

The Challenge



Sierra Army Depot, Herlong, Calif.

December 2012

Vol. 68 No.12



Commander's View

As 2012 comes to a close, I would like to express my thanks and gratitude to the best workforce in the Army Material Command. You have all helped us achieve a second straight year of all-time highs of revenue and direct labor hours.

We were able to achieve these accomplishments because we employ the strongest and most dedicated workforce and supervisors across the industrial base.

As we move forward into 2013, your continued dedication to providing the best possible product at the highest quality and on time will ensure our future success; even as we face a future environment of fiscal uncertainty. Always remember that our warfighters, the Soldiers, Marines, Sailors, and Airmen depend on our performance.

In the spirit of the holiday season, I want to extend my thanks for everything you do for Sierra Army Depot.

As you enjoy the festivities with friends and family, as you give and receive presents, as you gather to celebrate, I ask each of you to take time to reflect on the blessings you enjoy and the sacrifices being made by our deployed ser-



Lt. Col. Christopher E. Dexter

vice members and civilian employees during this season, and to remember that they're successful only because they're supported by the very best every day - YOU.

If you are traveling during the holidays, be safe. This is hectic and potentially dangerous

time of the year, so be careful. Your safety and return to work in 2013 are extremely important to your family and me.

I look forward to a great 2013 with each one of you.

Please accept my best wishes to you all and your families for a safe and enjoyable Christmas and a very Happy New Year.

Pride in Excellence!

Army Strong!

LTC Christopher E. Dexter

#38



THE UNION'S POSITION- AFGE LOCAL 1808

The responsibility of AFGE - What does that mean to you?

As we enter into a critical time in Government service we must ensure that the fundamental right to vote is protected for all eligible voters. As you may know it is not only the National elections but local elections for AFGE #1808. All of the current candidates are worthy individuals. Please participate, please vote. It is your right and it determines your Union!

Since 1932, the responsibility of AFGE has been to assure America's Government employees, Federal workers, of fairness, due process, decent and safe working conditions, fair pay and a voice on the job.

What does that mean to you? I hope it means that we are a resource, a safe place that any employee can come to in assistance, of the feeling that any employee has, that the above rights have been violated or a perception of violations has taken place.

On the average, our local handles approxi-

mately 3-5 cases per week. The cases range from written disciplinary disputes, request for LCA (last chance agreements) for alcohol or drug abuse positive tests, Disputes between supervision and employees, disputes between employee and employee, requests for a change in working conditions/areas, violations of working conditions, perceived favoritism, and many, many more. Most of these are handled on a low level, sometimes we are just a safe place for the employee to speak freely. Sometimes we are not the right avenue, so we intake, evaluate, and refer. You will never know the resources we can provide if you do not use us, ask the questions, or make



the call.

We currently have 3 stewards who handle that workload and quite frankly, it's not enough. In order to best represent employees we need to lean on the strength, fortitude, and ultimately participation of our members. Employees say the Union is weak, but you the workforce personnel, are the Union! So if we are weak than we are all weak!

How does one change a Depot? How does one change past practices? How can one collectively make a difference, a better workforce? The answer is, ONE cannot. However, with a little participation, dedication, and want for change WE CAN!

As current Secretary/Treasurer I ask of all, for the following.

1. Want to change. Make the call.
2. Ask what you can do.
3. Stand up for yourselves and others.
4. Ask the questions, educate yourself.

See UNION on Page 3

The Challenge

Depot Commander/Publisher _____
Public Affairs Officer/Editor _____
Photographer _____

Lt. Col. Christopher E. Dexter
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Energy report for FY12

Sustain Train Operate Renew Measure

By Steven Johnson
Energy Awareness Coordinator

There are a lot of federal laws pertaining to energy, like the Energy Policy Act of 2005 (EPAct), the Energy Independence and Security Act of 2007 (EISA), and the Federal Leadership in Environmental, Energy, and Economic Performance Act of 2009.

These laws affect everything from buying Energy Star products to designing new buildings to federal green standards. They set reduction goals for energy, water, waste, and greenhouse gases, while setting goals for renewable energy generation on federal installations.

To track increases and/or decreases in energy usage the Army uses Energy Intensity. Energy Intensity is a fraction or ratio of energy used over the space it is used in, and is measured in Million British Thermal Units (MBTUs) per 1,000 Square Feet of buildings (or MBtu/KSF). Sierra recorded positive progress in FY12 for energy goals. Energy intensity was reduced in FY12 by 13.93% from the base year (FY03), with a 2.6% reduction from FY11.

