



Employee Newsletter

February, 2005 (1st Quarter) Issue 2

Our 2nd Issue of the BSE Employee News is recognition of our Aleut Heritage, and company's origin. Elary Gromoff, Executive Vice President, invites you to learn of our Native Alaska beginnings, commitments and goals.

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Alaska
Elary Gromoff
Executive Vice President



The Aleuts of St. Paul Island, Alaska

Bering Sea Eccotech, Inc. is known by many as BSE; but on the Island of St. Paul, Alaska, it is known simply as "Eccotech." By whatever reference, as a shareholder and Aleut, native to St. Paul Island, I am proud to say BSE is a financially strong company, dedicated to the continuing growth of TDX and its shareholders, the Aleuts of St. Paul Island.



IITC center in St. Paul

BSE's parent, Tanadgusix Corp. (TDX), is an Alaska Native Village Corporation founded in 1972 as part of the Alaska Native Land Claims Settlement Act. Tanadgusix, translated in Aleut means "our land", is a unique Alaska company with strong ties to its Native culture and history. The community of St. Paul Island and home of

TDX is the largest Aleut Community in the world.

Life on St. Paul Island, my hometown, is life at the end of the Earth; on 44 square miles of an unimaginably desolate island in the Bering Sea. The Pribilof Aleuts, my ancestors, were enslaved by the Russian fur traders in the 18th Century, becoming wards of the U.S. Government with the 1867 purchase of Alaska. As such, Aleuts of St. Paul were prohibited from voting or even leaving the island without permission until 1954. I will not forget those harsh times. As wards of the government, the Aleuts harvested thousands of Northern Fur Seals on our Island for the government until the early 1980s when Congress stopped the harvest.



Toxic waste clean-up on the island

BSE Employee Newsletter

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UST Removal – Village of St. Paul

As the seal harvests ended, it seemed the snow crab fisheries would be the island's salvation. TDX invested in the fisheries, supporting the community of St. Paul as it went on to become one of the busiest, most modern crab-processing ports in the world. In the early 1990s, TDX flourished at the peak of the crab boom. When the crab stocks crashed, TDX and St. Paul Island had to diversify to maintain its economic growth and began investing off island. TDX remains

committed to St. Paul Island's economic growth and stability; a commitment woven into BSE's goals.

BSE was formed in 1994 by TDX in order to meet the intent of Public Law 104-91, which mandated participation by Aleut entities and that island residents be granted the employment opportunity to clean-up and remediate former federal properties on St. Paul Island. BSE trained and certified Island shareholders to meet this requirement. During the clean-up years, we have trained over 100 shareholders and their descendants. BSE continues to be a major employer on St. Paul Island, and is committed to be a vital part of the economic growth for the island and its residents.

BSE has other activities on St. Paul. We manage the rock quarries for TDX Corporation, and marine and civil construction projects. BSE has recently established an Information Technology Lab on island to perform Digital Data Conversion for the military. Our new island division provides technical training and opportunity in an area of Auto Cad and text conversion, which has great future for the younger generation.

BSE was built on a solid foundation of environmental experience. We have grown through hard work by all of you. The SBA 8(a) has given us the stepping stones to acquire military contracts nationwide, which has made our BSE family grow. We are a diverse family now with many different traditions and cultures. Our family needs to understand BSE's history and foundation. Together, I know we and TDX Shareholders are proud of BSE's accomplishments, and will continue to support its vision of a successful future.



2003 St. Paul crew

As we say in Aleut "QAGAALAKUX", THANK-YOU



From the Desk of **Bill Arterburn** **Chief Executive Officer**

Safety: The other day I received reports about an employee who got hurt because he wasn't wearing his personal protective equipment on the job. This type of activity falls into the inexcusable category in my book. BSE makes a great effort to see that everyone is trained and provided with proper equipment, and we **insist** that it be used. BSE prides itself on having a good record of safety because it tells a customer that we care about ourselves, and we care about the customer. Poor safety practices, resulting in careless injuries, have lingering costs that go far beyond the personal injury, and the cost of everyone's insurance. It decreases the value of our company to the customer, limits our ability to get new customers, and places an extra burden on fellow employees. Please, gentlemen and ladies, follow the safety protocols! If you see someone ignoring them, call them on it.

Insurance changes: For many months now I have been telling employees to anticipate changes in BSE's health insurance benefit program. We have experienced many problems with the current carrier and many of you have been inconvenienced in one way or another. BSE believes that providing its employees with a good and supportive health insurance program is a major component of happy and

productive employees. We strive constantly to get the best services for the best price.

