

Spring 2015



Bering Sea Group Corporate Newsletter

Diversification and Growth Through a United Goal of Exceeding Customer Expectations

Environmental | Industrial | Infrastructure | Munitions Response & Range | Technical

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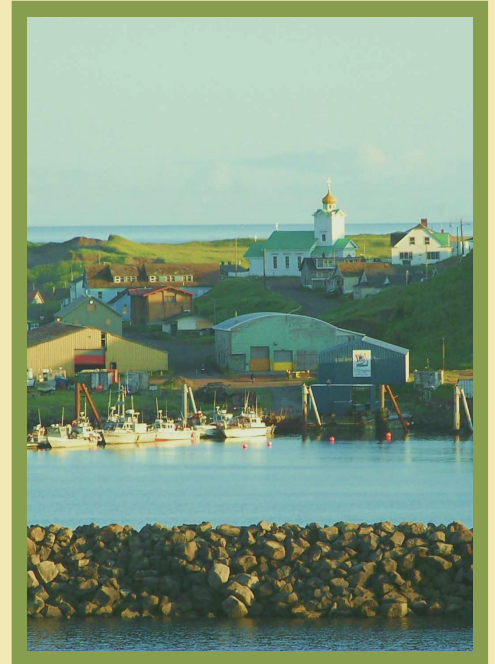
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R. Dean Hughes
President of TDX Holdings,
Bering Sea Group

Welcome to 2015!

Over time, the Bering Sea Group of companies has grown to a formative, impressive collection of stellar employees. That fact is never lost on me. As we grow, however, I have concerns about our ability to maintain such a unique collection of human capital. At a recent meeting, one of our division managers stated new employees to his division were by "invitation only". Not only is that a lofty goal, but in today's world, it is almost impossible to achieve. It is impressive that this is how they actually do hire. While we all wish we could be so lucky, the reality is that for most of us that remains a lofty goal.

As we move forward with an aggressive growth plan, finding and placing good employees will be a challenge. Our clients count on us to perform, but it is our employees that actually do just that. If given the choice of growth without excellent employees, my choice would be to slow down a bit. Lots of work poorly done will result in loss of clients, reputation, and ultimately the growth will have been for not.

I want us all to succeed, not just in the short term, but over the long haul. I know that's not easy. We have doubled our size in the last few years and are on track to double again in the next 3-4 years. This growth is fueled not just by you and me, but by the new employees we will hire. If hiring new employees is in your job description, spend some time in the process and choose the best employees you can. After all, if you work with or manage these new members to your team and develop them the best you can, they will reward you.

One final thing as we are heading into summer: Be aware things are happening and the weather is changing. Please, both on the job and during your leisure activities, be safe! Live to work and play another day!

Additional Help in HR

Human Resources Support Services

Connie Bergo- Human Resources Manager

The Bering Sea Group Human Resources department has a new Coordinator to support all Human Resources questions involving employee administration. Zenaida Kochutin will be working under the direction of Connie Bergo, BSG HR Manager. Zenaida has worked for TDX Corporation in a number of capacities including payroll and accounting. If Connie is out tending to other business obligations and unavailable to respond to employee issues, be sure and seek Zenaida's assistance.

Additionally, with the formation of TDX Support Services, the Human Resources team will be doing cross training for all companies so that in the future, any HR team member will be able to assist managers and employees in most circumstances with Human Resources questions. For instance, we have already established Karla Korman and Rachel Long as secondary support for the BSG international and early morning support in the event of critical issues that may arise before the Anchorage headquarters opens. Karla and Rachel's primary Human Resources responsibilities are managing the TDXPower and TDX Government Services Division.

Human Resources Contact Information:

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Accounting News

Jeanette Matthews - Financial Controller

401(K) deferral limits are now \$18,000 and an additional catch up of \$6,000 for anyone over 50. If you decide to partake in the catch-up should access the catch -up form FD114 through the Bering Sea Group Employee Resources web site and forward it to hr@bseak.com – we do not automatically add this in. 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 have all been sent. Please look at yours carefully and if you find any problems or have any questions let us know as soon as possible.

