

# KNIGHT KNEWS

*Committed to providing the highest standards in safety, quality and production in Cemetery Renovations, General Construction and Grounds Maintenance*



## Small Business of the Year Award Nomination

Knight Solutions is pleased to announce that it has been nominated for Loudoun's most prestigious small business honor, the Loudoun County Chamber of Commerce's 2013 Small Business Awards. On Friday, November 8, 2013, at The National Conference Center, hundreds of Loudoun's top business, political, and community leaders will be on hand to honor those companies named "Small Business Award" winners in eight categories.

Knight Solutions has been named a 2013 Partner of the National Veterans Small Business Conference and will exhibit at the upcoming show in St. Louis, August 6-8. Kevin Knight will be featured in a keynote presentation and several breakout sessions. Come and visit us at Booth #1231.

## In the Knews

### James Johnson honored by *Leesburg Today's* "40 Under 40" Selection Committee

Congratulations to James Johnson, Knight Solutions' Director of Field Operations, who has been selected as a 2013 "40 Under 40" honoree by *Leesburg Today* from nearly 70 nominations of young business professionals. Winners are selected based on the contributions they are making in their industry, in their company, and in their community. As an honoree, James is viewed as a rising star in Loudoun County, and Knight Solutions is pleased to recognize him for his accomplishments. James will be honored at the "40 Under 40" Awards Banquet the evening of Wednesday, August 14, at the Tally Ho Theater in downtown Leesburg and will be recognized in a special section published in *Leesburg Today* and *Ashburn Today*.



### INC.com Spotlights our CEO

Kevin Knight was featured on INC.com in an article entitled "Restoring Cemeteries and Livelihoods." Inc.com states that Kevin Knight is in the cemetery construction business; he's also in the business of helping veterans reenter civilian life. Initially, Knight hired veterans to work on small-scale renovations, like restoring parking lots. The company quickly established a solid performance record and in 2008, Knight was able to quit his day job and focus all his energy on the fledgling company. Today Knight Solutions has 112 employees, primarily veterans; the company took in over \$16 million in 2012 and boasts an astonishing three-year growth rate of 1,472 percent. It's no wonder, then, that Leesburg, Virginia-based Knight Solutions is one of the companies currently vying for a spot on the 2013 Inc. 5000 list.



### Knight Solutions' Safety and Health Plan Audit passes with flying colors

According to the Safety and Facility Assurance Branch at NASA Langley Research Center, Knight Solutions has addressed all of the actions identified in the Safety and Health Plan Audit. Specifically, the staff is conducting and documenting periodic worksite inspections, preparing written job safety breakdowns in the form of a daily "Safe Plan of Action," has a written Hazard Communication program, has provided appropriate respiratory protection training for personnel that occasionally voluntarily wear respirators, has provided LOTO awareness training, and now has a certified crane operator. "I really appreciate their 'can-do' attitude toward the safety of their personnel."

### 2nd Annual Tyrod Taylor Football Camp

For the second year in a row, Knight Solutions proudly sponsored the Tyrod Taylor Football Camp in Hampton, VA, which provides a day of skills training for over 250 middle and high school students. Along with Tyrod Taylor and other Baltimore Ravens players, UVA quarterback David Watford and wide receiver Jamal Brown lent their skills and time to the eager campers.



## EMPLOYEE SPOTLIGHT



Alisha Redding, Accountant

**What movie, no matter how many times you've seen it, do you *have* to watch when it's on?** Star Wars

**What historical figure do you admire and why?** Benjamin Franklin. Mr. Franklin was very influential in the beginnings of our American history. From starting as a journalist, to serving in the war and diplomacy, and his interest with science and electricity, Mr. Franklin inspired those around him to find ways of improving methods and technologies that we still use today. "Beware of little expenses. A small leak will sink a great ship."

**Describe your dream job** The best kind of job for me is in an environment where I can dedicate myself and inspire others to better improve the efficiencies of a business in a profitable and productive manner.



