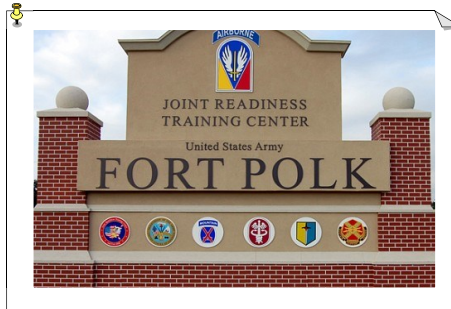




Nuts & Bolts



A NORTHCON NEWSLETTER
DECEMBER 2017



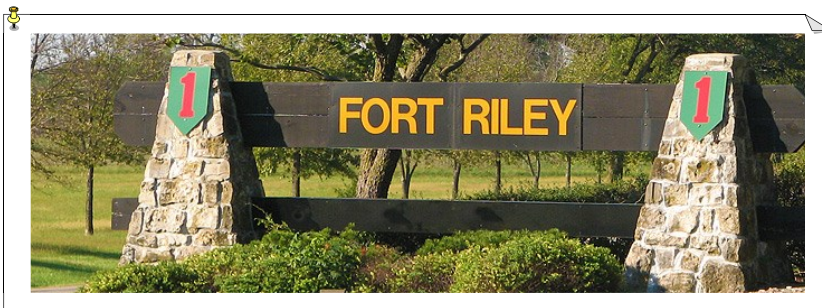
Northcon's Successful History Includes the Completion of 1,660 Task Orders and Stand-Alone Projects!

The completing of over 1,600 projects has been no small feat and it points to the amazing team we have at Northcon for even making this possible!

Since 2003, Northcon has worked all over the country. Pictured here are some of the facilities where we have performed work ~ Fairchild AFB, Fort Polk, Cannon AFB, Nellis AFB, FLETC, Joint-Base Lewis McChord and Fort Riley.

The majority of our work has been from federal task orders but we have performed stand-alone work for state and commercial clients, as well.

We have provided more details of our project history on page 4.



INSIDE: Message from Randy on Positive Changes

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From Randy's Desk

Positive Changes

Hello Northcon Family and Friends,

I want to wish a, "Happy New Year" to each of you!

We are off to a *New and Exciting 2018!* Last year went by so fast for most of us, and as it seems we all continue to cram more and more into our already busy daily lives and schedules. But despite that, I am hoping that each of you are finding ways to spend more time doing what you love with your family and friends.

As you will read in this Newsletter Michele E. put together, Northcon enjoyed a successful 2017, and I want to say *thanks* to so many individuals across the country that strive to make Northcon more than just a place to work. We are thankful for your continued support and efforts.

In order to be competitive in the market we need to be adaptable and flexible to change. 2018 is anticipated to be a very busy year of changes in multiple areas as we have realigned some of our management staff and are opening Northcon up to new business development markets, partnerships and customers. During this process many of you will see continued efforts to adapt and refine our existing policies and procedures and we will be implementing some new ones, at both the site and corporate offices. These changes are not because we are broken in any way, but rather to position us to expand what we already do well, making us better, and positioning us to serve and support our customers and partners with the best possible operational processes and procedures. These changes will range from financial and project management tools, to our safety programs nationwide. This will be an ongoing function throughout the year, so we ask for your patience throughout the process.

Northcon is still pursuing the non-federal JOC market, and we will continue with our federal DOD contract pursuits, including ID/IQ, JOC, SABER, MACC, etc. type contracts. Our future also includes broadening our client base into private, federal and public sector work for commercial, public works and DOE type contracts across the nation with known entities and customers. This includes some possible new partnerships that will benefit not only Northcon, but many of our partners nationwide.

There are a lot of new and exciting opportunities on the horizon for Northcon in 2018! Renay and I wish you well and look forward to spending time with each of you in the near future.

