



SKOOKUM

Skoop

APRIL
2017

OUR CORE VALUES

PARTNERSHIPS

We believe in Partnerships that create long term relationships with our customers

DIVERSITY

We value the Diversity each one of us brings to the team

INTEGRITY

We have the Integrity to do what is right

QUALITY

We are passionate about Quality

COMMITMENT

We have Commitment to our employees, customers and fellow team

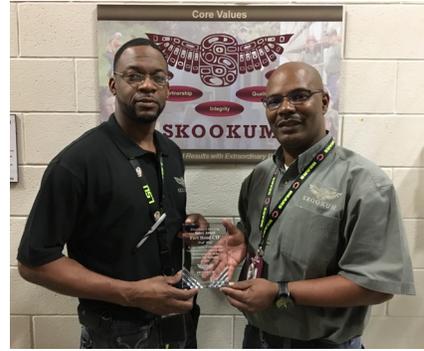


"I believe in process. I believe in four seasons. I believe that winter's tough, but spring's coming. I believe that there's a growing season. And I think that you realize that in life, you grow. You get better."

-Steve Southerland

FORT HOOD CIF PUTS SAFETY FIRST! ..AND CHILI SECOND.

Safety First...Creating a culture of workplace safety begins with a well-trained employee. This is the exact mindset that **Rich Jelks** and **Carlton Hudson** had when they designed a safety program for the Central Issue Facility on Fort Hood. With emphasis on safety awareness, our program goes beyond compliance for the safety and well-being of our employees. Emergency Preparedness Training is also a part of safety program and is given to all of our new employees during their initial processing. Recently our employees were recognized and received the "President's Sterling Safety Award" in recognition for being accident free in 2016. Hats off to all employees at the Central Issue Facility for leading the way to a safer workplace.



Some employees at the Central Issue Facility decided to spice it up a bit during our annual chili cook-off. The aroma filled the breakroom as the chefs worked their chili wizardry to win first place with their version of the best chili ever. When the judging was finished, all of the employees had the opportunity to sample these culinary masterpieces. The competition's end result was a tie for the number one spot. Splitting the honor was **Tim Wood** and **Sunhui Warram**.

Quintara Middlebrooks | Vocational Specialist | Fort Hood, TX

SKOOKUM SCHOLARSHIP PROGRAM

We are excited to announce the 2017 Skookum Scholarship Application is now open! Skookum truly believes in supporting higher education for our employees and their children. This scholarship can go towards:

- Two-year Colleges (Community and Junior Colleges)
- Four-Year Colleges and Universities
- Technical and Vocational Schools
- Training programs
- Books, etc.

All current Skookum employees, past employees (employed during 2017), and their children are eligible to apply. Each winner will receive a \$1,000 to \$2000 scholarship to help cover the cost of their tuition and/or books. You will be able to find the [link](#) to the [Scholarship Application](#) on both the Employee Page of Skookum's website and on Skookum's Facebook page.

Applications will be accepted from **Monday, March 27th** until **Friday, May 26th**.

Winners will be announced **Friday, June 23th**.



Joseph Douthit
Bangor Janitorial, WA
Nominated by: Guy Gilman, Lab Supervisor, NBK
Dental, Bangor, WA

Accolades go out to Joseph for outstanding service in the performance of his duties while assigned to Branch Health Clinic Bangor. I would also like to recognize Joseph for his honesty and Integrity. On the morning of March 09, 2017, a gold crown was placed on a work space counter top located in the lab. I had asked my staff members about it and no one knew where it came from? On the previous day, A sailor attached to the USS Stennis was working in our lab. The sailor returned the next day inquiring if we had found a gold crown he had crafted that belonged to him? As it turned out, Joseph found the crown on the floor while performing his job and placed it on the countertop. A big thank you goes out to Joseph!!!

