



# In the FLOW

July 2023

## 2023 Serving Those Who Serve® Award

As a company, we are proud to serve our military men and women and communities in which they live. A distinguished element of this service is found in the employees of ASUS who commonly go the extra mile to serve others. To honor these employees, we present the Serving Those Who Serve® Award to the most outstanding nominee for the given year. For 2023, ASUS had multiple nominees for the Serving Those Who Serve® Award. Team members from across our subsidiaries nominated their colleagues, providing letters, notes, and kind words of commendation for those who had inspired them through community volunteer service, outstanding work performance, displays of integrity, and commitment to the mission. Upon review of the nominees, the team selected Richard Henry from ONUS as the 2023 Winner of the award. Richard is a hard-working, reliable team member at ONUS who supported other bases across ASUS in 2022 when needs arose. According to his nomination, *“When a situation arose at FRUS, he left within three hours of being asked and drove over 20 hours to support that team for five months. When a fourth quarter need arose, he once again left home and headed out of state to support the needs of ASUS. It is this type of dedication and selfless service that separates ASUS from all other UP providers.”*

We had multiple other nominees who were down selected into our final pool. These individuals will receive a note of commendation, recognizing them as our Honorable Mentions. These include: Chad McGuire, Tammy Baker, Naama Green, Elena Ramos, and the ONUS Sewer Crew.

Thanks to all who took a moment to nominate our fellow employees, and a special thanks to Richard Henry for sacrificing so much this past year to help others in need. It's an honor to serve alongside such great people!



## Utility Energy Services Contract (UESC) Groundbreaking Held at Fort Bliss

On May 18, a groundbreaking ceremony was held for the East Bliss Water Security Energy Conservation Measure, which will provide water resilience to East Fort Bliss. Currently, East Bliss' only water source is purchased. This project will connect the East Bliss booster station to Fort Bliss wells via a new 18,000 linear foot waterline. ASUS is proud to be a part of this exciting project.

We provided the design of the waterline, and our Organic Construction Crew (OCC) will perform the construction of the line – our largest OCC project at Fort Bliss to date. Construction is expected to be completed in July 2024. Pictured above: BJ Tomlinson (DPW acting Deputy Director), COL Jim Brady (Garrison Commander), and Ruben Contreras (Senior Capital Program Supervisor, FBWSC).



COL Jim Brady (Garrison Commander); BJ Tomlinson (DPW acting Deputy Director); Gary Jorgensen (ESG); Ruben Contreras (Senior Capital Program Supervisor, FBWSC); Gerald Weseen (VP NM Gas); Tommy Trujillo (NM Gas); and Steve Smith (VP ESG)



**Left:** BJ Tomlinson (DPW acting Deputy Director); Gary Jorgensen (ESG); Marivi Travieso (DPW); Branden Mell (ESG); Ruben Contreras (FBWSC)

**Right:** COL Jim Brady (Garrison Commander)





## FRUS Provides Water Treatment Plant Tour for Sixth Graders

Fort Riley Utility Services (FRUS) was honored to provide a tour of the Water Treatment Plant for local USD 475 sixth graders. These students are children of Active Military on post. Approximately 180 students visited the plant over a two-day period to learn about the stages of treatment and the importance of water conservation. The students were placed into groups of 20-30 and formed companies with a leader selected for each. The companies included: Chunky Monkeys, Dyno Nuggets, Nacho Cheese, Water Monkeys, Chili Cheese Dawgs, and the Pickles. It was a great opportunity for the students and a memorable experience for FRUS employees. In the top photo, FRUS Treatment Superintendent Chad Lough explains the flow process diagram of the Water Plant to the students. The bottom group photo was taken in front of the newly installed Aeration Towers.



## 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 recent kudos from their customers.

**David Coria (FBWS)** – *“Great customer service. David helped out alot. Knowledgeable and great customer service skills.”*

**Raul Garcia (FBWS)** – *“Raul explained everything he was doing and the type of sample that he was collecting.”*

**Cesar Grajeda (FBWS)** – *“Cesar did his job very professionally.”*

**James Brockington (TUS)** – *“James Brockington’s team was extremely courteous and professional.”*





## Community Outreach at our Fort Bliss Subsidiary

Over the last few months, our employees at Fort Bliss Water Services (FBWS) in Fort Bliss, Texas have been very busy supporting several community outreach events. Check out the information below to learn more!

