

# The Challenge

Sierra Army Depot, Herlong, Calif.

May 2009

Vol. 65 No. 5



Memorial Day  
May 25, 2009

## Commander's View

This month we celebrate Memorial Day. The day we pause to reflect, and most importantly, to honor the memories—and the sacrifices—of those who have lost their lives fighting for this great country of ours.

Last month we were fortunate to host a visit by the AMC Commanding General. In a few weeks, you will once again have the opportunity to show a senior member of the Department of the Army why Sierra Army Depot is the place to do business. Lt. Gen. Mitchell Stevenson, Army G-4, will tour Sierra for the first time. I have no doubt he will leave with the same impression all visitors before him have left with – this is a great place because of the mission and its employees.

On April 13, the Most Efficient Organization (MEO) for the A-76 study was implemented. This phase of the MEO meant employees from both Base Support and Information



**Lt. Col. Lee H. Schiller, Jr.**

Management have to execute their workload to the standards within the Performance Work Statement the government said they would during the bidding process. There were no involuntary jobs lost during the A-76, and both organizations are now able to fill those critical positions that have been vacant since this

process began.

Once again, employees will see many Soldiers on depot this summer in support of Golden Cargo. Golden Cargo is a training exercise for reservists and guard units to receive hands on training for handling of ammunition to prepare them for future deployments. These Soldiers will receive guidance from depot employees within the Ammunition Division on the proper techniques of documentation, loading and transportation of conveyances. Golden Cargo assists Sierra in accomplishing their BRAC deadline. SIAD has been directed as a result of the BRAC recommendation to move all ammunition off the depot by the year 2011.

Daily, weekly or monthly, each directorate conducts an employee SAFETY Meeting. These meetings are very important, as they

See COMMANDER Page 6

## New Hires at SIAD

The following are new employees that have joined the team since last month:

**Joshua Abbott**

**George Daniels**

**Michael Erhardt**

**Kimberly Ferrier**

**Thomas Frederick**

**Anthony Fruzza**

**Kenneth Hartz**

**Dewey Jones**

**Mona Klarich**

**Joseph Marks**

**Randy Newman**

**Dustin Radey**

**Carlos Ramirez**

**Joseph Reno**

**Frank Russell**

**Dustin Saville**

**Jennifer Tong**

**Michael Welbourn**

**Tennyson Wilson**

**Alan Winters**

**Edward Worrell**

## The Union's Position - AFGGE Local 1808

Hello my Brothers and Sisters of local 1808. I am glad to report that the new hire orientation program is in full affect. This program is something that I think is very important to the growth and maturity of our future bargaining unit. Since the inception of this program we have already increased our membership.

I am convinced that this program will have a significant impact on the fundamental understanding of Sierra Army Depot policies and procedures. This education is vital for the success of bargaining unit members: it lays the foundations for a well rounded employee that can grasp the ground rules for engagement. Several points to play close attention to would be as follows. Weingarten rights, disciplinary actions, leave abuse policies, evaluations, and safety.

Since we are on the subject of safety, I thought it would be prudent



**Mr. Christopher Turek**

to inform all of you that, Local 1808 and its members are in full support of the new VPP program (Voluntary Protection Program). Safety for bargaining unit employees is the responsibility of all Sierra Army Depot employees. Please, take a proactive stance when it comes to safety.

AFGE's 38th National Convention will be held Monday, August 24 through Friday, August 28, 2009 at: Grand Sierra Resort & Casino 2500 East Second Street, Reno,

Nevada. Credentials and supporting documentation must be postmarked or delivered to the National Secretary-Treasurer's Office on or before July 25, 2009.

The process to have delegates to represent Sierra Army Depot is quite extensive. In the next few months the Union will be concentrating on sending notices for nominations to all Union members regarding the National convention.

