



Security Awareness Program
Brand Marketing: More Than A Logo

P2



Barksdale AFB: It's Just Different Here
Authority of Government Personnel

P3



Mountain Home: The Fishing is Great
First T-38 Arrives at Langley AFB
TSD Employee of the Quarter

P4



How To Corner - PDF creation
Technical Services Div. Update
Sizing Up Safety

P5



Bering Sea Group

A Division of TDX Holdings LLC

May 2011

Quarterly Newsletter

Diversification and Growth
Through a Unified Goal of
Exceeding Customer Expectations

From the Desk of:

William Arterburn - Bering Sea Group Executive VP

Thank goodness we are busy again! I'm happy to report that we note a decided increase in activity during the current year for all companies in the Bering Sea Group. Reporting results to our Board of Directors is one of several tasks on my list, and I can assure you it is not fun reporting any kind of a loss. In the first place, results are always reported after the fact (in a time warp), which means even if you are doing well right now, there's always many questions about what happened last year or last quarter. Of course, it works the other way around, too, when you report on good stuff, while you might be surrounded by calamity in the present.

Some level of trepidation may be in order as we prepare again to undertake a change in our management and accounting software. Some of us are still recovering from the last conversion a few years ago, as we sought out a system that would provide a better and more timely access to how we are doing in our multiple locations and contract efforts. Alas, the results have not met with nearly anyone's approval, and in the meantime, our volume has picked up considerably. Time to change. The search for a better solution has been comprehensive, and we believe we may have a good solution. We'll be asking for your patience and cooperation as we start this process again this summer, and of course, we are seeking the ultimate solution. In the words of the noted American inventor Thomas Edison, "Every wrong attempt discarded is a step forward."

Bering Sea Environmental has been successful in some recent contract proposals including a technically difficult Process Piping and Insulation Project in Kapolei, Hawaii, a well drilling project at Ft. Detrick in Maryland, and the noted here in Alaska, JPARC supplemental effort this summer. BSE Fiber & Cable is also being tasked this summer with MOUT subcontract activity at Camp Pendleton, Camp LeJeune, Yorktown and at Bellows AFB in Hawaii. Thanks go out to Parsons Infrastructure and Technology for backing us and making us a part of the MOUT team.

I take this opportunity to remind all participants and employees that we at BSG are here to deliver results, but not at the expense of our body parts and our well being. A good job is a job that meets all requirements and schedules, and returns all employees to their homes families and loved ones 100% intact. Safety is foremost in meeting those goals, and we ask that your awareness levels regarding safe practices stay in the forefront of your activity. Make "thinking before acting" the mantra of your daily work practice, and we can avoid needless accidents. No accomplishment is cherished at BSG that does not include the safety of the participants, without any exception. No employee will ever be taken to task for assuring that we proceed safely in our activities, and for raising the question. Carry your safe practices home with you to your families and friends as you enter into the busy summer season.



HR REMINDER

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Open enrollment for the health plan is in May with an effective date of coverage June 1st, 2011.



If you are in a health plan currently and want to switch to another plan; this would be the time to do so.

If you will be making any changes, you will need to complete a new enrollment form. Enrollment forms can be accessed on the various corporate web sites, from your supervisor or by contacting the HR Department. All enrollment forms should be submitted to the HR Department attention Connie no later than May 20th, 2011.



Security Awareness: An Active Dynamic in the Industrial Security Program

BSE and BSEn's Security Awareness Program

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What is Security Awareness? Simply put, it is individual responsibility and sufficient understanding to comply with policies. Our Industrial Security Program (ISP) is very successful because of the active participation of all our employees. However we cannot afford to rest on our past successes. Therefore collectively we need to seek out and engage threats and vulnerabilities that could affect our security and the information we protect. A key dynamic of our ISP is Security Awareness. We are challenged to know the threats and be on guard to avoid classified spills, inadvertent access, or nefarious actions of our adversaries and competitors.