Irvin "Rick" Brooks
Quality Control, Fort Lee, VA
Nominated by: William Wright, Operations Manager,
Fort Lee, VA

Rick Brooks who has been a Quality Control Specialist for Fort Lee since the start of the contract has, time and time again, proven the importance of the work the quality control team performs. Rick's outstanding achievements can be summed up in so many different ways, as he embodies the very nature and heart of Skookum's core values, however, if there were to be any specific value that I think describes his work ethic it would have to be Quality.

Recently, Rick uncovered a discrepancy dealing with the placement of the air filters that go into the air handling units. By working alongside the shop foreman, shop manager, and warehouse supervisor, it was determined that the size of the filters did not match the dimensions that were given to the manufacturer. As a result, Rick's observation has prompted us to take a harder look at our filter vendor, internal processes, and warehouse receiving practices. This was a critical find.

Thank you, Rick, for your emphasis on Quality!

APRIL PRESIDENT'S EXCELLENCE AWARD WINNERS

James Wyrick
Fort Lee, VA Grounds
Nominated by: Matt Hawkins,
Roads and Grounds Maintenance
Supervisor, Fort Lee, VA

James Wyrick is an exceptional asset to the Skookum team here at Fort Lee. As the Assistant Grounds Manager, James continually stays in "GO" mode, making sure that all of the various tasks that his department is tasked with get completed on time.

James gets to work early every morning and prepares a safety briefing to present to his people before they head out to work. James makes sure that he gives a sense of integrity to crews before and after they leave the office. He can often be heard giving pep talks and speeches to employees just to better their day with no direct benefit for himself other than the fact that it is simply the right thing to do at the time.

James was formerly an Army Ranger and instills the "No Man Left Behind" mentality in his crews. There is absolutely no questioning of the commitment that James possesses when it comes to his Skookum family.

James practices what he preaches when it comes to helping his supervisor. Many long evenings have been spent doing paperwork and planning for the next day where James refuses to leave until his supervisor is finished.

Marques Brown
Fort Hood, TX
Nominated by: David Conyers,
Supply Technician Lead,
Fort Hood, TX

Since June 1, 2015 I've had the distinct pleasure of supervising Marques Brown, Stock Clerk Division 18 CIF, Fort Hood, Texas.

To be the youngest employee of the CIF team, Marques has exemplified all of the core values and has set the example of what Skookum represents. Having no former military experience or knowledge of the OCIE, Marques has learned very quickly and proficiently. Marques has shown true dedication and excellence while becoming a highly trained member of the team. Many customers and also some of his peers have given positive verbal praise to the professionalism and quality of work that Marques has displayed.

Marques has a can do attitude, never complains about his mission or environment and accepts and embraces diversity. Marques's dedication and excellence has also carried over to his work ethic and it's evident by his flawless attendance record. Marques has zero unscheduled absences since his date of hire. Marques's commitment, partnership and quality has set him above his peers. I am proud to have him on our team!!!

NEWS FROM JBLM CIF

Only 4 months into this year and nothing but positives for us here at JBLM CIF. Our contract has been renewed until 2022!! We couldn't be more excited to continue working with and for our awesome customers and Service Members. We were involved with a Quality Assessment Visit with SourceAmerica and of course the staff was extremely happy with everything they saw here. We also had our Annual ISO audit and we had yet another successful audit, where there were no findings! Great job done by all involved. Thank you Ron Cabanlong (ISO Rep) for your continual support and hard work with this program and keeping us on track. Also a big thank you to **Joe Fegurur** and **Michele Murray** for all of your assistance through the process. We value you and your team and appreciate everything you do for us!

We had two employees hit a couple awesome milestones. **Steven Brewer**, one of our Issue/Turn in Clerks hit his 10 Year mark February 9th. We were pleased to have **Mr. Dolven** come down and present him with this award. **Lynn Meier** was presented her 5 Year award. She originally started working for Skookum in October 2007 and stayed until July 2010. She returned here with CIF in March 2012. Congratulations to you both.



