

SULLIVAN TIMES

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 **Happy New Year!**

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SAT Delivers IETPS to the Navy

Sullivan's Advanced Technology (SAT) Division has pioneered and developed a technical publication system for the Navy Seasparrow program, Interactive Electronic Technical Publishing System (IETPS). Specializing in the latest Microsoft development and XML technologies, Sullivan engineered an intranet portal that allows technical writers to import S1000D compliant XML, manage, and maintain their technical XML data through a web interface. The system also features an export mechanism for users to create a full featured and powerful CD-ROM application to distribute among maintenance technicians working onboard ship and in the field.

Although the application went through months of painstaking design changes and firm deadlines from the client, the success of the application was visible upon delivery due to the leadership of Shirley Adams (SVP Sullivan Advanced Technology) and the technical expertise of Sullivan Programmers, Craig Newman and Jim Latham.



The lightweight design and functionality has paved the way for use in other applications such as hand-held and small robotic devices, to aircraft and satellite systems using the S1000D standard. The benefit provided for the S1000D community will allow creation, management, and delivery of high quality of XML information more faster and less costly compared to traditional approaches. With upcoming extensions to the existing system, the application will include all the fundamental principles of document management such as workflow management, granular user permissions and security, document versioning and version contrasting, and multiple file type export – just to name a few.

Sullivan's goal is to reduce the total cost of ownership over the life of a project. While the industry has always attempted to achieve this lofty goal, Sullivan makes it happen by designing and developing systems that use standards like XML and S1000D. Reuse is a major driver for the specification and it is supportive to a management process. The idea of reusing versus re-authoring or copying data will help Sullivan and its customers remain competitive by decreasing time-to-market and, in the process, reduce documentation costs and improve information accuracy.



Sullivan Engineers Perform on START Contract

Sullivan engineers William Earle and Pallav Dhabalia responded to a US EPA Response Action performed at the Feddeler Landfill in Lowell, Indiana to investigate alleged health concerns reported by the community. The project has received a high level of publicity and performance of the START team and was documented in several newspapers.

The response was performed under the Superfund Technical Assessment & Response Team (START) contract awarded to STN Environmental JV, a SDVOSB joint venture formed between Sullivan and TN & Associates.



The primary mission of the START response team was to utilize a Rapid Assessment Tool provided by the EPA to take real time measurements

of radiation, toxic chemicals and explosive limits and map those readings using GPS.

Sullivan Assists EPA in Closing Leaking Tank Cases

Sullivan, under subcontract to Booz Allen Hamilton Inc., successfully provided technical assistance to the U.S. EPA Region IX and the San Diego and San Francisco Bay Region Water Boards for review of numerous Leaking Underground Storage Tank (LUST) case files for San Diego, Alameda, and Santa Clara Counties.

Sullivan worked in close coordination with personnel from the Water Boards to perform triage, review of available data, and summarization of past investigations and remedial activities.

Sullivan made recommendations to the Water Boards for either a “no further action” or “further action” determination at each LUST site. Where required, further action recommendations were developed by Sullivan with the overall goal of providing a “road map” for the responsible parties for successful closure of LUST cases.

Technical assistance provided by Sullivan enabled the advancement and, where applicable, closure of numerous Water Board Leaking Underground Storage Tank case files.

New Contract Awards at Sullivan

Illinois Army National Guard ~ *Environmental Assessment*

TACOM ~ *Rock Island Surveillance Audit*

EPA Region 2 ~ *Training, Technical Reports, Audits & Inspections*

FEMA ~ *Operations & Maintenance - Louisiana SPAWAR Financial Improvement Program*

IAP World Services, Inc. ~ *Solid Waste Disposal, Wash Rack & Fuel Services*

DAPS Jacksonville ~ *Logistics Support Services*

EPA Region 5 RAC ~ *Site Assessment & Remedial Action Oversight*

Booz Allen Hamilton ~ *LUST Site Technical Assistance*

CNRSW ~ *IT Administrative Data Management & Operations Support*

NAVFAC SW ~ *Multi-Media Environmental Compliance Engineering Support*

NAVFAC SW ~ *A-E CERCLA/RCRA/UST (SulTech)*

Welcome Aboard!

