

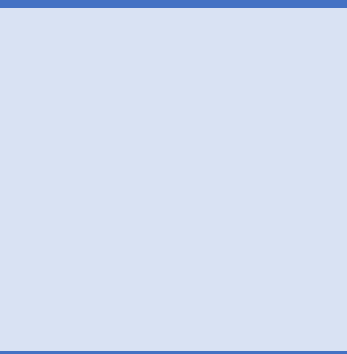
# In the FLOW

March 2024

Reflecting on All That Was Accomplished in 2023



...and Looking Ahead to 2024





# 2023 Major Activities

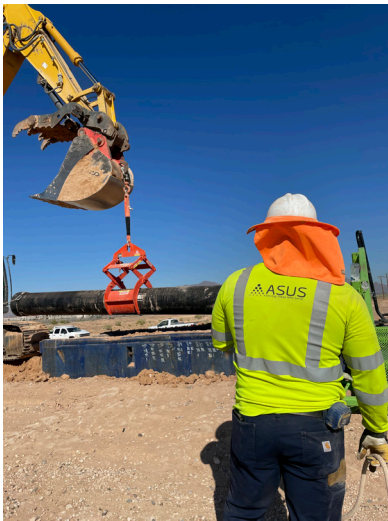


## UESC Project Target Completion – Summer 2024

Our Organic Construction Crew (OCC) at Fort Bliss Water Services Company (FBWSC) is continuing to perform construction of the waterline that will connect the East Bliss booster station to Fort Bliss wells, which currently rely on an outside source for water. This project is expected to be completed by the summer of 2024 – we currently have less than 1,500 linear feet left to install out of the ~18,000 total linear feet of the project. The team is working on the final piece that ties into the pump station. The Utility Energy Services Contract (UESC) project will provide a replacement from purchasing water from an outside source and will build in additional redundancy and resiliency in case of an emergency or other type of unforeseen event. ASUS is also working a Well 16 R&R project that will tie directly into the UESC project. The Well 16 project is targeted to finish on the same timeline as the UESC and will provide the water source for this project. Pending funding availability, three additional wells will be built to support this effort. Throughout this project, ASUS stands apart from other contractors in our responsiveness, and we have received kudos from the primary contractor, New Mexico Gas, and their consultant (ESG), as shown in the quote below:

*“Fort Bliss Water Services is a great partner in New Mexico Gas Company’s Utility Energy Service Contract project at Fort Bliss. Fort Bliss Water, led by Gilbert Mesa, has always been responsive and effective in all interactions with our New Mexico Gas team. Fort Bliss Water has been a large part of our successful effort to add water resiliency to East Fort Bliss. The FBWS construction team has been great to work with, the leadership of Ruben Contreras and Ivan Olivas makes FBWS a valued partner. We look forward to the on schedule completion of this project, and welcome future opportunities to work with Fort Bliss Water Services and their talented and dedicated construction crew.”*

*– Tommy A. Trujillo, Energy Contracts Manager, New Mexico Gas Company*





# Old North Utility Services, Inc. (ONUS) Activities

## Annual Safety Training



## USAJFKSWC Civil Affairs Q Course Assessment

On November 28, 2023, ONUS assisted the leadership at the USAJFKSWC with a scheduled practical training exercise for civil affairs reconnaissance on water and wastewater infrastructures. Eight students participating in the Civil Affairs 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 CA team



assessed the physical security and operating condition of Lift station one. The Civil Affairs Brigade helps host nations assess the needs of an area, brings together local and non-local resources to ensure long-term stability, and ultimately degrades and defeats violent extremist organizations and their ideologies. They may be involved in disaster prevention, management, and recovery, and with human and civil infrastructure assistance programs. The battalion commander was also in attendance for training oversight and thanked the ONUS team for their hospitality and availability in assisting in Q course certification.





## Pax River Contract Status

The Transition of the 50-year contract to own, operate, maintain, and provide construction management services for the water distribution and wastewater collection facilities at Naval Air Station Patuxent River is set to be complete by April 1, 2024. Greg Booker served as our Transition Manager and successfully led the Transition Team until January 2024, when we hired Tony Rivera as our Pax River Utility Services, Inc. (PRUS) Utility Manager. Greg, Tony, and Frankie Jones, Director of Operations, have been instrumental in providing daily support to our customers and our Transition Team supporting Pax River.



