



AMERICAN SYSTEMS

# PERSPECTIVE

When It Has To Be Right The First Time



Volume 29 • Issue 2 • April 2008

## AMERICAN SYSTEMS in the Community

When you visit our company website, one of the web pages you'll find is devoted to Corporate Citizenship. The page describes our commitment to our community, through our corporate involvement with the Leukemia and Lymphoma Society, and through the good deeds of our employee-owners.

If "A man is judged by his deeds, not his words," as the Russian proverb advises us, then the same should be said for how a company is judged. Based on input we've received from our employee-owners, AMERICAN SYSTEMS would be judged very favorably.

We should all be familiar with the terrific work we do across the company in support of the Leukemia and Lymphoma Society—with approximately \$22,000 raised by the company last year—but you may not be aware of the wonderful deeds being performed by individual employee-owners across the country.

Throughout this issue and future issues of PERSPECTIVE, you'll read more about how our employee-owners are giving their time, talent, and money to a variety of causes, big and small. Look for the "Good Deeds" graphic and accompanying stories.

Whether volunteering to help elementary school children with their reading skills (see p. 8), or raising funds to erect a memorial to our fallen warfighters (see below), we are truly a "caring company", as we boast on our website.

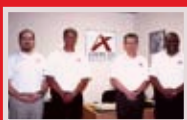
If you know of a co-worker who is "giving back", or if you are doing "good deeds" yourself, please don't be bashful. Send your stories and photographs to [Perspective@AmericanSystems.com](mailto:Perspective@AmericanSystems.com), and let us share the good news with all.

## Good Deeds



**Mike Phillips**, of the AMERICAN SYSTEMS Orlando office, chairs the Navy League Council Committee of Volunteers in Central Florida. The council is seeking to raise \$400,000 to donate The Lone Sailor patriotic statue to the city of Orlando to express appreciation to men and women all across the globe who voluntarily put their lives at risk to protect freedom. The Lone Sailor represents the core values of honor, courage, and commitment. For more information, visit the Navy League Council website at [www.cfnavyleague.org](http://www.cfnavyleague.org).

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From the

# President's Desk



It's April, which means that we are already a quarter of the way through 2008. It also means that **Mark Danisewicz** and I recently concluded our annual travels throughout the company to "kick-off" the new year. As always, it was great to talk about the company and the ESOP, but even better was the opportunity to speak to you and hear what is on your minds. What I thought that I would do is share some of those thoughts and experiences with you today.

In January, Mark and I started our travels in our recently opened office in Fayetteville, North Carolina. As part of the visit, I had the opportunity to meet with our SATMO customers. It was obvious that **Ralph Corella** and his team have provided superlative support to those customers ... to each, I pass along my congratulations and appreciation. Our next visit was to Alpharetta, Georgia.

Although the office had experienced some significant operational integration issues in 2007, the enthusiasm and momentum that they have achieved as they entered 2008 bode well for a very successful year. At the end of the month, while in our Chesapeake, Virginia office, we had the opportunity to hear first-hand about some of the synergies created as a result of merging the leadership of the Human Capital Services and Managed Services business units while simultaneously enabling investment in dedicated capture management capabilities to assist in new business expansion.

We began February with a visit to our office in San Diego, California. There I had the honor of publicly congratulating **Susan Smola** for being selected as NDIA's Tester of the Year for 2007 at the kick-off meeting (see story, p. 3). Mark and I also had the opportunity to visit the new office location, which is part of the company's Facilities Strategy and will result in an annual cost reduction of ~\$95,000 due to increased efficiencies that are fundamental to the strategy. Later that week in Rockaway, New Jersey (Picatinny Arsenal), I met with our customer, who spoke in an extremely laudatory manner about the responsiveness and support of our employees and company. Later in the month, while in our Rosslyn, Virginia office, Mark and I made our presentations in the newly expanded facility to support the additional work effort that our committed employees who support the Department of State have achieved.

