of Benefits (EOB) is a notification provided to members when a health care benefits claim is processed by Blue Cross and Blue Shield of Montana (BCBSMT). The EOB shows how the claim was processed. The EOB is not a bill. Your provider may bill you separately.

### EOB has three major sections

#### 1. Subscriber Information and Total of Claim(s)

This includes the member's name, address, member ID number and group name and number. The Total of Claims table shows you the amount billed, any applied discounts, reductions and payments and the amount you may owe the provider.

#### 2. Service Detail

For each claim this includes:

- Patient and provider information
- Claim number and when it was processed
- Service dates and descriptions
- The amount billed
- The discounts or other reductions subtracted from amount billed
- Total amount covered
- The amount you may owe (your responsibility)

#### 3. Summary

Shows you what the plan covers for each claim and your responsibility including:

##### Plan Provisions

- The amount covered
- Less any amounts you may owe, like deductible, copay and coinsurance

##### Your Responsibility

- Deductible and copay amount
- Your share of coinsurance
- Amount not covered, if any
- Amount you may owe the provider. You may have paid some of this amount, like your copay, at the time you received the service.

##### EOB May Include

1. Amounts not covered
2. Out-of-pocket expenses
3. Fraud Hotline
4. An explanation

**Your EOBs are Available Online at [bcbsmt.com](http://bcbsmt.com)  
– Sign up today!**

## Senator Tester Highlights Adelos Inc. As a Montana Small Business Success

Washington, D.C. – Senator Tester, on May 8, testified in front of the Senate Defense Appropriations Subcommittee explaining that the Department of Defense (DoD) should continue its support of grants for innovations in the small business community. Tester explained that many of today's innovations come from the efficiencies of small businesses.

"Montana entrepreneurs and small businesses are often on the forefront of technology, and they bring fresh ideas and cutting-edge inventions to the table. I know this is true in Montana." Said Sen. Tester.

Adelos was mentioned by Sen. Tester as an example of a Montana small business success with DoD-funded innovative research. Tester explained that Adelos produces fiber-optic sensors for detecting surface, underground, and airborne threats. The technology was licensed and developed from raw Navy technology, through the use of a DoD grant.

"Sen. Tester has been a strong and consistent advocate for small businesses in Montana making it possible for companies like Adelos to provide the Department of Defense with innovative solutions that help them meet their mission needs." Said Scott Colton, President of Adelos.

A video of the testimony is located on S&K Technologies' YouTube channel. Don't forget to subscribe.

***"Robust defense research funding ensures that we provide the brave men and women serving our nation with the best possible tools to accomplish their mission and to keep them safe."***

**- Senator Tester**



Senator Tester, speaking at the U.S. Senate Defense Appropriations Subcommittee  
Photo courtesy of tester.senate.gov

## S&K Extracurricular Activities



Painting with a twist- In January, Team members got together after work for Painting with a Twist, an event organized by the S&K Activities Committee.

(Back row, from left to right: Kathleen Larsen, Michelle Miller and Mary Custer; Front row: Kaylie Bacon and Barbara DeBernardo).



Red Shirt Day- In February, we wore our red shirts to show our support for the American Red Heart Association's Go Red for Women Day. This event is meant to empower women to take charge of their heart health.

(Pictured left to right: Sylvia Paden, Anne Penn, Sara Garcia, Brenda Tillman, Barbara Morgan, Erica Blackburn-James, Jessica Richter and Chelsea Hailey).



Cindy Smith, the Moab Project Records Manager, and her husband Jerry, teamed with a local fruit grower to convert 1.25 acres of open field on their property in Palisade to a peach orchard.

Palisade is known for its juicy peaches, rivaling that of our Georgia office. Contest anyone?

# S&K Logistics Services Team with Finland's Patria to Provide F/A-18 Support



LPIT-team: Janne Tanni, Antti Salmela, Gail Schmer (SKLS), Marko Karhunen, and Tuure Hakavuori

The Finnish company Patria and S&K Logistics Services have teamed up to offer landing gear overhaul to F/A-18 customers. The teaming agreement between the two companies was signed in February 2017.