Threats and vulnerabilities rear themselves in ways that may seem harmless to the unsuspecting eye. A simple thumb drive and compact discs are capable of holding several gigabytes of information; camera and cell phones have the capability to capture video and voice recordings. Used improperly, social media like Facebook and Twitter can be an avenue to discuss job related business or your movements may be tracked. Least of all the ever-present threat is the person who seeks to steal our information or trade secrets.

All these threats can be neutralized with an effective Security Awareness Program. Our program includes annual, periodic, and recurring training, executive level training, conference calls, newsletter articles, posters, and You. If you have a good idea with regards to enhancing our security awareness, feel free to step forward and lend your ideas which can help all to "Know your Threats".

A big welcome goes out to our new crew of cleared employees at Eielson AFB and Elmendorf AFB, AK in support of the GSA-JPARC Contract.

As always, if you have any security concerns, your security office is ready to support. You can contact us via email or call using the information above.



A Security Shout-out goes to Mr. Barry Merrill for entering the winning slogan for our new Security Awareness Poster. "Know Your Threats"

Brand Marketing - It's More Than Logos But It's a Great Start

Barry Merrill - I.T. Manager -

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Brand Marketing has always been important for any business. In our electronic age, getting our name out to the public to potential customers can mean more than the creation of a logo or a web site. We are Marketing our Brand every time we communicate with a customer or potential client. Anytime we send anything out that has a company logo on it is a chance to market the company. Take a look at the logos to the right and compare them carefully. While they may not seem all that different each logo was created to provide an identity for the company it represents. Customers who purchase our product or service are also buying our brand. Even our employees play key roles as brand ambassadors. It is very important that anytime a logo is used that we are using the most current version in the accurate color format.

Which Logo is the Current Logo for each Company?



Logo A

or



Logo B



Logo A

or



Logo B

Sounds easy enough right? Well that's not always the case. Old logo files on a form or document or a web site page that presents old or outdated information could potentially confuse a current client or future customer. We need to continue to strive to maintain our Brand Marketing by providing consistency in our logos, use of standardized and approved forms and finally in keeping our web presence up to date with any changes or improvements to the products/services we offer. This includes marketing collateral like brochures and briefings.

So how can you do this? It's Easy. Use the Employee Resource areas to download the most current version of approved forms or letterhead. Download the most current logo files. Send updates for the web site to me and I will get them loaded as soon as possible. Need help creating a sign, banner, or shirt with the current logo using the approved colors? Send me an email and I will be happy to help.

If we remember that a strong brand identity helps differentiate our business from the competition and that branding should influence all points of communication with our customers we will ensure that our brand marketing is designed to go beyond the usage of just a logo.

Logo Quiz Answers: BSE Logo - Logo "A" has been logo since 2003 | BSEn Logo - Logo "B" has been the logo since 2008

Barksdale AFB, It's Just Different Here

Jesse Cummings , Site Manager, Barksdale AFB, LA
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Here at Barksdale AFB, Louisiana, everything seems to operate differently. It's not just because it's Louisiana, and it's not just because it's Barksdale with its many huge and heavy B-52 bombers. Things are just mainly very different here at Green Flag East because it's Green Flag East.

Green Flag East is somewhat the little brother of Green Flag West (GFW), which operates at Nellis AFB, Nevada; they are both within the 57th Wing at Nellis. Green Flag East (GFE) operates on a smaller scale than GFW, and GFE is air-to-ground training only.

We load our Air Combat Training Systems (ACTS) pods on to the aircraft of a new visiting squadron each month for a new exercise. They then fly various types of training missions down range, full blown nearly 24/7, in support of a large ground force of about 4,000 or more. This is mandatory pre-deployment training for both the flying unit and the ground forces, so that they learn and hone their skills here in working together for a common mission.