In early March, we visited our Lorton, Virginia office and had the opportunity to welcome our employees who would soon be moving from the Chantilly Annex facility to Lorton. This move, which is consistent with our Facilities Strategy, enables them to be closer to their customer at Ft. Belvoir while simultaneously enabling the company to

eliminate costs (~\$135,000 per year), thereby enabling the company to be more cost competitive. Later that week, we visited our Middletown, Rhode Island office where I had the pleasure of congratulating **Jim Coombs** as the first AMERICAN SYSTEMS employee to reach 30 years of service to the company. This is a remarkable milestone, both for Jim and the company. Finally, we concluded the kick-off meetings in Florida. In Orlando, we heard about the significant opportunities becoming available as a result of the superlative work being accomplished on the Homeport Training contract. We also visited our new office location, once again a manifestation of the Facilities Strategy, which will result in an annual cost reduction of ~\$125,000. We closed out the office visits at our newest office location in Ormond Beach, Florida, where we met a new team of very competent and excited employees. Later that day, we visited the FAA's Palm Coast, Florida location, where AMERICAN SYSTEMS has provided exemplary support to that customer for many years.

I will close this letter as I closed the kick-off presentation. I am excited about the prospects for AMERICAN SYSTEMS in 2008. Our most significant challenge will be in achieving our organic growth objective during a year that will be politically tumultuous. Despite these challenges, I believe that the leading edge indicators portend well for the company. Our total and qualified pipelines are significantly larger than just one year ago. We need to continue to build on these indicators and turn the qualified pipeline into bids submitted and then to maintain a strong new business win rate as these bids are decided. If we can accomplish this while retaining our existing business, we will ensure success by delivering strong value-driven results. Please know that I remain as enthusiastic and excited about our future as ever.

*Bill Hoover*

# Quarterly Operational Review

## Chantilly Meeting Highlights Challenges Ahead

**The word “potential” was used frequently during the 2007 fourth quarter Quarterly Operational Review, which took place in Chantilly, Virginia on February 21, 2008. More than 60 individuals dodged intermittent ice and snow squalls to attend.**

**Bill Hoover**, our President and CEO, kicked off the meeting by promising an “interesting wrap-up of 2007” before turning the floor over to CFO **Mark Danisewicz**.

Mark found 2007 hard to describe — noting that we exceeded expectations in areas such as profitability while underachieving in others — but he thought that 2008 had great “potential.”

In Business Development, EVP **Finley Foster** echoed the same sort of mixed message — new business was flat, but our pipelines are healthy — and re-emphasized the need for more capture and proposal submissions.

**Joe Kopfman**, our VP of Contracts, presented some trends in the federal contracting space (EWACS are the future), and reminded everyone of the importance of ethics in the workplace, especially at the work group level.

CIO/CTO **Brian Neely** summarized the 2007 accomplishments of our IT

department, and gave the attendees a preview of our upcoming Business Intelligence tools and capabilities.

Operationally, our group EVPs summarized 2007 as a decent year and noted that 2008 was already off to a good start. **Peter Smith**, who now heads up our Government Operations (EEG and ESG), reported a mixed year, with some notable achievements and disappointments, but concluded that the consolidation of ESG and EEG will help standardize processes and lead to a better team. **Bobby Christian** (ECG) updated the audience on the reorganization of his group into regional zones, which will allow him to more clearly monitor business development activities and provide greater accountability.

On the HR front, VP **TJ Baskerville** reported a busy Q4, and a positive trend in voluntary turnover from the previous year. Director **Jan Stofer** highlighted the 2007 Employee Survey (story, p. 6).

**Tom Raup**, our Director of Procurement and Facilities, briefed the strategic facilities plan now being implemented, noting that the company will be standardizing all facilities in the near future. The plan is designed to maximize privacy while providing an environment conducive to collaboration.

Bill Hoover acknowledged the volunteers who serve as “readers” at Deer Park Elementary School (see story, p. 8) and presented them all with Culture and Values plaques. In closing, Bill emphasized that the company was well-positioned for growth — in other words, we have great potential.

### HQ Postpones Move

Due to the changing commercial real estate market, our Chantilly HQ will NOT be relocating in 2008. A new location search is underway, and the company expects to move the Headquarters facility in late 2009.

## Susan Smola Named ‘Tester of the Year’ by National Defense Industrial Association

The National Defense Industrial Association (NDIA) has recognized **Susan Smola**, Program Manager, as the 2007 NDIA U.S. Navy Contractor Tester of the Year for her outstanding work supporting the Common Submarine Radio Room (CSRR) Program.



“Susan’s hard work, dedication to excellence and commitment to customer support has made her a long-standing asset to the AMERICAN SYSTEMS team,” said Bill Hoover, President and CEO. “As an employee-owned company, AMERICAN SYSTEMS takes great pride in our employees’ accomplishments. Susan’s customer-focused efforts in all elements of the project greatly contributed to the success of Common Submarine Radio Room testing and evaluation efforts.”