It is very important for Local 1808 to be represented at this convention as several things will be voted on during this event. One of which will be the possible increase of Union dues. Yes, your money can be impacted by these decisions. Participation in this event is necessary for us to voice our members issues

See UNION Page 3



**The Challenge**

Depot Commander/Publisher \_\_\_\_\_  
Public Affairs Officer/Editor \_\_\_\_\_  
Photographer \_\_\_\_\_

Lt. Col. Lee H. Schiller, Jr.  
Lori K. McDonald  
Photographer



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# What the Lean rotation meant to me

By Jeremiah Brooner

As a new supervisor, I saw the Lean rotation as an opportunity. I wanted to take advantage of the opportunity to learn everything I could. I had the opportunity to experience Lean events from the team member, leader, and process owner levels before my rotation. One thing I knew was that there was a different driving priority at every level. There was also a barrier between different organizations. Even though I was optimistic that I would be able to use a great deal of the training in my position as a Supervisor I was still a bit skeptical. I know first hand the frustrations that Supervisors can have without Lean coming in and forcing me to do something. Still I see that with out Lean being integrated in Sierra we will continue to do the same thing and expect different results. For that reason I decided to try to understand the Lean side of things.

Very quickly I saw first hand that my idea of what Lean did was not true. It was not until the rotation pulled me to the outside to look in that I realized the challenges that the QEO office faces. This really is a difficult task to grasp especially to those not familiar with the process. The fear that Lean is going to hurt more than help is not true. Lean is not here to tell you how to do something, but to provide you with the tools and empower you to make the decision. I spent six months and got far more out of the rotation than it got out of me. I didn't just learn about Lean and Six Sigma. I learned teambuilding, facilitating, effective communication and the list can go on. The important thing is that I can now take the training and education back into my area and help to pass that knowledge out. Knee jerk reactions to changing process rarely work. What is required for you to do your job may or may not be required for the people before or after you. Passing paperwork that you need downstream may just clog up the lines, but then again getting rid of it may stop the line. The best solution may surprise you it may be from out of no where and seem like it's a waste of time.

See ROTATION on Page 7

AC-0086R DoD Civilian Personnel Management Service (AW)  
Arlington, Virginia 22209-5144 Issue Date: 5 May 2009

SUBJECT: Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the Reno, Nevada (RUS) Wage Area

TO: Commanding Officers of Military Departments and DoD Component Installations in the Area

The schedules shown below have been established under authority of DoD Instruction 5120.39, dated September 10, 2008, subject to the limitations contained in CFM 2008-23, dated 18 December 2008. Rates are established as required by 5 USC 5343(d), if applicable, and are to be applied in accordance with the provisions of 5 CFR Part 532 to all employees whose official duty station is located within the geographic boundary of the wage area definition shown on the reverse side.