The Kickoff Meeting with the Government was held in August 2023, and ASUS has held three successful hiring events in the local area in January 2024, where we interviewed many strong and knowledgeable applicants. Our Transition Team continues to focus on interviewing/staffing the contract, communicating with our customers, developing/submitting all required deliverables/reports, establishing the service center, and coordinating permits and asset transfer.

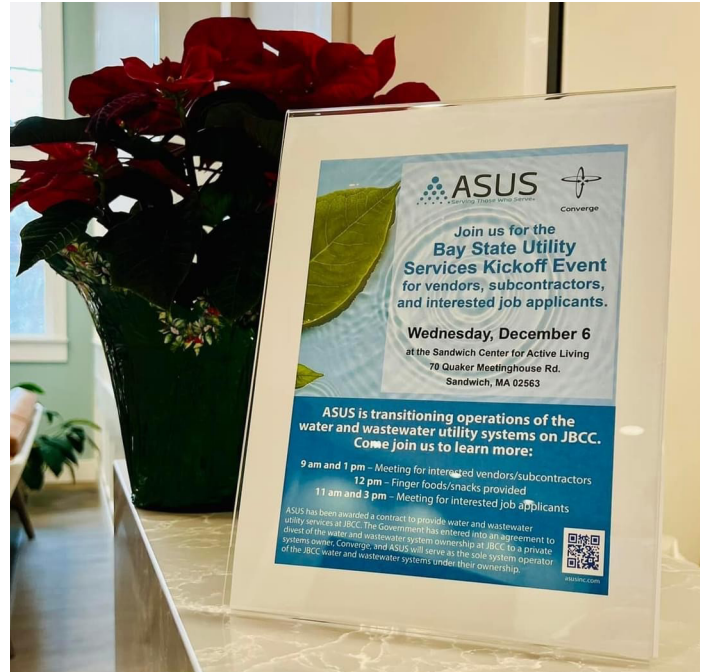
As part of Transition activities, our team is also supporting the Due Diligence proposal, which is on track for final submittal in March. ASUS looks forward to working with our customers on these activities as we complete Transition and move into operations of this contract.



## Joint Base Cape Cod Update

Since the September 2023 award of the Utility Services Contract to provide water and wastewater utility services at Joint Base Cape Cod (JBCC), ASUS has been conducting transition activities such as hiring personnel; qualifying and approving subcontractors; processing and finalizing the joint inventory; and overseeing Environmental Health and Safety (EH&S) actions. The Transition Team is comprised of diligent and hard-working individuals supporting these functional areas to ensure a successful contract start in April 2024. A special thanks to Zig Resiak, who is serving as the JBCC Transition Manager and leading the overall Transition and team.

Kickoff Meetings were held in December with the Government and tenants, as well as subcontractor and hiring events held in both December and January. Thank you to the Sandwich



Center for Active Living who made their beautiful facility available for our subcontractor and hiring events (pictured at left).

The Business Development Team submitted Task Order 2 in January, and operations are slated to begin April 1. Stay tuned to learn about our new JBCC Team who will be highlighted in future newsletter issues.

*We are hiring at JBCC! We are looking for qualified candidates to support field operations, compliance, engineering and construction, treatment operations, GIS, and administrative/management functions. To learn more or to apply for a position, scan the QR code. You can also visit [asusinc.com/careers](http://asusinc.com/careers) or e-mail [hotcareers@asusinc.com](mailto:hotcareers@asusinc.com) for additional information.*





## Organic Construction Crew (OCC) Highlights

ASUS' Organic Construction Crew focuses on delivering the highest quality construction services for water distribution and sewer collection projects. Their focus on availability, quality, and safety ensures they provide reliable and prompt support to each subsidiary. 2023 was a busy year for the OCC, and 2024 forecasts to surpass last year's efforts. For example, our Fort Riley Utility Services, Inc. (FRUS) subsidiary in Kansas is one of the locations where OCC will provide support in 2024. OCC has experienced their largest growth at FRUS, and they now have three OCC teams supporting NCU and R&R projects. Projects include a large lift station replacement (26 ft deep/12 ft diameter well); rehabbing SP 393 (40 ft deep/16 ft diameter wet well); and the Marshall Air Field Secondary Force Main (1,000 ft directional drill under the Kansas River). In addition to FRUS, the OCC is supporting our two newest subsidiaries – PRUS and Bay State Utility Services. At PRUS, the OCC worked to get the site ready for the new trailer and hooked up the utilities. In the next few weeks, they will be heading to Bay State to renovate the space to support our staff in Massachusetts.

