



S&K "GROUP SPIRIT"

SUMMER EDITION, 2017

NEWS FROM THE MIDDLE EAST

Providing USAF with Weapons Services

IT'S OFFICIAL

S&K Aerospace wins PROS V Contract

Letter from the Chief Executive Officer

Tom Acevedo



I am sure many of you know by now that I will be leaving S&K Technologies at the end of September. Over the last ten years as CEO, I have grown to respect those of you that I have had the privilege of working with. The complexity of this family of companies has increased over the last decade. It has challenged us all and we have, through sound decisions, made improvements.

I feel particularly positive about the future of the company based on the fact that the existing senior managers of the LLC's and the parent corporation have agreed to long-term contracts. This will ensure stability and continuity of leadership.

Additionally, the company is well respected by our Senatorial delegation. The meetings we have held over the years with the congressional delegation have consistently been positive.

Some of you know that Liz and I enjoy traveling to various places in the world. We will continue to do so over the coming years.

Once again I want to reiterate how much I have enjoyed being a part of the S&K Technologies team.

S&K Paqli “Firefly”- Scott Colton

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?

I started working for S&K Electronics when I was 29 years old, so it’s been a while. But, prior to moving to Montana, I spent several years working in Corporate Finance for Nordstrom, Inc. in downtown Seattle.

What is your current role at SKT?

I am the Chief Financial Officer.

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

It has changed dramatically. When I started, S&K Technologies hadn’t even been created yet. I was lucky enough to have been involved in the very first IT services contract that S&K Electronics went after in 1997. This was the NASA Automation & Robotics (A&R) contract, and 20 years later, S&K is still providing these services for NASA Johnson Space Center in Houston. It has been so much fun to see the company grow and evolve over the years and I am eternally grateful for the opportunity to work with such wonderful people.

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

I think most people would be surprised by how much fun we all have working together.

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

I am a volunteer Ski Patroller and we work with Search & Rescue whenever they need people on skis to assist with missions in remote and rugged terrain.

What are some of your hobbies, outside of work?

I love living in Montana and when I’m not working you can usually find me enjoying one of the many outdoor recreational opportunities that we have here. My favorites are backcountry skiing, mountaineering, mountain biking, and boating on Flathead Lake.

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?

Definitely George Clooney ;) The title would be “The Big Acevedo.”

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

One of my favorite memories is the employee retreat that we had in Coeur D’Alene a few years back. We had such a great time cruising on the lake and then hanging out at the Iron Horse Saloon. Without naming names, I’ll just say it was great to see some people really cutting loose!





S&K AEROSPACE

NEWS FROM THE MIDDLE EAST



Doing business around the world can seem a long way from doing business on the Reservation. But each year countless small businesses make the trek, including S&K. Like most long journeys, going global can be filled with challenges and rewards—both of which S&K has experienced with our international operations.

The establishment of S&K Aerospace Middle East Branch and official opening of the Riyadh Office in January 2012 has strengthened the S&K commitment to current and prospective customers in the Kingdom of Saudi Arabia, but not without perseverance and dedicated personnel willing to solve the multitude of challenges.

“The opening of our Saudi Arabia office was an important milestone for our regional investment and supports our long-term strategy of international Maintenance, Repair, and Operations (MRO) support. The office enables us to be closer to our customers throughout the Middle East and develop smarter solutions that fit their unique needs,” said S&K Aerospace Vice President Daryl Delamarter.

“The Saudi Arabia office extends our legacy of providing the same high-quality service our partners and customers have come to expect from S&K.”

When S&K decided to enter the global market, they knew that the gains may not be seen in the short term. The business plan projected it may be 3-5 years before S&K started reaping the rewards of their efforts.

In addition to staff hires and business start-up expenses, travel expenses increased for the support staff and senior managers. Also, S&K had to learn the regulations and tax laws in Saudi Arabia, which takes time and money, and in some cases S&K had to hire outside professionals to help with local legal and financial topics.

The challenges faced by S&K Aerospace cannot be understated and included the company structure, foreign laws and regulations, international accounting, currency rates, political risks, economic volatility, communication difficulties, and cultural differences.