"Patria specializes in aviation life cycle support and the company has over 20 years of experience in landing gear maintenance, repair, and overhaul (MRO). S&K Logistics Services is an experienced expert in logistics and supply chain management. The cooperation of the two companies combines the key competencies of them both. This way we have built an efficient service from the customer point of view," says Harri Lampinen, Vice President Aircraft, from Patria's Aviation business unit.

"Combining Patria's proven capabilities in military MRO with S&K Logistics Services' experience in life-cycle management support and services for complex defense systems together with both companies' experience in government contracting, the customers will gain short turnaround times and guaranteed higher availability of their fighter

fleets," says Gail Schmer, Vice President MRO Operations, S&K Logistics Services.

Patria is a trusted provider of defense, security, and aviation life-cycle support services and technology solutions. Patria operates internationally and the company has operations and projects in countries such as Finland, Sweden, Norway, Estonia, Poland, Croatia, the United Arab Emirates, and South Africa. Versatile duties employ today some 2,800-skilled professionals. Patria owns 50% of the Norwegian Aerospace and Defense Group Nammo and Norwegian Kongsberg Aerospace and Defense AS is a minority owner of Patria by 49.9%.

Patria and S&K Logistics Services were showcasing their F/A-18 Landing gear overhaul, as well as their other services at The Naval International Aviation Logistics Process Improvement Team (LPIT) Workshop May 9-11 in Louisville, Kentucky, USA.

## S&K Global Solutions Northwest Director Meets with U.S. Rep. Kilmer



Far Right: Ken Schumacher, getting his point across.  
Far Left: Rep. Kilmer taking in all of Ken's wisdom.

Ken Schumacher, S&K Global Solutions Program Director, NW, met with U.S. Representative Derek Kilmer of Washington's 6th district. Congressman Kilmer wanted to meet with local defense contractors to gather the concerns of local small businesses.

Congressman Kilmer represents Washington's 6th district which includes the Olympic peninsula, Bremerton, and parts of Tacoma. The 6th district includes Naval Base Kitsap (Puget Sound Naval Station [Bremerton], Bangor, and Naval Undersea Warfare Center – Keyport).

The meeting was hosted by Pacific Northwest Defense Coalition (PNDC), in Keyport, WA.



## FORT SHAW INDIAN SCHOOL - GIRLS' BASKETBALL

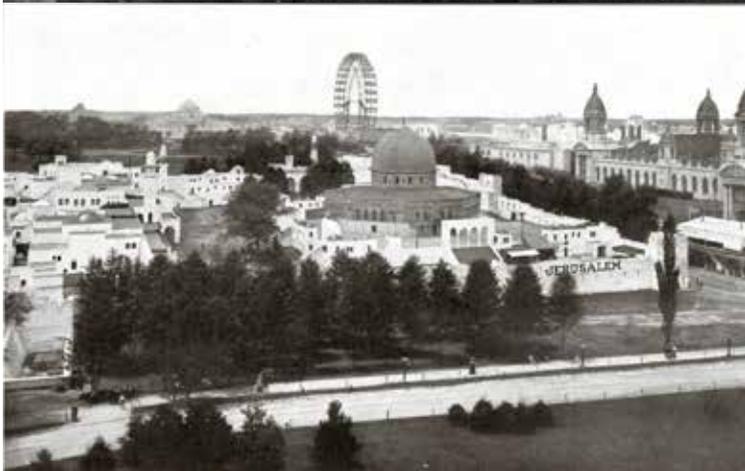


In the late 1800s, many Indian Nations were forced physically or with no other option but to send their children to Indian boarding schools. This forced removal of Indian children was a means to assimilate the native population.

One of the Montana Indian boarding schools called Fort Shaw in Sun Valley, outside of Great Falls, was originally a military fort to protect American settlers from Indians. Children from Indian Nations stretching from Washington State, Idaho, Wyoming, and Montana attended the centrally located school. To help the children bond with different kids from different nations, the superintendent introduced a variety of sports.



