



The SKOOKUM *Skoop*

December 2014

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Photo credit: Rob Potter

*“What lies behind you and what lies in front of you, pales in comparison to what lies inside of you.”
Ralph Waldo Emerson*

A message from Jeff



The approach of the New Year finds Skookum wrapping up another successful year. Skookum prospered because we delivered exceptional service to our Federal customer. This was particularly challenging in 2014 due to the continuing tight Federal budget climate. I believe the adversity created by the tight budget climate brought out the best in Skookum. Our focus on partnership with our Federal customer, our integrity and our transparency were more valued than ever. Our record of exceptional performance, coupled with our knack for finding efficiencies and delivering value, created new opportunities for Skookum, resulting in the addition of two new AbilityOne projects, creating new jobs for people with significant disabilities. The close of the year finds our company with 1,000 employees working in 9 states plus the District of Columbia. Skookum enters the New Year in excellent health and looking forward to the challenges ahead in 2015. We are truly living out our mission to create opportunity for people with disabilities. Thank you and Happy Holidays!

Jeff Dolven | President and CEO

Welcome Nathan Marshall!



Skookum is excited to welcome, **Nathan Marshall** to the Skookum family as the newest Asbestos Abatement Supervisor for the Puget Sound Naval Shipyard contract. Nathan comes to us from his recent eight years of service in the U.S. Navy as a Work Control Technician. During his time in the service he was in charge of up to 5 projects at the same time and managing up to 50 people on all of the different projects. This included creating teams to repair and replace all of the equipment on board a submarine. Nathan is a Washington native, devoted husband and proud father of three wonderful children. When he manages some free time he enjoys running with his wife and building furniture. With all of Nathan's experience and skills from serving in the Navy, he is a welcome addition to our Skookum team!

Skookum Home Office & D40 Help Fight Hunger!

Last month the Home Office staff along with our Puget Sound Naval Shipyard Department 40 employees donated a total of 2,000 lbs (1 TON!) of food to the local food bank, Bremerton Foodline. Wow, that is a lot of food! Thank you to all who were able to help feed the need in our local community. We look forward to doing it again next year!

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December Birthdays

1	Yong Park	15	Jathon Balajadia
1	Alejandro Chavarria	16	Paul Schaefer
1	Jayne Godden	16	Blake McIntyre
2	Jeremiah Nugent	17	Lindsay Hillin
2	Jeffrey Wood	17	Richard McDonald
2	Harvey Becker	17	Dakota McGeachy
3	Christopher Cox	17	Benjamin Steinmetzer
3	Christina Silva	18	Mac Byrd
3	Jason Dismuke	18	Sharleen Yoakum
4	John Kauhi Sr.	19	Paulina Figueras
4	Donald Cooley	19	Rodolfo Chambers
4	Elizabeth Teeters	19	James Carneal
4	Sherrel Silva	19	James Motsinger
5	Thomas Pressel	19	Danny Hoyt
6	Tony Perry	20	Robin Lancaster
6	Matthew Hall	20	Jason Irvine
7	Tawney Buckner	23	Anthony Bass
7	Reginald Pickett	23	Birgit Kouth
7	Charles Canty	23	Dale Williams
7	Jeffery Yakley	23	Rory Winiarski
7	Wesley Tietge	24	Nichole Beal
7	Brian Schaeffer	25	Joseph Baxter
8	Gregory John	26	Kristopher Diggins
8	Clarence Deauvearo	26	April Robertson-Hicks
8	Kyong Henke	26	Victor Cobb
8	Shawn Thomas Jr.	26	Douglas Stouffer
8	Kevin Stuber	26	Heather Campbell
8	Guillermo Borja	27	Charles Decker
9	Cary Lawley	27	Tina Crawford
9	Kevin O'Neal	27	Miles Ellis
9	Tina Schippers	27	Joseph McAvoy
9	Peter Boykins	27	Kerry Miller
9	Collin Thomas	28	Christafa Wallace
9	Tyler Sartin	28	Sean Pace
10	Dayon Rogers Sr.	29	Bernard Manglona
10	William Thurston III	29	Mark Mikkelsen
10	Julius Washington	30	Lesley Gilmore
11	Candice Neely	30	Egail Liciaga Sarabria
11	Paul Marrs	30	Maricris Rodriguez
11	Loretta Moore	31	Joe Fegurur
11	Kenneth Naputi		
12	Dana Forhan		
12	Dwayne Lizama		
12	Robert Treat		
13	Sharmon Hoff		
13	Donald Guidry		
13	Glenn Bulaon		
13	Donald Gaffney		
14	Patrick Krotzer		
15	Larry Haller Jr.		