The ACTS shop is an integral, imbedded member of the GFE team. Early in the morning of day one of each exercise, there is a mass pilot in-brief, which the shop manager is requested to attend and speak briefly about ACTS P5 pods and procedures, and field questions. However, before that part of the briefing, the commander of the 548th Combat Training Squadron (CTS) relates to the young pilots about the long and storied history of the 548th, promising a reward to anyone who can correctly identify the picture of the aircraft on the screen that our early 548th founding forbearers flew. Sometimes no one knows, but usually some young nerdy pilot who has studied old aircraft correctly identifies it as a P-61 (pictured below).



Then the Colonel regales about how the unit was then called the 548th Night Pursuit Squadron, and the black P-61 was the first aircraft with radar, and the 548th, operating in the islands of the South Pacific, is credited with the last two kills of Japanese aircraft of WWII.

Then, sometime later in the briefing, the Colonel brings up his slide that is my cue to get up and discuss P5 ACTS. The pod slide that he brings up on his screen is a black & white photograph of three guys somewhere in the South Pacific, loading some kind of pod on to a 548th P-61. So, after speaking briefly about pods and

processes, I field any questions. Usually, someone, having noted my seasoned maturity, smilingly asks which guy in the picture is me, to which I answer – “Oh, I'm not in that picture...I took that picture!” This is followed by laughter and applause while I slip away to the back of the room. (If it is a squadron that is unfamiliar with P5 ACTS pods, there will be an additional slide depicting a P5 ACTS pod.)



Authority of Government Personnel

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Because most of you who are reading this article are, at some level, supporting the U.S. Government as a contract employee I want to take a moment to talk about who, within our daily lives, has the authority to direct our actions as a Government contractor.

The performance of government contracts involves a wide variety of Government personnel. Contract Administrators and Specialists, Contracting Officer's Technical Representatives (COTR), Program Managers and, yes, even Commanders and Officers of the Department of Defense. There is no doubt that many of these individuals carry a tremendous amount of authority and very few of them are hesitant to direct changes to what we are doing or to direct us to perform additional or alternate work. But, do they have the authority to do so?

In private agency law, an employer is bound by an employee under the legal theory of **apparent authority**, if the employer has permitted the employee to assume authority or has held out the employee as possessing authority. In the world of Government contracting, however, the concept of apparent authority does not exist, at least legally.

Consistently the boards and courts have rejected the apparent authority rule, holding that **actual authority** is required to bind the Government. Whatever the form in which the U.S. Government functions, anyone entering into an arrangement with the Government takes the risk of having

accurately ascertained that the individual who purports to act for the Government is operating within the bounds of their actual authority.

No individual, unless delegated authority in writing by the Contracting Officer, can direct a material change to the work which we are performing. Material change means any change that alters **WHAT** we are doing, **WHEN** we are doing it, and **HOW MUCH** it costs to do the work. What that means is that, in representing any of the Bering Sea Group companies, you are responsible for walking a very fine line in making sure that our customer is happy with our work, and making sure that you also protect the interests of your employer.

When directed by a Government employee as to any action which you believe may be a material change in what you are doing, you should let them know that we are happy to do so, but you need to get approval from your direct supervisor. In all cases if, indeed, it is a material change in the work we are performing, significant advance coordination with the Contracting Officer will be necessary and we need to perform this coordination **BEFORE** we follow the new directions.

Remember, only a warranted Contracting Officer of the Government can authorize a material change to our work and without that authorization we perform “at risk” and stand to not only absorb any additional cost without compensation but, more importantly, we are in violation of the agreement which we have entered into to perform our jobs.

Mountain Home, Idaho - The Fishing is Great
Thomas Hissong - Electronics Tech. Mountain Home AFB, ID

The Mountain Home area is a great place to visit if you enjoy outdoor activities as it is surrounded by vast tracts of public land, mostly Bureau of Land Management areas to the south and National Forest to the north. Fishing, in particular, is a leisure sport that many folks in this part of Idaho enjoy.

