



Nuts & Bolts

A NORTHCON NEWSLETTER
DECEMBER 2011

Catching up with Northcon's Regional Operations Managers

Running to catch an airplane, driving several hundred miles, meeting with clients, answering questions, and dealing with the "crisis" of the moment, is just another typical day for a Northcon Regional Operations Manager (ROM). "I'm not sure there is a typical day" says ROM Erik Bogdanowicz, "seems like every day is a new adventure." Northcon's four ROM's, Erik Bogdanowicz, Greg McLeod, Jack Daniels, and Marty Rieman provide daily leadership and guidance to the various operations at our project locations and offices. As a group they have over one hundred and twenty (120) years of collective construction experience and forty-four (44) years of experience affiliated with Northcon. The ROM's have formed a working relationship that draws upon each other's strengths. Their collective responsibilities stretch from Georgia and South Carolina to Texas, Las Vegas, Missouri and into the Northwest and projects sizes range from \$5K to \$5M. This span on control requires constant, timely and extensive communications, and the ability to juggle several projects and operations simultaneously and aptitude to deal with a constantly changing work environment.

According to Randy, "The primary roles of the ROM's are delivering safely constructed, quality projects with the highest levels of client satisfaction and returns to the company. We are fortunate to have the diverse skills and abilities to manage our field operations with a wide base of knowledge and experience." With the changing economic climate the ROM's have to be agile and ready to respond to our client base and the varying needs of our clients. To better support our client base the responsibilities of our ROM's are constantly changing. We have recently aligned responsibilities as follows:

Erik Bogdanowicz

- Yuma, AZ
- JBLM JOC, WA
- GSA Western/Southern MATOC
- Proposal Support, Estimating & Coefficient Development

Greg McLeod

- Ft Hood & Killeen, TX
- Orofino, ID
- Fairchild Air Force Base, WA
- Special Projects

Jack Daniels

- Nellis AFB SABER, NV
- Boise JOC, ID
- GSA Eastern MATOC
- Hayden, ID Projects

Marty Rieman

- Ft Leonard Wood, MO
- FLETC Charleston, SC
- FLETC Glynco, GA

In their spare time, the ROM's also support our proposal efforts and lump sum project development. Greg McLeod noted that the ROM's are in constant communication among themselves, "we are always asking each other what we can do to help out or lend a hand, and we look for solutions rather than question or criticize". This was no more evident than the effort to support the recent SABER award at Nellis AFB, where all four of the ROM's pulled together in Hayden to develop and review the sample projects estimates and schedules, help with the proposal development and review and help collate and assemble the proposal.

The newest member of the team, Marty Rieman was quickly accepted and has become a major contributing member of the team. Marty recently noted, "We are able to capitalize on each of our strengths and knowledge and bring out better approaches and solutions, we are striving for more consistent methods and processes".

Jack Daniels summarized the success of the group, "We succeed because we are a team and as a team we work together and find the right combination of skill, experience and focus to become a winning organization."



Erik & Jennifer



Neeva & Greg



Tomya & Jack



Marty & Kathy



A message from Randy, on building our future on the Foundation of Success!

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From Randy's Desk

"Our Foundation of Successful Customers provides a Future of Opportunities for Northcon to Build on."



"Focusing on our Future"

As we complete another year of working across the nation, I wanted to take time to thank every employee for their hard work and dedication to Northcon! We have a great future and each one of us has been playing a part in building that future.

A key measurement of success is our customer satisfaction and I'd like to take a minute to share with you the comments of our customers and how they feel about our service and what this means to our future:

- "The completed project presented a professional image of our agency"
- "We have a much improved classroom environment"
- "Identified problem, recommended approach and provided a solution"
- "Quick Responses"
- "Professional and Cooperative"
- "Look forward to working with again"

- "Provided insight to ensure that the completed project had the most impact to the agency"
- "High degree of Quality and Workmanship"
- "Best JOC Contractor I've worked with"
- "Would Recommend Northcon"

Customer feedback is essential to assure we are delivering on our commitments and positive feedback is a building block for future success with our existing customers and giving our future customers confidence in selecting Northcon as their contractor.

In 2012, may we continue to work as a team that keeps building a promising future!

Thank you again for all your dedication and hard work!