One of the most challenging obstacles to overcome in doing business internationally is culture. According to Hilka Klinkenberg, founder of Etiquette International in New York City, less than 25 percent of U.S. business ventures abroad are successful. “A lot of that is because Americans don’t do their homework or because they think the rest of the world should do business the way they do business,” she says.



As an example of the cultural differences associated with business in Saudi Arabia is that the weekend in Saudi Arabia is Friday and Saturday. Also, the 8-10 hour time difference and the common business hours between the Middle East Branch and S&K Operating Locations in the U.S. can become a huge barrier.

Saudi businesspeople also pray five times a day and while Westerners are not required to pray at those times, whatever business activities they are engaged in with Saudi businesspeople are typically interrupted by the prayer.

During the month of Ramadan (the exact dates vary each year), businesses slow down noticeably. While Westerners are not expected to fast during Ramadan, they should refrain from eating in public and in the presence of those who are fasting. Many companies completely avoid business visits throughout the Ramadan holiday.

Saudi culture also has a less rigid concept of time and schedule compared to the West. Meetings are often loosely scheduled around set prayer times. It is common for them to be interrupted; sometimes, there may be multiple people in the same office discussing multiple business matters. It is also important to not rush a Saudi businessman into a business agreement or appear impatient. Saudi businessmen do not discuss hard details of business deals immediately in a meeting; instead, they first chitchat and inquire about each other's welfare. To do business with a Saudi businessman, trust must first be established; it may be a while before they feel comfortable discussing serious business matters.

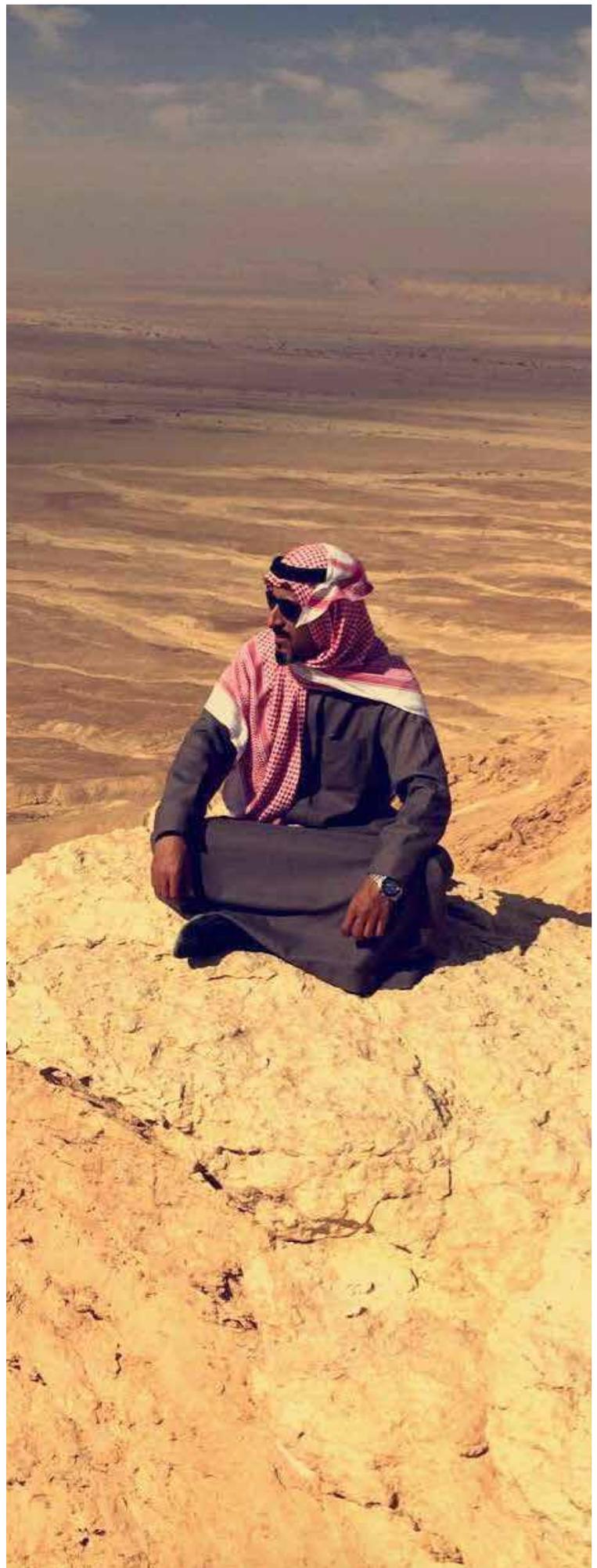
While global growth can be both daunting and slow, it can also be very rewarding. Expanding business overseas means reaching new clients or customers and potentially boosting profits.