Heather Rich, West Coast Administration

**What movie, no matter how many times you've seen it, do you *have* to watch when it's on?** The only one that comes to mind is Liar Liar. It reminds me of the importance of being a good and present parent, no matter what else is going on in my life.

**What historical figure do you admire and why?** I've always been fascinated by Maria Eva Duarte de Peron (more commonly known as Evita). She was a strong woman, who despite every disadvantage, made something amazing of herself. She became the First Lady of Argentina and fought for Labor Rights and Women's Suffrage. She was (and still is) beloved by the people of her country.

**Describe your dream job** My true passion has always been working with animals. If money was not a factor in my life, I would have my own animal rescue.

## STAFFING UPDATE

*We are growing and adding to our staff. Knight Solutions welcomes:*

- Erich Nagle, Site Manager (Golden Gate National Cemetery)
- Mike Palma, Site Manager (Fort Rosecrans National Cemetery)
- Lorna Campbell Clark, IOM, Director, Business Operations (Leesburg Headquarters)
- Bruce Allder, Comptroller (Leesburg Headquarters)
- David Jessurun, Field Engineer Trainee/Construction Division (Leesburg Headquarters)
- Nancy Mayhew, Human Resources & Payroll Administrator (Leesburg Headquarters)

*We congratulate the following employees on their promotions.*

- James S. Johnson, Director, Field Operations (Leesburg Headquarters)
- Ken York, Site Manager (Keokuk National Cemetery)
- Willie Vance, Site Foreman (Florida National Cemetery)
- Marc Von Seggern, Cemetery Division Manager (Leesburg Headquarters)

*Thanks and Best Wishes to Karen Sutherlin*

We are sad to say goodbye to Karen Sutherlin who served as Knight Solutions' first ever comptroller, but she was much more than that. She was the backbone of this organization, making sure that processes and procedures were in place to support us as we grew at a rapid, record-breaking pace. Karen and her family have relocated to Michigan and our best wishes go with them.

## GENERAL CONSTRUCTION & DESIGN/BUILD DIVISION

We continue to manage a low-flow fixture replacement project at project at Quantico Marine Base for faucets and flush valves. This will upgrade and optimize the water use at the Base. We have several winnable bids being considered for large-scale projects at Fort Belvoir, US Treasury Department, and others.



## CEMETERY RENOVATION DIVISION

In the first 6 months of 2013, Knight Solutions has been awarded four cemetery renovation projects: Golden Gate National Cemetery, Fort Rosecrans National Cemetery, Florida National Cemetery, and San Joaquin Valley National Cemetery. As we begin these projects we first survey, photograph, and record each gravestone; hire and train staff; and order equipment specific to each project. We aim to uphold the commitment that the National Cemetery Administration has made to honor veterans and their families with final resting places in national shrines and with lasting tributes that commemorate their service and sacrifice to our nation.



## GROUNDS MAINTENANCE & LANDSCAPE CONSTRUCTION DIVISION

For several years, Knight Solutions has managed the maintenance area at one of our nation's most prestigious cemeteries, Arlington National. In our time there, we performed landscaping, irrigation, parking lot modification, and overall maintenance activities. We continue to manage the NASA Langley multi-acre facility in Hampton, VA, and have recently been awarded the Coast Guard Base Portsmouth.



## HEALTH BENEFITS OVERVIEW

Knight Solutions strives to attract and retain a high-caliber professional, technical, and support staff. We recognize that benefits are an important part of compensation. Knight Solutions has developed a comprehensive and competitive benefits package that is distinctive in our marketplace and supports our diversified group of employees and their families. We offer major medical coverage through United Healthcare and a limited medical coverage which provides a fixed-dollar amount benefit for health care services such as doctors' visits, lab tests, X-rays, short-term hospital stays, minor surgeries, and accidents.

**For questions about medical, dental, life, or vision insurance, contact Axim Customer Service, Tyra Berger, at 240.720.9140 or tberger@aximfsg.com.**