For the girls, a new game was introduced called "basketball." The girls took quickly to the game and started playing local schools in competition. In 1902, the girls lost all their games. Determined, they practiced harder and the next year they beat all the schools they lost to the previous year. The Fort Shaw girls' team began to gain a reputation with local newspapers and more teams invited the Fort Shaw girls to play. Every high school team they played the girls beat. The Fort Shaw girls were challenged to play the Butte girls again, for what the newspapers called the 1903 Montana State Championships. The girls played Butte and won 18-8 for the first state title.



The unstoppable Fort Shaw Indian School girls were then challenged to play the two Montana university women's teams, the "Farmerettes" at Montana Agricultural College (now Montana State University), and the women's team at State University (Now University of Montana). The Fort Shaw girls beat both teams and the newspapers throughout the state commended the girls for their achievements on the court. Basketball was becoming the equalizer in helping Indian people, especially Indian women, to be viewed as humans instead of a hindrance.

A special invitation came to the superintendent of the Fort Shaw Indian School. The 1904, St. Louis World's Fair was to highlight the latest innovations, culture, and sports. The committee wanted to show Indians as civilized through the boarding school system. The

Top: Fort Shaw Indian Girls

Center: Fort Shaw Indian Girls Basketball Team with trophy

Bottom: St. Louis, 1904 World's Fair



superintendent thought this would be a good opportunity for the Fort Shaw Indian Girls team to play more teams. They raised money throughout Montana playing exhibition basketball games and performing popular dances of the time.

While en route to St. Louis, the superintendent scheduled a game between the North Dakota All-Star Girl's Team and the Fort Shaw Indian School. When the girls arrived, they were met with harsh racism and taunting from the other team. Angry, the girls decided to take out their frustrations on the court. They went on to beat the North Dakota All-Star Girls Team 34 – 0.

Arriving in St. Louis the girls settled into the mock Indian School, where they were to perform twice daily popular American and European dances. The World's Fair committee wanted to show that the Indian girls were cultured through American and European standards. The Fort Shaw girls Grecian-inspired dance number, dazzled many of the worldwide audiences. When the Fort Shaw Girls were not dancing, they were playing basketball.

The St. Louis newspaper challenged any women's team to play the Fort Shaw Indian Girls for the world championships. The World's Fair was often in conjunction with the Olympics, many nations attended vying for gold. The Fort Shaw girls were challenged by the Missouri Women's Team to a best-of-three. The Fort Shaw girls beat the Missouri women to become the World Champion Basketball Team.

Upon arriving back in Montana, many of the girls went back to their home reservations. Many never spoke of their travels and accomplishments. Some of the girls kept photos and mementos to remember their time in St. Louis. It was not until researchers later uncovered the trophy, the news clippings, and the stories from the descendants did they realized that an Indian girl's high school team from Montana won the World Championship. The discovery of the amazing feat was featured on Public Broadcasting System (PBS) under the name "Playing for the World." The legacy of the first World Championship Basketball Team will forever be immortalized.

## Local Reservation News:

The Arlee Warriors Boys Basketball Team, on the Flathead Indian Reservation (15 miles south of S&K Technologies Corporate Office), won the 2017 Class C Montana State Basketball Championship. The Arlee girl's team also took second at State C Tournament.

There were a lot of happy faces following the Warriors championship victory. It was a dream come true for all Warriors and the Jocko Valley folks, but especially the three youngsters — Tyler Tanner (11), Phillip Malatare (4) and Alex Moran (23) — who have been playing together since they were toddlers.

For the last seven years, Moran's road to the basketball championship was guided by his personal angel, his mother, Lynette (Malatare) Moran, who at the age of 42 on July 4, 2010, succumbed to the onset of sepsis, a result of treatment related to an eight-year battle with leukemia.

"The three of us, since we were little, dreamed about this. Our goal was set a long time ago," Moran said with the net from one of the baskets draped around his neck. It was a manifestation of the come-true dream. "Mom always said we were going to win this someday, it was a dream of hers. We worked hard to prove she was right and she was. She has been with us all along. She wanted this too. Her dream has come true."