| WG    | WL-Rates |       |       |       |       |          |       |       |       |       | WS-WD-WN Rates |       |       |       |       | WD-WN |
|-------|----------|-------|-------|-------|-------|----------|-------|-------|-------|-------|----------------|-------|-------|-------|-------|-------|
| WL-WS | WG-Rates |       |       |       |       | WL-Rates |       |       |       |       | WS-WD-WN Rates |       |       |       |       | Pay   |
| Grade | 1        | 2     | 3     | 4     | 5     | 1        | 2     | 3     | 4     | 5     | 1              | 2     | 3     | 4     | 5     | Level |
| 1     | 12.73    | 13.27 | 13.76 | 14.31 | 14.83 | 13.99    | 14.57 | 15.16 | 15.74 | 16.33 | 19.60          | 20.43 | 21.25 | 22.04 | 22.87 |       |
| 2     | 13.88    | 14.44 | 15.03 | 15.58 | 16.15 | 15.24    | 15.87 | 16.51 | 17.15 | 17.78 | 20.75          | 21.62 | 22.47 | 23.33 | 24.20 | 1     |
| 3     | 14.99    | 15.63 | 16.25 | 16.87 | 17.50 | 16.50    | 17.18 | 17.87 | 18.57 | 19.24 | 21.89          | 22.79 | 23.71 | 24.63 | 25.53 | 2     |
| 4     | 16.13    | 16.82 | 17.49 | 18.15 | 18.82 | 17.74    | 18.48 | 19.23 | 19.95 | 20.71 | 23.03          | 23.97 | 24.94 | 25.91 | 26.86 | 3     |
| 5     | 17.28    | 18.00 | 18.72 | 19.45 | 20.16 | 19.01    | 19.80 | 20.60 | 21.38 | 22.18 | 24.18          | 25.17 | 26.20 | 27.19 | 28.19 |       |
| 6     | 18.42    | 19.19 | 19.95 | 20.73 | 21.49 | 20.26    | 21.11 | 21.95 | 22.79 | 23.63 | 25.32          | 26.35 | 27.42 | 28.47 | 29.53 | 4     |
| 7     | 19.56    | 20.38 | 21.19 | 22.00 | 22.82 | 21.51    | 22.41 | 23.31 | 24.21 | 25.09 | 26.46          | 27.54 | 28.65 | 29.76 | 30.86 | 5 1   |
| 8     | 20.71    | 21.56 | 22.43 | 23.30 | 24.16 | 22.77    | 23.73 | 24.67 | 25.61 | 26.58 | 27.58          | 28.74 | 29.89 | 31.04 | 32.19 | 6 2   |
| 9     | 21.85    | 22.75 | 23.66 | 24.57 | 25.49 | 24.03    | 25.03 | 26.02 | 27.03 | 28.03 | 28.73          | 29.92 | 31.12 | 32.32 | 33.50 | 7 3   |
| 10    | 23.00    | 23.96 | 24.92 | 25.87 | 26.84 | 25.31    | 26.35 | 27.41 | 28.46 | 29.51 | 29.90          | 31.14 | 32.39 | 33.64 | 34.88 | 8 4   |
| 11    | 24.14    | 25.16 | 26.17 | 27.17 | 28.18 | 26.60    | 27.68 | 28.78 | 29.89 | 31.00 | 30.51          | 31.78 | 33.05 | 34.31 | 35.58 | 9 5   |
| 12    | 25.33    | 26.40 | 27.45 | 28.51 | 29.57 | 27.85    | 29.04 | 30.20 | 31.36 | 32.52 | 31.33          | 32.64 | 33.95 | 35.24 | 36.55 | 10 6  |
| 13    | 26.54    | 27.64 | 28.78 | 29.95 | 31.07 | 28.87    | 30.09 | 31.29 | 32.52 | 33.70 | 32.37          | 33.71 | 35.06 | 36.40 | 37.73 | 11 7  |
| 14    | 27.71    | 28.86 | 29.99 | 31.16 | 32.36 | 30.05    | 31.30 | 32.54 | 33.81 | 35.07 | 31.58          | 34.97 | 36.37 | 37.75 | 39.17 | 8     |
| 15    | 28.80    | 29.99 | 31.16 | 32.36 | 33.59 | 31.12    | 32.38 | 33.67 | 35.01 | 36.31 | 34.98          | 36.45 | 37.92 | 39.36 | 40.82 | 9     |
|       |          |       |       |       |       |          |       |       |       |       | WS-16          | 36.50 | 38.09 | 39.62 | 41.14 | 42.67 |
|       |          |       |       |       |       |          |       |       |       |       | WS-17          | 38.38 | 39.99 | 41.58 | 43.18 | 44.77 |
|       |          |       |       |       |       |          |       |       |       |       | WS-18          | 40.39 | 42.04 | 43.72 | 45.42 | 47.11 |
|       |          |       |       |       |       |          |       |       |       |       | WS-19          | 40.94 | 42.65 | 44.36 | 46.06 | 47.77 |

R. CRAIG JERABEK  
Chief  
Wage and Salary Division

Order Date: 3 March 2009  
Effective Date: 10 May 2009  
Supersedes Schedule Issued 6 May 2008

## UNION From Page 2

on a national level. Finally, remember that Union members are like a family, and families stick together. If you see someone picking on your little brother or sister in the play ground would you not stand up to protect them. Lets watch out for each other.

Remember Union meetings are the first Tuesday of the month. If you have a Union question, contact Christopher at 827-5375.



## Commander's Open Door Policy/ Hotline Number

The Commander, in conjunction with the Deputy Commander, is always available to help solve problems; as such, the door to the Command Group is always open. However, the employee should first attempt to resolve any issue with the first-line supervisor or through the regular chain of command. The complete SIAD Policy No. 1-1 is posted on Official Bulletin Boards throughout the depot. The Command hotline number, 4249, though not intended to take the place of the chain-of-command, is available to you 24/7

# Safety in motion with Movement



Safety is the most important topic for an employee of Sierra Army Depot. In a Safety Stand-down Day to encourage

One supervisor, Cemira Shaw, AS and Distribution Division, seized the opportunity for forklift safety. With information from a forklift course was set up. Shaw completed the course so something new is learned

Every quarter, a new course is set up for the missions, to keep operators' current. When the course is run, all operators are required to take this load through the course backwards, change directions in the presence of obstacles in a circle.

