



# The SKOOKUM *Skoop*

February 2016



## Employee Honored with SourceAmerica Award



Congratulations to **Andres Gonzalez**, Clerk III JBLM CIF employee, for winning the 2015 SourceAmerica William M. Usdane Award for the Northwest Region. This award is presented by SourceAmerica to an AbilityOne Program employee with a significant disability who has exhibited outstanding achievement and exceptional character.

*Kelsey Kilen | Communications & Government Affairs Specialist | Bremerton, WA*

## Skookum Fort Lee Helps Assist Homeless Vets



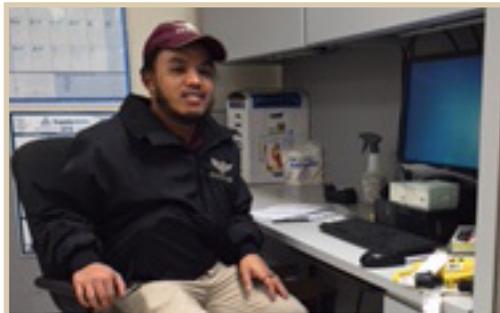
The team at Fort Lee had the opportunity recently to assist the Homeless Veterans “Standown” program at McGuire Veterans Hospital by donating clothing, shoes, food and personal items to the event. A “Stand Down” refers to an outreach effort sponsored by the Department of Veterans Affairs. During this event, the community provided over 200 homeless veterans with necessities including food, clothing, medical, legal



and mental health assistance, job counseling and referral, and most importantly, companionship and camaraderie.

*Ann Robins | Quality Control & Safety Manager | Fort Lee, VA*

## JBLM Janitorial Welcomes New Swing Shift Lead



JBLM Janitorial would like to welcome **Bryan Abejon** as the new Swing Lead for the JBLM Lewis shift. Bryan has worked for Skookum since August 2014 as a Janitor so he brings experience and a proven performance track record.

*Tom Whipple | JBLM Custodial Project Manager | JBLM, WA*

# February Birthdays!

1	Robert Graves	14	Kermit Crowder	24	Bernadine Moyler
1	Kyong Monroe	15	Courtney Miles	24	Samantha Aramian-Bossom
1	Robert Reiman	15	Jason Morford	24	Robin Counsellor
1	Jack Salyers	15	James Mikell	25	Pogafatu Kamuta
2	Lorraine Palmer	15	Talley Walker	25	Timothy Wolff
2	Devin Corin	17	Amanda Davis	25	Melissa Barclay
2	Brandon Vondersmith	17	Heather Leeman	26	Karen Mills
2	Sierra Hinrichsen	17	Webster Rhodes	27	Brett Hill
3	Thomas Humphreys	17	Ellen Reichart	27	Aaron Paasch
3	Michele Thesenga	18	William Bandy	27	Tyler Walker
4	Frederick Myers	18	Pamela Todd	27	Terri Thorpe
4	Thomas Hooper	18	Elaine Allen	28	Caron Williams
5	Dayna King	18	John Carr		
5	Reynaldo Rodriguez	18	Sarah Davies		
5	Noureddine Chourafa	18	Sarah Davies		
5	Jessica Lockwood	19	Brian Williams		
6	Elson Daidad	19	Vaughn Taylor		
6	Elson Daidad	19	Melinda Wynn		
8	Roger Hammond	20	Michael Noehl Jr.		
8	Deborah Williams	20	Peter Son		
8	Kelly Krahn	20	Robert Reinke		
8	Julianne Nilson	20	Ronald Carmichael		
9	Vielka Stufflebeam	20	Ronald Carmichael		
10	Robert Booker Sr	21	Elvira Marts		
10	Daniel Hislop	21	Jesse Nystrom		
10	James Wyrick	21	Kira Gumbs		
10	James Wyrick	22	Daniel Turner		
11	William Wright	22	Maota Greenwood		
11	Jeff Dolven	23	Nicole Moody		
12	Rene Martinez	23	Kris Aalmo		
12	Brennan Eschenbach	23	Connie McClendon		
13	James Lambert	23	Joseph Rodriguez		
14	Robert Ratliff	23	Matthew Johnson		
14	Raymond Hall	23	Steve Fuhrman		

