



20 Years

Since 1992



Nuts & Bolts

A NORTHCON NEWSLETTER



DECEMBER 2012

Proposal Development & ESTIMATING

To keep growing strong, Northcon keeps the lifeblood pumping by means of Proposal Development and Estimating. Proper planning, scheduling and cost estimating is paramount towards successfully winning government contracts. We have provided highlights of each area, starting with Proposal Development.

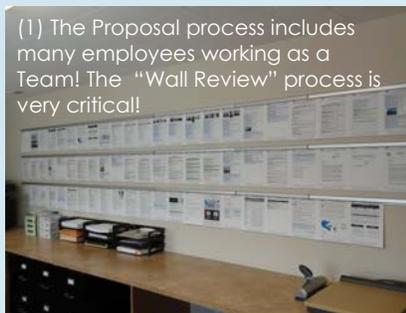


Once a "Bid" decision is made by Northcon Management, our Proposal Manager, Michele Engelbrecht continues with the work that has already begun on the solicitation,

finishing the RFP breakdown and any research that has been done on the customer.

Doing a thorough breakdown of the final RFP is KEY! Missed details can cost you in the evaluation process and ultimately can cost you the award. So charting out all proposal instructions and evaluation criteria written in Sections L & M of the RFP is crucial.

The focus of the Proposal Manager is Compliance, Responsiveness,



(1) The Proposal process includes many employees working as a Team! The "Wall Review" process is very critical!



(2) The RFP assigns the number of volumes to be created and shipped.

Message, Uniqueness, and the packaging of it all "TO WIN IT!"

As Proposal Manager, Michele believes each proposal should be better than the last one. Each proposal should get easier for the evaluators to read and to find the award winning information that they are looking for. This year has been especially rewarding for the ID/IQ awards we have won • \$60M Army JOC • \$15M ACOE JOC • \$95M USAF MACC • \$25M Army JOC.

Certain new focuses for the customer and the evaluator were incorporated into each of these

proposals and we will continue to build on those focuses and concepts and incorporate them into all of our future proposals.

Pictured is the stages of a proposal from (1) being posted on the wall as it is being written, developed, and edited then (2) assembled and put in binders for shipment.

ESTIMATING

Estimating has been defined as the intersection of planning and logic, versus chaos and crisis. "No two projects are the same when it comes to bidding" laments Robert Frazier, Project Manager and Estimator from Northcon's Hayden Office. Bid packages can be as simple as a dozen drawings and some specification to packages with hundreds of drawings and literally thousands of pages of specifications. The same elements of planning, scheduling and cost estimating used in proposal response development make up the approach to a bid,



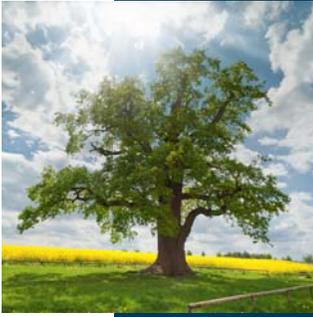
complicated by the last minute pricing frenzy as suppliers and subcontractors try to give Northcon the best last (cont. on page 7)

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Inside: A message from Randy on Growth Strategies and Partnerships!



“Growth Strategies and Partnerships; Building A Strong Future For Northcon”

“A Strong Future”

I am pleased to report that Northcon is having another strong year. We are experiencing outstanding growth in our business planning and are receiving high grades on our project delivery from many of our valued clients. The success Northcon is experiencing is attributed to the hard work, dedication and commitment of you, our valued employees and our business partners. Northcon relies on many partnerships for our success; these include strategic business partnerships, subcontractors and suppliers. Our strategic partnerships have opened new avenues of business and allowed us to continue to support our long term established clients for Northcon as well as providing a mentoring and growth potential for our business partners. While our subcontractors and suppliers are numerous and essential to our ongoing success, we want to highlight some of our strategic business partnerships and their roles in our successes.

Resourcing and staffing: Northcon has developed a strategic partnership with **Dynamic Recruiting** of Spokane, WA. Dynamic Recruiting assists Northcon with outsourced services which include; recruiting and human resources services, temporary and contract labor,

and federal, state and local contract compliance with approved hiring and human resources services. Their support has been instrumental in identifying qualified candidates to fill key openings in our organization created by our ongoing growth and identify resources for new and developing opportunities.