Randy

2011 SABER Award



Northcon was awarded the \$25M Nellis AFB, NV SABER, ID/IQ Contract on 09/29/2011. This contract will be managed by Jack Daniels and Jim White out of our new Las Vegas Field Office.

We are looking forward to working with the Contracting Squadron at Nellis AFB!

Northcon has won many awards around the country this year - *Great Job* to all our Locations!

Proposals Out For Evaluation

- | | |
|--|--|
| ▶ \$40M Moody AFB
SABER
Northcon & Shelton-Dean | ▶ \$48M Tyndall AFB
SABER
Northcon & Shelton-Dean |
| ▶ \$60M Fort Riley
JOC
Northcon | ▶ \$30M NAVY
JOC
Northcon |

Many changes are being made to our website. You can see them starting mid-January. Be sure to check-it-out @ www.northconinc.com



Northcon's Business Support Spotlight



The Construction Specialty Division of Payne Financial Group, Inc. has been the provider of surety bonds and insurance coverage for Northcon since 2007. When we started working with Randy and Renay, Northcon had annual revenues in the \$5M range. Today, the expected annual revenue will be \$40M. Profitable growth at this rate is exceptional, and is a testament to all the people who have made it happen, especially in the current construction market.

Northcon's operations are supported by a carefully developed strategic plan, which envisions the company's past, present and future goals. Northcon has developed an effective plan for the recruitment and training of qualified personnel to execute their work according to their internal controls, and they carefully reference subcontractors and suppliers that can be supportive of their operations in the areas they serve. Mastering Federal Contracting is not an easy task; just the contract administration effort requires great expertise and discipline. Northcon's systems ensure compliance with the Federal contracting rules, enhance their relationships with contracting officers and provide their employees

with the training needed to deliver work of high quality.

During the past few years, when the overall economy has been down and the construction industry has been hit particularly hard, Northcon has continued to excel and grow. They recognized the importance to create and innovate, and they have found opportunity that others were not capable of. By having the ability to successfully perform work for many different Federal Agencies Northcon has distinguished themselves. The quality of their management and a strategic approach are focused on the future, which we feel is very bright!

Our Construction Specialty Division at Payne Financial Group serves all segments of the construction business, including very large and sophisticated firms to those with the smallest scope of operations. Since 2008, the rate of construction company closures/failures has been increasing, and some of these firms have been well-established and influential players in the markets they serve. Our observation is that the most common cause for going out of business during this time is not financial mismanagement

(although that has existed in certain cases); rather, it has been management's inability to define what they do best and to create opportunities through a strategic and disciplined plan. In the toughest of times, the best performers distinguish themselves. We believe Northcon's profile illustrates what leading companies can do when their execution of their plan is well done.

Northcon's growth will continue, but it will be measured - they are not going to pursue work for revenue growth; their focus is on profitable growth. Northcon has the right plan, the right people to execute that plan and the right team of support to make that plan come to fruition. Their strategy includes a commitment to a disciplined risk management plan, and it is our privilege to be their partner in that effort. The New Year will provide new challenges and new opportunities. Northcon is poised to capitalize on these market conditions and continue to grow and outperform other companies in this challenging environment.

Jim Majeskey, CPCU, AFSB, CRIS
Vice President
Construction Specialty Division
Payne Financial Group

Office Updates



ARIZONA - *Yuma Project*

The Yuma Office Supervisor is Randy Kelleher.

Top Picture:

(left-to-right) Randy Kelleher, Erik Bogdanowicz, and Kim Benson.

Middle & Bottom Pictures:

In-Progress Photos of Renovation of Buildings 306 & 308 Project.

Project Spotlight:

The \$2.8M Renovation of Buildings 306 & 308 & the addition of an Annex for the MICC Center in Yuma, AZ that started last June is almost complete. This project will be Northcon's first LEED Silver accredited project.



GEORGIA - *Glynco FLETC Office*

The Glynco Office is located on the Federal Law Enforcement Training Center (FLETC) site and is successfully performing the \$15M DHS ID/IQ Contract that was awarded to Northcon in 2009.

Top Picture:

(left-to-right) Eddie Lambert, Mike Cogswell, Derryl Cooley, and Josh Jackson.

Middle & Bottom Pictures:

Photos of Renovation of Building 65 Project.

