



# GROUP SPIRIT

Spring Edition, 2021

**ITL wins first 8(a)  
contract award**

**S&K Global Solutions  
Continues Successful  
Partnership with NASA**

**S&K Instrumental in  
Developing Aviation  
Safety Tool for FAA**

**Springtime  
Tribal Traditions**

Annual Spéłm (Bitterroot) Dig



# Thank you!

Throughout the year I hear the gratitude and appreciation for everything SKT employees accomplish. I try and pass on the genuine gratitude and well wishes from our Shareholder, Board, and those who have benefited by SKT's donations, sponsorships, and dividends. Sometimes it's best to hear it direct:



## Bob Gauthier, SKT Board of Directors

"The Board of Directors are keenly aware that the basis for the continued success of S&K Technologies, Inc. and its subsidiaries is the quality, dedication, and professionalism of our employees. It is no secret that a bright future for the Confederated Salish and Kootenai Tribal Nation is critically tied to the success of our enterprises. At the most recent meeting with the Tribal Council, it was repeated several times that the flagship of their enterprises was S&K Technologies. As a member of the Board, I would like to thank you! I wish I could shake the hand of each of you."



## Shelly Fyant, Chairwoman, Confederated Salish and Kootenai Tribes

"The Confederated Salish and Kootenai Tribal Council greatly appreciates the employment and economic opportunities S&K Technologies provides. The success of these companies is due to the many dedicated employees, the pride in their work, and the leadership of this tribal corporation. CSKT values the contributions to the local communities and the shareholder. The annual dividend is a blessing to the Tribe and its members which provides for programs like Native language apprenticeships and college scholarships that are truly life changing. Thank you to all."

All the best,

Chad Cottet  
CEO, S&K Technologies, Inc.

## Axey u Qepcm - Spring is finally here



Spring is an essential time for the Confederated Salish and Kootenai Tribes. With the harsh weather behind them, historically it was time to start preparing for the coming year. Various traditions and events took place during spring such as the annual gathering of spēłm (bitterroot) roots and the bi-annual trip to the Medicine Tree (čqʔe - traditional place name).

Bitterroot was one of the main sources of food for the Tribes. Heavy emphasis was put into gathering it during a short window in the spring. Cultural protocol and tradition were followed during the act of gathering, which ensured that it be harvested before the flower's bloom and while its roots were still moist. These traditions and practices are still followed today.

The Medicine Tree is one of the most important places in their aboriginal territory. It holds much significance within the creation stories of the tribe, many of which can only be told in the wintertime. The cultural presence of the site remains powerful, and many tribal members still make the bi-annual trip to honor the area and its cultural significance.

*Photo 1: A harvestable bitterroot in the spring prairie. Photo 2: A freshly dug bitterroot. Photo 3: Boiling cleaned roots with berries. Photo 4: Tribal elders speaking at the Medicine Tree. Cover: Over 100 people attend the Séliš and Qlispé Culture Committee's annual bitterroot dig and feast (in 2019) which celebrates the indigenous people's connection to the bitterroot.*

*Photos 1-3 courtesy Trina Fyant.  
Cover and photo 4 courtesy Charkoosta News ©2021.*



## Moab Achieves “Prime” Status for Eco-Friendly Purchases

The Department of Energy (DOE) recently recognized the Moab Uranium Mill Tailings Remedial Action (UMTRA) Project for excellence in “green purchasing.” The DOE awarded the Moab Project with a GreenBuy Gold award for fiscal year 2020 purchases. That distinction also meant the Moab UMTRA Project received additional recognition, a GreenBuy Prime award, something reserved for sites that have received a trio of Gold awards over the years.

The GreenBuy Award Program distributes awards to sites that demonstrate sustainable acquisition. The program maintains a priority products list which helps sites pinpoint products that, for example, lower health and environmental impacts or reduce waste management costs. The Moab UMTRA Project achieved a Gold award for procuring 14 products in seven categories, exceeding the minimum criteria. Some product examples include environmentally preferable electronics, pollinator-friendly WaterSense native vegetation, and post-consumer recycled office supplies.