SBA 8(a) Contracts: Northcon is fortunate to have established business relationships with two quality and emerging 8(a) businesses. These partnerships have provided several of our existing clients continued access to Northcon by offering alternative avenues of procurement and contracting through the SBA 8(a) program. These partnerships have also allowed both Northcon and our partners to jointly pursue new business opportunities in the 8(a) arena. In return, Northcon is mentoring and aiding these developing companies in growing and developing. Our partners are **Abatement Contractors of Montana** of Missoula, MT and **The Renew Group** of Lawrence, KS. These partnerships have afforded us an opportunity to offer our services at locations such as Fort Hood, TX, Fort Leonard Wood, MO, Portland, OR, and Brunswick, GA.

Service Disabled, Veteran Owned Small Businesses (SDVOSB):

Northcon is pleased to have a partnership with a SDVOSB, **Triune** of Hayden, ID. This is an emerging new procurement being sponsored by the federal government to support our disabled veterans in the small business arena. Northcon and Triune have partnered to complete a number of projects for the Veterans Administration in Spokane, WA and Boise, ID and for the DOD at Fort Hood, TX and Fort Leonard Wood, MO. We look forward to the continued development of opportunities in the SDVOSB area.

Because of these partnerships we believe our future is strong and our potential to succeed is unlimited. The tree is a good example of how Northcon is structured. The base or root system is essential to success and growth of the tree, you our employees, are the base and provide the strength to grow and succeed. The branches are our clients and partners and we will continue to branch out and grow because of what the root system provides.

We look forward to 2013 and beyond as we continue our success in fulfilling our commitment to deliver at the highest levels of safety, quality and client satisfaction.

Randy

2012 ID/IQ AWARDS



Award Date:
01/06/2012

Contract:
\$60M ID/IQ JOC

Location:
Fort Riley, KS



Award Date:
06/27/2012

Contract:
\$15M ID/IQ JOC

Location:
JB Charleston, SC



Award Date:
07/12/2012

Contract:
\$95M ID/IQ MACC

Location:
Fairchild AFB, WA



Award Date:
11/01/2012

Contract:
\$25M ID/IQ JOC

Location:
Fort Gordon, GA

2012 \$1M+ AWARDS

Northcon Task Orders & Stand Alone Awards

\$9.4M Renovate Bldg 680, Glynco
 \$4.3M Renovate Bldg 229, Ft. Riley
 \$2.3M Construct Rec Center, Fairchild AFB
 \$1.5M Boiler Repair, Glynco
 \$1.3M Repair Short Stay Rec Area Lake Wall, JB Charleston
 \$1.3M Repair Taxiways, Fairchild AFB
 \$1.1M ICE TI Oroville Border Station
 \$1.06M NPTU Projects, JB Charleston
 \$1.02M Brooklyn Iron Works - Shop Expansion

Stand Alone Awards with Partner "The Renew Group"

\$1.17M Modifications to Gate 10, Glynco
 \$1.02M Renovate Range E, Bldg 221, Glynco

Northcon's Business Support Spotlight



Banking on Northcon

Panhandle State Bank believes that how a business achieves success says a lot about where they're going. Our association with Northcon over the past decade has proven that good people, committed to quality services and products, can be incredibly successful regardless of economic cycles. It is a testament to Northcon's tactical planning that the company leadership has remained true to its foundational business strategy while making savvy, market-driven decisions.

Northcon understands the need to be strong yet nimble when it comes to navigating tightly controlled federal projects and the competitive commercial market-



place, delivering outstanding, competitive products on rigid deadlines. When that performance isn't matched by prompt payment by a customer, a solid banking relationship is key to maintaining the financial position necessary to compete for and deliver on new projects.

As a regional community bank, Panhandle is ideally suited to match Northcon's business style. Our financial strength makes it possible to structure business transactions in ways that make sense for the company.

Northcon and PSB have developed a deep trust and partnership because of the ways Randy, Renay, and their team work to continually educate us about the industry; the trends, the potential challenges and the benefits ahead.

PSB is uniquely suited to helping Northcon because of our deep knowledge acquired over many years of service and our bank-wide commitment to business success. We appreciate Northcon's business values and dedication to the community because we share them. As Northcon has demonstrated success with its business model, PSB has been working hard to deepen its service and expertise for the small to mid-size business market. *You might say, we've grown up together.*

Most of all, Panhandle State Bank appreciates the wonderful people that make Northcon work. It's a long-term relationship that's good for all of us.

