



Nuts & Bolts



A NORTHCON NEWSLETTER
DECEMBER 2013

Project Managers On The Move



Northcon is committed to developing long term talent and offering continuing opportunities for advancement. This section will highlight examples of employees who earned this very opportunity. This advancement is a benefit to both the employee and Northcon. We know this relocation can be stressful and at the same time adventurous and we appreciate the commitment these employees have made to support the growth of Northcon.

We've highlighted three of Northcon's Project Managers that made the move to a new state and a new base for us and their thoughts of their move and new location.

BRANDON SPRY

From TX to ID
Fort Hood to Fairchild



In early October of 2012 Randy Smith called and asked me where I would be eating Thanksgiving dinner. A

little confused by the question, I slowly answered "Home" and that is when he proceeded to let me know that he was interested in relocating me to the corporate office to take over as the Program Manager for the Fairchild AFB MACC contract that was awarded to

Northcon earlier that year and also take over the role as Senior Project Manager for the Hayden office. Immediately, I was interested in the position, but I was a little reluctant to move that far North. After a quick visit in late October of 2012, my fiancé and I decided it was a great opportunity and a beautiful place to live, so we sold the majority of our furniture, packed up a small U-Haul trailer and started our long drive North on January 3rd 2013. 2,200 miles, 3 days, 2 hotels, and multiple white knuckle hours of driving through snowy/icy mountain passes, we arrived in winter locked, Coeur d'Alene. Or as we called it at the time, Klondike land. It has been 11 months since we left Texas and we are settling in great and very happy we made the move/adventure. As we miss our family and friends back in Texas this time of year, we are thankful to have seized this opportunity and blessed to have the Northcon family here to make the adjustment that much easier.

JIM WHITE

From NV to WA
Nellis AFB to JBLM



I have to say it was quite a shock moving back to the Northwest. I was beginning to wonder if I would ever see blue skies again, it rained for about 4 months when I first

arrived back here. Living in the sunshine for so long and then coming back to Washington was a

huge adjustment, " I finally got use to the moss growing on my back, LOL". It's been a great experience working on JBLM, there are several challenges each day that keep me busy and on the run. I'm truly thankful for the move back to here. It's given me the ability to spend time with my 3 boys and family that live here.

Daryl Legg

From TX to KS
Fort Hood to Fort Riley



"Getting use to the weather has been the most difficult part of being in Kansas. My home and family are still in Texas, where it is warm! The contract began in the middle of the

winter 2012 and the overnight temps here fall to single digits for 3 straight months. I have spent my whole life in places where the temps rarely get below freezing and I didn't think my first winter in Kansas was ever going to end. I finally thawed out around June! Frozen fingers and toes aside, it is an honor to represent Northcon on this contract and I have a great staff working with me here."

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INSIDE:
A MESSAGE FROM RANDY ON
"OUR VISION FOR THE FUTURE"

From Randy's Desk

"OUR VISION FOR THE FUTURE, STRATEGY TO FIT OUR GROWING COMPANY SIZE"

Greetings to all! First of all, Renay and I would like to say "Thank you" to each and every one of our highly valued employees and partners throughout the country.

2013 was a year of challenges and changes, some within our control, and some not in our control. However, Northcon continued to grow and develop even in the face of Government shutdowns and a slowdown in Government spending nationwide. Northcon continued our strong record of quality project delivery at our program sites across the country with a continued high level of client satisfaction.

We have also developed a new relationship with an Alaskan Native Corporation, Kautaq, a subsidiary of UIC. They are an SBA certified Small Business, HUBZone, 8(a) Company. This new partnership resulted in the award of a major SABER contract for the Air Force at Cannon Air Force Base in New Mexico and the development of several pending proposals in the Southwest. Northcon looks forward to this new partnership and developing multiple new areas of business throughout the country with KAUTAQ and our various other partnerships. Additionally, Northcon was awarded a major program with the state of Nevada's National Guard; we are still waiting on the development and maturation of this program.