Ms. Smola led the CSRR Program through numerous developmental test events on three individual CSRR variants, leading to successful operational evaluations on three separate submarine classes.

The NDIA Tester of the Year Awards honor military, civilian and contractor professionals who support all of the military services and the Office of the Secretary of Defense for their exceptional performance and contributions to the field of test and evaluation. Award winners were honored on February 27, 2008, at a ceremony in Palm Springs, California.

## Good Deeds

**Dave Shaw**, AMERICAN SYSTEMS Headquarters, rides his motorcycle for the annual “Ride Across Maryland” breast cancer fund-raiser for the Susan G. Komen Foundation. His wife, Emily, is a breast cancer survivor, and they have been a part of this event for the past five years. This year, the organization is seeking to raise \$350,000



from the ride, which will take place from May 31 - June 2. For more information or to make a donation, visit [www.rideacrossmaryland.org](http://www.rideacrossmaryland.org).

# Contracts & Kudos

## Enterprise Consulting Group

### Southeast Region Wins Chick-fil-A Project

Chick-fil-A selected AMERICAN SYSTEMS to develop an online certification program complete with the AMERICAN SYSTEMS Learning Management System and two finished hours of eLearning to educate operators at each Chick-fil-A restaurant on how to successfully take, package, and deliver orders. This is a \$155K eLearning development project that has the potential to expand to \$500K in revenue for 2008! Please congratulate the Training Services team for their efforts in closing this new business with Chick-fil-A.

### Southeast Region Wins Fuzebox Projects

Fuzebox, formerly known as Digital Commerce, has a contract in place with the Automobile Association of America (AAA) to develop a next generation reservation portal that will be used by their chapters going forward. This initiative is called TST. AMERICAN SYSTEMS has been hired to complete the Functional Design, Wireframes, and Technical Architecture associated with the project. This deal is worth approximately \$200K and is expected to amount to an additional \$500K with follow-on development work. Fuzebox also has a contract in place with a consortium of carpet manufacturers to develop a "going green" portal. This initiative is called MissionZero. AMERICAN SYSTEMS has been hired to complete the Business Requirements and Functional Design associated with the project. This project is worth \$50 - \$100K and is expected to amount to an additional \$100K - \$200K with follow-on development work.

### Southeast Region Wins McKesson Project

McKesson selected AMERICAN SYSTEMS to develop 33 finished hours of eLearning to educate hospital staff on how to successfully navigate the McKesson suite of applications. This is a \$500K eLearning development project that may expand to \$3M in revenue for 2008! Congratulations to the Training Services team for their efforts in closing this new business with McKesson.

### Northeast Region Wins General Dynamics ITSM Project

The Northeast Region was recently awarded a project with General Dynamics IT to help improve the IT organization. This project will assist GD IT with defining how to apply IT Service Management best practices for improving their organization. The results of the current state assessment as well as the roadmap for improvement will be presented at the IT Annual meeting, which includes approximately 200 GD IT representatives.

## Enterprise Engineering Group

### AMERICAN SYSTEMS Awarded Multiple Award IDIQ SETA Contract

The United States Senate Office of the Sergeant at Arms (SAA) has issued 13 multiple award ID/IQ contracts for Systems Engineering and Technical Assistance (SETA) services for procurement assistance and acquisition planning.

As one of these 13 prime contractors, AMERICAN SYSTEMS will compete for individual task orders focusing on a wide variety of SETA services to the SAA for procurement assistance and acquisition planning.

This contract is for a base year plus four (4) one-year options.

## Mike Luecke Appointed to Navy Mutual Aid Association Board of Directors

**Mike Luecke** of AMERICAN SYSTEMS was recently elected to the Navy Mutual Aid Association Board of Directors and will serve a three-year term commencing in April 2008. Mike joined AMERICAN SYSTEMS in June 2000 following a full career as a Naval Aviator. His naval career spanned 34 years and included several aviation commands, including Air Wing Command during Operation Desert Shield, two test flying tours, numerous Joint assignments and aircraft carrier deployments, tours in Europe and NATO, and over 180 combat missions in Vietnam. He retired in 2000 as Deputy Commander and Chief of Staff of the U.S. Atlantic Fleet (now Fleet Forces Command).



