



A View from the Top Insight and Wisdom from Mark N. Klett, President & CEO

Over the spring and summer, it was the best of times and the worst of times; a fantastic wedding of my only daughter, then a tragic loss late this summer of her husband. Life is a journey and provides many challenges, opportunities and awesome times – Do savor the good times – enjoy the fun times with your families, as you never know when they may be called to a higher cause. Our family's loss of my sister and son-in-law was tragic – but the support from so many near and far has been most gratifying and humbling – Give all you love a hug everyday.

We have hired a lot of new people in a lot of new places since our last Newsletter. KCG is now open for business in Indiana, Oklahoma, and Michigan. We have over 40 employees up from 23 that we had as of 1 January 2009. We have seen a lot of expansion with our US ARMY reserve support thanks to the leadership of Tim Sneed and Jimmy Kendrick. They were able to get funding for another 12 billets in the Texas, Oklahoma, Arkansas, New Mexico region. Well done Team!

On the Technical Command and Control side of things – Our Team at Second Fleet has now moved to a four star command within the Navy (US Fleet Forces Command – The Commander of all the US Naval Forces located in Norfolk, Virginia)) to continue to develop a standard Fleet Command and Control solution for the Maritime Operations Center.

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KCG Supporting NATO ACT

Bill Piersol of KCG is assigned on a contract as a Human Factors Specialist at the NATO Allied Command Transformation (ACT) Headquarters in Norfolk, Virginia; the only NATO Headquarters in the United States.

As some background, during the 2002 Prague Summit, NATO's military command structure was reorganized with a focus on becoming leaner and more efficient. One Strategic Command to be focused on NATO's operations - Allied Command Operations (ACO) is located in Mons, Belgium and the other to be focused on transforming NATO - would be ACT in Norfolk which transitioned from the Supreme Allied Command Atlantic (SACLANT).

NATO history was recently made when French Air Force General Stéphane Abrial relieved U.S. Marine Corps General James N. Mattis as Supreme Allied Commander Transformation in a change of command ceremony held September 9 aboard the aircraft carrier USS Dwight D. Eisenhower (CVN 69) in Norfolk. This is the first time that a strategic NATO command was permanently led by someone other than an American.

ACT is NATO's leading agent for change, driving, facilitating, and advocating continuous improvement of Alliance capabilities to maintain and enhance the military relevance and effectiveness of the Alliance. ACT focuses on areas such as training and education, concept development, comprehensive approach, experimentation, and research and technology and using NATO's ongoing operations and work with the NATO Response Force (NRF) to improve the military effectiveness of the Alliance.

Bill works in the Technology Coordination Branch, Cognitive and Behavioral Section of the C4I Division. The function of the Technology Coordination Branch is to develop and manage the annual C4 Technology Coordination and Human Factors Research Efforts in support of ACT functional programs and capability management. His current focus area is on social networks and the tools that support information sharing. As part of this work he is participating in a C4I Division business process review to understand current lines of communication and how they might be improved. He is also participating in the creation of a NATO Strategic Communication concept document.

A View from the Top

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Tim Sorber and his Team have expanded their efforts with solid performance and super deliverables. They have also contributed to the development of an innovative dynamic model that is capable of providing manning insights vs. operations vs. systems vs. activities for a myriad of scenarios. This break-through decision tool was developed with another small business – Aptima, and will be briefed at a National Modeling and Simulation Conference in Mid-October. Great work by Tim's entire Team of Todd Black, Paul Danks, Stephane Blais, Stan Romes, and Joe Thomas!!

We have also added Gerry Golden, a recently retired Navy Captain (O-6) to our Team. He is supporting the way ahead for the Navy in integration into the cyber world in support of many Maritime Security issues at the Navy NETWARCOM Command – Welcome Aboard Gerry!!

KCG has been expanding on a couple of other fronts as well in NATO and within the Department of Homeland Security. We were awarded two Prime contracts in these areas to support NATO Command and Control process transformation and we were one of seven Teams selected from over 200 applications to provide program management services to the Department of Homeland Security. This award could have a value of over \$50 million over the next five years. The tremendous work of Kevin Merritt has made these expansion initiatives a reality – Well done Kevin and to your support staff of Wendy Cumings, Paula Danks, and Fallyn Hendershot, who keep the office running so well each day...

Finally – It is a great privilege that KCG will be recognized again here in the Tidewater area as one of the Top Ten small businesses in the area. We are doing many great things around the country and helping to create and keep jobs in arrears that need the work. I am very proud to have you all as part of this company and really appreciate all you do for the company each day!!