“We always look for ways to be better environmental stewards,” Moab’s Senior Environmental Scientist Liz Moran said. “It takes team collaboration year after year to buy superior products. We’re proud of this recognition, both Gold and Prime, and plan to continue to prioritize products that are better for our planet.”

S&K Logistics Services was awarded the Technical Assistance Contract (TAC) for the Moab UMTRA Project in 2017. The TAC provides administrative, support, and oversight services to DOE, which include procurement, information technology, and site revegetation.



*SKLS Environmental Technician James Ritchey plants globe mallow, a drought-tolerant plant, at the Moab UMTRA Project in this April 2020 photo.*

## International Towers wins first contract under small business 8(a) certification

International Towers, LLC (ITL) secured their first 8(a) direct award contract in December in the amount of \$2.1M from U.S. Customs and Border Protection. Under this program, ITL will provide CBP an Enforcement Zone Operational Research Center (EZORC) technology and infrastructure solution for the U.S. Border Patrol Academy in Artesia, NM.

The EZORC technology and infrastructure suite consists of the installation of underground electrical service, communications and detection fiber, LED lighting, and CCTV cameras that are back-hauled to a command and control (C2) shelter. The C2 shelter features an operator workstation and rack mounted communications and computing equipment.

In addition to the technology installation, ITL is also contracted to upgrade the existing EZORC access and facility roads to meet CBP Tactical Infrastructure Version 5 specifications as well as implement upgrades to a government-furnished shelter that will be



*ITL crews install a Tactical Infrastructure Light Pole.*

converted into a classroom facility. ITL is partnered with Elbit Systems of America and Musco Lighting on this project.

“CBP intends to use the EZORC installation to train U.S. Border Patrol Agent recruits on the proper use and implementation of Enforcement Zone Technology before they are deployed to their assigned duty locations,” said Doug Gratzner, President of ITL. “We are proud to have our first 8(a) direct award as part of this cutting-edge technology deployment for CBP, which puts the latest and greatest technology baseline that is being fielded today in the hands of new USBP recruits.”

# The Royal Saudi government highlights S&K Aerospace for their impact on national goals

*A view of downtown Riyadh, Saudi Arabia*

*The following is an excerpt from an interview by Saudi National Industries Magazine, originally printed in Arabic.*

S&K Aerospace's Middle East Branch has contributed to the achievement of main national priorities in Saudi Arabia, such as raising the military readiness of the Royal Saudi Air Force, and meeting localization efforts to hire and train Saudi nationals.

The Saudi National Industries magazine interviewed S&K Aerospace Middle East General Manager, Mr. Mohammed Samarah, to find out why S&K Aerospace chose Saudi Arabia as its first market outside the United States.

Samarah notes that S&K Aerospace is an American corporation operating in many economic sectors, most notably energy, information technology, logistics, communications, and engineering consultancy, while keeping its focus in the Kingdom on the military aviation sector. The company supports the sector of the Saudi Ministry of Defense through United States Foreign Military Sales contracts for maintenance, repair, and provision of components.

Nearly 11 years ago, S&K Aerospace's office was established in Riyadh to support the contract of the F-15 fighters' program for the Royal Saudi Air Force. "Our current contracts include logistical support and the provision of components for the Saudi Royal Air Forces bases located in Dhahran, Riyadh, Khamis Mushait, Tabuk, and Taif," said Samarah.

Prior to establishing an office in the kingdom, S&K Aerospace had contributed to supporting foreign sales agreements serving more than 96 countries around the world, including Saudi Arabia. "Our beginning in



*Mr. Mohammad Samarah, SKA Middle East Branch General Manager and Abdullah Dhafer Al-Amri, SKA Business Development Manager, sit with the Saudi National Industries Magazine's Media Adviser, Fathi bin Karim Al-Soussi, during their interview for the Saudi National Industries Magazine.*

the Kingdom was in 1998 through a small project. That relationship gradually developed into a wider support. Thus, it was feasible and useful for our Middle East head-quarter office to be in the Saudi market supporting the region."