Since the opening over 5 years ago, the growth of the operations of the Middle East Branch has been exponential in terms of size and revenue generation. S&K Middle East Branch now employs 23 Saudi Nationals and 8 expatriates from 4 countries and sponsors approximately 100 expatriates as a part of contracts to provide Personnel Support Services (PSS) to multiple U.S. based customers.

In part, the Middle East Branch was established to provide a wide range of PSS for business organizations seeking a market place in the Kingdom. Abdullah Al-Amri, Saudi Arabia Business Development Manager noted, "S&K provides our customers with integrated service solutions and the rare advantage of a U.S. Company with a Saudi Commercial Registration. Saudi Arabia regulations are complex and to be successful contractors must possess not only the Commercial Registration, but also the experience and expertise to navigate the myriad organizations and changing rules."

In addition to our local General Manager, S&K employs full-time Saudi National Government Relations Representatives, Jarrah Al-Shammari and Falah Al-Shammari, to ensure the timely and complete submittal of the necessary information and forms directly to the Saudi Ministry of Labor and other Governmental agencies. Jarrah has been with S&K since our first day of operations.

CONTINUED ON PAGE 8



Corporate Accounts Payable Attend Concur Conference

MaryRose Morigeau and Teagan Fryberger, Corporate Accounts Payable (AP), attended the Concur Travel and Expense System Training in Seattle, Washington, on June 13th.

The training provided several beneficial processes, an insight AP plans on implementing in the near future with our Travel and Expense.

This seminar provided AP to network with other companies and departments to broaden our outlook on utilizing the system and other travel approaches.

Right (L to R): MaryRose Morigeau (S&K AP), Corina Fermin (S&K's Concur Rep), Ian Fletcher (S&K's Concur Rep), and Teagan Fryberger (S&K AP).



DoD Awards S&K Global Solutions Award for Hiring Veterans

Brigadier General Wallace Turner, Assistant Adjutant General for the Washington State Guard, gave an Outstanding Performance Award to S&K Global Solutions.

The award was based on S&K Global Solutions dedication to hiring Veterans that are coming out of service. S&K Global Solutions carries on the tradition of the Confederated Salish and Kootenai Tribes' value of honoring it's Veterans. Congratulations!



DO NOT FORGET

Both covered employees and covered spouses are encouraged to complete the THM Form EACH YEAR. Your THM form is due by **November 1, 2017** for the 2018 wellness program benefit.

Please follow the instructions on the back of the form.

Forms can be faxed to 406-437-7848 or to the alternate fax line at 406-437-5854.

NOTE: You should receive a THM email confirmation to the email address you provided on the THM form within 5 days of successful submission, if not please contact the BCBSMT Wellness Team at wellness@bcbsmt.com to inquire.



BlueCross BlueShield of Montana



IT'S OFFICIAL S&K Aerospace Wins PROS V Contract

The U.S. Air Force has awarded S&K Aerospace, LLC a \$4.2B contract for the Parts and Repair Ordering System (PROS) V Program. The single award contract is the latest generation of the PROS Program and was won by S&K Aerospace under a full and open competition. S&K Aerospace was competitively awarded the predecessor PROS IV contract in March 2012.

As the PROS prime contractor, S&K conducts procurement activities required to provide logistic requirements support to over 90 Foreign Military Sales (FMS) customers. PROS provides allied customers the best value for part support for aging weapon systems and out-of-production/obsolete parts in support of their weapon systems.

In addition to S&K Aerospace, our PROS V Team includes Parts and Repair Technical Services, Inc. (P.A.R.T.S. Inc.) of Stockbridge, GA. P.A.R.T.S. Inc. is a privately-owned company headquartered in Stockbridge, GA, with offices located in Warner Robins GA. They specialize in providing material procurement, training, technical services, logistic support, and export services.

