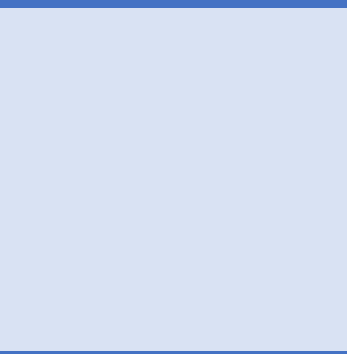


In the FLOW

November 2024



In recognition of Veterans Day on November 11, ASUS shared a presentation to honor our current employees who served our great Nation. We thank each of these veterans for their service, courage, and commitment.





Major Activities



Thank you for your service!

In recognition of Veterans Day, our Senior Vice President, Chris Connor, shared the following letter of appreciation. ASUS is proud to honor our 59 veterans and current service members working throughout our organization.

Please allow me to start by saying, "thank you," to every man and woman on the ASUS team who has donned the uniform and taken the oath. Your willingness to embrace the calling to serve our great Nation is a testament to your courage, commitment, and compassion to give of yourself for the good of others. On Veterans Day, Monday, we pause as a Nation to recognize all of those willing and able to join the fight. And thus, we shout a resounding, "Thank You!"

Attached, you will find a presentation that showcases several individuals that not only wear the ASUS badge today, but more notably, individuals who wore (and who will always wear) a badge of even greater honor – and that is the badge of military service to this great Nation, our home. Please take a moment to step through these slides and revel at the amazing individuals who stepped up and stepped out to protect and defend our blessed country, our Constitution, and our sacred freedoms. I found immense joy in looking at the photographs and thinking about each person and their journey in serving – hard times, unanticipated challenges, and marked events that shaped each person uniquely – all while serving the same united cause. Remarkable.

Thank you once again, to the ladies and gentlemen who served ... thank you for your courage and your commitment. I am free to write this letter today because of you. And for that, I wish to salute, honor, and thank you.

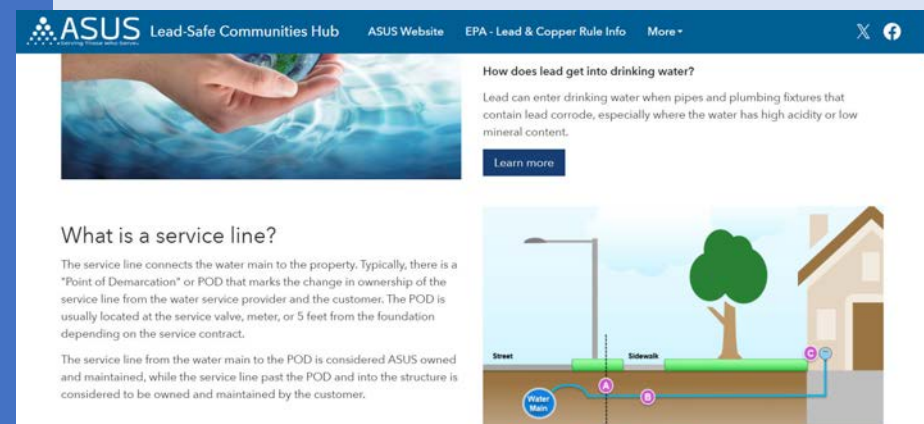
Chris

ASUS Lead-Safe Communities Hub Page

The ASUS GIS Program has gone public with a suite of solutions in an effort to create awareness and transparency around the revisions to the Lead Copper Rule. The Environmental Protection Agency (EPA) requires every Public Water System (PWS) to submit a system inventory of its service lines and notify customers of any potential lead sources in their drinking water. In an effort to create awareness and educate the public on the importance of a lead-free system, ASUS has deployed a resource and tool rich website that can be explored via the QR code to the right.

