

BSG

Bering Sea Group
Corporate Newsletter

Fall 2014

*Diversification and Growth
Through a United Goal of
Exceeding Customer Expectations*



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Reflection

R. Dean Hughes - BSG Executive VP

This past weekend was spent in the country, no cell phone service, no email, no television, completely unplugged. It gave me some time to reflect on just how busy the company has been over the last six months. We all see it every day, an added contract, the client dragging out a contract, re-competing for the new contract, all trying to replace revenue impacted by the sequester. It's all part of a week's work these days, and I am happy for it.

If you are not growing as a business, you are shrinking. The benefits and opportunities of growth are many, but so are the pitfalls. It seems we notice the pitfalls much more than anything else; "having to work on proposals that are all coming at once," "Customers wanting to get last year's work completed by end of this year," or even getting "benefits straightened out" as a new employee not realizing there are several plans for different types of contracts. Last but not least is the effect of growth on the company's systems, that affects us all and are not going unnoticed. We have several teams working to get us not just back to normal but out in front for the future.

I can assure you all the hassles have worth. I don't have to report to our board that we are losing work or laying off employees, things I really don't enjoy. So while you make your way through each week dealing with the pitfalls of a growing business try to remember the good things that also impact our days. With the last holiday of the summer quickly approaching, please get out there and enjoy it before the cool of winter sets in. Try unplugging this Labor Day holiday and see if you feel a bit more recharged.



Corporate Community - Human Resources News

Connie Bergo- Human Resources Manager

BSG 401(k) Plan News

Going paperless is a great way to decrease clutter and get organized while reducing your impact on the environment. John Hancock's eDelivery service provides you with a fast, simple and secure way of receiving your quarterly statements. With eDelivery you will receive access to your detailed statements on their secure website, get email notifications when your statements are available online and access to 24 months of historical statements.

Beginning November 24, 2014 you will be automatically signed up for the eDelivery service if you have registered on the John Hancock participant website and have provided an email address. Or you may want to sign up for eDelivery. To sign up you will need to log in to the John Hancock participant website, choose modify your personal

information and then statement delivery preference. Review the Terms & Conditions and if you wish to proceed, select eDelivery and provide your current email address. Next you will need to save your changes and you will receive an email from John Hancock confirming your eDelivery statement preference. And that's it! For all future statements, you will receive an email notification when your statement is available online.

Health Insurance News

Open enrollment for the Assurant Health Plan is in August with coverage effective on September 1st. Employees who are interested in enrolling please contact Connie Bergo, HR Manager to request an enrollment form. Enrollment forms should be submitted to the HR department by **Aug 31, 2014**.

Brief Safety Gains

Earl Houser - Corporate Safety Specialist

Well the year is more than half way over and the Corporate Safety Department has been busy. First, we have recently implemented the new Incident Reporting Procedures. The new reports included in the procedure packet (Checklist, Incident Report, and Supervisor's Incident Investigation Report) are slightly more in-depth than the old reports. The reason behind it is this; the more information that the Safety Department can get on an incident, the better guidance we will have in dealing with the circumstance and actions needed in negating future occurrences, and give us the best opportunity to get the injured employee back to work as quickly as possible. Also, the new procedure fields are on par with OSHA's required incident reporting information, negating the need to fill out the OSHA Form 301. The Incident Reporting Procedure Packet and individual reports can be found on the Employees Resource Website under the Quality and Safety Forms sections for each of the BSG companies.

Other items worth mentioning include our lowered Experience Modification Rating (or EMR) and upcoming changes to the Military Safety Manual. The way a company's EMR is calculated is by comparing annual losses in insurance claims against its policy premiums over a three year period. Our Company EMR is lowering; last year we had an EMR of 0.83, and beginning October 1st 2014 our EMR will be 0.79. The primary Military Safety Manual is the Engineering Manual (EM) 385-1-1. The last complete revision of this important manual was in 2008, and a recent announcement confirms that the new revision of 2014 is currently being vetted. These changes have been in the works for over two and a half years and include consideration of over 750 formal comments. The changes made within EM 385-1-1 are too numerous to list here but can be found online at <http://www.usace.army.mil/SafetyandOccupationalHealth/EM38511,2008BeingRevised.aspx>.

