

BSG

Bering Sea Group

Corporate Newsletter

Spring 2013

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



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Time

R. Dean Hughes - BSG Executive VP

Finding the time to write this article has been a challenge, everything is so busy this time of year, hard to believe its already 2013. As I look around at all the activities that the Bering Sea Group is involved in that are eating up my time, I am starting to understand how little time each of us really has to accomplish our goals. For most of us summer is the big push, that time of year when it all comes together and all our efforts to get ready either fly or fail. You throw in contracts that are changing hands, going for bid, or waiting on funds and the picture just gets cloudier and more complicated. It's a challenge.

This past month we had our annual managers meeting; each manager got up in front of management and gave their best guess at where they thought their division would be this time next year, and years to come. In the past the two days of meeting and two days of travel were not that big of an impact to our managers, but this year, and unfortunately future years, being out of the management loop that long is a strain, both on them and their staff.

Time has become a valued commodity for those in the Bering Sea Group, and not just for the managers, but for the back office staff that supports

the managers, they have to shuffle and readjust their efforts just as the managers do but without much advanced notice. Time has become precious as we have grown and will remain very valuable in the future as we continue to grow.

With that in mind I would ask that each of you think about that in your daily

activities, that manager that can't seem to get back to you, most likely is not ignoring you. That corporate office staff member that hasn't got to the item you are waiting for is very likely trying to get to it. Like you they only have so much time in a day, and for most it's a long day, each of you work hard and try to be expedient in your delivery of your work to our clients. With four companies in BSG, and two new ones on the way, your request may be urgent, but it also may be not the next one the individual is working on, there may be several items in front of your request that is just as important to the individual that submitted it as yours is to you. There are some things that can be done that will help, the most important is to understand each of us is limited in available time.

As our days get longer and the busy summer season draws closer, the amount of available time will dwindle for each of us, letting your manager or office personal know as much in advance as possible of your needs or changing schedule will greatly reduce the time to get your tasks accomplished and hopefully keep you on time with your projects.

2013, I wish us all a great year!



Security Awareness Program

If You See Something, Say Something

In 2011 the Department of Homeland Security was licensed to use a slogan developed in New York—If you See Something, Say Something. This basic idea encourages all citizens to play an active role in homeland security. Should anyone observe behavior that could reasonably be associated as a pre-cursor to a terrorist event, they should report it to the proper authorities.

This idea can carry forward to BSG's cleared employees protecting sensitive information, along with those of us who process Personally Identifiable Information, or perhaps our intellectual properties. If something seems to deviate from established procedures you should say something. We all have a duty to protect the company's interest. In doing so, we ensure the vitality and solvency of BSG for years to come.

What to do if you "See Something" ... "Say Something." Addressing and resolving issues such as security violations, insider threat or other significant issues within industry are among the highest priorities within the Defense Security Service (DSS). There is a clear standard for addressing and reporting violations by all cleared employees. When a reportable event occurs, whether it is a suspicious contact, security violation or adverse information, it is critical that the observer report this information to the FSO (Visitor Groups should advise their on-base security manager). These security professionals are cognizant of factors impacting their workforce, and take steps to ensure that



Industrial Security Contacts

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employees are aware of security policies, are trained appropriately, and remain diligent in their duties to protect classified information. Our DSS (Matthew Gail) continues to stress this during security assessments and he highly encourages our continued success.

Please take a few minutes to view the DHS "If you See something, Say something" video available through the DHS website at: "<http://www.dhs.gov/if-you-see-something-say-something-campaign>" or our companies' security awareness web page at "<http://www.beringseagroup.com/bsg-secure/bsg/training-security.html>".

Common Vulnerabilities:

The Defense Security Service provided a list of the most common vulnerabilities found during DSS assessments throughout 2012. Among them are:

- Persons without proper eligibility accessing classified
- Unreported FCL change conditions
- Uncleared Key Management Personnel
- Personnel clearance re-investigations out-of-scope
- Not reporting classified compromises
- Poor safe combination security

BSG's Annual Security Training conducted in January was a tremendous success. We provided training for our cleared (and some uncleared) employees on 2 continents, 4 countries, and 13 cities. Thank you all for promptly completing your annual security training. For this training session, we'd like to give a Security Shout Out to Shelton Choy and his crew in Hawaii as the first "team" to complete the training. Great job guys! As a reminder, the annual security training is available to you 24/7 on our company security awareness web site.