### Run for the Fallen

On February 25, several ASUS employees volunteered to hand out water and cookies to runners in the Run for the Fallen 5K race. Volunteers included Michelle Rodriguez, Hector Gallardo, Oswaldo Lopez, Andres Lopez, David Sanchez, Oliver Torres, Thelma Batres, and Tammy Baker.



### EasterAvaganza

For EasterAvaganza held on April 8, Elena Rodriguez-Rojas, Armando Fuentes, Robin Fuentes, Andres Lopez, Hector Gallardo, Manny Cervantes, Thelma Batres, and Tammy Baker helped with applying children's temporary tattoos and handed out ASUS promotional items. This was a great community event where families enjoyed food trucks, crafts, inflatables, and an Easter Egg hunt.





## Military Spouse Appreciation Day

May 12 was Military Spouse Appreciation Day, and several FBWS employees attended this event to help hand out ASUS promotional items. Volunteers included Manny Cervantes, Michelle Rodriguez, Andres Lopez, Thelma Batres, and Tammy Baker.



## Armed Forces Day Parade

To support the Armed Forces Day Parade in Fort Bliss, Texas on May 20, Manny Cervantes, Cesar Grajeda, Michelle Rodriguez, Thelma Batres, and Tammy Baker handed out ASUS promotional items. In addition, check out the photo of the ASUS VacCon in the parade!





## ASUS Map Submission Makes the Esri Map Book

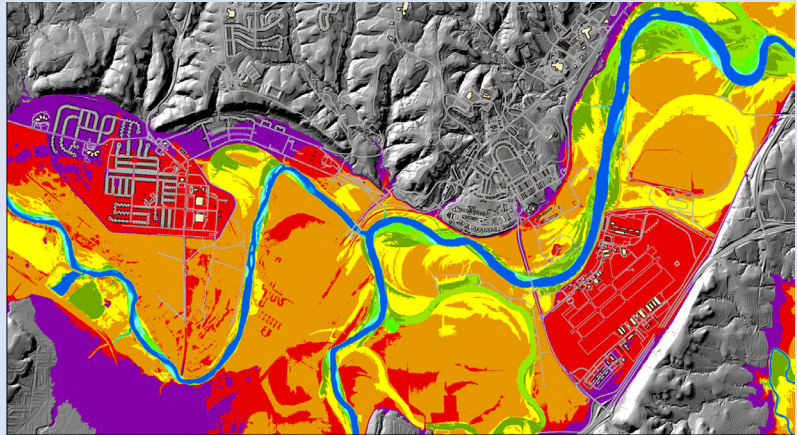
Most of the work ASUS does with GIS is kept behind the firewall in order to keep our protected CUI data secure; however, occasionally we get to work on projects that allow us to share some of the great work accomplished by our ASUS Enterprise Geospatial Information Solutions (AEGIS) Team.

ASUS is happy to announce that one of our projects was recently selected to be distributed to a much wider audience and will be published in the 2023 edition of Esri's Map Book in both digital and physical formats. The Esri Map Book

Series is a widely circulated publication in the GIS community and an important collection of maps for GIS users, cartographers, and map enthusiasts alike.

The map submitted was originally curated in an effort to predict flooding events in and around our Fort Riley, KS location. Using spatial analysis in combination with hydraulic models and other flooding and flow processes, the AEGIS Team was able to accurately predict and display various impacts flooding in the Kansas River would cause based on the severity of an approaching storm. By superimposing this information against our utility infrastructure, we can better understand and plan for eventual flooding events and how our systems will most likely be impacted. The ASUS Operations Team can then make more informed and strategic decisions on how to best deploy countermeasures to minimize damage and ultimately keep these mission-critical systems up and running during a disaster.

What makes this particular map so special is that we could retroactively remove our utility infrastructure and secure CUI data and redistribute the information to our partners on and around the Fort Riley installation in order to help them understand how the flooding would impact their own operations. This allows the U.S. Army and our surrounding communities to stay prepared, make informed decisions, and stay mission ready in a time of crisis. The ASUS AEGIS Team is very proud to have some of our work showcased by the leader in GIS software distribution, but more importantly that we are able to enhance and add value to the GIS industry while creating awareness and better planning tools for our customers and the surrounding communities in which we serve.