Sincerely – all my best

Mark N. Klett
President and CEO
Klett Consulting Group, Inc

Preventing Heat Stress

There are a number of types of heat stress injuries. Some are annoying but not very serious. Others can quickly lead to life-threatening situations. Knowing what to look out for is important. This is especially true because the more serious heat stress conditions cause the victim to become disoriented and unaware of their condition. People who are overweight, physically unfit, suffer from heart conditions, drink too much alcohol or are not acclimated to the temperature are at greater risk of heat stress and should seek and follow medical advice. The major heat stress injuries and illnesses are described here:

- **Heat Cramps** are painful muscle cramps caused by a loss of body salt through excessive sweating. To help prevent heat cramps, drink plenty of non-alcoholic, caffeine-free fluids while working in a hot environment. Salt tablets may be recommended in some cases. Anyone suffering from heat cramps should be watched carefully for signs of more serious heat stress. If the cramps persist or other symptoms develop, seek medical attention immediately.

- **Heat Syncope** (pronounced "sin-co-pay") is sudden fainting caused by a reduced blood flow to the head. The victim's skin will be cool and moist and their pulse will be weak. Immediate medical attention is needed in the event of syncope.

- **Heat Exhaustion** results from inadequate salt and water intake and is a sign the body's cooling system is not working properly. The victim will sweat heavily, their skin will be cool and moist, their pulse weak, and they will seem tired, confused, clumsy, irritable or upset. They may breathe rapidly--even pant--and their vision may be blurred. The victim may strongly argue that they are okay even with these obvious symptoms. If you suspect heat exhaustion, don't let the victim talk you out of seeking immediate medical attention. The heat exhaustion will affect their ability to exercise good judgment. Until medical help arrives, try to cool the victim and offer sips of cool water as long as the victim is conscious. Immediate medical attention is required. Heat exhaustion can quickly lead to heat stroke.

- **Heat Stroke** is the deadliest of all heat stress conditions. It occurs when the body's cooling mechanism has shut down after extreme loss of salt and fluids. The body temperature will rise, the victim's skin is hot, red, and dry, their pulse fast, and they may complain of headache or dizziness. They will probably be weak, confused, and upset. Later stages of heat stroke cause a loss consciousness and may lead to convulsions. In the event of heat stroke, seek immediate medical attention. Until help arrives, try to cool the victim and offer sips of cool water if the victim is conscious. Recognizing the symptoms of heat stress is very important, particularly since the victim may not realize what is happening. If you work alone in a hot environment, develop a "buddy system" so someone will check in on you periodically to look for signs of heat stress. Preventing heat stress is a matter of controlling the factors that cause it. Use the precautions mentioned and don't hesitate to seek assistance if you suspect heat stress.

Projects Update

Department of Homeland Security PACTS Contract

This is a Service Disabled Veteran Owned Small Business (SDVOSB) Set Aside contract. KCG competed against the best and brightest in the SDVOSB community and came out on top. We are teamed with our partners at DTSV and with a company called Client Solution Architects. Only about 29 companies won an award and there are only eight in our area of the contract. We utilized the past performance at the 90th, C2F/MOC, and Robot Venture to win this contract so it is a team win!



Klett Consulting Group Participates in Virginia Veterans Workforce Development Taskforce

Klett Consulting Group, Inc. continues to be a key participant in the Commonwealth of Virginia's Veterans Workforce Development Taskforce. KCG continues this pro bono service because of the company's commitment to veterans. Mark Klett, President and CEO of Klett Consulting Group, said, "Klett Consulting Group is fortunate to have the resources and the talent to advance the causes of veterans and we will continue to assist as KCG is needed."



Hampton Roads Military and Federal Facilities Alliance

In support of their Robot Venture effort, KCG was awarded a renewal of this vital effort to help realize this concept and vision. KCG's team of Bill Piersol, Kenny Greenwell, and Mark Klett has supported our customer for 3 years and we are honored to be able to continue. Through this contract, KCG has been working with federal agencies and politicians all over the eastern seaboard including a submission to our congressional delegation.

U.S. House of Representatives Smart Contracting Caucus

Kevin Merritt participated in the U.S. House of Representatives Smart Contracting Caucus on July 28, 2009. Mr. Merritt's experience as a Department of Defense (DoD) Contractor and as Director of Operations for a Service-Disabled Veteran-Owned Small Business in Virginia Beach, VA provided the caucus with direct understanding of the issues facing small businesses, particularly the SDVOSB community.