The Program is a tri-service (Air Force, Army, & Navy) effort supporting FMS customers through procurement of spare parts/supplies and maintenance (repair) support for a wide range of hard to support items as well as providing a contracting vehicle for specialized technical services through task orders.

The PROS Program is the U.S. Air Force's solution to providing FMS procurement and repair support long after the support of certain weapons systems is eliminated from the U.S. inventory.

"The success of the program relies on our ability to process a significant volume of customer requirements in a relatively short period of time to meet the requirements of the contract," said Tim Horne, Director of PROS Programs. "As well as managing a well-qualified and diverse vendor base to satisfy the wide-range of needs."

The PROS V contract includes options, if exercised, will result in a 15-year period of performance— a 5-year base period, five 1-year options, and a 5-year close-out period. Work will be primarily performed out of the S&K Aerospace facilities in Warner Robins, Georgia. The Air Force Security Assistance Center (AFSAC) at Wright-Patterson Air Force Base (WPAFB), Dayton, Ohio, is the contracting and managing activity.

"The objectives of the PROS contracts are to provide timely support, competitive pricing, quality service, and superior program management to the FMS customer," noted Tom Acevedo. "As a global leader in supply chain management, our goal is to provide complete defense platform sustainment for our FMS allies."

The full range of S&Ks technical support for FMS customers includes supply and procurement service, warehousing, fleet management, maintenance planning, maintenance service, technical and engineering services, obsolescence management, air vehicle integrity, training, and financial/ program management support.



Our clients benefit from economies of scale with significant savings on setting up an internal Human Resources (HR), Personnel and Administration, Payroll, and Government Relations Infrastructure.

With years of experience providing comprehensive support services for our clients, S&K ensures success by utilizing proven management plans and skilled personnel including our Accounting Manager, Haroon Ahmed, and HR Manager, Abdullah Rashid Allaila. Combined they have over 40 years of experience conducting business in Saudi Arabia.

As part of our growth, in 2016 S&K opened a second office in Dammam close to the Royal Saudi Air Force King Abdulaziz Air Base. In commenting on the occasion of the expansion, Mohammed Samarah, General Manager, S&K Aerospace Middle East Branch said, "We are immensely happy to expand operations in Saudi Arabia, as this brings us closer to our customers and partners and gives us the opportunity to contribute to one of the most rapidly developing economies in the world. We look forward to deeper engagement with customers from both the public and private sectors, and across multiple industries."

S&K's expansion came as industry analysts continue to report exponential growth in the Kingdom. The Saudi Arabian economy is the largest in the Gulf region, and the country is the only nation in the region that is a member of the G-20 group of major economies.

Recently, the President and Secretary of State visited Saudi Arabia and met with Saudi Foreign Minister Adel Al-Jubeir in Riyadh. A significant joint announcement was made almost as soon as they arrived detailing a \$110 billion purchase of American arms by the Kingdom of Saudi Arabia.

The military equipment will be American and those hired to create them will be American as well. The deal provides for tanks, helicopters for border security defense, intelligence gathering aircraft, ships for coastal security, a missile defense radar system, as well as various cyber security tools. This arms deal solidifies a long-standing relationship between the U.S. and Saudi Arabia.

The deal will span over a decade and will total \$350 billion. "Driven by ambitious government plans to boost economic diversity and social development across the nation, as well as exciting transformation in the business environment, Saudi Arabia represents a market of huge opportunities.

By establishing and expanding our presence to the Eastern Province, S&K aims to help our customers better manage their programs and grow our business base," said Saleh Al-Ghamdi, S&K's Dammam Manager.

International expansion is not necessarily the best way to grow every company and certainly not for most small businesses. The U.S. market is big enough for most small businesses to survive almost indefinitely. But S&K's big business mentality and aggressive approach has served the Tribes well over the years.

As noted 5 years ago by the lead for initially establishing the office in Saudi Arabia, James Schaan, "Entering the international arena is a step S&K needs to take to protect against the risk of decline in domestic markets and, most important, the opportunity to significantly improve our overall growth potential."

