



AMERICAN SYSTEMS

# PERSPECTIVE

When It Has To Be Right The First Time



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## Company Wins 2011 CARE Award

On November 17, representatives from AMERICAN SYSTEMS accepted the 2011 Northern Virginia Family Services CARE Award (Companies As Responsive Employers), a prestigious honor bestowed on firms that demonstrate a commitment to their employees, their benefits, and their work/life balance. The award was a result of a lengthy nomination/application process that included several employee surveys, both online and on site. The CARE award is coveted in a highly competitive market and will enhance our position as an employer of choice.

**Chris Braccio**, Vice President of Human Resources for AMERICAN SYSTEMS, was presented with a plaque in recognition of the award, and noted the following during her acceptance remarks, "As employee-owners, we each have a personal stake in our company, and that manifests itself in the enormous respect we have for each other, our families, and for the work we do in support of our government and our military...the CARE Award validates that culture."

AMERICAN SYSTEMS was among 17 companies headquartered in the Northern Virginia area that were honored with the



CARE award, but the only employee-owned company among the winners. The CARE Awards, now in their 19th year, are presented by Northern Virginia Family Service (NVFS), whose mission it is "To empower individuals and families to improve their quality of life and to promote community cooperation and support in responding to family needs."

NVFS assists nearly 33,000 individuals and families every year with housing, counseling, medical and dental access, child care, affordable loans and job training. For more information, visit: [www.nvfs.org](http://www.nvfs.org)

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## From the President's Desk



**M**ark and I have just recently completed our travels through the Company as we visited our various office locations and population centers around the country. As always, it was great to get out and speak with our employee-owners about how AMERICAN SYSTEMS and our ESOP are doing in these challenging and dynamic times. Just as importantly, it was great to also hear what is on your minds. If you attended one of these meetings, which we began on September 13th, you heard **Mark Danisewicz** report that the state of the ESOP is strong because the performance of the Company continues to be strong, as well. As I have indicated in the earlier editions of Perspective this year, we continue to deliver the results that we have

worked so hard to achieve. Our leading indicators remain strong, and we are on a pace for a good year. These results and the momentum that continues as we work to close-out CY/2011 portend well for our employees because of the career opportunities which are presented as we win and deliver on new business opportunities. It is also good for our employees because, as employee-owners, we continue to create value for our principal shareholder ... the AMERICAN SYSTEMS ESOP.

As I alluded to above, much of Q3/2011 continued to be affected by the uncertainties associated with the unresolved "debt crisis" and continuing resolution issues, which resulted in delays in contract award decisions, RFP releases, and contract funding actions. Despite these issues, AMERICAN SYSTEMS achieved good results for the quarter. Our results thus far for Q3/2011 and YTD/2011 are as follows:

### REVENUE:

- Q3/2011: \$63.9M
- YTD/2011: \$184.5M

### PROFIT:

- Q3/2011: \$6.1M
- YTD/2011: \$14.1M

### CASH:

- Q3/2011: \$23.1M (Cash)
- Q3/2011: 85 days (DSO)

### NEW BUSINESS GROSS BOOKINGS:

- Q3/2011: ~\$81M
- YTD/2011: ~\$173M

As I have previously indicated in past communications, we have done the hard work that positions AMERICAN SYSTEMS for continued success. As we look to close-out 2011, we need to stay focused; deliver against the contracts which we have in-house; and convert the strong leading indicators into equally strong results. In short, we need to continue to ... "Just Do It!"

As always, I am proud to be a member of the AMERICAN SYSTEMS Team.

# Spotlight on NLW Team

## Dumfries, VA Team Represents AMERICAN SYSTEMS at the NATD

The 2011 North American Technology Demonstration (NATD) was a North Atlantic Treaty Organization (NATO) sponsored event co-hosted by the United States Department of Defense Joint Non-Lethal Weapon Program and the Canadian Department of National Defense in Ottawa, Canada. AMERICAN SYSTEMS was the platinum sponsor of the tradeshow hosting 90 exhibitors displaying their latest non-lethal weapons and technologies.



**Dave Hunt and Dr. Jennifer Preston** talk NLW with a prospective customer at the NATD Show this Fall.

NATD was the largest ever NATO Non-Lethal weapons exposition with more than 1000 attendees representing over 30 countries. The three-day event, October 26-28, consisted of NATO working group meetings, static displays, conference programs, and a full day of dynamic demonstrations. “The displays and conferences allowed us an excellent opportunity to gain an insight into where the industry is trending,” said **Dave Hunt**, AMERICAN SYSTEMS Vice President, National Capabilities Integration (NCI). The displays were extremely diverse; ranging from the Active Denial System to Taser®.