Finally, The Corporate Safety Department would like to pass out some kudos. The BSE Fiber Cable Division has had a remarkable

turnaround with regards to workplace injuries. In comparison to having three (3) injuries in the last third of 2013, our fiber cable crew so far has had zero (0) injuries in 2014. Great work guys and keep it up. A big kudo also goes out to BSEn divisions and workers. In the last four (4) quarters (last half of 2013 and first half of 2014), BSEn worked a total of 274,964 hours without an OSHA recordable incident. Great job BSEn and keep being safe!

Brief Safety Gains

Corporate Safety Newsletter

The BSG Safety Department's main job is to support our company and division field managers in their efforts to manage safety and minimize risk. In an effort to continue to achieve a high standard of safety, we will be releasing a periodic newsletter. Within this newsletter, we will present the current status of the Bering Sea Group (BSG) of companies with regards to safety. Check it out on the Employee Resources website at the following link:

<http://www.beringseagroup.com/bsg-secure/bsg/safety-corporate.html>

Summary of Safety: 2013

Company	Total Hours Worked	Total Incidents	Recordable Incidents	Incident Rate (TIRB)	Lost/Restricted Cases (IGART)	OSHA Waiver	EMR
BSEn	241,054	9	3	2.49	1	0	0.83
BSE	209,473	13	4	3.82	3	0	2.86
AWS	14,958	0	0	0	0	0	0
TDXNet	24,245	3	0	0	0	0	0

New Incident Report (QS3011)

Circle One

Incident Report

Today's Date: _____

Information For: Personal Individual Involved Injured Witness Other

Name: _____ Title: _____

Phone Number: _____ Cell Number: _____ Email: _____

Division (Differentiate Mainframe Response etc.): _____ Employee Number: _____

Number of employees directly involved in the incident: _____

Information For: Worker Directly Involved in Incident (For additional persons, complete separate incident form per person)

Employee Name (First and Last): _____ DOB (MM/DD/YYYY): _____

Title: _____ Division: _____ Sex: M F

Phone Number: _____ Email: _____ Address: _____

Employment Status: Seasonal Permanent Full-time Part-time

Supervisor: _____ Have you told your supervisor about this incident? Yes No

Incident

Circle One: Yes No

I am reporting a work related: Near Miss Incident, Non-Injury Injury Illness Incident, First Aid Only Incident, Injury

Date of incident (MM/DD/YYYY): _____ Time employee began work: _____ a.m. p.m.

Time of incident: _____ a.m. p.m. Specific location of incident: _____

Task at the time of the incident: _____

Location incident address (room number, city, state, zip): _____

Pictures taken of the incident? Yes No If so, explain why: _____

Describe step by step what led up to the incident. Please use the time and space to be as detailed as possible

*Use Incident Report Continuation Form if additional space is needed and for sketches and photographs, if applicable.

Bering Sea Group of Companies - Corporate Office
 615 E. 62nd Avenue, Suite 200, Anchorage, Alaska 99518 Phone (907) 278-2311 Fax (907) 278-2316 www.beringseagroup.com
 Incident Report (QS3011) REV: 07/21/2014 Page 1 of 2

Circle One

Injury Details (Circle all that apply):

Name of Injury	Part of Body	Accident Type
Cut/Puncture	Head	Slip/Fall Same Level
Strain/Sprain	Face	Slip/Fall Different Level
Concussion (Blow)	Eye	Left Right
Burn (Heat or Chemical)	Neck	Struck Against
Fracture	Shoulder	Left Right
Crush Injury	Arm	Left Right
Dislocation	Elbow	Left Right
Skin Irritation	Head	Left Right
Infection	Finger/ Toe/Hand	1 2 3 4 5
Edema of Extremities	Back & Spine	Electrical
Asphyxiation	Trunk	Equipment or Tool
Amputation	Hip	Left Right
Concussion	Leg	Left Right
Foreign Body	Neck	Left Right
Heart or Circulatory Condition	Shoulder	Left Right
Infectious Disease	Foot	Left Right
Inhalation	Trunk/Hand/Feet	1 2 3 4 5
Internal Injury	Teeth	Temperature Extreme
Services System Injury or Disorder	Brain	Vehicle
Poisoning	Organ (specify)	Violence
Other (specify)	Other (specify)	Other (specify)

Did worker(s) directly involved use a Healthcare Professional about injury/illness? Yes No

Name and title of Healthcare Professional: _____ Phone Number: _____

Healthcare Facility Address: _____

Date: _____ Time: _____ a.m. p.m.