Project Spotlight:

This was a 23,000 sf. complete renovation from 1960s' era to state of the art training facility for ICE (Immigration Customs Enforcement). We demolished completely down to structural bare bones. All new disciplines of plumbing, HVAC, electrical, etc. Exterior improvements, thermal, moisture protection.



Office Updates



IDAHO - Boise Office

The Boise Office has been successfully performing the \$10M Gowen Field since 2009.

Top Picture:

(left-to-right) Richard Brewer, Kim Anderson, and Jim White.

Middle & Bottom Pictures:

In-Progress and Completion Photos of the Site Simulator Pad Project.

Project Spotlight:

The Army Guard wanted to centralize all their various simulating machines (Humvee, Aircraft, Tanks, and Helicopters) to one central area. This \$968K project consisted of digging out existing property & parking lot, then pouring multiple concrete pads, paving and electrical.



MISSOURI - Waynesville Office

The Fort Leonard Wood Office is located in Waynesville, MO and the Project Manager is Don Prahm. We are performing work with our business partners ACM & Triune at Fort Leonard Wood.

Top Picture:

Don Prahm.

Middle Picture & Project Info:

3rd World Mock Village: In a typical village in Afghanistan it holds about 6 families. They have a common room for cooking meals, sleep quarters, etc, all areas inside the village have dirt floors (we used sand) with no furnishings, they have one community tv and/or radio. They bring the goats or cattle in the village at night so they are not stolen. This is a training facility for privates. They have hidden areas they can tunnel into in each room.

Bottom Picture & Project Info:

100 Man Classroom @ Dump Annex: This facility has two offices, a classroom and men and women latrines. They train privates to dump 1" clean aggregate from a dump truck.



Office Updates



NEVADA - Las Vegas Office

The Las Vegas office will run the \$25M Nellis AFB SABER and continue to run the Creech Project that is featured below.

Top Picture:

(left-to-right) Randy Reber, Jim White, Dave Manley & Brian Robles.

Middle & Bottom Pictures:

In-Progress Photos of the Construct Base Defense Operations Center (BDOC) Project at Creech AFB.

Project Spotlight:

The Construct BDOC Project for Creech AFB, is a Design-Build of a 3,000 SF office that will house the security forces and armory for the base security forces and is currently 80% complete. When complete the maximum occupancy is for 10 people working in this facility. Project total \$737K.



SO CAROLINA - Charleston FLETC Office

The Charleston Office is located on the Federal Law Enforcement Training Center (FLETC) site and is successfully performing the \$15M DHS ID/IQ Contract that was awarded to Northcon in 2010.

Top Picture:

(left-to-right) Billy Bonds and Tracy Torres

Middle & Bottom Pictures:

Completed Photos of the Maritime Practical App Training Facility Project.

Project Spotlight:

This project incorporates several structures to present a number of training scenarios for NCIS trainees such as boarding a ship & gathering evidence from a sinking vessel. At the West end of the site, a galvanized steel tower was designed for both training and instructor viewing of these operations. Mimicking the sloped side of a ship, the tower overhangs the water five feet to allow boarding by use of Jacobs ladder & cargo nets. An aluminum gangway & heavy-duty concrete float docks allow for safe boat use, docking, & a variety of water exercises. Adjacent to the docks a galvanized ladder & gangplank type walkway were installed. These mimic a more tricky situation of ship boarding & ship-to-shore access.

On the south end of the site a 9,500 gal. practice dive tank was installed that features a viewing window for instructor to monitor trainee performance. Above & over one end of the tank sits another galvanized platform to allow both cannonball access & ladder access/egress to the tank by trainees. Both platforms utilize a ship ladder design to further simulate conditions encountered in a ship environment.



Office Updates



TEXAS - Killeen Office

The Killeen Office Senior Project Manager is Daryl Legg and the office staff is supported by 10 personnel. We are performing work with our business partners ACM & Triune at Fort Hood.

Top Picture:

(left-to-right) – Steve Bigham, Mike Cortez, Brent Bliton, Brandon Spry, Richard Long, Junior Myers, Kevin Mitchell, Vivian Bena-Rubio and Daryl Legg



Middle & Bottom Pictures:

In-progress photo of the Reseal Exterior & Repair Fire Alarm, Building 1001 Project.