Matt Donaldson - *Environmental Technician (SOM) Fallon, NV*

Autumn Hensel - *Payroll Administrator (CS) San Diego, CA*

John Kirschbaum joins Sullivan

John comes to Sullivan from his most recent position as Vice President for Federal programs at Shaw Environmental and Infrastructure, with responsibilities for managing a business line that focused on Shaw's USEPA, FEMA, and USAID services and revenues.

As Sullivan's Senior Vice President of Federal Programs, John will be responsible for all client account activity within the company. This includes profit & loss responsibility for a substantial portion of 2007 forecasted revenue and sales. John is a welcomed member of the Sullivan senior management team!

Prior to joining Shaw in 2002, John accumulated over 22 years of experience in the Federal Engineering

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and Construction Industry, including 19 years of service to the US Army Corps of Engineers (USACE), in Omaha, NE. In his federal career,



Mr Kirschbaum was active as an in-house structural design Engineer and design Program Manager on major Defense weapons systems bed down programs, including program management responsibilities for the in-house design of aircraft support facilities for the B-2 bomber program at Whiteman AFB.

John has had the unique opportunity to work directly for numerous federal agencies, including the Department of Interior, the US Air Force, the Defense Energy Support Center, the Department of Commerce, the Department of Energy, the Federal Emergency Management Agency, the State Department, several Corps of Engineers Districts, and has supported all ten regions of the US Environmental Protection Agency.

John has two grown children, Allison and Patrick, ages 25 and 23, and he resides in San Francisco with his wife, Amy. John is a registered professional Engineer.

CEO Update

This years holiday season has been very meaningful to me in many ways. In early November of this year I had quite a scare and spent several days in the hospital with a heart infection. During my stay in the hospital, friends and family would often visit, call or send warm, heartfelt cards and flowers. When these life events occur, we often reflect on where we are, and where were going. It is a special opportunity to inventory, assess and develop a new clarity in life's journey.



I'm very fortunate to have so many people who care about me, prayed for me and have gone out of there way to help me during this difficult time. Am I going to go visit the Dali Lama and spend life in a tent? Probably not an option at this time. Will I focus more on those things in life that are truly meaningful like spending more time with friends and family? I think that most would agree that these are the most important things in life. So, without sounding too preachy, if you have the opportunity to do an inventory of what is important to you during this holiday season, you may find that the gift you are wishing for is already there....

Happy Holidays!
Steve Sullivan



4th Quarter Award

Doris Hairston named Employee of the Quarter



Just a few short years ago, Doris Hairston was teaching pre-school in the Washington DC area and was

approached by an acquaintance, Mary Williams, to see if she might be interested in a position with the HSMS Department at WRAIR. Doris's first thought was "HSM what?"

Mary Williams was managing the Hazardous Substance Management Systems (HSMS) Department at the time of that initial conversation and had been impressed with Doris's people skills and her ability to follow through on tasks. Through a little coaxing and encouragement, Doris decided to take the position as an entry level technician.

Over the next few years, Doris adapted and took on more responsibility. When Mary Williams decided to move on, Doris was made Department Manager. She manages a great team for Sullivan International: Tanieka Dawkins, Lashana Wells and Kevin Diggs. All reports received by the WRAIR Contracting Office have been excellent. Doris has taken on even more responsibility by working closely with LTC Randy Story (Director of Logistics, MSC) in presenting topics on HSMS to groups of 100 and more.

In addition, she and her direct government supervisor, Calvin Ashcraft, will accompany a group of government personnel to Thailand this February to help train personnel, and make certain that the HSMS

2006 Employee Awards for Personal Excellence

Each year, Sullivan recognizes several individuals who have demonstrated continuous professional and personal excellence over the year. The award candidates and subsequent winner selections this year were very robust with many highly qualified candidates.