## February President's Excellence Award Winners

### Skookum Safety Culture Award

#### ***Thelma Rongcal - Navy Galley, WA***

Nominated by: **Heather Larson**, Project Manager,  
Navy Galley, WA

Thelma has safety at the forefront of her mind not only for herself, but for her coworkers as well. She always wears her Personal Protective Equipment (PPE) and gives friendly reminders to her coworkers to do the same. She is not the Safety Representative for the Galley, but she finds it very important to ensure that her co-workers are safe at all times, whether that is with ear plugs or keeping an eye out for water on the floors or hot grease, she always has an eye out for workspace hazards. She is an excellent Food Service Attendant and Shift Lead and is constantly dependable, reliable and willing to do anything to pitch in with a smile.

Thelma has been with Skookum for five years now and I truly appreciate her hard work, her willingness to fill in and help wherever she can and her wonderful attitude. I am so glad she works here at the Galley with us!

#### ***Gus Johns, Fort Hood CIF, TX***

Nominated by: **In Ok Embry**, Supply Technician Lead, Fort  
Hood CIF, TX

I would like to talk about the Skookum Core Values that Gus Johns displays each and every day. Diversity, Partnership, Integrity, Quality, and Commitment. I sit and watch Gus deal with extraordinary customers every day. He listens to the customers' frustration. Then he calmly explains, as well as, shows the reason why they're having a discrepancy with their paper work. He always displays the highest level of integrity in his work, with a commitment to ensure our customers continue to receive exceptional results. Gus is an extremely motivated and dependable employee. He sets the example of the Skookum Core Values!

***Joseph Rodriguez- White Sands Missile Range, NM***  
Nominated by: **Valerie Flores**, Maintenance Scheduler,  
WSMR, NM

Through many different transitions we have had at our site, Joseph has managed to somehow keep the quality and safety department together, running properly and safely. Joseph has also gone above and beyond his job description to also help with Luncheons and other activities. Joseph takes his time to make sure everyone has proper training and comforts in times of need. I feel Mr. Rodriguez needs to be recognized for his excellent effort he has put into our employees and company.

#### ***James Gilmon- JBLM Fleet, WA***

Nominated by: **Andy Desotell**, Operations Manager,  
JBLM Fleet, WA

Jim Gilmon has been with the company for over 12 years. His performance, passion and charisma that he possesses is a force to be reckoned with. He holds all the core values that a Supervisor/Manager could hope for in an employee. Currently Jim is an Autoworker but, he also filled the rolls of Mechanic, Inspector and occasionally a Lead. For the past several months, Jim has filled all of these position and he did it so effortlessly. He also is our ISO representative for Fleet and has done a phenomenal job and staying up on all the changes. He also performs a part time role for Fleet as their HAZMAT Representative.

When he first started performing inspections on vehicles, employees thought Jim was too hard on them when he would inspect their equipment. That was Jim doing what he does best, not returning good equipment, but rather great equipment back to the customer.

When Fleet was slow we moved some folks over to Central Issue Facility (CIF), Jim went over there as a Warehouse Specialist in the Deployment section. His role was to size/fit soldiers with the appropriate deployment menu items, submit orders, receive/inventory orders, issue out the equipment, and train soldiers on the proper use of the equipment they were receiving. He also assisted as a forklift operator and other warehouse duties. Jim was always willing to help out and eager to learn by asking questions so he could fully understand his duties/responsibilities.

## Fort Meade's Safety Day



The safety day training focused on how to stay safe and healthy in winter. The coordinator and trainer, **Michael Vassell** provided handouts about carbon monoxide and frostbite. Michael explained that staying hydrated during winter is just as important as in warmer months. He also talked about dressing properly to prevent skin exposure against the cold, such as layering and wearing mittens instead of gloves, taking necessary breaks when working outside and wearing socks that keep your feet warm and dry. Instructions were given about what to do in the event of carbon monoxide poisoning and



how to prevent being affected by carbon monoxide; some of the clues of carbon monoxide that can be seen are debris falling from chimney or fireplace, moisture inside windows. Some of the symptoms of carbon monoxide poisoning are headache, fatigue and nausea.



