

S&K "Group Spirit"

Spring Edition, 2020



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New Service Pact
SKLS and Honeywell Sign Service Pact

Moab UMTRA Project
SKLS Celebrates Significant Shipping Milestone

Path of a Warrior
Story of World Boxing Champion Marvin Camel



Letter from the CEO, Chad Cottet

Coronavirus, Coronavirus, Coronavirus...

I honestly cannot remember hearing the term "Coronavirus" prior to January 2020 and I cannot imagine how many times I have heard it since. To think, just a few weeks ago 'Social distancing' was only something parents hoped was being enacted at school dances.

It is hard to believe that something as common and often overlooked as a virus can turn our lives upside down in a matter of a couple weeks, but it certainly has! I hope that you, your family, and those close to you are safe and well, and that you are following CDC and local health official's directions.

Even in trying times like these, I look around and feel very blessed and encouraged as I see good people everywhere making sacrifices and serving others. It is the resilience of the people and the heart of this country that confirms my belief that we will come through the current pandemic better and stronger than when it started. It is always refreshing to see the good in people, especially when they are willing to pull together and sacrifice for the greater good (questionable toilet paper practices aside).

Without a doubt, the SKT team is made up of the best people I could ever hope to work with, and as your CEO, I want you to know that your health and safety is of the utmost importance to me and the rest of the SKT leadership team. We are committed to providing our team members with as safe of a work environment as possible, not only during this pandemic but each and every day while we continue our important mission of supporting our customers.

Stay positive, follow the recommendations, keep your head up and your hands washed, and I look forward to seeing you at a company picnic or other social gathering once we have overcome this obstacle in front of us.



S&K Technologies Corporate HR Participates in Career Day

Shirley Gallagher, HR Operations and Analytics Manager, participated in the local St. Ignatius High School Career Day and Mock Interview Program. Additional local business representatives helped conduct mock interviews for the 27 senior high school students currently attending St. Ignatius High School. Shirley conducted mock interviews with ten of the attending seniors who were anxious to hone their job interviewing experience.



Pictured on the left are the students from St. Ignatius High School who participated in Career Day.



Pictured on the right are the St. Ignatius local businesses who took part in Career Day.

Illness Prevention and HazCom

Written by Adrien Wheeler
SKA, LLC, Quality Systems Administrator

This season has brought attention to the importance of illness prevention. Doing your part during this time can prevent the most miserable of times if you become ill or catch the flu. There are various ways to prevent these types of illnesses, such as receiving the proper vaccinations, seeing a physician at the first sign of symptoms, and continuously washing your hands and/or cleaning areas in your home and workplace that you believe may be contaminated or infectious. If you are sick, **STAY HOME!** This is the best way to avoid spreading the infection to others around you.

Hazard Communication Standard (HazCom) is the standard that requires employers in the US to disclose toxic and hazardous substances in workplaces. Safety Data Sheets (SDS's) are posted in all facilities and easily accessible to all employees. These SDS's detail chemical composition, hazard identification, proper handling and storage, and exposure controls, along with pictograms and suggested First-Aid measures if exposed. Be sure to familiarize yourself with any chemicals or substances used in and around your work area.



Quick Tips

Avoid close contact when sick or contagious.

Cover your cough!

Clean common areas and surfaces routinely.

ALWAYS read container labels on chemicals or other products you are using.

When in doubt, consult the Safety Data Sheets (SDS's).

Know the signs: Pictograms are placed on chemicals for easy identification of hazards at a glance.

*Learn more about Illness Prevention at:
www.cdc.gov/flu/prevent*

*Learn more about Hazard Communication at:
www.proactivesafetyservices.com*

“A healthy workforce is a happy workforce!”

**Museum of Aviation
National STEM
Academy Benefit 30th
GA Invitational**

The Aerospace Business Unit sponsored and participated in the Museum of Aviation's 30th GA Invitational.

This tournament has raised more than \$7.5 million in support of preserving America's airpower and implementing new and exciting STEM educational programs at our Museum of Aviation.