Service Disabled Veteran Owned Small Business (SDVOSB) Council

The Service Disabled Veteran Owned Small Business (SDVOSB) Council was formed expressly for the purpose of advocating on behalf of businesses owned by Service Disabled Veterans. Mark Klett is serving on the Government Relations committee

The primary objective is to ensure that Federal, State and Local governments meet or exceed the Executive Order 13360 goals. Their secondary objective it is to provide information, guidance and resources to help assure the success of our nation's heroes in their civilian endeavors. As a non-profit organization – it will try to influence legislation and help create veteran based economic opportunities in the highest concentrated veteran communities around the country. Hampton Roads, Virginia and Jacksonville, Florida are the first two sites for chapters.



90th RRC Expands in Texas and Oklahoma

The KCG team at the 90th RRC welcomed some new additions in May and June. Joining us in Oklahoma are Scott Riecker, Lawton and Curtis Clark, Bartlesville (McAlester). In the great state of Texas are Ralph Hasty, Red River Depot; Keiran Christenson, Conroe; Mario Salazar, Corpus Christi; and Mike Maddox, Brownsville.

KCG presence grows at NSWC Crane

Welcome to Angie Shake and Sarah Ruggles. Angie and Sarah came on board with KCG in June to provide project support on site at the Naval Surface Warfare Center in Crane, Indiana. Both are doing well in financial program support and operational analyst support within important projects at Crane. We are glad to have them as part of our Team!

Storm Preparedness

Another season of bad weather is upon us. Some folks call this annual June through November occurrence "hurricane season" but it also includes tornados, severe thunderstorms, flooding, damaging hail and winds.

Follow these basic steps to develop a family disaster plan.

Gather information about hazards:

Contact your local National Weather Service office, emergency management or civil defense office, and American Red Cross chapter. Find out what type of disasters could occur and how you should respond. Learn your community's warning signals and evacuation plans.

Meet with your family to create a plan:

Discuss the information you have gathered. Pick two places to meet: a spot outside your home for an emergency, such as fire, and a place away from your neighborhood in case you can't return home. Choose an out-of-state friend as your "family check-in contact" for everyone to call if the family gets separated. Discuss what you would do if advised to evacuate.

Implement your plan:

- (1) Post emergency telephone numbers by phones;
- (2) Install safety features in your house, such as smoke detectors and fire extinguishers;
- (3) Inspect your home for potential hazards (such as items that can move, fall, break, or catch fire) and correct them;
- (4) Have your family learn basic safety measures, such as CPR and first aid; how to use a fire extinguisher; and how and when to turn off water, gas, and electricity in your home;
- (5) Teach children how and when to call 911 or your local Emergency Medical Services number;
- (6) Create a Disaster Supplies Kit. Assemble the items you may need in case of an evacuation. Store these supplies in sturdy, easy-to-carry containers, such as backpacks or duffle bags. Keep important family documents in a waterproof container. Keep a smaller disaster supplies kit in the trunk of your car.

A Disaster Supplies Kit Should Include:

- A 3-day supply of water (one gallon per person per day) and non perishable food
- A cooler for temporary food or medication storage
- Paper plates and plastic utensils, and a hand-operated can opener
- One change of clothing and footwear per person
- One blanket or sleeping bag per person
- A first-aid kit, including prescription medicines
- Emergency tools, including a battery-powered portable radio, flashlight, and plenty of extra batteries
- Identification and copies of important family documents
- An extra set of car keys and a credit card or cash
- Special items for infant, elderly, or disabled family members

Practice and maintain your plan.

Ask questions to make sure your family remembers meeting places, phone numbers, and safety rules. Conduct drills. Test your smoke detectors monthly and change the batteries at least once a year. Test and recharge your fire extinguisher(s) according to manufacturer's instructions. Replace stored water and food every six months.

A PREPAREDNESS GUIDE INCLUDING SAFETY INFORMATION FOR SCHOOLS U.S. DEPARTMENT OF COMMERCE NATIONAL OCEANIC AND ATMOSPHERIC ADMINISTRATION NATIONAL WEATHER SERVICE SEPTEMBER 1992 (NOAA, FEMA, THE AMERICAN RED CROSS);

Trivia & Teasers

The quantity of consonants in the English language is constant. If omitted in one place, they turn up in another. When a Bostonian "pahks" his "cah," the lost R's migrate southwest, causing a Texan to "warsh" his car and invest in "erl wells."

