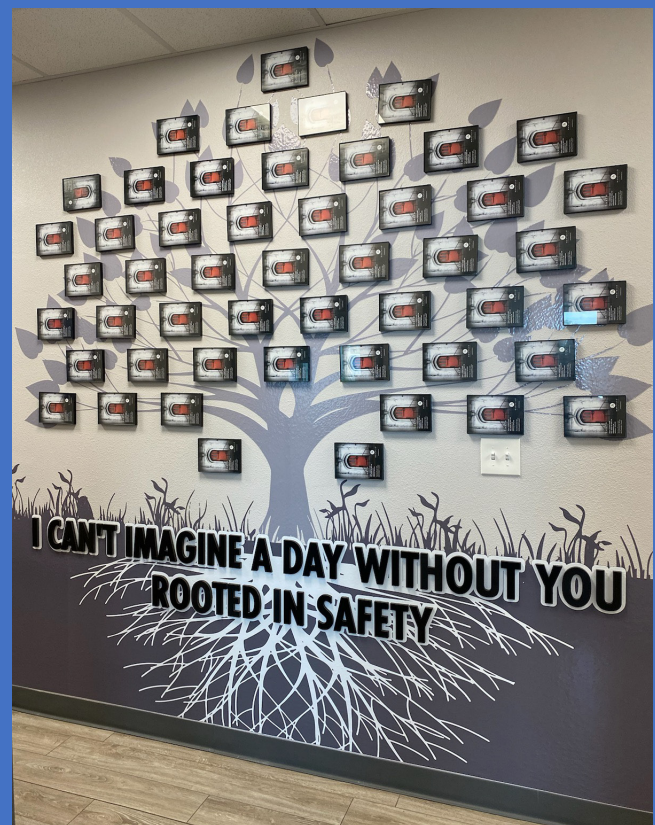


# In the FLOW

March 2023

## We Can't Imagine a Day without You! – Rooted in Safety

When you walk through the door of the Emerald Coast Utility Services (ECUS) office at Eglin Air Force Base in Florida, you'll immediately notice a new safety tree that has been added to the wall. The ECUS Team wanted to visually express how important each and every team member is and how a day without them could not even be imagined. From this discussion, in October 2022, Luis Mulero at ECUS worked with a talented vendor to turn this thought into the safety tree you see in this photo. The tree will soon be populated with the ECUS team's photos and action shots – a constant reminder of how important each team member is and how ASUS wants to ensure each and every team member is safe at work and at home!



## Fort Riley Leak Repair

Our subsidiaries work diligently every day to serve our customers, which can sometimes require responding to water emergencies at unexpected times. At Fort Riley just days before Christmas, there was a report mid-morning of a leak at an occupied dormitory, with water coming out of the ground. Because ASUS had recently tied this building into a new system, the initial concern was a leak at the connection. After assessing the connection, the construction team determined the connection was not the cause and observed the water coming from under the footer of the building. The ASUS construction team coordinated with the COR and DPW to determine a path forward. The team jackhammered the floor to the mechanical room of the building and found the leak in a 90-degree bend under the footer. To add to the complexity of the situation, the team had to find 3" line work material to make the repair, which is hard to find in a rural area like Fort Riley, Kansas, especially right before Christmas. After diligent effort, the material was located and the repair could be made. The team worked non-stop to shore outside the building, break the interior floor, remove the existing pipe, and replace with the new line work – restoring water at 2 AM. The COR notified the ASUS team that this same type of leak occurred right before our Fort Riley contract began, and the building was without water for 2-3 days. The team's quick response, strategic problem solving, and dedicated service enabled the repair to be made in less than 24 hours, demonstrating our resiliency in Serving Those Who Serve®.



