

The Challenge

Sierra Army Depot, Herlong, Calif.

March 2012

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CELEBRATING WOMEN'S HISTORY WOMEN'S EDUCATION-WOMEN'S EMPOWERMENT

Sandra Day O'Connor

Harriet Tubman

General Ann Dunwoody

Amelia Earhart

Commander's View

There is an old adage, 'time flies when you're having fun.' If that's true, then we must be having a ton of fun, we're already two thirds of the way through the second quarter of FY12. Writing this column for The Challenge makes me see how fast the months are flying by.

During my initial month or two here, as I was "learning the ropes", I met a lot of people and saw a lot of good things going on throughout the Depot. There are many things that remind me of why we are here--to support the Soldier. I also saw other things that gave me room for pause – things like hotline calls, employee accusations, and EEO/Union complaints. I realize that no one calls or files grievances to say how much they love their boss, coworkers or job, but also realize that complaints do not normally heal themselves. My concerns were discussed with senior management and when the opportunity arose for the TACOM IG to conduct a Command Climate Assessment, we felt that it would give us a good assessment of the Depot. This was last done a few years ago and it was agreed that it was time again.

The survey was conducted electronically and the SIAD IG, Mr. Willcox, provided 'hard copies' to personnel not able or unwilling to utilize the online system. There were 692 responses with a statistical confidence of 96 percent (with a 5 percent margin for error). The overall percentage for the 8 categories was 62 percent; with a low of 47 percent for Leadership and a high of 82 percent for Safety. This falls in line with our expectations, as the rapid growth in our Depot



Lt. Col. Christopher E. Dexter

workload added supervisory responsibilities to people early in their careers who would have normally been allowed to mature prior to taking on such responsibilities while the Safety assessment is in line with our focus on safety and implementation of VPP.

Overall this survey was a valuable tool to show us what is working well. It also shows where we need to focus our efforts to improve our Depot. Additionally, we received various comments (anonymous to us), that outlined particular areas of promise and of concern. We will research these areas and implement appropriate measures as needed.

Senior management realizes and appreciates the opportunity to analyze the results and discuss them with leadership. In the near future, we will come together to formally address these areas.

I want to thank everyone who participated in this survey. Many of us spend more time with each other during the week than our friends and family so it is important that we strive toward improving the quality of our work environment and communicate openly to work towards this goal.

As we all know, the Department of Defense budget will be increasingly restricted in the future years. We all must focus on meeting our customer's schedule and providing the highest quality product at the lowest cost. We can and must accomplish this through continuous process improvement. If you have an idea on how to reduce waste and/or streamline a process, please raise this up through your chain of command and the LEAN office. Your efforts will make us more appealing to current and future customers.

Safety: This FY we have one additional accident when compared to the same time last year. When analyzing these accidents, it appears the main causes of the accidents are trips and falls; employees being struck by objects; and over- exertion. Additionally, the root causes of this year's accidents are due to inattention, complacency, and failing to follow established procedures. In my eyes, even one accident is too many. Please take the time to know your job, understand your work environment, and look out

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THE UNION'S POSITION- AFGE LOCAL 1808

Chapter 23 Merit system principles - Section 2301

Listed are some of the merit system principles that all Federal Workers should be familiar with regarding their rights as federal employees.

Federal personnel management should be implemented consistent with the following merit system principles:

(1) Recruitment should be from qualified individuals from appropriate sources in an endeavor to achieve a work force from all segments of society, and selection and advancement should be determined solely on the basis of relative ability, knowledge, and skills, after fair and open competition which assures that all receive equal opportunity.

(2) All employees and applicants for employment should receive fair and equitable treatment

in all aspects of personnel management without regard to political affiliation, race, color, religion, national origin, sex, marital status, age, or handicapping condition, and with proper regard for their privacy and constitutional rights.

(3) Equal pay should be provided for work of equal value, with appropriate consideration of both national and local rates paid by employers in the private sector, and appropriate incentives and recognition should be provided for excellence in performance.

(4) All employees

should maintain high standards of integrity, conduct, and concern for the public interest.