As most of you are aware, up to this point our coverage has been cost free to each employee according to his needs. Unfortunately, we have run head on into fiscal reality and the explosion in health costs. The good news is that our new program maintains the current coverage levels and deductibles, and should be uniformly available to everyone throughout the company. (Hawaii employees will remain on a different program.) The bad news is that with the implementation of the new plan, BSE will have to begin assessing a small charge for family and dependent coverage. This is not undertaken lightly, and I hope that we have to go no further, but I view it as a preferable option to decreasing the current level of coverages we offer. BSE still offers a very generous package in comparison to some of the others out there, and we will continue to do so if I have anything to say about it. I request your cooperation and patience as we go through the process of making this change for the better.

We live in a changing world, and as times and conditions evolve in our economy, our relationships, and as our society changes, I think it is good to stop once in a while and reflect upon all the many blessings that we Americans have received. Among them, we have our families, our friends, our fellow workers, and the many privileges and conveniences that we take for granted, that are so unknown throughout the rest of the world. Give it a little thought the next time you are feeling down!!

-Bill Arterburn, CEO



Director of Operations **Dean Hughes**

Usually the end of the year is busy for BSE and then things kind of fall into place and smooth out, but not this year. 2005 has been going strong from the very start - and we don't see a let up in sight! We finished up the year with very strong Contractor Performance Assessment Report's (CPAR) from all the government divisions! Good job on the part of each and every one!

R-3 We have four crews steady at it in Utah at UTTR, in Florida at Avon Park, in Arizona at Luke. The crew at El Centro California is getting ready to move to Boardman Range in Oregon. Hats off to the crew that just left Savanna, that was a hard job in very cold weather!

Hawaii Hawaii operations have been gearing up to start hauling Low Sulfur Oil (LSO) for Hawaiian Electric Company (HECO). This will mean bringing on three new semi trucks with ISO Tankers, complete with on board generators to keep the oil at +190 degrees in case of delays. This will be a nice addition to the Hawaii operations, while putting a stable contract in place with room to grow.



Air Combat Systems Division

Kim "BT" Smith

"Following is Part 2 of BT's 3 part narrative on the World of P4RC."

Ok, where did we leave off? Oh, yes I gave you a short history of the evolution of the ACMI systems, and a brief description of the P4RC that we, BSE, operate and maintain at seven Air Force Bases within the "Lower 48". So let's get to it!

The P4RC system is comprised of two basic sub-systems, the displays and the pods. As with any good military organization, you can't just call them displays and pods -- way too easy. You have to have, not one, but numerous acronyms. So let's start with the pods. Pods have always been known as Airborne Instrumentation Subsystems (AIS). The first ACMI ranges used P3 AIS pods. These pods actually used vacuum tubes as part of their electronics and had air scopes to use outside air to cool the components. After the P3 pods there were P4, P4A, P4AM, P4AX, P4B, P4BE, P4BE(V)1, P4G, P4AM, P4AW, P4N, JTCTS, URITS, HAIS, BAIS, KITS, AKITS, AKITS(V)2. Guess I can leave a description and explanation of each of these for a future article (sound like fun)? Anyway, the AIS associated with P4RC are called P4R1. Each pod variation has to be approved for flight on each type of aircraft and with all of the various weapons load-outs. What this means is that anything you "hang" on an aircraft results in slight changes in the way an aircraft feels and flies, so there is an Air Force office called Seek Eagle that must review anything and everything that is mounted or carried on a combat aircraft. This process is to insure that something loaded on an aircraft will not result in unsafe flight parameters. This process can take months and months to complete, as they normally like to take any new item and actually load it and fly with it to do a comprehensive analysis. Well, with P4RC the Air Force required that the P4R1 pod have the same weight and balance as the P4A series pods so all the Seek Eagle office had to do was some computer modeling to obtain approval as the P4A pods were flown extensively. The P4R1 pods have been approved for flight on F-15s, F-16s, A-10s and F-18s. We have also loaded the pods on Swedish Viggens that Flight International operates out of the Newport News airport, and fly simulated combat sorties against the F-15s here at Langley AFB, VA.

The P4R1 pod has 7 Shop Replaceable Sub-assemblies (power supply, IFFSR, ADIU, battery box, GPN-10, IMU, and isolation box) and numerous metal weights to make-up for weight lost over the past 15+ years through miniaturization. Each pod weights approximately 125lbs and requires a crew of three to load it on any aircraft. For all sites we have supported over 40,000 sorties (one aircraft taking off and landing with a P4R1 pod)! So we stay busy moving pods out on the flightline.

