Bobby Glenn was nominated by the local chapter of ASSE (American Society of Safety Engineers) for their ‘Spotlight Award’ in July. The GTC (Greater Tidewater Chapter) of ASSE has several hundred members in the Tidewater, VA area, and this was a nice recognition for Bobby and for ICI, LLC.

Here are just a few fun excerpts from the ASSE interview printed on Bobby.

**Spotlight Award on Bobby Glenn**

**Dumbest thing you ever did:** This would have to be when I tried to go ‘4-wheelin’ in my old station-wagon. There is a SIGNIFICANT difference my friends between a Four-Wheel-Drive vehicle and an ‘all-wheel-drive’ one. Several tow vehicles and 8 hours later I got my car back.

**Staying out of the Doghouse is easier said than done.** You must remember two things and everything will be fine….1.) always remember a closed mouth gathers no foot; 2.) if someone has to get the last word in, let it be the other person. With that being said….have you ever been in the doghouse and what did you do to get out of the doghouse?

Hmmm… this is a tricky one… because just by bringing this up, I risk getting in trouble again <grin>. I guess that long-know ‘rule’ for men about answering certain questions; namely ones dealing with how something tastes, looks, etc. I thought that was ‘for the birds’ and believed that an honest approach would be best… and as most married men can probably attest, this is NOT the case. Sorry, I don’t have any great advice on how to ‘get out’… I usually just cower back in a corner somewhere and lick my wounds ‘till they heal.

**What is the lamest type of fireworks ever? Sparklers, paper caps or snakes and why?** IMHO paper caps are NOT fireworks… oh, and what a great intro to the field of science these provide to young men. Yours truly (Ironically, NOW in the Safety Profession!) spent many a day as a youth experimenting with smashing stacks of them at once with a hammer, collecting the explosive powder from dozens of them to try and make ‘the big one,’ etc. Now sparklers and snakes are equally lame… and the point is immortalized by David Spade in “Joe Dirt” better than I could ever hope to do so!
So my wife says to me, honey, go fly a kite! I am not sure what provoked that, but now I find myself sitting at the gate at Washington National, kite in hand, waiting for my flight to my vacation destination. Oh, sure, she might have told me to go fly a kite, but I am going to have some FUN doing it!

Once again, I will be vacationing in the beautiful seaside village of Charlos Cove in a remote part of beautiful Nova Scotia. This is where my wife’s ancestors were born and raised, and who knows, maybe they flew their kites there too. The area is rich with history not only of the Acardian people, but of explorers and adventurers alike.

But I am off to plot my own adventures. Much preparation went into this day that goes far beyond the packing and the setting of the alarm clock. There was much at work that had to be tied up, completed, formatted, copied, and so on. It’s meant long days at the office this week, but I think in the end, the effort will have been well worth it. As president of ICI, it’s hard to leave the helm, but I do know that in my wake, there are all of you….the many devoted employees who, in my absence, will ensure we stay the course and not scrape any shoals. So, as I prepare to assemble my pirate kite (it was the best I could come up with on short notice!), I do so knowing that as I fly my kite, you all are continuing the hard work I am proud of.

Oh, I’ve got a surprise for my wife….I brought a second kite….looks like I get to tell her to go fly a kite too!

Hoping you all are having a great summer. Take some time with your family to enjoy the sun, surf and lazy summer days. They’ll be gone before we know it.

Juanita “Kay” Ellis Wins NAVSEA Star Award- Kay Ellis was recently awarded the NAVSEA STAR Award for her work on an Integrated Process Team (IPT) to improve Government Furnished Equipment/Government Furnished Information (GFE/GFI) Supply Chain Management practices for Program Executive Office (PEO)-Carriers. She played an important role in the Team’s abilities to reach out and tap into the knowledge, experience, and needs of a broad range of stakeholders, including several PEOs, Supervisor of Shipbuilding, Northrop Grumman Newport News Shipbuilding and multiple other organizations. Her thorough and professional support of the IPT resulted in GFE/GFI Supply Chain enhancements to help ensure the U.S. Navy’s Carriers are delivered on schedule, within budget and mission ready.

Department wins 5 year, $8.5 Million Navy contract. The Engineering Division was awarded a 5 year, $8.5 Million contract by the Naval Sea Systems Command to provide Engineering and Technical Services for Shipboard Damage Control and Fire Fighting Systems. Kudos go to Cliff Campbell, Sal Weaver and Chris Adams, who prepared the Technical Proposal, and Julie Banks, who prepared the costs.