Adversaries are Targeting U.S. Technologies - "THE ROLE OF INDUSTRY"

In carrying out its mission, DSS relies on the support of cleared contractor employees and the U.S. intelligence and law enforcement communities. Chapter 1, Section 3 of Department of Defense (DoD) Instruction 5220.22-M, National Industrial Security Program Operating Manual (NISPOM), dated February 28, 2006, requires cleared contractors to remain vigilant and report suspicious contacts. The process that begins with initial industry reporting and continues with ongoing and collective analysis reaches its ultimate stage in successful investigations or operations by federal investigative or intelligence agencies. In accordance with the reporting requirements laid out in the NISPOM, DSS receives and analyzes reports from cleared contractors and categorizes them as suspicious, unsubstantiated, or of no value. For each reported collection attempt, DSS data aggregation and analysis methodologies seek to gather as much information as possible. The analysis of this information forms the basis for this report. Such cleared contractor reporting provides information concerning actual, probable, or possible espionage, sabotage, terrorism, or subversion activities to DSS and the Federal Bureau of Investigation. When indicated, DSS refers cases of CI concern to its partners in the law enforcement and intelligence communities for potential exploitation or neutralization. DSS follows up with remedial actions for industry to decrease the threat in the future. This builds awareness and understanding of the individual and collective threats and actions and informs our defenses. Read the complete report at the BSG's Security Awareness web site.

Accounting Community News

Jeanette Matthews - Controller

The tax laws changed on January 1. The following items affect all employees.

Social Security deduction for employees had dropped from the traditional 6.2% of wages to 4.2% a number of years back. The 6.2% was reinstated on January 1, 2013. The maximum wages for Social Security was raised to \$113,700, so the maximum social security to be withheld this year will be \$7,049.40. The additional 2% adds \$20 to your deduction for every \$1,000 earned.

401(K) plan has raised the elective deferral from \$17,000 to \$17,500 for 2013. The catch up withholding of \$5,500 remains the same for a total deferral of \$23,000 allowed for those over 50 years old who have submitted the form for catch up withholding. If you need to raise your deferral, please get the appropriate paperwork from Connie Bergo at cbergo@bseak.com to do so.

The Foreign Earned Income Exclusion for our employees working in a foreign country is \$97,600, up from \$95,100 in 2012. Earnings over that will be subject to a standard W-4 withholding amount.

Our federal tax tables have been updated in our accounting software. Most people will see a minor drop in withholding. If you feel you are having too much or too little withheld, please submit a new W-4.

W-2's should have been received by the time you receive this newsletter, or shortly thereafter. Please check these carefully. If there are any questions, please submit them to payroll@bseak.com and we will respond as quickly as possible.

One new entry on the W-2's is in box 12, code DD – this is the insurance premiums the company paid for health insurance per individual. This is a non taxable item – it is for information only. This is a new requirement of the IRS to report.

Barbara Mandregan has accepted a new role as Contracts Manager. We are in the process of looking for a new biller to join our team. Barbara will be involved until a smooth transition is complete and will continue to be available for questions and help as we need it. Ernest Gray will be stepping up to take over some of Barbara's work and become the lead biller for all BSG companies.

Please be sure to code and submit P card receipts on time – we are working for 100% coding to make sure all costs are correct in the system.

We are testing two electronic time keeping systems. The goal is to have a system which can work from a smart phone to any computer and which will give you correct information to complete your own time cards and have them reviewed and approved on line. This should help both accuracy and timeliness in recording time worked against jobs.

Feel free to contact our department for any and all accounting questions. Our role is to support the field in all its needs.

Thank you for any feedback you provide.

Take Care of Your Yourself

G. Michael Taylor
- Senior Vice President

The greatest asset that the Bering Sea Group has is our people. We are very fortunate that we have the dedicated, skilled, and versatile work force which we have as it has allowed us to not only survive, but thrive, in a very uncertain economic environment. With the efforts that everyone puts in each and every day we also run a risk that we become run down and vulnerable to some of the communicable viruses which are everywhere (especially this time of year). One way to lower the risk is to maintain a healthy lifestyle which includes exercise. A healthy lifestyle is not about perfection; it's about progress and building good habits upon good habits. Here are some tips to getting started.

Create a Playlist: Music is a great motivator. Create a playlist of songs with a steady, fast beat that makes you want to move. Smart phones and headsets are valuable to your exercise regimen.

Share Your Goals: Tell your friends and family about your exercise goals, they'll support you to stay on track and reach them. Recruit an exercise partner, real or virtual, another great way to share your goals.

Work Toward Something: Give yourself something to work toward. An athletic event, such as a race, may give you more motivation to get moving. Set a workout schedule and make a training plan.

Go to Bed Early: When you feel refreshed, you are more likely to have the energy and feel motivated to exercise.