The course builds skills by teaching operators how to move in tight quarters. Employees participate in the course to reduce the risk out of day-to-day operations.

This quarter something new was being added to the course: hooking and unhooking trailers from a set up to a container where the operator would move and into the container to either pick up or drop off a load.

But it isn't always about focusing on the basics. Shaw and her team have included how to identify and avoid hazards. This entails how to identify and avoid hazards. The last load test were conducted.

The group also learns about weight and balance of various types of forklifts/equipment. In the course, Shaw assures employees have the proper equipment (PPE) needed to operate equipment.

Since initiating this course, it has become a more focused Personnel in Movement and Distribution. They are doing and more focused because



# ment and Distribution Division

that is communicated daily to every  
In addition, the Depot conducts an annual  
and promote safety.

Asset Management Directorate, Move-  
and the opportunity to focus employees  
garnered from the internet, a basic  
documented, "Basically we use six differ-  
ned every quarter."

set up based on current and upcoming  
on their skills. Regardless of which  
ed not only to pick up a load, but they  
rough the obstacle course and return  
Sometimes operators have to drive  
middle of the course, and drive around

ing operators how to load, unload, and  
participate every quarter to engineer the

ing added. Shaw stated, "We will also  
m yard dogs. A portable ramp will be  
tor will be required to go up the ramp  
up a load or bring a load back out."

on the safety of operating a forklift.  
w to properly conduct pre-trip inspec-  
l locate load test dates as well as when

t lift capabilities and capacities on the  
Before any of this training can take  
ALL their proper personal protective  
equipment.

ut down forklift accidents in the field.  
tion Division are more aware of what  
cause of this extra training.



# CYS Monthly Update

## Easter Celebration

There was anticipation in the air as the children awaited the special guest. Who could it be, you ask? The Easter Bunny, that's who. Over 175 people from the local community showed up for the Easter Celebration held on Saturday, March 28, 2009 at CYS services. Children from ages 1 month – to 12 years had fun finding eggs during the Easter egg hunts, broken into different age groups to make it enjoyable for everyone. The children even got to have their pictures taken with the Easter Bunny. There was a magic show to start off the celebration and cookies and juice to top it all off. With the help of the Sierra Army Depot Fire Department and teen volunteers, the Easter Celebration at CYS Services was an undeniable success.

## Celebrating Our Everyday Heroes

During the month of April, CYS Services celebrated the "Month of the Military Child" (MOMC). Children and Youth within all CYS Services programs participated in numerous activities in recognition of the sacrifices our children have to make. Although Sierra does not have many (or any!) active duty military children, we still wanted to applaud the courage of children who have parents that work for the Department of Defense and their Contractors.

CYS Services celebrated these children with an Ice Cream Social, Dance, Trips, Mentorship Opportunities and a Picnic.

Fast Facts: More than 1.7 million American children under the age

of 18 have at least one parent serving in the military. It is estimated the U.S. Army has more than 900,000 military children with one or both parents having deployed multiple times.

Pre-Enrollment/Registration for the New Child Development Center

Those interested in child care within the new Child Development Center, ages 0 to 5 years old, should contact CYS Services to be placed on a waiting list. In May 09 we will start setting up appointments for pre-enrollment/registration in the new facility.

Parent Meeting and Enrolment for CYS Services Summer Camp

We will be having a Parent Meeting on Thursday, May 21, at 5:30 pm to go over our summer camp programs. If you would like to enroll your child in one of our summer camp programs, whether it is the School Age Program or the Middle School/Teen Program, we encourage you to attend this Parent Meeting. On May 26 we will begin setting up appointments with parents who wish to enroll their children in a summer camp program.