Eight Sullivan categories and associated winners and runners up are:
Distinguished Leadership ~ Von Gusa & Gus Thrasher
Employee Appreciation & Dedication ~ Stephanie Hadiwibawa & Jamie Hamm
Technical Achievement ~ Craig Newman & Jerry Joseph
Technical Performance ~ Deanna Rhoades & Jamie Eby
Sales Vision ~ Shirley Adams & Mary Kruk
Client Touch ~ Sherri Robinson & Lynn Lewis
Safety Award ~ John Crumley & Heather Levesque
Humanitarian Award ~ Michael Foster & Vanessa Shaner

These employees are all to be congratulated for outstanding performance in 2006.

On occasion, an employee, service provider, or other person is identified who has been a critical part of the growth and success of the company over a long period of time. Without their contribution, the company would not be where it is today. This Pinnacle Award has been awarded only one time in the past. This year, Bill Ulmer was selected for the Pinnacle Award. Bill's contributions to the growth and success of Sullivan since its inception are countless. The plaque Bill received was appropriately engraved, "Founder, Mentor, and Friend". This basically says it all! Congrats, Bill!

All of the prestigious annual awards were presented by Steve Sullivan, CEO, at the San Diego Holiday Event at Admiral Baker's Club on December 14th.



Pictured is Bill Ulmer "preparing" for his pinnacle performance as a successful career executive.

operation at those facilities are complying with all acceptable practices in terms of both inspection procedures and proper chemical storage.

Somehow, somehow, Doris and her husband, an independent business owner, find time to raise two sons (ages ten and five) and manage to make it all work. Sullivan is truly blessed to have employees like Doris on the team.

"Being nominated for Employee of the Quarter is a wonderful surprise but above all it is a true blessing of honor for our office to be recognized for our dedication and hard work. We know we are part of an outstanding, excellent group and we will continue to maintain our high standard of work ethic that produces 100% customer satisfaction"

--- Doris Hairston

Sullivan Children's Foundation

Holiday Lighting Benefit Raises over \$8,000

Sullivan Children's Foundation was named as the beneficiary of this year's Britt Scripps Inn Holiday Lighting Benefit which took place on December 6th. Almost 100 guests joined Mayor Jerry Sanders to light the Inn for the 2nd year in a row and helped to raise over \$8,000 to benefit children in and around the San Diego region.



Pictured are (left to right): Kevin Hayford, Mayor Jerry Sanders, Gordon Hattersly, and Zapher Dajani

The Britt Scripps Inn, outfitted in 130,000 white lights, a 12 foot Christmas tree, and wreaths in every window, is a distinctive retreat located in the heart of historic Bankers Hill



overlooking downtown San Diego. Named one of the biggest and brightest light displays in San Diego County, the Britt Scripps Inn co-hosted this annual holiday event with Abbey Catering and Event Design

Company, which specializes in everything from gourmet catering services to all inclusive party packages. The Sullivan Children's Foundation was created with a mission to enhance the lives of children in Southern and Baja California through education,

healthcare and quality of life focused charitable organizations. In two short years, Sullivan Children's Foundation (SCF) has raised over \$150,000 for needy children in the San Diego communities.

Core Value Spotlight

All of the eight Sullivan core values are critical components of Sullivan's Business Culture! As we enter into a new year, we should review all the core values and make sure our actions are in synch with those values. 2007 promises to be an exciting year, encouraging peak professional performance by each Sullivan employee.

Therefore, it seems appropriate to highlight the second core value, "Conduct all business with honesty and integrity." Your reputation and that of the company is often the most valuable asset we have. Be sure to recognize the responsibility we all have to conduct honest and ethical business practices as we participate in Sullivan's impressive 2007 growth plans.