Sincerely,
Randy

*Please welcome our new
Chief Operating Officer ~
Rick Parsons*



About Rick ~

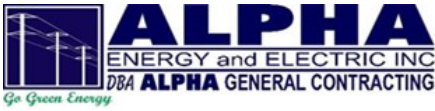
Rick was Senior Executive from the Bechtel Corporation for approximately 20 years and was involved with Nuclear Construction, Nuclear Operations and the management of multiple Department of Energy National Laboratories. He participated in multi billion dollar value business development proposals. During the last 7 years, his management company master planned and developed over 110 Acres of private land along with the master planning of the adjacent land belonging to a Port Authority and Washington State University ~ Tri-Cities WA, known as the Innovation Center Tri Cities Research District. These projects included multi-family housing, Class A LEED Gold Office Facilities for Pacific Northwest National Laboratories, Classrooms and Laboratory facilities for WSU-Tri Cities, and other commercial buildings in the Business Park such as Credit Union, Medical Facility and other small businesses.

Rick hopes to apply these achievements and experiences into the Northcon business model to promote continued and sustainable growth for our company and our team members. He's looking forward to exciting times and many successes.

Rick's initial focus will be business development and the growth of the company.

About Rick & Lynne ~

Rick and his wife Lynne love the Pacific Northwest outdoor activities. They tour and camp from their motorcycle and play golf. They are excited to be part of the Northcon Team and we are excited that they are part of our team too!



We are pleased to announce our Mentor-Protégé with Alpha Energy and Electric

It's official! Our Mentor-Protégé (M-P) with Alpha Energy and Electric has been approved by the Small Business Administration (SBA).

In 2017, we submitted proposals under our M-P as a Joint Venture, so stay-tuned because we look forward to winning opportunities in the near future!

As the Alpha-Northcon Team, we've been busy working on the following awards that we won ~ Nellis Air Force Base, the \$4.87M USACE Family Campground Project, and task orders from the \$4M ID/IQ contract that we received at Kings Bay.

2017 Project Highlight

Sandpoint Idaho Library Expansion



Award Date 06/07/2017

Award Amount: \$2.5M

Project description: Construct new 8,000 SF addition to the existing library, including renovation of the existing building & associated site work.

Throughout the duration of the project the library will remain open during normal business hours so the continuation of the library serving the community will not be disrupted.

Brandon Spry and Curt Carney are doing an excellent job in running and handling all the unique details of this project.



Northcon Win!

\$42.5M Nationwide DeCA JOC



Kautaq-Northcon Team Win!

\$40M MACC at Nellis AFB



★ **NORTHCON \$1M+**

Sandpoint Idaho Library Expansion \$2.5M

★ **W/ PARTNER ICD \$1M+**

Yakima Medevac Hangar \$2.3M

Put On Your Positive
Pants Today :)



One Size Fits All

A Winning Savings Tip
for 2018



Set up a direct deposit so a portion of each paycheck goes straight to your savings account or set up a reoccurring monthly transfer, of a set amount, from your checking to your savings.

~ Northcon's Project History ~

Something we can all be proud of!

**Northcon's Project History
Timeline: 2003 - Aug 2017**

Total Projects Completed: 1,660

Completed Northcon Projects: 1,582

Completed Northcon w/ Partners Projects: 78

States we've worked in: 17

- | | |
|---------------|--------------------|
| 1. Arizona | 10. New Mexico |
| 2. California | 11. North Dakota |
| 3. Georgia | 12. Oklahoma |
| 4. Idaho | 13. Oregon |
| 5. Kansas | 14. South Carolina |
| 6. Louisiana | 15. Texas |
| 7. Missouri | 16. Washington |
| 8. Montana | 17. Wyoming |
| 9. Nevada | |

Our Federal Customers

- Defense Commissary Agency
- Department of Homeland Security
- General Services Administration
- Mission & Installation Contracting Command
- National Air Guard
- National Park Service
- State of WA
- US Air Force
- US Army Corp of Engineers
- US Fish & Wildlife
- US Navy