If you have questions about any of the above information please contact the CYS Services Central Enrollment (CER) office at 827-4696 or stop by our CER office in Bldg 145 Monday – Thursday from 6:30 am to 5:30 pm. You may also contact CER by e-mail at [siercys-scscr@conus.army.mil](mailto:siercys-scscr@conus.army.mil)



## New Reno Van pool Available



Tired of driving, want to catch a few extra minutes of rest and relaxation – there are a few seats left in a new van pool from the Grand Sierra Resort in

Reno to SIAD. Contact Randall Lorenz at extension 4584 to reserve your seat.

I am looking for fellow carpoolers to join myself and a colleague in driving to and from work Mon-Thur. If we can get two more people, each person would only have to drive once a week so the wear and tear on the vehicles would be minimal and gas costs per person kept low. Currently, we leave Reno from the Home Depot off N. McCarran at 5:20 am and arrive at work in Bldg. 150 around 6:15am. This has some flexibility should a new addition to the carpool need it. If you are interested, please email me: [Danyelle.Overbo@us.army.mil](mailto:Danyelle.Overbo@us.army.mil) or call 827-4284.

## FOR SALE



1941 CLASSIC FORD PICKUP TRUCK (BLUE in Color) –350 Chevy engine, Aluminum Edelbrock heads, Turbo 350 transmission, new Lokar shifter, new Flaming River polished stainless steel tilt column, new wiring, power electric leather

bucket seats, new 9.5" x 17" torque thrust rims with 275/50/17 tires on the rear and 14" x 6" torque thrust rims in front, new rear TCI leaf springs and shocks, Flow Master mufflers, S.W. gauges, truck is all metal except running boards and rear fenders (have original metal rear fenders in pretty good shape, original running boards in great condition for their age and one front fender that goes with the truck), all glass is great, doors are excellent, small rust spot in front of floor (floor in good condition except where someone cut out for brake cylinder & battery - have new floor pan needs welding in), original front end with disc brakes, drives great and stops great. \$13,500 OBO Willing to negotiate with serious buyer.

Call (530) 251-2334 if interested. Please leave message if no answer.

## COMMANDER From Page 2

provide an opportunity for all of us to talk about safety and to personally show our commitment to a safe work place. When you attend these meetings, I urge you to freely discuss the SAFETY issues which may concern you. Your input to the work environment in all areas

is crucial but, when we look at SAFETY, it is critical.

***Pride  
In  
Excellence!***



# EEO/Diversity Update

By Lynette Hall  
EEO Manager

## REASONABLE ACCOMMODATION

The Rehabilitation Act of 1973, as amended, protects qualified employees and applicants with disabilities in the Executive Branch of the Federal government from employment discrimination based on disability. In 1992, the substantive employment standards of the Americans with Disabilities Act, 42 U.S.C. Section 12111, et seq., were made applicable to the Federal Government through the Rehabilitation Act. The amended law requires Federal employers to provide reasonable accommodations to qualified individuals with disabilities so that employees with disabilities can enjoy the benefits and privileges of employment equal to those enjoyed by similarly situated employees without disabilities.

The amended law also requires Federal agencies to provide reasonable accommodation for known physical or mental limitations of qualified employees and applicants, unless doing so would cause undue hardship.

Who is an individual with a disability?

An individual with a disability has a physical or mental impairment that substantially limits one or more of the person's major life activities; has a record of such impairment; and, is regarded as having such impairment.

What is a major life activity?



A major life activity is a function that the average person in the general population can perform with little or no difficulty. Major life activities include activities such as caring for oneself, seeing, hearing, walking, breathing, speaking, learning, sitting, standing, lifting, reaching, and working.

Who is a qualified individual with a disability?

A qualified individual with a disability has the skills, experience, education, and other requirements of the job the individual holds or desires, and can perform the essential functions of the position with or without reasonable accommodation.

The following procedures should be followed if Reasonable Accommodation has been denied?

1. Identify the nature of your disability based on the criteria listed above.
2. Gets a statement from your supervisor explaining why your request for Reasonable Accommodation could not be granted.
3. Contact Lynette Hall Equal Employment Opportunity Office at (530) 827-4414.