Pictured left to right - Dan Logan, Lee Walls, Ed Durden, Chris Haley, Tim Horne, Josh Little, Shawn Thrift and Will Carroll

**Holly Jolly Shoppe
Toy Drive**

With help from Business Unit personnel, the PilieroMazza PLLC Law Firm, and S&K Aerospace, over 300 toys were donated to the Holly Jolly Shoppe at Beverly Knight Olsen Children's Hospital in Macon, Georgia.



**SKLS Moab UMTRA Project Celebrates
Significant Shipping Milestone**

In October, the Moab Uranium Mill Tailings Remedial Action (UMTRA) Project celebrated reaching 10 million tons of mill tailings shipped from the project's Moab, Utah site to its engineered disposal cell in Crescent Junction, Utah. The project team hosted a community event to recognize the milestone and update the community on the project's progress.

DOE Office of Environmental Management Senior Advisor, Ike White attended the event. He spoke about the team's dedication since the project began and acknowledged the site's importance to the area. "This part of Utah is unique," White remarked. "There are really world-class national parks and scenery around here. So the importance of cleanup to this site and to the community is undeniable."

Before the event, staff provided White with a tour of the Moab site. He observed the mill tailings excavation and loading process and had the opportunity to view the tailings shipping containers go through the lidding process. He also learned about the groundwater injection and extraction process and how it helps the Moab site protect the Colorado River.

While on the tour, he met staff in various roles, including a Radiation Control Technician, an Equipment Operator, and Groundwater and Environmental Technicians.

Other speakers at the event included US Rep. John Curtis of Utah and the Grand County Moab Tailings Project Steering Committee Chair Mary McGann. SKLS Vice President Rich Smalley was able to attend the event.

SKLS was awarded the Technical Assistance Contract (TAC) for the Moab UMTRA Project in 2017. The 5-year contract has a value of up to \$24.5 million. The TAC provides administrative support and oversight services to DOE and conducts the environmental air monitoring and groundwater remediation programs.



Employees gather at the Moab site to mark 10 million tons of uranium mill tailings shipped to Crescent Junction disposal cell.



(From Left) SKLS VP of Nuclear and Environmental Services, Rich Smalley; DOE Office of Environmental Management Senior Advisor, Ike White; Moab UMTRA Project Federal Cleanup Director, Russel McCallister

S&K LOGISTICS SIGNS SERVICE PACT WITH HONEYWELL

*Written by Jessica Triolo
SKT Proposal Writer*

We look forward to improving military readiness under a new service agreement between SKLS and Honeywell. Honeywell International, Inc. is the world-leading component design and Original Equipment Manufacturer (OEM) for a wide array of defense platforms, particularly air vehicle platforms. They are a global Maintenance, Repair, and Overhaul (MRO) company with international repair centers, an extensive network of stocking channel partners, and high standards for safety and reliability of parts, spares, and Sources of Repair (SORs) for military equipment.

With this new 3-year servicing agreement, signed in November 2019 by John Sims, SKLS President, and Jim Currier, Honeywell Aerospace President, S&K will have the opportunity to provide more efficient and cost-effective MRO services to our Foreign Military Sales (FMS) customers. With the infrastructure backing of a global company, we can offer a broader spectrum of trustworthy SORs and distribute parts with Honeywell-backed OEM support to a wider reach of customers.

Together, we will leverage purchasing power of reliable parts and equipment, becoming a one-stop-shop for FMS customers' military procurement needs all over the globe. Our FMS customers will have improved access to expert servicing professionals and reduced turn-around-times (TATs) on maintenance, repair, and replacement of parts at any of Honeywell's MRO sites.

S&K's partnership with Honeywell significantly strengthens our demonstrated ability to provide critical aircraft materials and components directly and in support of multiple enterprise supply contracts. SKLS's relationship with Honeywell



(Left) Jim Currier, President, Europe, Middle East, Africa and India at Honeywell Aerospace (Right) John Sims, President of SKLS

was further fostered by our industry reputation, proven performance on commercial and FMS contracts, and comprehensive understanding of procurement and contracting methods for the world's various operators of military equipment containing Honeywell components.

This collaboration is a mutually beneficial relationship with the goals of longevity, total customer satisfaction, and shared success. We have a collective priority to reduce aircraft downtime and keep our foreign allies' military mission-ready. We will leverage our experience as a prime vendor on the US Army FMS Repair and Return (R&R) Services and other supply contracts with our expanding commercial services and highly experienced MRO service professionals to directly support global military operators.