Give It 10 Minutes: Getting started with your workout can be challenging. If you can get yourself out the door and tell yourself that you only need to exercise for 10 minutes, after that you're likely to get in the groove of your workout and continue.

The image shows a Form W-2 Wage and Tax Statement for the year 2012. The form is divided into several sections. Section a is for the employee's social security number. Section b is for the employer identification number (EIN). Section c is for the employee's name, address, and ZIP code. Section d is for the control number. Section e is for the employee's first name and initial, last name, and suffix. Section f is for the employee's address and ZIP code. Section g is for the state ID number. Section h is for state wages, tips, etc. Section i is for state income tax. Section j is for local wages, tips, etc. Section k is for local income tax. Section l is for locality name. Section 1 is for wages, tips, other compensation. Section 2 is for federal income tax withheld. Section 3 is for social security wages. Section 4 is for social security tax withheld. Section 5 is for Medicare wages and tips. Section 6 is for Medicare tax withheld. Section 7 is for social security tips. Section 8 is for allocated tips. Section 9 is for dependent care benefits. Section 10 is for nonqualified plans. Section 11 is for health insurance, retirement plan, and stock plan. Section 12 is for other information, including codes DD, DD1, DD2, and DD3. The form is dated 2012 and is issued by the Department of the Treasury - Internal Revenue Service.

New Company Web Sites Now Online

Barry Merrill - I.T. Manager

Bering Sea Environmental and Group HI each received a much needed rejuvenating face-lift to their long standing web sites. Services have evolved over the years with new projects and experiences which have shaped the way we present ourselves to the public. These new sites feature faster load times and take up less server space than the old sites. They focus on getting essential information out to potential clients of all the services and benefits that come with doing business with a Bering Sea Group company. As of this newsletter all menus and interactive slide presentations are PC/MAC/iPad compatible.

What's next on tap? Be on the look out for a new look for the Bering Sea Group web site as well as a more marketing material improvements in 2013.

www.bsenv.com

www.grouphi.net

Safety Awareness Program

Driving Past Distractions

Brandon Wheeler, Corporate HSE Manager

Most of us have heard about the tragic consequences of texting while driving, thanks to large campaigns trying to battle it. Is "epidemic" a better word to describe this problem? After reading a few statistics, you can decide. In 2011, 3,331 people were killed in crashes involving a distracted driver and 387,000 people were injured¹. While all these may not be the direct result of texting, consider results of these three studies;

1. Drivers who use hand-held devices are four (4) times more likely to get into crashes serious enough to injure themselves²,
2. Text messaging creates a crash risk 23 times worse than driving while not distracted³, and
3. Driving while using a cell phone reduces the amount of brain activity associated with driving by 37%⁴.

Couple this information with a HealthStyles 2010 Survey indicating over half (52%) of U.S. drivers ages 18-29 admit to texting or e-mailing while driving at least once in the last 30 days, and more than a quarter (25%) texting or e-mailing "regularly" or "fairly often" while driving⁵, and "epidemic" seem like an understatement.

It is undeniable that texting while driving is an extreme hazard that should be eradicated. In 2009, President Obama issued an executive order prohibiting federal employees from texting while driving on government business or with government equipment, and in 2010 the Federal Motor Carrier Safety Administration enacted a ban that prohibits commercial vehicle drivers from texting while driving.

What about other distractions which are contributing to those high numbers of deaths and injuries? A HealthDay poll from November 2011, showed of 2,800 people surveyed, high percentages reported eating and drinking, manipulating GPS units, combing/styling hair, putting on makeup, and even surfing the web while driving⁶. More disturbing,

a large percentage of respondents said they knew it was dangerous to drive while distracted, but did it anyways⁷.

A growing awareness has also been directed toward driving while tired. Multiple studies have shown that driving drowsy can be equivalent to driving at the legally intoxicated limit of 0.08% blood alcohol content (BAC)⁸. The American Automobile Association (AAA) estimates that one out of every six (16.5%) deadly traffic accidents, and one out of eight (12.5%) crashes requiring hospitalization of car drivers or passengers is due to drowsy driving. Of polled drivers, 41% admitted to having fallen asleep at the wheel at some point, with one in ten drivers (10%) reporting they did so within the past year; and more than one-quarter of drivers (27%) admitting they had driven while they were "so sleepy that [they] had a hard time keeping [their] eyes open" within the past month⁹. The National Sleep Foundation's 2009 Sleep in America poll shows that as many as 1.9 million drivers have had a car crash or a near miss due to drowsiness in the past year and 54% of drivers, or 105 million, have driven while drowsy at least once in the past year. Of those same people surveyed, 28%, or 54 million, do so at least once per month.