## ASUS Scholarship Program

The ASUS Scholarship Program was established to assist dependent children of active, full-time U.S. Military members and dependent children of honorably discharged veterans at ASUS-served locations. Applicants must be current high school seniors, graduates, or current undergraduates planning to continue their education in college or vocational school programs in the fields of environmental science, technology, environmental engineering, biology, chemistry, medical sciences, mathematical sciences, business management, or acquisition and contract management. Up to 7 awards of \$2,500 (each) are available to students each year, and awards are renewable for up to 3 additional years or until a bachelor's degree is earned, whichever occurs first. Renewal is contingent upon satisfactory academic performance in a full-time course of study, continued military employment of the student's parent, and continuation of the program by ASUS. Awards for 2023 will be announced in April.





## Wreaths Across America

Each December on National Wreaths Across America Day, ASUS supports Wreaths Across America in their mission to remember and honor American heroes through wreath-laying ceremonies at Arlington National Cemetery and more than 3,700 additional locations in all 50 U.S. states, at sea, and abroad. Every wreath placed becomes a catalyst for bringing together different generations of Americans, in one mission of remembrance and appreciation. On Saturday, December 17, 2022, ASUS and all of its respective subsidiaries participated in this event. Shown in the pictures are Craig Hawkins, Capital Construction Coordinator at Fort Bragg, NC, and Jim Meyer, Operations Superintendent, who attended the Wreaths Across America event at the Sandhills Veterans Cemetery.



## 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.

**Sebastian Olivas (FBWS)** – “Mr. Olivas was very helpful in this routine maintenace.”

**Juan De La Riva (FBWS)** – “Juan was very responsive and helpful with the situation that occurred.”

**Jason Haire and Donny Yanosik (ONUS)** – “The gentlemen arrived promptly and were very efficient in conveying what needed done and giving a timeline to completion.”

**James Brockington (TUS)** – “This is the third time I have worked with James, and he is always amazing!”

**Jason McDade and Boe Savage (ODUS)** – “I wanted to take this opportunity to thank two of your team members who assisted us at our community office during a recent mainline clog after hours. Both Jason and Boe were the epitome of what ASUS strives for – great customer service representatives, patient and very knowledgeable about the entire sewer system on the post...It was late at night – after 10pm but they were out here and did not want to leave if there was something that they could do to assist in this situation. We appreciate the partnership that Fort Story Family Homes has with ASUS and they are really great representatives of how it works so well together!”





## EH&S and Construction Crossover: Equipment Training Simulator

Our Environmental Health & Safety (EH&S) and Construction teams are always looking for ways to address training needs through innovative solutions. One of the goals for our construction program was to implement a virtual training environment to aid in the training and certifying of new and existing equipment operators. This virtual environment, a Simformotion CAT® Simulator, allows trainees to learn equipment operation in a safe environment without risk of damaging property or injuring people. Each CAT® Simulator features the same genuine controls and buttons as found in the actual machine, enabling operators to learn the procedures and make a seamless transition to the field.

The virtual environment allows training to be repeated as many times as necessary and offers a productive alternative to construction teams when project or inclement weather delays occur.

The equipment training will begin at our ONUS and PSUS locations, and will then be available at our safety rodeos for operator training. Remarking on the simulator, Travis Adams, Environmental Health & Safety Manager, noted: *"EH&S is ready and will make ourselves available to support this new training tool and help make it available to all subsidiaries this year both in Safety Rodeos and on-site equipment training."*





## 2022 DoD Utilities Privatization Post Award Workshop

In November 2022, the DoD Utilities Privatization Post Award Workshop was held in San Antonio, TX. As part of this workshop, Heather Thomas, Army Utility Engineer/UP COR at Fort Jackson, South Carolina, along with Frankie Jones, ASUS Director of Operations, presented a Fort Jackson case study during one of the sessions. They focused on how utilities privatization is building a more resilient installation and outlined the risks associated with a utility system failure and our multi-pronged approach to improve system resilience. The photos shared here showcase Heather and Frankie's presentation at the workshop.