Skookum Excellence Awards

Genevie Borja

Human Resources – **Nominated by: Rick L. Roller, Human Resources Generalist**

Genevie has gone above and beyond when it comes to supporting our employee's vocational needs at JBLM and Ft. Hood. She has developed a level of trust and confidence with the employees that has enabled them to believe in the Skookum mission while also increasing their abilities towards professional and individual success. Her compassion, professionalism, and commitment has won her both the respect of those Managers, Supervisors, and Leads at JBLM CIF, Janitorial, Sanitation, Fire Hydrant, and Fleet and the confidence of all the employees too. By doing so, Genevie has proven her commitment to the Skookum mission of delivering quality service and upholding her level of professional Integrity.

Steve Miller

JBLM Janitorial – **Nominated by: Tom Whipple, JBLM Janitorial, Project Manager**

JBLM Janitorial Division congratulates Steve Miller for being recognized for providing outstanding service to one of our customers. Army Lieutenant Colonel Whitmer, Commander of the 22d Military Police Battalion (CID) presented an award for his outstanding support with a Certificate of Appreciation. *"There has been much turnover of personnel who clean this building over the course of this calendar year. Mr. Miller has been a consistent, caring and efficient person ensuring our building remains clean and sanitary. We truly appreciate his work and it speaks highly of your company to find such quality people to execute your mission. I highly recommend you continue giving him increased responsibilities as he is able to manage your teams well. JBLM Janitorial would like to thank Steve for going the extra mile and reflecting a great image of Skookum to our customers."*

Ben Steinmetzer

PSNS Facilities Maintenance – **Nominated by: Megan Mason-Todd, Vocational Specialist**

Ben has a positive attitude and encouraging personality, which makes it clear he values partnership. Ben took two years of American Sign Language in high school. After high school he volunteered in organizations that allowed him to continue to practice this skill. Here at Skookum, Ben has taken on the unofficial role of being the Division 40 ASL translator. Currently, there are three individuals in Division 40 that use ASL as their primary way to communicate. Ben is always willing to translate discussions that are occurring in the muster room. He will often translate safety information at tailgate meetings. Ben seeks out opportunities to teach others ASL. He has done a number of ASL trainings for anyone who is willing to partake. Ben is committed to making sure everyone is included by using his ASL translations skills. Ben has a strong belief in the equality of all people. He values diversity and does everything possible to encourage others to see the value of our differences. It is a pleasure to work with Ben. Thanks, Ben for supporting Skookum's mission and values!

Robert Carmon

NRL Fleet Maintenance – **Nominated by: Duke Pendergast, NRL Fleet Maintenance, Site Manager**

Robert Carmon notified the dispatcher that a passenger exiting the shuttle, which he was operating, slipped and fell to his knees. Robert immediately got out of his vehicle, checked the employee to make sure he was not injured and did not need medical assistance. After communicating with his passenger and they had an unknown visual disability, he contacted the dispatcher and escorted the passenger to his destination and supervisor. Robert did the right thing - he notified all of the right people including the Skookum Safety Manager, who then notified the Project Manager and the COR immediately. Robert's fast response has identified the need for all staff to pay close attention to everyone and everything while performing all missions. His personal time and attention are recognized by all and are reflective of the Skookum Core Values. This was a job well done by Robert Carmon!

Collin Thomas & William Watkins

Fort Lee DPW – **Nominated by: Washington G. Ruffin, Jr., Building Manager/BEM, SEC-Lee, EIS, IBS**

Mr. Thomas and Mr. Watkins repaired our SEC-Lee EIS outside structural damage and leakage problems, in addition, replaced and retiled the 1st Floor Foyer in Bldg. 1109 for Work Order No: 3167966 in a timely and efficient manner. Mr. Thomas and Mr. Watkins professionalism, team work, integrity, dedication, commitment and expertise/diversity in their job fields were well demonstrated and appreciated by our command. The quality of their job was done in an outstanding manner. I highly recommend Mr. Thomas and Mr. Watkins for this outstanding achievement award.

News from JBLE



The JBLE Skookum employees would like to welcome aboard **Lakendrion Wright**, **Marc Gallegos**, and **Richard McDonald** as Stock Clerks in the Central Issue Facility and **Nicholas Henderson** who will be cleaning up around the buildings. We hope they will enjoy working at JBLE and supporting the soldiers.