Our Maintenance Team conducted safety checks of the employee's POVs. The inspection included lights, tires, windshield wipers, brakes, mirrors and seatbelts. A sandwich lunch was provided by Skookum and an added bonus was a one gallon bottle of windshield washer/deicer fluid and an ice scraper given to each employee. The day was a complete success and enjoyed by all involved.

**Reggie Pickett | Supply Supervisor/ APM | Fort Meade, MD**

## PSNS Has New Operations Maintenance Supervisor



Division 40 recently hired a new Operations Maintenance Supervisor, **Cory Brickman**. Cory is originally from Gig Harbor, WA, just 23 miles south of Bremerton. He has worked for Skookum for about 5 years starting as a forklift operator and performing various other jobs progressing to the supervisor level. Cory's responsibilities include supervision of up to 18 personnel providing support in general labor, asbestos and lead abatement, floor maintenance, grounds maintenance, and various other work. Management of this work is difficult in nature due to its Indefinite Quantity delivery method. Workload is unpredictable so resources have to be carefully managed and Cory and his team have to be extremely flexible and willing to change roles in a moment's notice. To date, Cory has done an outstanding job meeting all mission requirements and building a team

that works very well. He has boosted project workload significantly due to his rapid response to customers and willingness to meet their schedule requirements. Projects range in value from just a few hundred dollars to a recently submitted proposal valued at over \$273,000 on a project to remove fire hazards at a fuel farm complex 12 miles north of Bremerton at Naval Base Kitsap, Bangor. Welcome to the team Cory and keep up the great work!

**Karl Cupp | PSNS Project Manager | Bremerton, WA**

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## New to Skookum?

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To receive "The Skoop" newsletter via email click

["Sign up to Receive Newsletter"](#)

## Introducing Skookum's Voc Team



Megan Mason-Todd

**Megan Mason-Todd** is the Vocational Program Manager for Skookum. The Vocational Department consists of the Training program, Community Supported Employment and the Vocational Specialists who support AbilityOne contracts. The Vocational department supports Skookum's mission by mentoring, supporting and providing accommodations to people with disabilities.



Chad Rogers

**Chad Rogers** is a retired Navy and Marine Corps veteran with 25 years of honorable service to our nation and now serves as the advocate and liaison to Skookum's 250+ disabled veterans as the Veteran Vocational Specialist between local, state, and federal veteran services across the country. Based out of Ft. Meade, MD, he is primarily responsible as the Vocational Specialist for all disabled Skookum employees at the Coast Guard Yard in Curtis Bay, MD to include the Navy Research Laboratory (NRL) Washington, D.C. and Ft. Meade, MD.



Genevie Borja

**Genevie Borja** is a vocational Specialist at Skookum. Her job is to support our employees with disabilities by providing ongoing vocational case management resources. These resources include the allocation of various supports within the community, assessing employee needs to make accommodations for them in the work place, and one on-one employee outreach as needed to ensure success in employment with Skookum.



Maketta Burch

**Maketta Burch** has a background in human resources and began working with Skookum as a Vocational Specialist in 2014. She currently supports two sites in Virginia in which she identifies needs for employees and provides assistance for ongoing challenges. She has the compassion to support the inclusions of individuals with disabilities and is always focusing on the needs of every individual and to ensure the right accommodations are in place for each person to achieve his or her full potential of success.



Monique Perez

**Mandy Belcher** serves as the Vocational Specialist and HR Representative for our Tennessee contract. She handles new hire orientation, payroll, vocational reports, accommodation requests, and various other duties. Prior to joining Skookum in July 2013, she worked for a financial company in Knoxville, TN for 15 years.



