



July 1, 2006

# Sullivan Times

Quarterly Newsletter

## HEADLINE NEWS

### INSIDE THIS ISSUE:

|                             |   |
|-----------------------------|---|
| COMMUNITY OUTREACH          | 2 |
| WHAT'S HAPPENING            | 2 |
| BUSINESS CORNER             | 2 |
| CEO UPDATE                  | 3 |
| AWARDS, NOMINATIONS & KUDOS | 3 |
| EMPLOYEE CORNER             | 4 |
| CHILDREN'S FOUNDATION NEWS  | 5 |

### Sullivan Makes a Fast START in EPA Region 5!!



Sullivan and its joint venture partner, TN & Associates have been awarded a 21 Million Dollar EPA Region 5 START Contract under a Service Disabled Veteran, Small Business Joint Venture named STN Environmental. As the managing partner of the JV, Sullivan received formal notification of this important contract award on Friday June 16th, 2006. The Superfund Technical Assessment and Response Team (START) contract is designed to provide EPA with advisory and technical assistance services associated with the threat or release of oil, hazardous substances or pollutants and response to other chemical

emergencies or spills. "This work is the essential component for properly responding to environmental emergencies rapidly with the right personnel and innovative solution. We will often need to be on site fully equipped within hours of being contacted by the client, with staff on site 7/24 on a rotating basis." said Michael Foster, Ph.D., Sr. Vice President of Sullivan's Engineering, Remediation and Infrastructure Division. This contract covers all of Region 5 which includes Michigan, Minnesota, Illinois, Wisconsin, Ohio, Indiana, and also allows for support nationally and internationally. This is a three year contract which can be extended for a possible 4 additional years.



### Sullivan's 2nd Major EPA Region 5 Award: \$359 Million!!

Sullivan is honored to be selected as a new service provider for the U.S. Environmental Protection Agency, Region 5. Sullivan's Chicago office was notified of this important contract award on June 29, 2006. As the small business member of the SULTRAC small business joint venture (JV) together with our joint venture partner Tetra Tech EM Inc. Sullivan will be supporting the EPA Remedial Action Contract 2 (RAC2) which has a ceiling value of \$359,371,678.00. The RAC2 contract provides professional architect/engineer, technical, and management services to the Environmental Protection Agency (EPA) to support remedial response, enforcement oversight and non-time critical removal activities under the Comprehensive Environmental Response Compensation and Liability Act of 1980 (CERCLA) and other laws to help address and/or mitigate endangerment to the public health, welfare or environment, and to support States and communities

(Cont. Pg. 3)

### EMPLOYEE OF THE QUARTER



**Sharon Brister:** Sharon performs a very intense and detailed job. She interacts with all Sullivan vendors and subcontractors and coordinates payment of all invoices. With over 100 companies, Sharon maintains a positive and professional attitude always acting as an ambassador of the company. She is always

willing to perform whatever task or assignment is required of her. This includes everything from covering the front desk to performing complex financial analysis projects. Sharon impressively demonstrates tremendous respect and support to fellow employees. She is highly respected and liked by everyone. Sharon is a perfect fit at Sullivan and a sterling example of

(Cont. Pg. 4)

### SPECIAL POINTS OF INTEREST:

- Sullivan Children's Foundation announces next events. Pg. 2
- Safety Tidbit. Pg. 5
- Employee Survey results are in. Pg. 3
- Somebody had a baby... Pg. 4

**WHAT'S HAPPENING**

**Client Feedback**

Our existing clients are the best source for additional follow on work. This is a key reason why SULLIVAN diligently strives to meet and exceed our client's expectations. A key method for this is to frequently ask our current clients' how they feel about our products and services and determine what else we can do to support their operations - this important interaction often leads to new business and in most cases is an excellent opportunity to develop a solution to a problem that may open the door to not only follow-on work but potentially new business with entirely new clients. This important client survey process and the subsequent results are essential for continued company growth and continual improve-

ment. The internationally recognized "four degrees of product and service sales" include:

- Selling *existing* products to *existing* clients (the easiest sell)
- Selling *existing* products to *new* clients (the second easiest sell)
- Selling *new* products to *existing* clients (the second most difficult sell)
- Selling *new* products to *new* clients (the most difficult sell)

Remember, none of these are effective without knowing for sure that your existing clients are satisfied - asking them is the first step toward a healthy and successful sales process!