(5) The Federal work force should be used efficiently and effectively.

(6) Employees should be retained on the basis of the adequacy of their performance, inadequate performance should be corrected, and employees should be separated who cannot or will not improve their performance to meet required standards.

(7) Employees should be provided effective education and training in cases in which such education and training would result in better organizational and individual performance.

(8) Employees should be—
(a) Protected against arbitrary ac-

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The Challenge

Depot Commander/Publisher _____
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Photographer _____

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When best business practices meet real life obstacles

By April McKeand
Transformation Management Training Office

Organizations adopt Enterprise Resource Planning (ERP) systems because of the benefits they expect to derive from their use (i.e., achieve a Return on Investment (ROI)). At Sierra Army Depot we will have two ERP systems; Logistics Modernization Program (LMP) currently utilized in Mission and General Fund Enterprise Business System (GFEBS) coming soon to the Garrison. While these ERP systems are built around industry best practices, they operate in a real-world workplace. ERP is an enterprise transformational project...it requires people to work together on identifying issues and how to solve them. In short, ERP requires a business culture change.

The ERP implementations are not just technological projects. They are 10 percent IT and 90 percent about people, process, business culture, politics and leadership. The role-based transactions follow a uniform process and thus require users to conform. This leads to high expectations that the best business practices inherent in LMP would "auto-magically" fix problems. The natural aversion to change often makes this requirement to conform uncomfortable for the end-user. In the attempt to help the end-user become more

comfortable with performing transactions, the Transformation Management Directorate has developed role-based training that is easily accessible for all Government employees (I:\TWS\Cadre Training Material\Web site\Default.html).

While best practices are an ideal to which all enterprises aspire, real-world practices have evolved to suit the unique business requirements of each individual management area. Best practices bring together key functional areas, eliminating the possibility of "silo mentality" (we don't care what the other areas are doing because we can't control them), and asks them to arrive at a consensus, work interdependently with all stakeholders and share inputs/outputs to each other's processes. For ERP to provide the expected ROI, the mentality of my processes must change to our processes because the Functional Areas are interconnected within LMP/GFEBS. The greater good of SIAD needs to consider how we can provide the best support for the Warfighter.

Continuous Process Improvement isn't just a goal for SIAD, it applies to the entire Army Enterprise. A well implemented ERP system should be a "real-time representation of what is happen-



ing in the business right now." Meaning there is nowhere to hide...everything is exposed. This includes visibility of "dinosaur" practices. While this can cause some people to become defensive (I've been doing it this way for 30 years, don't fix what I don't think is broken), transparency is a significant benefit to deploying an ERP. Transparency allows management to identify process improvement opportunities based upon facts and analytics to provide the greatest ROI for the effort.

Updating to an ERP technology provides management and end-users with tools to make informed decisions. Change can be difficult and it takes time to become comfortable with a new system. When best business practices meet real life obstacles we can overcome. Working interdependently will allow SIAD to provide the best service to the Warfighter, as well as provide a greater Return On Investment.



UNION (From Page 2)

tion, personal favoritism, or coercion for partisan political purposes, and

(b) Prohibited from using their official authority or influence for the purpose of interfering with or affecting the result of an election or a nomination for election.

(9) Employees should be protected against reprisal for the lawful disclosure of information which the employees reasonably believe evidences—

(a) A violation of any law, rule, or regulation, or

(b) Mismanagement, a gross waste of funds, an abuse of authority, or a substantial and specific danger to public health or safety.

(c) In administering the provisions of this chapter—

(1) With respect to any agency (as defined in this title, take any action, including the issuance of rules, regulations, or directives; and

(2) With respect to any entity in the executive branch which is not such an agency or part of such

an agency, the head of such entity shall, pursuant to authority otherwise available, take any action, including the issuance of rules, regulations, or directives;

(3) Which is consistent with the provisions of this title and which the President or the head, as the case may be, determines is necessary to ensure that personnel management is based on and embodies the merit system principles.

(4) Retaliate against a "Whistleblower" whether an employee or applicant.

(5) Knowingly violate veterans' preference requirements.