Also in 2013, we unfortunately have

seen the successful completion of several key programs. We have closed our operation in Boise, ID after 5 years. Northcon successfully exceeded our original contractual obligation with the JOC at Gowen Field and the Army has opted not to re-compete this vital contract at this time. Northcon also opted to close our operations at Killeen, TX and Fort Leonard Wood, MO. All of these sites have been key to Northcon, but the slowdown in Government spending limited our opportunities. Northcon will continue to monitor and track future strategic opportunities with these customers and areas. Thanks to all who have been involved with these programs.

With the completion of 2013, Northcon achieved another planned significant growth milestone as we have now grown out of the small business designation for the Federal Government. While this may have some short term business development limitations, we strongly believe we have established the necessary business partnerships to allow us to continue to be competitive in the small and large business, full and open arena. With our growth in size and more importantly in geography, we are strategically positioned to approach a very diverse type and number of opportunities by now being considered as a "local"



contractor. This success has been effectively demonstrated by recent stand-alone project wins from coast -to-coast. From east coast at Glynco, GA, to west coast at Joint-Base Lewis McChord.

Northcon's strength comes from our employees and their commitment to success and the highest levels of client satisfaction. As noted in this newsletter, our growth has created new opportunities for our employees to grow within the company and help create growth potential at our new locales. We look forward to continuing this trend as we continue working as a team and grow together.

Our future is strong and we look forward to continued success and opportunity in 2014 and beyond.

Randy

2013
ID/IQ
AWARDS



Contract:
\$15M SABER

Location:
**Cannon AFB,
New Mexico**



Contract:
\$30M MATOC

Location:
**State of
Nevada**

We proudly are currently serving the following:



• ARMY



• DHS



• GSA



• USACE



• USAF



• USPFO



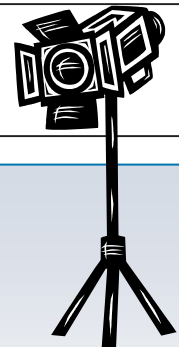
• VA

2013
\$1M+
AWARDS

Northcon Task Orders & Stand Alone Awards

- \$5.8M** Renovate Building 64, FLETC Glynco, GA
- \$1.8M** Renovate Building 654, FLETC Charleston, SC
- \$1.3M** SSA Warehouse, JBLM, WA

Northcon's Business Support Spotlight



DYNAMIC RECRUITING

In 2010, Northcon and Dynamic Recruiting entered into a strategic partnership to support the need to identify and recruit the best talent available in support of Northcon's continued growth. This process starts with the identification of new opportunities at the proposal stage with the sourcing of critical talent for inclusion in the response to the client's request for proposal and will continue through the award and staffing phases. Through this partnership, Dynamic Recruiting has helped Northcon identify and subsequently hire highly qualified and experienced candidates to fill numerous key positions including,

Project Managers, Superintendents, Quality Control Managers, and Project Business Administrators. By working closely with Thane Meads, Founder and President and Karen-Joy Turley, Recruiting Director & Sr.



Thane



KarenJoy

HR Consultant, we are able to anticipate staffing needs well in advance and have built a "pipeline" of qualified and prescreened candidates to support our continued growth needs.

In addition to the resource management and sourcing, Dynamic Recruiting has provided invaluable support in the development of our Employee Manual, has provided counsel in employee practices and policies, and provides critical information and updates to help Northcon remain current with new industry and regulatory criteria.

ID/IQ Highlights

NEW MEXICO *Cannon AFB*

We are proud to announce our \$15M Cannon AFB SABER Award. We won it with our Prime/Sub Team Partner Kautaq Construction Services, LLC., this year. Kautaq is an Alaska Native-owned Corporation, SBA certified Small Business, HUBZone, 8(a) general contractor/construction management firm.