## Shared Stories

We love to hear stories about our ASUS family and all the great things they are up to! In this section, we want to highlight these stories – please reach out to [lauralynn.weaver@asusinc.com](mailto:lauralynn.weaver@asusinc.com) if you have a story you would like to share. Check out this month's highlight about a Veterans Day Ceremony in Noblesville, Indiana.

### Veterans Day Ceremony *Contributing Author: Zig Resiak*

Angie and I moved to Noblesville, Indiana in October 1997 with our three children. The local schools always put together Veterans Day celebrations and coordinated them around the City's Veteran Memorial in Downtown Noblesville. When Mayor Ditslear entered office in 2004, I was working with the Town as a consultant on their Sewer Master Planning and a Member of the Indiana Mayors Round Table. John asked me to speak at the Mayor's prayer breakfast, where he learned of my passion for Veterans issues. The annual ceremonies became a must attend together, as well as visiting the schools where our children and grandchildren attended to share the importance of Veterans Day. John appointed me to the Town's Economic Development Board around 2014. We remain friends and return each year to carry on this important tradition. Mayor Chris was a high school classmate of our eldest son Aaron. I've watched him on his journey through politics and encouraged him from the start when he asked for support in the City Council race. Mayor Ditslear introduced me to Victoria when she was in the Indiana Senate on one of my Veterans Day Pilgrimages. She and I can communicate in Polish/Ukrainian and have a special bond as I spent summers with my grandparents in Poland and my Dad was born outside of Lviv, Ukraine, so we culturally can connect beyond our Indiana homes.



*Zig Resiak, Mayor Chris Jensen, Former Mayor John Ditslear, Angie Resiak*



*Angie Resiak, Zig Resiak, Congresswoman Victoria Spartz, Indiana*

## ASUS Proudly Reports on Company Awards

ASUS is honored to serve as a solid, integral member of each community we are a part of, provide the services that truly empower our nation's military communities, and be an employer of choice for our workforce. We are proud to have been recognized with the following awards that tie directly into our mission – Serving Those Who Serve®.

**2023 Military Friendly Company Awards** – ASUS earned the 2023 Military Friendly® Employer designation, including Top Ten for the following areas: Military Friendly Employers, Military Spouse Friendly Employers, and Military Friendly Supplier Diversity Program. *“Companies earning the Military Friendly Employers® designation elevate the standard for military programs globally; they have invested in substantive programs that promote positive outcomes for service members, military spouses, and veterans within their organizations,”* said Kayla Lopez, Director of Military Partnerships, Military Friendly®.



**Military Spouse Employment Partnership (MSEP)** – ASUS is committed to creating sustainable and meaningful career paths for Military Spouses as well as providing outreach and hiring initiatives for Military Spouses. In 2019, we became a Partner of the DoD Military Spouse Employment Partnership (MSEP) whose goal is to create employment connections between companies who are actively recruiting and military spouses seeking employment opportunities. In 2020 and going forward, ASUS has remained committed to this program and is proud to now be designated as an Enduring Partner for this program.

**HIRE Vets Medallion Award** – This prestigious award recognizes ASUS' exemplary efforts to recruit, employ, and retain the Nation's veterans and is the only veteran hiring award at the federal level. ASUS is proud of the fact that as a result of our efforts, we were designated as a Platinum-level employer again for 2022.



**Vets Indexes Employer Award** – This award recognizes companies who are the nation's top veteran employers. There are five areas of focus, including veteran job candidate recruiting and hiring, veteran employee support, and retention, veteran-inclusive company culture, support for members of the National Guard and Reserves, and military spouse/family support. ASUS is proud to be recognized as a 3 Star Employer for 2022.



**Military Times Best for Vets Employers** – ASUS was selected by Military Times as one of the “Best for Vets Employers” for the fourth consecutive year in 2022. This coveted honor is reserved for those companies that truly exemplify dedication to helping veterans transition from military service to civilian life. Each year, Military Times invites interested companies of all sizes to fill out a nearly 100-question survey, tests the accuracy of company responses, and evaluates obtained data to determine which companies make the cut. Prospective awardees are evaluated on various criteria including company culture, veteran recruiting efforts, veteran-related policies, and accommodations for members of the National Guard and reserves.