When emailing anyone in accounting, it is always best to using the following group email boxes – this way we can make sure we take care of everyone in a timely manner:

Accounts Payable: ap@bseak.com | Accounts Receivable/Billing: ar@bseak.com

Payroll: payroll@bseak.com | Human Resources: hr@bseak.com | Cards: pcard@bseak.com

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.

Insider Threat

Industrial Security Awareness Program

Melvin Johnson, Facility Security Officer (FSO)- melvinj@tdxcorp.com Lenora Kochutin Deputy FSO - lenorak@tdxcorp.com



The TDX family of cleared companies continue to do their part as it relates to National Security. We received laudatory comments during local assessments and during vulnerability assessments conducted by the Defense Security Service. These noteworthy achievements are only made possible because of dedicated individual and collective efforts of each person performing on or supporting classified contracts.

Taking on classified contracts is our formal charge to support National Security. Performance on these contracts has rewards, while at the same time we are charged with significant responsibilities. In addition to exhibiting superior performance without compromise, we must actively seek and mitigate threats and vulnerabilities to national security.

The Defense Security Service considers the insider threat as a significant threat to national security! These are threats posed by persons that have been vetted

and have access to some of the most sensitive processes, procedures and assets that keep our country safe. The Edward Snowden leaks highlighted that if the National Security Agency (NSA) can have its sensitive documents stolen by an employee, anyone can. This threat is of such significance that DSS is asking all cleared companies to develop an insider threat program. This program will be led by a Key Management Person within the company.

DSS defines the insider threat as: Acts of commission or omission by an insider who intentionally or unintentionally compromises or potentially compromises DoD's ability to accomplish its mission. These acts include, but are not limited to, espionage, unauthorized disclosure of information, and any other activity resulting in the loss or degradation of departmental resources or capabilities.

DSS developed an excellent Training Short that discusses Insider Threat Awareness. It can be accessed at the following link:

<http://cdsetrain.dtic.mil/itawareness/ita01/module.htm?refresh=1&>

This interactive training short is self-paced and takes approximately 25 minutes. The training concludes with a short quiz and prints your individually named certificate of completion. This training is available to all TDX employees cleared or uncleared.

Annual Security Training:

We've successfully completed another round of NISPOM mandated annual security training in January 2015. Our format for dispatching the training and receiving your records of training fits our company structure well. Should any cleared employee not receive this training annually in January please contact your Facility Security Officer (FSO) right away.

SINCE our LAST ISSUE

DSS conducted vulnerability assessment for TDX Power. This assessment rated COMMENDABLE!

BSEt has recently received an initial survey for its FCL. Unfortunately the process is taking longer than we expected. We suspect this process will be finalized by the end of March.

BSEn welcomes David "Nico" Santiago and the crew working on the MOKKITS contract. This expands our contract performance well into the Pacific. We also welcome the guys performing on the CTTR contract. This adds another 5 performance locations along the east coast.

TDX Global expanded their contract performance to a third site within PACOM. We are looking forward to continued success in their high-paced contract activity.

TDXNet added 6 new employees working on NISP contracts. The importance of work performance on NISP contracts cannot be over emphasized. Keep up the good work!

On March 24, 2015 The Defense Security Service conducted a Vulnerability Assessment for TDXNet. Results: Commendable. Congratulations TDXNet! To put this achievement in perspective: DSS data indicates there are approximately 13,600 cleared companies throughout the United States. In 2012 only 8.3% received Superior; 17.0% received Commendable; and 74.2% received Satisfactory (the remaining companies received Marginal or Unsatisfactory). Again, Congratulations TDXNet on a job well done!



OSHA News You Can Use

Brief Safety Gains - Corporate Health and Safety

Brandon Wheeler - Corporate Health & Safety Manager

OSHA launches a national dialogue on hazardous chemical exposures and PELs in the workplace

OSHA is launching a national dialogue with stakeholders on ways to prevent work-related illness caused by exposure to hazardous substances. The first stage of this dialogue is a request for information on the management of hazardous chemical exposures in the workplace and strategies for updating permissible exposure limits.