The names of all the continents end with the same letter that they start with. (Asia, Europe, Africa, Antarctica, Australia, America)

"ADCOMSUBORDCOMP HIBSPAC" is the longest acronym. It is a Navy term standing for: Administrative Command, Amphibious Forces, Pacific Fleet Subordinate Command.

SECURITY CORNER - MAINTAINING YOUR SECURITY CLEARANCE

NOW THAT I HAVE MY SECURITY CLEARANCE, WHAT ARE MY OBLIGATIONS?

- When you hold a security clearance, you are expected to comply with the high standards of conduct normally required of persons holding positions of trust. See "Personal Conduct."
- You are expected to keep your security office informed of certain changes in your personal life or activities in which you might engage that have potential security ramifications. See "Self-Reporting of Personal Activities."
- You are also expected to report any factual information that comes to your attention and that raises potential security concerns about co-workers. See "Reporting Responsibilities."



PERSONAL CONDUCT

Standards of conduct are set by Executive Order 12968 on Access to Classified Information. That presidential order directs that access to classified information is granted only to individuals "whose personal and professional history affirmatively indicates loyalty to the United States, strength of character, trustworthiness, honesty, reliability, discretion, and sound judgment, as well as freedom from conflicting allegiances and potential for coercion, and willingness and ability to abide by regulations governing the use, handling, and protection of classified information." A long description, but important in that it describes the expectations our government has of us, and that we are granted access because of these traits that we have displayed in ourselves - something anyone eligible for a clearance can be proud of - but there are obligations that follow this privilege, as you will read below.

SELF-REPORTING OF PERSONAL ACTIVITIES

Although you may obtain a clearance or may be assigned to a sensitive position or position of trust, the initial adjudicative decision can be overturned at a later date if you concealed relevant information during the investigation or after the clearance was issued. Employees who occupy positions of trust and handle sensitive information are expected to report changes or incidents that may impact their clearances.

The following are some examples of incidents and life events where reporting certain changes is expected or may be appropriate:

- **Change in Personal Status - Marital status (marriage, divorce), cohabitation (living in spouse-like relationship, intimate relationship, or becoming engaged), and change of name**
- **Foreign Travel** - A security briefing before any foreign travel, whether for personal or business reasons, clearance for travel to hazardous countries for Sensitive Compartmented Information (SCI)-cleared individuals
- **Foreign Contacts** - Contact with individuals of any foreign nationality, either within or outside the scope of your official duties, in which illegal or unauthorized access to classified or otherwise sensitive information is sought, personal concern that you are a target of an attempted exploitation, all close and continuing relationships between SCI-cleared individuals and foreign nations
- **Loss or Compromise of Information** - Inadvertent or accidental loss or compromise of classified or other sensitive information because the first priority in such a situation is to regain control of the classified material
- **Financial Problems** - Filing for bankruptcy, garnishment of wages, having a lien placed on your property for failing to pay a creditor, eviction from a residence for failure to pay rent, or simply your inability to meet all your financial obligations
- **Arrests** - Any arrest, regardless of whether or not charges were filed, other involvement with the legal system (such as being sued), any circumstance where you were sworn under oath to testify about your association or involvement in questionable activities
- **Psychological or Substance Abuse Counseling** - When counseling is needed, you are encouraged to seek assistance from your employer-sponsored Employee Assistance Program (EAP) or other counseling service. Counseling for certain situations need not be reported if you sought the counseling on your own initiative to help you cope. Counseling must be reported if you were advised to seek counseling because of work performance or other undesirable behavior.

Security Corner - Maintaining Your Security Clearance ... continued

REPORTING RESPONSIBILITIES

If you are entrusted with safeguarding classified material, or performing sensitive duties, you are expected to report potentially significant, factual information that comes to your attention and that raises potential security concerns about co-workers. You are also strongly encouraged to help co-workers who are having personal problems that may become a security issues if the problems are not addressed.

YOUR SECURITY CLEARANCE IS A CONTINUING RESPONSIBILITY

Are you able and willing to safeguard classified national information or perform sensitive duties? Your loyalty, character, trustworthiness, and reliability will determine your qualification for a security clearance or occupancy of a sensitive position. Your continued diligence in monitoring your behavior and responsibly dealing with life's events will help you maintain your qualification for a security clearance or occupancy of a sensitive position. Should you have any questions, contact your Facility Security Officer.