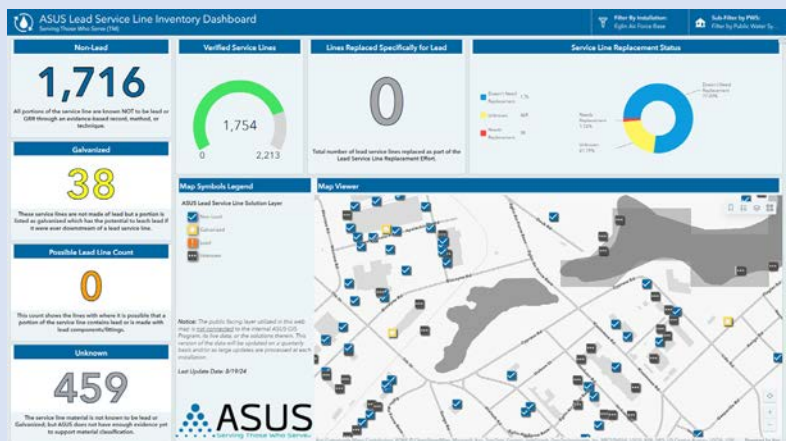


The ASUS Lead-Safe Communities Site serves as an educational hub and hosts several resources provided by the EPA and other organizations in an effort to create a platform of awareness and easily assessible information. Additionally, the site details how ASUS plans to work with our Installation partners to identify, track, replace, and ultimately eliminate potential lead sources in our water systems. ASUS' annual water quality reports will also be made available on this site in addition to a variety of tools, viewers, and GIS dashboards.



The ASUS Lead Service Line Dashboard is just one of the tools available on the Communities Site and is a public version of our internal solutions we use to track our progress toward a lead-free system on a daily basis. With dynamic filters, information is made

readily available for individual Installations, public water systems, and each service line we maintain. With these tools, and by working together with our Installation partners, ASUS will continue to go above and beyond in keeping you informed while providing sustainable and safe drinking water to the U.S. Warfighter, their families, and base personnel.



Capital Team in Focus: Key Updates and Highlights

ASUS' Capital Team is excited to announce the commencement of four large capital improvement projects on our military installations. We are excited for the enhancements these bring to the systems we are servicing in support of the installations' missions.

Fort Bliss, TX: East Bliss Alternative Water Supply – Wells 17, 18, & 19

In an effort to increase system resilience and reduce the installation's sole reliance on outside water supply sources, ASUS will design and construct three new potable water wells to serve the East Bliss/Biggs water system, and connect them to the newly constructed UESC water transmission line. Each new well is anticipated to have a casing 16-inches in diameter and drilled to a depth of approximately 1,000 ft. below grade, and generate an estimated 1,000 gallons per minute of fresh water. These new wells, along with existing Well 16, will become the new primary water source for the East Bliss/Biggs water system. As a result, the East Bliss/Biggs water system will have multiple sources to draw from during normal operations and in emergency situations. ASUS worked closely and creatively with the local Department of Public Works and Contracting Officer Representatives to package multiple wells together to produce additional savings through volume of scale. Construction is expected to conclude in 2026.

Fort Story, VA: Fort Story Water System Upgrade

Ongoing partnership between ASUS and JEB Little Creek-Fort Story leadership, along with ASUS' recent participation in installation readiness activities and studies, boosted the awareness of needed water system upgrades. ASUS' team leveraged smart system management while developing this project, utilizing hydraulic modeling and water system studies to evaluate vulnerabilities in system pressure and flow rates. During the course of the project, ASUS will upgrade the water system to include the addition of a booster station and new water tower. Once completed, these upgrades will improve flow and pressure across the installation, ensuring compliance with fire flow requirements and increasing system reliability. Construction is expected to conclude in 2027.