Federal laws also require the increased use of Renewable Energy (RE) when feasible, and also encourages on-site generation of RE. Sierra has some on-site RE production in the form of Ground Source Heat Pumps (GSHPs) in Building 150. GSHPs pump water through underground loops, tapping the earth's natural temperature to assist in

heating and cooling the water used in the buildings Heating, Air Conditioning, and Ventilation (HVAC) system. In FY12, the GSHPs produced enough of RE to account for 3.7% of the total electricity purchased by the Installation.

Potable Water use is also tracked by intensity, and is measured in 1,000 gallons per 1,000 Square Feet of buildings (or KGAL/KSF). Sierra's potable water use intensity in FY12 was reduced by 45% from base year of FY07. Sierra does not have any industrial or irrigation water use.

Some key planning aspects of the energy management program were an energy audit, a metering audit, and a renew-

able energy assessment. The energy audit, or EEAP (Energy Engineering Analysis Program) audit, report identifies more than 200 possible energy conservation measures that have a positive return on investment. Along with the energy audit, there was a renewable energy assessment performed by NREL (National Renewable Energy Lab) with several different recommendations for renewable energy production. The metering audit produced a Technical Data Package (TDP) for the installation of an advanced metering system at Sierra.

(Ref: (Public law) Energy policy act of 2005, (Public law) Energy Independence and Security Act of 2007), (Public law) Federal Leadership in Environmental, Energy, and Economic Performance Act of 2009)



Union (From Page 2)

5. Be a viable, strong member of the Union/encourage your fellow workers.

These are small endeavors, but when put together can change your Union, your work environment, your daily attitude and most importantly can change your Depot.

Tough times are here, more tough times are on the way. But a strong workforce that is supported by one other, can change the stars kids! We can help each other, but you have to want to make the changes that need to be made and you have to do something about them.

I promise that I will help carry you, I will educate you, I will stand up for you, and I will push forward. I will be the voice for you. I believe in this Union, because this Union is my co-worker, my friend, and my brother and I believe to the core of its depths. I have seen the good that can come from being a Union member/officer and I like to think that I have contributed in saving many jobs for many people, who deserved a voice, a chance, in some cases a second chance.

Corny, as it sounds but TOGETHER WE CAN. The people before us in the Union worked

hard to achieve the rights we have today. They laid the ground in which we walk, but they are not here to help sustain it. I am, you are, so we must, because it is the right thing to do. Unions were built in a time when employees had little to no safety regulations, severe working conditions, and times of oppression. The Union today is a little different; we no longer have the fight of our fathers and mothers. However, we still have a fight in order to sustain the rights that were won. With every inch forward, and inch recedes. But with momentum and determination we can continue to pave new paths for our futures, and for our children's futures. The road is long, the road is hard, blocks pop up along the way but we have to keep pushing for better, for great, and for solidarity. Please help me, help you. Thank You.

AFGE Local 1808 monthly meetings are held on the first Tuesday of each month at 5:15 p.m., if 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.

On behalf of AFGE Local 1808 we wish everyone a Merry Christmas and a Happy New Years drive safe and sober.

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.

Gregory Douglas
Richard English
Antonio McDaniel
Thomas Moore
Benjamin Morrow

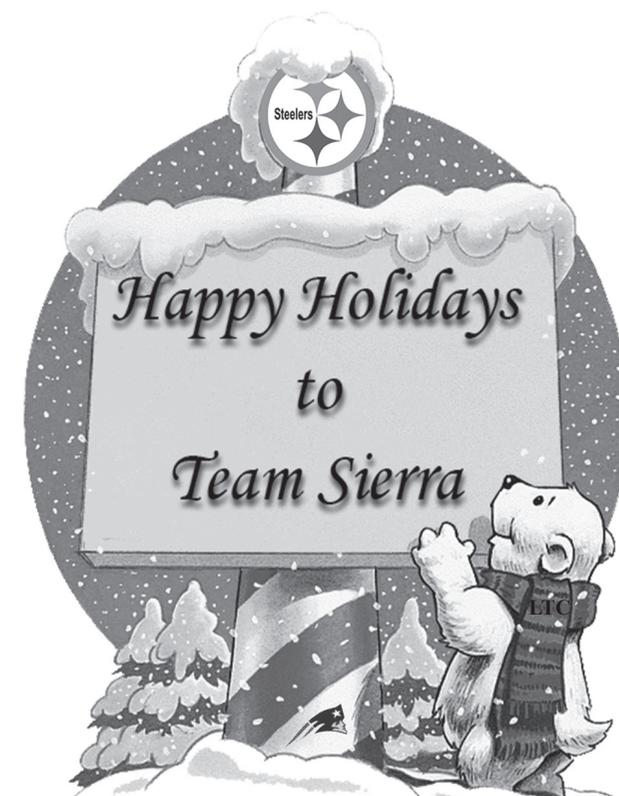
TSP Catch-Up

Thrift Savings Plan (TSP) maximum contribution amounts for regular/Roth TSP is \$17,500 and \$5,500 for TSP Catch-Up. It is important to remember that TSP contributions are based on the calendar year in which the pay is received.