"Many of our chemical exposure standards are dangerously out of date and do not adequately protect workers," said Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels. "While we will continue to work on issuing and updating our workplace exposure limits, we are asking public health experts, chemical manufacturers, employers, unions and others committed to preventing workplace illnesses to help us identify new approaches to address chemical hazards."

OSHA's PELs, which are regulatory limits on the amount or concentration of a substance in the air, are intended to protect workers against the adverse health effects of exposure to hazardous substances. Ninety-five percent of OSHA's current limits, which cover fewer than 500 chemicals, have not been updated since their adoption in 1971. The agency's current PELs cover only a small fraction of the tens of thousands of chemicals in commerce, many of which are suspected of being harmful.

The comment period will close on April 8, 2015. In the coming months, OSHA will announce additional ways for the public to participate in the conversation. For more information, see the news release and visit OSHA's Web page on preventing occupational illnesses through safer chemical management.

Employers required to report fatalities and severe injuries and illnesses

As of Jan. 1, 2015, employers covered by federal OSHA will be required to report work-related fatalities within 8 hours and work-related in-patient hospitalizations, amputations and losses of an eye within 24 hours of finding out about the incident.

Currently, employers are required to report all workplace fatalities and when three or more workers were hospitalized in the same incident. The updated reporting requirements have a life-saving purpose: they will enable employers and workers to prevent future injuries by identifying and eliminating the most serious workplace hazards.

Employers can report these incidents by calling their nearest area office during normal business hours, or the **24-hour OSHA hotline at 1-800-321-OSHA (1-800-321-6742)**. For more information and resources, visit OSHA's Web page on the updated reporting requirements. Soon employers will also be able to report fatalities, injuries and illnesses online.

Safety Recognitions

In the second half of 2014, we have two groups to recognize. In October, the California EMR rating dropped from 0.72 to 0.60, where the BSE Munitions Response Services Division (MRSD) is the primary line of work. Great job guys and keep up the outstanding work.

The second recognition goes to the AWS/BSEn Radiation Safety Committee. On 8/13/14 the Nuclear Regulatory Commission (NRC) stopped by our Anchorage office for an unannounced safety/compliance inspection. With help from Bill Haney, the inspection went smoothly without a single deficiency. Nice job!

Summary of Safety Second Half of 2014

	<i>Total Hours Worked</i>	<i>Total Incidents</i>
BSEn	200,363	7
TSD	124,169	3
ID-HI	36,945	3
MRSD	5,304	1
BSE	116,765	5
TSD	19,908	2
FCD-AK	27,262	2
MRSD	40,760	1
AWS	7,680	0
TDXNet	25,252	3

Division Update

Infrastructure Services

Chris DeVito - Program Manager

Things have continued to grow in the Infrastructure Division! We have had a late push of new jobs that will keep crews working well into the New Year with hopes of keeping us busy right up to the spring time construction season.

There has been a novel challenge in our jobs, which is not a huge obstacle just a current test during the winter months. The recent growth of jobs and work has called for us to venture to job sites as far north as Willow, Talkeetna and the Petersville /Trappers Creek Area. The hurdle that we have had to coordinate is the need for winter lodging in these remote areas. During the winter months there is a small demand for lodging due to the sheer fact that most of these communities are seasonal in their business for tourism. As with any obstacle we have found many new places and friendly folks that we have been able to offer some winter time business with our need to have a place stay to complete our work without having to drive many hours before and after our long work days.

With the added work load we have been able to keep on some new faces that have been typically seasonal folks. More work means more qualified individuals able to take on tasks to complete the added work load. This also utilizes equipment that is not typically used year round. Among all the typical winter time aerial projects that are normal for this time of year, we have also been trenching and utilizing our subcontractors to directional drill for us.

We look forward to the new season with many new exciting opportunities and the continuation of our busy construction season into the late Winter months and into the Spring time kick off.