SKLS will model this partnership after other successful MRO collaborations with the goal of directly benefitting our end-users, such as our recent partnership with Pacific Consolidated Industries, LLC (PCI) to provide a 2.0 ton-per-day modular Liquid Oxygen (LOX)/Liquid Nitrogen (LIN) plant with associated spares and other logistics support for use by the Spanish Air Force. This contract is valued at \$1.4M, and performance will occur at PCI's facility in Riverside, CA. Paul Stevens, PCI's Vice

President/General Manager, Aerospace & Defense, attested to S&K's reliability and high customer service standards, "This is the latest of many opportunities where we've partnered with S&K Logistics Services to provide necessary capabilities to allied armed forces. The LOX/LIN plant will provide our mutual end customer with LOX/LIN at the point of use and in a timely manner."

Since 2005, S&K has been providing Government and commercial customers with MRO services, keeping critical equipment and systems functional for the long-haul and thus allowing worldwide defense platform operators to stay mission-focused. SKLS, individually, has become the named distributor for more than 30 OEMs and SORs, including many of the largest OEM aerospace, airframe, and propulsion system suppliers in the world. We look forward to beginning this endeavor with Honeywell and expanding our relationship significantly in the years to come.

COVER PHOTO: (Left to Right): Troy Felsman, Corporate Project Manager; Mohammed Samarah, S&K Aerospace Middle East Branch General Manager; John Sims, SKLS President; James Schaan, VP of Business Development; Daryl Delamarter; VP of Business Development; Gail Schmer, SKLS VP of MRO Services; Nicole Rintamaa, S&K Aerospace Director of Programs; Abdullah Alamri, S&K Aerospace Middle East Branch Business Development Manager at the Dubai Airshow, 2019.



Path of a Warrior

The Salish and Kootenai Warrior Society say that our people have an innate need to protect ourselves, our people, and our way of life. Today, the term *warrior* has many meanings, most of which characterize our veterans that fight for our country. The term is also given to those that excel at sports and other high endurance activities. In the late 1970s and early 80s, a young athletic warrior of the Confederated Salish and Kootenai Tribes (CSKT) rose to prominence in the world of boxing, becoming the first Cruiserweight Champion of the World.

Marvin Camel's story starts in Ronan, Montana, 15 miles north of the S&K Technologies corporate office. Marvin was born the seventh out of fourteen children on his family's allotment land near the Kicking Horse and Ninepipe Reservoirs. Growing up as the middle child, Marvin learned to fight by sparring with his siblings. When Marvin was in fifth grade, his class was asked to speculate upon their future careers. He simply wrote, "I want to be champ of the world." While Marvin excelled at football, both offense and defense, and track and field where he anchored the relay team, boxing would be his future. At age 11, Marvin's father signed him up for his first fight with another kid of the same weight. Marvin recalled how, "I got my ass kicked," in the fight, but 17 years later he would become the first Cruiserweight Champion of the World.

In the late 70s the World Boxing Council rounded up the best fighters that were too heavy for the lightweight category and too light for the heavyweight category, and called it the new Cruiserweight category. Marvin was selected as one of the best fighters in that category and worked his way up until there were only two fighters remaining- himself and Mate Parlov of then Yugoslavia.