This work could not be successfully completed without the hard work and dedication of the entire OCC Team. Many team members frequently travel to support projects at other locations. For example, Chad Mcguire recently traveled from Palmetto State Utility Services, Inc. (PSUS) in South Carolina to FRUS to help replace the 26-foot deep collapsed manhole leading to Lift Station 393. The Horizontal Directional Drill Team from Emerald Coast Utility Services, Inc. (ECUS) in Florida traveled to Fort Bliss Water Services Company (FBWSC) in El Paso to support two horizontal directional drills, and will be headed to FRUS in March to support the team on their upcoming projects.

The OCC continues to look for new innovations that will help them become more efficient, such as trenchless technology and lateral lining. The team continues to grow to support all of the great work across our subsidiaries and expects to have approximately 20 OCC crews by 2025.



*Have an innovation to share? Let us know about it at [jason.drayer@asusinc.com](mailto:jason.drayer@asusinc.com) and [randy.keys@asusinc.com](mailto:randy.keys@asusinc.com)*





# Awards and Accolades

## Gilbert Mesa Appointed to Rio Grande Citizens Forum Board

Congratulations goes to Gilbert Mesa, Utility Manager at Fort Bliss Water Services Company, who was recently appointed to the International Boundary and Water Commission (IBWC) Citizens Forum Board and was also nominated and elected to be one of the co-chairs for this board.

The IBWC is responsible for applying the boundary and water treaties between Mexico and the U.S., and settling differences that arise in their application. The IBWC is an international body composed of the United States Section and the Mexican Section, each headed by an Engineer-Commissioner appointed by his/her respective president. The Commission operates and maintains flood control levees, international storage reservoirs, diversion dams, wastewater treatment plants, and boundary monuments at various locations on the U.S.-Mexico border.

The IBWC Citizens Forum Board was established by the U.S. IBWC to facilitate the exchange of information between the U.S. IBWC and members of the public about Commission activities. Citizens Forum Meetings are intended to bring together community leaders enabling the early and continued two-way flow of information, concerns, values, and needs between the U.S. IBWC and the general public, environmentalists, water managers, government agencies, municipalities, and other interested parties.



## Congratulations Megan Niesche!

On behalf of ASUS, we would like to acknowledge an exceptional accomplishment and send congratulations to Megan Niesche on passing the Civil Principles and Practice of Engineering Exam in February to become a licensed Professional Engineer. She took the Civil Water Resources and Environmental area of practice exam which covers 17 separate topics including but not limited to, Hydraulics, Hydrology, Analysis and Design, Water Quality, Wastewater Collection and Treatment, and Drinking Water Distribution and Treatment. This computer-based test is comprised of 80 questions and is 8 hours long. Megan's achievement is a stepping stone for her career, but also strengthens the Engineering Design Center team, ASUS, and the services ASUS can provide.





## Tony Rivera Promoted to PRUS Utility Manager

We recently had the chance to talk with Tony Rivera about his new role as the Pax River Utility Services, Inc. (PRUS) Utility Manager (UM), as well as his career journey that led him to ASUS. Tony graduated with a Criminal Justice degree and served as a Paralegal for more than two years. In September 2013, he changed jobs and worked as an Operator at a local utility in Hampton Roads, where he participated in an apprenticeship program and obtained multiple licenses to progress in the field. Tony shared that one of the things he loves most about this field is that there is a clear path of progression for those who want to learn and advance their careers.



