

In the FLOW

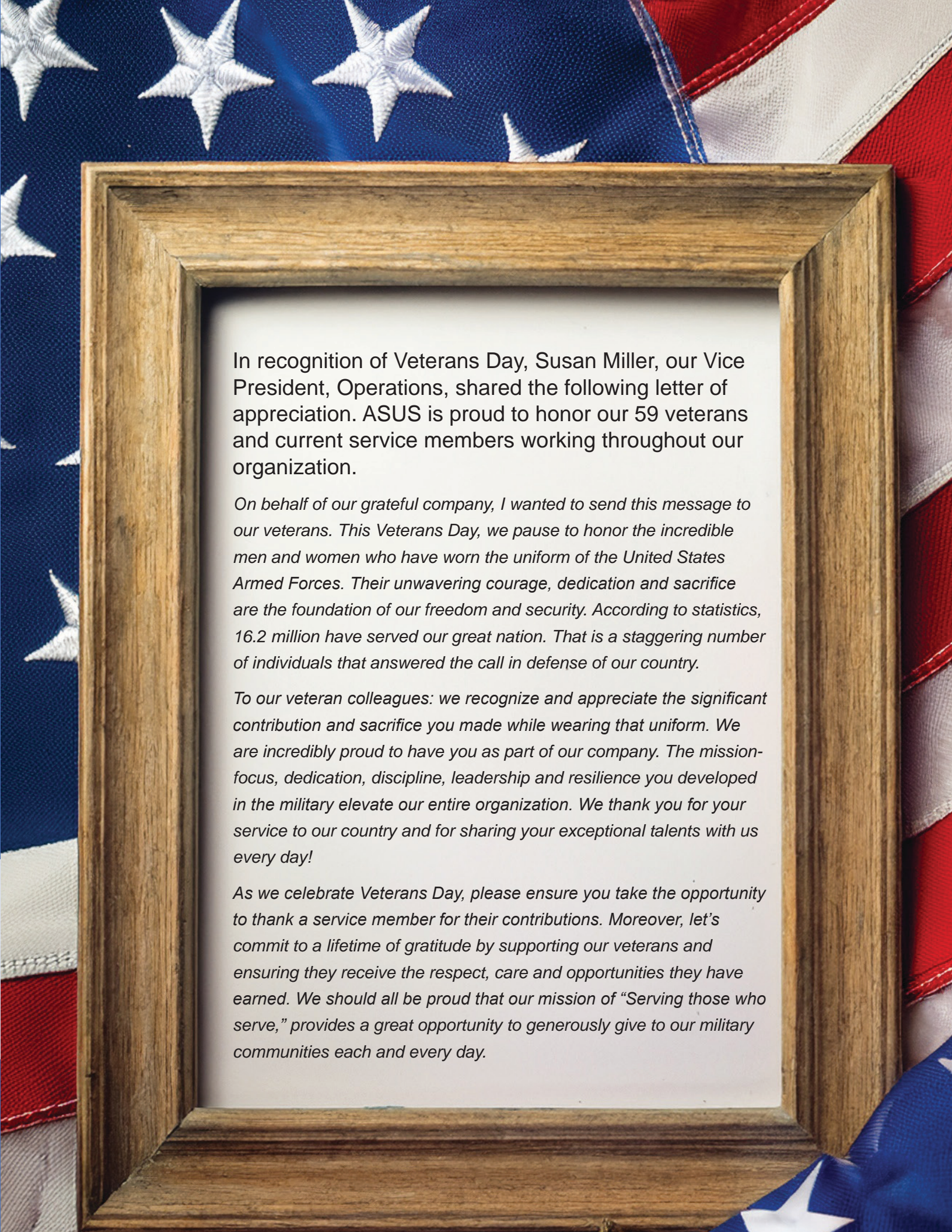
Fall/Winter 2025



VETERANS DAY
HONORING ALL WHO SERVED



Major Activities

A wooden frame with a natural grain finish is centered in the image. Inside the frame is a white rectangular area containing three paragraphs of text. The background of the entire image is a close-up of the American flag, showing the blue field with white stars and the red and white stripes. The frame is slightly offset to the left and bottom, revealing the flag's texture around it.

In recognition of Veterans Day, Susan Miller, our Vice President, Operations, shared the following letter of appreciation. ASUS is proud to honor our 59 veterans and current service members working throughout our organization.

On behalf of our grateful company, I wanted to send this message to our veterans. This Veterans Day, we pause to honor the incredible men and women who have worn the uniform of the United States Armed Forces. Their unwavering courage, dedication and sacrifice are the foundation of our freedom and security. According to statistics, 16.2 million have served our great nation. That is a staggering number of individuals that answered the call in defense of our country.