Joe Williams

Office Updates

IDAHO Corporate Office

We'd like to introduce the girls who run the Corporate front office and the work that they do year-round!

- If you are calling in, you will be talking with **Leslie**. She's not only the Receptionist who processes all the mail, she handles making all the corporate travel arrangements and literally is a support to everyone in the office!
- And in the Finance office behind all the calculator tape is **Sarah**, our Director of Finance and Accounting. She prepares all financial statements and supervises the financial accounting for the company.
- Around the corner you will come to **Julie**. She is our Hayden PBA and keeps job details and subcontractor paperwork in order and running smoothly for all the jobs that run out of our Hayden office, which includes all task orders from the Fairchild AFB MACC.
- Then around the other corner is our Office Manager, **Tonya**. She processes A/P, A/R, and does all employee benefits.
- In the center corner is **Tammi** our Payroll Administrator. She weekly processes all company and certified payroll, A/P, taxes for 13 states and is our Credit Card Extraordinaire.
- And to complete this great group of Ladies is **Lisa**. She is our Corporate PBA Support. She oversees & administrates in all areas of the corporate PBA process!

The above is just a small sample of what each lady does on a daily basis—just a snap shot of the big picture! We love this group of ladies who process so much paperwork on a daily basis and keep things running smoothly for the company!



KANSAS Fort Riley



Pictured from left-to-right:

Roscoe Maycraft
QC Inspector
Ron Watson
QC Manager
Marcello Cruz
QC Inspector
Dan Springer
QC Inspector
Jim Happ
QC Inspector



Pictured from left-to-right:

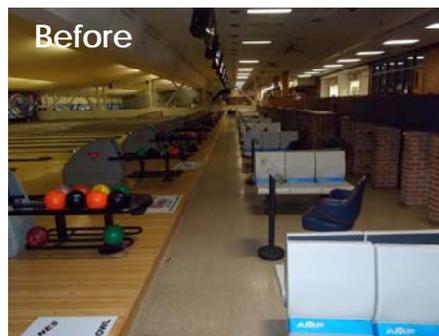
Fadel Hamdan
Task Order Manager
Daryl Legg
Program Manager
Stephanie Schmeck
Office Manager

Chelsie McKinven
CADD Manager
Bill Millar
Task Order Manager
Gary Suess
Task Order Manager
John Genung
Task Order Manager

Featured Task Order from Fort Riley JOC:

\$386K Renovate Building 7485, Cluster Hill Bowling Alley

This was a major renovation of the Bowling Alley for Fort Riley which had multiple challenges that we were able to successfully work through and Northcon was able to complete the project a month ahead of schedule which allowed MWR to hold a grand re-opening of the entire facility instead of a soft re-opening of half of the facility, as was originally planned.



Pictured from left-to-right:

Richard Marden
Superintendent
Mark Hall
Superintendent
Pat Marden
Superintendent
Bryant Bigelow
Lead Superintendent

Lisa Furtaw
Carpenter
Charles Littler
Carpenter
Greg Bryant
Superintendent
Brandon Rosian
Laborer

Office Updates

NEVADA *Nellis AFB*



Pictured from left-to-right:

Jack Daniels
Regional Operation Manager
Randy Reber
Superintendent
Kim Anderson
Project Business Administrator,
Boise

Shannon Blagburn
Project Business Administrator
Ellard Comstock
Senior Project Manager
Shane Ewing
Quality Control Manager



Community Park Entrance



Music-Movement Area



Nature Art Play Area

Featured Task Order from Nellis AFB SABER:

\$238K Design/Build Accessible Community Park

Work Included:
Demo, Grading, Landscape, and Irrigation.

Created the following Park Areas:
Entry Area, Gathering Areas, Open Area, Music/Movement Area, Pathways, Building Area, Nature Art Area, Climbing/Crawling Area, Messy Material Areas, and Bike Rack.



Messy Material Area

SOUTH CAROLINA *Joint Base Charleston*



Pictured from left-to-right:

Danny Faulk
FLETC Superintendent
Stacy Tobias
Project Business Administrator
John Day
Superintendent
Vanessa Morrissey
Quality Control Manager

Devin Terrill
Senior Project Manager
Robert Hunt
Project Manager



Sheet Pile Delivery

Featured Task Order from Joint Base Charleston JOC:

\$1.3M Repair Short Stay Rec Area Lake Wall

This job is underway and is anticipated to be completed in March 2013. The SOW for this project is the replacement of the lake wall, demolition of collapsed portions, to include: removal of temporary stabilization systems, and partial (top) removal and disposal of existing lake wall.



