



The **SKOOKUM** *Skoop*

July 2015



*Photo credit: Donnie Wynn
Warehouse/Purchasing Agent*

Congratulations to Naval Hospital Employees!



Congratulations to **Remy Deleon**, **Maggie Galvez**, and **Julianne Nilson**!

Remy and Maggie were recently selected to serve as a Mentor/Janitorial Leads for D-41 and Julianne was selected as the division's ISO Representative.

Remy has been a key member of the Day Shift Hospital Housekeeping team for 27 years and Maggie has been a cornerstone of the Third Shift for 25 years. Julianne has been with Skookum for over 5 years and has quickly established herself as an outstanding member of the team.

These three exceptional employees bring not only a wealth of professional knowledge to these positions, but also a

strong work ethic and, perhaps most importantly, a positive and caring demeanor to their daily tasks. They also bring a dynamic approach to achieving quality in patient care. I am confident they will continue to enhance the brilliant reputation for excellence that Skookum has earned at Naval Hospital Bremerton.

Violeta Candare | Executive Housekeeper/Project Manager | Naval Hospital Bremerton

Color Up 5K Dark



Front L/R: Dee Perez, Natasha Farley, Kira Gumbs
Back L/R: Michael Silva, Tina Silva, Joe Osmer, Lisa Osmer

It was truly a night to remember for many of the Fort Hood Skookum team as their families and friends recently participated in the annual Color Up 5K, an annual charity event in Killeen, Texas held during the hours of darkness. Dressed in pristine yellow T-shirts, the group stood impatiently waiting at the starting line. As the beginning of the race grew closer the crowd was getting pumped for their new adventure. Regardless whether you ran or walked, it was an incredible 5K course with several color zones and the air was full of glowing magical pixie dust. By the time they crossed the finish



line, the entire group looked like giant glow sticks under the highlight of black lights!

Lisa Osmer, Natasha Farley and David Conyers



Michael and Tina Silva after the race

A memorial is being built to honor the 13 victims who were killed and the 32 wounded in the shooting that took place on Fort Hood in November of 2009. Proceeds from this year's event will be benefiting that memorial fund.

Tom DuChateau | Site Manager | Central Issue Facility, Fort Hood TX

July Birthdays

1	Shawn Grow	20	Charles Taylor
1	Lynn Meier	20	Monte Bullard
2	Natasha Fraley	20	Samuel Jarvis
2	Linda Rollag	20	Michael Testerman
2	Sean Hall	22	Peter McKenzie
3	Joseph Ronca	22	Carl Coalson
4	Joshua Rupert	22	Sean Stith
5	James Widmer	22	Evelyn King
5	Chris Cummins	22	Thadeus Finney
6	Marc LaBelle	22	Richard Heim Jr.
6	Wanda Mahoney	22	James Stewart
6	Michael Braden	23	Millicent Baxter
7	Willie Samuel	23	Lamar Walters
8	Kenneth Daugaard	23	Cassandra Trevino
9	Richard Noel	24	Gus Johns
9	Andrew Desotell	25	Walter Kelly
9	Jessica McLoughlin	25	Gordon McCulley
10	Maximo Sebastian	25	Michael Halverson
10	Michael Seaman	26	William Bailey
10	Madeline Klein	26	Stephanie Palmer
10	Isolde Perry	26	Matthew Jensen
10	Kim LaFave	28	Peter Wagner
10	Stephen Prinz	28	James Woodard
11	Guyton	28	Nelson Collins
11	Cathy Eaton	28	Terrence Hayes
12	Willie Taylor	29	Quincy Taylor
12	Sherone Collier	30	Shelley Christopherson
12	Michael Hoffman	30	Julia Cruz
13	Earl Nichols	30	Charles Faulkner
13	David Matthews Jr.	31	Forrest Wilkinson
13	Cory Geddes		
14	Sun Darty		
14	Reco Hayes		
14	LaTanya Kendricks		
15	Melissa Tilley		
15	Curtis Varick		
16	Sharlene McCay		
16	Herman Stringer		
16	Patrick Hamlin		
18	Jeffrey Beaudoin		
18	Aschlee Squires		
18	Graciela Gonzales		
18	Christina Atkins		
19	Lawrence Griffin		
19	Jose Laureano		
20	Richard Devine		