The first 2013 contribution will be on pay date January 10 (January 4 for DCMA). Therefore, those wishing to spread their contributions over the full 26 pay periods, should make TSP and TSP Catch-Up elections during the pay period that begins on December 2.

TSP Catch-Up elections must be renewed each year. Eligibility for TSP Catch-Up are 1) age 50 or older during the calendar year, 2) currently employed and in pay status and 3) regular contributions to civilian or military TSP account or equivalent employer plan that will equal the maximum allowed by the Internal Revenue Code (\$17,500 for 2013).

Charts to assist with planning the amount of TSP contributions to reach the maximum for 2013 will be available on the ABC-C website beginning 2 December 2012.



Child, Youth and School Services Monthly Update

CYSS celebrated the month of October with lots of spooktacular fun! Costume parties took place for school age youth as well as for the middle school and teens. As kids danced to the Monster Mash, lots of goodies were served to keep their bellies full. Each of the age groups played various games, including the Limbo, and at the end of the night youth were awarded prizes for the best costumes. The MST youth faced off in the Fear Factor Challenge, eating cow tongue, liver and several concoctions consisting of fish, condiments, and gummy

worms. This activity was a big hit with over 25 participants! We ended the month carving pumpkins to decorate the youth center.

October marked the month for National Bullying Prevention. CYSS Education and Outreach Director Amanda Page organized a school-wide bullying campaign for the local youth. Presentations were made in various classrooms where youth were engaged in discussions about what it means to bully and what we can do to stop it. Older youth participated in a more extensive presentation where emotionally

charged videos were shown on topics ranging from cyber-bullying to suicide. At the end of each presentation youth were asked to take a stand against bullying by signing pledge cards and wearing a green bracelet. Over 100 youth pledged to stand up against bullying in our community!

The CDC celebrated October with a special field trip to Wimple's Pumpkin Patch. The kids enjoyed exploring in the patch and getting lost in the corn maze. Despite the cold weather, the kids had a great time and can't wait to go back next

year!

We currently have some space available at the CDC. If you are interested in a space or just have some questions, please feel free to contact us at 827-5313. Reminder to parents on wait list: Please be sure to follow up on your childcare spot on a monthly basis. Your position on the wait list will be lost if we do not hear from you. If you should have any questions on your spot, would like to be added to the wait list, or have general enrollment questions, please contact us at 827-5313.



Clara Thompson, "utterly" demonstrates her skills in doing the limbo. She was quite successful even in her Cow costume.

Shannon Hinojos - Dedicated Gym Member



CYSS staff member Shannon Hinojos has gone to the SIAD gym every day starting in June of 2011. She has now lost over 70 lbs! Shannon has become a great role model for others in that her drive and desire "to live a better, healthier lifestyle" is what we should all strive for. Shannon says that losing this weight is her greatest accomplishment. "I'm just happier now, and I can't believe that was me!"



Employees say farewell to Sierra Army Depot - Hello to RETIREMENT!



It is not every day a mom gets her retirement flag presented by her son. Norma Tong couldn't be more pleased than when her son, Jason Tong, not only presented the flag, but her retirement certificate as well. Congratulations Norma and best wishes on your retirement.



Christopher Appell was all smiles as he accepted his retirement certificate from Lt. Col. Christopher Dexter during a retirement ceremony at the Directorate of Base Support. In addition, Chris received a flag from Dexter that was flown over the US Capitol.



Greetings: Emergency Management and the Army Protection Program would like to discuss with you information regarding Winter Storms, from the National Weather Service.

What are Winter Storms?

Most people think of a Winter Storm as a snowstorm. While this can be true, there are other types of weather associated with winter storms that can be extremely hazardous.

Sometimes winter storms are accompanied by strong winds creating blizzard conditions with blinding wind-driven snow, severe drifting, and dangerous wind chill. Strong winds with these intense storms and cold fronts can knock down trees, utility poles, and power lines. Extreme cold often accompanies a winter storm or is left in its wake. Prolonged exposure to the cold can cause frost-bite or hypothermia and become life-threatening. Infants and elderly people are most susceptible.