# LEAN into my CORNER

By William Deming  
QEO Chief



Recently, we completed the formal part of a Value Stream Analysis (VSA) on the Mission Material Control Process. A lot of people were involved and the results—though not always exactly what we expected—were positive. The exercise was instructive in a number of ways.

We have done a lot of VSA-type events over the years, with varying degrees of success. In most cases, we were able to clearly identify the waste in the processes being examined. Unfortunately, we often ran into trouble when the time came to devise ways of cutting that waste out, although this has become somewhat less challenging as our process improvement skills have improved. We knew from the start that this event was going to be different from anything we had done before. Let's examine some of the ways in which it differed from previous VSAs and some of the benefits this provided.

An issue we have encountered in past VSAs involves solutions that didn't take into account any of the effects of implementation on other processes. By concentrating our efforts in limited areas, we have largely avoided taking on projects that are really just too large to address effectively. For this event, we consciously looked at the much bigger picture and it was very revealing. We have conducted VSAs in the past in several of the areas touched by this event. For the first time however, we were able to look at factors that affected multiple areas. Also, we were able to propose solutions to improve one process while considering the effect this action would have on other processes. It also made it easier to identify duplication, both within specific areas and between divisions or directorates. While I don't think it's always appropriate (or even possible) to take on projects of this

scope, in this case it worked well.

Typically, when we prepare for a VSA, the team meets for a short time each day during the three weeks leading up to the event. By the time the actual event rolls around, the team has developed a current-state map showing how their process works. This time, we were looking at seven distinct areas so we divided up into seven teams. Each team met for one or two days (all day, in most cases) to develop current-state maps for each area. In the end, this effectively resulted in a giant current-state map covering the whole process through each area. This really helped us to get a better, more global view of the entire material control process, rather than just looking at bits and pieces.

Senior leaders took a primary role in this event. Even though managers and directors have gotten much more involved in process improvement projects over the past couple of years, this was different. Several directors rolled up their sleeves and waded in. Usually, a VSA is used only to identify problems that are to be addressed in later events. In this case, directors were able to make immediate process changes without waiting for approval.

A final lesson I have taken from the Material Control VSA is this: It's just as easy for QEO to fall into a routine as it is for anyone else. By stepping back and taking a fresh approach to our own process, I think we have achieved a result that would not have been possible using our standard methods.



## 35 years continued federal service

In front of his peers, Russell Collier was recently honored during an awards ceremony when Lt. Col. Lee Schiller presented him with a 35-year length of service award. Congratulations Russ!

## ROTATION

From Page 3

I encourage everyone to really think about this program and its impact on our future. As it's been said "First you have to understand only then can you be understood."