Arlee is a small town outside of Missoula and the school has approximately 132 students.



L-R: Coach Zanen Pitts, Tyler Tanner, Phillip Malatare, and Alex Moran. (B.L. Azure Photo).

# Awards and Recognition

## Employees of the Quarter



### Ali Eaton Staff Support Specialist

She came on board with a "CAN DO" attitude and hasn't ceased to continue that same positive motivation since. Ali strives to provide the best service possible to meet the needs of employees, management and customers, while staying focused on her required duties.

Facing multiple staff turnover, Ali assisted her department staying afloat. She was very instrumental by taking on additional duties outside of her scope of work with no hesitation to learn new tasks.

Upon the migration to Infinity HR and CostPoint, kudos went out to Ali as she updated the current internal new hire process to encompass the new requirements and then shared them with Corporate Human Resources, Audi Moran. Audi found the process to be very instrumental so she tweaked and distributed to all LLC HR Reps to use. She's a valuable asset to SKA and her dedication is much appreciated.



Ali Eaton (4th Q Winner) with John Sims

### Hifzur Yasar Human Resources Administrator

Sometimes data and document exchange between the Middle East and Warner Robins, Georgia, can be challenging with the eight hour time difference and workweek differences (Middle East workweek is Sunday - Thursday).

Hifzur has, however, contributed to the overall success in the Middle East office by offering efficient and timely responses. He responds to requests for data or documents expeditiously which creates an easy flow of processing multiple items for Human Resources. Some examples are new hire documents, employment contracts, personnel action forms, leave pay down, and end of service bonus data, etc. He is always very courteous and doesn't mind making any corrections asked of him.



Hifzur Yasar (1st Q, 2017, Winner)

### Jesslyn Pearson/Sherri Davis Program Specialists

Recently, DOE-SRS (Savannah River Site) developed and implemented a new process to collect the data. Sherri and Jesslyn were intimately involved. Their disciplined documentation and effective communication resulted in a high degree of consistency between DOE-SRS's and the M&O (Maintenance & Operations) contractor's perceptions of performance and award fee eligibility, which enabled settlement on fee award in only two review iterations conducted over two days—a significant improvement over the previous year.

Jennifer Nelson, the Acting Assistant Manager, remarked she received very positive feedback on Sherri's and Jesslyn's work products and the ability to provide the back-up documentation in a timely manner. She further stated that "Jesslyn and Sherri are doing a GREAT job making me and my office look GREAT!"



Jesslyn Pearson with Dave Rariden



Sherri Davis with Dave Rariden

**Shelley Spoor  
Financial Analyst**

Since transferring from SKGS to Corporate last September, Shelley has become an integral part of the Bid & Proposal (B&P) team. In addition to jumping right in on proposal pricing, she has developed strong relationships with all of the LLCs and within the B&P team. She is always willing to do whatever it takes to get the job done, and often works nights and weekends to ensure deadlines are met. She is always professional, responsive, and a pleasure to work with. SKT is fortunate to have her!

**Pamela Manning  
Administrative Support**

Pamela is always willing to pitch in and get the job done, Pamela, has been praised by our customer as someone who will take on a task and work it to completion. Pamela has taught herself numerous government systems, and has turned into the go to person. Her work ethic and attitude are appreciated. Pamela receives emails from customers thanking her for her support on various tasks.

# PROS Star Performance Awards

## December



(L-R) Tim Horne, Kelsey Harvey, John Sims, & Lakeesha Blasingame.

## January



(L-R) Kim Hipple & Shannan Bertrand

## February



(L-R) Tim Horne, Lynne Hughes, & Paige Powell.

## March



(L-R) Tim Horne, Eugenia Kinzer, & Heather Berkley



## Finding Extra Dollars

### Perk up your retirement savings

Rather than a daily investment in a brand-name caffeine buzz, consider a trip to the office coffee pot and redirect the money you save to your retirement coffers.