Other News: Ted Fredrick and Dick Crosby attended the 12th MTMD Forum held in Halifax, Canada. The seven-year old Forum was established to stimulate cooperative programs leading to Interoperable Maritime Theater Missile Defense among the eight Forum Nations, (US, UK, Canada, Australia, Germany, Netherlands, Italy and Spain), with a goal of fielding an operational system of systems in the 2015 timeframe. Recent discussions with the NATO Missile Defense Planning Group (MDPG) have expanded that role to eventually providing the Maritime Component of the NATO ALTBMD Program. Dick has been providing Forum support for 6 years. Ted was appointed as the Forum Lead Systems Engineer at the Conference.
The last quarter has been a tough one; no other way to say it. The level of funding in the Army has gotten tighter and tighter. A percentage of our contracts are now incrementally funded and this has resulted in a lot of stress to the field personnel as well as management. I want to personally thank each and every person who has dealt with this issue in a professional manner as it is one of the toughest challenges we’ve faced. Thanks as well for sticking with the company and weathering the conditions. It is very much appreciated by our customers as well as management.

New Contract Update: We have been working with and should have (as of this Newsletter) a new 8(a) contract with Fort Lewis, WA. This contract will serve as the main contract in support of our efforts at the Yakima Training Center, WA. Support includes IT/GIS, Cultural Resources, Environmental Compliance and Auditing as well as NEPA and ITAM (future tasking this year).

I would like to formally announce the promotion of Julie Thurlow from Project Manager to Program Manager. Julie has done a terrific job and this promotion is well earned. Julie will now begin to manage entire contracts as well as delivery orders / task orders and will also become ICI’s GSA Schedule Manager. Congratulations again Julie!

The fourth quarter will bring new marketing efforts as well as some travel to current support locations. We are all looking forward to a strong quarter and the impending Holidays. As always, call or email with anything and we’ll do our best to support/ accommodate.

ICI Biography: Mr. Bobby Woodford

Mr. Bobby Woodford a trusted and loyal ICI employee since 2 October 2000 (when our contract started here at TACOM). It was a journey for Mr. Woodford to get to ICI. He started in 1995 in the TACOM Mail Room working for Raytheon Corporation. It wasn’t long before Bobby hooked up as a Mover (a Logistics position) and then on to a job with TVI Corporation as a Mover/Driver with his CDL (Commercial Drivers License).

When ICI was bidding for the Logistics contract here at TACOM Bobby interviewed for the Mover/Driver position and was hired as part of the first group of ICI employees. When ICI purchased its first flat bed truck Bobby saw his chance to move up again and he applied and won the job with ICI as their first Tractor Trailer Truck Driver.

Cars are Bobby’s hobby. He has a green, silver metal-flaked 1972 Olds 225 with a black top and interior that he is in the process of restoring. His goal is to restore it with only original parts. Bobby, enjoying his cars, also has a fleet of later model cars that consists of an Expedition, a Concord and a Ford Ranger. Bobby is also in the process of looking to add a “Cruiser type” motorcycle to his collection.

Bobby enjoys the outdoors and swims every chance he gets (whenever he gets near water he’s in it). Bobby’s favorite indoor pastime is roller skating. Bobby has been skating since he was a young man and still favors the “real” roller skates (four wheels on each foot and I don’t mean the in-line kind).

With his hobbies and physical activities Bobby still ranks Family as the most important part of his life. Once or twice a year Bobby gets together with his family at their “reunions” to catch-up with his closest hundred and fifty to two hundred members (Now do you see why they have two in a year. It can take a year just to say “Hi” to everyone). At his family reunions he is known to all as “Uncle Bobby” but here at TACOM he is just Bobby, our favorite truck driver!
Accounting Department

The accounting and finance area has been experiencing change this summer. During the first part of July, we bid a fond farewell to Sandra Bennett who took a job that is located only 10 minutes away from her house...and we couldn’t compete with that! Sandra had done a great job in her position as Senior Accountant and we wish her the very best in her new job adventure.

With Sandra’s departure, Marlene Clarke will be moving into the Senior Accountant role with responsibility for monthly closings, running the general ledger, account reconciliations, and initiating the outsourcing of payroll. By outsourcing, we will be able to eliminate the in-house processing of the payroll as well as the processing of taxes and 401k payments. We are still in the planning stages of changing the payroll so we don’t have any firm dates at this time. We will however, be keeping everyone informed as plans materialize. Pay dates and withholdings will not change and we will strive to make this transfer as seamlessly as possible. By making this change, we expect to achieve a healthy cost savings for ICI.

Please join me in congratulating Marlene on her promotion and don’t hesitate to call on her or Jeff Dale if you have questions regarding your pay check. We recognize that you are a customer and we want to provide you with excellent service.

