

The Challenge

Sierra Army Depot, Herlong, CA

April 2003

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Fuel cell test may help with energy needs

By Larry Duncan
Special to *The Challenge*

Fuel Cells are not a new idea. The principle was discovered over 160 years ago by a Welsh judge, Sir William Grove. Until recently, their use was confined to the laboratory and to exotic applications — such as space travel — where they provide electricity, heat and water, and have done so since the 1960s when they were chosen over riskier, less reliable options. The technology was immature and far too expensive for terrestrial applications.

Recently, interest in fuel cells has increased sharply and progress towards commercialization has accelerated. Today, practical fuel cell systems are becoming available and are expected to take a growing share of the markets for automotive power and generation equipment once costs fall to competitive levels.

The target cost for a fuel cell similar in output to the one on Depot is in the \$20,000 to \$25,000 range, installed. In California half of that cost is returned to the customer in the form of rebates. Compare this projected cost to the cost of running a mile power line at \$20,000 and a propane-powered fuel cell suddenly becomes competitive to grid power in outlying areas.

The Fuel Cell that services P-27 and the swimming pool consumes approximately 13 cents per kilowatt hour of energy generated, this figure is based on a cost of \$1 per gallon of propane and fluctuates with the cost of propane accordingly. Though this cost is not competitive with grid power, when you factor in that you can also heat your home with waste heat and supplement your hot water supply with the hot water it generates, the technology becomes more attractive. This cost is sure to drop significantly as the technology improves. The fuel cell generates 4,500 watts of power and will energize the average household excluding an electric range.

Monetary concerns aside there are other issues that spark an interest in Fuel Cell Technology and that fuel cells are uniquely able to address:

- Build-up of carbon dioxide and other greenhouse gases is leading to global warming with unpredictable but potentially catastrophic consequences.
- When fossil fuels burn, they emit a cocktail of toxic pollutants that damage the environment and people's health.
- World oil production will decline in the next 10-20 years and dependence on a few energy rich nations will significantly increase. Energy security and (see **Fuel Cell** on page 3)



Lynn Goddard

Hugh Exton, Jr., Installation Management Agency, Southwest Region Director, and Billy Murphy, IMA, Operations, point to an area of a container rotator during an orientation tour of Sierra Army Depot. Donal Meynig, (far right) NETCOM, and Roy Jensen, (background) Director of Information Technology and Special Services at the Depot, look on. Manual Leslie, Directorate of Operations, Shops Division, Metal Working Branch, demonstrates the patented container rotator which was conceived and developed at the Depot.

Lean process equals efficiency

By Clifford Louie
Special to *The Challenge*

(Editor's note: This is the final installment of an article explaining Lean, described by Maj. Gen. N. Ross Thompson III, Tank-automotive and Armaments Command, Commanding General, as a "whole enterprise" management system for continuously improving quality, cost, and delivery performance and a "way of thinking" to adapt to change, eliminate waste, and continuously improve.)

The Lean Conversion Part 3: Rapid Improvement Event

"A small step for mankind and a giant leap for Sierra Army Depot," Colonel Plemmons, Commander, Sierra Army Depot, said of the Depot's first Rapid Improvement event.

Based on suggestions from a recent Value Stream Mapping event, three teams were formed to improve the Class VIII Medical Supplies operation.

One team, led by Kirk Bausman and Roy Garcia, relocated the hazardous material shipping operation to the east side of the building. Thus, hazardous materials were moved away from electrical power panels, medical supplies and personnel (not associated with hazardous materials). Travel distance was reduced 18 percent, housekeeping was improved 80 percent and, most importantly, employee safety was increased.

A second team, led by Sue Getty and Sue Catuccio, moved the call forward operation into the former hazardous material shipping space and relocated the office computers to the worksite. Travel distance and processing time were reduced 97 percent and 24 percent, respectively.

A third team, led by Sherri Padilla and Bill Bahl, consolidated the receiving operation, relocated the office computers to the worksite, and initiated action to receive deliveries (full truckloads) at the final destination instead of first reporting to central receiving. Travel distance was reduced 95 percent and inventory became more accountable.

"Sierra has great people who are all very enthusiastic and participative and have the right mindset and desire to improve," Simpler contract consultant, Mike Mills, said. He also commended members of Public Works and Information Technology for their quick response in installing utilities and computers.

The leaning of the Class VIII Medical Supplies does not stop here. Three more Rapid Improvement Events will be held before the operation is truly "leaned."

The next Lean project on the Depot will be Central Receiving in June.

The Lean conversion is rapidly gaining momentum! If you have good ideas and want to participate in an event, contact Rick Anderson, 827-4156.

Commander's View

As this column goes to print the United States has entered into a major war. I do not have to remind you all of the importance of the mission we undertake on a day-to-day basis. Your hard work, responsiveness and professionalism will be key in a swift, decisive victory. I am sure you share my feelings in thinking and praying for those Soldiers, Sailors, Airmen and Marines as they prosecute the important mission to rid the world of a tremendous threat.

The Depot remains as busy as it has ever been as we continue to receive new missions and expand on old ones. Sierra is the Container Consolidation Point for the United States Army Medical Materiel Agency. This mission was assigned to Sierra due to our swift and flawless response to prior USAMMA missions. From the first of October 2002 this installation has shipped over 2,000 containers of supplies and equipment to the areas of operation. As you are all aware we have just welcomed seventy temporary



Col. Paul Plemmons

employees onto the Sierra team. We may not be the busiest Army Materiel Command installation, but I guarantee, we are one of the busiest.

Let me take this opportunity to update you all on ongoing Depot initiatives. Lean thinking and processes are off and running. We held our first Rapid Improvement Event during the second

week of March. The process improvement event, the analysis and physical improvement of operations in the medical supply receipt and issue business has netted many improvements.

The team leaders hit the ground running and I believe even surprised themselves as to efficiencies gained in their areas. To the process team leaders, congratulations on a job well done. Of course it is not over until those new ways of doing business are routine for the workforce. Remain vigilant and on task as primary change agents. The rest of the Depot is looking at these events as examples of what will be happening throughout every process on the Depot.

Mr. Hugh Exton, Director of the South West Region, Installation Management Agency, visited on March 18. He was interested in our mission and composition of the work force. I believe he departed with a favorable opinion of both. Of course I am used to this being the typical response from visitors to the Depot.

We have many important visits this

month. On tap to visit us are the Army Material Command G-3, Maj. Gen. Deyermond, and Brig. Gen. Brandenburg, Deputy Commander for Readiness and Training for I Corps at Fort Lewis, Wash. These visits could mean additional important workload for Sierra. I will inform the workforce at the conclusion of the visits. The next command information session is scheduled for April 16.

Finally, I remind and encourage you to remain extremely attentive to force and installation protection and safety. The world will be a bit more dangerous before we achieve a final victory. This means that we as Americans and Federal employees should be paying extra special attention to our surroundings so we can notice and react to any suspicious activity. We should not be afraid or paranoid, but should go about our daily business while remaining alert to the many things going on around us. I thank you all for the job you have done and continue to do. **Pride in Excellence!**

The Union's Position: AFGE, Local 1808

Something to remember

This is not a labor issue but this is something that still haunts me, and other veterans from the Vietnam War, and it is something that we as Americans should not let happen again.