Amanda Gorley

**Monique Perez**, a former university Academic Director, is new to Skookum. She is an Army wife and mother of three, currently serving as the Vocational Specialist and Administrative Assistant at Fort Hood, Texas. She has a passion for serving the military and communities of individuals with disabilities, helping with the transition into new work environments. Her work includes ongoing performance assessments, accommodation evaluations and social support. She is also responsible for annual trainings such as disability awareness at the Central Issue Facility. Monique works closely with our employees with disabilities and she is responsible for assisting all employees with understanding employee rights and benefits.

**Amanda Gorley** is a Vocational Assistant at Skookum and currently working in two different departments. She is covering for **Lauren Hill** while she is on maternity leave and also works in the Programs Department providing administrative support. Amanda supports and provides resources to the employees of Port Townsend, Bangor, and the Naval Hospital. When Lauren returns, Amanda will continue to work with the employees of Port Townsend, moving over to the Programs Department full time.

## Skookum Safety Zone: Safety Incentives



One of this year's Safety department goals is to generate more employee safety incentives from the home office to further support team members companywide. **Jeff Dolven**, President/CEO, introduced the Presidential Safety Award Program in last month's newsletter that the Safety department will be building upon. Several ideas have been discussed in the past incorporating valuable feedback from employees companywide. Though not finalized, the Safety department is considering a Skookum recognition program that would be managed at the site level. Safety Representatives/Managers and Project Managers would recognize employees going above and beyond in their support of Skookum's safety culture. Upon finalizing, the specifics will be shared companywide to include an update in a future newsletter edition.

**Chris Crittenden**/Safety Program and Environmental Manager encourages forwarding any feedback you may have via email to him at [ccrittenden@skookum.org](mailto:ccrittenden@skookum.org). Stay tuned for more information!

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



The 2016 calendar year audit cycle is well underway for ISO 9001 (Quality Management System) and 14001 (Environmental Management System). Of particular note, this year we have partnered with Verisys Registrars, whereas most audits will be conducted virtually via Go-To-Meeting. As with any new venture, we have encountered some minor challenges, but so far it has proven to be very successful and convenient for all parties involved.

To date, seven divisions have been successfully recertified to ISO 9001:2008 Standards (D19 JBLE, D20 Sanitation, D31 NRL, D40 Janitorial, D41 NHB, D42 Janitorial, and D80 TN) along with the one and only ISO 14001 system (D40 Abatement Team). Congratulations!

There are nine divisions remaining to be audited for recertification (D10 Fleet, D11 JBLM CIF, D17 JBLM Janitorial, D17 Ft Hood CIF, D21 JBLM Hydrant, D30 Ft Meade, D44 Galley, D51 WSMR, and D55 Ft Lee).

Last but not least, there are three new divisions scheduled for initial ISO 9001 certification during the 2016 audit cycle: D12 Ft Riley GSA, D14 Ft Riley Grounds, and D80 AR.

Shortly after this audit cycle, training will begin for ISO representatives on the newly released ISO 9001:2015 and 14001:2015 Standards Manual. Then the transition begins, which must be completed by the 2018 audit cycle. There is never a dull moment in the world of ISO! A big thank you to all of our ISO Representatives whose contributions allow our program to be successful.

## Q C O R N E R

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**Joe Fegurgur | Quality Program Manager**  
**Michele Murray | Quality Program Coordinator**





# Skookum Wellness

February 2016

## *The Instant Effects of Diet and Exercise*

Your body responds the moment you begin making healthier choices



Part of the challenge in healthy living is that you see the effects gradually. That can be frustrating when you're working hard in the gym and sticking to your diet. But whether you see it immediately or not, your body responds the moment you begin making healthier choices. These changes can reduce your risk of obesity, heart disease, cancer and diabetes, all while making you feel better.

### **Controlling Blood Sugar Heads Off Disease**

When you eat food containing carbohydrates, your blood sugar rises. How fast and how much it increases depends on how quickly your body is able to break down the food. One way of measuring this is the glycemic index, which ranks food on a scale from 0 to 100 based on how it affects your blood sugar. Foods with a high glycemic index are quickly broken down and cause sharper spikes in blood sugar levels, followed by dramatic drops.