Trencher in Operation



Aerial Installation

CEI and BSEn Hawaii in one location

Industrial Services

Shelton Choy - General Manager

November marked a new era for CEI/TDXNet. CEI moved in to the BSEn Facility in Kapolei Hawaii. It's been a great opportunity to be able to use this facility. We out grew our previous location we used for the past 5 years.

We are able to utilize the space for the increase in vehicles and equipment. We now have a complete training Lab for Fiber optic technicians and digital network training.

CEI just completed training 6 Electrical engineers for SPAWAR in Network Design and infrastructure installation. Through the accredited (BICSI) Building Industry Consulting Service International. BICSI is a worldwide association for cabling design and installation professionals. We have a unique ability to work with BSEn Hawaii to combine resources and maximize our labor and equipment. We have various common customers that can benefit from a single point of contact here in Hawaii. BSEn Industrial division has been growing in the Continental U.S., and some of the equipment and labor have been relocated to Texas. This created an opportunity to combine companies in one location. It has been a very good fit for both companies.



IPTV Installers and BSEn Staff



CEI Helps to Launch Hawaii High Speed Internet, TV Industrial Services

Shelton Choy - General Manager

Local Telephone Company Hawaiian Telcom has launched its Fiber optic to the Home FTTH in Honolulu. With its goal to install 160,000 homes by the end of the year. CEI has been helping to make that goal.

CEI had previously been a subcontractor to various Prime contractors instrumental in the building of the Fiber distribution network and infrastructure. We worked really hard at doing our Part on this large project. We were initially contracted to do the fiber splicing and testing work. Our hard work got noticed by Hawaiian Telcom. They asked if we could be a prime contractor on the implementation of the IPTV service. CEI has dedicated 16 installers to installing High Speed Internet, Phone service and TV to Residential homes on Oahu. With Plans to include the outer islands Maui, Kauai, and the Big island of Hawaii.

Now that we are doing a lot more construction work we are able to utilize the equipment and employees at BSEn. We have been in the process of cross training our employees to be able to support both companies. BSEn employees have been going through fiber, copper installation training and CEI employees have been going through safety training to work in the industrial cleaning arena.

We see clear channels for the future in Hawaii for CEI/TDXNet and BSEn Hawaii.

Additions to the CEI vehicle Fleet



Division Update

Industrial Services

Warren Perkins - General Manager

The BSEn Industrial Division continues to provide excellent service with top notch supervision and craftsmen. The proof is in the continually growing client base and repeat customers.

Our Chemical Cleaning Division is considered a leader in the field with customers like BASF, Sasol, Calumet, and DuPont. There was a time in this division's beginning where we were so unknown we couldn't even get people to answer our phone calls. Now they call us. BSEn Chemical Services has become a name associated with on time project completion and innovative chemical applications.

The Industrial Cleaning Division located in Point Comfort, Texas, has shown many customers like, Calumet, WHM, and Phillips 66 that if they want a contractor that can do what others cannot, we are the best choice. This BSEn Team has leaders in place with expertise in high pressure, high volume pump cleaning techniques. Bilfinger WestCon was impressed and pleased with their ability to cut four foot thick concrete using 40,000 psi pumps.

We have a new office in Runge, Texas strategically located beside a major water provider to the south Texas oilfield. This is an up and coming division that will provide water and hazardous waste hauling with some frac tank relocation services. We currently have seven semi-tractor trucks, four converted water buffalo water hauling trailers, and two 130 barrel vacuum trailers at this site. Trucks and trailers will be increased as required.

Crane Division gets its first piece of equipment



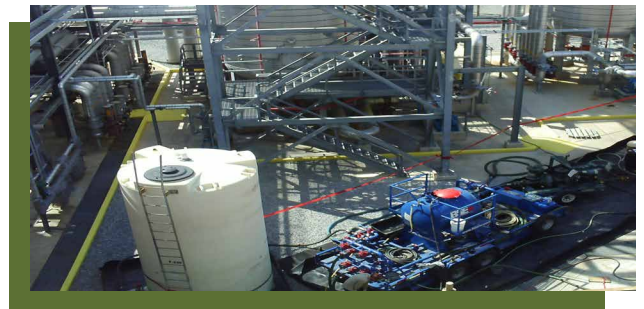
More trucks and more trucks. We are growing



New Trailers coming on-line and immediately put to work



Recent Refinery Work



Industrial Services Future Divisions

Machine Shop in Point Comfort – This division will be used to support fabrication of high pressure tooling as well as valve rebuilding for existing customers.