A Personal Experience

We as Americans are taught at a young age that when our Country needs us in time of conflict it is our duty as patriotic Americans to come to the aide of our Country to protect the freedoms we so dearly cherish. So during the Vietnam War, we as young Americans enlisted or were drafted to serve our country.

When we returned home our welcome was not what we expected. What we expected was a thanks for a job well done in the service of our country. But what we received was being labeled as, "baby killers," and we were advised not to wear our uniforms home on leave and were told to



James Swistowicz

leave by the back gate when leaving Fort Lewis, Wash., because there were anti-war protesters harassing and spitting on Soldiers returning home from the war. **Let's not let this happen again.**

This is the most demoralizing event that could happen to a soldier who, in the defense of his Country and its freedoms, believes he does not have the support of the American people.

The anti-war demonstrators today are exercising their right of freedom speech, which we as soldiers then and soldiers today have and will fight for, even though they don't understand the effect this has on our soldiers in the field.

Please, if you encounter anti-war protesters let them exercise their rights and do not be confrontational with them as this just makes matters worse.

There are many organizations and web sites that you can contact to show your support for the soldiers in the field. Refer to page 12 for a listing of websites and organizations that support the soldiers.

At the Union's monthly meeting in March it was voted on by the attending

membership to spend \$50 for each of our employees who are deployed overseas in order to send them a "care package" of items that they might need or want once they get there.

A reminder: Union meeting are held the first Tuesday of the month in building 58 beginning at 5:15 p.m.. Everyone is welcome to attend, regardless of whether they are a Union member or not. For more information, call me at 5375.

Daylight Saving Time

Don't forget to set your clocks ahead one hour when you go to bed Saturday night, April 5, or you will be a victim of Daylight Saving Time on Sunday morning, April 6.

Since 1966, Daylight Saving Time has resumed at 2 a.m. the first Sunday in April.

The Challenge

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Preparation: key to successful job interview

By Veronica Morgan

Federal Women's Program Manager

I have been privileged, as the Federal Women's Program Manager (FWPM) and representing the Equal Employment Office (EEO), to sit in on interviews in various organizations at Sierra Army Depot. I would like to pass on some observations.

- Find a copy of the job description (JD). If you're not sure where, contact the Civilian Personell Advisory Center (CPAC) or a Resumix Coach. Knowledge of the JD will help you in preparing for the interview. If you read the JD you will be able to think of questions that may be asked during the interviewing process.

- Practice answers to some common questions. Although they may not be asked exactly the same way, you will have considered each question and be ready to formulate an intelligent response.

- Review the following questions, and think about how you might answer each. Speaking confidently about ones self takes practice.

Tell me a little about yourself. This question often strikes fear. Many people report that they hate that question. Don't hesitate to pat yourself on the back. Don't take it for granted that because you may know a person on the interview panel, you don't have to toot your own horn. You might ask the panel

if there is anything specific that you should cover. It will help if you can narrow the focus. If the interviewer says, "Just tell me about yourself," jump in with a brief discussion of your skills, experience, and background as they relate to the job. When you are done, ask if there is anything that you should expand on.

What are your weaknesses and strengths? Another question most people hate. Of course, you will need to prepare a list ahead of time to answer this question. Identify your strength and specific examples of how that strength will be an asset to this organization. An example, "I am particularly good at juggling lots of tasks and getting things done on time. From what I know of the job, it seems that the variety and deadline driven goals are right up my alley."

When it comes to weaknesses: "I have not had a lot of experience with spreadsheets, but I am a quick study and am willing to take classes to get up to speed."

What would you do if...? This question is meant to elicit your job knowledge, decision-making process and approach to issues.

Most of these questions can be answered in more than one way, so offer several different options that you might consider and also say that it would depend on different variables. Be prepared to state what the variables might

be. Respond with a specific story—not what you might do but what you have done.

- Remember that the interview gives you an opportunity to sell yourself. You need to show that you have done your homework and that you are the person for the job.

- Elaborate on your response to each question. Each question is rated separately so sometimes you may be repeating a previous response. The panel does not rate you on what they may know about you, but what you say.

- Read your resumix to include trainings, certifications, awards, etc.

prior to your interview. You may have forgotten information that may be pertinent specific to this vacancy. Often the final questions is, "Is there anything else you would like to add that would best qualify you for this job?" Sell yourself especially if you have taken the initiative to get training/school on your own time versus on-the-job training (OJT).

Careful preparation leads to a successful interview. Rather than putting your head in the sand and wondering why you didn't get the job or think the job is yours just for showing up, take time to develop answers to difficult questions prior to the interview.

Safety Clip: Fire safe tips

By Ken Auld

Depot Fire Inspector

Spring is just around the corner and so is fire season. Be prepared to fire safe your home and property.

TRASH BURNING TIPS

- Burning permits are required prior to and during fire season. Be sure to get one and read and follow the instructions on your burning permit.

Trash burning may be prohibited in your local area. Please check with the local Air Pollution Control District and your local fire department before burning trash in a backyard incinerator.

- Burn trash in a safe incinerator. Trash incinerators need to be metal and in good condition.

A heavy mesh screen with holes not much larger than 1/4 inch is required to cover the top of the incinerator.

The ground around the incinerator must be cleared of all flammable material for at least 10 feet. Local ordinances may require more clearance.

DEFENSIBLE SPACE

Your first defense against wildfire is to create a Fire Safe landscape around your home. This can be achieved by removing flammable vegetation and replacing it with fire-resistant plants; spacing the plants in your yard; and clearing away dead leaves on your roof and dry brush around your home.

If you are able to create a Fire Safe landscape for at least 30 feet around your house (and out to 100 feet or more in some areas), you will reduce the chance of a wildfire spreading onto your property and burning through to your home, this is the basis for creating a "defensible space" - an area that will help protect your home and provide a safety zone for firefighters who are battling the flames.

Clearing all flammable vegetation a minimum of 30 feet around your home and other structures will not only provide you with the greatest chance for survival, it is also required by California law.

It is recommended that you locate liquefied petroleum gas (LPG) tanks and any fuel storage containers at least 30 feet from any structure. Clear flammable vegetation at least 10 feet around all such tanks.

Check and clean your roof and gutters several times during the spring, summer and fall to remove this debris that can easily ignite from a spark.

Remember that after you have established your Fire Safe landscape, you must maintain it regularly.

In the meantime be aware of any unsafe fire conditions at home or at the work site.

Thanks.

Fuel Cell test continues

(continued from page 1)
price will be threatened.

- Deregulation of the electricity supply industry is changing the market. New companies are entering the market offering energy services based on distributed on-site power generation. This segment of the energy market is likely to grow rapidly and utilities will have to adapt to the opportunity and challenge.

Fuel cell power plants have demonstrated unprecedented reliability and durability that is significantly better than conventional equipment.

The absence of combustion and moving parts means that fuel cells can run continuously for long periods before servicing and they are far less prone to breakdown.