Has this part of the body been injured before? Yes No

If yes, what? _____

Was this previous injury also work related? Yes No

Employee/Witness Signature: _____ Date: _____

Supervisor's Signature: _____ Date: _____

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Circle One

Incident Report Continuation Form

Continue the step by step description:

Area for sketches:

*Attach any pictures diagrams and information to this form. For additional persons involved, complete a separate incident form per individual.

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Security Awareness Program

Keeping your Access Eligibility Healthy

Melvin Johnson, Facility Security Officer (FSO)- mjohnson@bseak.com Lenora Kochutin Deputy FSO - lkochutin@bseak.com

Being granted a security clearance is a privilege. Part of the clearance process is having your background information favorably adjudicated aka access eligibility. A cleared employee's most recent investigation is adjudicated when investigators, usually from Office of Personnel Management (OPM) collect your background information and present it to the Department of Defense Central Adjudication Facility (DoD CAF) to scrutinize the information and make a decision. They are interested in the Whole-Person concept.

The DoD CAF base their decision primarily on tenants of the 13 adjudicative guidelines.

- Allegiance to the U.S.
- Foreign influence
- Foreign preference
- Sexual behavior.
- Personal conduct
- Financial considerations
- Alcohol consumption
- Drug involvement
- Psychological conditions
- Criminal conduct
- Handling protected information
- Outside activities
- Use of information technology systems

Things you can do to keep your access eligibility healthy: use the 13 adjudicative guidelines as a self-assessment tool to continuously monitor yourself. A fuller explanation of each guideline, along with the DoD CAF's concerns, can be found on the company's security awareness website or conveniently located on DSS web page http://www.cdse.edu/documents/cdse/Supv_Role_in_PerSec.pdf

Each item on this list of guidelines expands to offer a better insight, for example:

Guideline E: Personal Conduct, states that conduct involving questionable judgment, lack of candor, dishonesty, or unwillingness to comply with rules and regulations can raise questions about an individual's reliability, trustworthiness and ability to protect classified information. Of special interest is any failure to provide truthful and candid answers during the security clearance process or any other failure to cooperate with the security clearance process.

If you haven't already done so, take some time to acquaint yourself with the 13 adjudicative guidelines. This is an essential element for keeping your access eligibility healthy! The guidelines can be reviewed on the Bering Sea Group Employee Resources website under the Security Awareness Training Section at the following link:

<http://www.beringseagroup.com/bsg-secure/bse/training-security-required.html>



Vulnerability Assessment

BSE's Vulnerability Assessment results. Commendable! As you are aware, BSE completed its latest assessment in June 2014. Based on the combined efforts of Team-BSE, our industrial security program revealed zero discrepancies. Although we hoped for a Superior rating, our rep advised that rating is reserved for companies with more complexities.

Within the TDX family; our Vulnerability Assessment schedule is as follows:

- TDX Power – Sept 2014
- TDXNet – Mar 2015
- TDX Global – Dec 2015
- BSEn – Dec 2015
- BSE – June 2016



Infrastructure Services Division Update

Guy Sanford - Program Manager

This year started out slowly, but moving into late spring, contract work in the Anchorage area started to pick up. July and August will be big months for inside and outside cable plant work. Because of the late start of work coming out this spring, work will last late into the year. We expect to keep many crews working full time well into the winter months as our work load has increased significantly.

In Wasilla, located in the Matanuska-Susitna Valley, BSE has significantly increased our Department of Transportation (DOT) and Davis Bacon (prevailing wage) work. This year more projects started in that region than in the past. This is enabling us to hire additional workforce to offset the increased work load. We will continue to have crews in Homer, as well as Kenai, this summer covering the Kenai Peninsula region of Alaska's underground cabling work for the fiber and cable industries.