Sullivan Sponsors High School Interns

For the past two semesters, Sullivan has sponsored interns from High Tech High School. The well established program provides High Tech High juniors with a unique opportunity to experience the business world first hand and obtain some valuable mentoring from business professionals. The program offers companies enthusiastic interns for a semester providing sound operational skills and eager to learn attitudes. It truly is a win-win arrangement.

Last semester Sullivan sponsored one student and the experience was highly successful, so this semester the company sponsored four student interns. Those students provided important services to Corporate Services. Pictured are Luz Garcia, Victoria Valentine, Johnny Loera, and Alexis Elston and their mentors surrounding the Sullivan trade booth that they created for the High Tech



High Showcase event highlighting sponsor companies. We're proud of these exceptional students and we look forward to continuing Sullivan participation in the High Tech High Intern Program.

Flex Your Sullivan Employee Benefit Power!

Open Enrollment Coming Soon

You may have noticed in our recent employee pay envelope insert that it is time for Open Enrollment in our Section 125 or Flexible Spending Account benefit plan. Many of our employees actively participate in this benefit program, and it might be right for you, too!

How It Works

In a nutshell, our Flexible Spending Account (FSA) program enables employees to set aside money on a pre-tax basis to pay for certain health and day care costs. An FSA is the only benefit that actually saves you money on the cost of health and day care expenses. The Healthcare FSA is for out-of-pocket healthcare expenses for you and your dependents. The Day Care FSA is for day care expenses for your child. (This account may also be used for

certain elder care expenses, but there are some extra considerations you will need to take.) The money you designate to be deducted from your paycheck for this program will be pre-tax, so you don't pay FICA, Federal Income Tax and in most cases, State Income Tax.

Are You Interested?

Enrollment forms with additional information will be distributed soon. For further information, contact Autumn, Vanessa or Darryll on our Administrative Services team at 619-260-1432.



Health & Safety Minute

2007 will bring you a more profound Sullivan Health & Safety Program as we begin executing an aggressive calendar of site audits and training programs to maintain compliance with our Corporate H&S Manual.

Sullivan projects benefit from an independent review of specific Health and Safety plans. Examples: Are there too many Job Hazards identified from the beginning of the project when a more conservative approach made sense? Are the names and numbers identified in the plan still current? Are all employee Health and Safety training requirements for the project completed? These are critical questions that are encouraged by the comprehensive Sullivan Health and Safety Program.

We look forward to working with our employees on the upcoming audits and training sessions to keep everyone safe in 2007!

Relationship Buying

Today, what a client purchases is but a promise! Our customers must trust us to deliver something that is intangible until the work is complete. This complex environment requires that integrity replaces manipulation, and that fulfilling the prospective client's needs with outstanding service replaces getting the business no matter what.

Client "relationship purchasing" is a type of buying that results from interactions built on trust. It precedes work between the client and our front line employees and, for this reason relies on a bond of honesty and integrity established before a contract or task order is awarded. As the name implies, relationship buying requires expertly applying many of the same skills applied in a business relationship that are applied in, for example, a personal relationship. These skills include building rapport with others, discovering areas of need where you can help, listening extensively, honestly answering concerns, and gaining commitment from others to continue the relationship.

Buying services in such a diverse environment requires that professionals combine different sets of skills. Some of these skills are new. Others are familiar. All are part of the relationship buying process. Using relationship buying, you can discover the needs of your potential clients and customers and speak to these individuals with clarity and integrity. You can help them acquire precisely the services they need to improve their lives and work. This, after all, is the purpose of buying.

About Sullivan Times

Welcome to our newsletter for clients and friends.

This newsletter is distributed quarterly via email, containing articles about business and company happenings here at Sullivan International Group that we think will be of interest to you.

If you don't want to receive this newsletter, simply send us an email to vshaner@oneSullivan.com.

Please feel free to contact us with any questions or suggestions by phone at (619) 260-1432. Or visit us online at www.oneSullivan.com.