Fuelled with pure hydrogen, they produce zero emissions of carbon dioxide, oxides of nitrogen or any other pollutant. Even if fuelled with fossil fuels as a source of hydrogen, noxious emissions are on orders of magnitude below those for conventional equipment.

Fuel Cell Technology is not without its hurdles to overcome. Though hydrogen is an inexhaustible fuel source an efficient method of capturing hydrogen will have to be developed. Safe and lightweight storage tank systems for automobiles will also have to be developed and an infrastructure similar to what is now in place for natural gas and petroleum products will have to be built. All very expensive undertakings but considering the rewards is an attractive venture to accomplish.

Sierra is fortunate to be in on the ground floor of this developing and encouraging technology, so if you have a minute please feel free to come down to the pool and take a look at a technology that may one day be a part of our every day lives.

(Editor's Note: Sierra Army Depot is a test site for a propane-powered fuel cell which converts fuel to electrical power.

This article concludes an explanation of fuel cells and their potential for generating efficient power in the future.)



Safe homes goal of national recall program

Officials of the U.S. Consumer Product Safety Commission (CPSC) are seeking your help in reducing serious fire hazard related injuries and deaths among children and consumers. The CPSC is conducting a Recall Round-Up to help reduce fire hazards from consumer products by encouraging consumers to remove hazardous products from their homes.

In the past six years, Recall Round-Up campaigns generated tremendous interest and media attention nationwide and resulted in the CPSC's single-most successful Federal-state-local partnership program. For example, CPSC partnered with the U.S. Postal Service to display the "Most Wanted" dangerous products throughout 33,000 post offices nationwide.

This year's new initiative challenges America's Senior Citizens to serve as effective spokespersons by networking with their organizations, peers, adult children and grandchildren about recalled products. Further, CPSC will continue to collaborate with local fire departments nationally to establish Recall Round-Up collection sites throughout its states for recalled products. The campaign also encourages visits to thrift or consignment stores to identify potentially hazardous consumer products.

All 50 states, Guam, the Virgin Islands, Puerto Rico and the District of Columbia, as well as many local community organizations and national non-profit organizations, participated in last year's campaign. **Everyone is invited to join CPSC this year on April 29 to make this program even more successful!**

Recall Round-Up Program Description

CPSC coordinates over 350 recalls of defective or dangerous products each year. Removing recalled products from the distribution chain is usually not difficult, but getting consumers to give them up can be. Despite recall notices and public warnings, many old hazardous products are still in homes, flea markets, second-hand stores, and at garage and yard sales. The results? Deaths and serious injuries to children caused by recalled products continue to occur.

What can you do? CPSC, fire marshals, fire departments, state and local health, safety, senior citizen groups and non-profit consumer agencies are collaborating in springtime community round-ups of recalled and other hazardous products to alert parents, grandparents, children's care givers, and the general public to the hazards of

selected consumer products and to encourage their repair, return, or destruction. They would like you or your organization to join in this initiative at the grassroots level.

To kick off the nationwide Recall Round-Up campaign, CPSC will broadcast a video news release (VNR) by satellite to all U.S. TV stations on April 29. The VNR will describe the hazards of the selected products and product categories for the 2003 campaign. CPSC will urge consumers to check their homes for these products and to call CPSC's toll-free consumer Hotline (1-800-638-2772) or its website, www.cpsc.gov, for more information. The Hotline also will inform callers how to get a list from the Commission of other recently recalled products.

many senior citizens are injured in and around the home with products they live with and use everyday. This year's campaign provides for developing strong networks with senior citizens, their peers and organizations to encourage them to remove hazardous products from their homes.

For example, senior citizens will be provided with a fire safety checklist and appropriate information to share with their peers, children and grandchildren to protect them from hazardous products. CPSC encourages senior citizens to use the checklist to conduct home surveys and report the results to CPSC.

They challenge senior organizations to join them in the campaign to promote safety, education and enrich the lives of all American families.

Operation Recall Round-Up 2003

We need your help in removing unsafe, recalled products from your home.



U. S. Consumer Product Safety Commission
1-800-638-2772
www.cpsc.gov

Program 2003's New Initiative – America's Senior Citizens

CPSC is challenging America's Senior Citizens to enhance the safety of children and consumers through participation and promotion of their 2003 Recall Round-Up campaign. Each year

Fire Department Cooperative Programs

CPSC will continue to partner with local fire departments nationwide to disseminate safety information and conduct product safety demonstrations. Fire Departments will also conduct

press conferences to highlight the campaign. Some fire department activities include but are not limited to serving as collection sites for recalled products.

CPSC anticipates the collection sites will be available for one week starting April 29. Ideally, they would like to have at least 15-20 fire departments per state to participate in this effort. A log of products collected and activities should be kept and forwarded to CPSC at the end of the week-long collection effort. These efforts are designed to identify and encourage the removal of potentially hazardous consumer products from the home.

Thrift Store Safety Consultations

Nothing beats success like more success! Broadening the scope of their already successful program and providing an opportunity for expanded participation, the CPSC has included Thrift Store Safety Consultations again this year.

Have you ever entered a thrift store and seen a product that has been recalled, or is potentially hazardous (**such as a hairdryer not equipped with an immersion protection plug, frayed extension cords, disposable lighters recalled due to a fire hazard, or an old crib with slats too far apart?**) Have you ever wished you had CPSC's press release to give the store manager explaining the recall or potential hazard and encourage the manager to remove the product from the shelves? That is what this program is all about.

You will be provided with the appropriate information, encouraged to visit thrift stores for just this purpose and asked to report to CPSC on the outcome of your visit.