The Snake River, about 20 miles to the south, is the most easily accessible fishery in the area, and includes C.J. Strike Reservoir, a very popular impoundment of the river. There are multiple campgrounds

and parks with boat launches, and fishing from the bank can also be good. There are many warm water species of fish available, such as Bass, Crappie, Bluegill and Perch, as well as Rainbow Trout. There is also catch and release fishing for Sturgeon, which can grow to ten feet long.

About 20 miles to the north you'll find the South Fork of the Boise River. This is a freestone mountain stream more typical of the Rocky Mountains. The stretch below Anderson Ranch Dam (pictured to the right) is recognized as a blue ribbon trophy trout

fishery and a destination for fly anglers throughout the Northwest.

There are many other lakes, reservoirs, rivers and creeks in the local area and almost all are stocked with catchable sized trout and many other types of fish. There is basically good fishing in any direction, any time of year.



First T-38 Talon Arrives at Joint Base Langley-Eustis
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If you remember from last quarter's article "T-38 Talons Heading to Joint Base Langley-Eustis VA", we informed you of the unique transition of T-38 Talons from a South Korean Airbase that were getting a new life. Well they have started to arrive after being regenerated at Holloman AFB. With a new paint job and a new purpose these aircraft will offer a unique training tool for the pilots at Langley AFB.

Paul Kosack Staff Writer for the Air Force Times provided the following insight on this project from Lt. Col. Derek Wyler, the 1st OG Adversary Air Program lead.

While the T-38 is no match for the F-22, it offers the Air Force a relatively cheap way to keep fighter pilots sharp. "This program will provide some great opportunities at an economical price," said Lt. Col. Derek Wyler, the 1st OG Adversary Air Program lead and an experienced T-38 and F-15 pilot. Using T-38s as aggressors saves fuel and gives F-22 pilots experience in being attacked by multiple aircraft rather than dueling among themselves.

The Talons will engage the F-22s mimicking adversarial tactics and weapons, called Red Air flying, to ensure challenging scenarios. The training also permits pilots to improvise tactics in the sky. Wyler said the T-38 can be adapted to other missions within the Air Force. "It's not exclusively an adversary air platform. The Talon is also a companion trainer for U-2 and B-2 pilots and introduces basic fighter-pilot skills for aviators selected for other operational fighter aircraft."

BSE will be assisting in the integration of the T-38 tracking information to provide the F-22's and T-38's with debrief capabilities using the existing training system BSE is already contracted to maintain at Langley AFB, thus providing all the pilots with more viable training.



Technical Services Division
Employee of the Quarter



Chris Coerver
Computer Operator
Seymour Johnson
AFB, NC,

Job Performance

- Supported flying operations for one of the largest fighter wings in Air Combat Command, supporting nearly 2,900 debriefings for the P5 Air Combat Training System
- Provided refresher training for aircrew returning from Southwest Asia deployment which included building missions programming, mission merging manipulating and viewing ICADS missions

Self Improvement

- Enrolled in Wayne Community College taking 13 credit hours towards an Associates in Applied Science Degree in Computer Information Technology — maintains a perfect 4.0 GPA

Community Involvement

- Regularly donates food and clothing to Good Will and to local homeless shelters
- Recently gave several boxes of clothes to two local homeless shelters
- Donates his time to Union Grove Freewill Baptist Church to work with the youth organizing Vacation Bible School, the Fall Festival, Christmas programs and youth outings

For a complete rundown please visit the Employee Awards web page at www.bseak.com/employee-awards.html

- "HOW TO" CORNER -

Convert a Document to a PDF File No Scanner Needed

Interested in saving some valuable time? Try this trick the next time you need a PDF document created.

Instructions

You will need a Computer with Adobe Acrobat installed – which should be every computer on the current network (there may be exceptions).

Step 1 - Open the document or graphic in the originating application. (Word, Excel, etc)

Step 2 - Click the "File" option, usually located on the top navigation bar, and then select "Print."

Step 3 - Select the "Adobe PDF" option from the Printer Name dropdown list and click "OK." The "File Save" dialog box will appear.