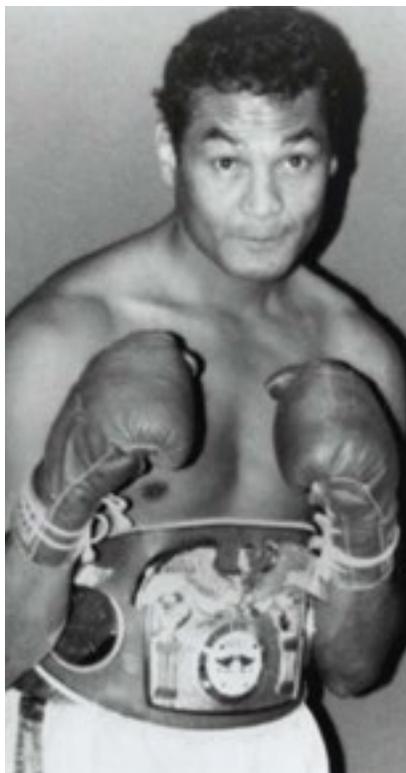
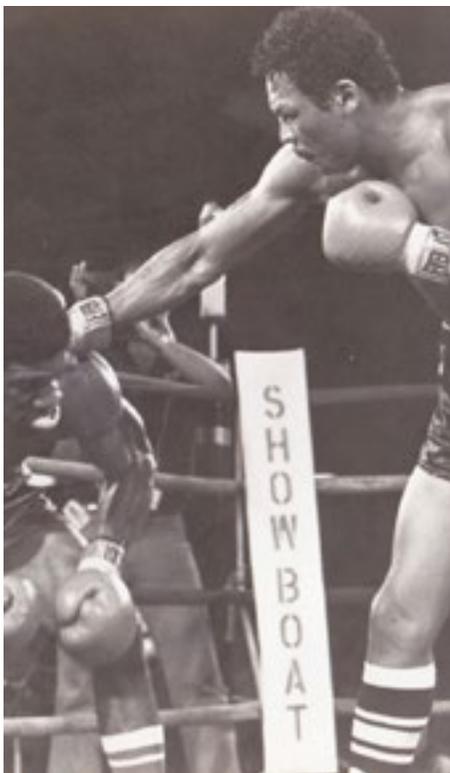
The Cruiserweight World Championship took place in Split, Yugoslavia in 1979, the hometown of Mate Parlov. Because the new boxing category sparked such an interest in the U.S., it was televised nationally. Marvin sparred with Parlov for 15 rounds while CBS commentators heavily favored Marvin throughout the fight. The judges decided that the match was a draw and there was no World Champion of the new Cruiserweight category. Several months later, another fight between Marvin and Parlov was scheduled in Las Vegas. Again, Marvin dominated the 15-round match and this time won the first Cruiserweight World Championship of 1980.

Later that year, Marvin would defend his World Championship in a fight with Carlos De Leon of Puerto Rico. The event was to take place at the New Orleans Superdome following the much anticipated fight of Sugar Ray Leonard and Roberto Duran. Unfortunately, the crowd was let down by the Leonard and Duran fight, when Duran gave up the fight in the 8th round.

Marvin Camel and Carlos De Leon's fight went the whole 15 rounds for the World Championship of the Cruiserweight category. Don King, broadcasting the fight, was surprised to see Marvin's mother at his corner war whooping for her son. "He's a real Indian!" Don King explained. Sadly, at the end of the fight the judges decided one draw and two in favor for De Leon.

In 1999, Sports Illustrated listed Marvin as Montana's 18th greatest sports figure. Marvin was inducted into the Montana Indian Athletic Hall of Fame in 2007. Hall of Fame boxer Earnest Brown believes Marvin deserves a spot in the International Boxing Hall of Fame for two reasons, "One is his body of work - he has a win over a Hall of Famer in Matthew Saad Muhammed (in Missoula, Montana in 1976). Second, he was the first Cruiserweight Champion." Every other 'first champion' is in there."

In early 1983, the International Boxing Federation (IBF) recognized the new Cruiserweight category and Marvin eventually beat Roddy McDonald for the IBF World Championship Cruiserweight. Marvin would go on to fight during the 80s and eventually retire in 1990. It is estimated that Marvin engaged in 250 amateur bouts with his most notable win over Olympic Gold Medalist Sugar Ray Seales in December 1971. Marvin finished his professional career with his lifetime mark at 45-13-5. He currently lives in Tavares, Florida with his wife and continues to teach boxing at a local boxing club. Eventually, he hopes to move back to Montana and help his brother "produce the next world champion from Montana, and the second from the FlatheadReservation."