(6) Unlawfully discriminate for off duty conduct.

(7) Give unauthorized preference or improper advantage.

(8) Employ or promote a relative.

AFGE Local 1808 monthly meetings are held on the first Tuesday of each month at 5:15 p.m., unless it's an Election Day; meeting will then be held the following Tuesday. All members are invited to attend and voice their concerns. Union office telephone number is (530) 827-5375.

COMMANDER (From Page 2)

for each other. Through your attentiveness and focus, we can significantly reduce and possibly eliminate accidents on SIAD.

This month we celebrate National Women's History Month. This year's theme is recognizing the pioneering leadership of women and their impact on the diverse areas of education. In 1981, two members from Congress co-sponsored the first Joint Congressional Resolution recognizing March 2-8 as National Women's History Week; however, in 1987 this Resolution was changed to extend the recognition for the entire month. If there was / is a woman in your life that had a positive influence on you, please take the time this month to thank them.

I can now finally talk about football again. ESPN was banned in my house since the Super Bowl. It was a great game, but a very disappointing result. But now we can focus our attention on the 'boys of spring;' Go Red Sox!

**Pride in
Excellence!
Army Strong!**

LTC Christopher E. Dexter

#38



Employees complete Depot Leadership Academy



The fourth Sierra Army Depot Leadership Academy came to a close when seven employees graduated after completing a six-month curriculum. The program was divided into two phases. The first phase (classroom training portion) included two full days of lecture, interactive discussion, PowerPoint presentations, classroom activities and guest speakers, led by Col. (Ret.) Mark Scureman. The second phase involved a weekly two-hour student laboratory. The first hour was devoted to discussing the reading assignment, and the second hour involved computer time to work on the Foundation Course modules. Students were required to attend 80 percent of the weekly labs to successfully complete the academy (18 classes of 22). The Foundation Course online class modules were completed at their own pace, but had to complete in order to graduate. Each academy graduate can follow up their learning by becoming a mentor for future leaders, as well as finding a mentor to follow and learn from. The graduates from the Leadership Academy are from left to right Jonathan Lontoc, Matthew Sturm, Shelly Sargent, Jennifer Peters, Amanda Page, Kevin McDonald, and Stanley Bailey. Congratulations on a job well done!

TACOM LCMC Chaplain conducts ASIST training at Sierra



LivingWorks

At some time you may have found yourself asking, what would I do if someone came to me and said they were thinking about suicide.

Your response would depend on your personal beliefs and attitudes about suicide. These are some of the issues that the Applied Suicide Intervention Skills Training (ASIST) addresses in training to help an individual be more effective in a situation such as this.

Just as "CPR" skills make physical first aid possible, training in suicide intervention develops the skills used in suicide first aid. ASIST is a two-day, interactive workshop that prepares individuals to provide suicide first aid interventions. The training format includes instruction on the Suicide Intervention Model

that is a practical guide to suicide intervention, videos, small group discussions, and skills practice.

ASIST has five learning sections:

- Preparing: sets the tone, norms, and expectations of the learning experience.

- Connecting: sensitizes participants to their own attitudes towards suicide. Creates an understanding of the impact, which attitudes have on the intervention process.

- Understanding: overviews the intervention needs of a person at risk. It focuses on providing participants with the knowledge and skills to recognize risk and develop safe-plans to reduce the risk of suicide.

- Assisting: presents a model for effective suicide intervention. Participants develop their skills through observation and supervised simulation experiences in large and small groups.

- Networking: generates information about resources in the local community. Promotes a commitment by participants to transform local resources into helping networks.

ASIST is designed to help individuals become more ready, willing and able to help persons at risk. This can help prevent suicide.

Sierra Army Depot hosted an ASIST workshop conducted by TACOM LCMC Chaplain Pablo Rivera on Feb. 22-23, with 11 participants. If you or anyone else on the Depot wants to talk to someone about suicidal thoughts or intentions, you can

See ASIST on Page 8

Child, Youth and School Services News

CDC:

Since the 1980's the National Association for the Education of Young Children has been helping programs meet professional standards for early childhood education programs. This helps families identify high-quality programs for their children. The NAEYC Accreditation process includes an assessment of everything from teaching strategies and relationships to family involvement and classroom environment.