To our veteran colleagues: we recognize and appreciate the significant contribution and sacrifice you made while wearing that uniform. We are incredibly proud to have you as part of our company. The mission-focus, dedication, discipline, leadership and resilience you developed in the military elevate our entire organization. We thank you for your service to our country and for sharing your exceptional talents with us every day!

As we celebrate Veterans Day, please ensure you take the opportunity to thank a service member for their contributions. Moreover, let's commit to a lifetime of gratitude by supporting our veterans and ensuring they receive the respect, care and opportunities they have earned. We should all be proud that our mission of "Serving those who serve," provides a great opportunity to generously give to our military communities each and every day.

ONUS – Civil Affairs Assessment and Tour

On August 27, Old North Utility Services (ONUS) assisted the leadership at the Civil Affairs Medical Sergeant (CAMS) operations with a scheduled practical training exercise for civil affairs reconnaissance on water and wastewater infrastructures. Roughly 35-40 students participating in the Qualification Course were evaluated on their ability to conduct an infrastructure assessment and civil engagement with the personnel who have access to the specified site. The CAMS group focuses on medical and health-related aspects within a civilian population and assessed how they could incorporate the techniques and procedures of ONUS during deployments. The team focused on emergency procedures and prioritizing responses during outages.

SCADA and Cybersecurity Collaboration

In the final week of July, the SCADA team convened at ONUS at Fort Bragg to collaboratively explore the evolving landscape of SCADA operations and cybersecurity.

This dynamic working session brought together key stakeholders to align on progress, challenges, and innovations tied to ongoing cybersecurity initiatives. Central to the discussion were elements from the ongoing CMMC Level 2 Gap

Analysis, NIST SP 800-171 Revision 2 standards, and the newly introduced EPA SDWA Section 1433a requirements – all critical in shaping a modern, secure utility environment.



Repairing Sewer Force Main Break at PRUS

In August 2025, Patuxent River Utility Services (PRUS) experienced a sewer force main break across the Goose Creek Bridge. To minimize impact to the creek, PRUS immediately began pumping upstream lift stations to stop the flow into the faulty line while the team prepped for the repair. Thanks to everyone's efforts from Operations to Environmental Health & Safety (EH&S), this was a successful and safe operation. Once again, the team effort across NAS Pax River was outstanding, and with everyone's support, PRUS was able to get the system back up within 24 hours and with no sanitary sewer interruptions for customers.



TUS Hosts Military Working Dog Security Forces Squadron

Terrapin Utility Services (TUS) was very happy to host the Military Working Dog Security Forces Squadron at their facility on August 26. TUS opened their offices for Security Forces personnel and the K-9s for training purposes. Four K-9s and their military handlers spent three hours in the facility training for explosive device detection in efforts to certify the K-9s for active duty. TUS staff members enjoyed the opportunity to observe these amazing animals work through the training and certification process. These K-9s and military handlers are true heroes and execute extremely dangerous missions all over the world.





EH&S

Honoring the Greatest of All Time – The G.O.A.T Ring Recognition

At ASUS, greatness doesn't go unnoticed. Our Environmental Health & Safety team has launched a new tradition: the GOAT Ring – a symbol of the Greatest of All Time. These rings are awarded to individuals who exemplify dedication, service, and impact beyond expectation to the EH&S requirements. More than just a token of appreciation, the GOAT Ring honors those who consistently prioritize our mission, uphold safety, and elevate their teams in extraordinary ways. Recently, we celebrated four exceptional leaders whose actions speak louder than words.

Leon Perkins – ECUS

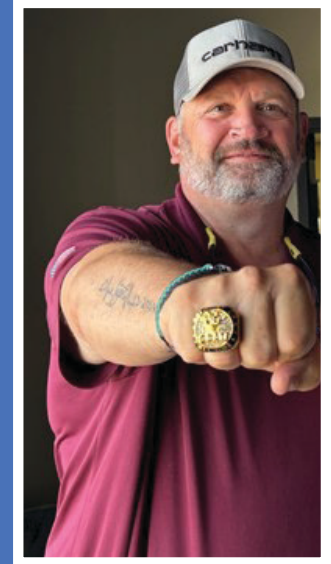
Leon's commitment to ASUS, his team, and the Eglin Air Force Base community is truly unmatched. Whether it's stepping in for team members without hesitation or ensuring seamless compliance with many public water systems and sewer collection requirements – Leon is there!

Everyday, he puts EH&S first, showing the kind of selfless leadership that inspires us all. He now wears the GOAT Ring not just for his own service, but in honor of the late Barry Skipp, whose legacy lives on through Leon's continued excellence. Barry's contributions shaped the foundation of Emerald Coast Utility Services (ECUS), and Leon ensures those values are never forgotten. Thank you, Leon, for carrying Barry's legacy forward.