Project Types:

- ADA Compliant
- Classrooms
- Design & Design/Build
- Historic
- New Construction
- Parking Lots
- Renovation
- Repair
- Water Projects

Completed Projects over \$1M

Northcon Projects

- Over \$1M ~ 27
- Over \$2M ~ 8
- Over \$4M ~ 4
- Over \$10M ~ 1

Northcon with Partners Projects

- Over \$1M ~ 6
- Over \$2M ~ 2



Design-Build Maritime Practical Applications Training Facility



Renovate Building 61 ICE Training Division



Renovate Building 680



Repair Parking Lot



Construct Heavy Sniper Range 18



Repair Base Electrical Feed



Remove & Install New Parking Lot & Security Fencing



Repair Short Stay Wall Rec Area Lake Wall

~ The Women That Power Northcon ~

Randy would like to send out a Thank you and a Special Acknowledgment to the 'Women That Power Northcon'. Their crucial work is done in front of and behind the scenes. If it weren't for the dedication of this group of professionals, Northcon would not be the success that we are today! Thank you for doing a great job everyday ~ *Your Dedication Powers Northcon!*



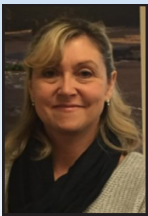
Renay Smith

Hayden
Executive Vice President
Has worked for Northcon since day 1
for 25 years!



Dottie Dinel

Hayden
Project Business Administrator
Has worked for Northcon 4 years



Tonya Daniels

Hayden
Financial Coordinator/Benefits Manager
Has worked for Northcon 14 years



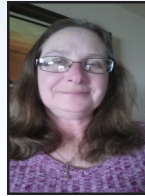
Peggy Meeks

Fort Polk
Project Business Administrator
Has worked for Northcon 3 years



Michele Engelbrecht

Hayden
Proposal Manager
Has worked for Northcon 11 years



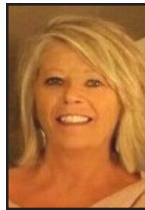
Sherrie Kincheloe

Hayden
Property Manager
Has worked for Northcon 1 year



Lisa Horn

Hayden
Payroll / Lead PBA
Has worked for Northcon 10 years



Anita Reuter

Fort Gordon
Project Business Administrator
Has worked for Northcon 1 year



KarenJoy Turley

Hayden
Recruiter / HR Consultant
Has worked for Northcon 8 years



Lonnie Kelly

Hayden
Receptionist
Has worked for Northcon near 1 year



Leslie Tremblay

Hayden
Office Administrator
Has worked for Northcon 7 years



Aleah McGinnis

Hayden
Property Manager
Has worked for Northcon 3 months



Stephanie Schmeck

Charleston/Glynco
Project Business Administrator
Has worked for Northcon 6 years

Northcon supporting Toys for Tots

Northcon is proud to support Toys for Tots and at this years Christmas party we collected toys for children in the Kootenai County area.

About Toys for Tots ~

They are a national charitable program that is 70 years old. They are run by the U.S. Marine Corps Reserve and they provide happiness and hope to less fortunate children during each Christmas season.

The toys, books, and other gifts collected and distributed by the Marines and volunteers offer these children recognition, confidence and a positive memory for a lifetime.

They believe that these experiences help disadvantaged children become responsible citizens and caring members of their community and Northcon is so excited to be a part of their program. We would like to thank all of you who participated and brought a gift.