We want to welcome two new General Clerks to our team. **Audra Turner** and **Monica Robert-Fullard**. Also, **Denise Vanderbilt** who was an On-Call Clerk was hired as full time. All three have jumped in full force and are fitting in great! **Kam Ling Leon** has returned to us as a Chemical Clerk along with **Christopher Tudela**. They are a great addition to the CIF Warehouse Team. Again welcome to all of you.

In addition to employees we have new additions to some of their families. **Marliese (Lisa) McDaniels** is the proud Grandma to Mia Belle Hamilton. She was born 11:55 a.m. October 24, 2016. Weighing 7.0



lbs and measuring 18 ½ inches long. She was welcomed home by mom, dad and Big Sister Kenzie. **Edward Garrido**, our Warehouse Lead and wife are the beaming grandparents to Meleina Grace Garrido. She arrived 22 March 2017 at 10:30 a.m. She weighed 8 lbs 2 oz and is 19.5 inches long. She was welcomed home by her grandparents, parents and three Big Brother's.

Shelly Johnson | Operations Manager | JBLM, WA

SKOOKUM SANITATION UPDATE



We made it through the cold this year without a lot of mishaps, thanks to **JR Stoner**, Sanitation Mechanic. The work JR did allowed both **Greg Seitz** and **Terry Richardson**, drivers in the Kitsap area, to plug in their trucks to prevent them from freezing up.

Down at JBLM things are a little different but none the less we made it through. When they had the chance, all the JBLM drivers worked together and took advantage of the slower part of the season, **Ken Crouse**, **Arrray Mincey**, **Doug Miclette**, **Curtis Lake**, and **Patrick Tighe** assisted in maintenance and repaired latrines and sinks, all during 30 degree weather! While we were a little

slower here at JBLM compared to last year, our sub-contractor Valley Septic service in Yakima were not. There is a large amount of training going on over there this year. That being said, all information has to get input into our data base by **Vicky Stuffelbeam** and **Jessica Sablan**, along with the numerous calls associated with requests. Looking into the near future we see the usual training, and our special events coming up. Since we picked up another new truck, we will definitely be ready!

Bob Ratliff | Project Manager | JBLM, WA Sanitation

JBLM FLEET IS GROWING!

The workload is continuing to pick up! At this time we are in five different shops, including **Kevin Hitchner**, **Mike Concepcion** and **Victor Cobb** at VSE, where we are subcontracted. We are hiring some new folks to Skookum as well as bringing back former employees. It is always nice to see familiar folks. We have also signed a five-year contract as well, this is the first time a contract of this length has been issued to Fleet, very nice. The work load now and the future work coming in will take us through that five years!

Ramping up makes **Andy Desotell**, Operations Manager, a very busy guy. He is the “Best of the Best” and fortunately, he’s got some great folks around him as well. I’m excited to welcome back some prior employees and thought I’d break it down by shops and who’s in them, just in case you’d want to visit.

Bldg. 9570 – **Jim Gilmon**, **Vince Baza**, **Charles Sands**, **Marlan Oaks**, **Leamon Woodley**, **Millicent Baxter** (prior employee), **Mike Lakey** (prior), **John Park** (from CIF), **Carl Ross** (new), **Chris Mathis** (prior), **Jerome Brown** (prior), **Tim Howard** (new).



Bldg. 12981 – **Mike Noehl**, **Lucus Bruner** (new), **Eric Aalmo** (new) and **Ken Ellsworth** (prior).

Bldg. 3960 – **Herb Guches** (prior), **Walter Kelley** (prior), **Randal Rollis** (prior) and **Roland Bailey** (prior).

Bldg. 3426 – **Anthony Bass** and **Darrius McGhee** (prior)

Our workload is only going to increase from here on and I’m very excited to grow and meet new faces!

Bob Ratliff | Project Manager | JBLM, WA Sanitation



Live Well, Work Well

Health and wellness tips for your work, home and life—brought to you by the insurance specialists at DiMartino Associates

According to *Psychology Today*, Belgium, France, the Netherlands and Norway are all more efficient and productive than the U.S. in part because they use more effective management techniques and take longer vacations.