JBLE has begun Football Friday, where the employees have the opportunity to wear a football jersey, shirt or sweatshirt to support their favorite team. We have been having fun with seeing who likes what football team. I have to admit, there has been some teasing with each other, but it's all in fun. The first time we had Football Friday, **Eddie Murphy** (pictured left) came in looking like Troy Polamalu for the Pittsburgh Steelers!

Where has the time gone? We are in the middle of the holiday season between Thanksgiving and Christmas, and another year has passed by. Team JBLE is completing another year of supporting the JBLE customers. Team JBLE would

like to take the opportunity to wish each and every one of you a joyous holiday season.



Alan Combs



Richard McDonald & Glen Owens



Tom Humphreys

Jean Spell | Site Manager | JBLE, VA

JBLM Sanitation

The folks worked steady in October, and November was even busier! With the new fiscal year the clerks have been hard at work switching everything over in the database and entering new task orders. Very time consuming indeed, and they still manage to do this while performing the day-to-day business. Then it gets to the drivers with little time to react with the late orders coming in, and new task orders, but as always, they get it done.

I do have some sad news, **Arnay Mincey's** father, Morgan Mincey Jr, passed away and my heart goes out to him. He flew back to Baltimore to see his father but was four hours too late. Our thoughts are with you Arnay.

Ken Crouse is off to Florida for a couple of weeks, taking a well-deserved vacation. I don't know why he'd go there when we have all this nice cold and wet weather here!



Both **Vielka Stufflebeam** (pictured right) and **Cutis Lake** (pictured left) received their Presidential award from **Jeff Dolven** and again, well deserved to both of you.



Bob Ratliff | Sanitation/Fleet Project Manager | JBLM

News From CIF @ Joint Base Lewis-McChord

Over the last few months the employees of JBLM Central Issue Facility have been busy as usual. Even with all the activity the customers have continually had nothing but great things to say about the awesome customer service they received while conducting their business with us. We have had a great deal of ICE (Interactive Customer Evaluation) Comments that were directed to several individuals by name and many more that were directed to sections as well. Keep up the great work, well deserved!!



We have had more additions to our team here at CIF. **Rhachel Manalac** and **Brittany Cardwell** were hired to work with the General Clerk III team. **Gilbert Blas**, **Duane Charley** and **Mabon Briola** are all working with the MOB – DEMOB team and warehouse as on-call laborers. **Andre Toth**, a former full time employee left us to enroll as a full time student awhile back, has joined us again as an on-call warehouse laborer as well. Welcome to our family!!! **Lisa McDaniels** an issue turn in clerk was pleasantly surprised by her month early Grandson Riley Michael McDaniels (pictured left). He was born September 21st, weighed 6lbs 5oz and was 19" long. Majority of our team has had the pleasure of meeting him, as he and momma came to visit so Grandma could show him off.



Anyone that is a hunter knows we just had and are in hunting season for Elk and Deer. We have several folks that enjoy this time every year. Some were lucky and some, not so much. **Dwayne Lizama**, our Project Manager said he was going camping this year but if he is lucky and gets one, then he is hunting! **Gordon McCulley** was one of the lucky, and got his Elk (pictured left). Also for Gordon, he became a Grandpa for the ninth time. Baby Kailyn Elizabeth McCulley was born 19 November (pictured right), which just so happens to be her big sister Lillyn Grace's birthday. She was 8lbs 1oz and was 19" long. Congrats Grandpa to the 9th power!!



We had a great turnout once again this year with our Halloween Costume Contest. **Ed Garrido** won 1st place as Forrest Gump, **Jodi Kainu** won 2nd and **Stacey Sessom** won 3rd place. All that participated looked great. We also had a section pumpkin carving competition. All was done freehand and with a Gerber only!!!! They all did an outstanding job. 1st place went to the Warehouse, 2nd place went the Clerk section and 3rd went to the Front Line!!!

Shelly Johnson | CIF Operations Manager | JBLM, WA

JBLM Fleet

We are still steady at Fleet with a small amount of work coming in each week. The quality of work these folks put out is second to none, all of them take great pride in the services they provide to the unit, always going above and beyond.



Bill Jamison is back from a medical leave of absence, we welcome him back, great to see him feeling better and working again.

