

BSG

Bering Sea Group
Corporate Newsletter

Spring 2014

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



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Seasonal Change...

R. Dean Hughes - BSG Executive VP

We welcome 2014, it's a nice change, congress has passed a budget, no more continuing resolutions; project money has the opportunity to start flowing again! At the Bering Sea Group we are busy! I'm happy to report that we see a decided increase in activity during the first quarter for all companies in the Bering Sea Group. On the topic of reporting, describing outcomes to our Board of Directors is one of many tasks on my job description, and I can assure you it is not fun reporting any kind of a loss. Generally when you report it is after the opportunity to make changes has come and gone. Even if you are doing well right now, there are always many questions about what happened in the lesser productive period of operation. This also works the other way around; in addition, when your report is after a good period, a quagmire of issues plaguing your next report might surround you.

As we work our way through 2014, efforts each of you has put forth to move the Bering Sea Group of companies successfully forward are beginning to show up. It starts with little things, a

small win, and a client showing interest that never did before. That feeling that things are starting to go our way is in the air. For all the efforts put forth I thank you, but the year is young and it's no time to back off and rest on our laurels. We need to continue this push all the way to the finish line which is seven months out. So if your division is winning work, enjoy it, others may not be as fortunate, but don't back off. If you're not seeing the fruits of your labors yet, keep at it, they will come!

Seasonal change can mean many things today as I write this, sitting in my Anchorage office it's a sunny 44 degrees, in mid January, snow is melting, feels like spring almost unheard of. On the east coast I see the snow and bitter cold that is not the norm. It's not much different than government contracting, you never know what's coming and can only have effect on things in your control. I would rather be out on my snowmobile enjoying the spoils of winter, but I will surely take 44 degrees and a few new contracts! Happy Ground Hog Day!

Founded in 1994, Bering Sea Eccotech has stood for unmatched service to its people and the environment. In 2014 we celebrate 20 years in business of providing Environmental, Industrial, Munitions Response, and Technical Services to both commercial and government agencies.

As we look towards the next 20 years, we would like to take this moment to thank all our customers for their much appreciated business as well as all our dedicated employees that provide the services that allow us to remain at the forefront of the contracting community.



Looking for work at a Bering Sea Group Company?

Visit the various BSG company web sites periodically for available position postings. You can find links to all the BSG companies at www.beringseagroup.com

Brief Safety Gains

Brandon Wheeler -
Corp. Health and Safety Manager

HAZCOM/ Globally Harmonized System

The deadline for initial training on the new HAZCOM/GHS has come and gone. If you have not received this training, please contact your supervisor or the BSG Safety Department. The 30 minute GHS Training Video is available on our BSG YouTube Channel; just search for "BSG Safety Department" to locate.

OSHA Logs (300A)

OSHA Logs are being finalized and should be available prior to this publication. They must be posted in a conspicuous place for "employees, former employees, employee representatives, and an authorized employee representative" to view. This does NOT mean the public. Information on the forms is exclusive to our corporation, and when cases involving "privacy concerns" are on the logs, additional steps will be taken to ensure the protection of the employee. Logs are required to be posted by February 1st and must remain intact for three (3) months; until April 30th. If you have any questions about the OSHA Logs please contact us at the BSG Safety Department.

2013 Incidents Review

The BSG Safety Department received and processed 23 Incidents in 2013. Of these, two (2) were Near Miss Reports, seven (7) were damage to equipment or vehicles, and fourteen (14) were incidents that resulted in injuries. We all need to work together to teeter these numbers in the other direction. We should be receiving numerous Near Miss Reports, in the 20-30 range, which will drive the incidents resulting in loss (injury or damage) down to only single digits; ultimately zero. If you have any questions about incidents or Near Miss Reporting, please contact the BSG Safety Department.

Safety Forward

Moving forward in 2014, the BSG Safety Department hopes to have a more active role in each of the division's daily work goals. By providing training, resources, and expertise in the recognition and control of workplace hazards, the number of incidents resulting in loss can be reduced significantly; ultimately to zero. If you have any questions on the topic of safety, again, please contact the BSG Safety Department.

Accounting News

Jeanette Matthews - Financial Controller

Our resident chef, Bobbi, whom most of you know as our payroll processor extraordinaire, likes to feed those of you who visit. She is famous for her biscuits and gravy as demonstrated by Melvin Johnson (pictured to the right) who salivated for months after Brian Robinson let him know how good it was! Please let us know if you are a visitor and Bobbi will accommodate.



In the accounting world:

401(K) deferral limits remain at \$17,500 and an additional catch up of \$5,500 for anyone over 50 for a total deferral of \$23,000 for the year. If you decide to partake in the catch up please send an email to HR@bseak.com. There is no

formal form for the catch up but you are required to request it – we do not automatically add this in. If you have been receiving the catch up there is no need to do anything additional. Remember you can change your deferral amount at any time but you need to let Connie Bergo know or it will not be picked up by payroll.

