

Letter from the Tribal Council Leadership

For thousands of years the Salish, Kootenai, and Pend d'Oreille Nations have lived in the aboriginal territories that spanned great distances from Eastern Washington, across Idaho, throughout Montana, into Wyoming and parts of Canada.

We knew the land. We respected the plants. We were grateful for the animals and the fish. Our people were strong. Through the Tribal way of life, no one was left behind. We cared for each other and for the place. Our lives and our successes were dependent on the life and success of the whole nation.

Today those value systems remain, despite the difficult times, despite the challenges to our culture, despite the losses we suffer, it is our ways that keep the heartbeat of our Indian people strong.

With every day, we grow as a Tribe. We learn as people. And through it all we are reminded of the sacrifices of our ancestors. We must remember the lessons they taught us: To care for one another. To be good stewards of the land. To give a voice to those who may not be able to speak.

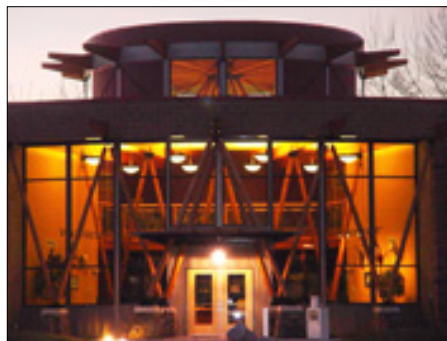
More than ever we recognize the urgency of these lessons today. With our culture. With our language. With our children. And these things give us hope. Tomorrow another challenge is sure to arise. There will be more assaults on our culture. There will be losses. But through it all, if we can learn from these lessons, we will continue. With a mission¹—and a vision²—of our people, our future is strong.



Pictured from left to right: Steve Lozar, Polson District; James Steele, Jr., Arlee District; Mary Lefthand, Elmo District; D. Fred Matt (Chairman), St. Ignatius District; Elmer "Sonny" Morigeau, Dixon District; Mike Kenmille, Hot Springs District; Jami Hamel, Arlee District; Lloyd Irvine (Treasurer), Pablo District; Ron Trahan (Vice Chairman), St. Ignatius District; Carole Lankford (Secretary), Ronan District.

Today we are proud of our accomplishments. We continue to achieve greater self-reliance through our leadership in self-governance, diversifying our economic base, protecting our homelands, improving family services, and by expanding the educational and job opportunities that allow our communities the strength they need in this day.

As strong nations, our future leaders will draw from the lessons of those who have gone before. The children of today will be the ones to protect the rights of our people tomorrow. The right to determine our own destinies as the proud tribes of the Confederated Salish, Kootenai and Pend d'Oreille Nations.



¹Our Mission: Our mission is to adopt traditional principles and values into all facets of tribal operations and services. We will invest in our people in a manner that ensures our ability to become a completely self-sufficient society and economy. And we will provide sound environmental stewardship to preserve, perpetuate, protect, and enhance natural resources and ecosystems.

²Our Vision: The traditional values that served our people in the past are imbedded in the many ways we serve and invest in our people and communities, in the way we have regained and restored our homelands and natural resources, in the ways we have built a self-sufficient society and economy, in the way we govern our reservation and represent ourselves to the rest of the world, and in the ways we continue to preserve our right to determine our own destiny.



The new Tribal Complex in Pablo, Montana, opened in June 2004. It houses the Tribal Council, Administration, Accounting, Personnel, OAB, Education, Preservation, and Lands offices, which together employ a staff of 200.

S&K Technologies, Inc., 401(k) Profit Sharing Plan and Trust

Effective July 2002, S&K Technologies set up a 401(k) plan to help employees plan and save for their retirement. Currently, 197 active participants are contributing to the plan.

General information for S&K Technologies, Inc., 401(k) Profit Sharing Plan and Trust:

Eligibility Requirement

Three (3) months of service.

Salary Deferral

■ 1% to 75% of compensation or \$14,000, whichever is less, for 2005.

■ Catch-up \$4,000 for 2005 (Taxpayers age 50 and over may elect).

Vesting Schedule

■ Employee salary deferrals always 100% vested.

■ Employer contributions 5%, vest as follows.

Years of Service	Percent Vested
1 year	0%
2 years	25%
3 years	50%
4 years	75%
5 years	100%

Loans

■ Loans are allowed within the plan. S&K Technologies allows its eligible employees to apply for a loan via www.drs.401k.

■ Minimum loan amount is \$1,000 or 50% of the present value of the participant's current vested account balance.

■ A loan application fee of \$100 is automatically deducted from the proceeds of the loan and/or the applicant's account.