Since joining AMERICAN SYSTEMS, Mike led the development of an end-to-end Engineering, Integration and Management (EIM) process to design, implement and field certified Joint Force capability. He served as the account manager for Navy Marine Corps Intranet (NMCI) support and executive coordination with senior Navy leadership. Mike was on the ASN (RDA) Independent FLIR Systems Review Team and currently provides executive level consulting, systems engineering and technical support in the areas of Joint

Force Integration, net-centric operations, interoperability, and C4I systems. He is a member of the OSD Blue Ribbon Panel on Interoperability, Joint Battle Management Command and Control Systems (JBMC2), the Single Integrated Air Picture (SIAP), and ONR Multi-function RF Systems Support.

The Navy Mutual Aid Association is a non-profit organization founded in 1879 that provides financial security, education and services, including life insurance at near net cost to nearly 100,000 Sea Service members and their families. On learning of his appointment, Luecke said, "Navy Mutual is a terrific organization that provides peace of mind and outstanding service to our Sailors, Marines, Coast Guardsmen and their families. I'm proud and honored to serve on the Board of this great institution."

## Good Deeds

The Newport, Rhode Island, AMERICAN SYSTEMS office supports the Rhode Island Veterans Action Center (RIVAC) to provide improved opportunities for veterans. Each year, they buy an ad in the RIVAC's fundraising booklet, operate a Thanksgiving food drive, and collect donations. **Kathy Stiller** will be accepting an honorary 2008 Patriots Award from the RIVAC on May 3, 2008, on behalf of the employees of the Newport office.

**Joe Sisto**, from our Atlanta office, is a member of the Atlanta Community Food Bank Board of Directors. Each month, this charity distributes almost two million pounds of food and other donated grocery items to more than 800 nonprofit partner agencies in 38 counties in the Atlanta metropolitan region and northern Georgia.

# Spotlight on Fayetteville, North Carolina

The AMERICAN SYSTEMS Fayetteville office provides services to the U.S. Army's Security Assistance Training Management Organization (SATMO). The mission of SATMO is to identify, assemble, prepare, equip, deploy, sustain, and redeploy CONUS-based Security Assistance Teams (SATs) to execute OCONUS Security Assistance missions supporting U.S. National Security and National Military Objectives, Regional Unified Commands' Theater Security Cooperation Strategies, and U.S. foreign policy.

Under the leadership of **Ralph Corella**, program executive, AMERICAN SYSTEMS' contract performance has resulted in follow-on requests to continue providing services. In 2007, the Explosive Ordnance Disposal (EOD) Mobile Training Team (MTT) to Bosnia and Herzegovina completed its sixth mission under AMERICAN SYSTEMS. Another ongoing contract, the Ukrainian Armed Forces Non-Commissioned Officer (NCO) Development Program, managed by **Dan Morgan**, deputy program executive, has entered into its third year.

Recent missions included the deployment of an instructor team to enhance and assist the development of the Ethiopian Command and Staff College and a training team to provide driver and operator maintenance training to Kenyan Army personnel.

The increase in contract awards is indicative of AMERICAN SYSTEMS' success in meeting customers' needs worldwide. **Brian Corella**, project coordinator, is managing a training team selected to train members of the Counter Drug Brigade of the Colombian Army as weapons technicians to improve weapons maintenance and repair. He also manages the team preparing to provide medical training to the Kenyan Army. Our other project coordinator, **Phillip Martin**, is managing two contracts to provide



Members of our Fayetteville staff (left to right): Brian Corella, Phillip Martin, Ralph Corella, and Dan Morgan.

Special Forces training and Combat Engineer training to the Republic of Georgia Land Forces.

Managed by Brian Corella, AMERICAN SYSTEMS has a contract to deliver materials and training of the country-specific "Country Orientation" block of instruction of the Security Assistance Training Team Orientation Course. This orientation prepares SATMO deploying teams with the knowledge required to conduct day-to-day activities ("doing business") within the specific host nations to which each team is assigned.

AMERICAN SYSTEMS was requested to provide a Visual Basic/Structured Query Language (VB/SQL) Programmer/Database Administration to implement post-deployment fixes and modifications to two databases and their associated user interfaces as well as assist the SATMO Information Management Officer (IMO) in developing a SQL database maintenance plan. Phillip Martin is leading this project with great success.