Both **Andy Desotell** (pictured left) and **Kevin Hitchner** (pictured right) received their 10 year pins from Jeff Dolven. 10 years is a long time and we thank them both for their service and dedication.



Bob Ratliff | Sanitation/Fleet Project Manager | JBLM

SAFETY ZONE: A YEAR IN SAFETY



As we near the end of 2014, the Safety department would like to thank everyone in the Skookum family for continuing to make our organization a safe place to work. Particular gratitude is expressed to the Safety Managers and Representatives companywide for the compassion they show and the additional responsibilities they undertake each day.

The Safety department would also like to highlight some of the accomplishments it has benefited from throughout the year.

- Accident/Incidents have continued to see an overall reduction companywide for the third year in a row; however, let's not stop here! It is in everyone's best interests to continue implementing safety measures and awareness, which in turn decrease accidents and unnecessary expenses for all.
- Safety training has branched out to include electronic media, e.g. incorporating Safety department-approved videos from web-links. The goal is to steer away from the traditional 'book-read' and better capture the audience's attention while providing current and relevant material. This is just the beginning!
- Safety and Vocational Services departments are working more closely to better understand and match employee needs. This confidential process helps ensure an employee is placed in a job position/location that is safe for the challenges they have disclosed.

Looking at the year ahead, SharePoint will complete its journey from 'home office operational' to fully accessible and interactive with all divisions. This will allow continued efficiencies to be realized as SharePoint has the capacity for more electronic tracking and reporting than are currently being utilized.

As we've seen, 2014 has been a busy and productive year. The Safety department is proud of the improvements that have been made collectively with the divisional Safety Managers and Representatives, setting the groundwork for the projects envisioned for 2015.

Wishing everyone in our Skookum family a safe and joyous holiday season.

*Chris Crittenden | Safety Program & Environmental Manager
Jenn Johnson | Quality & Admin Assistant*

Washington Winter Sunset





Live Well, Work Well

December 2014



Presented by Skookum Educational Programs

Wintertime Workouts

Whether you're in full-out hibernation mode or stressed out and busy from the holidays, your exercise routine might be one of the first casualties of the season. However, continuing your workouts throughout winter will help you stay energetic and healthy during the colder months of the year, and exercise might enable you to stave off that dreaded holiday weight gain. Lack of motivation, limited time and drab winter weather can all work against your attempts at getting sufficient exercise—whatever your reason, use some of the following tips to get moving this winter.

No motivation. The holidays are busy, and winter brings fewer daylight hours and colder temperatures. Here are a few options for rekindling your interest in exercise:

- Mix up your routine; if you usually run, try weightlifting or taking a dance class.

- Find a new winter sport that interests you and take a class or join a club.
- If using gym equipment at home, put a TV in front of the treadmill.
- Phone a friend—sometimes a little company is all you need to get moving.
- If you have children, take them sledding or help them build a snow fort; wearing extra clothes and trudging through snow burns more calories than you might think!

Limited time. If you're busy with holiday preparation and parties, sometimes you need a quick, unscheduled workout idea. Here are a few options:

- Jump rope—this activity is not just for kids, as jumping rope can be a great way to get your heart rate up in just a few minutes.

- Lift weights in the kitchen—use cans, milk jugs or whatever is convenient in order to fit in a few bicep curls while you make dinner or organize the pantry.

Cold and wet weather. Whether you live in a snow-steeped area of the country or you suffer from drizzly weather and gray skies, going for a run isn't as simple as it is during the summer. If you're determined to brave the elements, try these tips for a safe workout:

- Do a quick warm-up inside, such as jogging in place or doing jumping jacks.
- Dress in layers that you can peel off and tie around your waist as you go.
- Wear gloves and a headband or hat to help protect against frostbite.

Cold weather and busy holidays don't have to be an insurmountable obstacle for fitting in a workout. If you keep exercising during the holiday season, you'll feel better, stay healthier and be able to justify that extra dessert.

Unplugging during the holidays gives you more time to spend with your family and relax.

Unplugging for the Holidays

Constant connection to technology and personal mobile devices can be fun and helpful—but text messages and GPS—but being tethered to your smartphone, laptop or tablet can also increase stress, lead to reduced physical activity and decrease your ability to focus on the people around you. Less stress and more time to have fun with your family are a few of the benefits of unplugging. Here are a few tips to help you unplug for the holidays (or at least reduce your screen time):

- Leave your cellphone and laptop in another room, or at least turn off notifications and temporarily delete social media apps to reduce temptation.
- Tell your family and friends that you're unplugging for the holidays; they might even join you for a technology-free vacation.
- Set a specific, limited amount of time when you can access your work email, if you absolutely must check in.
- Plan technology-free activities—try playing board games, going sledding or bike riding, baking cookies, reading a book, hosting a karaoke night at home or reviving an old hobby.