Cannon Air Force Base is a United States Air Force Base in New Mexico. It is under the jurisdiction of Air Force Special Operations Command. The host unit at Cannon AFB is the 27th Special Operations Wing (27 SOW) and is assigned to the Air Force Special Operations Command. The 27 SOW plans and executes specialized and contingency operations using advanced aircraft, tactics and air refueling techniques to infiltrate, exfiltrate and resupply special operations forces (SOF) and provide intelligence, surveillance and reconnaissance and close air support in support of SOF operations.



Did you know all the former names of Cannon AFB?

Army Air Base, Clovis, 09/25/1942 to 04/07/1943

Clovis Army Airfield, 04/08/1943 to 01/12/1948

Clovis Air Force Base, 01/13/1948 to 06/07/1957

Cannon Air Force Base, 06/08/1957 to Present

GEORGIA *Fort Gordon*



Featured Task Order from Fort Gordon JOC:

Relocate Satellite Simulator

The SOW for this project was to relocate an existing satellite simulator building and its components. Existing mounts for feed horns, transceiver equipment and support accessories was relocated to the Signal Towers. Satellite simulator building was relocated to Building 29812.

Pictured from left-to-right:

Richard Miller

QC Manager

Dana Carpenter

Project Business Administrator

Whit Ticknor

Senior Project Manager

JD Wilson

Superintendent



Stand-Alone Highlights

FLETC GLYNCO *Building 680*

Title: Renovate Building 680

Award Amount: \$9.4M

In-progress and scheduled to be completed 02/2014

Project Description:

This project consists of the renovation of an existing 80,352 square feet office / warehouse into a multi-function facility. Renovation has included removal of all existing interior walls, roof, plumbing, HVAC systems, ductwork, electrical and telecommunications. Exterior windows and doors removed and replaced with energy efficient new construction product. The project also includes a complete upgrade of the fire alarm system as well as removing the building from the established campus steam distribution loop. All ceilings have been removed and replaced, new HVAC systems installed and new lighting has been provided throughout the building, as well as all associated utilities and incidental related work. This project is being developed for a silver LEED rating.



FLETC GLYNCO *Building 64*

Title: Renovate Building 64

Award Amount: \$5.8M

Project has just started and is scheduled to be completed 11/2014

Project Description: This project involves the renovation of Building 64. Building 64 is a three story building and contains 22,000 square feet. The facility will be deconstructed down to its concrete structure that consist of concrete columns, floors, roof deck, and stair enclosures. All existing architectural, plumbing, mechanical, and electrical systems shall be removed as indicated on the construction drawings. The new facility will be designed to LEED Silver Certification.

Highlights of FLETC GLYNCO, GA



The following is taken from the FLETC website "About FLETC" section :

The Federal Law Enforcement Training Center (FLETC) serves as an interagency law enforcement training organization for 91 Federal agencies. The FLETC is headquartered at Glynco, GA. The Center's parent agency, the Department of Homeland Security (DHS), supervises its administrative and financial activities.

Also, as an interagency training organization, the FLETC has assembled the finest professionals from diverse backgrounds to serve on its faculty and staff. Approximately 50 percent of the instructor staff are permanent FLETC employees. The remainder are Federal officers and investigators on short-term assignment from their parent organizations or recently retired from the field. This mix of permanent, detailed, and recently retired staff provides a balance of experience and fresh insight from the field.

Flagship Basic Training Programs

- Criminal Investigator Training Program
- Uniformed Police Training Program
- Land Management Police Training

Advanced Training Programs

- Cyber Terrorism Training, such as Internet Forensics and Investigations; Financial Forensics, and International Banking and Money Laundering Training
- Critical Infrastructure Protection; Land Transportation Anti-terrorism; Weapons of Mass Destruction; Seaport Security
- Anti-terrorism Intelligence Awareness Training – for state and local agencies

Some Fun Facts From States We Work In

IDAHO:

- The deepest river gorge in the North American Continent is Idaho's Hells Canyon - 7,900 feet deep. Yep, it's deeper than the Grand Canyon.
- The Silver Valley in northern Idaho has produced more than \$4 billion in precious metals since 1884, making the area one of the top 10 mining districts in the world.
- Shoshone Falls (212 feet), near Twin Falls, Idaho, drops 52 feet further than Niagara Falls.