All people associated with our companies from employees, clients, and subcontractors, to neighbors, friends, and families, are important enough to share the message of safe, undistracted driving. Trying to convince others to focus on the safety of operating a vehicle can be a difficult task because driving has become second nature and is often placed in the back of the mind as an automated task. The numbers of observations, decisions, and reactions that must occur on a simple drive to work can be in the thousands and are different every day. Driving is not an automated or back-of-the-mind activity. Please discuss this with others and convince them how important it is that they get where they are going safely, every time. You individually, and more importantly we as a group, can always make a difference.



Information Sources

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Top 12 small federal contractor stories of 2012

G. Michael Taylor - Senior Vice President

1. Uncertainty the norm. Ups and downs in outlook became the norm for federal contractors in 2012, due to a very divided and partisan political environment and a slow recovery from the recession that began after the mortgage banking industry emergency bailout in 2008.
2. Centralization trend. Consolidation was the strongest trend for 2012 procurements. The Obama Administration and House GOP leaders pushed for centralized structuring of acquisitions in the Federal Strategic Sourcing Initiative to lower costs. Many small vendors expressed resistance because of fears of being left out. Agency leaders pledged set asides for small businesses.
3. Federal travel 'scandals'. Members of Congress, along with federal auditors, expressed outrage at GSA, Defense and Veterans Affairs for alleged excessive spending on conferences and travel. GSA chief Martha Johnson was among those who resigned in the fallout.
4. Small biz goal a fail. For at least six years in a row, the federal government failed to meet the 23% small business contracting goal established with the Small Business Administration. The lack of success brought with it some soul-searching, along with an initiative in the House to raise the goal to 25%.
5. SBA Size Standards. The SBA continued its major update of its size standards for small businesses in 2012. A main driver for size standard changes was conforming to the Office of Management and Budget's 2012 modifications of the North American Industry Classification System, which created 76 new industries, among other changes. The revisions to size standards are stirring some opposition with vendor complaints that small business owners in some industries may face more competition from larger firms.
6. Women-owned firms stalling? Congress created the women-owned small business set-aside program in 2000, but implementation languished until a final rule was published in February 2011. After a pretty good start, it seemed to stall. In the first half of fiscal 2012, about 8,000 women business owners had signed up and the set-asides generated about \$3.6 million contracts in the first six months of fiscal 2012. But that was on a path to generate less than in the previous year, in which the program delivered \$21 million in activity.
7. VA recertifications. Following many complaints about denials in VA recertifications of veteran-owned firms, the program had a surprising turnaround mid-year. From October 2010 to September 2011, 69% of initial applications were denied. From September 2011 to August 2012, the trend reversed itself and 73% of initial applications were approved and only 27% denied.
8. HUBZone shrinkage. More than 2,500 HubZone firms were decertified in 2012, representing about 27% of the total. Most of the changes reflected shifts in population shown in the 2010 census.
9. Simplified Acquisition. SBA announced that about 64% of procurements under simplified acquisition procedures go to small business. Even so, many specialists argue that simplified acquisition could be even more effective as a tool for boosting small vendors.
10. Small biz in politics. Small business became a highly political topic, with GOP contenders promoting "We Built It" and Obama hitting GOP Candidate Mitt Romney's past involvement in company outsourcings and layoffs while at Bain Capital. On taxes, the Republicans asserted that Obama's plan for people with incomes over \$200,000 would hurt small business owners.
11. Set-Asides in Court. Federal set-asides for small businesses under the 8(a) program sustained a landmark constitutional challenge in the U.S. District Court for the District of Columbia. But the case did not uphold the Defense Department's application of the 8(a) program in a specific case. In the DynaLantic decision, the court ruled that 8(a) was not constitutional as applied by DOD to the military simulation and training industry.
12. National Defense bill. Every year, the big defense authorization package bill contains some important provisions affecting small contractors. This year, those items in the fiscal 2013 Pentagon spending package included measures to reduce the contractor workforce, consider small business goals in federal executives' job reviews and remove the cap on awards to women-owned small firms. There also were clauses pertaining to small business size standards, cybersecurity reporting, and cost-plus contracts, among others.

Munitions Response & Range Services

Range Clearance and Target Revitalization at the Yodaville Target Area, Marine Corps Air Station Yuma, AZ

Daniel Skrobialowski - Director

The BSE Munitions Response Division recently completed a target revitalization project at the Yodaville Urban Target Complex located on Marine Corps Air Station (MCAS) Yuma, Arizona.

Yodaville is a Military Operations on Urban Terrain (MOUT) Complex located 25 miles southeast of Yuma, Arizona.