While working at the Hampton Roads utility, Tony heard from a friend that ASUS had an opening for a Wastewater Treatment Plant Supervisor, and he applied. He was hired as the ODUS Superintendent in 2021 and credits the ODUS team for helping him quickly transition and learn in the Superintendent role.

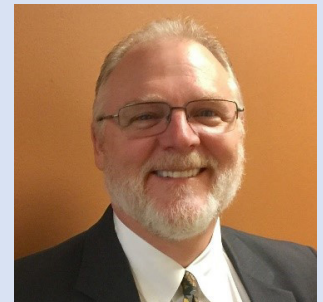
February 5 was Tony's first full week as the PRUS UM, and he is excited to be at Pax River. Transition is very fast paced, but it is going extremely well. Tony said that he feels like he has a very supportive team helping him every step along the way. Greg Booker, who served as the Transition Manager until Tony transitioned as the full-time UM, is still involved and is an excellent resource to help Tony navigate things as a new UM.

As Tony transitions to the UM role, Jason McDade at ODUS is moving into the Superintendent position. Tony is excited for Jason as he moves into his new role and shared that Jason's extensive knowledge of all facets of the ODUS system has allowed Tony to jump right into the Pax River UM role.

Throughout the Transition, Tony has experienced great support from the Transition Team, our Government customer, as well as the Public Works Department whose staff is incredibly knowledgeable of the system. Tony is excited for this new and unique opportunity to work at Pax River and support our new Navy customer and looks forward to contract start on April 1.

## Welcome John Lester – Fort Riley Utility Services (FRUS) Utility Manager

John Lester joined ASUS on February 21, 2024 as the FRUS Utility Manager. He is an accomplished leader with more than 25 years' experience in managing electric, natural gas, water, wastewater, and fiber optic utilities. Prior to joining ASUS, John was a Client Services Vice President with Finley Engineering, and before that a General Manager of Clarksville Connected Utilities (CCU) for 10 years. While at CCU, he provided leadership on two solar power plants which won awards in the state of Arkansas and at a national level. He has a business degree from Ball State University in Muncie, Indiana and has studied for his MBA at Friends University in Wichita, Kansas.



John also served as City Manager for two municipalities in Kansas (Chanute) and Missouri (Hermann). Each community owned their electric, natural gas, water, and wastewater, and Chanute had a fiber optic utility as well. In these roles, he gained great experience in managing a full service city.

John's wife, Rebecca, is originally from Kansas and is now working for the Kansas State University Foundation (her alma mater). John has two step children, Vada and Shane. Vada will be graduating from Hendrix College in May and has been accepted into the Vanderbilt University master's program. Shane is a senior at Riley County HS and graduating in May. He has already started taking college classes at Kansas State and will be entering the pilot program at K-State Salina in the fall of 2024.

John's hobbies include home improvement projects, fishing, and golf, and he is a big Colts and Chiefs fan. John shared that he is excited to move to Kansas and join ASUS, where he finds joy in serving the military. Welcome John – we are glad to have you at ASUS!

## 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.

**Robert Miles (ODUS)** – *“Mr. Miles is always very professional and very good with response time.”*

**Cesar Garcia and Sebastian Olivas (FBWSC)** – *“Cesar and Sebastian were a huge help to our project and more responsive than any other water utility I have worked with. Great guys.”*

**Cesar Garcia and Henry Jasso (FBWSC)** – *“Mr. Cesar Garcia and Mr. Henry Jasso were very professional and courteous.”*

**Clint Alexander (FRUS)** – *“Clint Alexander was very responsive to the work order, he was very professional and communicative.”*



## Nomination Period Now Open for *Serving Those Who Serve*® Award

2024 marks the 8<sup>th</sup> anniversary of the *Serving Those Who Serve*® Award which recognizes an individual who commonly goes the extra mile in demonstrating kindness, sacrifice, and commitment to the people of our communities.

Nominations will soon be open for the 2024 award. Details, along with the nomination form, will be sent to all employees in the next few weeks. The ASUS Officers/Directors will review the nominees to make the final selection, and the winner will be announced later this spring.



## ASUS Closes 2023 Strong with Three Additional Award Renewals

ASUS is proud to have received the following three award renewals to close out 2023. Check out the information below to learn more about each award.