Fort Jackson, SC: Interconnect #7 Connection to Main Cantonment Water System

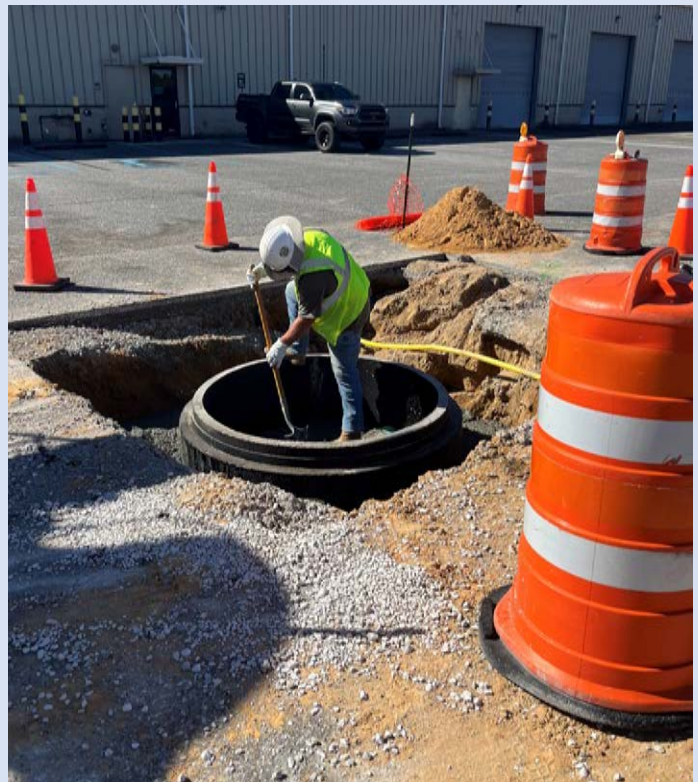
Local Fort Jackson leadership, the City of Columbia, and ASUS have been working for several years to bring the Interconnect #7 Connection project to fruition. The project is designed to leverage Fort Jackson's desire to eliminate portable latrines throughout the training areas, while also providing multiple water supply sources to Fort Jackson and increasing system redundancy. ASUS will furnish a source of domestic water for several ranges facilitated by the installation of a new



12-inch water transmission line. Construction crews anticipate installing approximately 28,000 linear feet of 12-inch water main during Phase One of the project. Construction is expected to conclude in 2025.

Fort Riley, KS: Secondary Raw Waterline to the Water Treatment Plant (WTP)

In order to protect Fort Riley from mission interruption and potential contaminated water supply, ASUS prepared this project to install a resilience-based, optimally designed second raw water transmission line. During the project, ASUS will construct and install approximately 6,200 linear feet of 24-inch water main to ensure that the Water Treatment Plant's raw water supply can remain accessible in the event of failure of the existing main transmission line, thus increasing redundancy in the raw water supply system servicing Fort Riley service members and their families. ASUS worked for two years in partnership with the local Department of Public Works to scope the project appropriately to fit within their funding goals. Construction is expected to conclude in early 2026.

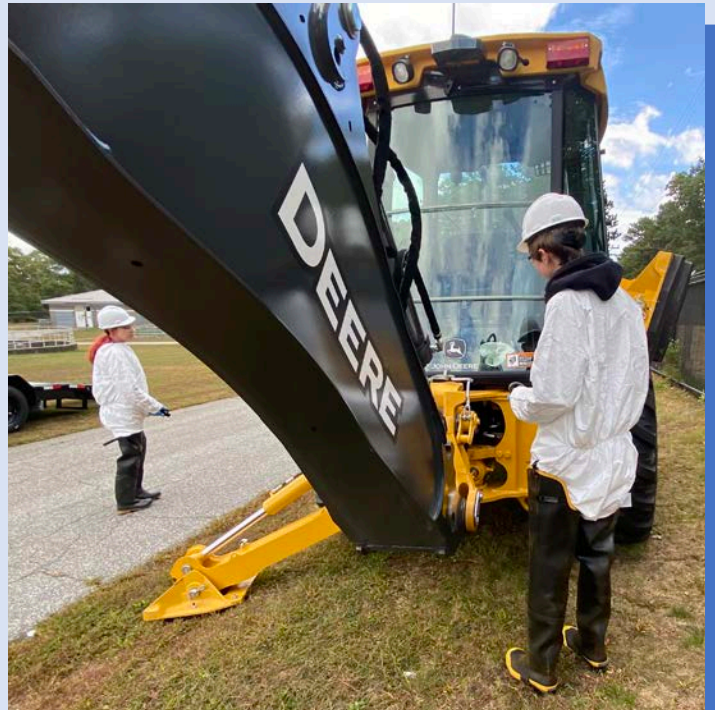


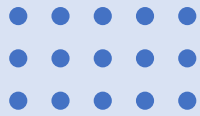
Photos are representative of the Capital Team's work since projects highlighted have not yet commenced.