Ken Camel, brother of Marvin Camel, currently runs a non-contact boxing gym on the Flathead Reservation. Ken has been teaching the life skill of boxing for decades, which includes classes at Salish Kootenai College and classes at the Montana Kids co-op in Polson. Ken said students will learn from his classes how to handle themselves in a bully encounter – first to remedy, decide and know you don't have to take it. The gym has since been moved to Pablo, Montana where classes are offered three days a week with participants ranging in age from eight-years-old to mid-twenties. The theme of the Camel gym is, "Even the great ones get knocked down, but the good ones get back up." Ken shares the story of his brother and his rise to world champion with the hope that it will inspire boxing to return to the Flathead Reservation. Marvin Camel is immortalized with a 20' painting on the wall of the Saint Ignatius Community Center, and he remains Montana's only world champion boxer.



Employee Awards

PROS Star Performance Award



SKSS Employee of the Quarter (Summer)
Jazra Michel

Jazra cares about what she does and loves learning new things. She never seems to let anything daunt her. She is a great asset to the company.



SKT Employee of the Quarter (Summer)
Teagan Fryberger

Teagan has a large financial responsibility within the company and does it well. She is easy to approach and treats everyone with respect.



SKT Employee of the Quarter (Winter)
Kimimi Ashley

Kimimi genuinely projects a warm, cheerful attitude to our staff. Her kind gestures to boost employee morale, such as birthday shout-outs and homemade lunches, are greatly appreciated!



May 2019
Taylor Smith
Administrative



June 2019
Bonnie Whelan
Supply



July 2019
Terrence Rutherford
F-15 SS



September 2019
Jennifer Thomason
Maintenance



October 2019
Zachary Sammons
F-15 SS



November 2019
Ashlee Hill
F-15 SS

Don't Leave Money on the Table

*Written By Adele Vincent
SKT Benefits Manager*

Recent data shows that nearly 40 percent of 20 to 29-year-olds and 31 percent of 30 to 39-year-olds are saving at a level below their company match threshold.

Retirement might seem like a long way off, but the best way to prepare for retirement is to save as much as you can today. Participating in S&K's 401(k) plan offers a way for benefit eligible employees to build retirement savings. Any increase in your contribution rate can make a big difference over time through "compounding." Compounding is a process in which your investments generate earnings, and those earnings then generate earnings as well. Compounding is even more powerful in the plan because your contributions and earnings are not reduced by taxes, which are deferred until you withdraw the money in retirement. In other words, the more you save in the plan today, the more money you protect from current taxes. This allows more of your savings to generate earnings and makes you more likely to reach your retirement goals.

If you have multiple 401(K) plans, check with your previous providers for options to rollover balances from your other plans into one account. Having one retirement account allows you to track your balances easier.

If you would like to receive additional financial planning guidance with regard to your 401(K), S&K provides financial professionals to assist you in setting goals for your financial future, at no cost to you. They can provide you with a full financial review and help you customize a retirement plan specific to your individual financial situation. They can also assist you with beneficiary designation design recommendations if you are not sure how to set-up your beneficiaries. You do not have to be enrolled in our 401(K) plan to obtain this financial planning assistance. You can reach the S&K First Interstate Wealth Management professionals at:

Dave.rensvold@fib.com

Wesley.golie@fib.com

If you prefer, you can call 406-883-8813 for assistance.

Data Source: SHRM Millennials' Under-Saving Nixes Full Company Match by Stephen Miller, CEBS

S&K celebrates Heidi Rohrlach
On February 19th, a luncheon was held for our former CFO, Heidi Rohrlach, whose last day with S&K was on February 21st. That evening, the accounting department organized a surprise going away party in her honor at Ninepipes Lounge. Heidi had a distinguished career with S&K over 12 years, working primarily as Corporate Controller prior to taking on the CFO position. We wish Heidi the best of luck as she pursues her own consulting business!



S&K Houston area adopts a family for Christmas

After learning about a family in Houston who lost everything in Hurricane Harvey and Tropical Storm Imedla, the S&K team in Houston started collecting donations to give this family a Merry Christmas. Together they were able to provide a Christmas tree complete with decorations and presents. They also received enough donations to provide new beds, bedding, dressers, a TV, and kitchen supplies.