We also have crews working up in Fairbanks this summer on the Natural Gas build out (*more information about our Natural Gas contract is in the article below*). For us this is just a different kind of underground construction and a natural progression for our infrastructure division. We already do similar work in the fiber and cable world, so the employee base is transferable. BSE is fortunate in that within our Infrastructure division, we have qualified personnel who have prior natural gas line installation experience. This significantly helped in moving the project forward. Fairbanks has a small construction window, so all summer work must be accomplished by October 1st before colder weather sets in.

BSE Receives Natural Gas Line Contract in Alaska

Dean Hughes - BSG Executive VP

Bering Sea Eccotech, Inc. Infrastructure division was recently awarded a \$1.4M contract to install natural gas infrastructure in the Fairbanks, Alaska area. This contract is a natural expansion of our infrastructure division; we already do similar work in the fiber and cable world, so the employee base is transferable. The only real difference is a plethora of new worker certifications required before the work force could start the project.

Having a few in house prior natural gas installers has greatly helped get the project moving early on. Fairbanks has a small construction window, so all summer work must be accomplished by October 1. Our crews hit the ground running with one horizontal boring rig working within one week of contract award. We have two boring crews and one trenching crew that will complete approximately 7 miles of two, four, and six inch natural gas pipe installation by the fall deadline.

Expansion in commercial areas is one of our BSG strategies that will have a significant effect on stabilizing our revenue stream, lessening the unstable impacts of the federal government.



Looking for work at a Bering Sea Group Company?

Visit the various BSG company web sites periodically for available postings. Links to all the BSG companies at www.beringseagroup.com

Technical Services

Division Update

BT Smith - Director

On the first of April I received an e-mail notifying me that URS was awarded the Navy's Combined Tactical Training Range (CTTR) contract. The significance to BSEn, and in particular our Technical Service Division, is that we are one of their primary small business sub-contractors on this \$300M effort. It actually took me three phone calls to confirm it as I thought this was an April Fools joke, which it was not. This contract effort was "supposed to" have been re-competed in 2010 and was delayed. Proposals were finally submitted on the 16th of August in 2012 (yes 2012)! So you can understand how a notification, on the 1st of April, 20 months later, would seem a little suspicious.



Of all of our stand-ups worldwide, this was by far the most difficult for several reasons.

As you can imagine a plan that was designed for execution almost two years earlier had to be revamped and updated. The biggest stumbling block was updates to proposed benefit packages, which had to be coordinated among our entire team, with URS taking the lead. We had anticipated that there might be a delay in the originally agreed to transition period, which did not happen. The result was much angst as we worked through the various issues. The most significant benefits issues were resolved just as the employees transitioned over on the 21st of June, but it still took a month to get all of the paperwork and documentation straightened out.

We are still working out the issues with the Deltek timekeeping software, our timesheets and the numerous special pay categories but making progress. We are still shooting for having these resolved by the next pay period. The goal is to eventually have one stop processing for all timekeeping (I am very hopeful).

I want to welcome our new employees working at NAS Key West, FL, Pinecastle ECR, FL, MCAS Beaufort, SC, MCAS Cherry Point, NC and NAS Oceana, VA and thank you for your patience with this difficult transition. I also want to thank everyone who has and are continuing to work out all of the bumps in the road, yes bumps as I have the bruises to prove it!