Skookum Excellence Award Winners for July

Ben Steinmetzer

PSNS Facilities Maintenance – **Nominated by: Gary Kuligowski, C830, Facilities, Puget Sound Naval Shipyard**

I wanted to personally thank you for the great service we/I receive in b/448 1st Floor. The team is great across the board. Please tell them. Further - I must tell you that Ben is delightful. He is most amiable and professional in his work, but that is not the best part! You see I witness daily an air of contentment and joy that is consistently interwoven with Ben's willingness to perform his job. This has value beyond the material. He has a gift for sharing in life, which surpasses the boundaries of work, and he instinctively mirrors that quality while working. Ben actually doesn't stop and chat per say, he interacts while in the performance of his duties and has an innate sensitivity and compassionate charm that voids any circumstance of impropriety. Ben makes the end of my work days something to look forward to and I know he also has this circumstance with others. Ben has a most inviting persona and by all evidence lives in a state of appreciation as opposed to expectation. Hats off!!!

Song Kanan

JBLM Custodial – **Nominated by: Leah Anderson, LEED AP, Master Planning, Public Works, JBLM**

Song works the day time custodial shift in my facility, building 2012 on Joint Base Lewis-McChord. How lucky you are to have such a dedicated and enthusiastic employee! She is polite and conversational but always without missing a beat on whatever task she is performing. I have noticed that she is always present for work and always smiling...how refreshing!! Song is very thorough in her duties and I think we can all visually appreciate her efforts for the difference it make to our work environment. I imagine she is a highly valued employee!

William “Bill” Walker

Fort Lee DPW – **Nominated by: Paul Howard, Estimator III, Fort Lee DPW**

I would like to recognize William “Bill” Walker for his superior contributions and job well done for the completion of the LED Light Installation Project. This was a new undertaking for the Estimator Shop that was outside the normal Individual Job Order (IJO) world where Skookum was assigned as the Prime Contractor responsible for the management of three contractors performing the installations. Skookum was provided a scope of work to install approximately 300 light fixtures at 17 buildings and when the job was completed we were able to install an additional 238 fixtures at 22 additional buildings for the same money allotted! Bill used his experience as one of Fort Lee’s top Estimators and working with the Electrical Shop Foreman determined which lights needed to be replaced and which model would provide the best return value. This project was started and completed on time along with providing the government with an additional 79% increase over the original scope requested. Bill’s dedication and attention to detail exemplify Skookum’s commitment to providing outstanding service and quality of service our customers have come to expect.

Hubert Rhodes

Fort Hood CIF – **Nominated by: Michael Parsons, Data Entry, Fort Hood CIF**

I am an employee at Fort Hood, Texas, CIF. I am also disabled and I park in a handicap parking space. I had to leave work for a doctor’s appointment and Mr. Rhodes parked in the parking space and I might add he is authorized to park there too. My supervisor, Inok Embry called me and told me when I started back to work to let Mr. Rhodes know and he would give up the parking spot to me. I know that this is an act of kindness, but Mr. Rhodes demonstrates all of the Core Values that Skookum stands for. He is not my supervisor, this is what makes it all the more special. He deserves the President’s Excellence Award hands down.

News from JBLM CIF

Our Annual 100% Inventory was conducted in May. Because of the employees' hard work, dedication, and attention to detail we had phenomenal results and their commitment is greatly appreciated! On the last day of the inventory, we held a BBQ and played games to include volleyball, horseshoes, and Frisbee. Lots of competition was had but all in fun. Winners of the volleyball team were **Dwayne Lizama, Elson Daidad, Brittany Cardwell, Rhachel Manalac, Joel Nededorog, and Rudy Francisco**. Horseshoe winners were **Justin Seagrove, Steve Brewer, Jennie Cruz, Song Taylor, Brandon Holmes, and Norm Brown**. Winners of the Frisbee team were **Maota Greenwood, Rita Quitugua, and Stacey Sessom**. We also said farewell to our Property Book Officer, **Mrs. Ingrid Duty**. She has PCS'd with her family to Fort Campbell Kentucky. Good Luck and thank you, Ingrid.