WASHINGTON:

- Three ships of the US Navy, including two battleships, have been named the USS Washington in honor of the state.
- Washington state's capitol building was the last state capitol building to be built with a rotunda.
- The world's first soft-serve ice cream machine was located in an Olympia Dairy Queen.



NEVADA:

- The Hoover Dam is the largest single public works project in the history of the United States, contains 3.25 million cubic yards of concrete, which is enough to pave a 2-lane highway from San Francisco to New York.
- The Construction worker Hard Hat's were first invented specifically for workers on the Hoover Dam in 1933.
- Pershing County located in Cowboy Country features one of only two round courthouses in the United States.



KANSAS:

- The state of Kansas is the largest wheat producer in the United States.
- Smith County is the geographical center of the 48 contiguous states.
- Amelia Earhart, was the first woman granted a pilot's license by the National Aeronautics Associate and was the first woman to fly solo across the Atlantic Ocean. She was from Atchison, Kansas.
- Dwight D. Eisenhower from Abilene was the 34th President of the United States.



GEORGIA:

- The Okefenokee Swamp encompasses over 400,000 acres of canals; it provides sanctuaries for hundreds of species of birds and wildlife including several endangered species.
- Coca-Cola was invented in May 1886 by Dr. John S. Pemberton in Atlanta, GA. The name "Coca-Cola" was suggested by Pemberton's bookkeeper, Frank Robinson. He penned the name Coca-Cola in the flowing script that is famous today.
- Georgia is the nations #1 producer of peanuts, pecans, and peaches.



SOUTH CAROLINA:

- The Upper Whitewater Falls is the highest cascade in eastern America; it descends for nearly 411 feet.
- The Board of Public Works in Gaffney built an elevated water storage tank in the shape of a peach in 1981.
- South Carolina has some towns with funny/unusual names like Coward, Due West, Ninety Six, Six Mile, Southern Shops, and Welcome.
- Andrew Jackson from Waxhaw was the 7th President of the United States.



Introducing Gene Moss



Gene Moss joined Northcon in November of 2012 as the Regional Operations Manager for the Southeast. In this role Gene will be overseeing Fort Gordon, GA and the ID/IQ contracts at Charleston, SC. Gene brings over thirty four (34) years of construction and engineering experience, with the last eleven (11)

focused on ID/IQ contracts in the southeast area. Gene has served in various levels of program and project management including Vice President positions with major construction operations.

Gene and his wife Maribeth live in the Atlanta Georgia area and are in the process of relocating to their home in Cashiers, NC. They have two (2) grown sons. Charlie, is with Hensel Phelps at Ft. Campbell Kentucky and Reid, goes to college in Maryland. In whatever spare time he has, Gene enjoys the outdoors and is an avid skier, fly fisherman and cyclist. He gave up on golf years ago, though.

Gene grew up in Atlanta and is a graduate of the Georgia Institute of Technology. He spent twenty (20) years with HCB and Beers Construction Company in the commercial and institutional fields completing such projects as hospitals, research laboratories,

office buildings, and performing arts centers.

Maribeth is a nurse and has recently worked as an oncology nurse and employee health nurse. She enjoys traveling, gardening and the many cultural events in the Cashiers area.

✂



"Don't mix bad words with Your bad mood. You'll have

many opportunities to change your mood, but you'll never get the opportunity to replace the words you spoke."