*Dan Morgan*

## Risk Management Seminar Success

**Larry Toth**, from our Chesapeake, Virginia office, recently presented a Risk Management seminar entitled "Achieving Risk Advocacy: the National Archives and Records Administration (NARA) Model" at the 7th annual Space Systems Engineering and Risk Management Symposium in Los Angeles. Larry described the Enterprise Risk Management methodology he championed while assigned to the AMERICAN SYSTEMS team supporting the NARA Electronic Records Archive (ERA) Program Office. This highly successful Enterprise Risk Management Program provided a solid foundation that eventually grew to encompass other agency activities as well. A tribute to the success of this program was highlighted in an unprecedented, favorable GAO Report that stated how, for the first time ever, NARA was able to "self-identify their risks." The capstone to this winning process was NARA's adoption of AMERICAN SYSTEMS' Risk Radar Enterprise (RRE) web application. NARA managers and support staff are applying RRE to proactively identify, track, control, mitigate, and report risk and enhance risk visibility and risk communication across the agency.



## HR News

### 2007 Employee Opinion Survey Results

Thanks to all who participated in the 2007 Employee Opinion Survey last fall. Consistent with the 2005 opinion survey, the 2007 survey indicates that employees feel like a part of a team and the work they do is important at AMERICAN SYSTEMS. Employees also indicated that they valued our ESOP benefit and view AMERICAN SYSTEMS as a highly ethical company.

Overall, employees view working at AMERICAN SYSTEMS as a positive experience but expressed the need for enhanced career development opportunities, more formal reward and recognition programs, increased communication/information sharing at all levels in the organization through various methods, more clearly defined roles and expectations for line managers, and an exceptional work environment that respects its people and fosters growth. In an effort to enhance our work environment, we have developed strategic plans to address these issues. In 2009, we will conduct another survey to measure our progress and evaluate your experience as an AMERICAN SYSTEMS employee.

*HR Department*

## Good Deeds

**Nancy Logan-Janczyk**, AMERICAN SYSTEMS headquarters, is joining the Avon Walk for Breast Cancer in Washington, D.C., on May 3 and 4. This is Nancy's fourth year of participating in the 39-mile walk, during which she has raised over \$10,000. For more information or to make a donation, visit <http://walk.avonfoundation.org>.

## ESOP Employee Education Committee Nets AMERICAN SYSTEMS Winning Marks

Our ESOP Employee Education Committee (EEEC) plans to show off at the annual ESOP Association Conference, scheduled for mid-May in Washington, D.C. A portion of the conference is devoted to the Annual Awards for Communications Excellence, and our EEEEC submitted a nomination that was named Runner-Up in two important categories: Total Communications and Print Advertising. Kudos to the entire EEEEC team, particularly **Debra Reedy** (Lorton, VA), **Nancy Knapp** (Palm Coast, FL), **Tameka Watts** (Chesapeake, VA), and **Brian Cooper** (San Diego, CA), who assembled a powerful collection of ESOP materials that shows evidence of our commitment to, and communication of, our ESOP. The winning display and binder entry (pictured above) will be displayed at our offices following the Annual ESOP Conference in May.



## Golf Event an Inaugural Success



The Inaugural AMERICAN SYSTEMS Invitational Golf Tournament culminated in the first professional title for winner Leah Wigger on April 6 in Daytona Beach, Florida. The AMERICAN

SYSTEMS Invitational marked the company's first major sponsorship of an athletic event and was the first official women's professional golf tournament at LPGA International since the LPGA's 2000 Arch Wireless Championship. "The AMERICAN SYSTEMS Invitational was a great success on all fronts, and we are happy to have played a role in bringing together a wide range of local government and business organizations to support up-and-coming female golfers as well as the American Lung Association," said **Bobby Christian**, EVP, Enterprise Consulting Group (shown above, with winner).

## Our Newest Employee-Owners... December 2007 - February 2008

Please help us give a warm welcome to the newest members of the AMERICAN SYSTEMS team!

### Aberdeen, MD

Edward Schmidt

### Atlanta, GA

David Angi  
Michael Brown  
David Christiansen Jr.  
Jack Coram Jr.  
Richard Cox  
Steven DeSpirito  
John Jenkins  
Beau Johnson  
Adrian Jones  
Joseph Kuveikis  
Shahriar Malek  
Lawrence Mayo  
Constance Pennington  
Kay Rupp  
Dale Rustigian  
Rashmi Singh

### Avondale, LA

John Turchin

### Chantilly, VA

Myron Allick  
Jeffrey Allison  
John America  
James Asimenios  
Randal Boretos  
Amy Cole  
Kelly Collier  
Crystal Decorte  
Rosslyn Dobbins  
Sandra Fenton  
Duane Forde