The second sub-system is the display, of which there are two variations. Ah, those acronyms... The Squadron Deployable Ground System (SDGS) and the Flight Deployable Ground System (FDGS). The difference is that the SDGS is an up-scale Dell computer with two Heads-Up Display (HUD) tape readers, two Data Record Device

(DRD) readers all mounted in a hard-shell case to make it transportable, and two projectors. The FDGS is a laptop with only one HUD tape reader and one HUD reader and a single projector that allows the unit to be placed in a travel pod and carried by the aircrew to any deployable location.

The interface between the P4R1 pod and the displays are the DRDs, which are metal cases slightly smaller than a CD case, and outfitted with a flashcard that records all aircraft flight parameters and simulated weapons employment data.

So here is how the system works. The day prior, we get a flying schedule that sets our schedule. The BSE pod load technicians show up and load all aircraft 1 ½ hours prior to flight. Either BSE employees or aircrew will use the SDGS or FDGS to format the DRDs (you have to specify the type of aircraft and the exact weapon station (if you get it wrong the aircraft could appear to fly upside down!). The aircrew will step to the jet with the DRD, load it into the P4R1 pod and then go fly. After the sortie the DRD, full of data, will be taken back to the SDGS or FDGS and the data downloaded (either by a BSE employee or aircrew) for each aircraft that flew together. Next you will combine each file, up to 100 sorties, into a mission and then proceed to review the entire mission. With the system you can zoom in, zoom out, rotate in all axes, actually look through the HUD of each individual aircraft and review all simulated weapons releases.



Well, that gives you a good feel for the P4RC system. If you are still interested, in the next Newsletter I will discuss the P5 system that will begin being fielded at our BSE locations early next fall.

KUDOS



James McClure
P4RC Pod Technician, Cannon AFB.

P4RC's Employee of the Quarter

Congratulations to James McClure who was named P4RC's Employee of the Quarter for 1st quarter, 2005. During this period, Mr. McClure averaged a record setting 57.53 sorties per pod. With insufficient T.O. data, he was able to isolate a communication failure returning a Pod to service to meet a next go; as well as troubleshoot pod no track failure, and reloading software without mission impact. His quick & accurate identification of a hard pod no track failure during flight led to a repair and saving of over \$6,300. He was a flawless performer, leading the pod load team on 897 pod loads with zero defects. His effective scheduling facilitated completion of 32 pod PMI's around an average daily sortie schedule of 43 flights. James identified an aircraft

launcher fail, and was able to troubleshoot and repair a pod Formatted No Data pod failure to faulty GPN. As section TMDE monitor, he received a "No Findings" (error free) on the annual QA inspection, and again while maintaining MSDS "Right To Know Work Center" updating the log book and all container inventory. Mr. McClure is currently enrolled in the Electronic Engineering Associate Degree Program, maintaining a 4.0 GPA. **Whew!**

BSE would also like to recognize P4RC Employee of the Quarter nominees Dave Goldsberry and Thomas Truitt.

The following article, written by William (Bill) Lockney, P4RC Division, was published in a Florida newspaper. BSE has great pride in our military. We hold in honor our service men and women, the sacrifices they and their families have made, and those they continue to make. Our heartfelt gratitude and respect goes out to each one of you.

Thank-you

Blue Star flag — symbol of American military history

By WILLIAM R. LOCKNEY
33RD OPERATIONS SUPPORT SQUADRON

I realized that a Christmas card is not very good if no one understands the meaning of the visual symbolic art. It's sad to discover that the present generation is unaware of the traditional symbols of honor and their history in our country.

This year I decided to enter the annual Eglin Christmas Card Contest on behalf of my employer, Bering Sea Eccotech. Our card was the large window with nine panes and a Christmas tree inside. The left portion of the window had three panes; each pane from top to bottom displayed a different flag or banner—an MIA-POW flag, a Blue Star flag and a Silver Star flag. After the contest I spoke to many civilian and military personnel. To my surprise only two correctly guessed the meaning of the Blue Star, but no one could guess the correct meaning of the Silver Star.

The Silver Star was created at this

time in honor of the veterans who had become invalids from wounds received in combat. All of these flags were displayed at their homes, their businesses and even their churches.

The Blue Star dates back to Alexander the Great, 363-323 B.C., when he made use of this symbol for heroism. George Washington, as President, presented the Purple Heart to two men who fought under him, for exceptional bravery. This medal was not as it appears today, but contained a blue star. During World War I, U.S. Army Capt. Robert Queissner designed the present day Blue Star symbol (a Blue Star in the center on a white background with a red border) representing hope and pride to honor his sons serving at the front. Theodore Roosevelt's family displayed a Gold Star flag (symbolizing the sacrifice to the cause of liberty and freedom) in honor of their son who was shot down over France in 1918.