**S1000 What?**

Sullivan Advanced Technology (SAT) provides a foundation for expansion into high level technology services. Specializing in browser based information management systems that employ XML and S1000D data management technologies SAT designs, develops, and maintains information management systems to support the customer's business model and meet program requirements to include workflow management and lean process methodologies. "Capitalizing on the success of current XML development projects and our S1000D IMS customers, NAVSEA and Commercial Aerospace OEMs, we are well positioned to support government and industry in the transition from legacy to new data management standards such as S1000D, said Shirley Adams, SVP Sullivan Advanced Technology."

"S1000D provides a standardized information architecture that can be used for virtually any program. From handheld and small robotic devices to aircraft and satellite systems S1000D lays the foundation for an automated, efficient process to author, maintain, and deliver critical technical information."

Our goal is to reduce the total cost of ownership for the life of a project. While the industry has always attempted to achieve this lofty goal, We are making it happen by designing and developing systems that use standards, like XML and S1000D.

**BUSINESS CORNER—NEW CONTRACT AWARDS**

- GPA Technologies \*NATO Seasparrow IETPS—Electronic Tech. Publication
- Barry Controls \*Technical Authoring
- EPA Region V START \*Scientific & Technical Support
- EPA Region V RAC \*Site Assessment and Remedial Action Oversight
- START Task Order \*Assessment & Inspection Activities
- Various SulTech Awards \*Environmental Studies & Support Services

**COMMUNITY OUTREACH**

**"An Evening Under the Stars"**

**3 Kitchens for Kids**

Sullivan Children's Foundation has announced two fundraising events this fall, the 3 Kitchens for Kids event on August 31st (see page 5) and the 2nd Annual Charity Night on October 6th, "An Evening under the Stars" at the historic and beautiful NTC Promenade with Comerica as their title sponsor. Funds raised from the 2<sup>nd</sup> Annual Sullivan Charity Night, will be used to support the mission of the Sullivan Children's Foundation. Previous beneficiaries of fundraising events have been the Juvenile Diabetes Research Foundation; the San Pasqual Academy, an alternative placement option for foster teens that offers an environment where they can learn valuable vocational, social, and life skills to prepare them for the future; and the Foundation for the Children of the Californias which runs the Hospital Infantil, a tri-national (Canada, US and Mexico) collaboration endeavoring to improve the health and nutrition for the children of the region. The hospital is located adjacent to the border in Tijuana, Mexico and serves low income families with no medical insurance from the United States and Mexico.

Sponsor packages are now available. Platinum (\$25,000), Gold (\$10,000), Silver (\$5000) or Bronze (\$2500). Individual tickets are available for \$125 each or you can purchase a block of ten for \$1000. Additionally, we are offering a VIP Block of ten for \$1500; which of course will provide access to the VIP areas and the after party for VIP attendees.

*Please see page 5 for more.*

**2ND QUARTER SOCIAL**



Sullivan hosted their 2<sup>nd</sup> Quarter Social for the San Diego Headquarters employees on June 22. All in attendance enjoyed delicious ribs and chicken with all the fixings, courtesy of the Famous Phil's BBQ

in San Diego. Sullivan recognizes the important contributions its employees make to the company and the Quarterly Social is an opportunity for Sullivan to show it's appreciation by providing an opportunity for Sullivan employees to interact in an informal and comfortable environment. Office managers and project office leads are also encouraged to organize quarterly socials at their locations.