Mr. Samarah explained more about the localization efforts of the company saying, "We, at S&K Aerospace, are proud that our dependence is mainly on national talents. The company was able to qualify many Saudi youths which lines up with the vision of the government of the Kingdom of Saudi Arabia. These efforts have been a great success as our company reached a total of over 40% localization rate, which includes Saudi female roles in business."

A year of Covid restrictions haven't stopped the employees of S&K Global Solutions from winning accolades from NASA at Johnson Space Center (JSC).

On a recent Contractor Performance and Assessment Review (CPAR), the SKGS Intelligent Robotic and Control System Services (IRCSS) team achieved exceptional scores for their work on a variety of projects and missions.

"These performance reviews are an important way that NASA maintains high-quality contractors and employees," said Paula Lawton, SKGS PMO Manager. "The work culture at NASA is what we like to call badge-less. Everyone is part of the same team working together, whether you're employed by the government or a civilian company. That's why contractor performance is constantly under review. We are evaluated in several areas like quality of work, maintaining schedule, cost control, management, and other indicators."

SKGS has been contracted by

NASA's Johnson Space Center since 1997, when the company started work on the Automation and Robotics contract. Today, the IRCSS II contract supports research and development for Intelligent Automation Systems, Human-Centered Systems, Robotics Systems Development, and associated hardware, software, and project integration.

"Our employees work on several projects across the campus here at JSC," said IT Professional Supervisor Eugene McMahon, who oversees the SKGS personnel. "We're involved in an upcoming Orion launch with flight software support. We have employees working on a next generation spacesuit called xEMU and other new technologies to manage moisture and evaporation, called SERFE, that is currently being tested on the International Space Station. Those are just a few."

SKGS hires for many different roles at JSC, including administrative project support, technicians who are hands on in the labs creating and building, engineers involved

in research and development, and interns that spend any moment of free time to learn and be a part of projects.

"NASA is an exciting place to work. We contribute to so many advancements made in science and technology that you feel like you're making a difference in the world," said McMahon.

An exceptional CPAR evaluation is often cited during a proposal process to affirm the past performance record of a company, so it can have important implications for a company's ability to gain future contracts.

"I think the CPAR evaluation is not just a reflection of our work, but of our team," said Lawton. "We have employees who've been with S&K since the start of the contract. While they enjoy being part of the NASA family, they're also proud to work for this company. That kind of culture and respect can only translate into great reviews by our customer."

## S&K Global Solutions Continues Successful Partnership With NASA

*A view of NASA's Johnson Space Center next to Clear Lake in Texas. The right side shows images from NASA projects that S&K Global Solutions is supporting. (All Images courtesy NASA)*



# S&K Global Solutions Instrumental in Developing Aviation Safety Tool



While aircraft accidents are statistically rare, the high stakes and public attention make any incident a serious one. Last year, the Boeing 737 Max dominated the news after a series of nearly disastrous problems with its flight simulator system. Recently, a Boeing 777 rained debris across a Denver suburb when an engine experienced a catastrophic in-flight failure. The ramifications of any aviation accident make safety an absolute priority.

To improve aviation safety worldwide, the Federal Aviation Administration's Office of Aviation Safety created an online tool called the 'Lessons Learned from Civil Aviation Accidents Library.' The tool consists of teaching modules about watershed accidents and the applicable lessons for FAA and industry leaders.

The FAA was particularly concerned that important lessons were forgotten as "old hands" in aviation retired and emphasized the importance of ongoing education throughout the industry.

S&K Global Solutions has developed more than 80 modules for the FAA in the last decade since the program started. Once accident data has been identified as rich in lessons, SKGS employees work with FAA experts to create the modules, which are then vetted through internal FAA and industry reviews before being released to the public. The program has recently expanded to include rotorcraft and small airplane accidents, rather

than just commercial transportation.