Our child development center is currently going through this process to assure that our community has the best possible program available. We know that we will meet all program standards and accreditation criteria. Training for staff, administrators and trainers is ongoing so we can continue to provide quality services to parents and children. We appreciate the community support and positive encouragement as we go through this process.

Challenge Article Youth Sports and Fitness:

The month of March brings some exciting sports into CYSS. For the first time ever CYSS is introducing an Intramural Dodgeball League. This league is free to participate in and is available for kids in first through eighth grade. Games will be held on Monday and Wednesday nights starting Mar. 4 until Apr. 16.

CYSS will also be hosting an Intramural 3 on 3 Basketball League. This league is also free and is for kids in Kindergarten through 12th grade. The games will be held on Tuesday and Thursday nights from Mar. 13 until Apr. 24.

On other news, on Saturday, Mar. 10, Youth Sports and Fitness is hitting the slopes at Mt. Rose on our annual ski and snowboard trip. This trip is available for middle school and teens and the cost is \$12.00 for the day. This will be a great way to get out and enjoy the winter sports season before it's over. For more information or to sign-up for sports or field trips, please contact Billy Womble, 530-827-4696.

BGCA Fine Arts Contest:

Along with CYSS, the Fort Sage Resource Center hosted this year's Boys and Girls Club of America Fine Arts Contest. Local high school

See CYSS on Page 7

Last container of Operation New Dawn downloaded

By John Perkins and Colonel Jeffrey Carra

For Mr. James Arnold, the Sierra Army Depot (SIAD) Liaison Officer (LNO) to the Army's Responsible Reset Task Force (R2TF), Feb. 21, 2012, was a historical moment. The retrograde sort yard (known as W2N yard) at Camp Arifjan Kuwait downloaded the last container from Operation New Dawn (OND) that day. There were no cameras, news reporters, or any big crowds, just Mr. Arnold and the employees of GDIT who cleaned out the last container; but the team did experience a sense of accomplishment after three years of activity, emptying over 5,000 containers in support of OND and the successful retrograde of over \$2 billion of US Army property. This final task of sorting, redistributing, and retrograding became second nature to the SIAD Team over the years.

Mr. Arnold and the preceding

Sierra LNOs had the daunting task of ensuring that the material that was downloaded and delivered to the Sierra lane at W2N was serviceable and fit within the guidelines agreed to by SIAD and the US Army Materiel Command (AMC). If you were to ask Mr. Arnold if it was worth it he would tell you it was necessary and he is grateful that his director, Ms. Kathy Ayers, recommended him for this assignment and that SIAD gave him the opportunity to represent SIAD in Kuwait in support of this historic operation.

Now that the mission has come to a close as the last container was downloaded and the Responsible Reset Task Force (R2TF) begins to restructure and focus on the overwhelming task of bringing Operation Enduring Freedom (OEF) to a close, it's a job well done. After spending 20 years in the military and serving in Iraq during Operation Iraqi Freedom, this will be a day that

Mr. Arnold will always remember. As OND is coming to an end, Mr. Arnold will always take the time to reflect on those who served our country honorably because without them we could not enjoy the freedom that others around the world long for. Mr. Arnold will return to SIAD where he serves as a supervisor within the Mission Operations organization and looks forward to bringing home the lessons learned from his assignment.

The R2TF was created to manage, implement, and sustain the drawdown of equipment from Iraq, and is setting the stage for the eventual drawdown from Afghanistan. Led by AMC, the R2TF consolidates data and expertise to maintain visibility of all the processes and procedures surrounding the departure of equipment from theater, including washing, resetting, retrograde, transportation, and logistical tasks.

Army Materiel Command implements Lead Materiel Integrator

STAND TO

What is it?

The journey of transformational change to materiel management begins Feb. 15, 2012, when Army Materiel Command assumes the Lead Materiel Integrator (LMI) mission for the Army. LMI's mission is to synchronize the distribution and redistribution of materiel per Army priorities and directives.