## Proposing On and Winning New Contracts....

### CEO UPDATE



Over the last several years we have had tremendous success in winning new work that has been essential for our continued successful growth. Every new opportunity has a different story and is won based on a variety of elements that make the final winning proposal the one the client has chosen as the best submission. The selection process is often very different based on the type of work that is being proposed on, the requesting agency, end user or client, the time span the work will be performed within and of course the face value of the contract. Each of the aforementioned variables can also shift depending on whether we are proposing on government or commercial work and may also be influenced by special client oversight

and/or regulatory agencies.

Even after the client has made an initial selection the final contract award can often take months. During this timeframe there can be a lengthy cost negotiating period that can also often take several months. This can often push out the originally anticipated start date on a contract into the next fiscal year. The bottom line is that from the moment we are aware of a pending award and the day we start work can be months – patience is truly a key virtue in this process and is also critical for long term growth within the federal contracting arena. The other key in this process is to always celebrate your wins and learn from your losses!!

### REGION 5 \$359 MILLION

(Cont. from page 1)

in preparing for responses to releases of hazardous substances, as well as counter-terrorism. This win is a substantial milestone in the continued expansion of Sullivan International Group across the nation. “We are proud to be chosen as a relied upon resource in U.S. EPA Region 5 and look forward to supporting the EPA in other regions in the near future.” Michael Foster, Ph.D., Sr. Vice President of Sullivan. “This huge milestone combined with Sullivan’s

win on the EPA Region 5 START contract puts our Chicago office and Midwest operations in a unique position to provide broad, long term environmental support services to the U.S. EPA and other major federal agencies within the region.”

*“We are proud to be chosen as a relied upon resource in U.S. EPA Region 5 and look forward to supporting the EPA in other regions in the near future.” Michael Foster, Ph.D.*

### EMPLOYEE SURVEY FEEDBACK

Each year, SULLIVAN distributes a survey to all employees soliciting their opinions to help improve the company. This year, 11 pointed questions were tabulated from over 100 responses.

The survey strongly confirmed that employees know what is expected of them and they agree that fellow employees are committed to doing quality work. Employees agree that they have the materials and equipment they need to do their work right and they agree that they have the opportunity to do what they do best every day. Generally, they feel the mission or purpose of the company makes them feel that their job is important. At work, their opinion seems to count!

Although survey results were impressive, company management will emphasize employee career development and training programs to help employees grow and will stress creative employee recognition programs. According to the survey, these are areas that deserve the most attention.

We thank everyone that participated in this important survey. Continued feedback will enable the company to improve operational efficiency and employee satisfaction.

### Walter Reid – Prognosis is Good

Sullivan International Group, Inc was awarded it's first option year for management of the Hazardous Material Program (HMMP) at the Walter Reed Institute of Research (WRAIR) located in Silver Springs, Maryland on June 1, 2006 Sullivan’s personnel will continue to ensure that WRAIR army and civilian organizations have the hazardous materials they need to support all production, maintenance, and contingency operations.

In addition, a modification to the original scope of work was included. Sullivan has been requested to provide Hazardous Substance Management System (HSMS) implementation at two other facilities overseen by the greater Army Medical Command. A member of the onsite staff at WRAIR will be traveling to both Kenya and Thailand to implement the HMMP to the high standards they have been maintaining at WRAIR for over a year.

## AWARDS, NOMINATIONS & KUDOS



Please swing by the front office and look at the beautiful crystal baseball given to Sullivan International by the Foundation for the Children of the Californias (FCC) on June 9th. The FCC runs the Hospital Infantil de las Californias in Tijuana, BC and holds an annual luncheon to say thank you to major donors and sponsors of the Hospital Infantil. This year the luncheon was held at Petco Park in downtown San Diego, home of course to the San Diego Padres.

Sullivan was recognized for their continued support of the Hospital Infantil through the Sullivan Children’s Foundation (SCF). In 2005, SCF donated \$20,000 to the Hospital Infantil which cares for low income and indigent children from as far north as San Francisco, CA and as far south as Chiapas, Mexico. The donation made by SCF was matched by the Padres Foundation. SCF is holding their 2nd Annual Charity Night in October where the Hospital Infantil will once again be the primary beneficiary.