"We do most of the public-facing work that visitors to the online library see, like animation, graphics, web programming, and database development," said Heather Goldstraw, SKGS Software Developer.

The modules are designed to be reference guides and learning tools. Each module includes an overview of the accident, illustrative graphics, animations, and links to resources like the NTSB Accident Reports. Accidents are broken down by category and common themes, which provide insight into relationships between accidents and allow for better identification of causes or accident factors.

"During the development of a module, our team works closely with the subject matter experts who've reviewed and extracted the pertinent details from the incident," said Casey Frisbie, SKGS Web Design/Multimedia Designer. "The goal is to create an impactful, straight to the point review of what happened, and the critical changes industry has made to enhance aviation safety."

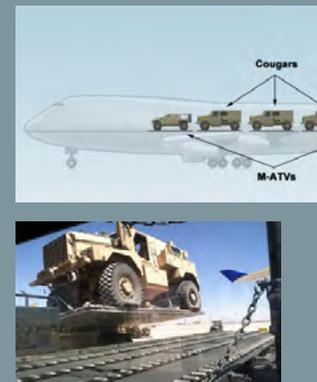
The library has been integrated into training for FAA and industry personnel around the world. It's a unique tool for sharing information in a burgeoning industry. In 2015, there were more than 37 million international passenger airline flights, transporting three billion

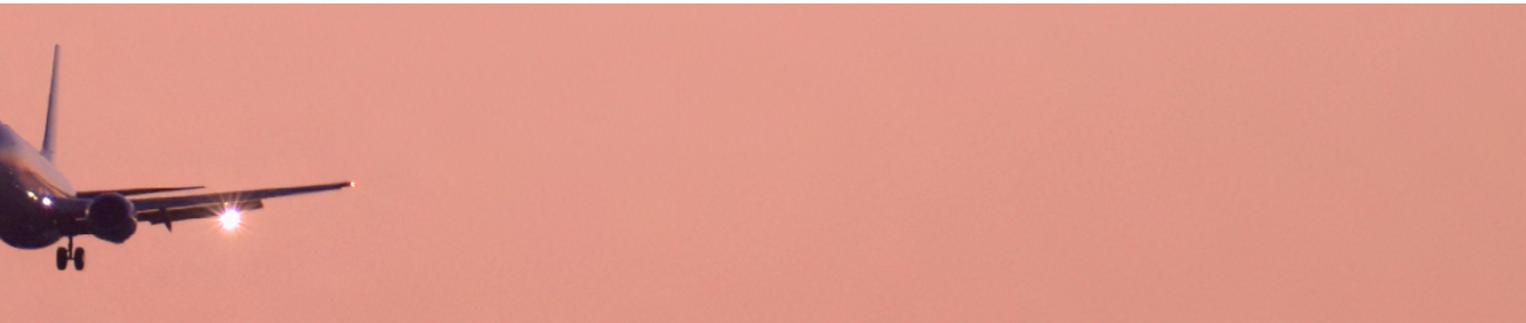
## National Flight 102 out of Bagram, AFG

This module is an example of module content for each accident. The National Transportation Safety Board (NTSB) determined that the probable cause of this accident was inadequate procedures for restraining special cargo loads. The aft-most M-ATV broke loose from its restraints and damaged a jackscrew that controls the longitudinal trim system. Pilots were unable to control the vessel after takeoff.

The screenshot shows a web interface for the 'Lessons Learned From Civil Aviation Accidents Library'. The main content area displays details for 'Boeing 747-400 BCF National Airlines Flight 102, N949CA' from Bagram, Afghanistan, dated April 29, 2013. The text describes a special air mission where a Lockheed cargo plane was hijacked by Taliban fighters. The NTSB investigation identified inadequate procedures for restraining special cargo loads as the probable cause. The interface includes navigation tabs like 'Accident Overview', 'Accident Board Findings', and 'Lessons Learned'.