The LMI approach heralds a new way of optimizing supply against demand by designating a single integrator to ensure Soldiers have the right equipment at the right time to accomplish their missions. LMI represents a powerful new approach of implementing the Army's equipping priorities, policies and programs to meet demands of the 21st century Army.

What has the Army done?

The Army Sustainment Command serves as the LMI executing agent and is the Army's single synchronization point, working with all stakeholders to source Army materiel requirements per Army priorities and directives. Employing its Distribution Management Center, Army Field Support Brigades and Directorates of Logistics, ASC will ensure the right materiel is provided in the right quantity and condition, delivered to the right place at the right time - whether in combat, training to go to combat, operating as part of the Army's generating force, or conducting Homeland Defense and Defense Support to Civil Authorities missions.

What continued efforts does the Army have planned for the future?

LMI is the materiel management approach for the 21st century. LMI is not a quick fix it's a journey. It is not an event. Rather, LMI is the Army's transformational platform for change over time to improve efficiency and effectiveness of Army materiel management. The end state of the LMI approach is a fully integrated and synchronized materiel distribution and redistribution process at best value for our Army.

Why is this important to the Army?

See LMI on Page 8



Mr. James Arnold, left, oversees the final container being downloaded in the retrograde sort yard at Camp Arifjan from Operation New Dawn, bringing this mission to a close.



EEO/Diversity Update

Women's Education - Women's Empowerment

By Ms. Susan Flesvig
Federal Women's Program Mgr

Although women now outnumber men in American colleges nationwide, this reversal of the gender gap is a very recent phenomenon. The fight to learn was a valiant struggle waged by many tenacious women — across years and across cultures. After the American Revolution, the notion of education as a safeguard for democracy created opportunities for girls to gain a basic education. However, that education was based largely on the premise that, as mothers, they would nurture the minds and bodies of the (male) citizens and leaders. This idea that educating women meant educating mothers endured in America for many years at all levels of education.

The equal opportunity to learn, which today is taken for granted, owes much to Title IX of the Education Codes of the Higher Education Act Amendments. Passed in 1972 and enacted in 1977, this legislation prohibited gender discrimination by federally funded institutions. Its enactment has served as the primary tool for women's fuller participation in all aspects of education from scholarships, to facilities, to classes formerly closed to women. It has also transformed the educational landscape of the United States within the span of a generation.

Each year National Women's History Month employs a unifying theme and recognizes national honorees whose work and lives testify to that theme. This year we are proud to honor six women who help illustrate



Lynette Hall
EEO Manager

how ethnicity, region, culture, and race relate to Women's Education - Women's Empowerment.

The 2012 Honorees are:

- Emma Hart Willard, Women Higher Education Pioneer
- Charlotte Forten Grimke, Freedman Bureau Educator
- Annie Sullivan, Disability Education Architect
- Gracia Molina Enriquez de Pick, Feminist Educational Reformer
- Okolo Rashid, Community Development Activist and Historical Preservation Advocate

• Brenda Flyswithawks, American Indian Advocate and Educator

The stories of women's achievements are integral to the fabric of our history. Learning about women's tenacity, courage, and creativity throughout the centuries is a tremendous source of strength. Knowing women's stories provides essential role models for everyone. And role models are genuinely needed to face the extraordinary changes and unrelenting challenges of the 21st century. National Women's History Month, designated by Joint Resolutions of the House and Senate and Proclamations by six American Presidents, is an opportunity to learn about and honor women's achievements today and throughout history.

For more information and resources to commemorate multicultural women's history and to celebrate Women's Education - Women's Empowerment, visit, WWW.NWHP.ORG



Emma Hart Willard (1787-1870)
Women Higher Education Pioneer

In 1895, twenty-five years after Willard's death—a statue in her honor was erected on the campus of her groundbreaking experiment. Its inscription reads in part: **HER MOST ENDURING MONUMENT, [is] THE GRATITUDE OF EDUCATED WOMEN.**



Charlotte Forten Grimke (1837-1914)
Freedman Bureau Educator

Charlotte Forten Grimke is remembered and read today as a writer whose careful documentation of her varied life is a testament to the racial experience of 19th century America.