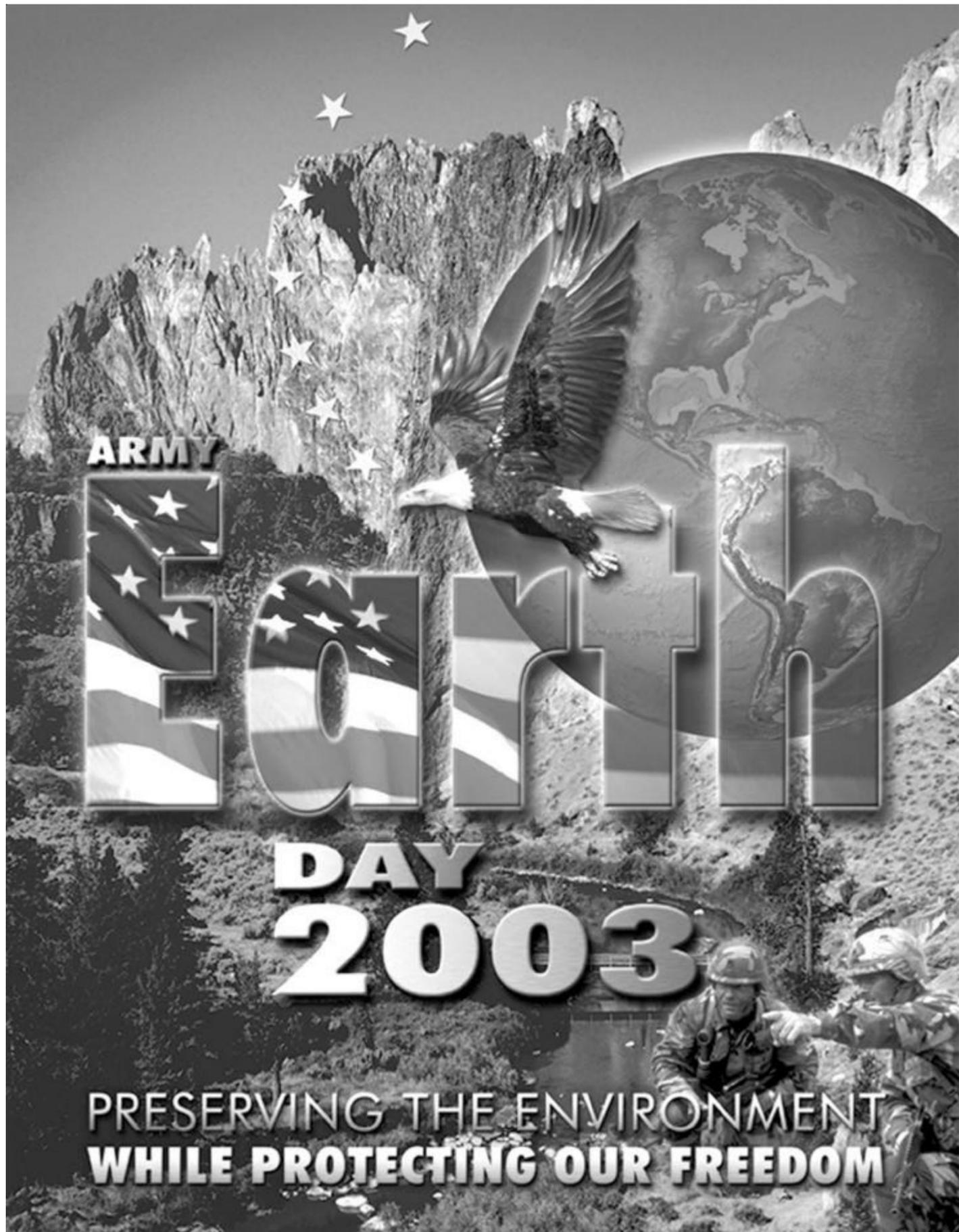
Some other suggested activities for individuals and organizations that want to participate in the Recall Round-Up 2003 program:

Senior Citizen Groups. Work with senior citizen organizations to perform home inspections and to remove dangerous products from their homes. Report the results of the inspections to CPSC.

Local Fire Department Participation. Work with local fire departments to develop programs to inform consumers about the need to reduce fire hazards with consumer products.

Organize local recall round-ups. Work with local fire, safety, health, consumer agencies, schools and other community organizations for the central collection of recalled products.

CPSC needs your help. Please join them in this potentially life-saving project.





Lynn Goddard

Directorate of Operations employees, recognized by Col. Paul Plemmons, Commander, Sierra Army Depot, for not having any lost time injuries in the past year are (left to right) Virgil Vaughn, Shops Division, Wood Worker; Neil Weeks Shops Division, Blocker and Bracer; Gary Higgins, Shops Division, Blocker and Bracer Supervisor; Rebecca Wilder, Storage and Distribution Division, General Support Helper; Kenneth Crockett, Shops Division, Wood Worker; Ulpiano Naca, Jr., Shops Division, Blocker and Bracer; Robbie Linn, Shops Division, Blocker and Bracer; Vernon Hague, Shops Division, Wood Worker; and Dan Ashley, Shops Division, Wood Worker.



Lynn Goddard

These Directorate of Operations, Planning Production and Control Division, Production Support Branch, employees had no lost time injuries last year and for that were recognized by Col. Paul Plemmons, Commander Sierra Army Depot. They are (left to right) Donald Morgan, Production Machinery Mechanic; Donald Ward, Production Machinery Mechanic; William Watson, Production Machinery Mechanic; Dan Harp, Production Machinery Mechanic; Ray Hilliard, Industrial Equipment Maintenance Supervisor; and Russ Collier, Industrial Equipment Maintenance Supervisor.



Larry Rogers

Col. Paul Plemmons, Sierra Army Depot, Commanding Officer, presents certificates to Jay Brandenberger, Quality Assurance Evaluator; William Heyland, Contract Price/Cost Analyst; and Tracy Marino, Contract Specialist; in recognition of their exceptional job performance in the Contracting Office.



Lynn Goddard

These members of the Directorate of Operations, Planning Production and Control Division, Ray Hilliard, Production Support Branch, Industrial Equipment Maintenance Supervisor; Danny Fletcher, Production Support Branch, Industrial/Mechanical Equipment Repairer Supervisor; and Joe Stauffer, Metal Working Branch, Welder Supervisor; receive recognition for their exemplary job performance by Col. Paul Plemmons, Commander, Sierra Army Depot.



Lynn Goddard

Directorate of Operations, Logistics Division employees gather for a photograph after Col. Paul Plemmons, Commander, Sierra Army Depot, recognized them for their exemplary job performance. Pictured are (left to right) Jon France, Transportation Branch, Traffic Manager; Tammy Dunn, Inventory Branch, General Supply Specialist; Doug Eck, Inventory Branch, Equipment Specialist; Kelli Horan, Inventory Branch, General Supply Specialist; James Davis, Inventory Branch, General Supply Specialist; Glenn Turner, Inventory Branch, Supply Management Officer; George Engeln, Inventory Branch, General Supply Specialist; and Brenda Fletcher, Transportation Branch, Freight Rate Specialist.



Lynn Goddard



Lynn Goddard

Members of the Directorate of Operations gather after Col. Paul Plemmons, Commander, Sierra Army Depot recognized them for their annual performance ratings. Pictured are (left to right) Terri Campbell, Quality Assurance Division, Quality Assurance Specialist; Cindy Garza, Business Development Office, General Supply Specialist; Scott McDowell, Office of the Director, Program Manager; Michelle Russell, Production Planning and Control Division, General Supply Specialist; Daryl Bottini, Quality Assurance Division, Quality Assurance Specialist; Sam Turner, Quality Assurance Division, Quality Assurance Specialist; Lain Ayers, Production Planning and Control Division, Lead General Supply Specialist; Barbara McGee, Quality Assurance Division, Quality Assurance Specialist; Darlene Reed, Quality Assurance Division, Supervisory Quality Assurance Specialist (Ammo); Peggy Wilburn, Business Development Office, General Supply Specialist; and Karen Turner, Production Planning and Control Division, Production Development Specialist.



Lynn Goddard

Scott McDowell, (left) Directorate of Operations, Office of the Director, Program Manager, and Terri Campbell, Directorate of Operations, Quality Assurance Division, Quality Assurance Specialist, display certificates recognizing each of them for 25-years of federal service. They were recognized by Col. Paul Plemmons, Commander, Sierra Army Depot, at an awards ceremony.