We had to say good-bye to a few more folks here at CIF and they will truly be missed. **Kristy Fregozo**, serving both the full-time General Clerk III and on-call clerk has been with Skookum JBLM CIF since 2009. **Tiffanie Price**, General Clerk III as well as Customer Service Clerk, was with us since 2011 and **Hwa Sun (Peggy) Quick**, on-call warehouse worker and sewer has been with us since 2003. Thank you all for your hard work and years spent with us.



Even though we said good-bye to three, we also want to welcome three honorary members to CIF. **Gilray Rodgers** (on-call warehouse worker) and his wife are the very proud grandparents to GRAND-TRIPLETS! Parents Adam (Gilray's son) and Courtney welcomed their babies on 8 June 2015. Kennedi was born first at 08:39 weighing 4lbs 6oz and 17 inches long; Benjamin was second at 08:40 weighing 5lbs 6.4oz, and 18 inches long; and Abraham was born third at 08:41 weighing 5lbs 14 oz and 18 ¼ inches long. All three babies are happy and healthy at home with their parents and big sister Nevaeh.

Andres Gonzalez was chosen to be one of Skookum's Storyteller Stars. We are all so proud of him and the contributions he makes to Skookum and the community. Everyone is looking forward to watching his story. He has even been asked for autographs so we can say "we knew you when".

Bethany Ellsworth, daughter of **Cindy Ellsworth** (Clerk Lead) has been working on her AA in Fine Arts at Green River College. Her accomplishments include two gallery showings of mixed media art and she was recently featured on the cover of the college newspaper with an interview. She also has two pictures that were published in the

Espail 15, Green River's Literary Art Journal. She is a very creative artist and many of us have been fortunate enough to see some of her work.

This is peak season for soldiers to change duty stations and leave the Military. Every section in CIF has been working extremely hard to make their transition easy. From shipping and receiving, E-Order for deployers, issuing and turning-in equipment on the line, to the clerks inputting data, it has been non-stop for the employees here. The weather has been unseasonably warm in Washington, but the team pushes through and makes the best of it.

Josh Taylor, Issue/Turn-in Clerk has his own photography business and does awesome work. Joshua took photos of each section and the whole CIF family. The pictures have been framed and now we have another member of our team, **Andre' Toth** (On-call Warehouse Worker) freehand painting a large tree mural to make our own CIF Family Tree. Andre' is attending college for graphic design and definitely has the knack for art. We have some of the most talented folks here and it seems as if every time we have an idea, someone has the talent to make it happen. Thank you to all who participate and volunteer their time and talents!!



Shelly Ann Johnson | CIF Operations Manager | JBLM, WA

SAFETY ZONE: Managing Job Stress

Feeling overwhelmed by the job ahead of you creates stress, which can take a toll on your health. Job stress is a serious issue. In fact, around 40% of workers say their job is one of the biggest sources of stress in their lives. Stress can take a big toll on your ability to do your job and health so it is essential to find ways to manage that tension before it hurts you or your productivity.



CAUSES OF JOB STRESS

- Work Relationships: Do you have co-workers you can talk to?
- Design of the Job: What is expected of you every day?
- Work/Life Balance: Are there conflicts between your personal and work responsibilities?
- Management Style: Do supervisors clearly explain your job requirements?

JOB STRESS IS COSTLY - Job Stress carries a price tag for the U.S. industry estimated at over \$300 billion annually as a result of:

Accidents

- Absenteeism
- Employee turnover
- Diminished productivity
- Direct medical, legal, and insurance costs
- Workers' compensation awards

METHODS FOR SURVIVING STRESS

- Pace yourself and balance your LIFE
- Take 5 minutes each day to RELAX
- Steer clear of office POLITICS and GOSSIP

One way Managers/Supervisors can help employees cope is by conducting informal talks with employees on a daily basis to better determine their mood or that of the team. Often, staff will also notice if a co-worker does not seem to be themselves, appear continually unhappy, and/or are not performing well. If supervisors should notice any of these situations they should discreetly let the employee know they are concerned and ask if there is a problem. Also, supervisors should ensure Skookum's Employee Assistance Program (EAP) contact information is available for all employees.