Annie Sullivan (1866 - 1936)
Disability Education Architect

Annie Sullivan was a pioneer in a kind of education that was in its infancy. If a student's gratitude is a teacher's greatest award, then Sullivan was richly rewarded. When Helen Keller died in 1968, thirty-two years after the passing of her teacher and friend, Keller's ashes were placed in the Washington National Cathedral next to Annie's.



Gracia Molina de Pick (b. 1929)
Feminist Educational Reformer

Gracia Molina de Pick, now eighty three years old, whose early philanthropy was in the giving of her time, intelligence, and spirit has turned in later years to giving financial resources as well. "I don't have a lot of money," she says, "but I'm rich in so many other ways. Everything I have, I give to the causes."

SIAD DRUG TESTING RESULTS - DECEMBER 2011

The chart to the right is the monthly summary of random drug testing conducted at Sierra Army Depot. Each month this chart will be posted in The Challenge with the previous month results at the request of the Depot Commander. All Test Designated Positions (TDP) and Commercial Driver License (CDL) personnel are randomly selected by a Department of Army computerized program. There were no CDL tests conducted during this timeframe due to the update process of the list by the Civilian Personnel Office. For questions or comments, please contact Dr. Vicki Braun, Alcohol and Drug Control Officer at (530) 827-4115.

GRADE	TEST DESIGNATED POSITION	COMMERCIAL DRIVING LICENSE
GS		0
WG	3	0
WL	15	0
WS/YC/YN		0
NAF/CYPA/NSPS	1	0
TOTAL	19	0
NEGATIVE RESULTS	19	0
POSITIVE RESULTS	0	0
SUPERVISOR/LEADER Tested from Total	1	

LEAN into my CORNER

What does Lean mean to Sierra Army Depot? The answer sort of depends on who you are. For virtually everyone who works here, it has meant money in your pocket for the last couple of years, since it has made up a substantial part of our GAP award. But this is really only a small part of the answer. Lean means many things, nearly all of them good.

Change often takes place slowly and we get used to the way things are. As a result, we tend to think of our workplaces as unchanging. I remember touring a car-level warehouse about seven years ago that was almost literally a death trap. The lighting was non-existent and stock was piled on shelves in no particular order. Some items were jammed in haphazardly and looked like they would tumble out on top of me if I breathed too hard. Fast forward a few years. Today that warehouse is clean, well lit, safe, and productive. In many ways it's a model workplace. Of course, this is mostly due to a lot of effort by the people who work there but it was accomplished using Lean tools.

A comment we often hear (or overhear) is "I've been doing this job for years. I know how



William Deming
QEO Director

to do it. I don't need Lean." In some cases, this is completely true. The worker who has done the same job for years does know how to do it—the way it has always been done. It's even possible that the time-tested method is the most efficient way to do it. But in most cases, processes that have been around for a long time have picked up steps that made sense when they were put in place but are now just wasted effort. Because we get people on Lean project teams from different work areas,

we can take a fresh look at these activities, recognize wasted steps for what they are, and get rid of them.

Anyone who believes that cuts in the Federal budget are not on the way is just not paying attention. And of course, Federal cuts will translate into Army budget cuts. In fact, we are already seeing some of this. We have been lucky so far at Sierra, for a variety of reasons. Some of the other installations within AMC have been less lucky and are already downsizing their workforces. Lean can help us in this area too. If you have ever been on a Depot tour with visitors from TACOM or AMC, you have probably noticed that they are always impressed by work areas that have undergone significant Lean activity. This sort of thing counts when decision makers are deciding what programs are to be cut or re-located to other installations. If we can show that we can do what we do more efficiently and less expensively than other Depots, we are going to increase job security for everyone here.

So I return to my original question: What does Lean mean to Sierra Army Depot? It means a brighter future for all of us who work here.

CYSS (From Page 4)

youth competed in several categories, such as monochromatic drawing, oils and acrylics, and watercolors. In all there were almost 60 entries, nearly doubling the entries from last year!