Gary Hyche – BSUS

For the past year, Gary has been the driving force behind the success of Bay State Utility Services (BSUS) – working tirelessly, day and night, to keep water and sewer systems running flawlessly. Faced with relentless challenges, he never once complained, never backed down, and never lost focus on what matters most – the safety of our people and the integrity of our programs. His quiet resilience, expert knowledge, and unwavering commitment embody the very spirit of this recognition. As we welcome new team members to BSUS, we're grateful for the sturdy EH&S foundation Gary has laid. His efforts have not only kept our operations secure – they've set a new benchmark for excellence.



Scott Pryor – FRUS

As the driving force behind one of ASUS' largest Environmental Health and Safety programs located at Fort Riley Utility Services (FRUS), Scott has proven time and again that he's built for this challenge. Navigating the most complex Government relationships and managing safety in some of the most unique excavation environments, Scott tackles it all with precision and heart. A decorated certified safety professional and a proud 20+ year U.S. Army veteran, he brought his can-do spirit into ASUS and never looked back – turning minimal experience into maximum impact. Thank you for your unwavering dedication, unmatched leadership, and contagious positivity.



Melvin Brooks – TUS

Melvin, our longest tenured ASUS subsidiary employee, recently traveled from our Terrapin Utility Services (TUS) subsidiary and provided outstanding support training to our BSUS team on Equipment Operation and Excavation Training. Thank you Melvin for sharing your knowledge and experience with the team!



We are proud to continue honoring those who go above and beyond when it comes to EH&S requirements. If you see someone living up to the EH&S GOAT standard, let's keep this momentum going and recognize their greatness. Because at ASUS, greatness is never just a moment – it's a mindset.



BSUS EH&S Workshop

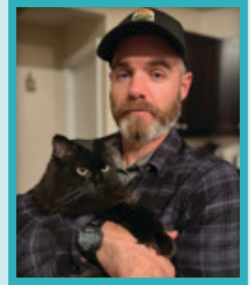
In July 2025, EH&S conducted a large scale EH&S Workshop at Bay State Utility Services (BSUS) involving EH&S leadership, Cybersecurity, ASUS Senior Leadership, and the ENTIRE BSUS Team. The workshop was a huge success and helped solidify actions needed to fully embrace the complex EH&S requirements of the contract.



Congratulations!

Ryan Brauner Promoted to Capital Program Supervisor at Emerald Coast Utility Services (ECUS)

Ryan has served as the Capital Construction Coordinator for the Organic Construction Crew (OCC) at ECUS and has recently been promoted to Capital Program Supervisor. Ryan dedicated 21 years to the Air Force in the Heavy Civil Construction field, where he spent half of his career as a member of the Legendary 823rd RED HORSE Squadron and the other half in various PRIME BEEF Civil Engineer Units. Congratulations on this well-deserved promotion!



Keri Gardner Promoted to GIS Coordinator II at Fort Riley Utility Services (FRUS)



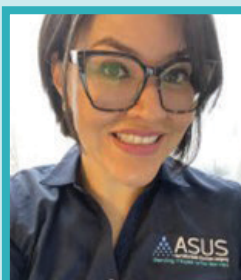
Keri has served as the GIS Coordinator at FRUS since February 2021 and has done a great job in developing the GIS program at Fort Riley, KS. In her time with ASUS, she has made several contributions to the GIS Program, including the building out of automated mapping templates and the standardization of deliverables for our closeout process, both of which are now used ASUS-wide. Keri has grown to be an instrumental part of the teams she supports and has gone above and beyond to take ownership of the data she oversees and to find new and creative ways to improve and augment the ASUS way.

Josh Rhamy Promoted to Operations Applications Systems Manager

Josh joined the company in 2014 as the GIS specialist for Fort Eustis before working his way through the Architect and Supervisor roles within ASUS. He brings 15 years of experience and expertise spanning the GIS, Engineering, Water, and Wastewater industries to his new managerial role. Josh will continue to oversee ASUS' GIS Team and geospatial program while additionally taking our CMMC platform and the Cityworks Administrators under his leadership. Additionally, Josh will serve as a technical lead and support for the suite of ASUS applications both present and future. We are pleased to see Josh continue to grow with us while developing this new role within ASUS to focus on: strategic planning/road mapping, system integrations, operational efficiencies, workflow management, governance, compliance, change management, training, and engagement.