Northcon supporting Mountain View High School

Northcon had the pleasure of making a donation to the Mountain View High School. The donation went to some pretty amazing and fun outreach projects listed below ~

- "Mountain View Chooses Life" ~ These bags pictured, were given to every student at the school in the debriefing session after a day long Suicide Awareness Assembly
- A Thanksgiving dinner
- Goodie bags that went to students in need
- And socks for the running group that meets 3 times a week after school

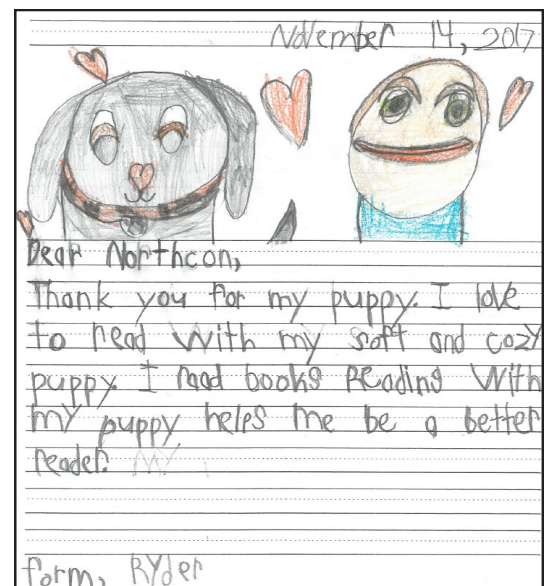


Other Charities Northcon Supported ~

- * Second Harvest Food Bank
- * Idaho Food Bank
- * Fallen Outdoors
- * Shriners Hospital for Children
 - * Sole Purpose
- * Union Gospel Mission, CdA
- * Idaho Youth Ranch

Northcon supporting Greensferry Elementary School

Northcon had the pleasure of making a donation to give plush animals to the 1st graders to read their books with.



Test Your Newsletter Reading

1. What is the name of our new COO?

2. What type of pants are all the same size?

3. Are you going to set up an automatic direct deposit into Savings this year?

4. How many projects has Northcon successfully completed?

5. What "other" performance state has Northcon worked that starts with an "M"?

6. What organ in the body is totally encased in bone?

7. After how many years should a hard hat be replaced?

How did you do?

Answers:

1. Rick Parsons (page 2)
2. Positive Pants (page 3)
3. I hope so! (page 3)
4. 1,660 (page 4)
5. Montana (last page)
6. Your head (last page)
7. 2 years (last page)



**Think
Positive!**



**Be
Positive!**

Evaluation Highlight from Task Order ~ Repair Load Bearing Asphalts Spots 38-45 Project ~ \$1.7M



Official comments from Fairchild AFB:

Quality: **"Exceptional"** Exceeded contract quality requirements. Northcon utilized testing exceptionally in order to assure that each layer of base course material met requirements. This project earned the **Larry H. Lemon "Quality in Construction" Award** from the National Asphalt Pavement Association. The NAPA award rating system requires qualitative analysis using data and test results to determine the winners.

★ *Great Job to Our Team at Fairchild AFB!* ★

Do you know your acronyms for the federal ID/IQ construction contracts that Northcon has won over the years?

JOC • Job Order Contract

MACC • Multiple Award Construction Contract

MATOC • Multiple Award Task Order Contract

SABER • Simplified Acquisition of Base
Engineering Requirements

SATOC • Single Award Task Order Contract

So what does ID/IQ mean?

ID/IQ is a U.S. federal Government contracting acronym meaning indefinite delivery/indefinite quantity.

This is a type of contract that provides for an indefinite quantity of supplies or services during a fixed period of time.

So what's a Task Order?

ID/IQ awards are usually for a specified number of base years with renewal options for additional years. These contracts typically do not exceed a total of five years in duration. The Government places delivery orders (for supplies) or **task orders** (for services) against a basic contract for individual requirements. Minimum and maximum quantity limits are specified in the basic contract as either number of units (for supplies) or as dollar values (for services). The Government uses an ID/IQ contract when it cannot predetermine, above a specified minimum, the precise quantities of supplies or services that it will require during the contract period.

Who uses this Contract Vehicle?

ID/IQ contracts are frequently awarded by various U.S. Government agencies, including the General Services Administration and Department of Defense.