Why does this matter? For one, sharp blood sugar fluctuations can increase your risk of Type 2 diabetes, and research has tied diets rich in high glycemic foods – such as white bread, white potatoes, soft drinks and candy – to increased risks of heart disease, diabetes and obesity. “Fluctuating blood sugar causes fatigue, and high levels of insulin can lead to weight gain,” says Dr. Kristine Arthur, internist at Orange Coast Memorial Medical Center in Fountain Valley, California. “Over time, this can also cause chronic inflammation in the body.” Controlling your blood sugar can also lead to sustained energy levels and greater mental clarity.

### **Cut Back on Caffeine to Improve Mood**

Many of us would meet that afternoon slump with a cup of coffee, soda or energy drink. But research suggests that caffeine raises cortisol – the “stress hormone” – and chronically high cortisol levels can damage immune health. In the short term, cortisol can make it difficult to handle pressure, and caffeine exacerbates the hormone's effects. In other words, skipping a caffeinated drink can immediately help regulate this hormone and its short- and long-term effects.

### **Find Balance Through Exercise**

“Exercise helps your breathing, which lowers your heart rate and blood pressure almost instantly,” says Dr. Nicole Weinberg, a cardiologist with Providence Saint John's Health Center in Santa Monica, California. These benefits aren't only good for your cardiovascular system – they also help your mood. The rush of endorphins during physical activity can immediately boost your mood and reduce stress levels. And like diet, exercise has immediate effects on blood sugar, minimizing energy peaks and valleys throughout the day.

### **Commit to a Healthy Lifestyle**

“The benefits evolve over months, sometimes years. Physiologic changes will start quickly, but the true effect takes time,” says Dr. Mark D. Lurie, cardiology director at Torrance Memorial Medical Center in Torrance, California. Delayed gratification is better than no gratification at all, but having to wait for the dramatic effects of a healthy lifestyle may drive some people to give up. A measure of trust has to go into eating right and being active – trust that your body is making changes here and now, despite the fact that those results aren't as visible as a drop in your pant size. “Broccoli may not taste as good as fried onion rings, and watching TV may not leave us with the sore muscles of a good workout,” Lurie says. “But we all have to have our eyes on the prize – and the prize is lifelong good health.”

About the Author:



Elizabeth Renter is a journalist who writes for NerdWallet Health, a website that helps people make smart health and financial decisions.

## Skookum Veteran Spotlight



Did you know the Purple Heart was originally designated as the Badge of Military Merit by George Washington in 1782? Meet **Michael Vassell**, our Quality, Safety, and Environmental Manager at Fort Meade, MD, one of 12 Purple Heart recipients employed by Skookum.

Mike, a Jamaican native, joined the Army in 2002 and served four combat tours in Iraq and Afghanistan with the 1st Bn., 23rd Infantry Regiment from JBLM, WA. Eventually recovering from an IED blast in 2007, Mike transferred to the 3rd Infantry Regiment, "The Old Guard," in 2013 where he served on funeral details at Arlington National Cemetery and performed in Twilight Tattoos.

Mike has been a Skookum employee at Fort Meade since 2015 and studies Public Safety Administration using the VA's Vocational Rehabilitation and Employment (VR&E) services. "The best thing I like about Skookum is that I can rely on anyone," said Mike. "It's like a family. I love the camaraderie." Mike volunteers with the American Red Cross and is married to Dionne Vassell.

*Chad Rogers | Veteran Vocational Specialist | Fort Meade, MD*



## Skookum President's Excellence Award

### CORE VALUES



Partnership



Diversity



Commitment

SKOOKUM



Integrity



Quality

Each week, an employee wins the Skookum President's Excellence Award. The winner will receive a \$100 Prize along with a Skookum Excellence Pin. This 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. The winners are announced in the Skookum Skoop Newsletter every month. Anyone is welcome to nominate a Skookum employee for this award: customers, supervisors, employees, peers, managers, etc.

*Exceptional Results with Extraordinary People*

To nominate, go to: [www.skookum.org/news-media/award-winners](http://www.skookum.org/news-media/award-winners)  
Fill in form and click submit. Your nomination will go directly to Skookum CEO, Jeff Dolven.