Safety Rodeos

Through our ASUS Safety Rodeos, we deliver effective, real-life, hands-on safety training tailored to the needs of our customers to maximize the impact and bolster their safety culture. This highly engaging training approach allows participants to focus on the critical aspects of training and actively participate in a manner that enhances understanding and learning. Safety rodeos were recently held at our subsidiaries at Fort Bliss, Joint Base Cape Cod, and Naval Air Station Patuxent River. Check out some of the highlights that were captured at each rodeo.







Cybersecurity Reminders

Phishing attacks are deceptive cybercrimes that trick individuals into revealing sensitive information or downloading malware. Attackers often use legitimate-looking content and seasonal messages, so it's crucial to be vigilant and stay aware at all times. Recommended precautions include the following:

- **Be cautious with e-mails:** Always approach suspicious e-mails with skepticism
- **Verify the source:** Check the sender's authenticity before responding or taking action
- **Avoid clicking links or attachments:** This can lead to malware downloads
- **Do not share personal information:** Keep sensitive information private
- **Report suspicious activity:** Notify the IT group of any questionable e-mails or messages
- **Use strong passwords:** Avoid common passwords to enhance security



F R U S



Photos from the Field





ONUS



ONUS Updates

DTRA – Balanced Survivability Assessment (BSA)

On May 6, ONUS assisted in a BSA with DTRA at Fort Liberty. A BSA is an integrated, multidisciplinary mission assurance survivability assessment conducted by the Defense Threat Reduction Agency (DTRA), designed to identify single point vulnerabilities (SPV) that could prevent or significantly degrade the ability to execute specified missions. The BSA is performed for the benefit of the site, the mission/system owner, and all other equity holders identified in the Integrated Assessment Schedule (IAS). The goal of the BSA is to execute and deliver a tailored assessment that provides tangible, actionable information for stakeholders to assess risk, conduct remediation, and request resources. ONUS concluded the three-day assessment with multiple site visits and sharing of emergency response plans and mapping. ONUS is always eager to assist in Fort Liberty vulnerability assessments and efforts to bolster garrison and system securities.



(U) Balanced Survivability Assessments (BSA)

Civil Affairs – CAQC Assessment

On July 18, ONUS assisted the leadership at the USAJFKSWCS with a scheduled practical training exercise for civil affairs reconnaissance on water and wastewater infrastructures. Twelve 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 1. 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 attended for training oversight and thanked the ONUS Team for our hospitality and availability in assisting in Q course certification.



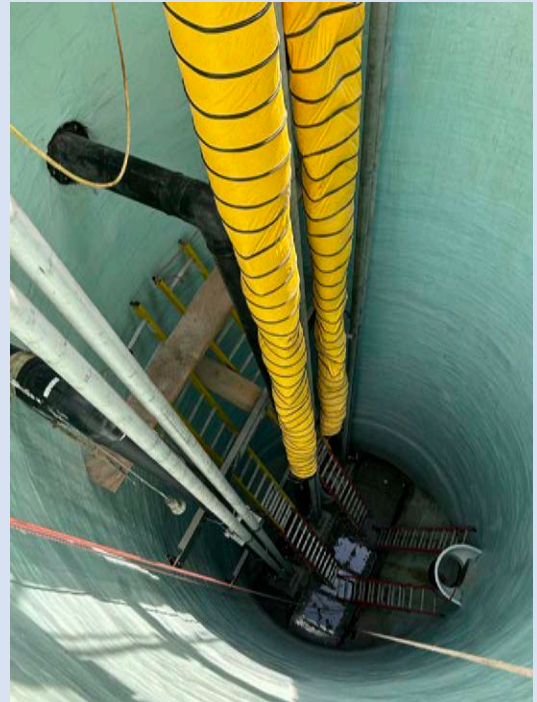
Certified Forklift Operator Class

On August 28, ONUS hosted a certified Forklift Operator class at the service center. Newly-hired technicians received training on the safe operation, maintenance, and inspection of forklifts. At the conclusion of the classroom session, all attendees had to perform an operator physical exam where they displayed the safe operations of the lift truck, prior to receiving their certification.