LaPiera Foster  
Adam Frank  
Kevin Gaither III  
Edward Ghafari  
Ahmed Gibbs  
Joseph Giovia  
Bruce Hunter  
Christina Le  
Cory Long  
James Lopez  
Judith Mason  
Gina McCabe  
Heather Richey  
Jay Ruhnke  
Trevor Sie-Duke  
Nathan Span  
Shawn Walker  
Devin Watson  
Keith Williams

### Chesapeake, VA

Christopher Alegria  
William Ames  
Robert Beach  
Adolphus Bethune  
Lisa Braham  
Merritt Cruzan  
Martha Demarco  
Baron Duff  
Shahavanica Every  
Merrill Fiess  
Thomas Haslemann  
James Heffernan  
Shawn Henderson  
Lisa Hicks  
Ozzie Johnson  
Kerwin LeFrere

Michael Mack  
Kevin McKeown  
Leonard Medeiros  
Thomas Perry  
Kim Sistrunk  
Heather Snowman  
Linda Snyder  
Randolph Tyson  
Ronald Virgili  
Stephen Wooldridge

### Columbus, OH

Billy Donahue  
Martin Melrose  
Nathaniel Thomas  
Christopher Wagstaff

### Lorton, VA

David Bray  
Wallace Francis III  
David Johnson  
Steven Mehr

### Orlando, FL

Richard Bentancourt  
James Christopher  
Brian Howe  
Charles Johnson  
LeRoy McClellan Jr.  
Samuel Monahan  
Robert Philbrick  
Brian Powers  
Marie Steel  
Scott Tenhave  
Robert Tullos  
Robert Yates

### Palm Coast, FL

Catherine Hughes  
Teresa Rhodes  
Russell Rossilini

### Quantico, VA

Jasmine Feely  
Christopher Jackson  
Rebecca Jaworski  
Phillip McCombs  
Thomas Seal  
Joseph White III  
Jason Wolfe  
Paul Zackeroff Jr.

### Rosslyn, VA

Francisco Castillo  
Latoya Whittle  
Linda Yun

### Tinton Falls, NJ

Michael Sanelli

### Summerville, SC

Terry Davis

### Washington, DC

(State Dept.)  
Tomus Redford  
Richard Zimmerman

## Values and Culture Recognition Program

The Values and Culture Recognition Program continues to be a popular way for employees to recognize their peers for outstanding contributions, judging by the increasing number of employees who received accolades in the past three months. To nominate an employee, visit the HR Community on AIMS and follow the instructions in the Values and Culture Recognition memorandum. From December 2007 through February 2008, the following people were recognized and deserve congratulations:

**Dawn Mello**  
**Martin Brown**  
**James Hanson**  
**Rosa Lightner**

**Jerry Culver**  
**Susan Smola**  
**Kyle Nicolo**  
**Kristi Grant**

**Srinivas Rautwar**  
**Colleen Clampitt**  
**Nancy Edwards**  
**Vivien Hu**

**Tom Buhl**  
**Michael Sleeper**  
**Gwendolyn Sallahuddin**



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## Postcard from Deer Park

### AMERICAN SYSTEMS employee-owners reach for the STARS at Elementary School

AMERICAN SYSTEMS employees spend one morning a week at Deer Park Elementary School in Centreville, Virginia, volunteering for the STAR (Students Thinking and Reading) program. During STAR, employees read, one-on-one, with a first or second grade student. AMERICAN SYSTEMS employees read two books with their buddy, play a word study game, and they have an opportunity to be a literacy model by reading aloud a book chosen by their buddy. AMERICAN SYSTEMS employees have dedicated one morning a week to the STAR program for the past eight years. In addition to the employees' time, the company makes an annual donation to the STAR program. This monetary contribution is used for the purchase of new games and books for the volunteers to use with their buddy.

Lee White and Peggy Van Cleave, coordinators of the STAR program, know that they can always count on the participation of AMERICAN SYSTEMS employees thanks to the tremendous



*Dennis Hetzel (left) and Nancy Logan-Janczyk (above) read with students during their weekly STAR sessions.*

support of CEO Bill Hoover, who allows the employees to arrive late to work in order for them to participate. **TJ Baskerville, Nancy Edwards, Mark Crawford, Dennis Hetzel, Wayne Nichols, Don Fish, Tom Raup, Nancy Logan-Janczyk, Shannon Stevens, Sheri Murphy, and Chris Braccio** are all dedicated volunteers, many of whom have participated in the program since its beginning.



13990 Parkeast Circle  
Chantilly, VA 20151-2272