W-2's are on their way. As last year, if you choose to have yours emailed please send an email to payroll@bseak.com asking us to provide your W-2 via email and the correct email to send it to. Nicole and Bobbi will make sure they are sent out.

Please remember the following schedules. We appreciate all the help we can get so we are able to meet our own deadlines:

- If we do not receive payroll information by Tuesday at 3 p.m. Alaska time on any payday week, we may not be able to process your payroll until the following pay period.
- P card submittal by the card user must be done by the 6th of the month. Approvals must be completed by the 10th of the month. Lenora will continue to enter jobs as needed until we find a better method for updating.
- Accounts Payable is cut off on the 15th for the month prior so please code and return all accounts payable invoices by then.
- Billings for the prior month need to be done by the 20th of the month. Please work with whomever does your groups billings to be sure these are in. If there is a delay, please email the amount to AR@bseak.com in order to accrue the revenue for the prior month.

With these dates in place we are able to close our month and provide needed financial information to division managers and executive management for further planning tools.

As always, please check your pay stubs on a regular basis. If you find any errors, let us know and we will correct them as quickly as we can. We strive for no errors, but the complexities of the work performed by the BSG companies and our tight deadlines sometimes cause some oversight.

As always, please let us know if there is anything more we can help anyone with.

Technical Services Division Update

BT Smith - Director

In our last newsletter I told you about standing up operations at Tyndall AFB, in Florida. That site has come on-line and is not only fully operational but they are hitting on all cylinders and have managed to get the site up to "BSEn" Standards in just a few short months. Congratulations! I am looking forward to returning to meet with Mr. Skip Sanders as a new Raptor Squadron is beginning its stand-up operations at Tyndall.

You might have heard that we were awarded the Air Education and Training Command's (AETC) Air Combat Training

System (ACTS) contract at Luke AFB, in Arizona. This was a short notice award (more to follow in our annual Ethics Training) requesting we execute our proposed Transition Plan, designed for 30 days, in just two weeks. Well thanks to our Corporate Support team, along with JJ Storch and Neil Emiro on the ground at Luke we succeeded to complete the stand-up and will assume all operational requirements on 1 February—not a simple task! I was also fortunate to grab Ross Martinka to assist the transition, those working at our other ACTS sites will know

Ross as he was responsible for helping accomplish the most recent 2A upgrade.

The next challenge will be ramping up operations to support this summer's Red Flag Exercises up on the Joint Pacific Alaska Range Complex, and you can be sure it will be a challenge as many of our "part-timers" moved on with only a one month window of support last summer due to sequestration.

I want to take a minute to thank the entire Technical Services Division (TSD) team, as everyone has seen a slight slip in our normal schedules (appraisals, Employee Recognition Program, etc.) due to the sudden increase in workload, hang in there we will, as they say, "Git'er done". Everything is in the queue and we are working through it. Good news is we are anticipating adding an employee at our NNC office to assist with the increased workload.

Technical Services Aviano Supports the NATO Tactical Evaluation

Glenn Wiley, Site Manager Aviano AFB, Italy

It took several planning conferences and numerous telephone calls, along with the usual last minute changes but Aviano's ACTS team helped the 31FW support the October's 21-31 major exercise known as the NATO TAC Eval

Countries participating in this event along with the US were Belgium, Germany, Italy, Netherlands, and Turkey whom formed a "Super Squadron". During this exercise there were many ground attack scenarios along with several simulated natural disasters. Most importantly the countries gathered together to test their airpower working together as one "TEAM".

According to the Project Officer Capt Kevin "Gator" DiFalco their goal were achieved but not without the help of the ACTS Team here. Quietly behind the scenes we loaded all required aircrafts as normal without missing a beat while supporting also training missions. Our debriefers were tasked with collecting and combining several different EAG formats for mission playback. Data was collected at one central located and channeled over computer files to our debriefers. There they downloaded the various EAG formats and merged them into one show for playback purposes. Although the whole team performed superbly Anna Reed and James "Jimbo" Hoffman were singled out for their outstanding support.