Elena Rodriguez-Rojas Promoted to Subcontract Analyst at Fort Bliss Water Services Company (FBWSC)



Elena joined ASUS in 2021 and has quickly become an invaluable member of the FBWSC contracts team. Her journey in procurement began in 2016, and since then, she has consistently demonstrated exceptional professionalism, technical expertise, and leadership. She currently holds a Bachelors Degree in Accounting and is pursuing her Masters Degree. Her attention to detail and initiative have greatly improved operational efficiency and strengthened our subcontractor relationships.





Awards and Accolades



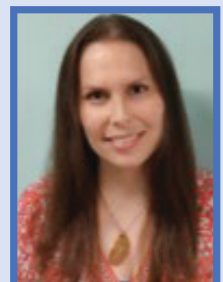
Certifications

From June 2025 to October 2025, the following individuals received certifications. Congratulations!!

| <i>Name</i> | <i>Subsidiary</i> | <i>Certification</i> |
|--------------------|--------------------------|------------------------------|
| Jason Silva | FRUS | KS Wastewater Collections |
| Kiley Wetmore | ECUS | FL CDL |
| Marien Grullon | FRUS | KS Drinking Water 1 |
| Sam Finnegan | FRUS | KS Backflow/Cross Connection |
| Wyatt Woolever | FRUS | KS CDL |
| Katie Kriner | PRUS | MD Sampling Cert |
| Jacob Tayman | PRUS | MD Sampling Cert |
| Daniel Morgan | PRUS | MD Sampling Cert |
| Ryan Reeve | FRUS | KS Water Operator 2 |
| Sean Plummer | FRUS | KS Collections 2 |
| Vaughn Richards | FBWS | El Paso CSI |
| Cesar Grajada | FBWS | TX Water Certification |
| Dylan Murphy | FRUS | KS Backflow/Cross Connection |
| Kade Tarr | FRUS | KS Backflow/Cross Connection |
| Justin Clark | FRUS | KS Backflow/Cross Connection |
| Michael Bair | ONUS | NC Distribution C |
| Jeremy Miles | ECUS | FL Class C Water Treatment |

Distinguished Certifications

Jennifer Murch – Jennifer Murch has been working toward the Geographic Information Systems Professional (GISP) certification and achieved the final hurdle this summer by passing the GIS Certification Institute (GISCI) proficiency assessment. We are very proud of Jennifer and want to celebrate not only this milestone in her career, but also how she brings the focus and commitment of the GISCI mission to ASUS and those she mentors each and every day.



Kudos Korner!

Our ASUS team provides great support to our customers across all of our subsidiaries. In this section, we highlight a few of these employees who have received kudos.

"I just wanted to take a moment to recognize your guys, Hector Gallardo and Omar Hernandez, who are currently completing their Authorized Climber certification this week.

Today, we had a situation where a student nearly became a heat casualty. Omar happened to be on the tower practicing ladder rescue, and the student involved was actually the one he was set to "rescue." It quickly turned into a real-life scenario, and Omar didn't hesitate – he executed the rescue smoothly and without issue. Hector provided support on the ground, assisting the student, helping him down, and immediately grabbing cold cloths and water.

Both of them were a huge help to me and Jake, my instructor. With all of our efforts combined, we were able to prevent the situation from becoming something much worse. I just wanted to highlight and recognize their quick thinking and teamwork. It really speaks volumes about the caliber of people you have on your team. We're proud to work alongside you all."

*Best regards,
Efren Ordaz, Training Supervisor, Fort Bliss, TX
Airstreams Renewables, Inc.*

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I would like to thank you and company's personnel on the excellent support they provided. Mr. Juan De la Riva, FBWSC and Mr. Sebastian Olivas, FBWSC took care of our water outage here at Ft. Bliss National Cemetery. They both provided timely and helpful advice regarding possible cause of the outage while being extremely attentive and listening to all my concerns with a great deal of patience. Please accept my gratitude, they are true professionals, and they allowed us to continue to provide honors for eligible Veterans, active-duty Service Members, and eligible family members with final resting places in national shrines with lasting tributes that commemorate their service and sacrifice to our Nation."

*Juan Carrillo, Ft. Bliss National Cemetery
Maintenance and Operations Supervisor*



ASUS Shines Bright with Recent Awards

ASUS is extremely pleased to receive the following awards as we close out 2025. We are proud to provide the integral services that truly empower our nation's military communities from the ground up and are committed to our mission of *Serving Those Who Serve®* in all that we do.

Look for a complete listing of our awards in our next newsletter release.

Best for Vets Award – Awarded to organizations for their outstanding support of veterans, service members, and military families.

2025 Platinum HIRE Vets Medallion Award – Awardees demonstrate patriotism and recognition of the value veterans bring to the workplace and is the only federal award recognizing exceptional achievement in veteran employment.