### Eating out can eat away at your nest egg

By trimming back on the frequency of your restaurant visits—and by doing something as simple as bringing your lunch to work—you can free up extra dollars each pay period, which you can put toward your retirement.

### Save your raises, bonuses, and tax refunds

Put that extra cash to work for you by investing at least some of it in your retirement account.

### Give yourself some credit by using credit wisely

By limiting your credit card use, buying only what you can afford, and avoiding late fees and costly cash advances, you can invest the savings in your retirement account—where you can earn interest for yourself, not your credit card company.

### Pay yourself first

Your retirement plan helps you follow one of the most important savings principles: Pay yourself first. The money you contribute to your retirement account comes out of your paycheck pretax. That means you can pay yourself before you pay anyone else.

### Cut monthly expenses

By shopping around to get a better deal on such basic things as car insurance or your mortgage rate, you may be able to uncover additional money that can be redirected into your retirement plan each month.



Teagan Fryberger (McKinlay) in our Corporate Accounts Payable Department for S&K Technologies, Inc., office in St. Ignatius, Montana was married December 1st, 2016. They had a beautiful wedding at Quinn's Resort in Paradise, Montana, along the Clark Fork River. Teagan and husband Todd Fryberger along with their three kids have made a home in Charlo, Montana. They are looking forward to the many busy happy years with their children in all their athletics and activities.



**Hunter Red**

Melanie Red, and husband Warren, are proud to announce their son's graduation from The University of Georgia, with a Bachelor in Business Administration, on May 5, 2017.

We are so proud of him, his accomplishments & the man he has become!! He will continue his education & strive forward with his Master's Degree in Sports Management at The University of Georgia.



Victoria Bachtell, daughter of Tom Bachtell, Support Group Manager for the Moab Technical Assistance Contract Team, performed as First Violin and Concertmaster for the Colorado State University (CSU, in Ft. Collins, Colorado) Concert Choir and Orchestra on March 3, 2017.

Vicki is a Honors Program freshman at Colorado State University majoring in Chemistry.

## Corporal Armonz De'Marrious Smith – Harris

Born: March 18, 1991

Death: March 1, 2017

Hired by S&K global Solutions on 5/18/2016 as part of the Administrative Support Team for our Advisory & Assistance Services Contract at Robins Air Force Base, GA. Armonz always had a smile on his face and was never too busy to lend a helping hand. He will be missed by everyone.

Funeral Services for Armonz were held on Thursday, March 9, 2017 -11:00 a.m. at Vaughn Chapel Baptist Church 1980 North Jefferson Street Milledgeville, Georgia. The Reverend Toney E. Fraley, Pastor, officiated. Armonz was a native of Baldwin County and graduated from Baldwin High School with the Class of 2011.

He proudly served his country with The United States Marines and was honorably discharged in 2014. On Wednesday, March 1, 2017 Armonz entered into eternal rest. He leaves to cherish his memory, spouse, Tylor John Smith - Harris of Warner Robins, Georgia, mother, Sonja (Darrell) Palmer of Milledgeville, Georgia, father, Vernon Dwayne Moore of Milledgeville, Georgia, sister, Jazilyn Moore, brothers, Shermonz Pounds, Keymontae Clark, Jamontae Clark, and Martavious Moore, along with a host of aunts, uncles, nieces, nephews, other family and friends.



**Janius DeAndre Hopper**

Charlene Stokes-Geter, Asset Management Specialist for SKLS, is proud to announce her son's graduation from Silver Bluff High School on June 1, 2017, at Aiken Convention Center in Aiken, SC.



Patty Wilson, SKLS Staff Support Specialist, welcomed her new grandson, Declan Mathias Michel, who was born on March 19, weighed 6 lb 11 oz, and was 20 1/2 inches. Declan is a member of the Confederated Salish and Kootenai Tribes.



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### Editors Note:

Feel free to send project/award pictures to be featured on our various social media outlets. Don't forget to subscribe!

Brian Tanner, Marketing Manager