**HIRE Vets** – ASUS was awarded the 2023 Platinum HIRE Vets Medallion Award to recognize our “exemplary efforts to recruit, employ, and retain our nation’s veterans.”

**Best for Vets** – The Military Times announced its 2023 Best for Vets Employers List, and ASUS received an overall ranking of 93. This ranking provides a list of the “country’s best employers and organizations with military-connected employment programs, benefits, and support efforts.”

**Friends of FMWR Award** – The Fort Bliss Morale, Welfare and Recreation (FMWR) presented Fort Bliss Water Services Company (FBWSC) with a Friends of FMWR award at their November 11, 2023 award ceremony. This awards shows appreciation of our continued support with FMWR events throughout the year by providing helping hands and monetary support.









# Conferences

## Installation Innovation Forum (IIF) 2023

In November 2023, several ASUS personnel attended the Association of Defense Communities (ADC) Installation Innovation Forum in Orlando, Florida. ASUS hosted the water station at the conference, and Emily Stewart, Director of Business Development, was part of a panel discussion focusing on how utilities privatization (UP) can reduce costs. The panel presented a case study of savings delivered at Fort Liberty and discussed how these lessons could easily transfer to other locations.

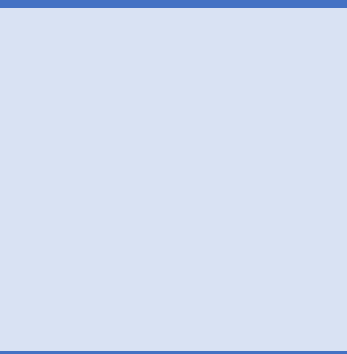




## DoD Utilities Privatization Post-Award Workshop 2024

The 2024 DoD UP Post-Award Workshop was held in Orlando on February 13-15. This workshop brings together Utilities Privatization program managers, Contracting Officer's Representatives (CORs), and System Owners with Department of Defense Senior Leaders to cover UP topics such as resilience factors, mission success, and emerging issues. As shown in the photos below, Emily Stewart, ASUS Director of Business Development, presented in three of the panels, including the vital role water and wastewater play in Mission Resilience and a discussion covering how UP is more than a must-pay bill.







# Community Outreach



## Fort Bliss Water Services Company Community Outreach

The **Monster Bash and Zombie Run** was held on October 20 & 21, 2023. Volunteers included Monica Gomez, Andres Lopez, Enemuel Murillo, Thelma Batres, and Tammy Baker who assisted in handing out candy and promotional items to trick or treaters and their parents.



A **Christmas Tree Lighting Celebration** was held on December 8, 2023 and included a tree lighting, inflatables, and a real snow slide. Several FBWSC employees provided promotional items to the families who attended. Duston Horacek, Rion Horacek, Andres Lopez, Enemuel Murillo, Thelma Batres, and Tammy Baker volunteered at this event.





On December 2, 2023, the **MWR Claus & Paws 5K Fun Run/Walk** was held. ASUS volunteers included Thelma Batres, Andres Lopez, Oliver Torres, Hector Gallardo, and Tammy Baker who provided promotional items for the pets and families who participated.



At the December 9, 2023 **Survivors Outreach Services (SOS) lunch**, FBWSC employees assisted with the jumping balloons and arts and crafts for the family members of service members who have been lost. Gilbert Mesa, Andres Lopez, Enemuel Murillo, Elena Rodriguez-Rojas, Jacob Hall (Santa), Thelma Batres, and Tammy Baker volunteered at this event.







On December 14, 2023 FBWSC provided promotional items at the Armed Services YMCA (ASYMCA) Junior Enlisted Family Center during the annual **Operation Holiday Joy toy event**. The children were able to pick out toys and stocking stuffers while enjoying hot cocoa and pictures with Santa. Volunteers included Thelma Batres and Tammy Baker.