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Wellness Quote... "It's all about creating healthy habits, not restrictions."

Skookum Employee Assists Car Crash Victim



On his way into work on November 13, **Rich Pierce** (JBLM Skookum Janitorial/Fire Hydrants) came across an accident. A few cars just drove by, but Richard took action by getting out of his car to assist with the wrecked cars. One was a SUV with a witness already attending to the driver and the other was a grey car. Rich could see someone moving in it, so he tried the back door and was able to get in the car. The air bags had deployed and were still smoking. The male driver had a cut on his head and his windshield was smashed. Rich began talking to him while holding traction on his neck. He was complaining about his ankles, knees and left shoulder. Rich kept talking to him to keep him calm and got other folks who had stopped to bring some blankets or something to cover him up. When 911 was called to

report the accident, they couldn't figure out whose area it was, so another good samaritan called the Lewis-McChord Fire Department and got them on the call. They ended up cutting the roof off of the grey car to get the driver out. We'd like to recognize Rich for his quick thinking and for such a heroic act! Everyone, please be safe out there, especially with our winter weather arriving!

Tom Whipple | Project Manager Janitorial/Fire Hydrants | JBLM

Department 40 Employee Retiring after 15 years with Skookum

Loretta Moore, PSNS Facilities Maintenance employee is retiring on December 24th after 15 years of service with Skookum. Loretta has been working at PSNS for a total of 30 years in her profession. Prior to Skookum she worked for True Service (5 years), JC enterprise (5 years), and PSU at PSNS (5 years), all three companys were janitorial contractors. Loretta came to us highly recommended by her past employers. Thank you for your hard work and dedication to Skookum, Loretta.... we wish you nothing but the best in your retirement!

Eva Wilson | PSNS Facility Maintenance Manager | Bremerton

Update from Skookum IT & Business Systems

Earlier this fall, the White Sands Missile Range (WSMR) Quality team implemented cellular-based Apple iPads for inputting Maximo quality control forms directly while out and about on the range. The team reports much improved accessibility to their information while out in the field. The increased productivity is huge, let alone the reduction in paper usage! This was completed in parallel with the Maximo system upgrade without any issue to WSMR.

For the month of November, we continue the customer feedback score of 5.0. Thank you very much and we appreciate your continued feedback. The Starbucks \$10 winner is **Jennifer Lockhart** from Payroll - Congrats!

Rob Potter & Team | IT & Business Systems | Bremerton Home Office

Fort Lee Ramp Project Update

Last month, we shared Fort Lee's team project of building a much needed ramp for specialist Raymond Conner Jr. Below is the speech that was written and given by **Will Wright**, Ft. Lee QC/Safety Manager at the dedication ceremony, a great job by Will and the Ft. Lee team!



Conner Family Ramp Project Dedication Speech

Thank you friends, families and distinguished guest for showing up to the official ramp dedication for Specialist Raymond Conner, Jr.

Forty seven years ago, at the age of 20, Mr. Conner received a letter in the mail stating that he would be drafted to serve in the United States Army. He was assigned as a Combat Engineer for the 326th Combat Engineer Battalion, which was a part of the prestigious and well known 101st Airborne Division "The Screaming Eagles".

Soon after his enlistment and basic training, SPC. Conner was placed on an airplane and flown to Vietnam in support of the conflict that was taking place in that region. During his 15 month tour of Vietnam, Mr. Conner endured all of the rigors and hardships that can be expected when fighting on foreign soil. On top of the grueling missions that a soldier at that time was expected to perform, he was also in the midst of navigating a new marriage with his bride Bertha Conner. On August 24th, 1967 Raymond Conner Jr. wedded his wife and November of that same year, only 3 months later, he was preparing to deploy to Vietnam.

Having been married now close to 50 years one could attribute the integrity and the strength of their lifelong marriage to this humble beginning. Bertha's unrelenting letter writing to Raymond when he was deployed, and Mr. Conner's strong will to come back home safely played a critical role in laying the foundation for the beautiful relationship they have possessed for nearly five decades.