As S&K looks forward to see what 2018 will bring for the Middle East Branch, they are confident that new opportunities, challenges, and uncertainties will continue to arise.

S&K COMSEC Team at Savannah River Site SHINES



S&K Logistics Services' four-person communications security (COMSEC) team at the Savannah River Site (SRS) underwent an annual COMSEC audit and inspection from 9-11 May, and the results were stellar.

The team, which is led by Willie Pearson (COMSEC Project Manager) and includes Jason Clark, Donyelle Henley, and Darrin Norris, works on S&K's Administrative and Information Technology Support Services contract with Department of Energy (DOE).

Together, they manage the second largest COMSEC account in the DOE complex. The account includes well over 600 accountable items, including keying material and hardware.

The account services entities not only at SRS, but also DOE's Environmental Management Consolidated Business Center sites in

Cincinnati, OH, and Denver, CO. The team also runs DOE's SIMEX message center at SRS and processes, on average, about 90 messages per day, all of which are classified.

A four-person inspection team from DOE headquarters in Washington, DC, evaluated the COMSEC program as commendable, which is the highest possible level that can be attained.

When asked what he attributed the outstanding results of the inspection to, Willie Pearson stated, "It's all about teamwork, commitment, and attention to detail. Without those three attributes being exemplified by every member of the team every day, these results would not have happened. You don't just show up on inspection day and get evaluated as commendable unless you perform at a top level every day. Our team does, and I am proud of them."

SKGS enjoying the suite life

S&K Global Solutions, along with corporate representatives from S&K Technologies, Booz Allen Hamilton, and ManTech, attended the Seattle Mariners game against Oakland A's.

They occupied two suites and enjoyed hamburgers, hot dogs, and salad. Seattle Mariners went on to win the game 4-0.



SKGS Visits Houston Beach



Lana Rouse, Chelsea Hailey, Jessica Richter and Holly Tinsley (pictured respectively) spent a beautiful day at the beach in Galveston, TX.

Moab TAC Team Members Staying in Shape

On July 28, Moab TAC Team employees Joe Ritchey and Matt Udovitsch, and P2S employee JJ Rochelle participated in the Grand Mesa Ultra 30 kilometer race (18 miles).

The race took place on the Grand Mesa, which is known as the largest flat-topped mountain in the world. The race had over 60 participants with an ascent of 2,200 feet and an average elevation above 10,000 feet above sea level.



EPIC Get Together

EPIC team members got together for dinner and drinks on June 9, 2017, at Sam's Boat in Seabrook, TX.

Pictured left (front to back): Holly Tinsley, Jessica Richter, Chelsea Hailey, Kim Frederick. Pictured right (front to back): Erin Pillow, Sylvia Paden, Jackie Gillman. Not pictured: Barbara Debernardo and Betsy Mathews.

Sen. Cruz Visits JSC

Betsy Mathews (left) and Diana Rodgers (right) had the honor of meeting Senator Ted Cruz when he came to visit NASA Johnson Space Center (JSC). They are pictured in building 32, near the James Webb telescope.



10-Year Moab TAC Celebration



On June 20, the Moab Technical Assistance Contractor, S&K Logistics Services, LLC began a 3-month extension to its second 5-year contract with the Department of Energy.

To celebrate the completion of 10 successful years, the TAC team of SKLS and Pro2Serve staff from the Grand Junction office and the Moab site met for lunch at The Hot Tomato café in Fruita, Colorado. James Schaan and JJ Rochelle attended representing SKLS and P2S corporate staff. The group enjoyed a selection of gourmet pizzas.

The Team is excited of success on the bid submitted for the next Moab Project 5-year contract.



Dermot O'Halloran, SVP-Corporate Development (Very back, above), travelled to the village of Monte Maria in Guatemala last Spring as part of Providence Health International and Medical Teams International service to Central America. Along with health care workers from Montana and Washington, he installed clean-burning, fuel efficient stoves at many locations throughout the village. Because many women and children suffer from acute respiratory infections from breathing smoke within the confined spaces of their homes, the installation of ventilated stoves significantly reduce respiratory infections.