2026 Military Friendly® Employer Designation – Awarded to organizations who have the ability to meet and exceed thresholds for Recruitment, New Hire Retention, Employee Turnover, and Promotion & Advancement of veterans and military employees.



Military Spouse Friendly® Employers (MFE) – Awarded to organizations recognized for their commitment to creating sustainable and meaningful career paths for military spouses, including spouse recruitment, retention, advancement, and culture-building across the workforce.



American States Water Company Named on *TIME's* America's Best Mid-Size Companies 2025 List

American States Water Company (NYSE:AWR) has been named on *TIME's* America's Best Mid-Size Companies 2025 list, and is one of only two investor-owned water utilities on the list.

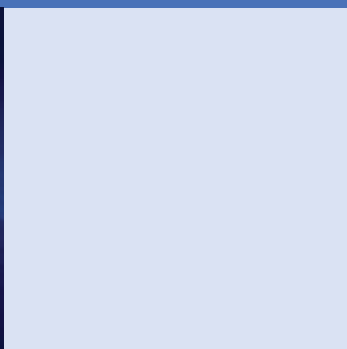
Companies are ranked by the following criteria: Revenue Growth, Employee Satisfaction, and Sustainability Transparency. American States Water Company is the parent of Golden State Water Company, Bear Valley Electric Service, Inc., and American States Utility Services, Inc., serving over one million people in ten states.



2024 Federal Energy and Water Management Awards

Congratulations to the winners of the 2024 Federal Energy and Water Management Awards, including awards for the *U.S. Army Garrison Fort Riley Energy Management Program* and *Contracting Support in Testing of Fort Riley's Emergency Substation Generation Plan*. ASUS is proud to support Fort Riley, Kansas through our FRUS subsidiary where we own, operate, and maintain the water and wastewater systems, including playing a major role in mission readiness, reliability, and resilience.







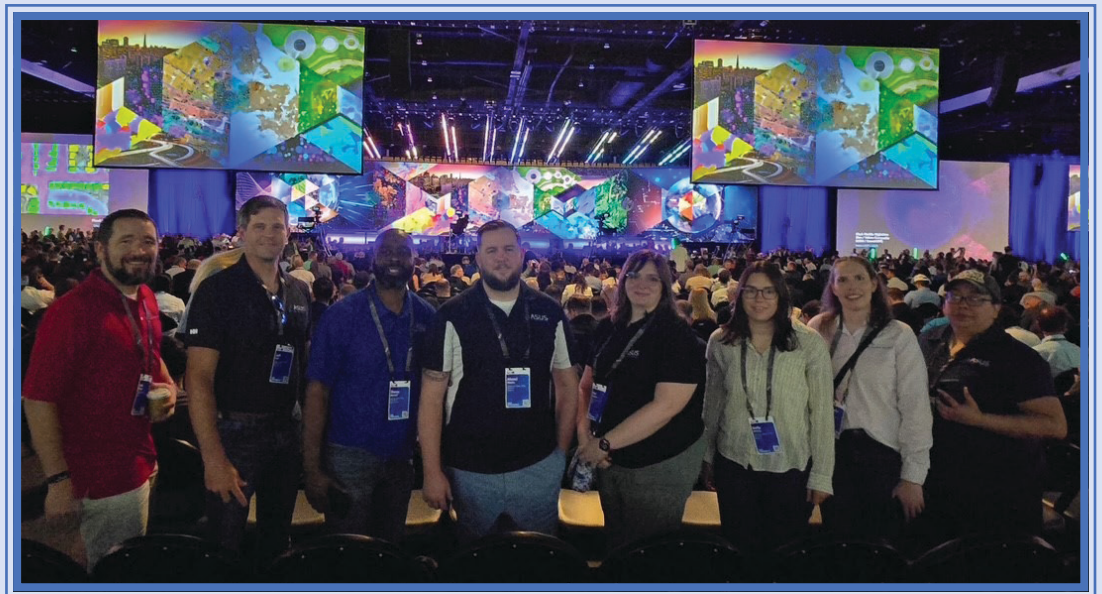
Conferences

ASUS GIS Goes to UC 2025

The ASUS GIS Team traveled to San Diego, CA this summer to participate in the Annual Esri User Conference. The team celebrated the company's growth, reflected on accomplishments and employee development, learned a ton on future tech and platform capabilities, made plans for the program's future, and built comradery within the group throughout the week-long event.

"UC" always brings an abundance of content: from the plenary, to the countless sessions and tech demos, dozens of special interest group meetings and socials, hands on learning labs, the map gallery, and a sprawling expo hall full of the latest technology in the industry. The team had a busy week, trying to learn as much as they could while they were there. We are

very excited to see the ideas they brought back from California and how they will continue to grow and develop one of the best geospatial programs in the business!