The family was overwhelmed stating, "Words can't express the impact your generosity has had on my family. Thank you very much for bringing pure joy to my family. Many blessings and Merry Christmas."
- Charlene, Taychon, and baby-to-be



S&K Offices Celebrate

SKGS Houston Casino Night Christmas Party

Employees from SKGS Houston celebrated the Holiday season by hosting a Casino Night at the Magnolia Creek Club House. Team members from Boeing, NASA and the SKGS Houston office came together for a night of good food, conversation and the chance to try their luck at the Blackjack table.



Oklahoma City SKER Christmas Party Fun

Employees from the SKER team in Oklahoma came together at the Bourbon Street Cafe for a night of good food, conversation, and games that included decorating a volunteer "Christmas Tree."



The Holidays



Moab TAC Team celebrates their Christmas party at the Local Science Museum
Science was the theme at this year's Moab TAC Team Christmas party. The team gathered at the Eureka McConnel Science Museum in Grand Junction, Colorado. The team enjoyed dinner, live science experiments, and plenty of good times. This year was made extra special with a number of employees attending from Georgia and Montana. Those team members were able to visit both the Moab and Crescent Junction project sites during their visit.

The Moab TAC Team sends a special thank you to the following team members able to attend; SKMS President John Denny; From S&K Aerospace Dave Rariden, Rich Smalley, Lynn Daniel, Mike Delaney and Nicole Rintamaa; SKT Chief Contracts Finance Officer Rita Matthews.



S&K Georgia adopts a family for Christmas

The SKER F-15 Teardown Team came together to make Christmas extra special for a family in need.

Team members donated a Christmas tree and presents for the family.

Team members also donated their time to wrap and deliver the presents.

"It's people like you that makes it happen," the Nixon family shared in a Christmas card sent to the F-15 Teardown Team.



CAREERS AT S&K

JOB TITLE	COMPANY ACRONYM	LOCATION
Executive Assistant	SKT	St. Ignatius, MT
Chief Financial Officer	SKT	St. Ignatius, MT
Director of 8(a) Sales	SKT	St. Ignatius, MT
Desktop Support Specialist	SKGS	Bremerton, WA
HR Business Partner	SKT	Houston, TX
Purchasing/Procurement	ITL	Marana, AZ
Technical Data Engineer/III	SKLS	Warner Robins, GA
Quality Assurance Specialist II	SKA	Warner Robins, GA
Material Data Analyst II	SKA	Warner Robins, GA
Flight Manual Manager	SKLS	Warner Robins, GA
Senior Editor	SKLS	Warner Robins, GA
Field Service Representative	SKSG	Laredo, TX (Primary)/ Marana, AZ
General Laborer	ITL	Jupiter, AZ (Primary)/ Marana, AZ
Logistics Specialist	SKA	Warner Robins, GA
Technical Data Engineer/II	SKLS	Warner Robins, GA
Program Manager	SKMS	Aiken, SC
Receptionist	SKA	Warner Robins, GA
Systems Engineer, Senior	SKLS	Lexington, KY
IT Business Analyst	SKLS	Lexington, KY
Technical Content Manager	SKLS	Warner Robins, GA
Award Fee Specialist I	SKLS	Aiken, SC
Laborer	SKLS	Aiken, SC
Program Manager	SKFS	Cincinnati, OH
General Laborer	ITL	Marana, AZ
Crane Operator	ITL	Marana, AZ (Primary)/ Jupiter, FL
Technical Professional IV	SKGS	Houston, TX
Senior Cyber Security Specialist	SKLS	Lexington, KY
Technical Support Specialist	SKGS	Bremerton, WA
IT Project Manager	SKLS	Lexington, KY
End User Support Specialist	SKLS	Lexington, KY
System Administrator	SKLS	Lexington, KY
Senior System Administrator	SKLS	Lexington, KY

As part of HR's efforts to improve our candidate application experience, the new Careers at S&K site was launched at the end of 2019. All open jobs are now showcased in one location, which will improve our reach and communication to all candidates, as well as present S&K Technologies as a strong and growing company. You can view all of the job postings at:

<https://sktcorp.hua.hrsmart.com/hr/ats/JobSearch/viewAll>

Don't forget to add us on Social Media

	facebook.com/sktcorp		@sk_technologies
	@sk_technologies		youtube.com/sktcorp
	S&K Technologies, Inc.		linkedin.com/company/s&k-technologies