Fort Riley Lift Station 393 Update

At the time of our last newsletter release, the Organic Construction Crew (OCC) was close to having Lift Station 393 back in service at Fort Riley. The month of July was very busy. Once the coatings were finished in the wet well, the team tediously installed the brackets to hold the discharge piping and pump rails in the wet well. The challenge was that the wet well was a poured in place structure so it looks round, but is not perfectly symmetrical. The team had to measure and remeasure many times to build a template that could be used to cut each channel to hold the piping. Compounding the problem was having to work while being attached to a harness. Once this was complete, the new HDPE discharge piping and pump rails were installed, and the next big push was rebuilding the electrical panels and re-establishing power to the wet well. A huge shout out to Joey Zamorano with Operations who assisted the team with all the electrical. By the third week of July, the team was able to drop in the one existing pump that was usable and a rental pump, and the station was back in service!! This allowed the bypass to be removed while we continued to wait on the three new 160 HP pumps, new fencing, and clean-up. The new pumps arrived in mid-August and were installed within a week. This was the first time since before ASUS was awarded the FRUS contract that three pumps had worked in the lift station. The clean-up and new fencing were completed by early October. There are some minor items to complete, but Lift Station 393 is back on line!! This was truly a team effort, and a huge shout out goes to Jason Drayer who has painstakingly worked every step of this restoration.





Awards and Accolades

CERTIFICATION

Certifications

From July to September 2024, the following individuals received certifications. Congratulations!!!

Date	Name	Subsidiary	Certification
8/19/24	Raul Garcia	FBWSC	BFP
8/20/24	Gerald Goodwin	PSUS – OCC	BFP
8/20/24	Dagen Stallings	PSUS – OCC	BFP
8/30/24	Sean Plummer	FRUS	WW Certification – Class IV
9/7/24	Vaughn Richards	FBWSC	Class D Water Operator Certification
9/26/24	Bryan Broussard	ONUS	NC Collections II
9/26/24	Brian Carey	ECUS	FL Water Level C
9/26/24	Justin Worley	ONUS	NC C Distribution
10/15/24	Brian Nunnery	ONUS	BFP

ASUS Current Award List

ASUS is proud to be recognized with the following awards that showcase our commitment to our employees, customers, and each community we are a part of. This section is included to highlight these current awards and provide a quick reference list. Note that our most recent award is the 2024 Platinum HIRE Vets Medallion Award. Be on the lookout for an updated E-mail Signature Guidelines document that incorporates these new awards.



Hire VETS (Platinum), Top Ten Military Spouse Friendly Employers, Top 10 Military Friendly Employers, Top Ten Military Friendly Supplier Diversity Program, Vets Indexes 4 Star Employer 2024, and Military Times Best for Vets



Conferences

Ruben Contreras Presents at Texas AWWA Mountain Desert Chapter

On October 22, Ruben Contreras, Senior Capital Program Supervisor, was the feature presenter of the month at the Texas AWWA Mountain Desert Chapter held at the El Paso Water Utilities' Tech2O Learning Center. The focus of Ruben's presentation aimed at providing general information to those who may not be familiar with the mission at Fort Bliss Water Services Company (FBWSC) in El Paso, TX, an overview of ASUS and its presence across the U.S., brief water and wastewater system descriptions, capital program focus, and team capabilities.



WEFTEC 2024 – October 7-9 in New Orleans, LA

ASUS spent a fantastic week in New Orleans for the annual Water Environment Federation WEFTEC 2024 Conference! Exploring new technologies, watching operators from across the globe complete safety and operational challenges, and networking with clients and vendors were just a few of the highlights.