RECIPE to try in 2014



Slow Cooker Spicy Chicken Nachos

Prep Time: 15 minutes
Total Time: 3 Hours
Serves: 24

INGREDIENTS:

- 1 Loaf (16 oz) Mexican prepared cheese product with jalapeno peppers, cut into cubes
- 3/4 Cup of Thick 'n Chunky salsa
- 1 Can (15 oz) black beans, drained, & rinsed
- 1 Package (9 oz) frozen cooked chicken breast strips, thawed, & cubed
- 1 Container (8 oz) sour cream
- 1 Medium red bell pepper, chopped (1 cup)
- 3 Medium green onions, sliced (3 tablespoons)
- 1 Large bag of tortilla chips

DIRECTIONS:

1. Spray 3 to 4-quart slow cooker with cooking spray. In cooker place cheese, salsa, beans, & chicken.
2. Cover; cook on Low heat setting 2 hours, stirring once halfway through cooking.
3. Stir in sour cream, bell peppers and onions. Increase heat setting to High. Cover; cook about 45 minutes longer or until mixture is hot.
4. Serve with tortilla chips. Topping can be kept warm on Low heating setting up to 2 hours; stir occasionally.





Computer Tips from Shayne!

And Special Congratulations to Shayne ~ On Oct. 28, 2013 she gave birth to a beautiful Baby Boy! His name is Jase Robert Carver, weighing in at 7 lbs. 14 oz. & 20.5 inches long :o)



Malware, Viruses, Spyware, Spam - What are they and how do we protect ourselves?

MALWARE is short for malicious software and designed to cause damage to a stand-alone or networked computer. Malware consists of many types of programs such as worms, viruses, trojans, spyware, etc.

VIRUS is a program written to enter your computer and damage/alter your files or data. It might corrupt or delete data on your computer making your computer inoperable and may also replicate itself. Often viruses are disguised as games, images, email attachments, website URLs, shared files or links or files in instant messages.

SPYWARE is a program used to collect information about users, their computer or their browsing habits. It can track everything without your knowledge and send to a remote user. It can be installed with or without your permission and can also download other malicious programs from the internet and install it to the computer. Spyware can interfere with your computer's system settings, which can result in a slower internet connection.

SPAM is a method of flooding the internet with copies of the same message. Most spam is commercial advertisements which are sent as an unwanted email. It is also known as electronic junk mail.

Here are a few practices that will help protect you and your computer from these type of attacks:

- Don't download files from unknown sources, including from your email or the web.
- Don't download any program from websites you don't trust.
- Don't download attachments (pictures, games, electronic greetings) unless it's from someone you know and you are expecting it.
- Install an Antivirus and keep it updated to protect against Viruses (sometimes it will include a spyware option)
- Start running a spyware and /or malware software on a regular basis. If spyware or malware is found, have program remove it then reboot and run it again. Some times the spyware or malware may be tough to remove and will take a few times to remove it.
- Be careful when downloading free or peer-to-peer files, especially music files & media sharing programs. Many popular applications include spyware components.
- Protect your computer with a firewall, especially if you use a broadband internet connection.
- Adjust your browser's security settings to provide at least medium level of security. Lowering the setting allows for easier access by malware. Using or keeping the default settings would be best.

Northcon Location Map



Practical Workplace Safety Tips

SAFETY IS EVERYONE'S ASSIGNMENT

No matter what industry you work in, applying safety tips CAN prevent accidents :o)

→ Falls are the leading cause of injury in the work place. Keep these tips in mind to avoid an injury:

- As you walk, keep an eye on the floor in front of you for spills.
- If you see a spill, NEVER just walk by it. ALWAYS clean it up or call someone to clean it up.



→ Learn where fire extinguishers & first aid kits are located

- Know where these items are BEFORE the need arises to find & get them.
- Know how the fire extinguisher functions before using it.

→ Never take risks when it comes to your safety

- Safety should be your first thought, not an afterthought.
- Report any observed unsafe condition to your supervisor.

→ Be alert to hazards that could affect you & your fellow employees

- Pay attention to your work surroundings.
- Maintain a general condition of good housekeeping in all work areas at all times.