Rich Jelks | Quality Control/Safety/Security Manager | Ft. Hood, TX

The 411 from JBLM Sanitation & Fleet

Sanitation - We've been busy the last few months and in fact, I've seen the inside of one of our fences that I haven't seen since I started here almost 2 years ago. Not only have the drivers been busy but **Vicky Stufflebeam** has been as well running two databases side-by-side as we leave Agresso and switch to Maximo. A special thanks goes to **John Lafrati** as he spent a solid two weeks at our office making sure Maximo did its thing - thanks, John! I cannot commend everyone in this department enough for their hard work and dedication. It is truly unbelievable to see these folks in action - their attitude and work ethic are above and beyond!

Fleet - Fleet has been busy as well with new services coming in every week. On top of that, **Bill Jamison** went out for his second major surgery. In true Skookum fashion, technicians from other shops and departments were more than willing to lend a hand assisting with the influx of work - thank you, **Marlan Oaks** and **Charles Sands**! Bill has returned from his surgery and is feeling better than he has in a long, long time - good to have you back Bill! **Jim Gilmon** was also out for a couple of weeks due to medical reasons. He was also missed and it's good to have him back! **Andy Desotell** headed back home to visit his daughter, enjoying a well-deserved visit and some well-deserved time off.

Bob Ratliff | Sanitation/Fleet Project Manager | JBLM, WA

Skookum Employee Escorts Congressional Medal of Honor Recipient



Last month **Mike Testerman**, Skookum Tennessee employee had the privilege to escort Congressional Medal of Honor recipient, **Hershel "Woody" Williams**. Woody, as he prefers, is the founder of the Gold Star Families Memorial Monument foundation. His foundation is bringing a Gold Star Family Memorial to East Tennessee. Mr. Testerman is a part of this project as the Commander of the American Legion Post #2, in Knoxville. Woody has presented the American Legion Post with a \$5000.00 dollar check to assist in getting the project completed. It is Mr. Williams desire to have a memorial in all 50 states. Woody asked Mr. Testerman to escort him to the John Sevier Veterans Cemetery, where the Memorial will be placed. Also in attendance was **Rick Grimes**, **Joe Thompson** and Mr. William's

Grandson **Brent Casey**. Mike Testerman has worked at Skookum Tennessee since the start up.

Mr. Williams' Bio:

WILLIAMS, HERSHEL WOODROW

Rank: Corporal

Company:

Born: 2 October 1923, Quiet Dell, W. Va.

Entered Service At: West Virginia

Date of Issue: 10/05/1945

Place / Date: Iwo Jima, Volcano Islands,

Organization: U.S. Marine Corps

Division: 21st Marines, 3d Marine Division

Departed: No

G.O. Number:

Accredited To: West Virginia

23 February 1945



For conspicuous gallantry and intrepidity at the risk of his life above and beyond the call of duty as demolition sergeant serving with the 21st Marines, 3d Marine Division, in action against enemy Japanese forces on Iwo Jima, Volcano Islands, 23 February 1945. Quick to volunteer his services when our tanks were maneuvering vainly to open a lane for the infantry through the network of reinforced concrete pillboxes, buried mines, and black volcanic sands, Cpl. Williams daringly went forward alone to attempt the reduction of devastating machinegun fire from the unyielding positions. Covered only by 4 riflemen, he fought desperately for 4 hours under terrific enemy small-arms fire and repeatedly returned to his own lines to prepare demolition charges and obtain serviced flamethrowers. Struggling back, frequently to the rear of hostile emplacements, to wipe out 1 position after another. On 1 occasion, he daringly mounted a pillbox to insert the nozzle of his flamethrower through the air vent, killing the occupants and silencing the gun; on another he grimly charged enemy riflemen who attempted to stop him with bayonets and destroyed them with a burst of flame from his weapon. His unyielding determination and extraordinary heroism in the face of ruthless enemy resistance were directly instrumental in neutralizing one of the most fanatically defended Japanese strong points encountered by his regiment and aided vitally in enabling his company to reach its objective. Cpl. Williams' aggressive fighting spirit and valiant devotion to duty throughout this fiercely contested action sustain and enhance the highest traditions of the U.S. Naval Service. Thank you for your service, Mr. Williams!