This screenshot shows a sidebar navigation menu for the Boeing 747-400 BCF National Airlines Flight 102, N949CA module. The menu items include: Accident Overview, Accident Board Findings, Accident Board Recommendations, Relevant Regulations / Policy / Background, Prevailing Cultural / Organizational Factors, Key Safety Issues, Safety Assumptions, Precursors, Resulting Safety Initiatives, Airworthiness Directives (ADs) Issued, Common Themes, Related Accidents / Incidents, and Lessons Learned.





passengers. The fact that the industry can support that type of flight volume is thanks to high safety standards and attention to education. The Lessons Learned Library synthesizes and summarizes some of the most “safety-shaping” large commercial transport airplane accidents, making key knowledge available to a wide aviation safety community.

“It’s fun to work on such a unique and impactful project,” said Goldstraw. “It’s a great model for other industries to share and improve on safety.”

Casey remembers how SKGS got involved with the project. He was working at NASA at the time, designing training materials for the Space Shuttle operations. “That work extended into other projects that were noticed by the FAA. They needed a contractor that could help make the material easily understandable by a broader audience, and we had that expertise.”

While the website is intended for training and historical reference, it’s accessible to the public.

“We’re proud to be a part of this project,” said Frisbie. “It’s truly about safety and using the material for improvements that impact the aviation world.”

The Lessons Learned Library is available at: <https://lessonslearned.faa.gov/>



*SKGS’s Casey Frisbie (left) and Heather Goldstraw (front-center) visit the Boeing Manufacturing Plant in Everett, WA with their FAA counterparts, Daniel Cheney (back), FAA Safety Program Manager, who was instrumental in the creation of the Lessons Learned library, and Mike Wilson (right), Aviation Safety Inspector, who provides content development support and pilot perspective.*



The module contains dashcam video footage and a full animation of the event. See the full report at: <http://bit.ly/faamodule>

# Military Equipment Buyers Rely on S&K Logistics Services for Repairs

The US military powerhouse sells equipment to allied forces for use in their land, sea, and air forces, and these relationships don't end at the point of sale.

Like cars, many types of military equipment need ongoing support for scheduled maintenance and unscheduled repairs. The Army has set up a system for any buyer to request connection to a qualified source of repair (SOR). These connections are facilitated by S&K Logistics Services, which acts as an intermediary between the Army, a foreign military service, and SORs.

"We facilitate thousands of repair requests from over 60 countries," said Chris Haley, SKLS Program Manager. "Everything from helicopter engine parts and blades to ground support equipment like tanks and trucks."

The SKLS team manages multiple new and ongoing repair requests daily using a tool called Web Repair of Repairables (WebROR), in which a foreign military service can enter a request for equipment repair or maintenance. The request is then reviewed and finalized by both the Army and SKLS before SKLS finds a qualified SOR for the job.

"While we don't see the actual asset, we are the ones who organize every phase of the repair," Haley said. "It requires a high level of knowledge about the repair and return process to be able to efficiently manage the flow of each asset as they are shipped from other countries to a repair facility. Our team is always busy."

SKLS also manages the financial aspects of the work, like handling price negotiation and payment between military departments and SORs.

This contract with the Army has been active for several years. The work is similar in scope to contracts performed by other subsidiaries in the S&K Technologies, Inc. family of companies, of which SKLS is a member.

With so many international clients, the SKLS team sometimes encounters cultural and language challenges. During a recent repair, a flight log was supplied only in the country's native language, which made repair work impossible for the SOR. SKLS promptly worked with liaisons from the foreign military office who provided a translated version, allowing the repair work to commence.

The US Army has extended S&K's contract period and has announced plans to raise the contract ceiling.

"By all measures, the U.S. Army has shown they are extremely happy with SKLS's work and commitment to customer service. Our team is proud to continue S&K's legacy of success in the repair and return industry," Haley said.