ADC Installation Innovation Forum (IIF) 2024

ASUS was honored to sponsor and participate in the Association of Defense Communities (ADC) IIF in San Antonio, Texas during the week of October 28 where we continued our tradition of water sponsorship and furthered our commitment to provide life's most precious resource to our nation's most vital people. We joined with service branch and defense community leaders, advocates, and industry to dialogue on our commitment to resilient installations and force multiplier opportunities. We even got to take advantage of the sites of San Antonio and have a little fun at the Alamo and catch up with our favorite General (ret) Aadland.





Summits

Engineering and Design Center (EDC) Summit

ASUS' EDC team met in September to review best practices, share challenges, and discuss CAD optimization and hydraulic modeling excellence. One of the teams' highlights from the 3-day meeting was their time volunteering at Second Harvest Food Bank in Fayetteville, NC where they assisted in the distribution warehouse breaking down bulk pallet items that are donated from local grocery stores.



Capital Summit 2024

In October, the ASUS Capital Team came together in Manhattan, Kansas for the 2024 Capital Summit where the team focused on building for the future. One of the foundational trademarks of ASUS is supplying outstanding customer service, which relies on strategic collaboration across departments to review and analyze our customer's needs and develop innovative solutions for their complex and ever-changing missions. This event provided a valuable opportunity to strengthen this collaboration.



SA/PAA Summit

The Subcontract Administrator/Project Accounting Analyst (SA/PAA) Summit was held in Fayetteville, North Carolina during the week of October 21, 2024 where teammates came together to foster collaboration and knowledge-sharing. Over the course of the event, participants had the opportunity to learn from one another through a series of presentations and open discussions. The Summit provided the opportunity for collaboration, information sharing, as well as the exchange of best practices, innovative ideas, and lessons learned.





ESCAPOLOGY

Fall 2024 Leadership Summit

The ASUS Leadership Team gathered in Ft. Walton Beach, FL during the week of November 18 for the Fall 2024 Leadership Summit. The theme was "Ignite Together," and the team focused on future plans, collaboration, and innovation. Mike Robbins, author of five books including *We're All in This Together*, was the guest speaker on Day 2. He delivered great insight on leadership and communication and left attendees with actionable takeaways to implement. The event was a great way to review the year's accomplishments and plan for the future.



At the culmination of the Summit, the ASUS Leadership Team committed to focus on continued customer mission success, growth and development of our employees, and renewed efforts to modernize, streamline, and innovate our processes and procedures. These efforts will help to maintain our status as solutions providers and foster an environment that provides our employees with safe and rewarding career paths. Our ASUS leadership is committed to the mantra of *Mission First...People Always*.



Community Outreach

ONUS Provides Help to Communities Impacted by Hurricane Helene

On September 26, Hurricane Helene landed in Western North Carolina as a Category 4 hurricane resulting in widespread severe, catastrophic, and unprecedented weather. The storm and its aftermath caused 1,400 landslides and damaged more than 160 water/wastewater systems, more than 1,000 bridges and culverts, and an estimated 126,000 homes. Many of the residents in the affected areas lost everything. ONUS jumped into action and started collecting donations for the hurricane survivors. Among the donated items were essential supplies such as nonperishable foods, baby diapers, medical supplies, hygiene products, blankets, portable solar showers, bottled water, chainsaws, tools, safety gloves, and clothing. They were

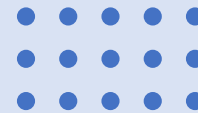


able to reach out to local businesses for donations as well. Southern Family Dental assisted with donating boxes full of toothbrushes and toothpastes, and Orange Theory Fayetteville donated bottled water, diapers, and baby items they collected.