After Pearl Harbor was attacked, the Sullivan family of Iowa had all five of

their sons join the Navy—all five served on the same ship and all five were killed in combat. This incident caused Congress to decree that no father and his only son nor the last two surviving sons of a family were to see combat at the same time. This was to prevent the genocide of the male family line. Hollywood made a movie based on this true story entitled, "Fighting Sullivans," complete with a final scene with five Blue Stars appearing in the window of their home.

The Blue Star inspired the creation of two organizations called the Blue Star Mothers and the Gold Star Mothers. These members volunteer to whelp those who need physical and emotional rehabilitation, help with medical supplies, transportation,



Photo by Sarah McGaffrey
A Blue Star flag is displayed in a window as a holiday card theme.

food, clothing and friendship.

The National Garden Clubs, in cooperation with the State Highway Department, visualized a living memorial to all veterans. This idea would involve highways across the United States, marked with a Blue Star sign and landscape, dedicated to all American veterans.

After convincing Congress to make this cause official, the Blue Star Memorial Highways were born. These highways are found in every state and Florida is no exception.

The next time you're driving on US Highway 90, look for the Blue Star Memorial Highway marker.

It's important to remember our symbols of honor, in order to keep our traditions from becoming lost forever.

BSE Employee Newsletter

Heads Up!

Re-work of Your Benefits are Ongoing

As Bill Arterburn mentioned in his article, BSE is preparing to make some positive changes in the benefit plans offered our employees. Highlights of the changes include:

- A Nationaly recognized provider for Medical, Dental, Vision, Perscription Drug, and Life Insurance, as well as your 401(k) plan,
- Implementation of Short & Long Term Disability Coverages
- Review of 401(k) Program

Within the next few weeks you will be receiving Health Plan information and enrollment forms from your managers. Please review the Plans and complete the paperwork as soon as possible. If you need assistance, you are encouraged to speak with your managers, or call the Human Resources Department. Your managers will also be advising you of upcoming training sessions to assist you in the transition.

Daylight Savings Time Approaches

Unless you're in Arizona or Hawaii, Saturday, April 3, 2005 marks the beginning of Daylight Savings Time. This is especially important for our Alaska residents as they get that all-important extra hour of daylight at 1:00 in the morning! Indiana residents need to check their address... the 77 Indiana counties in the Eastern time zone do not change to DST, except two counties near Ohio and Kentucky which do. Those counties in the northwest corner and the southwestern tip are in the Central Time Zone and use BOTH Standard and Daylight time... oh, never mind... if you live in Indiana, don't check your watch for the correct time, ask the Hoosier Daylight Coalition. Apparently they're trying to figure it all out.

“Aang” (Aleut for Welcome) New Employees

Alaska

Ross Turner
Richard Viveros
Kurt Lovejoy
Michael Dorton

Hawaii

Anthony Pacheco

P4RC

John Miller

R-3

Thomas Bagby
William Endress
Morgan Wendell
Damian Bourdukofsky

And on the Lighter Side...

The Society for Human Resource Management (SHRM) released a report on 2004's version of "My Dog Ate My Homework". Kathy Gurchiek writes "calling in with a manufactured cough and a fake, throaty "I'm not feeling well" can seem rather dull compared to some excuses employers hear." Following are a few creative ones Ms Gurchiek lists from submittals to the on-line bulletin board: (yes, these were actually used!)

- The postcard with a correctional institution's return address and the message, "I will not be at work next week because I'm in prison."
- A moose stood in a woman's driveway munching leaves from trees and bushes and blocking her exit for about an hour. (Alaskan employees may wonder why this one is considered bizarre)
- "My bus broke down and was held up by robbers."
- "My curlers burned my hair and I had to go to the hairdresser."
- "I eloped."
- "I totaled my wife's jeep in a collision with a cow."
- "A hit man was looking for me."
- There was the employee who couldn't get to work because her car was pointed the wrong way. The reverse gear on her car didn't work, so each night her husband pushed her car into the driveway, pointing it toward the street so she could drive out in the morning. One night they had a fight and her husband refused to turn the car around for her.
- One employee called in to say he thought he might be pregnant.
- And then there's the one who said he couldn't get his pants on. His employer said "that was his full explanation. I didn't ask for further details when he returned the next day, wearing pants."



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