Bruce Cochran | Maintenance Operations Manager | Tennessee

New Babies in Fort Hood!



Juan Rodriguez had a new addition to the family on April 17, 2015. Juan's son is Gavin Rodriguez and weighed in at 7 lbs 10 oz



Frank Johnson became a first time Grandpa! Grandson's Name is Emmanuel Martinez and was born on June 24, 2015. Weighed in at 7



Fort Lee, Virginia (D-55) is Skookum's largest site and as such it is of the utmost importance that its Quality Control Specialists understand how to ensure the customer is being provided with the highest level of service. **Irvin 'Rick' Brooks** and **Jesus 'Jesse' Valero** are two of Ft. Lee's finest inspectors. When conducting inspections they utilize strict guidelines in order to remain objective and stick to the credence of a QC Inspector which is, "Inspect, Record, and Report". By adhering to the following protocols, Ft. Lee's QC department is able to conduct over 2,000 inspections annually which accounts for approximately 10% of the total work orders for this site! Below are some basic principles that guide Ft. Lee's QC program.

Q CORNER

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Alignment with Quality Assurance Surveillance Plan (QASP)

Skookum and the DPW have aligned their surveillance program to ensure the quality of work Skookum provides to Ft. Lee is in adherence with the PWS. The inspection process involves a numerical grading system that awards points to work orders depending on the level of quality observed when the work is completed.

Identification of Contractual Acceptable Quality Levels (AQLs)

Contractual AQLs are measured in each of the QC inspection forms. Each electronic inspection form contains the AQLs per the PWS. The AQLs are then individually scored to determine the overall acceptability for the work order.

Inspection Process

- Surveillances are conducted on either a random, periodic, planned, or 100% QC inspection frequency or utilizing customer feedback.
- QC inspections are scheduled throughout the year in order to capture the pre-determined percentage threshold for each functional area and Standard Operating Order (SOO).
- At the discretion of the QC Manager and following basic principles taken from Military Standard 105E and ASQ/ANSI Z1.4 (Sampling Procedures and Tables for Inspection by Attributes), percentages can be adjusted if a trend of Acceptable Quality Levels begins to decrease.

Being an effective Quality Control Inspector requires great attention to detail, a harmonious relationship with the customer, and a dedicated work ethic which Rick and Jesse achieve with great success each day.

Will Wright | Operations/Quality & Safety Manager | Ft. Lee, VA



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newsletter](http://www.skookum.org/news-media/newsletter)

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Awards at Bangor Galleys!

June was a very busy month for Division 44 Galleys. We had our Ney inspection in the first week and it went exceptionally well! We have a fantastic, dynamic team at the Galleys and I am so very proud of all of them. We also had some awards to give out. **Evangeline Swenson** received her 5 year pin for Skookum, although she has worked at the Galley for many more years than that. We also had five employees receive their Skookum Safety Awards for working safely for a whole year. Thanks to **Jocelyn Talucad**, **LaTanya Kendricks**, **Heidi Rockwell**, **Regina Thomas**, and **William Long** for safely providing excellent service. **Aaron Paasch** received \$30 for an approved Continual Process Improvement and the Food Service Attendant of the third quarter. Congratulations and thanks to everyone!



Evangeline Swenson receiving her 5 year pin for Skookum



Aaron Paasch receiving The Food Service Attendant of the Third Quarter and The Process Improvement award



LaTanya Kendricks receiving her Yearly Safety bonus



William Long receiving his Yearly Safety bonus



Jocelyn Talucad receiving her Yearly Safety bonus



Regina Thomas receiving her Yearly Safety bonus

Heather Larson | Galley Manager | Bangor, WA

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

Fill in form and click submit. Your nomination will go directly to Skookum CEO, Jeff Dolven.

CORE VALUES



Partnership



Diversity

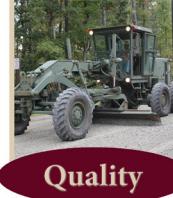


Commitment

SKOOKUM



Integrity



Quality



Exceptional Results with Extraordinary People

To nominate, go to: www.skookum.org/news-media/award-winners

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