## Josh Rhamy Named Esri Water GIS Hero

We are so excited to share that Josh Rhamy, GIS Manager, was named an Esri Water GIS Hero in March 2023. The GIS heroes that Esri highlights are leaders within the GIS community who advance the geospatial program and make a difference in their field. Congratulations Josh – we are so proud of you! Be sure to check out the [online writeup](#).





## Environmental, Health, & Safety Reminders

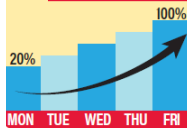
During the very hot days of summer, the heat can be dangerous if we do not remember this simple message....WATER, REST, SHADE. Please keep the temperature, location of jobsite (shaded or exposed), and timelines (to include work/rest cycles) in mind as you plan your workdays. Also, keep an eye out for your fellow employees and recognize when they may need to stop to hydrate, rest, and cool down.



### Prevent Heat Illness at Work

**Outdoor** and **indoor** heat exposure can be dangerous.

Ease into Work. Nearly 3 out of 4 fatalities from heat illness happen during the first week of work.



- ✓ New and returning workers need to build tolerance to heat (acclimatize) and take frequent breaks.
- ✓ Follow the 20% Rule. On the first day, work no more than 20% of the shift's duration at full intensity in the heat. Increase the duration of time at full intensity by no more than 20% a day until workers are used to working in the heat.

**SOME TOOLS ARE IRREPLACEABLE**

**SAFETY IS IN YOUR HANDS!**

**OVER 40% OF ALL ASUS INJURIES ARE TO THE HAND**

**KNOW THE HAZARDS OF THE JOB**

**PROTECT YOUR HANDS**

**WEAR YOUR HAND PROTECTION**

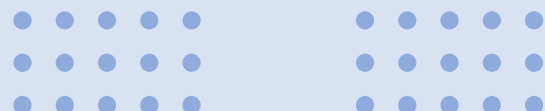
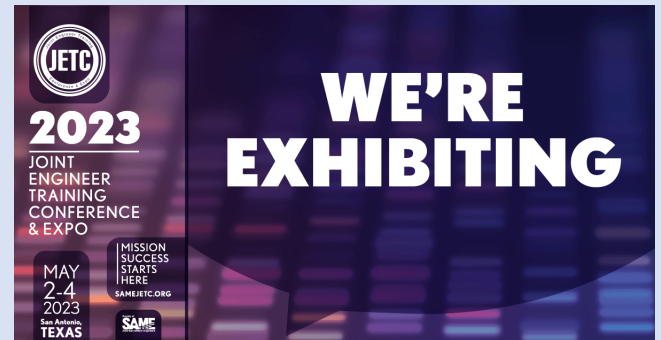
**PROTECT YOUR HANDS SO THEY LAST A LIFETIME!**

**ASUS**  
Serving Those Who Serve.



# Joint Engineer Training Conference (JETC) 2023

In May, several ASUS personnel attended the Joint Engineering Training Conference (JETC) in San Antonio, TX. This conference provided education and training sessions, keynote speakers, networking activities, an exhibit hall, and opportunities to connect and meet with decision makers throughout industry and Government. ASUS was an exhibitor at JETC and connected with multiple individuals to provide interactive demos showcasing how ASUS provides meaningful solutions to our customers. The photos below showcase our booth setup along with the marketing items we provided to attendees. Thank you to all those who helped make this a successful event!





## Military Spouse Appreciation Day

May 12<sup>th</sup> was Military Spouse Appreciation Day, and ASUS honored our Military Spouses by sharing a slideshow of photos to recognize and thank them. In addition, cards that were signed by Company executives were sent to each spouse. We have an extraordinary group of people here at ASUS as well as a notable mission, *Serving Those Who Serve*®. Some of our remarkable Team support our mission both at work and at home – these are our Military Spouses. To all of our Military Spouses, we say “Thank You” for supporting our service members! ASUS is proud to be featured in the special June edition of the Military Spouse Employment Partnership (MSEP) newsletter, recognizing and honoring Military Spouse employees.