ASUS volunteers made two separate trips (2-3 weeks apart) to bring these donations to the people in need. Justin Worley, one of our Fort Liberty Utility Techs who grew up in the affected area and still has family in WNC, made the first haul up to the mountains with our donations in a convoy of volunteers. The second round of donations were collected focusing on the approaching cold weather. With the second round of donations, ONUS was able to fill an entire utility van from top to bottom with donations. There was so much donated, an extra-large box was created at the drop off location and a forklift was needed to move the box to the sorting area. Volunteering their own time, our dedicated teammates worked tirelessly to help bring relief and hope to the hurricane victims – some even traveling to some of the hardest-hit areas offering hands-on aid and assisting with the distribution of resources and the clean-up/restoration of areas in need. This collective action underscores ONUS' commitment and compassion and truly embodies our motto of *“Serving Those Who Serve.”*



Old North Utility Services



Spring Family Fest – Rick’s Place – On April 20, ONUS volunteers assisted The Rick Herrema Foundation's (RHF) Spring Family Fest at Rick’s Place. From quality activities to delicious food and rock climbing, the Spring Family Festival is an event for military service members and their families to spend some quality time together. Rick’s Place is named after Sergeant 1st Class Richard J. Herrema who was lost tragically making the ultimate sacrifice for our freedom. Rick’s Place is a 50-acre greenspace located near Fort Liberty. It is open dawn-to-dusk and free for military families and those who serve military families. It is meant to be a retreat center close to base where military families who have experienced deployment cycles seek to reintegrate into the community after deployments.



Water Donation – Rick’s Place – On April 29, ONUS donated 2 pallets of bottled water (~70 cases) to Rick’s Place to use at their events for military service members and their families. All events at Rick’s Place are free to attendees so they can enjoy these events without having to worry about costs. The RHF addresses a critical gap in military deployment and reintegration services for active duty soldiers and their loved ones. Rick’s Place currently host ~800 visits from soldiers, friends, and family members each month.



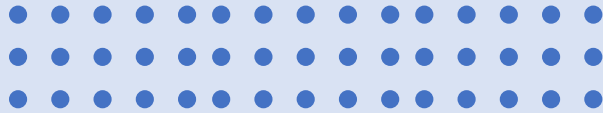
Fayetteville Spartan Race – Oscar Mike Foundation – On the weekend of May 4, ONUS volunteers and participants attended the Fayetteville Spartan Race. The Spartan Race held in Fayetteville, NC has in the past been one of the locations recognized as part of the Honor Series which commemorates and honors those who have overcome obstacles in an effort to serve and protect their country and community.

Spartan Race Honor Series is a proud partner of the Oscar Mike Foundation, which utilizes a portion of the Spartan Race Honor Series proceeds, along with donations, to provide support to injured veterans looking for an opportunity to stay active. Pictured are ASUS volunteers with the Oscar Mike Foundation Group.



Rick Herrema Foundation – Father's Day Nerf War –

On June 8, ONUS employees volunteered at the Nerf Wars where dads and their kid(s) were partnered with other dads and kids to compete in a family fun capture-the-flag nerf war. Nerf Wars was a fun adventure competition celebrating fathers for Father's Day.



July 4 – Firecracker 4-Miler – On July 4, ASUS participants/ volunteers attended the Firecracker 4-Miler in Fayetteville, NC. This event was a four mile run/walk with proceeds going toward the Gold Star Teen Adventures – providing unique year round outdoor adventure programs for the surviving youth of those who have lost their lives in the line of duty. The purpose of the program is to provide healing, mentorship, leadership development, and unique and challenging adventure opportunities. The program serves youth of all branches of military service, law enforcement and other designated first responders, and designated government agencies.



Operation Homefront's Back-to-School Brigade

– On August 5, ONUS employees participated in the annual Operation Homefront's Back-to-School Brigade. This event is held nationwide, and since inception, has distributed more than 500,000 backpacks full of supplies to military students. Our ONUS team at Fort Liberty volunteered for day one of the event where they loaded/unloaded and transported all of the donated supplies to the location of the event. Operation Homefront's mission is to build strong, stable, and secure military families so they can thrive, not simply struggle to get by, in the communities – OUR communities – they have worked so hard to protect.