When you ask Bertha how they managed during the first 15 months of their marriage, she'll tell you a story about how she used to write him non-stop, but for unknown reasons SPC Conner's letter writing skills were on par with most of our gender's ineptitude to write back. As a result Bertha would write SPC Conner's commanders at Fort Lee in an effort to find out whether or not he was still alive. Apparently she must have written enough convincing letters to get their attention because it wasn't long before SPC Conner was required to write his wife back in the presence of his chain of command while in Vietnam. So to avoid any future hardships from his commanders, SPC Conner quickly realized that it was in his best interest both domestically and abroad to write home once in a while. *(Pause)*

While in Vietnam SPC Conner witnessed first-hand the devastating effects that combat had on those involved. Having seen close friends lose both life and limb on the battlefield, the faces and personalities of those he knew still haunt him today.

Even when preparing to leave Vietnam, SPC Conner told me a story of how planes were lined up taxiing on a runway. And while the plane he was on took off without incident, those trailing behind were hit with artillery fire and destroyed.

And while it's not a consolation for his experience and time in theatre, The U.S. Army did award SPC Conner the Bronze Star Metal, which is the fourth highest individual military award that can be given, for his brave actions and selfless service during his deployment.

SPC Conner left active duty shortly after returning home. When I asked him what was the first thing you did when you landed, he told me, "Kiss the ground!" *(Pause)*

Life as a veteran can be complicated. And as a former war veteran myself, I know personally that wars can end, soldiers can go home, and families can become reunited, but sometimes a small portion of that soldier still remains in that country and more times than not, that country in them. But it is important that we never forget the sacrifices that were made, and when our soldiers can no longer fight, that we fight and support them as they once did for us.

So to pay tribute to your service and dedication to our country SPC Conner we would like to formally thank you for everything you have done. You have sacrificed and given so much to this country and have asked nothing in return. So for starters please accept this framed picture of the Vietnam Veterans Memorial. It is signed by many of our military veterans who work for us. And it is one way for us to show you the bond and dedication other veterans have for one another.

Secondly, from our entire Skookum family nationwide we would like to dedicate this ramp to you and your family. The collaborative effort from those that work for Skookum and many others in the community made this project what it is today!

I would like to officially Thank you for inviting Skookum into your life and home and opening up to us in order for us to better understand how we can give back to another veteran. Your service is appreciated and will never be forgotten.



The month of December is an excellent time to reflect and take note of everything the Quality department has accomplished over the past 11 months. More importantly, it is a good time to thank all of our team members nationwide for making this another successful year!

Q CORNER

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This year's achievements have been made possible by the outstanding performance of its employees. Here are a few of those accomplishments that helped make 2014 a success.

- ISO 9001, Quality Management System
 - 4 new divisions were successfully certified
 - 11 divisions successfully passed their 12 month surveillance audit
- ISO 14001, Environmental Management System (based out of Bremerton, WA)
 - Successfully passed the 12 month surveillance audit
- Streamlined QC processes combined with continued customer rapport building earned companywide high level customer satisfaction
- On-the-job training and support provided for Wounded Warrior Project Candidate, **Erica Krauss** who is now a full-time Skookum employee at JBLM, Central Issue Facility
- Washington State QC Inspectors successfully transitioned to posting completed inspection documents, daily reports, and customer surveys on SharePoint, which are available for customer review
- New team member, **Michele Murray** joined the team on November 24th as the Quality Program Coordinator, a new regional position



2015 shows no sign of slowing down for the Quality department. JBLE, VA will be going through their initial ISO 9001 certification in March and the next 3rd Party Audit Cycle is tentatively scheduled to begin March 2nd.

We look forward to the ideas and energy our employees will bring to the Quality department in 2015 and anticipate an equally if not more successful year ahead. Thank you again for your continued dedication and hard work. We wish you and your loved ones happy holidays and a promising New Year!

*Joe Fegurgur | Quality & ISO Program Manager
Jenn Johnson | Quality & Admin Assistant*



Skookum Excellence Award

The winner will receive a **\$100 Prize** along with a Skookum Excellence Pin. This award is based on our Core Values.



The Skookum Excellence Award Nomination Form

To Nominate go to: www.skookum.org

Fill in form and click submit.

Your nomination will go directly to Skookum CEO, Jeff Dolven

Anyone is welcome to nominate a Skookum employee for this award: customers, supervisors, employees, peers, managers, etc.