Pile Driving

Giving Back

Mobile Medical Clinic Gets Free Renovation from Northcon

Northcon enjoys supporting great causes and we had the privilege of renovating the Mobile Clinic that is used by Dirne Community Health Center and Ryan Smith, a Physician Assistant. Ryan and his team have made a huge impact for those in need in North Idaho. With the Mobil Medical Clinic, services can be offered to those in need, who might not otherwise seek help, and provide the help in an area that is a bit more private and more conducive to actual healthcare. With this help being "mobile," Ryan's Team is able to get out to where those who are in need live, which creates trust, and greatly improves the follow-up care that is often needed, as well. The improved health of these patients has far reaching benefits that empowers them to achieve job placement which opens the door for them to have more opportunities, such as schooling, allowing them to move forward in life.

After the renovation work was completed the Mobile Clinic now operates with a computer that utilizes electronic health records, a printer, an open lounge area to meet with patients, and a private exam room.

Randy and Renay are the proud parents of Ryan Smith!



2012 Northcon Sponsorships

Killeen Jr. Livestock Show—

Northcon proudly made a purchase in support of this great program that has animals teaching children responsibility and lifelong lessons. More than 140—3rd to 12th graders participated in the show this year. This program is headed up by our own Brent Bliton, out of our Killeen Office. Way to go Brent!



Hayden Norseman Baseball—

Northcon sponsors this program that teaches the game of baseball and creates an environment where young baseball players can work to achieve their dreams of playing high school and college baseball.



Basketball, Soccer & Baseball Teams—

Northcon donated money for uniforms, equipment, and team travel for multiple Basketball, Soccer, and Baseball Teams.

S.C. Friends of Santa—

Northcon sponsors this program that provides food, clothing, shelter, and toys (to just name a few things) for needy families. This organization is made up of people and businesses that donate products, services and time.



Orofino Elementary School—

Northcon painted the hallway and art displays at the Orofino Elementary School. As you enter the building, the hallway displays the beautiful canvas artwork that is created by the students.

Famous "Quotes"

"Life is either a daring adventure or nothing."
- Helen Keller

"Do not let what you cannot do interfere with what you can do."
- John Wooden

"Many of life's failures are people who did not realize how close they were to success when they gave up."
- Thomas Edison

"It's never too late to become the person you might have been."
- George Eliot

"Twenty years from now you will be more disappointed by the things that you didn't do than by the ones you did do. So throw off the bowlines. Sail away from the safe harbor. Catch the trade winds in your sails. Explore. Dream. Discover."

- H. Jackson Brown Jr.

"Nothing is impossible, the word itself says 'I'm possible!'"

- Audrey Hepburn

(Continued from page 1)

minute pricing to hopefully beat out the competition. The primary difference between a proposal and a fixed price bid is that the bid is a single number on a piece of paper or bid form with no allowance for clarification or explanation nor does it allow Northcon to get "credit" for past performance or best approach.

Robert makes the point that "In almost all cases the price we give the owner is the price guaranteed by Northcon to complete the scope of work, so we have to be absolutely sure we have all the scope covered before we submit the bid". Getting to the final price is a combination of breaking the work into packages usually by construction trades and assuring every little detail is addressed so we do not miss anything. Then comes the hard work of finding qualified subcontractors and suppliers to provide price quotations and ultimately assure we have an "apples-to-apples" comparison on each quote.

Northcon does not always bid work in locales where we have a local presence so a significant amount of time is spent in just locating qualified suppliers and subcontractors and determining what, if any work, will be performed directly by Northcon.

Bid day is sometimes akin to a three-ring circus. It is not unusual to see Robert sitting in the conference room conducting a bid review with the Northcon Senior leadership team while juggling a cell phone to get the "last and best price" from a subcontractor, reviewing a late fax or e-mail with updates, being interrupted to take a call and updating the bid spread sheet to allow for final assessment of risk, while keeping an eye on the clock to assure the bid is submitted before the date and time deadline. The "deadline" is an absolute cut-off, even if the bid is only a minute late it will be rejected and a month of hard work can be wasted. In some cases the bid can be submitted electronically, most require a hand

delivered bid. In those cases, Northcon has a representative strategically ready to receive that last minute call on a cell phone to write down the 'hopefully winning bid amount' and turn it in on time.