## ASUS Honored as a 2023 VETS Indexes 4 Star Employer

We are excited to announce that ASUS has earned the designation from VETS Indexes as a 4 Star Employer in the 2023 VETS Indexes Employer Awards. The award recognizes our commitment to recruiting, hiring, retaining, developing, and supporting veterans and the military-connected community. *“ASUS stands out from the pack as one of the best employers nationwide for veterans, members of the National Guard and Reserves, and military spouses,”* said George Altman, managing director of VETS Indexes. *“As more and more employers recognize the cutting-edge technical skills and soft skills veterans bring to the workplace, the race to attract military-connected talent gets increasingly competitive. The number of organizations participating in the 2023 VETS Indexes Employer Awards more than doubled since last year – but even in this highly competitive environment, ASUS distinguished itself as a leader among veteran employers and should be commended.”* This year, a record number of 239 organizations participated in the VETS Indexes Employer Awards, more than double the 118 participants in 2022. Not every responding organization made the cut – only those that demonstrated a strong commitment to veterans, members of the National Guard and Reserves, and military spouses. Participating organizations included companies large and small, Government agencies and departments, nonprofit groups, colleges, and universities.



## ECUS DoD SkillBridge Program Internship Highlight

As part of ASUS' participation in the DoD SkillBridge Program, we introduce interns to all aspects of the water and wastewater industry. This program provides meaningful hands-on experience in specific areas, including operations, engineering, capital, accounting, or contract administration. Steven Gardenier recently served as a SkillBridge intern at our Emerald Coast Utility Services (ECUS) subsidiary. Steven has served in the USAF for 20 years as Crew Chief. His most recent, and final assignment has been at Eglin AFB working with the F-16 fighter jets. In his current position, he manages a team of 72 military and civilian members. Steven has also served at Osan Air Base, Korea and Edwards AFB in California. Below, Steven provides insight into his intern experience.



*"My time as an intern at ASUS has been very educational. Learning first hand how a water utility company operates has been a great experience. During my four-month internship, I have received hands-on training and experience while working with the Operations and Maintenance, OCC, and Capital Projects teams.*

*While training with the O&M team, I have learned how to perform water sampling and how to verify proper chlorine and fluoride levels for drinking water. I received training on how to operate the Ground Penetrating Radar (GPR) and to locate and identify water and sewer lines for dig permits. I now have a better understanding on the inner workings of lift stations, and gained basic skills to troubleshoot and make repairs. I also gained experience in generator maintenance and repairs, water valve and line repairs, sewer line scoping, and clearing blockages.*

*My time with the Capital team allowed me to observe the process of new projects. During this time, I was able to learn about the process of planning, design, budgeting current and future projects, and spent some time training with GIS. I received training and experience with generating dig permits via Sunshine 811, and spent time shadowing the Capital Inspectors as they performed site inspections of current projects.*

*Training with the OCC team, I gained a vast knowledge of installing new water lines, fire hydrants, and backflows. Through this hands-on training, I have expanded my skills with new tools and equipment, such as pipe cutters, mega lugs, pipe bracings, and survey tools.*

*ASUS has a great work environment; the employees have been very helpful and welcoming. Every day has been a new adventure, and I would like to continue my next career path with ASUS."*



## ASUS Leadership Summit

On June 6-8, ASUS leadership met in Providence, Rhode Island to review goal performance, project updates, business development activities, and financial health.

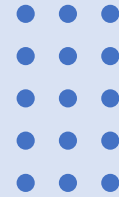
The team also discussed areas to introduce efficiencies and data-driven processes to improve our ability to partner with our customers and better serve our communities.

During the Summit, ASUS leaders were challenged and encouraged by Dr. Arthur Herman, a senior fellow at the Hudson Institute and author of numerous historical nonfiction books, multiple New York Times Bestsellers, and

two Pulitzer Prize Finalist awards. Dr. Herman authored *Freedom's Forge: How American Business Produced Victory in World War II*, which was the inspiration behind his address to ASUS leadership. Dr. Herman instructed the team to pursue our most productive endeavors, focus on results, encourage forward thinking within the company, and incentivize resilience among our teams. ASUS leadership applied Dr. Herman's principles during the remainder of the Summit to discuss current operational challenges and possible solutions to implement across our subsidiaries. The Summit was a successful team-building event, with many thanks to Dr. Herman, everyone who presented at the Summit, and those who helped with organization and logistics.



Dr. Arthur Herman, pictured with Chris Connor, encouraged ASUS leadership during the Summit.



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