Lynn Goddard

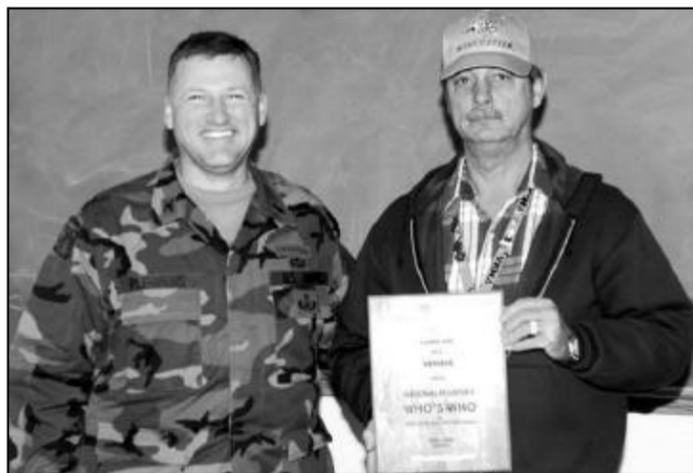
Donald Hassenplug, (left) Directorate of Operations, Shops Division, Welder, and William Day, Directorate of Operations, Shops Division, Painting Worker, along with Jerry Culvert (not pictured), received a certificate and check from Col. Paul Plemmons, Commander, Sierra Army Depot, for their suggestion which made safety improvements to the scaffold process involved in performing maintenance/painting of flatracks.



Lynn Goddard

Safe Driver Awards were recently presented to member of the Directorate of Information Technology and Special Services, Information Technology Division. Pictured are (left to right) Bruce Patton, Information Technology Specialist, Tamas Judson, Telecommunication Specialist, Kent Hinderlider, Telecommunications Mechanic, Chris Marquard, Information Technology Specialist (Network), Tom Higgins, Electronics Mechanic, and Richard Martinez, Electronic Industrial Controls Mechanic.

Harvey White, (picutre at right) Directorate of Information Technology and Special Services, Information Technology Division, Information Technology Specialist (Networking), is congratulated by Col. Paul Plemmons, Commander, Sierra Army Depot, after White was recognized in the National Register's Who's Who In Executives and Professionals.



Lynn Goddard

CYS News: Fun filled spring break

Child and Youth Services theme for the month is "I'm me, I'm special." The month of April will be very exciting and full of activities. Spring break starts on April 14 and the local youth will not return to school until April 21.

School-age suggestions were submitted by Danielle Harris, Jarred Allen, Alex Harris, Ebone Wheeler, Aaliyah James, Christina Bruening and Riley Clark.

Activity ideas are planting flowers, Easter egg hunt, soccer and a field trip to Roller Kingdom for skating.

Middle school program recommendations came from the Torch club and include Fear factor, bowling tournament, bas-

Veterans of Foreign Wars seek members

The Veterans of Foreign Wars (VFW), Post 6356 Commander, Floyd Oakley, extends an invitation to veterans in the Herlong area to join the VFW with a reminder that eligibility for membership is open to a large group. VFW membership is available to all U.S. service members who have earned an overseas campaign or expeditionary medal and are currently on active-duty, in the Reserves or who have been honorably discharged from the U.S. armed forces. In addition, the service member must be an U.S. citizen.

Note: A 1995 VFW Congressional Charter amendment makes eligible all those who have served 30 consecutive days or 60 nonconsecutive days on the Korean peninsula or in its territorial waters from June 30, 1949, until the present

There is a common bond that exists between the men and women who have shared the military experience in battle: A shared sense of duty and a common belief in a cause higher than self. Our nations' veterans chose to serve and by doing so, assumed all the risks associated with maintaining freedom. VFW members are here because they understand the true essence of America and its ideals and beliefs and the price they paid to be eligible to join the ranks of the VFW.

The VFW, with its Ladies Auxiliary, includes 2.7 million

ketball, dodge ball and relay races. Activity ideas came from Malorie Duncan, David Davis, and Levi Duncan.

Child and Youth services is preparing to renew their accreditation. The team consists of CYS staff, CYS teens and Parents. The process will take nine months, during which time the program will go through a self evaluation and make program improvements. The high standards were set by the National School-Age Care Alliance and addresses Safety, Health and Sanitation, Human relations, Environment, Administration and Activities. Call 827-4696 if you would like more information about this program or any CYS activities.

members in approximately 9,500 Posts worldwide.

VFW accomplishments include lobbying for a GI bill for the 20th century; donating more than \$1 million each to the Vietnam, Korean, Women in the Service and World War II memorials; fighting for compensation to veterans diagnosed with Gulf War Syndrome; and improving VA medical centers services for women veterans.

In 2001, VFW unveiled its tribute to service and country with its dedication of Centennial Plaza.

Annually, VFW members and its Ladies Auxiliary contribute more than 13 million hours of volunteerism in the community, including participation in Make A Difference Day and National Volunteer Week.

From providing \$2.5 million in college scholarships to high school students every year to encouraging elevation of the Veterans Administration to the president's cabinet, the VFW is there—*honoring the dead by helping the living.*

Membership includes veterans from four wars and active-duty service members who have been involved in expeditionary campaigns. Historically, membership roll call has included notable veterans like Alvin York, Audie Murphy, Carl Sandburg and John Glenn and eight U.S. presidents including Theodore Roosevelt, Harry S. Truman, Dwight D. Eisenhower, John F. Kennedy, Lyndon B. Johnson, Richard M. Nixon, Gerald R. Ford and George Bush.

Truman saw VFW membership as a "source of pride and personal satisfaction because of the high ideals that have been exemplified throughout the lifetime of the VFW." John F. Kennedy equated VFW with America's freedom and security. Whether on the battlefield or in the classroom, members are there, ever-ready to help those in need.

Membership in the Veterans of Foreign Wars entitles you to a free \$1,000/\$1,500 personal accident protection policy; personal assistance securing government benefits and entitlements for veterans; and consumer discounts on vision, dental and chiropractic care and prescriptions.

To inquire about eligibility or to join the Herlong Post, call 827-2550 or 827-3488

VENDING TRUCK IS BACK
Post Restaurant is offering snack items from the vending truck with packaged food items ranging from burritos and egg rolls to wrapped pastries and much more.

If you have any questions or suggestions, contact Raul at 827-4655.

MWR Services

Skeddadle Inn Conference Center

Lounge is open Thursday, 5 p.m. to ? p.m.

The Skeddadle Inn Conference Center is equipped to cater large or small events. Call the manager at 4360 or email: ok.fern@sierra.army.mil
Hours: Monday through Thursday, 6:30 a.m. to 5 p.m.

Sierra Lodge/Guest House

Call the lodging manager, 4544, or email: ok.fern@sierra.army.mil for information.

Food Wagon

FAX order: 4425. Open for Lunch Monday through Saturday from 11:30 a.m. to 12:30 p.m. Closed Sunday.

Sierra Bowling Center and Snack Bar

EXPANDED HOURS Open everyday, 11 a.m. to 10 p.m. Call 4442. Check out the Lunch Specials.