Sonja Franklin of SKGS, an ordained minister, was honored to officiate one of her lifelong friend's weddings on July 2, 2017, in Atlanta, GA, before 115 guests. Fun was had by all!



On August 15, 2017, Mike Herak received his Certified Professional in Supply Management (CPSM) designation from the Institute of Supply Management.

This is a globally recognized certification that is built on an in-depth analysis of supply management functions across industries, and identifies awardees with having a mastery of critical concepts in procurement, sourcing, negotiating, contracts and leadership.

Mike began his studies in September 2016 and finished the final test on August 12, 2017.

Mike is the Small Business Advocate on the PROS V contract with S&K Aerospace, and he is currently studying for the Certified Professional of Supplier Diversity designation.

Anne Penn, S&K Global Solutions, received an award from EA5 Project Management Branch for her development of a meeting documentation tool (amongst other useful tools) that has proven to be a very valuable resource for quickly answering questions on when and what was presented/decided by whom and why in those increasingly frequent cases in which our memories fall short.

Anne's direct contributions to the NASA AMS SharePoint site in recent months have made it a key tool for the Project.

Her outstanding performance is greatly appreciated by the AMS Project Office, and well worth recognition by EA5.



PROS Star Performance Awards

April



(L-R) Josh Little, PM Tim Horne, and Amber Mathe

May



(L-R) Christopher Arnold and Robert Blythe

June



(L-R) Eugina Kinzer

Graduations



Katelyn Hawkinson walked for her graduation ceremony on May 13th from Mercer University in Macon, GA. She was awarded a Bachelor's of Science degree cum laude in Biology with a minor in Chemistry.



Marquis Fourth, graduated high school, Grace Brethren Christian Academy, this past spring. He will be attending Frostburg State University in Frostburg, MD this fall majoring in Computer Science/Information Technology.

Marquis is the son of LaTanya Fourth, Program Analyst, with SKGS.

Erin Pillow, SKGS, is proud to announce that her daughter, **Kennedy**, graduated Magna Cum Laude from the University of Houston's C. T. Bauer College of Business Administration, with a major in Marketing, on May 14, 2017.

Kennedy will also earn her credentials as a Certified Nonprofit Professional (CNP) through the Nonprofit Leadership Alliance. Her focus has been in the nonprofit sector where she's been working with an organization that aims to eliminate poverty in Houston's Third Ward. Way to go Kennedy!



Juliana Hawkinson (red robe) graduated on May 20th from First Presbyterian Day School, Macon, GA as an honor graduate and member of the National Honor Society.

She will be attending Mercer University in Macon, GA in the fall. She is with her older sister, Katelyn Hawkinson.

Juliana is the daughter of Greg Hawkinson, Sr. Program Manager, for SKGS.



LaKeesha Blasingame, Logistics Specialist II with S&K Aerospace in Georgia has lots to celebrate.

Her daughter, **Jazmyne Addison**, graduated from Warner Robins High School in May, with 30 college credits from Georgia Military College. Jazmyne is headed to Tuskegee University to study Chemical Engineering.

LaKeesha also graduated in May with a Master's Degree in Logistics and Supply Chain Management from Georgia College and State University. Keesha completed her coursework in June.





Proud Grandpa, Scott Williams, Safety, Health, and Training Manager on the Moab Project, welcomed his first grandchild, Aiden McCloud Gifford on June 10th. Parents are Ben and Daniele Gifford from Deltona, Florida.



Erica Blackburn-James, her husband Mike, and their daughter Karley Danger, welcomed the addition of Porter Mayhem to the family on May 1st 2017. Porter weighed in at 8lbs 4oz and measured 19 3/4 inches long.



Barbara DeBernardo is proud to announce the birth of her new grandson Will (age 2 months) born 6/13.

Picutred with Barb's granddaughter Caroline Fouty (age 3 1/2).



Konnor Charles was born on June 15, 2017 to Phillip & Brittanie Courville. He weighed 7 pounds 1.8 ounces. His big brothers Hayden, Xander and Jaxon welcomed him home.

Phillip is the son of Payroll Manager Toni Courville. This is the 9th grandchild and the 8th grandson for Toni and husband Chuck.



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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