When class wasn't in session, the group went out to see what else San Diego had to offer. Exploring historical sites like Hotel Del Coronado, hosting a team bonfire on the beach, braving a ghost tour through Old Town, and partying it up in Petco Park. It became pretty clear that our GIS squad is a team that likes to work hard and play hard too.



The last time this geographically diverse team was all in one place was the UC in 2017 to receive their Special Achievement Award from Esri. With a few additional faces and some great ideas in the mix, the future is bright for ASUS GIS.

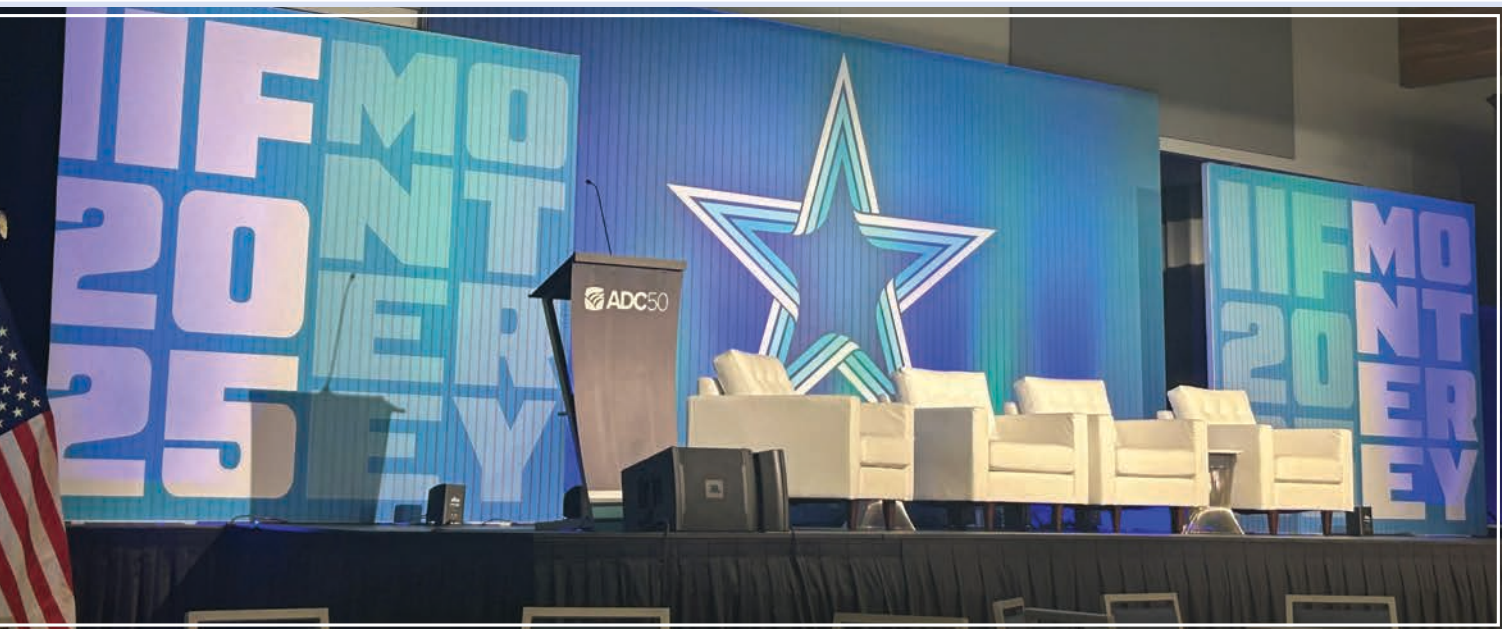




This year, the 2025 Installation Innovation Forum (IIF) was held in Monterey, CA from October 27 to October 29. ASUS was proud to be a National Sponsor, as well as the official Water Sponsor. Over the three-day event, attendees collaborated, shared ideas, and discussed innovation to strengthen defense communities and continue to build partnerships and networks.



ADC IIF 2025





2025
INSTALLATION
INNOVATION
FORUM



THANK YOU TO OUR NATIONAL PARTNERS

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Monterey, CA



Summits



Capital Summit

A Capital Team Summit was held on October 21-22 in Fayetteville, NC to include all subsidiary Capital Project Supervisors and capital support personnel. The team took the opportunity to reset standards and expectations under the direction of the new Director of Capital Construction, Randy Keys. The summit focused on revenue monitoring, forecasting expectations, leveraging support group functions, and proposal preparation and submission.



Business Development Summit

September 2025





During the first week of September, the Business Development team met in Nashville, TN for their annual summit. During the meetings, they focused on upcoming opportunities, customer engagement, and marketing/communication activities. It was great to be able to meet together as a group and plan for the future. After dinner one evening, the team participated in an Escape Game – *Legend of the Yeti*. It took lots of skill to make it through the three different rooms. Did the team escape in time?