Boiler and Thermal Oxidizer Division – This division will support both the Chemical and Industrial Cleaning divisions, as well as outside customers, with site steam generation and tank off gassing requirements.

Crane Division – This division will support the fifteen local plants surrounding the Point Comfort office with cranes capable of lifts between ten and sixty-five tons.

Employee of the Year / Employees of the Quarter

Technical Services

BT Smith - Director

Employee of the Year - 2014

James Eubank

Computer Operator

Shaw AFB, SC



Job Performance

- Aggressively supported the highest number of ACMI LM with RTO missions in ACC for an F-16 unit this year, with Live monitor tracking over 10477 sorties and supporting 20FW with debriefing
- Exceptional multi-agency and mutable site coordination with Razor Talon and LFE's conducted as far south as Tyndall AFB FL and north to Langley AFB VA
- First time ever Shaw AFB Command had requested ACMI support for ORI's, notable because of the confidence the wing placed in his ability to operate and conduct ICADS/RTO operations at the highest Ops tempo and turn rate in the 11 year history of BSE/BSEn at Shaw AFB
- Outstanding achievement troubleshooting an intermittent failure of the radios while conducting RTO operations and oversaw the effort for the 20FW Com Sq. to clean all fiber connections testing more than 20 fiber optic connections on Shaw AFB

Self Improvement

- On his own time studied 'Visual Basic Script' to create scripts for coping and recording Live Mission Files. This will enable pilots to "one click" record live missions without renaming files

Employee of the Quarter: 4th Qtr - 2014

Fernando Fernandez

Electronics Technician

Luke AFB, AZ



Job Performance

- Accomplished over 800 pod load configurations supporting over 1400 sorties while maintaining an equipment availability rate of 99.7%.
- Maintains the GSA Vehicle program for Luke ACTS, directly responsible for all ten of the Luke ACTS vehicles including account management, maintenance and fuels reporting.
- Volunteered to assist the Gila Bend technicians with the Op Charlie and Op Echo microwave tower installation and phone relocation
- Proficient in Range Support Center operations including: ground subsystem mission debrief setup including RTO support, WISS/IRSSS, UMTE and moving target console operations.

Self Improvement

- To further his technical skills he volunteers on a regular basis to assist Gila Bend Communication technicians in the accomplishment of numerous special projects and preventative maintenance inspections including: ONAN diesel generator maintenance, IRSSS Microphones, JEI/DVRS Recorders, and Smokey Sam Launcher assemblies, and Installation and repair of solar panel array in support of BMGR range telephones system.

Employee of the Quarter: 4th Qtr - 2014

David Johnson

Electronics Technician

Shaw AFB, SC



Job Performance

- Outstanding effort scheduling 567 pods moves, averaging over 8 pods loaded/unloaded per flying day with his efforts helped generated 1674 sorties with a 96.74% success rate this quarter, scheduling provided the 20FW with 100% pod coverage for the quarter, which included two additional surge weeks
- Aggressively working with maintenance superintendents in all three squadrons ensuring changes to schedules are received by BSEn prior to loading, saving time and money moving pods between missions all while meeting face to face daily with USAF Weapons and Line Expediter
- Outstanding achievement assisting with 47 180 day PMI pod inspections and one hanger band repair without having lost any sorties during which discovered broken connector tabs on 6 pods, quickly replaced after ordering replacement from base supply, returning pods to service the same day

Self Improvement

- On his own purchased and studied the book 'Teach Yourself VISUALLY Windows 8.1' by Paul McFedries, whereby learning how to install programs, set up user accounts and work with Windows and to increase his understanding and working with the new CDU operating system that will be installed later in 2015