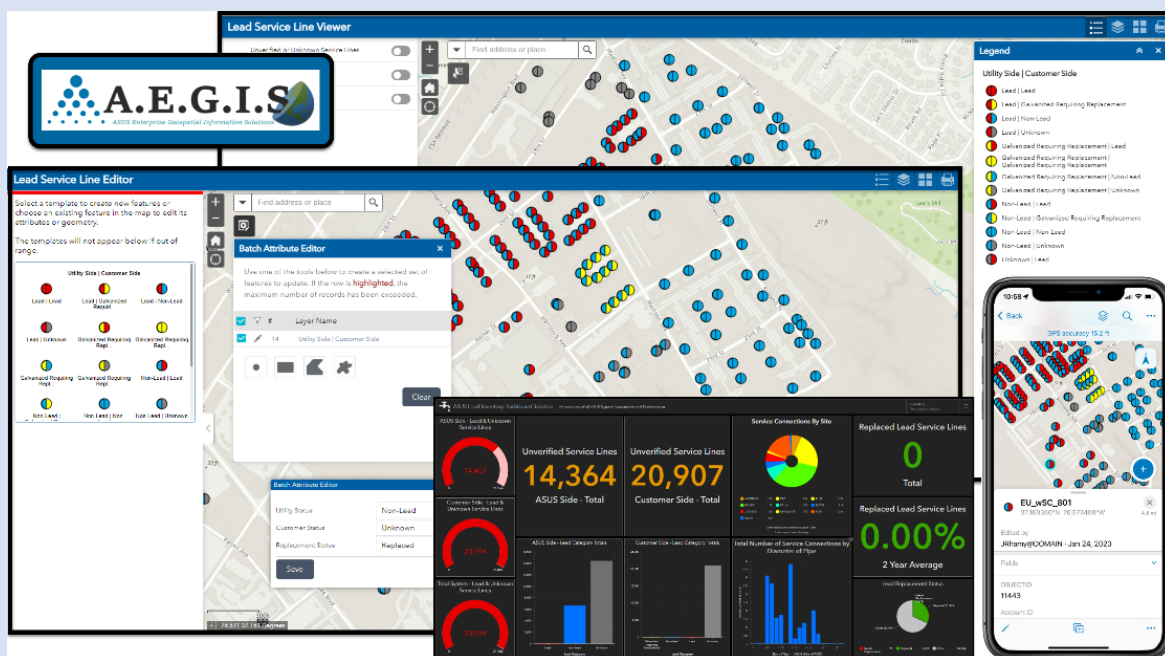
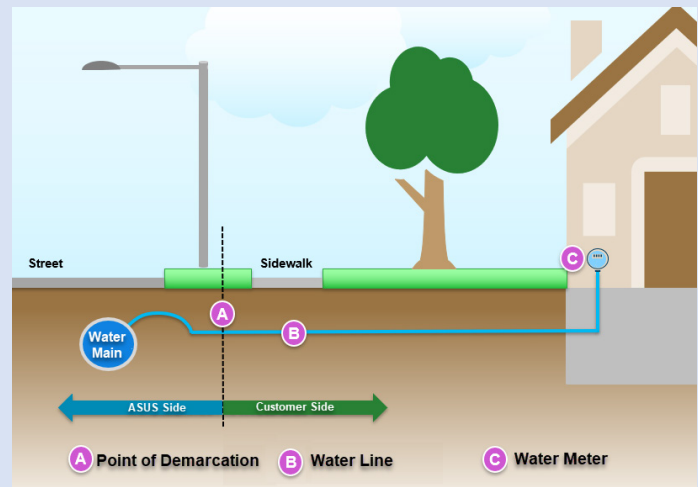
# Lead Inventory Solution – ASUS Response to LCRR

ASUS is continually looking for ways to leverage its new ASUS Enterprise Geospatial Information Solutions (AEGIS) platform to put cutting-edge GIS technology in the hands of our teams to help them tackle the challenges that come with being a utility solutions provider. The new Lead Inventory Solution Suite, powered by Esri's GIS software, is a powerful set of tools ASUS has established to address the new Lead & Copper Rule Revisions (LCRR) recently released by the EPA and imposed on all water service providers.