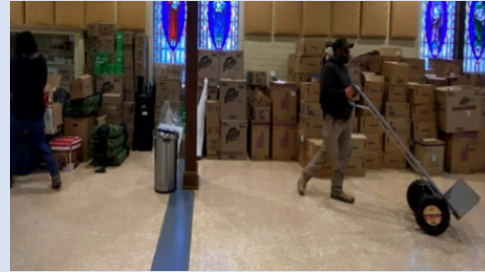




# Old North Utility Services (ONUS) Community Outreach

## Holiday Meals for Military – Operation Homefront

On December 4, 2023, the Old North Utility Services (ONUS) team volunteered with the Operation Homefront organization for a special holiday event named “Holiday Meals for Military.” The event served more than 250 active duty families stationed at Fort Liberty. Each registered family received a meal kit for 4-6 individuals, games and toys for their children, a pancake breakfast kit, and other various donated items.



## Back to School Brigade – Operation Homefront

Back-to-School Brigade® is Operation Homefront’s annual nationwide school supply collection and distribution campaign. Its mission is to build strong, stable, and secure military families so they can thrive – not simply struggle to get by – in the communities that they’ve worked so hard to protect. Since inception, Operation Homefront has distributed 465,000 backpacks to military children.



## Memorial 3 Gun Foundation

On the weekend of October 5-8, 2023, the ASUS Fort Liberty team sponsored and participated in volunteering at the 5<sup>th</sup> annual Memorial 3 Gun Competition in Maxton, NC. This event brings the competitive shooting world together with

current and past members in order to

pay tribute to 10 fallen Special Operations heroes. Memorial 3 Gun Foundation’s mission statement is: to remember, honor, and memorialize Special Operations soldiers through the world of competitive shooting. *“We want the families to know they are not alone during and after this tragic time. During our competition, we share stories and remember who these heroes were and the life they led. Every person who competes walks away with a sense of who each of these men were. All proceeds for our events go directly to the families of the fallen soldiers we are honoring at the event. We will never forget, and not let anyone else forget, the ultimate sacrifice these brave men made for this country.”*





# Wreaths Across America



## Old North Utility Services (ONUS)

Each December, ASUS participates in a very special event – Wreaths Across America. On the same day at the same time, more than 2,100 locations in all 50 U.S. states coordinate wreath laying ceremonies to remember our fallen veterans, honor those who serve, and teach our families the value of freedom. Richard Henry (not pictured), Miguel Garcia with his children, and Craig Hawkins with his wife and grandchildren are pictured here.





# Fort Bliss Water Services Company (FBWSC)

FBWSC was very proud to sponsor and lay wreaths at the Fort Bliss National Cemetery this year in honor of many of our employees' family, friends, and fellow volunteers who proudly served our country. Thanks to Jacob Hall, David Sanchez, Hector Gallardo, Miguel Luna, Thelma Batres, Tammy Baker, Andres Lopez, Cesar Grajeda, Sebastian Olivas, and Gilbert Mesa.



*December*  
**2023**





## ECUS Holiday Luncheon

The team at Emerald Coast Utility Services (ECUS) enjoyed a holiday luncheon at The Local's Eatery, overlooking the bayou. More than 40 employees enjoyed the great food, lots of laughs, and sharing the Christmas spirit together.



## Fall 2023 Leadership Summit

In November 2023, ASUS Leadership met in El Paso, Texas for the Fall Leadership Summit. Attendees focused on reviewing 2023 progress and planning for 2024 and beyond to ensure ASUS continues to deliver the growth, quality, and excellence our customers know us for. A big thank you goes out to the entire team at Fort Bliss who were great hosts for this event!







# ASUS 2024 Scholarship Program


It's time again for the ASUS Scholarship Program for the 2024-2025 academic year. The program is available to assist dependents of U.S. Military Members or honorable discharged Veterans at ASUS-served locations. The program is open to high school seniors or graduates, or undergraduate students, who plan to enroll or are currently enrolled in a full-time course of study at an accredited two- or four-year college or vocational-technical school in specified fields of study (technology, environmental science, environmental engineering, biology or chemistry, medical sciences, mathematical sciences, business management or acquisition, and contract management). Up to nine awards of \$2,500 are available to students each year, and are renewable for up to three years or until a bachelor's degree is earned, whichever occurs first. The deadline for application submission was February 18. On March 27, scholarship recipients will be determined, and congratulatory notifications will be sent on April 8 to recipients. Good luck to all those who submitted applications!



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