*S&K Logistics Services provides repair and return support for a wide range of U.S. Army equipment purchased by allied countries. Shown top down are the AN/MPQ-64 Sentinel Radar (courtesy Raytheon), a humvee and a CH47F Chinook Helicopter (courtesy U.S. Army).*



# Identity Theft on the Rise

COVID-19 has brought a higher risk of identity theft. In 2020, the Federal Trade Commission (FTC) received about 1.4 million reports of identity theft, double the number from 2019. Repeatedly, identity thieves targeted government funds earmarked to help people hard hit financially by the pandemic.

While identity theft can happen to anyone, there are some things you can do to reduce your risk. If you think someone is using your personal information to open accounts, file taxes, or make purchases, visit [IdentityTheft.gov](https://www.identitytheft.gov) to report and recover from identity theft. Filing a dispute with the FTC may in some cases assist with getting your money back.

Check out [ftc.gov/refunds](https://www.ftc.gov/refunds) to see recent FTC cases that resulted in refunds.

The Federal Trade Commission works to promote competition and to protect and educate consumers. You can learn more about consumer topics and report scams, fraud, and bad business practices online at [ReportFraud.ftc.gov](https://www.ReportFraud.ftc.gov). Like the FTC on Facebook, follow them on Twitter, get consumer alerts, read their blogs, and subscribe to press releases for the latest FTC news and resources.

Before you know it, protecting your personal information could be as routine as locking your doors at night.

## SECURITY NEWS

### KEEP CALM and Avoid Coronavirus Scams

Here are **5 things** you can do to avoid a Coronavirus scam:

-  **Ignore offers for vaccinations and home test kits.**  
Scammers are selling products to treat or prevent COVID-19 without proof that they work.
-  **Hang up on robocalls.**  
Scammers use illegal sales call to get your money and your personal information.
-  **Watch out for phishing emails and text messages.**  
Don't click on links in emails or texts you didn't expect.
-  **Research before you donate.**  
Don't let anyone rush you into making a donation. Get tips on donating wisely at [ftc.gov/charity](https://www.ftc.gov/charity).
-  **Stay in the know.**  
Go to [ftc.gov/coronavirus/scams](https://www.ftc.gov/coronavirus/scams) for the latest information on scams. Sign up to get FTC's alerts at [ftc.gov/subscribe](https://www.ftc.gov/subscribe).

 Federal Trade Commission

If you see a scam, report it to [ftc.gov/complaint](https://www.ftc.gov/complaint)

# HR NEWS



## Why I care about S&K's Affirmative Action Plan

Contracting with the federal government comes with many strings attached. Sometimes those strings are good, such as taking a federal holiday off or winning a contract worth millions of dollars that will help our company grow. Sometimes, the strings are of a different type. One such string is our Affirmative Action Program (AAP), which ensures equal opportunity at S&K.

Overseen by the Office of Federal Contracts Compliance Programs (OFCCP), AAPs play a significant role in the way an employer recruits, hires, trains, and promotes veterans, women, minorities, and people with disabilities. S&K is required to have proactive steps in place that comply with the OFCCP, as compliance ensures we will continue to be eligible to participate in future federal contracts and avoid penalties.

### So, what does that mean to me?

Well, if you are a manager with the authority to hire, train, promote, compensate, terminate, or develop employees, you hold the key to ensuring S&K is successful with our affirmative action goals and objectives. You need to make sure you understand your area of accountability for managing our workforce and building toward a level playing field where all applicants and employees are given equal consideration for a job and terms and conditions of employment.

S&K can't afford to discriminate for many reasons, but the main one is that discrimination is a direct violation of our Mission and Values. Allowing the hiring, promotion, and development opportunities to run through a fair and equitable process is the right thing for S&K's business, for our employees, and it will make us stronger. It is also a federal requirement that allows us to continue our business model and pursue new contracts.

## HR to host Monthly Educational Series

Keep an eye out for announcements about a new monthly education series hosted by your HR Business Partners.

Each of these will feature a live session for employees to join. They will also be recorded and posted to the employee portal.