Physical Fitness Center

Open Monday through Thursday, 11 a.m. to 1 p.m. and 5 p.m. to 8 p.m. Friday, Saturday, Sunday open from 11 a.m. to 1 p.m.

Individuals are charged \$1 per visit (good all day) and \$3 for use of the Racquetball Court (per hour).

ITR is now available through the Physical Fitness Center. For information email: ok.fern@sierra.army.mil or call 4360.

Outdoor Recreation and Equipment Rental

For reservations and information call Joe Rosnack, 4354.

Laundromat

Open daily, 7 a.m. to 10 p.m. in building 142. Cost for wash, \$1 and .25 cents for 15 minute drying. For your convenience, there is a machine with laundry supplies located inside the facility and also a change machine.

Recycling Center

Open Monday through Thursday, 6:30 a.m. to 5 p.m. Call 4504.

Morale, Welfare, and Recreation

Administrative Office, 4563, Administrative Assistant, 4497, Monday through Thursday, 6:30 a.m. to 5 p.m. richard.fleckenstein@sierra.army.mil or regina.stauffer@sierra.army.mil
Business Office: 4178, 4155, 4154.



"For every benefit you receive a tax is levied."

—Ralph Waldo Emerson
(1803-1882)
U.S. author

"Taxes are what we pay for civilized society."

—Oliver Wendell Holmes Jr.
(1841-1935)
U.S. jurist

"I'm proud to pay taxes in the United States; the only thing is, I could be just as proud for half the money."

—Arthur Godfrey
(1903-1983)
U.S. entertainer

TEAM SIERRA AT WORK

Tag it, Bag it and Drag it

The Radio Frequency Tag is basically a program chip with limited memory storage- attached to an interactive transmitter/receiver. If we originate the shipment, we load the commodity and transportation information onto the chip.

When the tag is in proximity to an interrogator device - the transmitter responds and sends the information to the interrogator, which loads the information into the system - updating the location of the load.

The interrogator also sends a signal to the tag to add the new location information. Interrogators are located at consolidation points along the transportation route.

This tag is important as a means of in-transit visibility for the customer through various systems, i.e. Joint Total Asset Visibility, Logistics Integrated Data and Global Transportation Network.

Although limited in use at this time, this type of tracking will be expounded upon and become just one piece of technology used in our future shipping systems.

A commercial company is coming to Sierra this month to build a business process and prepare a concept analysis. Using this information they will provide us with an Automation Information Technology Plan. This plan will take approximately four to five years to fully implement.

The plan will encompass not only the radio frequency tagging we are currently working, but bring us into the mainstream of visibility systems using Barcode generation, scanning, tracking, and generating of optical manifests. The Optical Manifests will include all information previously generated on multiple paper documents.

April Birthdays

Rhandal Freeman, Richard Silva, Michael Dunn, Glenn Turner, Terry Mossi, Anthony Yroz, Garry Garrett, Terri Campbell, Manuel Leslie, Dennis Thomas, Alison Stokes, Camron Maynor, Steven Sims, Demetrius Kimble, Patricia Erickson and James Stokes!

Sierra shines in medical materiel arena

By Barbara McGee,
Quality Assurance Specialist

"Sierra Army Depot (Medical) has really shined as the 'can do' agency. You and your hard working folks are truly dedicated to providing the absolute best service to the customer - our deploying troops. As we have discussed, your team has consistently pulled off miracle after miracle. Not only are you delivering in extremely short notice, but you are producing excellent fill rates." Capt. Doug Muscott, Chief, Plans, SCMD??? U.S. Army Medical Materiel Agency, said recently.

A core team of seven individuals with varied backgrounds was brought together, March 1999, for the "start-up" of a new mission for USAMMA.

In May 1999, USAMMA and Sierra Army Depot (SIAD) entered into a Statement of Work in which the Depot agreed to store, account for, and manage medical materiel Unit Deployment Packages (UDP), Sets, Kits, and Outfits (SKO), Sustainment Packages

(SP), and Army Preposition Stocks (APS). Accountability and management of this materiel include the functions of planning, funding, requisitioning, receiving, care of supplies in storage (COSIS), assembly, disassembly, rotating, reconstitution, and shipping.

The stocks include potency dated pharmaceuticals and other medical and dental supplies. The materiel requires varied storage controls including heated warehouse, unheated warehouse, refrigeration, and freezer environments. It includes hazardous materials as well as high security material storage.

The performance objectives of the medical materiel management process are readiness and project management. Readiness requires a 90 percent fill rate for UDP/SP stocks be maintained and that we have the ability to meet a 72 hour 'offer to shipping' time for all shipments by any mode of transportation. Project management requires operating the medical materiel project within cost estimates and bringing materiel to

record within 48 hours of receipt.

The mission motto became, "Deliver required medical materiel to the Soldier where and when he needs it at the best possible value." Sierra Army Depot has lived up to that motto and more. With the current world situation, this mission has grown by leaps and bounds. Everyday is a new challenge and a new request from USAMMA for medical support. The type of sets being built and the configuration of earlier sets is ever changing.

The personnel on the ground performing the 'hands-on' work are a multi-skilled and flexible workforce drawn from many different work areas of SIAD. These folks have put in long hours and shown extreme dedication and teamwork. To complete the team, the skills of Program Management, Inventory, Transportation, and Quality Assurance personnel are required on a daily basis to get the mission accomplished. It is truly SIAD teamwork "making it happen".

THE SNOOP: Eggs hit Sierra Army Depot!



Or should I say "Eggheads." Have you seen them around? They are the new electric vehicles

that have made their way to Sierra. How did these little "Gems" get here? Well, first of all let me tell you they are Global Electric Motor (GEM) cars. Sierra Army Depot was tasked to reduce their petroleum consumption vehicles by 20 percent by the end of FY2005. Sierra asked for and received twelve electric vehicles (both flatbed truck and sedan). The total cost of the



electric vehicles was \$106,000, which were donated by GEM to the Army for use in California. Sierra received them free and has complete ownership! Each electric vehicle came equipped with

their own electric charging cable, vehicle is expected to be put on charge after daily operations, charged for 10 to 12 hours (I can relate) and be ready for another days duty of 25 to 35 miles of operation at a cost of one penny per mile (beats the gas prices at the pumps). Accessories for each vehicle has been ordered such as complete weather enclosures, heaters, bumpers and stake bed racks for the trucks. They should be delivered in the near future. If you would like more information on these little "GEM" cars you can check their website at www.gemcar.com. What will they think of next?

BUSINESS DEVELOPMENT OFFICE (BDO)

New programs at Sierra include:

CCP- Centralized Consolidation Point for DEPMEDs-medical equipment required by deployed units.

CDE- Chemical Defense Equipment consolidation/distribution.

Stryker Brigade Combat Team (SBCT) - Support package containerization.

350 Pump Modification Kits- Fabrication and assembly of sound enclosure modifications for issuance to fielded units.

Upcoming conferences/symposiums BDO will be attending:

SCHEDULE:

TACOM/Industry Logistics Symposium, April 8-10, Troy, Mich.