Technical Services Division - Employee of the Year for 2013

Keith Sowden

Computer Operator

Mountain Home AFB, ID



Job Performance

- Superbly coordinated Live Monitor Missions with Range Training Officers (RTO) and provided 100% debrief capability for all sorties supporting 366 FW and 428th Singapore Air Force (RSAF) for 60 assigned aircraft utilizing three Mission Design Series Aircraft
 - » Performance led to over 60 RTO missions and 4,395 sorties; provided reduced pilot debriefing time and increased pilot training accuracy and proficiency
 - » Maintained 99.97% FMC on 11 Portable Ground System(PGS), 5 Transportable Ground Systems (TGS), 3 Remote Range Unit (RRU), 2 Control Display Unit (CDU) and 2 standalone Individual Combat Aircrew Display Systems (ICADS)
- Preparation and completion of TCTO 522, modification of 66 USAF local pods, 8 RSAF pods, 10 Alaskan PODS and 46 new PODs V-2 versions ICADS, TGS, LM, PGS modifications for completion of Block 2A by Cubic, DRS, SPO and MOU site team
 - » Aggressively downloaded Block 2A software from the Electronic Software Distribution System/coordinated with QAE for classified software requirements
 - » Performed ground system inventory audit/validation of RAMPOD; identified problems with initial serial number upload information versus new requirements
 - » Completed modification 8 dual DRD/6 single DRD readers; installed new guide
- Developed comprehensive continuity book for Cowboy Control Start-up procedures
 - » Included unique procedures for the newly installed software used to provide separate feeds to the Unclassified/Classified LM computers; only at MOU and provided detailed instruction for uplink commands for Block 2A software

- Coordinated with Cold Lake, Cubic Site Manager on mission line up (MLU) files/range map requirements to prepare two PGS systems for RSAF TDY to “Maple Flag” exercise
- Installed TENA LM/ICADS and MLU and ICAD (LUP file) upgrades on required ground systems primary /backup hard drives; completed TCTO 517 software modification
- Trained newly hire BSEn RSAF Computer Operator on P5CTS ground systems basics
- Identified inoperative cooling fan on PGS-67 during TCTO upgrades; coordinated shipment of defective computer back to Cubic for repairs; computer return to full service

Self Improvement

- Motivated; tackling self-pace CompTIA Networking + certification; 80% completed
- Re-accomplished complete review of the Cubic ground system overview training; enhanced computer knowledge of assigned P5CTS ground systems
- Completed Block 2A upgrade training on new uplink capabilities used for P5CTS pod Data Link Transceiver spin and drift correction during flight maneuvers

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



Technical Services Division - Employee of the Quarter

Paul Hayes

Electronics Technician

Seymour Johnson AFB, NC



Job Performance

- Flawless performer; enthusiastically assisted with more than 2,800 pod load reconfigurations with zero deficiencies resulting in no late take offs caused by BSEn
- Aggressively supports daily flying schedules for four fighter squadrons, supporting the flying of 2,441 sorties with 2,437 successful sorties flown, which accounts for 24percent of all sorties flown at all ACTS contract locations
- Identified a loose weapons pylon during pre-flight inspections and coordinated corrective actions with weapons maintenance personnel—prevented possible catastrophic incident and potential damage to aircraft and injury to personnel and/or loss of a valuable training asset
- Schedules pod loading on a daily basis with 100 percent on time pod loads with Zero non-excusable sorties due to BSEn related pod malfunctions; ensuring aircrew receive maximum P5 ACTS training benefits. His great working relationship with production superintendents and weapons crews in all aircraft maintenance units is a contributing factor in BSEn’s success
- Assists with pod loading on a daily basis with 100 percent on time pod loads with Zero non-excusable sorties due to BSEn related maintenance; ensuring aircrew receive maximum P5 ACTS training benefits
- Motivator/Mentor—has assisted with the training of our new hire without a single impact to operational requirements or maintenance schedules

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



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Security Awareness Supplement

March 2014

Be Safe

Be Aware

Be Secure

Security Awareness: Protecting Against Classified Spills Part of the Security Awareness Program

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Protecting against Classified Spills: Security Awareness Poster (inputs)

Our TDX family of companies continues to perform at the highest level in all endeavors. Particularly when it comes to Industrial Security & Security Awareness, we've shown that our attention to details is above reproach. However accidents can happen, so we should be prepared to respond and mitigate any issue as quickly as possible. Therefore Awareness is the key to prevention and/or mitigation.

This year, our aim is to heighten employees awareness in the area of **Classified Spills (prevention and/or mitigation)**. In doing so, we'd like to develop this year's security awareness poster which showcases our resolve and the poster's function will be to act as a reminder for all to securely handle, discuss, and transmit sensitive information.

As a brief reminder: a Spill is the unauthorized introduction of sensitive/classified information into an unclassified network. Any and all affected devices are considered "contaminated." For a more detail explanation please refer to our previous email on this training topic or visit our security awareness webpage.

Here's how you can participate in developing this year's security awareness poster: please send us your ideas. Ideas should directly or indirectly relate to our topic. Remember, the theme is to prevent/mitigate classified spills. Your ideas/inputs can be humorous, serious, contain animals, cartoons, characters, captions, rhymes, etc. The only limitation is that it must be suitable for publication. Feel free to send in your own ideas or perhaps collaborate with your co-workers to provide a combined suggestion.

Last year's final product was based on the theme "Reporting...If you see something, Say something."

The person, group, or Site credited with the winning idea will be acknowledged with a Security Shout-Out in the next news letter & on the Company Security Awareness Website. So please encourage your employees to participate in this security awareness initiative, and have fun with it!

Please send your ideas (s) to me via email at your earliest convenience, but no later than March 28, 2014.

Security Awareness Posters from the Past