The NATD provided AMERICAN SYSTEMS’ employee-owners the opportunity to network with government and industry representatives from around the world involved with both current and emerging non-lethal technologies. Attendees included government and military leaders from NATO, Partner for Peace, Mediterranean Dialogue and select allied countries. The majority of government and military attendees were from the operational, armaments, and acquisition communities. Building these

relationships fosters an understanding of the concerns of the NLW community. AMERICAN SYSTEMS’ **Dr. Jennifer Preston** stated, “Throughout the international community, there is an interest in establishing standards associated with the evaluation of target human effects.”

The first day of the 2011 NATD allowed participants from NATO, International Security Assistance Force (ISAF), and other nations to discuss the availability, development, effects and potential uses of various non-lethal capabilities. Conference programs on the second day promoted technological development related to non-lethal capabilities through the sharing of requirements with participating companies.

After two days in the Ottawa Convention Center, the excitement shifted to the cold and windy Connaught Ranges in the Shirley’s Bay district of Ottawa. At the range, there were both vendor demonstrations and vignettes to illustrate how various non-lethal technologies may be applied in operational settings. In all, approximately 30 companies were allowed to showcase and demonstrate their products. There were also more than 50 static displays in the immediate vicinity where attendees could spend time with vendors discussing NLW performance and effectiveness. From the perspective of the organizers and based on the feedback received from a large number of participants, the NATD was a very successful event and the hope is to carry the work forward through follow-on initiatives. In the end, AMERICAN SYSTEMS made invaluable contacts with government and industry leaders that will provide great business opportunities for the future.



As the Platinum Sponsor of this event, AMERICAN SYSTEMS was recognized prominently on all Welcome signage.

# For the Employee-owners...

## Lower Back Pain Prevention - Part one in a series

*Submitted by  
Benjamin Wilkison*

As employee-owners, the health of every employee is vital to the success of the Company. In this series, we will discuss the most common health issue that inundates the modern day workforce. Due to technological advances to computers and smart phones, we are able to be more productive on-the-go or sitting at our desks. Although employee productivity is always a plus, the constant sitting or standing eventually leads to missed work days due to Lower Back Pain (LBP) or injury.



According to The American Institute of Health Education (AIHE) LBP is the most frequent cause of missed work after the common cold. It has been estimated that over 20 million people suffer with this debilitating condition. This is unfortunate because, with all the knowledge and diagnostic tools that we have available today, there is no reason back pain should continue to plague so many people. Simply taking an informed and proactive approach toward maintaining your health places you in a better position to manage and prevent lower back pain. Believe it or not, your back needs a little maintenance every day. Standing and sitting throughout the day keeps your lower back under “load” due to gravity and posture. Even the

About the author

**Benjamin Wilkison** is a Senior Systems Engineer with AMERICAN SYSTEMS. He is an International Sports Sciences Association Certified Fitness Trainer (ISSA CFT) and a Natural Drug-free competitive bodybuilder. As a Senior Systems Engineer with the Custom Solutions business unit, he has deployed to Afghanistan to work with the Combined Explosives Exploitation Cell, and is currently studying for a Master Fitness Certification which encompasses 10 certifications ranging from youth-senior fitness and nutrition.

days you do not experience lower back pain you should always stretch your lower lumbar a few minutes each day. The American Institute of Health Education has developed a self-help, award winning video titled, “The 5 Step Back Solution”. Let us take a look at the five steps that, when followed in sequence and consistently, will significantly reduce the incidence and severity of symptoms stemming from LBP:

- 1) Reduce The Inflammation
- 2) Improve Segmental Alignment and Mobility
- 3) Increase Muscular Flexibility
- 4) Pay Attention to Your Posture
- 5) Strengthen Your Back and Abdomen

As stated earlier, we will cover these five steps in detail, so we will only discuss the first step in this issue.