# Character counts workshop

By Shaun Sanchez and CYS Staff

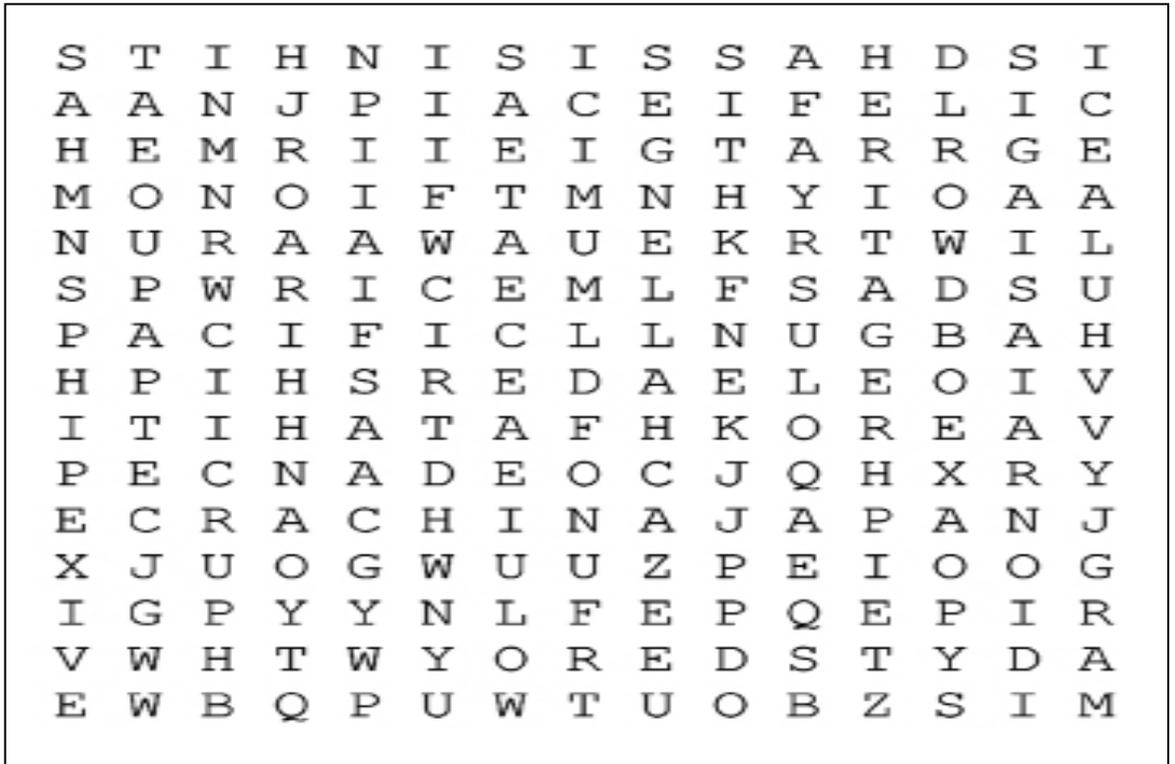
"It takes a village to raise a child," presenter Shaun Sanchez pointed out to attendants at the local community workshop on March 19, 2009. Fort Sage Unified School District (FSUD), Child, Youth & Services (CYSS), and Long Valley Charter School (LVCS) sponsored the workshop. They have combined efforts to implement an international character development platform, which emphasizes the importance of character development at home, community, as well as in the classroom. The six pillars of Character Counts are: trustworthiness, respect, responsibility, fairness, caring and citizenship.

Child, Youth & School Services began the festivities with a sponsored dinner. Shaun Sanchez, a sixth grade teacher at Fort Sage Unified School District and Character Counts Coordinator for his district, presented the Six Pillars of Character to parents, students, and community members. The CYSS supports both school districts with many developmental Character Counts after-school programs.

Following the presentation, CYSS, LVCS, and FSUD offered six pillar activities to the attendees. This workshop is part of an ongoing effort to develop children to become valued members of society.

A special thank you acknowledges the Herlong Federal Prison, Principal and FSUD Superintendent Bryan Young, LVCS Director Pam Auld, CYSS, FSUD teachers, and LVCS teachers for their support.

**Do you like solving crossword puzzles? Solve this one, figure out the hidden message, and bring it to the Asian Pacific Heritage Luncheon for a special prize!**



ASIA  
DANCE  
HAWAII  
JAPAN  
MEIN  
SAMOA  
WORLD

CHALLENGES  
FANS  
HERITAGE  
KOREA  
PACIFIC  
TAHITI

CHINA  
FIJI  
HULA  
LEADERSHIP  
RICE  
TONGA

## ASIAN PACIFIC HERITAGE MONTH LUNCHEON

DATE: 28 MAY 2009  
TIME: 1130 AM- 1230PM  
PLACE: SKEDADDLE INN  
\*SURPRISE PERFORMANCE\*

MEAL: \$7.50  
Sweet & Sour Pork  
Stir Fry w/Chicken  
Fried Rice w/Beef  
Lo Mein w/Chicken  
Egg Drop Soup  
Dessert: Pineapple Upside Cake  
or Fortune Cookies  
Drinks: Iced Tea & Fruit Punch  
Salad Bar - \$5.00  
Dessert Only - \$2.50  
Soda or Water - \$1.00

Pre-Purchase  
Tickets from  
the following  
SHERIE' COLEMAN  
BLDG 201, X- 5172  
MILADA RODE  
BLDG 304, X-4605  
JESSICA KAARBO  
BLDG 150, X-4173  
ROXANE LAMB  
BLDG 671, X-5148

\*\* ALL TICKETS ARE NON-REFUNDABLE\*\*

Employee recognized  
for time of service



Helen Evans is presented her 35-year length of service award from Lt. Col. Lee H. Schiller during an awards ceremony.