Project Spotlight:

This was a 13-month, \$2.65M, renovation project at the prestigious III Corps Headquarters Bldg in Fort Hood, TX. The project consisted of two simultaneous operations; the removal and replacement of the joint sealant on the exterior Indiana limestone panel façade and the removal and upgrade to the Fire Alarm/Mass Notification System. The entire project was performed while this 315,000 square foot, four story, high security facility was occupied and remained



WASHINGTON - JBLM Office

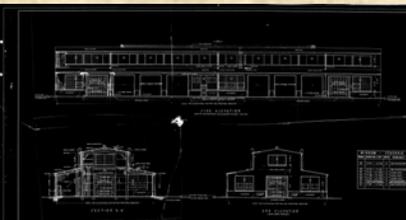
The JBLM office is running the \$20M JOC that was awarded to Northcon in 2010. Many interesting and unique projects have been started this year.

Top Picture—JBLM Office:

(left-to-right) Jack Cannon, John Fening, and Clayton Hayes

Middle & Bottom Picture:

Drawings and Door from the Building 1162 Project.



Project Spotlight:

Building 1162 is a Historical Building built in 1940's for the Army Air Corps at Ft. Lewis WA, as an Ordnance Shop. The large door at the end of the building bay is historical and was built by Italian labor prior to WW II. The existing drawings give the layout and details of the door and the door needs to be refurbished to the quality and look of the original door. All of the original door rollers, closers, hinges and metal parts will be removed and refurbished and replaced as well as we will add new slide rails to the base and re-hang the door. Joint Base Lewis McCord has several pre-WW II building that are currently on a list for renovations .



Northcon Safety ...it's personal



Make your family safer, step-by-step, things to focus on in the New Year to make our entire home a little safer:

- **Sound the Alarm:** Install smoke detectors on every floor of your home and carbon monoxide detectors near sleeping areas. If already installed, test them! Tip: Replace the batteries every daylight-saving time change.
- **Don't Get Tippy:** If young children are in the home, bookshelves and other furniture should be firmly secured with wall brackets to prevent tipping.
- **Childproof, Childproof, Childproof:** Check your local library or online for complete lists of childproofing suggestions. Areas of particular danger include outlets, appliances, electronics, stairs and windows.
- **Cover Outlets:** Cover all unused outlets to prevent children from sticking a finger in the socket.
- **Watch Cord Placement:** Extension cords should not be placed under rugs or heavy furniture, tacked up or coiled while in use.
- **Plan Your Escape:** Practice a fire escape plan with your family where you identify two exits for every room and what to do with young children.
- **Give Your Air Heater Some Space:** All air heaters should be placed at least three feet from beds, curtains or anything flammable.
- **Keep Extinguishers Handy:** Place all-purpose fire extinguishers in key locations in your home – the kitchen, bedroom and basement. Be sure to check expiration dates regularly and know how to use them safely.
- **Create a Safe Exit:** In addition to alarms and extinguishers, consider an escape ladder if your home has two floors. Keep emergency numbers and contacts readily available by the phone.
- **Unplug Appliances:** Unplug appliances & electronics when not in use & store them out of reach.
- **Cool Your Jets:** Set your water heater below 120 degrees Fahrenheit to avoid potential burns and to save energy.
- **Put Away Medications:** Take medications and medical supplies out of your purse, pockets and drawers, and put them in a cabinet with a child safety lock.



Helpful Keyboard Shortcuts by our One-&-Only (drumroll please) "Shayne Carver!"

Ctrl + A = Select all Text

Ctrl + C = Copy the highlighted text or selected item

Ctrl + F = Open the Find in any program

Ctrl + S = Save the file you are currently working in

Ctrl + V = Paste the text or object that's on the clipboard (previously Cut or Copied)

Ctrl + X = Cut the highlighted text or selected item

Ctrl + Backspace = Delete a full word at a time instead of a single character

Alt + Print Screen = Create a screen shot for the program you are currently in

Alt + Tab = Switch between open applications

Northcon, Inc.



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Northcon Gives Back



Northcon believes in "Community" and continues to enjoy supporting youth basketball and soccer teams.

This year Northcon also enjoyed sponsoring in a Junior Livestock Show and contributing to the American Cancer Society.



Northcon believes in supporting people and organizations that are making a difference!