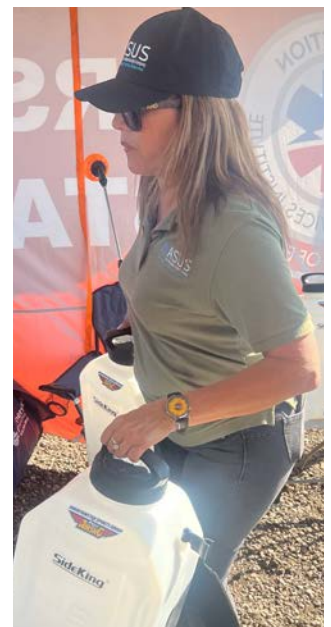


Fort Bliss Water Services Company

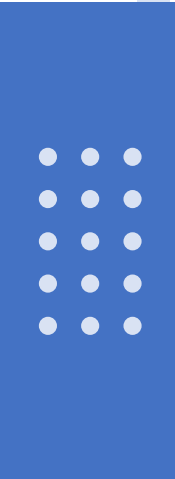
For the **Army Community Services (ACS) 59th Birthday Fiesta** on July 23, FBWSC provided bottled water in support of this event.



On October 12-13, FBWSC employees volunteered at the **2024 Mountainstar Sports Group Amigo Airshow**. The airshow was back on Fort Bliss Biggs Airfield after 12 years. Employees assisted by walking through the crowd both days providing cooling mist from portable misters. Volunteers included Manny Cervantes, Armando Fuentes, Cesar Grajeda, Vaughn Richards, Miguel Luna, Thelma Batres, and Tammy Baker.



The **Monster Bash & Zombie Run** was held on October 18-19 and included games, crafts, inflatables, food trucks, a zombie fun run, a pumpkin patch dash, and vendors handing out treats to Fort Bliss families. FBWSC team members handed out candy bags and bottled water and had fun getting alter ego pictures. Volunteers included Manny Cervantes, Miguel Luna, Andres Lopez, Enemuel Murillo, Thelma Batres, and Tammy Baker.



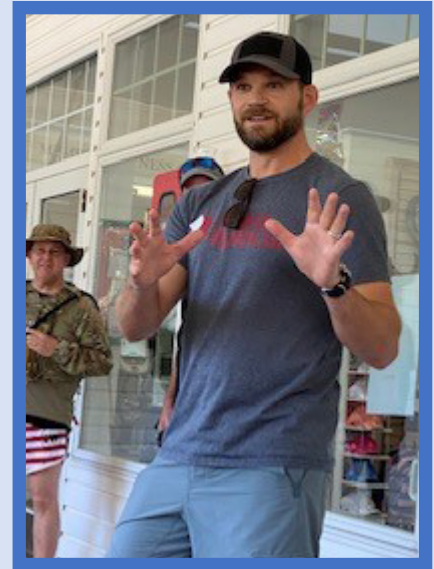
Irreverent Warriors Silkies Hike – Pinehurst, NC

Pinehurst, North Carolina hosted the Irreverent Warriors Silkies Hike on Saturday, September 28. The mission of Irreverent Warriors is to bring veterans together using humor and camaraderie to improve mental health and prevent veteran suicide. The 8-mile hike began at 8:00 am, taking veterans, active duty, National Guard, and Reservists on a circuitous route through the Village of Pinehurst. The hike culminated at Pinehurst Country Club, where participants were provided lunch and refreshments.

Derek Pszenny, a USMC veteran and hike organizer, introduced speaker, Justin Ball, LCSWA, recently retired from 24 years of Active Duty in the U.S. Army at the rank of Sergeant Major. Justin's experience working with soldiers and families in crisis led him to pursue clinical social work. He graduated from The Ohio State University with a Masters in Social Work, emphasizing mental health and substance abuse treatment.


Justin highlighted the vision of Irreverent Warriors to unite the veteran community and cultivate a healthy culture within its members. Through creative engagements, events, and strong veteran-based support networks, they aim to improve the veteran outlook. The best support network for veterans is other veterans. Hikes like this foster connections and a sense of belonging among veterans.


Veteran suicide remains a deeply concerning issue, with more than 22 veteran deaths by suicide each day. If you or someone you know is struggling, please reach out for help by dialing 988 or VeteransCrisisLine.net.






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