Technical Services Division - Employee of the Quarter

Charles Gale

Computer Operator

Mountain Home AFB, ID



Job Performance

- Outstanding performance for the Quarter with less than 1 year of operational experience!
- Provided 100% debriefing support for 1,453 sorties for the 391FS and 389FS (366 FW) and for 491 sorties for the 428th FS assigned to Republic of Singapore Air Force (RSAF)
 - » Maintained an incredible 99.64% success rate for the entire period
- Superbly maintained and operate all Live Monitor Missions with Range Training Officers (RTO) and providing crucial training support for 60 assigned aircraft
 - » Performance led to 12 RTO missions and 450+ sorties; provided reduced pilot debriefing time and increased pilot training accuracy and proficiency
 - » Maintained RSAF's grounds systems to a 100% FMC rate for the quarter
- Coordinated tasks, schedules, and resourcing to accomplish modification of P5CTS Ground Subsystems (AN/GSQ-T105 and AN/GSQ-T106)
 - » Software upgraded in accordance with TCTO 43D17-3-60-518 firewall Executable software (Version 3.0.4.0) installed on TGSs with Live Monitor
- Upgraded ICADS computer files to pull information from MSN_dta folder instead of iMission folder; decrease computer operator set-up time for mission debrief
- Diagnosed inoperative video drivers on backup hard drive LM-61; completed repairs by ghosting data from LM-61 primary hard drive; ground system 100% FMC
- Performed ACC directed complete inventory on assigned ICADS license and updated RAMPOD data base; information utilized to plan for P5CTS hardware replacement

Self Improvement

- Motivated; Tackling self-pace CompTIA Networking+ certification; 40% completed
- Completed Radiant Mercury 5.0 CBT on Standard Operating Procedures and Administrative duties and hands-on training systems software
- Continuing Spanish lessons working with tutor to increased conversational awareness

For a complete listing of accomplishments visit the Employee Awards web page at: <http://www.bsenv.com/employee-awards.html>

Technical Services

Holloman Gears up for Air Combat Training Operations

Ralph Guerin - Site Manager, Holloman AFB, NM

Holloman AFB Air Combat Training System (ACTS) Office is now officially operational. Desks, Work Benches, not to mention Debrief stations and P5CTS Tracking Pods arrived to this new site in June to a flurry of activity. Our Air Education and Training Command (AETC) contract was updated to include Holloman as a stand alone site with full Air Combat Training Operations to accommodate transitioning squadrons from Luke AFB in Arizona.

F-16 Fighting Falcons from the 311th Fighter Squadron flew with P-5 pods for the first time on July 8th, 2014. The 311th Fighter Squadron was recently reactivated on March 1st, 2014 at Holloman AFB to conduct advanced fighter training. Bering Sea Environmental personnel supported 14 sorties with P5 pods on the first day, which is pretty good for a new staff and complete stand up of a new site.

Sorties are scheduled to increase from 14 a day to 18 a day and more F-16's are joining the squadron every week so we expect the sortie count to increase as these new jets arrive. Night flying operations are scheduled to begin in August to prepare the 311th students for night combat duty.

This is just the beginning for the team at Holloman as they prepare to support the 314th Fighter Squadron. The 314th will be activated and join the 311th as part of the 54th Fighter Group and the 56th Fighter Wing at Holloman AFB in 2015. They will also fly F-16 Fighting Falcon aircraft and conduct advanced fighter training. Bering Sea Environmental personnel are looking forward to supporting both squadrons and assisting with the ever important fighter pilot training.



Safety Minute

There is no such thing as safe texting and driving

Mary Jane Mercurief, TDX Human Resources Coordinator

There is no such thing as safe texting and driving. Texting while driving is dangerous and is one of the leading causes of traffic injuries and deaths. Texting while driving makes a driver 23X's more likely to crash, and drivers talking on the cell phone are 4x's likely to have a car accident. Answering a text takes away your attention for about five seconds; that is enough time to travel the length of a football field that is a 400% increase in time spent with your eyes off the road. Stats for 2011 estimated that cell phone use while driving involved 1.3 million accidents which contributed to 3,331 deaths and 387,000 injured.

Generally speaking the use of any hand-held device (such as cell phone, tablet, or other computing device) while operating any vehicle is dangerous regardless whether the vehicle is in motion or momentarily stopped in a roadway (such as a traffic light). This includes, phone conversation, reading or responding to email or messaging, or engaging in any form of electronic data/media viewing/transfer/exchange. Hands-free telephones that do not require removing your hands from the steering wheel when operating them are a little better but can still serve as a distraction. Turning your cell phones off before even starting your vehicle is always the best practice.

STOP THE TEXTS.
STOP THE WRECKS.



Bering Sea Group

615 East 82nd Avenue, Suite 200 Anchorage, Alaska 99518

(907) 278-2311

<http://www.beringseagroup.com>