■ Refer to the Loan Policies and Guidelines for more details.

Hardship Withdrawals

■ Hardship withdrawals are allowed within the plan.

■ A hardship distribution is a distribution that is taken by a participant when there is an "immediate and heavy financial need."

■ Refer to the Hardship Withdrawal Request for more details.

Rollovers

■ Rollovers are allowed from other qualified plans.

■ Rollovers are allowed from conduit IRAs.

■ A rollover is a tax-free transfer of money from a 401(k), IRA, or other qualified plan into our plan.

How to Enroll in the 401(K) Plan

If you are an eligible employee and wish to enroll in S&K Technologies 401(k) plan contact your appropriate representative: Lisa Pendas at SKT Pacific Northwest, Pamela McGee at SKT Aerospace Operations, or Kathy Olsen at SKT Corporate for the appropriate papers for enrollment.

Enrollment or changes to your percentage deferral or elections should be completed and sent to Corporate through your Division representative. This assures the payroll department is provided with the appropriate contribution percentage by the deadline for payroll changes for the correct payday. It also gives Marc Vergeront (at Edward Jones) the ability to review your choice of elections and confirm that they are appropriate. If you have any questions concerning funds availability or choosing elections, contact Marc Vergeront at Edward Jones: 1-800-755-4105.

Digital Retirement Solutions

DRS, the third party administrator for SKT's 401(k) plan, specializes in providing recordkeeping and administration services.

DRS allows account access through entry of a plan number, social security number, and five-digit PIN. For participants who prefer not to use their SSN, DRS allows the selection of an optional user name that may be assigned to their accounts. DRS believes the web user name is both a beneficial service and a clear indication of their commitment to keeping your retirement and identity secure. To access your account, you must login with this information. If you haven't received or have forgotten your PIN, please request this information by emailing Kathy Olsen: kolsen@sktcorp.com.

The DRS web site offers several options to choose from to provide you with beneficial information concerning your account. These services make your account easier to use, easier to understand, and more secure.

My Accounts: Personal Information (Change SSN to User Name and Change PIN), Preferences (receive e-mail statements).

Financial: Summary, Transactions, Market Value, Historical, Fund Information, Exchange and Allocation, Deposits, and Loans and Distributions.

Documents: Plan Document, Loans, Distribution and Quick Reference

Calculators: Loan Calculator (Online) and Retirement Calculator (Online).

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How to Access the DRS Web Site

Log onto the DRS web site; www.drs401k.com, Plan # 1379, SSN or user ID number, and PIN.

If you have technical problems logging into the DRS web site, contact the Helpdesk via email 24 hours a day: helpdesk@drs401k.com or call toll-free: 1-888-377-4015, Monday through Friday, 9:00 a.m. to 6:00 p.m., MST

Frequently Asked Questions

■ What is a Qualified Retirement Plan?

This is a formal plan that is sponsored by an employer to provide retirement benefits for its employees. This plan must meet specific regulatory requirements that are determined by the IRS. The employees put money into the plan, and defer paying taxes on these investments until retirement, termination of employment, death, or disability. Employers will often contribute money into these plans as part of a benefits package for the employee.

■ What is the Summary Plan Description?

The Summary Plan Description is a document, written for employees, which clearly describes all the specific features of the 401(k) plan, including benefits, eligibility, rules, and investment information.

BENEFITS CORNER

If you have any questions, comments, and/or suggestions on the BENEFITS CORNER, please contact:

KATHY J. OLSEN
SKT Benefits Coordinator
kolsen@sktdcorp.com

Employee News

AEROSPACE OPERATIONS:

Two employees of the Aerospace Division office in Fairborn, Ohio, celebrated their college graduation in June.



Melinda Arnett received her master's degree in English from Wright State University with a 4.0 GPA. Melinda is employed as an associate technical writer, developing technical manuals and classified supplements for the EC-130H aircraft.



Floyd Napier received his associate's degree in computer network engineering from Sinclair Community College. Floyd is a senior technical writer and leads a team of writers in the development of EC-130H maintenance manuals.

Congratulations to both on their outstanding accomplishments!

New Employees

Please join us in welcoming the latest members of our SKT team.