### Step 1: Reduce Inflammation (Put out the Fire)

In order to reduce the inflammation, we must first know what it is and how to identify the condition. Inflammation is a burning sensation in the lower back and is often the result of the joints, nerves or soft tissues of your back becoming irritated, raw and swollen. A recent government study by the Agency for Health Care Policy and Research showed the initial preferred treatment of the condition to be an oral anti-inflammatory. Not all individuals are able to use an over-the-counter anti-inflammatory such as Advil or Aleve so you should always consult your physician first. The primary goal is to extinguish the fire. You can achieve this externally by using ice. Crushed ice in a Zip-lock bag works the best and is more comfortable on your lower back. You can also perform knee-to-chest stretches while lying on the ice. This method is called “cryokinetics” or movement on ice. This method will keep you from stiffening up, and pushes the inflammatory edema out of the lower back as you stretch. Enjoy your workout!

# DSS Call Center Employees Recognized

President and CEO Bill Hoover Presents Honors During State of the Company Visit

Several members of the Defense Security Services (DSS) Call Center in Lorton, VA were recently recognized with a Strategic Value Award for Leadership. The awards were presented by AMERICAN SYSTEMS President and CEO **Bill Hoover** during his recent State of the Company briefing event at the DSS Call Center in Lorton.

All of the employees were recognized for their superior leadership exhibited in the recent Base Realignment and Closure (BRAC) actions. During the BRAC, the DSS Call Center experienced an almost 70% loss of experienced personnel, closed the Columbus Call Center location, relocated the Call Center from Alexandria, VA to Lorton, VA, and migrated the operation from a Government Owned – Government Operated facility to a Contractor Owned – Contractor Operated facility.

In addition to the tremendous turnover of experienced personnel, the Government also presented us with a last-minute challenge to take over responsibility for the IT Infrastructure, Automated Call Distribution System, and all desktop computer equipment. This was a major undertaking with minimal notice, and these employees were essential to the successful migration of the operations from the Government network to an AMERICAN SYSTEMS network.

It is noteworthy that during this period of high volatility, the Call Center performance never degraded beyond the expected performance levels and operations were returned to full capability within only a few months. Without



the dedicated efforts and leadership exhibited by these employees, it would not have been possible to meet these challenges.

In presenting the awards, Bill pointed out the words on the award itself, which are “Do not follow where the path may lead, go instead where there is no path and leave a trail!” All of these employees definitely led by blazing a path where none existed before. Their leadership definitely reflects highly on themselves, the DSS Call Center, and AMERICAN SYSTEMS as a whole.

Pictured above (from L to R) are **Bill Hoover, Cynthia Burney, Linwood Vaughn, Deborah Patterson, Carol Griffith, and Trevor Sie-Duke.**



## Trade Show Update

**Jason Frye** and **Mark Wallace** attended the 29th Annual AFCEA Command, Control, Communications, Computers and Intelligence Systems Technology (C4IST) Conference from 5-6 OCT 2011 in Sierra Vista, AZ. The event was combined with the Network Communications Command (NETCOM)/9th Army Signal Command's Industry Day on 4 OCT, as well as a Defense Technology and Intelligence Career Fair on 4 OCT - which was attended by **Sally Hajkowski**. All three events rendered superb public relations / community visibility, customer relations and business contact opportunities.

# Photo Gallery



Our San Diego office Light the Night Walk(ers)



ABOVE: **Skip Foote** represented AMERICAN SYSTEMS to present the AFCEA VADM Gravely Scholarships to (L to R) Minnae Chabwera and Sharae Williams.

BELOW: **Bob Sauer** distributing flags at a Charleston RiverDogs baseball game over Labor Day Weekend.



On September 11, 2011, AMERICAN SYSTEMS VP Lt. Gen. **Buck Bedard**, USMC (Ret.) served as Grand Marshal of the Heroes Parade during the 9/11 Remembrance - Las Vegas event. Buck, here with his wife Linda, was a Pentagon Survivor from 9/11/01.

**Jack Pelar**, who wrote about his bout with cancer in the Spring 2011 issue of *Perspective*, has gone public with his story in a recently-published book, entitled "Coping with the Big C: Compassion." The book, written by Jack and his wife Colleen, is described by Jack as an "uncomfortably funny journal" and is now available at Amazon.com.



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## Our Newest Employee-Owners... July - September 2011

Please welcome the newest members of the AMERICAN SYSTEMS team!