Field Services Engineering

Since the last issue of the newsletter (May 2006), Field Services Division personnel all over the world have been busy providing quality work and services to our customers.

Field Services Division’s Japan Team, led by Charlie Fillinger with Ryan Banaag, John Koy, Michael Douglas, Phillip Campbell and Arnett Moran, have been working hard since April. Based in Sasebo, Japan, the team is currently working onboard USS PATRIOT (MCM-7) and has completed ventilation systems cleaning onboard USS SAFEGUARD (ARS-50), USS GUARDIAN (MCM-5), and USS JUNEAU (LPD-10). Next month, the team heads to Guam to work onboard USNS KISKA (T-AE-35).

USNS KISKA will be Field Services Division’s first time working on a Military Sealift Command ship.

Manny Amolat’s Mayport Team has completed work on USS SAMUEL B. ROBERTS (FFG-58), USS HALEYBURTON (FFG-40) and USS ROBERT G. BRADLEY (FFG-49). Next on the list is USS GETTYSBURG (CG-64) scheduled for the month of September.

Norfolk Team personnel meanwhile are working on various projects in support of Oceaneering International, Inc. These projects include LCAC-37, USS CHARLOTTE (SSN-766), VLS Platform, Torpedo Dollies, and USS SCRANTON (SSN-756).

By: Jeff Dale

ICI, LLC
Welcomes New Employees:
Derek Caldwell
William Campbell
Gary Fisher
Kevin Morath
Raji Mosa
Michelle Nikolov
Charles Russell
Hanhthao Sayal
Richard Soule
Marco Ulloa
Dyane West
Hannah Wilson

By: Al Malubag

In June, Field Services Division’s Quality Management System and Quality Process Procedures were reviewed by Southeast Regional Maintenance Center against ISO 9000:2001 and NAVSEA Standard Item 009-04 and were found to meet all requirements.

Our appreciation and thanks to Tony Stadie of the Washington, DC office for his assistance in putting our QMS together for submission.

In July, we said goodbye to Darlene Hayden and Tom Poey, Sr. We thank them for their contributions and wish them both the best in their future endeavors.
Human Resource News

The purpose of 401(k) plans is to encourage you to save for your own retirement. Therefore, you can contribute money on a pre-tax basis and give it the potential to grow, tax-deferred, in your plan account until you withdraw your funds. So you may ask how can I access the money if I really need it before retirement? Borrowing from your 401(k) account through a loan is one way or withdrawing money for extreme financial hardship is another. Please keep in mind that keeping your account whole and money tax-deferred should be your most important objective. Therefore, most retirement experts advise to never take money from your 401(k) plan because you are taking money away from what you will need for a financially secure retirement.

401(k) Loans

While 401(k) loans are convenient they are not always the right solution. Some people may tell you that paying back a loan is like paying yourself. However, when you take a loan you are withdrawing money from your account balance and replacing it with an IOU. When you loan yourself the money you are simply replacing the interest you would already be receiving with interest payments from yourself.

The biggest risk in taking out a 401(k) loan is that the plan requires repayment within 30 to 90 days of leaving employment with the company. If you don’t have the money to pay off the loan it will be seen as income and taxed. If you are under the age of 59 ½ you will owe a 10% penalty on top of applicable federal and state income taxes. However, if you continue employment with the firm for the life of your loan; the amount borrowed is not taxable as income unless the balance goes unpaid.

Hardship Withdrawals

A hardship withdrawal allows participants to take money from their 401(k) account while they are still working for their employer, under very strict conditions. We all face hardships of varying degrees every day, but those which qualify for a 401(k) withdrawal are extremely limited. Also, hardship withdrawals cannot be paid back into the 401(k) plan. Withdrawing money from your retirement account should be considered an option of the very last resort.

Please be advised of the following if you take a hardship withdrawal:

1. There will be a 10% early withdrawal penalty tax if a distribution is made from your 401(k) account prior to age 59 ½.

2. Anytime you withdraw pretax dollars from your retirement account, you will owe income tax.

You will be suspended from making contributions to the 401(k) for six months.

Finally, please review your finances carefully before you make decisions that could have long term effects on your retirement. When it comes to loans vs. withdrawals, take the loan. Unlike hardship withdrawals, amounts borrowed through a 401(k) plan loan are not taxable as income unless the balance goes unpaid. However, it is advised to seek the counsel of a qualified attorney or financial adviser to direct you in the best direction before you take even a nickel from your 401(k) plan.
Newsletter Submissions

For our next issue please present any newsletter articles or ideas in Word format to Sandy at maroccos@ici-llc.com. Please note we welcome contributions from any and all employees. Articles may be edited for content or space. Thank You!