Getting to Know Us

During the last quarter Klett Consulting Group added several new members to the team. To help you get acquainted, here is a little background information on three of our recent hires.

Gerry Golden

A recently retired US Navy Captain, Gerry brings his extensive Maritime Domain Awareness experience to the KCG team. He will be supporting the Maritime Operational Center (MOC) process and activity model development in support of the Maritime Domain Awareness C2 CONOPS as well as other system engineering initiatives relation to the development of the CVN-78 Combat System, Dynamic Modeling of Maritime Domain Awareness activities, and Joint/NATO experimentation projects.

Gerry and his wife Karen reside in Williamsburg, Virginia where he enjoys sailing, golfing, and is a member of the Historical Society of Richmond.

Angie Shake

Angie comes to us with an extensive background in the banking industry. She will be providing Project Support at NSWC Crane, Indiana at the SAIC location. Angie resides in the Plainville, Indiana with her husband Kevin. She is also the Clerk / Treasurer of the Town of Plainville, a position she has held since 2000.

Sarah Ruggles

Sarah will also be providing Project Support at NSWC Crane, Indiana. Sarah is supporting our partners with SAIC and working on the Ground Based Operational Surveillance System (GBOSS) program. Sarah was working with the SAIC team in another capacity prior to joining the Klett Team.

Did You Know?

On October 15, 1948, the first women officers on active duty were sworn in as commissioned officers in regular Navy under Women's Service Integration Act of June 1948 by Secretary of the Navy John L. Sullivan:

- CAPT Joy B. Hancock, USN
- LCDR Winifred R. Quick, USN
- LCDR Anne King, USN
- LCDR Frances L. Willoughby, MC, USN
- LT Ellen Ford, SC, USN
- LT Doris Cranmore, MSC, USN
- LTJG Doris A. Defenderfer, USN
- LTJG Betty Rae Tennant, USN

PHOTO OPS

KCG Summer Bash

Mark hosts another of his world famous shindigs for the KCG team!



Mark & Debbie Klett



Mark Klett & Stan Romes



Mark Klett & Todd Black



Tim Sneed & Mark Klett



Will, Kevin & Margaret Merritt
Andrea & Nick Sorber



Wendy Cumings & Tim Sneed

The Back Page

Some people say the funniest things!

"A conclusion is simply the place where you got tired of thinking."
- Fricklestein / Martin H. Fischer

Days in History

1 Oct 1908 Ford introduces the Model-T to the market at \$825.00

Quote of the Quarter:

Lewis Mumford: "Our national flower is the concrete cloverleaf."

Hail & Farewell

NSWC at Crane, Indiana:

Angie Shake – Project Support Specialist
Sarah Ruggles – Project Support Specialist

Naval Network Warfare Command at Virginia Beach:

Gerry Golden – Systems Analyst

63rd RSC (Old 90th RRC) – Facility Management Specialists:

Scott Riecker – Lawton, OK
DeWayne Hasty – Red River Depot, TX
Curtis Clark – Bartlesville, OK
Keiran Christenson – Conroe, TX
Mario Salazar – Corpus Christi, TX
Mike Maddox – Brownsville, TX

Birthdays

Special Days for Special People

DeWayne Hasty	2-Jul
Angie Shake	3-Jul
David Yarbrough	23-Jul
Wendy Cumings	2-Aug
Curtis Clark	7-Aug
Todd Black	9-Aug
Sarah Ruggles	15-Aug
Paul Danks	27-Aug
Steve Liberman	9-Sep
Fallyn Hendershot	12-Sep
Greg Allen	16-Sep
Bryan Beale	22-Sep
Don Jensen	25-Sep
Stephane Blais	26-Sep
Mario Salazar	1-Oct
Mike Maddox	15-Oct
Tommy Mercer	1-Nov
Kenny Greenwell	3-Nov
Cindy Frazier	13-Nov
Debbie Cooper	20-Nov
Bill Piersol	21-Nov
John Mitchell	27-Nov

Anniversaries

Special Days for Special People

Greg Allen	1-Jul-08
Tommy Mercer	13-Aug-07
Don Carrell	1-Oct-07
Bill Piersol	1-Oct-07
Tim Sneed	1-Oct-07
John Mitchell	20-Oct-06
Cindy Frazier	7-Nov-05
Jimmy Kendrick	7-Nov-05
Todd Black	10-Nov-08
Kendall Raspberry	15-Nov-06
Kevin Merritt	11-Nov-05

CREATING THE FUTURE



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Submissions are always welcome!