The LCRR requires that ASUS conduct a full system inventory of water service lines within our system and past our point of demarcation to ensure there are no traces of lead in our systems and to identify, track, report, and systematically remove any lead findings we may encounter during the effort.

AEGIS addresses this challenge with a suite of tools including viewers, editors, mobile applications, dashboards, and reports, which can be accessed both in and out of the office. ASUS ground force personnel can access our GIS data in the field on any ASUS mobile device, collect data, attach photos, and report findings, which feed across each tool automatically. Supervisors and office staff can see progress and data collection in real time from the viewers and dashboards accessed over a web browser. Engineering and capital staff can pull the data into ArcGIS Insights or dynamically filter on the dashboard directly to get more information about the system and actively plan projects to replace and eliminate potential sources of lead in our water distribution systems.

These tools allow ASUS to maintain visibility as we work to remain compliant with the new LCRR regulations and effectively communicate back to our customers and the EPA in a transparent way to keep our community and customers safe.



## Capital Program Execution Summit

At the end of February, members of ASUS met in Fayetteville, North Carolina for three days to review our capital approach to projects and plan for the upcoming year. The three-day event provided opportunities to review current processes, collaborate across multiple groups, and plan for the remainder of 2023. Rebecca Hooper, Manager of Contracts, even led the group in some exercises to get the creative juices flowing (see photos below)! A big thank you goes out to everyone who presented at the summit and those who helped plan this great event.

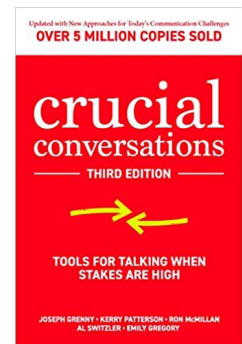


## 2023 ASUS Leadership Program

2023 will be the fifth year that ASUS will participate in the Department of Labor HIRE Vets Program. The HIRE Vets Program goal is to recruit, employ, and retain our nation's heroes. Leadership Development is a key component of the program. Veterans, reservists, military spouses, and all other employees who are interested are invited to participate in the ASUS Leadership Program.

President Harry S. Truman said, *"Not all readers are leaders, but all leaders are readers."* ASUS Leadership selects a book for the year, and uses the text to achieve the eight major benefits that reading and group discussion have on an individual's leadership abilities. The eight benefits are: improved empathy and emotional quotient (EQ), creativity, focus and concentration, vocabulary and communication skills, critical thinking and problem solving, composure and self-control, writing skills, and improved memory.

ASUS has found that participation in the program contributes to an individual's development of leadership capabilities. The text selected for 2023 is "Crucial Conversations: Tools for Talking When Stakes are High," Third Edition. The 2023 ASUS Leadership Program introductory call was held on March 27<sup>th</sup>, with the program "kick-off" on April 17<sup>th</sup>. Please contact Dr. Rebecca Hooper if you are interested in participating.





## ADC 2023 National Summit

In March, several ASUS Operations and Business Development personnel attended the 2023 Defense Communities National Summit in Washington, DC. More than 800 individuals were in attendance representing DoD, the defense industry, and nearly every defense community and state in the country. ASUS was proud to sponsor the water station at this event where we provided ASUS water bottles for all attendees. In the sessions over the 3-day event, attendees heard from senior military officials, key members of Congress, and the nation's top defense policy and budget experts, and had the opportunity to engage in conversations that will help define the future of our nation's national security.



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# ASUS

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