Yodaville was constructed in 1998 as an urban close air support target complex to provide a realistic simulation of urban areas over which Marine Corps Aviators can train. The target complex is 185 acres which is comprised of the 22 acres MOUT Target and 163 acres desert ground maneuver area and buffer zone surrounding the MOUT.

From the air, the Yodaville target resembles a typical town with streets, vehicles, and representative buildings constructed with discarded Cluster Bomb Unit (CBU) containers and ISO containers welded together.

The target was shut down from December 10, 2012 through January 6, 2013 to allow BSE to complete the work. During the shutdown, BSE conducted an Operational Range Clearance (ORC) clearing unexploded ordnance (UXO), discarded military munitions and target debris from the surface and designated subsurface locations. Additional range sustainment activities included identifying damaged targets and replacing them with ISO box targets, filling in the bomb craters to create a level surface, and spraying the dirt target roads with a black-colored soil stabilizing liquid known as "Rhino-Snot®". All the range debris was removed from Yodaville and transported 20 miles to a range holding area for later processing.

Upon project completion, representatives from NAVFAC and MCAS Yuma conducted and acceptance inspected and found zero deficiencies with the final product finished to specification on budget and on time. This resulted in a request to perform additional work which is currently on-going.



The following statistics were compiled during the performance of this project:

- A total of 6 CBU target structures were removed.
- A total of 50 ISO boxes were placed in various simulated building configurations. The tallest structure being five ISO containers high, and the highest structure in the target complex
- 420.8 acres were surface cleared for UXO
- 2,400 square feet was sub-surface cleared for UXO
- 3.7 acres of target roads had Rhino Snot® applied
- 442 UXO items were discovered and destroyed by detonation.
- Over 99 tons of range debris were transported to the Range Holding Area (RHA)
- A total of 3,200 labor-hours were expended
- No health and safety, or lost time incidents



Technical Services Division Update

BT Smith - Director

2012 was an exceptional year not only for Technical Services Division but also for both BSEn and BSE individually. Additionally, recent news gives us hope that our economy is on the mend, however, there are clouds on the horizon that may very well spell leaner times ahead for Government contracting. The on-going budget crisis has yet to be resolved and no one is certain of what the impact will be. I have heard of the possibility of furloughs for civilian employees and possible Reductions in Force (RIFs) for military members. I do know that the Chief of Staff of the Air Force recently announced all government travel will be restricted to mission essential requirements in an attempt to reduce costs.

We have seen impacts in the contracting arena where contract awards are being delayed (two such contracts we have submitted proposal on) awaiting budget resolutions. Additionally, we have seen major delays in getting contracting efforts on the street and noticed several efforts, which were previously contracted out, revert back to Government civilian control. All of this has increased the amount of competition within the Government and Commercial arena. With this increase competition there has been a 20% increase in protests over contract awards, with 18% of those protests being sustained by the GAO.

What is the solution? The best solution is to continue to stay focused, accomplish your tasks, manage your budgets, and meet the contractual requirements and strive in our efforts to “keep our customers satisfied.” With all of the discussions I have had I do not anticipate any negative impacts to our ACTS contract. There are indications that PACAF will soon award the follow-on to our current ECTS contract and we are hopeful. I will do everything possible to keep everyone informed, the only thing I am certain of is that things will change and we will adapt.



**Gregory
Stewart**

**Pod Tech III
Shaw AFB, SC**

Technical Services Division - Employee of the Year

Job Performance

- Phenomenal effort with over 6400 sorties supported for 2012, 16.8% of all sorties flown for all of ACC and USAFE while maintaining an 97% FMC rate
- Performed both Site Manager duties and Lead Technician duties from April through September when the site manager was recalled to active duty to support combat operations in Afghanistan—a phenomenal effort and he never missed a single beat!
- Tenacious—two lightning strikes damaged both REI equipment to include four radios—scrambled to find loaner radios from other sites keeping Shaw system working while radios were repaired by the manufacturer to minimize operational impact

Self Improvement

- In his final semester of his Degree in Electronics maintaining a 3.8 GPA

Community Involvement

- Active with the Air Force Sergeants Association, working with local leaders to provide better benefits to the Air Force community



**Christopher
Coerver**

**Computer Operator
Seymour Johnson
AFB, NC**

Technical Services Division - Employee of the Quarter

Job Performance

- Aggressively supports daily flying schedules for four fighter squadrons, supporting the flying of 2,262 sorties with 2,244 successful sorties flown
- 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

Self Improvement

- Completing his Associates Degree in Computer Information Technology, currently enrolled in his final semester at Wayne Community College —maintaining a 4.0 GPA

Community Involvement

- Serves as a council member of the Union Grove Baptist Church



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