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

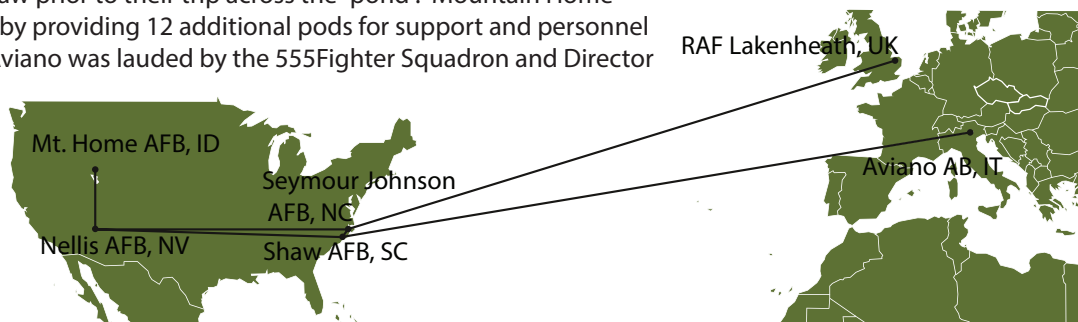
Working Together Equals Mission Success

Technical Services

Glenn Wiley - Site Manager

Aviano's F-16 and Lakenheath F-15's recently received critical support from our Continental United States counterparts on a recent mission. Talk about having all the pieces in the right place at the right time! They say timing is everything, but it probably would not have mattered because we have been doing this for so long. During the annual Site Manager Conference at Aviano, we were interrupted by a very important telephone call from the Project Manager of a deployment to the states. Coincidentally Tex Hood (BSE Site Manager was at another BSE site in Lakenheath) was coordinating with his guys for their trip across the "pond" (as we refer to the ocean that separates us from the USA). Their request was simple, "we would like to have 12 pods configured for shipment to the states in less than 24 hours". BT Smith, Technical Services Director, (knowing all the integral parts in the states) conferred with us on how we could make this happen and saving some considerable money for the government and at the same time. History was made in the ACMI world by deploying two squadrons from OCONUS to CONUS utilizing assets in place.

It was determined the 492nd FS F-15's would stop at Seymour Johnson to pick up 12 P5CTS pods and take them to Nellis, those pods would be downloaded by BSE personnel and then uploaded for the trip to Hill during Combat Hammer by Aviano's F-16's who will subsequently drop-off the pods at Shaw prior to their trip across the "pond". Mountain Home was also a key player in this equation by providing 12 additional pods for support and personnel to support this operation. Although Aviano was lauded by the 555 Fighter Squadron and Director of Operations and up the chain to USAFE/A3TW and ACC/A3AR, the congrats go to the Site Managers and their personnel at Mountain Home, Seymour Johnson, and Shaw. On behalf of the crews at Aviano and Lakenheath we would like to say "THANKS".



Project Theft Prevention

Malcom Jacobs- Safety Manager, TDX Sand Point Services

We have a lot of tools and equipment and there are those that like to take what you have worked hard for. Make sure before you leave the project you have taken the precautions to lock up and protect your property.

Property crime can happen to anyone, anywhere, at any time. Check out these fast facts about property crime and find out what you can do to reduce the risk of danger to project and home.


- Each year there is an estimated 2,103,787 burglaries and 354,520 robberies.
- That's one burglary every 15 seconds and one robbery every 1.5 minutes.
- Around 60% of burglars used forcible entry to gain access to a home. More than 30% of burglars entered or took property through an unlocked door, window and other opening without force.
- Typically, burglars spend less than 60 seconds breaking into a home. The more difficult it is to gain access, the more likely a burglar is to reconsider the attack.
- Most convicted burglars (90%) said they want to avoid homes with alarm systems and said if they did encounter an alarm, they would abandon the attack on the home.
- It's estimated that 74% of uncompleted intrusions can be credited to an audible alarm, locks, proper lighting.
- Unprotected sites are 3 times more likely to be burglarized than those that are not.

Don't make a thief's job easy, lockup your property.



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