Step 4 - Type a name for the new PDF document in the first input box. Leave the "PDF File" option selected in the second ("File Type") dropdown box.

Step 5 - Click the "Save" button. The PDF print file has been captured and saved.

Step 6 - Open Windows Explorer and navigate to the new PDF file. Open the file in a compatible application such as Adobe Reader or Acrobat to verify.

Optional Step – If you have a multiple page document that requires one or more pages to be signed, you can create a PDF file using the steps above. Print only the pages that require signatures. Sign those pages and then scan those pages as individual PDF files. Open the main PDF file you saved earlier and use the Document > Replace Pages feature with Adobe Acrobat to replace the signature pages.

Technical Services Division Update

BT Smith - Director, Technical Services Division
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It has been 30 years since I actually experienced "spring-break-up" in Fairbanks, Alaska (my first and only military assignment "up North"). I have to thank GSA for the opportunity to revisit my past. As you might recall from past newsletters we had been looking at bidding on the Joint Pacific Alaska Range Complex, when our management team determined the risk too high we opted to not bid this effort. However, due to our superior past performance and some recommendations from our current and past customers we were offered an opportunity to supplement the current Operations, Maintenance and Support contractor.

This contract was actually negotiated and awarded on Friday the 1st of April and we had to have people in-place to begin work on Monday the 4th. The result, a road-trip for myself and Dean Hughes from Anchorage to Fairbanks, to find almost 20 qualified individuals to accomplish a variety of tasks from supply to operating and maintaining threats and radars.

We were successful in filling all the requirements of our contract and BSEn now has temporary employees at both Eielson AFB and Elmendorf AFB that will be part of our team through the end of July 2011. They will be supporting two Red Flag Alaska Exercises along with a Northern Edge Exercise (Navy participation off the coast of Alaska). Besides the temporary hires JJ Storch, Neil Emiro and Ed Kelly, all with a strong background in threats and radars, will be traveling back and forth to support these high visibility exercises.

Welcome to our new employees and hopefully we will find a way to make these employees a permanent addition to our repertoire of capabilities and skills. I stand by my observations from 30 years ago, Fairbanks is beautiful all spring, summer and fall, both weeks!

safety culture is up to date and up to speed from the project execution level up to the corporate program level. I will be assisting with the development of project safety plans, traveling to site kickoff meetings, and performing site safety audits. I will also be available as a resource for safety related questions and issues. Know that I am available and excited to perform this duty. Together, we will continue to grow our safety culture into a core value that always has a positive presence.

By the time you read this it will be official, BSEn teamed with BSE and DRS has won the follow-on P5 contract, a 4.5 year contract valued at \$25M. This was a competitive procurement and with it there will be several cost saving measurements that will be implemented with this new contract and will impact both operations and personnel.

Numerous employees will be transitioning from BSE to BSEn and will be required to complete all new hire packages, this includes all paperwork, only 401K and medical enrollment forms are excluded from this requirement (unless you desire to change 401K contributions or medical coverages) with each employee getting new offer letters.

The requirement is to complete our transition within 30 days or by the end of May. We should be able to meet this requirement and most sites will transition as early as possible. A BSEn or Bering Sea Group employee will be visiting each site to assist with completing the myriad of paperwork that will accompany this transition. We will begin operations overseas beginning with Lakenheath AFB, England, in June timeframe followed by Spangdahlem AB, Germany in July and Aviano AB, Italy in August timeframe. It is going to be a busy summer, but it should be both interesting and rewarding.

Thanks to all of the employees that help put our proposal together (Neil Emiro, Barry Merrill, Art Macon, Steve Morrison, Mike Phipps, JJ Storch, Wayne Supplee, Dave Goldsberry, Melvin Johnson and Jesse Cummings).



Article Deadline for the August Edition of the Quarterly Newsletter is July 27, 2011



Hello, my name is Brandon Wheeler, and I am BSG's Corporate Health and Safety Officer. I will be working to ensure that BSG's health and