Since 2005 Northcon has won 20 ~ ID/IQ contracts and 7 ~ ID/IQ contracts with teaming partners

Deskercises ~ Exercises You Can Do at Your Desk

The Silent Seat Squeeze

Believe it or not, some deskercises can be kept under wraps, and this isometric glutes exercise is one of them. To start toning, simply squeeze the buttocks, hold for 5-10 seconds, and release. Repeat until the agenda wraps up or the glutes tire. The results will be uplifting in more ways than one ~ Ha!

The Tapping Toe

Tap into your inner Fred Astaire by speedily tapping your toes on the floor under your desk.

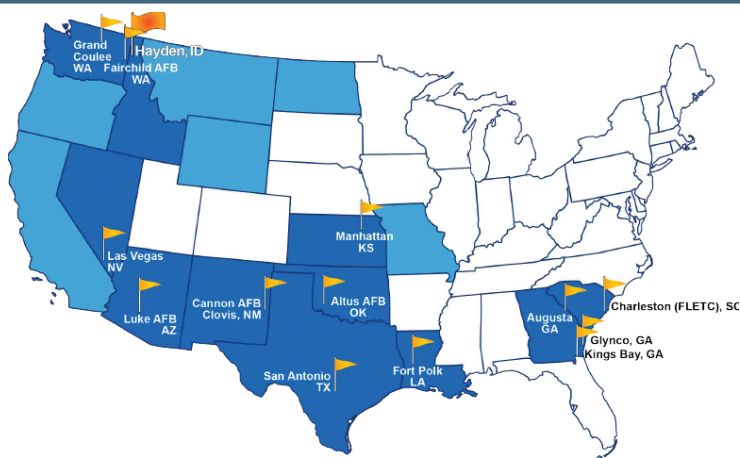
The Seated Leg Raiser




While seated, straighten one or both legs and hold in place for five or more seconds. Then lower the leg(s) back to the ground without letting the feet touch the floor. Repeat (alternating legs if raising them separately) for 15 reps. Underwhelmed? Loop a purse or briefcase strap over the ankle for added weight.

The Prayer Hands

Whether you're praying for a project extension or for more defined arms, this move has you covered. Seated upright with feet flat on the floor, bring the palms together in front of the chest and push both hands together powerfully until you feel the arm muscles contract. Hold the prayer hands pushed together for 20 seconds. Release and repeat the sequence until you feel a little more zen.

Northcon Location Map



-  Northcon Corporate Headquarters
-  Northcon Project/Program Offices
-  Other Northcon Performance States

Corporate Office:
 10615 N. Government Way
 Hayden, ID 83835
 Ph.: 208-772-6003
 Website: www.northconinc.com

Hard Hat Safety

Keep Your Head and Brain Safe!

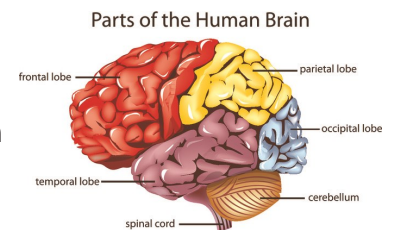
Your Part

To wear a hard hat correctly upon entering any job site.



Natures Part

Our head is the only organ in the human body totally encased in bone. This is nature's way of stating the importance of protecting the brain.



Hard Hats are the First Line of Defense Against Head Injuries

When worn correctly, most head injuries can be avoided if the proper head protection is selected, used and maintained.

Hard Hat Maintenance

OSHA recommends:

- Inspect hard hat before & after each use.
- If you are involved in an impact incident, replace hard hat immediately, the suspension will have been stretched.
- Replace hard hat every 2 years, replacing suspension every 12 months.
- Avoid storing your hard hat in extreme hot or cold environments, it can shorten the hard hat's life and cause damage.
- Be aware that stickers can cause a safety risk—they may cover up damage or cracks in the hat.
- And never drill a hole in hard hat, this will sacrifice the integrity of the hard hat.