The art was judged by our own SIAD team

members Lori McDonald, Lynn Goddard, and Helen Brown; and a fine job they did! The judges, along with many community members who stopped by to view the art, were very impressed with the local talent. Parents, friends and family gathered at the Resource Center on Jan. 26 to congratulate the students' hard work, and to view

the brightly colored ribbons that were placed on winning pieces. Those who placed first in each category moved on to the Regional competition in Venice, California.

Those moving forward in the 13-15 year old category are: Dominick Herrick in monochromatic drawing and pastels, Laurel Winneggee in multi-colored drawing, Alexandra Kiel in watercolor, and Jessie Custer in oil and acrylic. In the 16-18 year old category the following moved forward: Linsay Stevens in monochromatic drawing and watercolor, Jolynn Thompson in multi-colored drawing, Anthony Gutierrez in oil or acrylic, and Kalli Miles in mixed media.

If a youth places first at Regionals, they will then compete in the National competition and their art will tour the United States in 2013. Last year Linsay Stevens, currently a senior at Herlong High, placed second at Regionals. We wish all of our artists good luck in the next stages of the competition, and we thank the judges for their participation in this year's competition. Keep an eye out for the BGCA photo contest in the spring!



Pictured above are students who participated in this year's Boys and Girls Club of America Fine Arts Contest. In the back row are Anthony Gutierrez and Scott Kiel. In front from left to right - Alana Burbank, Alexandra Kiel, Linsay Stevens, Kalli Miles, and Quanisha Martinez.



LMI (From Page 5)

As the Army operates in an environment of fiscal austerity the transformative nature of the LMI approach will allow the Army to realize significant cost savings, freeing precious resources that would otherwise be used to manage equipment. For the first time, the LMI will integrate the S (equipment on hand) and the R (maintenance availability) and will leverage state-of-the-art automation to establish one authority, one source of repair, one information system, all working together to provide visibility of every piece of equipment across the Army. A single integrator with visibility across the Army enterprise and throughout the lifecycle of equipment will produce better materiel readiness at the best value in support of the Army.

New Hires at SIAD

As you go about your day to day operations, in some type of fashion you have probably come in contact with one or several new employees. Take a few minutes to welcome these individuals to the Depot. Here are a few more names to be added to the welcome list.

- Nicholas Barron
- Melvin Campbell
- Heather Cowley
- Shelly Gorman
- David Herndon
- Curtis Higgins
- Jedidiah Hogan
- Lori King
- Shaun Peters
- Tamera Schultz
- Lyle Weeks



Public Affairs Office
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74 C Street
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Firefighters provide assistance for local accident



Fire fighters from Sierra Army Depot responded to a mutual aid call from Lassen County Emergency Dispatch for an accident that occurred on Feb.1 , that closed Highway 395 for several hours. In the photo to the left, Devin Harris and Greg Tavalero provide clean up assistance to ensure there are no hot spots within the wreckage. (Photo Courtesy of Jeff Deitch, KRNV News 4 - Reno, Nev.)

At right, Stephen Waters, stands by to provide assistance in the wreckage of a Wal-Mart semi truck that veered off Highway 395 and crashed on Feb.1. Sierra Army Depot provided mutual aid to local and surrounding communities for fire protection. (Photo Courtesy of Samantha Boatman, KOLO News Channel 8 - Reno, Nev.)



ASIST (From Page 4)

contact any of the individuals listed below for assistance:

- Michael Applegate – 4309
- Vicki Braun – 4115
- Robert Brent - 4555
- Dorothy Brown - 5268
- Celia Cox – 4190
- Curtis Hubanks - 4125
- Billy May - 4275
- Julie Mason – 4797
- Scott (Oly) Olsen – 4622
- John Sell - 4744
- Cher Tinston-Gore – 4385
- Molly Hosak - 4434



Chaplain (Ltc.) Pablo Rivera, TACOM LCMC Chaplain, provided some training assistance in the area of suicide prevention to some employees during his visit. These employees learned how to become more ready, willing and able to help persons at risk of suicide.