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*Employee  
News*



Sullivan's Advanced Technology Division is proud to welcome the newest Sullivan baby to the team, [Craig Newman](#) had a beautiful baby girl, Rauri Madison on May 14th, (technically Mrs. Newman had the baby).

**WELCOME ABOARD**

|              |                   |                    |     |         |
|--------------|-------------------|--------------------|-----|---------|
| <b>April</b> | Alona Davis       | Env. Project Asst  | ERI | SF      |
|              | Greg Curtis       | EDO                | LOG | VA      |
|              | Ben Joiner        | EDO                | LOG | GA      |
|              | Lauren Rizzo      | GIS Intern         | ERI | SD—HQ   |
| <b>May</b>   | Lea Cole          | Env. Scientist     | ERI | Chicago |
|              | Cory Jiggins      | Jr. Systems. Admin | SAT | SD—HQ   |
|              | Jody Herman       | Tech. Writer       | SAT | SD—HQ   |
|              | Jennifer Knoepfle | Env. Scientist     | ERI | Chicago |
| <b>June</b>  | Bryan Jessop      | Intern             | SAT | SD—HQ   |

It's Advanced Technology, but not that advanced!

Several Sullivan employees were recognized this past quarter with promotions for their dedication to the company and our core values. Congratulations to all! [Von Gusa](#) is now Vice President of Business Development; [Jay Chesser](#) is now Vice President of Logistics; [Vanessa Shaner](#) is now an Administrative Analyst; [Desiree Garcia](#) is now the Landfill Supervisor; [Luck Khounborin](#) is now Contracts Manager and [Doris Hairston](#) is now a Site Manager.

[Sol Gutierrez](#) and [Heather Levesque](#) both completed the Contaminant Chemistry and Transport Workshop Series and [Vanessa Shaner](#) completed her Meeting and Event Planning certification course. [Billie Tipton](#) received an Appreciation of Excellence Award from Fort Wood 5th Engineer Battalion and [Sherri Robinson](#) received a certificate of appreciation from the 4th Combat Training Brigade at Ft. Jackson. *Way to go ladies!*

**EOQ Nominations** (cont. from pg 1)

dedicated employee that embraces all of the company core values.

There were several other nominees that deserve recognition as well.

**Vanessa Shaner:** Vanessa has been with Sullivan for only about 1.5 years, but her broad knowledge of Sullivan operations makes it seem like she's been around for much longer.

**Alona Davis:** As a new employee Alona has rapidly become integrated into all SF projects in a wide variety of roles.

**Pam Baur:** Her efforts at organizing, pricing, ordering and managing all of the analytical work and processes plus carrying a more than full project load.

**Jim Latham:** Although he works long hours; he never hesitates to support the operational staff, our BD efforts, or our need for technical backup and support.

**Sara Castagno:** Sara has more than proven her worth to the Sullivan Logistics Team by displaying an enthusiastic momentum and dedication to the job of learning the important aspects of Environmental Management Systems which was completely new to her.

*In Other News:*

For her birthday, [Shirley Adams](#) went *wild* with a new hair do which inspired [Anthony Garcia](#) in contrast, to shave his head.

The Indonesian earthquake hit home with [Stephanie Hadiwibawa](#), the epicenter of the quake was the town in which her family lives. All are fine and doing their part to help those less fortunate.

[Deanna Rhoades](#) played bumper cars in LA, fortunately no one was injured and Deanna followed the policy to a tee when reporting the accident. [Tricia Bostard](#) went on an Alaskan cruise, I'm sure photos will be circulated very soon...

**CORE VALUE SPOTLIGHT**

The SULLIVAN Core Values are a vital part of the company culture here at SULLIVAN. Each employee is expected to adhere to these and is evaluated on their adherence. This is a quote from our Employee of the Quarter, Sharon Brister.

"Respect and Support your fellow employees is my favorite Core Value because I feel that it is important for the team. I try to get along with everyone, and encourage others to do the same."