After all the excitement of finalizing the bid and submitting it, now comes the never-ending wait for results. Did we have the right number; were we too aggressive or not aggressive enough; should we have used that last minute price from a supplier we did not know was bidding; these are agonizing questions that beg a response but can only be answered by knowing if we were successful or not. In some cases, the bids are opened immediately and winner announced, some are opened but the winner is not confirmed and some take weeks or even months to decide. As for Robert, he's off onto the next adventure, knowing his number is always a good number, unless Robert is also the designated PM for the project then he too is awaiting that call to see if we won.

RECIPES

Pita Tree Appetizers



Plant a forest of pita bread trees on your table in less than 30 minutes by topping wedges with store-bought guacamole.

INGREDIENTS:

- 4 pita folds or pita (pocket) breads (about 6 inches in diameter)
- 16 thin pretzel sticks, halved
- 1/2 cup fat-free sour cream
- 1/2 cup guacamole
- 2 Tablespoons finely chopped parsley
- 1/4 teaspoon garlic-pepper blend
- 1/4 cup very finely chopped red bell pepper

1. Cut each pita fold into 8 wedges. Insert pretzel stick half into center of bottom of each wedge to form "tree trunk".
2. In small bowl, mix sour cream, guacamole, parsley and garlic-pepper blend. Spread about 1 teaspoon sour cream mixture on each pita wedge.
3. Arrange bell pepper pieces to form a garland.

If desired, cover and refrigerate up to 8 hours before serving.

Recipe makes 32 appetizers.

Milano Ciabatta Sandwich



INGREDIENTS:

- 1 loaf (1 pound) unsliced rustic ciabatta bread
- 1/2 cup kalamata olive tapenade
- 2 cups shredded romaine lettuce
- 1/4 large sweet onion, sliced (1 cup)
- 8 ounces sliced salami
- 8 ounces sliced provolone cheese
- 2 medium tomatoes, sliced

1. Cut bread horizontally in half. Spread tapenade over bottom half of bread; top with lettuce. Layer onion, salami, cheese and tomatoes on lettuce. Add top of loaf.
2. Cut sandwich into 16 pieces and place party pick in each piece.



Computer Tips from Shayne!

A Strong Password

"Treat your password like your toothbrush. Don't let anybody else use it, and get a new one every six months" – Clifford Stoll

The following are some tips on creating a strong password:

- ✦ it cannot be found in a dictionary.
- ✦ it contains special characters and numbers.
- ✦ it contains a mix of upper and lower case letters.
- ✦ it has a minimum length of 10 characters.
- ✦ It cannot be guessed easily based on user information (birthdate, postal code, phone number, etc.).

Example of password strength:

- ✦ A sentence that is reduced to the first letters of each word only, e.g. "Everything I Do I Do It For You" becomes EIDIDIFY - **WEAK** Strength
- ✦ Swap out some letters for numbers & Symbols to create: E1d_1D!4Y:) - **STRONG** Strength

Test your password:

To make sure your password is indeed safe, go to www.passwordmeter.com. This will reveal details about the strengths and weaknesses of your password.

Northcon Location Map



Outdoor Safety



Camping Tips

- Wear Appropriate Clothing for the area conditions and season of the year. Find out the weather report for where you are going.
- Check Your Equipment and keep your equipment in good working order and inspect it *before* your trip.
- Develop an Emergency Plan before you start your trip. Make sure everyone knows what to do if they get lost or a medical emergency arises. Give children whistles with the instructions to "Stop and Blow" if they become lost.
- Check Campsite for Potential Hazards and be sure to check the site thoroughly for glass, sharp objects, branches, large ant beds, poison ivy, bees, and hazardous terrain.
- When There is Lightning don't sit or lie down, because these positions provide much more contact with the ground, providing a wider path for lightning to follow. If you are with a group, spread out at least 15 feet apart to minimize the chance of everyone getting hit.
- Pay Attention to Regulations of where you are going, particularly concerning campfires. In many desert or drought areas, fires are prohibited and you must use a camp stove.
- Think Before you Drink! No matter how clean or pure stream water looks, it's likely to contain water-borne parasites and microorganisms that can cause discomfort and sometimes serious illness. Pack your water in, or purify through chemical treatment.