Lance Abernethy	Audrey D'Hooge	Conor Hackett	Caroline Marra	Neil Simon
Katie Adolf	Stephen Dobrowsky	Takiaya Hall	Megan Mercantini	Jennifer Smith
George Alex	Evan Drewrey	Keith Harris	Sarah Moffat	Anthony Snyder
Bienvenido Angeles	Robert Duncan	Shawn Harrison	Todd Moore	Douglas Stilwell
Jessica Beyer	Tanine Edwards-Rennick	Emily Hershberger	Cody Olander	Brittany Swisher
Gloria Blevins	Alisha Engle	Feras Hijaz	Mary O'Neil-Broerman	Candice Tapscott
Saleem Brown	Cassie Erpenbeck	David Hopkins	Carlos Overton	Jasun Tate
Jeffrey Butters	Michael Esparza	Dennis Humphrey	Jimmy Pan	John Taylor
David Cabico	Eric Evans	Darryl Jackson	Sean Perez	Vantap Teng
Matthew Camacho	Yolanda Farmer	Ryan Jensen	Jessica Peterson	David Terrell
Vanessa Cannone	Seth Flint	Ashley Johnson	Jimmy Quach	Latese Thomas
Alden Carranza	Mickey Fuentes	Harold Johnston	Ashley Rachael	Arwen Tinker
Richard Celestine	James Gallagher	Meera Kapoor	Robert Raesemann	Gabrielle Toy
Zhongjian Chen	Meghan Gander	Charles Kauffman	Jerome Ravenel	McCall Tyler
Van Churchill	Johnny Garcia	Iffat Kazmi	Rosemary Robbins	Angela Vollmar
Eric Cornelius	Joseph Garrett	Lindsey Keen	Carol Rood-Johnson	Kacie Walker
Kevin Curry	Kimberly Gevinson	David Kirkland	Elizabeth Sandford	Lori Walker
James Dannels	Craig Goddard	Alan Lane	James Scampavia	Ron Wallace
Stephanie Davis	Kamilah Gonzalez	Cathy Latona	Marina Schafrick	Selvin White
Peter Deery	Sophia Grinnan	Ryan Mabbitt	Cregg Sealy	Eric Younts

## Third Quarter Promotions!

The following employee-owners deserve congratulations as they were promoted during the third quarter of 2011.

Brian Dunn	Bob Irelan	Jamie Nelson	James Watkins
Feras Hijaz	Chuck Johnson	Robert Raesemann	Winston Webb
David Hunt	Greg Meddles	Levi Walz	Shawn West

## Service Anniversaries - July through September 2011

<b>25 Years</b>	<b>10 Years</b>	David Vcelik	Steve Bruce	Michelle Lion
William Kassy	Robert Anderson	James Williams	George Cadell	Vernon Low
Robert Lettice	Francis Colberg	Mark Williamson	Fernando Cancel	Cheryl Malkin
Jack Pelar	Ali Kalwar	Steven Woodson	Matt Clarke	Phillip Martin
<b>15 Years</b>	Jim Plymyer	<b>5 Years</b>	Olessia Dmitrenko	James Mitchell
George Willman	Christopher Reid	William Boulay	Christy Elson	Mike Pugh
	Malida Rogers	Matthew Brock	Allen Fritsch	John Walley
	Walter Stallings		Christopher Harris	

## Values and Culture Recognition Program

From July through September 2011, the following employee-owners were recognized through the Value and Culture Recognition Program.

Lisa Braham	Ziggy Levison	Darin Walters
Nirmal Dhamala	Jennifer London	Mary Williams
Adam Frank	Michele Delaney	
Sae Kim	Minh Pham	



To nominate an employee, visit the HR Community on AIMS and view the Values and Culture Recognition memorandum.

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PERSPECTIVE is published quarterly for the employees of AMERICAN SYSTEMS. Information contained herein should be considered proprietary. For more information, or to contribute articles, please contact [Perspective@AmericanSystems.com](mailto:Perspective@AmericanSystems.com) or [Mike.Dolton@AmericanSystems.com](mailto:Mike.Dolton@AmericanSystems.com).

# Postcard from Salt Lake City, Utah

## AMERICAN SYSTEMS Makes Inroads in “Crossroads of the West”

AMERICAN SYSTEMS now has an address in Salt Lake City and plans to grow our footprint as we pursue, and hopefully win, a large-scale Data Center opportunity in the foothills of the Wasatch Mountains. Our Utah “delegation” of **Susan Case**, **Mike Innella**, **Dave Dobis** and **David Gay** have already taken several reconnaissance trips and are planning a big job fair in Utah for early 2012. We have also joined the Salt Lake City Chamber of Commerce and are busy developing potential partnerships with local businesses. If you have any contacts in this beautiful part of the world, or want to learn more about the skills we’re looking for in the Salt Lake City area, please contact [Susan.Case@AmericanSystems.com](mailto:Susan.Case@AmericanSystems.com).



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