**Why Support Sullivan Children’s Foundation?**

Sullivan Children’s Foundation (SCF) is a qualified non-profit fund through The San Diego Foundation, a registered 501(c)(3) organization. SCF was started in October of 2004 by Sullivan International Group, Inc. Steve Sullivan, CEO of Sullivan International Group, has created a company culture where supporting the community through financial or volunteer contributions is a core part of the company culture. SCF is run by volunteers from the community and employees from Sullivan International Group. The mission of SCF is to enhance the quality of life for children throughout San Diego County, neighboring communities and Baja California. The foundation raises money to support this mission by administering multiple fund raising activities. The funds raised are distributed to recognized non-profit organizations that are dedicated to children’s health, education and quality of life.

By supporting the mission of SCF, you’re making a significant contribution not only to the life of the young person your donation personally impacts, but the future of the entire region. Your individual contribution will help make this a better place to live, one child at a time.



SCF Board Members with Hospital Infant patients.

“At Sullivan we believe that by investing in the health, education and quality of life of our children today, our entire community will benefit tomorrow”, said Kevin Hayford, Executive Director of SCF. He went on to explain the reason for cross border interaction of the foundation; “SCF was established to donate funds to charitable organizations on both sides of the border because the well being of our region does not recognize the man made border. The economies of Southern California and Baja California are very dependent on one another.”

Funds raised from the 2<sup>nd</sup> Annual Sullivan Charity Night, “An Evening under the Stars” and the 3 Kitchens for Kids will be used to support the mission of the Sullivan Children’s Foundation. Previous beneficiaries of fundraising events have been the Juvenile Diabetes Research Foundation; the San Pasqual Academy (SPA), an alternative placement option for foster teens that offers an environment where they can learn valuable vocational, social, and life skills to prepare them for the future; and the Foundation for the Children of the Californias which runs the amazing Hospital Infantil, a tri-national (Canada, US and Mexico) collaboration endeavoring to improve the health and nutrition for the children of the region. The hospital is located adjacent to the border in Tijuana, Mexico and serves low income families with no medical insurance from the United States and Mexico.



SCF Director at SPA Garden Grand Opening



**3 Restaurants | 4 Chefs | 4 Dishes | 3 Ways**

Join us for dinner three nights this summer and support three different local children’s charities. Each evening our chefs will be cooking together, incorporating their individual flair for fare, as they interpret Kensington Grill’s American comfort food, Chive’s California cuisine and Laurel’s taste of the Mediterranean.

**July 27th at Kensington Grill**  
The Children’s Initiative  
**August 31st at Chive**  
Sullivan Children’s Foundation  
**September 28th at Laurel**  
Children’s Museum of San Diego

\$133 per person / 4 courses / wine pairing / tax & gratuity included  
\$333 per person when you purchase all 3 dinners

For reservations please call 619.239.2222 or e-mail us at [contact@sduurbankitchen.com](mailto:contact@sduurbankitchen.com)

Please join us in making a big difference in the lives of needy children in our community. We need your support this October 6<sup>th</sup> at our 2<sup>nd</sup> Annual Sullivan Charity Night, “An Evening under the Stars”. By reaching our fundraising goal of \$100,000; we can make life-changing differences for the children in our region.

Please contact Kevin Hayford or Vanessa Shaner for additional information at (619) 260-1432, [hayford@onesullivan.com](mailto:hayford@onesullivan.com) or [vshaner@onesullivan.com](mailto:vshaner@onesullivan.com)

Please go to [www.goldreg.com/scfgala06](http://www.goldreg.com/scfgala06) and register today for this incredible experience.

**Health & Safety Minute**

**Got PPE?**

Heading to a job site? What about your Personal Protective Equipment (PPE)? At a minimum, this should include safety toe shoes, hard hat, hearing and eye protection. Check with the appropriate Project Manager. They will be able to direct you to the site-specific health and safety plan, which designates the type of PPE to be worn. By spending about 5 minutes of your time you will ensure that you are adequately protected. Take care and be safe. Need more information? Please contact your division safety representative or Mark Owens.