The Fall Leadership Summit was held in Florida during the week of November 17. During this collaborative event, the leadership team reflected on past performance and achievements from 2025 and strategized for what lies ahead in the future. It was a great week. Thanks to all who helped make this event a huge success!



Fall Leadership Summit

November 2025







Community Outreach

FBWSC

Pop Goes The Fort

ASUS was proud to support the Fort Bliss Pop Goes The Fort Celebration on **June 28** by providing bottled water for the event. With an estimated attendance of more than 20,000, the event was a rousing success.



BOSS Bash

ASUS was proud to assist at the BOSS Bash event for Single Soldiers on **September 26**. Thelma Batres and Tammy Baker were on-site providing bottled water for attendees.



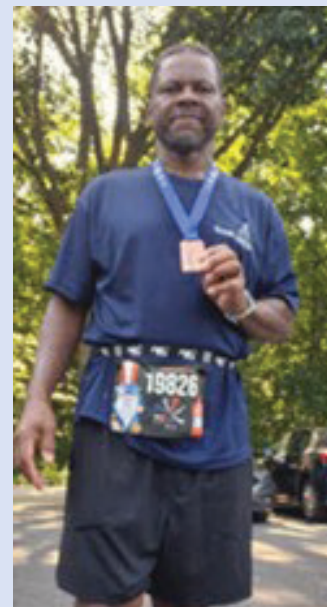
FBWSC also provided cases of water to a **Brigade Organizational Day** for the Army's Headquarters and Headquarters Company (HHC) of the 25th Division Sustainment Brigade on **June 18**. More than 1,000 individuals attended the event held to strengthen unit cohesion.



2025 Fireworks 5K and 10K

Jacob Kelly took on the scenic trails of the Burke Lake Park, completing the 10K course in 1 hour and 11 minutes. The event was held on the **4th of July**, featuring both 5K and 10K routes through the beautiful park trails.

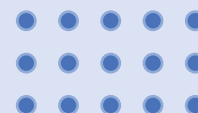
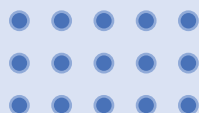
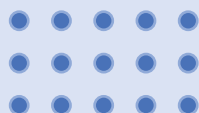
The run supported a great cause, Semper Fi & America's Fund, which provides assistance to service members and their families. We are proud of Jacob on this great achievement and for running in support of a meaningful organization.



78th Air Force Birthday 5K Run

On **September 18**, the TUS team proudly joined in celebrating the U.S. Air Force's Birthday with a community 5K Run honoring those who have served past, present, and future.

Olivia Stevens and Jacob Kelly represented TUS by volunteering as road guards, and helping ensure the safety of all runners and walkers along the course. Their support contributed to a successful event that brought the community together in a celebration of the Air Force's legacy.



ONUS

Rick's Place – Water Donation

On **June 5**, ASUS employees dropped off a pallet of water to Rick's Place to use at their events for military service members and their families. All events at Rick's Place are free to the attendees so they can enjoy these family events without having to worry about costs. The Rick Herrema Foundation addresses a critical gap in military deployment and reintegration services for active-duty soldiers and their loved ones. Rick's Place currently hosts ~800 visits from soldiers, friends, and family members each month at Fort Bragg, the largest U.S. military installation. Rick's Place provides evidenced-based, fun group activities that promote familial cohesion, reduce stress, improve quality of life, and offer tailored social support.



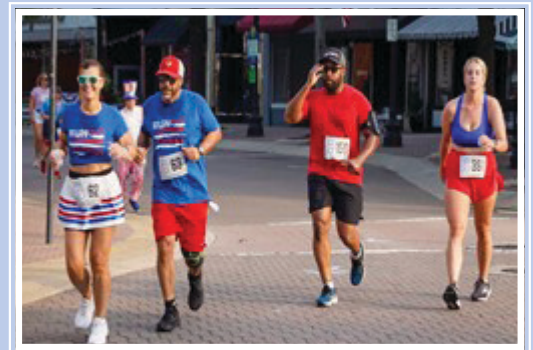
Rick Herrema Foundation – Father's Day Nerf War



On **June 21**, ASUS employees volunteered at the Nerf Wars where dads and their kid(s) were partnered up with other dads and kids and competed in a family fun capture-the-flag nerf war. Rick's Place is named after Sergeant 1st Class Richard J. Herrema who was lost tragically making the ultimate sacrifice for our freedom. Rick's Place is a 50-acre greenspace located near Fort Bragg. They are open dawn-to-dusk and free for military families and those who serve the military families.