AEROSPACE GEORGIA

Ray Knighton—3/8/05
Supply and Materials Specialist
Warner Robins, Georgia

Sandra Hardy—3/21/05
Image Processor
Warner Robins, Georgia

Rhonda Rivers—3/21/05
Image Processor
Warner Robins, Georgia

James Durham—3/21/05
Image Processor
Warner Robins, Georgia

Christopher Hinson—3/21/05
Image Processor
Warner Robins, Georgia

LaiLani O'Donnell—3/25/05
Image Processor
Warner Robins, Georgia

Hannah Dent—5/3/05
Image Processor
Warner Robins, Georgia

Dianna Walker—5/9/05
Senior Technical Illustrator / SSSCII
Warner Robins, Georgia

AEROSPACE IRAQ

Martin Lyman—4/5/05
Operations Specialist II
Iraq

AEROSPACE HOUSTON

Leisa McLeod—5/18/05
Office Administrator
Houston, Texas

AEROSPACE MONTANA

Duane Hunt—4/20/05
Image Processor
St. Ignatius, Montana

IT OPERATIONS PACIFIC NORTHWEST

Paul St. Pierre—3/1/05
Senior IT Support Technician
Bremerton, Washington

LaMonica Shahoumian—3/7/05
IT Administrative Assistant
Everett, Washington

Craig Smith—4/25/05
Senior IT Support Technician
Renton, Washington

Carly Calabrese—5/3/05
Administrative Assistant
Bangor, Washington

Dick VanMeerten—6/1/05
Safety/Occupational Health Specialist
Bangor, Washington

IT OPERATIONS ALASKA

Vincent Raso—3/14/05
Housing Liaison
Ft. Richardson, Alaska

Darron Wood—3/14/05
Utilities Privatization Specialist
Ft. Richardson, Alaska

Erin Ealum—4/25/05
Program Manager
Anchorage, Alaska

CORPORATE HEADQUARTERS MONTANA

Wendell Holmes—5/2/05
Senior Systems Administrator
St. Ignatius, Montana

Sheldon Shepherd—5/13/05
Summer IRM Intern
St. Ignatius, Montana

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Employees of the Quarter

Employees of the Quarter

WE'RE PLEASED TO HONOR THESE OUTSTANDING EMPLOYEES.

Each of these employees has demonstrated an excellent work ethic, a positive attitude, and the initiative to go "above and beyond" in the performance of his or her duties.

Congratulations to these exceptional employees and to all the nominees from each of SKT's locations!

CORPORATE HEADQUARTERS
St. Ignatius, Montana

Dennis McCrea
IT TECHNICIAN



Dennis McCrea has been employed at S&K Technologies for over three years. He is consistent, efficient, self-motivated and dedicated with a sense of purpose in his newly chosen profession. Dennis is a tireless worker whose thoroughness and detail orientation are noted

and appreciated. He is a knowledgeable professional who takes his job seriously and always tries to do his best. He is a hard worker who diligently performs his duties with a caring and professional approach. Dennis indeed is noteworthy for his consistent efforts.

His patience is amazing as he works through the various problems and tasks he performs. It is a pleasure to work with Dennis and gives peace of mind in knowing that you can turn projects over to him with a high level of confidence in the completion and quality of performance.

Congratulations to Dennis and thank you for making the IRM Department run easier.

AEROSPACE OPERATIONS
Fairborn, Ohio

Kenneth Hauprich
LEAD TECHNICAL WRITER: FLIGHT MANUALS



Ken works in the Fairborn office, where he leads a team of writers, illustrators, and data entry technicians in developing flight manuals for the EC-130H Compass Call aircraft. The Compass Call aircraft fly wartime missions almost every day. Their mission is not in

preparation for combat; it is combat flying in direct support of the men and women serving our country in foreign countries. The uniqueness of the mission requires quick and accurate changes be made to the Flight Manual Set (known as the -1 and checklists). These rapid changes are required because of modifications to the aircraft or improved operational procedures. However, the magnitude of changes often require complete revisions of the Flight Manual Sets. During the past quarter, Ken and his team were responsible for the successful delivery of over 5,500 pages of technical data representing three complete flight manual sets. This involved not just "key stroking" in the data, but in-depth research, interpretation of engineering diagrams, operating systems in mock-ups (simulators), and direct interface with crewmembers. Due to Ken's expertise and unwavering efforts, the EC-130H Compass Call aircraft continue to do what we desire the most: help keep our service men and women safe. Thank you Ken, for a job well done!

IT OPERATIONS
Vancouver, Washington

Chris Koskey
WEB PROGRAMMER



Chris has been working for SKT at the U.S. Forest Service, doing exceptional work on their agency-wide web applications in the Apache/PHP environment, which communicates with a centralized Oracle database.

"Chris is a valuable asset for our team. Having the skills that Chris possesses has escalated our ability to take on challenging projects where we needed the skills to develop a project very quickly. Chris' web skills were what we searched for and found..."

Robert Varner, Software Engineer
Digital Visions Enterprise Unit

Chris has consistently done a terrific job and has demonstrated considerable skill and adaptability. Thank you for your outstanding work and positive attitude!