Petroleum and Water Systems Symposium II, April 16-17, Norfolk, Va.

Force Projection Symposium IV, May 6-8, Tacoma, Wash.

CUSTOMER VISITS:

Aviation and Missile Command (AMCOM), Huntsville, Ala.—TBD

TACOM, Warren Mich.— April 8-10.

Additional Liaison visits to our current customer commands are being arranged and will be published when the dates are set.

Initial draft of BDO plan is in process of final approval.

Anticipated Vacancies:

Instrument Mechanic, WG-3359-11

Instrument Mechanic Leader, WL-3359-11

Fuel Distribution Systems Worker (MVO), WG-5413-07/Temp promote

Management and Program Analyst, GS-0343-11

Change

Change has a considerable psychological impact on the human mind. To the fearful it is threatening because it means that things may get worse. To the hopeful it is encouraging because things may get better. To the confident it is inspiring because the challenge exists to make things better.

King Whitney Jr.

Director of Operations answers your questions

1. Is it true that the Directorate is going to be split in half...with one Director being yourself and one being Scott McDowell?

RESPONSE: The Directorate has not been and will not be split in half. Scott McDowell and myself have split the day-to-day responsibilities in order to be more responsive to the needs of each Division. The Chain of Command within the Directorate has not been altered.

2. Are the initial General Support Helpers going to be rotated to other shops as initially thought? If so, how do we get on the list?

RESPONSE: It has taken us too long to implement a plan for this, but we now have a draft procedure for review by the Union. It was sent to them on the February 26. It will provide for a 120-day rotation between three major functions; the Shops Division, Shipping and Receiving, and Assembly and Containerization. We will implement the first pay period after receiving concurrences. Everyone who is a General Support Helper will rotate, and those WG-05s in other position descriptions will have an opportunity to participate as well. Hopefully this will have been implemented by the time you read this.

3. Why a new Division upstairs in Bldg 201 and no projected vacancy announcements? These people were "hand picked" and are on an upward mobility GS-9/11 job - They did not even go through the normal channels to get promoted. What is going on?

RESPONSE: We have taken the Planning Division and the Business Development Office and split



James Manfred, Director of Operations them into two different Divisions. The Production Planning and Control Division is assigned the overall responsibility for scheduling and executing all programs within the Directorate. They will be required to allocate resources to include equipment shortly. All personnel who were "hand picked" to help us initiate this process are working on details (no more money); they did not receive a promotion; they are not in an upward mobility position; and/or there were and are no incentives offered. Once we finalize the requirements and get the right "mix" of required personnel

HELLO and GOODBYE!

We welcome several new employees, including Office Automation Assistants Margaret Babb, Amy Brooner, Linda Brown, Ann Butler, Jessica Cuevas, Carolyn Hernandez, Dianna Hill, Susan Juneau, Sandra Kern, Carolina Martinez, Karyn Maynor, Holly Nelson, Jennifer Schneider, and Valerie Zaun.

General Support Helpers: Domico Albano, Robert Ausmus, LeRoy Babb, Isaac Bell, Nicolette Butler, Scott Lee Chapman, Darren Cleman, Gregory Cooper, Hashim Cooper, Jason Cox, Robert Daniels, Dennis Delahunty, Eddie Ellis, James Everett, Glenn Flanary, Robert Foster, Stephen Fuller, John Garcia, Jason Haggerty, Donald Harris, William Harris, Ron Hopkins, Casey Humphrey, Michael Johnson, Sean Johnson, Thomas Kirk, Jake Knox, Larry Larimer, and Jeff Lord.

Goodbye to Tom Beard!

Tom is resigning from Sierra Army Depot after several years of employment. Those of us who know him and have worked with him will surely miss him. **Good luck Tom to you and your family!**

Asking \$15,500 or best offer. Call Judy Victory at 827-2097 (after 6:30 p.m.)

2 Bedroom house on ¼ acre, 150 foot well newly dug. Asking \$45,000/or best offer (house is currently being rented) call 827-2209 - Let's talk financing!

WANTED:

We are looking for a trailer (or 5th wheel) we can "put the Mother-in-law in"...if you have one in good condition and are looking to sell please contact Ruth Dowden at 254-6650/leave message.

GARLIC NOODLES

4 skinless boneless chicken breasts
3 cups chicken broth (1 cup reserved)
½ cup butter
5-8 garlic cloves chopped
½ tsp cayenne pepper
½ tsp black pepper
1 lg pkg fettuccine noodles (fresh noodles can be used)
dash olive oil for noodles
2 red onions cut into wedges
2 bunches green onions- chopped

In large sauce pan cook chicken using 2 cups chicken broth, simmer until fully cooked. Remove chicken, reserve broth in pan. Cut cooked chicken into small pieces and set aside. In same pan, melt butter, saute red onions on med for 5 minutes. Then add garlic, pepper, green onions, chicken, and chicken broth. Simmer for additional 5 minutes. Boil noodles according to package instructions. Drain noodles, and mix in olive oil. Top noodles with chicken mixture and enjoy. Serves 4.

FOR SALE:

Race Cars - get in before the "rush" come and look at a couple of real nice race cars/buy one or both! Call Darrell at 254-6650 (after 6 p.m.) and make arrangements to see them. Remember the early bird wins the race!

1949 Dodge Work Truck/Flatbed- Original and runs (needs brake job) call Darrell or Ruth at 254-6650 (after 6 p.m.) Asking \$200 or best offer! Would be a good ranch work truck or project truck.

1997 Lincoln Town Car - Less than 40,000 original miles. Leather interior/new tires and loaded!

skills, new job descriptions will be built and advertised in accordance with the hiring policies of this installation. Not sure where you are getting your information, but it is really inaccurate.

4. Why do the Mission employees have to work overtime (vs comptime). Other Directorates (such as DPW) are working comptime without any problem. I understand it was agreed between management and the union and would be up for discussion again at the end of January. Several of the employees I work with won't work for overtime but would love to work for comptime. What is the latest on this?

RESPONSE: This is a good question. First of all, I cannot answer for the decisions made by other Directorates. From the Mission perspective, the current workload volume combined with the quick response times requires an inordinate amount of overtime. Some of the overtime requirement is a direct result of employees taking Annual or Sick Leave. At the end of last year, our requirements were such that we had employees on use or lose annual leave in the same week that we had them work overtime on Friday through Sunday. Authorizing Compensatory Time will only exacerbate this situation down the road. Secondly, the overtime will continue as this Compensatory time is taken to avoid payment for overtime to cover on-going workload. The other argument I receive is some of us don't have any leave built up. I can see this argument with our new employees, but most of the complaints are coming from the 15 to 20 year federal employees. There are many circumstances that can cause the use of leave, but I would submit that the judicious use of leave is your responsibility. The economic feasibility of Compensatory Time ultimately costs us more in the end. Everyone has an equal opportunity to work overtime for the Directorate. Hopefully, you will continue to support the mission regardless of your opinions.

Updated Status:

New Furniture Bldg 201 (and carpet cleaning).

UPDATE: Great progress by the other Sierra Team Members has been made in Building 150. I understand that the contractual instrument for the new furniture will be "on the street" before you read this. We are looking into replacing the carpet before the furniture gets installed.