Firecracker 4-Miler – Fayetteville

On **July 4**, ASUS participants/volunteers attended the Firecracker 4-Miler in Fayetteville, NC. This event is a four-mile run/walk with proceeds going toward the Gold Star Teen Adventures – providing unique year-round outdoor adventure programs for the surviving youth of those who have lost their lives in the line of duty. The purpose of the program is to provide healing, mentorship, leadership development, and unique and challenging adventure opportunities. The program serves youth of all branches of military service, law enforcement, other designated first responders, and designated government agencies.



Fun In the Sun at Rick's Place

On **July 19**, ONUS volunteers participated in the Fun In The Sun event at Rick's Place. This event brought military service members together with their families to enjoy some outdoor activities for the end of summer.



Operation Homefront – Back-to-School Brigade



On **August 4**, ASUS employees participated in the Operation Homefront's Back-to-School Brigade. This annual event is held nationwide, and since inception, has distributed more than 600,000 backpacks full of supplies to military students. Our ONUS team volunteered for day one of the event where they loaded/unloaded and transported all of the donated supplies to the location of the event. Operation Homefront's mission is to build strong, stable, and secure military families so they can thrive, not simply struggle to get by, in the communities – OUR communities – they have worked so hard to protect.

Fall Iron Mike 5K – Fayetteville

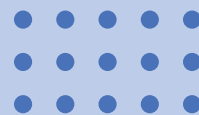
ASUS participants/volunteers attended the Fall Iron Mike 5K in Fayetteville, NC on **September 28**. Proceeds for this event go toward the Adjutant General's Corps Regimental Association (AGCRA) Iron Mike Chapter which is a



private, non-profit organization dedicated to fostering a spirit of camaraderie and preserving the history and traditions of the Adjutant General's Corps. The AGCRA Iron Mike Chapter regularly promotes professional development and community engagement for its members.

Olympics at Rick's Place

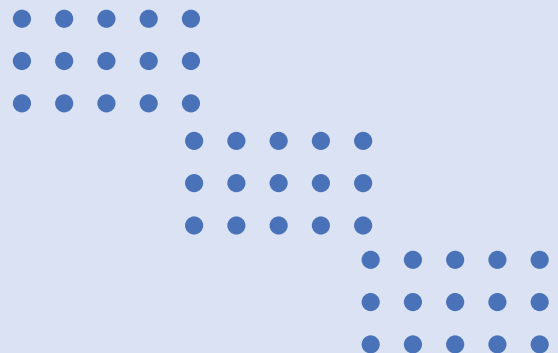
ONUS volunteers participated in the Olympics event at Rick's Place on **September 20**. This event brought military service members together with their families to enjoy some outdoor activities for the end of summer. Rick's Place is meant to be a retreat center close to base where military families who have experienced deployment cycles seek to reintegrate into the community after deployments. Their mission is to strengthen relationships and build community for The Military Family through fun, quality activities.



Engineering Design Center (EDC)

The EDC team volunteered on **September 8** at the U.S. Army Airborne & Special Operations Museum in Fayetteville, NC to assist with the flag setup for the “Field of Honor” display.

The Field of Honor runs through November 11 (Veterans Day) with flags honoring those who have served and made sacrifices for the nation. Each flag displays a tag identifying the sponsor and the honoree, creating a living tribute to the strength and unity of Americans.



Fort Eustis Touch a Truck Event

Old Dominion Utility Services (ODUS) displayed equipment at the Fort Eustis Touch a Truck event held at the U.S. Army Transportation Museum on **September 12**. Fort Eustis Emergency Services sponsored the event. ODUS employees Jason McDade, Robert Miles, and Kaydawn Cyrus represented ASUS at this event.



Spouse Employment Symposium

ODUS employees Jason McDade and Kaydawn Cyrus represented ASUS at the Spouse Employment Symposium at Fort Lee, VA on **September 25**.



Tammy Hooper Celebrates 20 Years

Congratulations to Tammy Hooper who has been with ASUS for 20 years! Even though everyone on the team wasn't in the same office, they were able to get together on Zoom to celebrate with Tammy.



Happy Halloween from ASUS
San Dimas – Diana Ibrahim,
Claudia Salemi, Tammy Hooper,
and Josh Hemus.



Congratulations!

Congratulations to Gilbert Mesa's son, Estevan Mesa, who recently received his Master's Degree in Mechanical Engineering, with a 4.0 GPA, from the University of Southern California (USC). Estevan works for Boeing as a propulsion engineer.



Contact Us:



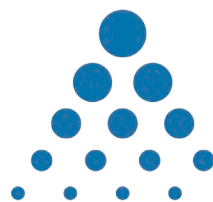
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ASUS

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