VACATION THERAPY

According to *Psychology Today*, Americans work 100 more hours per year than the Japanese, and up to three months more a year than Europeans. Yet, the United States is the only country that does not mandate paid vacation leave, whereas Europeans average six weeks of paid vacation annually. In fact, the right to an annual vacation at a minimum duration is mandated by law in 78 countries around the globe – with penalties for deferring vacation.

So, what's the big deal, you may ask? Well, not taking time to get away can actually be detrimental to your health. According to a recent study conducted by the State University of New York at Oswego, men who take annual vacations reduce their overall risk of death by 20 percent and their risk of heart disease by 30 percent because they are given a chance to de-stress. Beyond that, workers who put in 50 hours a week get the same amount of work done as those that put in 40 because fatigue leads to being less productive.

Aside from these facts, if a vacation is still not in your future plans, consider these benefits... and then call your travel agent:

Health Benefits

- Blood pressure, heart rate and levels of the stress hormone epinephrine decrease after only one or two days on vacations.
- The effects of exhaustion reduced when individuals have free time to relax, spend time in warm climates, exercise, get a good night's sleep and meet new people.
- Vacationers get deeper sleep when their trips are over.
- Leisure activities have been linked to overall well-being as well as the maintenance of solid physical and mental health.
- Vacationing decreases the chance of engaging in risky behaviors due to stress, such as excessive alcohol consumption, smoking and not getting enough sleep.

Emotional Benefits

- Women who take vacations are more satisfied in their marriages because they feel more romantic while away, and come back home feeling more connected to their families.
- Anticipation of a vacation increases positive feelings of one's family and life.
- Since satisfaction with life increases on vacation, the effects remain once travelers return home.

Career Benefits

- Three out of four corporate executives believe that vacations prevent burnout, improve personal job performance and improve creativity.
- More than one-third of small business owners report that their best business-growing ideas come during down time, not at work.

Recommendations

Now that you are convinced that taking time away will benefit all aspects of your life, consider these recommendations for thoroughly enjoying yourself while you're away:

- Generate a list of work-related things that you do not want to "pack" for your vacation. This includes worries about your supervisor or colleagues, career advancement concerns, cell phones, pagers, laptops, PDAs and guilt for taking a vacation.
- Build your vacations around things that you love to do or have always wanted to do.
- Do not schedule every minute of your trip; give yourself a chance to wander and explore.
- Savor moments that are truly great on your travels, like a relaxing dinner with a friend or a scenic walk with your significant other.

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TRIDENT GALLEY WELCOMES NEW EMPLOYEES

I would like to welcome and introduce all of our new employees hired this year in rainy 2017. We are gearing up for our spring 5 Star Inspection and the new energy is going to help us all a great deal! Joining the Ney winning Trident team here at Naval Base Kitsap are the following:



Collin Warrington



Denise Bauer



Jesse Renick



Jessica Santos



Kawaiolele Pakele

Please join me in congratulating our new employees on starting their new careers here at Skookum. We are truly going to appreciate having them on Board!

Heather Larson | Galley Division Manager | Bangor, WA

NOMINATE SOMEONE EXCEPTIONAL TODAY

SKOOKUM *Contract Services*

OUR CORE VALUES

PARTNERSHIPS

We believe in Partnerships that create long term relationships with our customers.

DIVERSITY

We value the Diversity each one of us brings to the team

INTEGRITY

We have the Integrity to do what is right

QUALITY

We are passionate about Quality

COMMITMENT

We have Commitment to our employees, customers and fellow team.

Exceptional Results with Extraordinary People

The Skookum President's Excellence Award is given to an employee who has demonstrated excellence in one or more of our Core Values or exceptional commitment to Skookum's Safety culture. Four winners are chosen every month and awarded with a \$100 prize along with a Skookum Excellence Pin. Winners are announced in the Skookum Skoop Newsletter. Anyone is welcome to nominate a Skookum employee for this award: customers, supervisors, employees, peers, managers, etc.