Did You Know....

Reach out and touch someone:

Just for fun, Esquire magazine ran a parody of a feed-the-hungry ad featuring super thin fashion model and Calvin Klein poster girl Kate Moss. The ad read, "For just thirty-nine cents a day, less than the cost of a cup of coffee, you can keep this girl, and other supermodels just like her, alive. When you help sponsor a supermodel, you'll be providing essentials like warm miso soup and tuna carpaccio, a spare SoHo loft, and some truly spectacular clothing. Please help soon. Feed Kate Moss. Don't look away anymore."

The ad included the toll-free number 1-800-SOS-WAIF. It just so happened that the number really belonged to the Federal Wage and Labor Law Institute in Houston, which received more than two thousand calls.

LAMS from SIAD providing shelter in Kuwait

Story and photos by
Bob Whistine
AMC-LSE, PAO

As you drive around the country of Kuwait, you will see Bedouin tribesmen herding goats and sheep. Occasionally, you will see some camels. Depending on where you are, you might now see a LAM or two or three. Not lambs but LAMS.

A Large Area Maintenance Shelter (LAMS) is a semi-mobile shelter platform system that can be deployed worldwide on a 72-hour notice.

"This was the first time my soldiers assembled a LAMS. It took us about five days to set up the first LAM," said Sgt. 1st Class William Cone, the NCOIC for the 1109th Aviation Classification Repair Activity Depot (AVCRAD), a National Guard unit from Groton, Conn. "It's like assembling a giant puzzle. You take all the parts out of the crates, lay them out and begin assembling."

His 11-man advance party is made of members of AVCRAD units from California, Missouri and Mississippi. "Our main mission is to repair helicopters," stated Cone.

"I was in the Gulf War One and we worked in a LAMS, but they were not constructed on concrete. This offers us a better work environment. They are more secure and a better, cleaner work

area free of some of the sand and dust. When we get this built, then we can begin working on helicopters."

LAMSs are designed to support Force Projection and Staging Base operations for maintenance of aviation and ground combat vehicles. Each end of a shelter has a full-width, full-height clamshell type door. Each shelter is supplied with equipment for lighting, ventilation and electrical door opening.

"You can put two Chinooks in one of these or several smaller size helicopters and provide protection while you fix the problem," said Bob Abbuzzase, program leader for LAMS at Natick Soldier Center.

Semi-portable, corrosion- and weather-resistant, LAMSs are designed to last up to eight years. The current plan is to have two in Kuwait.

"We hope they last up to six years in the environment," said Abbuzzase. "For an unfunded program that the Army does not have a requirement for, we are doing one hell of a job."

"Coalition Forces Land Component Command (CFLCC) funded the repair of these shelters. They had a need for the LAMSs," concluded Abbuzzase.

"The Soldiers, Biological, Chemical Command is responsible for the shelters," said Karl Wolf, SBCCOM's senior command representative in Ku-



National Guardsmen construct an aviation Large Area Maintenance Shelter in Kuwait. An aviation LAMS can fit two Chinook helicopters, like the one in the background, under its canvass.

wait. "CFLCC requested the LAMSs through the U.S. Army Materiel Command."

LAMSs have been used in Bosnia, Macedonia, Kosovo, Hungary, Italy, Honduras, Puerto Rico and now Kuwait. They offer aviation units an on-site facility that provides quick maintenance and return to the unit capability.

An Aviation LAMS is 75 feet wide by 190 feet long and 30 feet high. Both end walls open to receive aircraft. The LAMS is designed to accommodate air conditioning or heat.

LAMSs for vehicles are not quite as wide. They are 65 feet wide by 120 feet long and 30 feet high. They also have lights and electrical distribution systems in place. The end walls open, and they have two sidewall vehicle doors.

(Editor's note: Sierra Army Depot receives, stores, maintains, and ships LAMS for the Soldier, Biological, Chemical Command, one of the depots customers. Depot personnel have deployed in the past to construct LAMS.)

Variety of job opportunities in NAF

The Non Appropriated Fund (NAF) Personnel Office is the central location to apply for jobs at Sierra Army Depot within the activities of the Morale, Welfare, and Recreation (MWR) or Post Restaurant Fund.

NAF positions are available in a

variety of areas including: hospitality in restaurants and lodging, vending operations and laundry, child and youth programs, administrative support and outdoor issue. Facilities include: Child and Youth Services, Bowling Center/ Snack Bar, Physical Fitness Center,

and Skeddaddle Inn/Lounge/Catering.

NAF offers several employment categories from flexible to regular full-time. Flexible positions offer employees the ability to pursue educational or other outside interests while working.

Some NAF positions offer benefits including annual and sick leave, health and life insurance, a retirement fund and a 401K Plan.



Jude Everett provides NAF job information at building 74.

Employment information is available at building 74, Civillian Personnel Advisory Center, Monday through Thursday between 6:30 a.m. and 5 p.m., or by calling Jude Everett, the NAF personnel contact, at 827-4407.

Advisory board meeting April 9

The Sierra Army Depot Restoration Advisory Board will meet April 9, at 6 p.m. at the Skeddaddle Inn.

Topics: Feedback from U.S. Fish and Wildlife on the results of the butterfly survey on the eastshore section. On-going status of the old popping furnace and building 210 investigations. Status of the on-going DRMO SVE/BV. Status of the Honey Lake transfer. Further discussion on RAB membership solicitation and Charter revisions.

Contact Mike Ericson, 827-4892 for additional information.

Birthdays

Happy Birthday this month to: Joseph J. Horner, Paul W. Maxey, Joseph W. Lambert, Carl D. Nelson, Donald L. Cook, Deborah L. Jones, Walter E. Zinko, Robert D. Bowen, Daniel R. Rivas, Earla I. Vorpahl, Harry L. Ehrman III, Wayne M. Nelson, Jr., Paul E. Pendelton, Mary C. Cook, Ronald L. Hopkins, and Patricia Ryan. (See page 10 for Mission Ops)

Support our Servicemembers

Show your support for servicemembers, especially those serving overseas in this time of war, through any of these Web sites:

Donate a calling card to help keep servicemembers in touch with their families at Operation Uplink at <http://www.operationuplink.org/>

Send a greeting via e-mail through Operation Dear Abby at <http://anyservicemember.navy.mil/> or www.OperationDearAbby.net

Sign a virtual thank you card at the Defend America Web site at <http://www.defendamerica.mil/nmam.html>

Make a donation to one of the military relief societies:

Army Emergency Relief at <http://www.aerhq.org/>

Navy/Marine Relief Society at <http://www.nmcrs.org/>

Air Force Aid Society at <http://www.afas.org/>

Coast Guard Mutual Assistance at <http://www.cgmahq.org/>

Donate to "Operation USO Care Package" at <http://www.usometrodc.org/care.html>

Support the American Red Cross Armed Forces Emergency Services at <http://www.redcross.org/services/afes/>

Volunteer at a VA Hospital to honor veterans who bore the lamp of freedom in past conflicts.