The series will run from April to October with a new topic each month. Below is the tentative schedule and topic list:

Month	Topic	Live Presentation
April	Using In-Network Care to Reduce Health Care Costs	April 7
May	Trusting Mail Order Prescriptions	May 12
June	Staying Engaged While Telecommuting	June 9
July	Understanding Short- Long-Term Disability Coverage	July 14
August	Making the Best Use of Your Health Savings Account	August 4
September	Choosing the Best Health Care Plan for You and Your Family	Sept 8
October	Practicing Self-Care	October 6

All times 1:00pm MST



### WELCOME TO THE TEAM!

The HR Operations and Analytics Team would like to welcome Kaylie Howard as our new HR Generalist.

Kaylie transitioned from S&K Global Solutions in January and worked with SKGS in various support roles since 2014.

We are excited to have Kaylie on our team to support the Critical Mission Support Business Unit.



# Employee News

## BIRTHS



Jazra Michel, Help Desk Coordinator, welcomed little Alecia Kiele on 9/22/20. She was 7lbs 8oz.

## UNIQUE MASK DESIGNS

Cassandra Jones, Safety and Security Administrative/Technical Support, has created her own design for a faux-leather mask. She says she can still breathe in it!



## HOLIDAY FUN

S&K employees showed off their holiday spirit! Here are a couple of examples.



Bernie's Sweater



Rob's Cookie Attempt



Kaylie's Sweater



Whitney's TP Tree



Kimimi's Sticky Note Tree



Debbie's Sweater



Dan's Sweater



Scott's Sweater

## S&K Employees Showed Trademark Giving Spirit in 2020

There's no doubt that 2020 was a year of challenges. We worked through so many unforeseeable obstacles presented by the novel coronavirus, both in our homes and at work.

Even so, our CEO Chad Cottet has reported in a recent staff meeting that S&K had the strongest performing year on record. Not only did we exceed expectations with our customers, but we also declared another multi-million dollar dividend for our shareholder, which will be used for social, cultural, and wellness programs for the tribal community.

Beyond the reservation, S&K'ers made a huge impact in their respective communities around the country. In Texas, employees donated hundreds of toys for kids in foster care. Our Georgia employees collected 1,095 lbs. of food and 510 toys for charity. Below are photos from a few of these efforts from 2020.

While Covid may have changed a few daily habits, it didn't diminish our yearly streak as a giving and caring group of people. The heart and spirit of the people in this company shined above all else.



## A story of supernatural intervention

In 1850, after returning with his Salish people from a particularly poor Bison hunt across the Rocky Mountains, Francois Saxa had an idea. He asked a couple friends if they would be willing to go back in a small group and see if they might have better success in finding bison.

They decided to go and camp in a ravine where they could avoid detection by enemy tribes due to their small numbers. They reached their first camp site one clear sunny afternoon. Unfortunately, a large band of Blackfeet discovered the small group and communicated to them that they were hopelessly surrounded. The leader of the Blackfeet told them they would wait until morning to come down and wipe them all out.

Francois Saxa, a converted Catholic, and his friend's wife, a well known Medicine Woman by the name of Tł̓q̓mu, positioned themselves on opposite sides of the small Salish camp circle. Francois began reciting in Salish his Catholic Rosary prayers, while the non-Catholic, Tł̓q̓mu began singing her Indian medicine songs and prayers, both asking for supernatural intervention.

Not long after, despite the clear sunny conditions, the wind picked up and dark clouds rolled in with lightning, thunder, and hard rain. The Blackfeet regarded this as a bad omen and abandoned the siege, allowing for the small group of Salish to escape back to their people in the Bitterroot Valley. Upon hearing the story, people speculated whether it was Francois' prayers or Tł̓q̓mu's Indian medicine that delivered them from danger.

*Top: Francois Saxa pictured left.*

*Below: Tribal members on the Flathead Reservation, circa 1900.*



## Find more news about the S&K family of companies

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63066 Old Highway 93, PO Box 339, St. Ignatius, MT 59865 Ph: (406) 745-7500 [www.sktcorp.com](http://www.sktcorp.com)

Contact us with questions or comments at email: [news@sktcorp.com](mailto:news@sktcorp.com)

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