Heavy accumulations of ice can bring down trees, electrical wires, telephone poles and lines and communication towers. Communications and power can be disrupted for days while utility companies work to repair the extensive damage. Even small accumulations of ice may cause extreme hazards to motorists and pedestrians.

Heavy snow can immobilize a region and paralyze a city, stranding commuters, stopping

the flow of supplies, and disrupting emergency and medical services. Accumulations of snow can collapse buildings and knock down trees and power lines. In rural areas, homes and farms may be isolated for days and unprotected livestock may be lost. The cost of snow removal, repairing damages, and loss of business can have large economic impacts on cities and towns.

The three basic ingredients necessary for a winter storm to develop:

COLD AIR: below freezing temperatures in the clouds and near the ground are necessary to make snow and/or ice.

MOISTURE: to form clouds and precipitation. Air blowing across a body of water, such as a large lake or the ocean, is an excellent source of moisture.

LIFT: something to raise the moist air to form clouds and cause precipitation.

When CAUGHT in a Winter Storm...

Find shelter: try to stay dry, cover all exposed parts of the body.

No shelter: prepare a lean-to, wind-break, or snow cave for protection from the wind. Build a fire for heat and to attract attention. Place rocks around the fire to absorb and reflect heat.

Do not eat snow: It will lower your body temperature. Melt it first.

Stay in your car or truck. Run the motor about ten minutes each hour for heat: open the window a little for fresh air to avoid carbon monoxide poisoning. Make sure the exhaust pipe is not blocked. Make yourself visible to rescuers: Turn on the dome light at night when running engine. Tie a colored cloth (preferably red) to your antenna or door. Raise the hood indicating trouble after snow stops falling.

Exercise from time to time by vigorously moving arms, legs, fingers, and toes to keep blood circulating and to keep warm.

AT HOME OR IN A BUILDING

Stay inside.

When using ALTERNATIVE HEAT from a fireplace, wood stove, space heater, etc.:

Use fire safeguards and properly ventilate.

No heat:

Close off unneeded rooms.

Stuff towels or rags in cracks under doors.

Cover windows at night.

Eat and drink. Food provides the body with energy for producing its own heat. Keep the body replenished with fluids to prevent dehydration.

Wear layers of loose-fitting, lightweight, warm clothing. Remove layers to avoid overheating, perspiration, and subsequent chill.

KEEP AHEAD OF THE STORM by listening to NOAA Weather Radio, commercial radio and television for the latest winter storm watches, warnings and advisories. You can also get application for your smart phone such as "Weather Bug" or "RadarNow" or similar applications. For more information contact your new Installation Emergency Manager, Quentin Graham at 530-827-4804 or visit www.ready.army.mil.



*Have a safe
Holiday!*

Security Manager moves on to new adventure



Ms. Carolyn Jemison was presented a certificate of appreciation from Lt. Col. Christopher Dexter for her dedication within the Security Office from May 2005 through November 2012. Carolyn accepted a position at Fort Rucker, Ala., which will put her closer to home and family. We wish you the best of luck in your new adventure!

Report

Suspicious Activity

Indicators:

- People drawing or measuring important buildings.
- Strangers asking questions about security or building security procedures.
- Briefcase, suitcase, backpack, or package left behind.
- Cars or trucks left in No Parking zones in front of important buildings.
- Intruders in secure areas where they are not supposed to be.
- A person wearing clothes that are too big and too hot for the weather.
- Chemical smells or fumes that worry you.
- People asking questions about sensitive information such as building blueprints, security plans, or VIP travel schedules without a right or need to know.
- Purchasing supplies or equipment that can be used to make bombs or weapons or purchasing uniforms without having the proper credentials

Also Report Situations Where:

- Individuals have isolated themselves or are emotionally withdrawn from friends/community
- Individuals are absent from the workplace for seemingly no reason
- Individuals with apparent grievances

Primary Reporting Methods

- Law enforcement official or agency
- Security force or guard members

Alternative Reporting Methods

- DA Civilians/Soldiers: your chain of command
- Spouses: your military member/FRG Leader
- Children: your parents or teachers
- Contractors: contract agency or COTR

What to Report

- When did suspicious activity occur
- Where did activity occur
- How many people involved
- How many vehicles involved
- What type of activity occur
- Describe what you saw
- Provide pictures if you took any

Report to: **Law Enforcement**
 Phone No.: **911 or 530-827-4645**
 Website:

Organized team or lone wolf, foreign or home-grown, targeting many places or just one, using available technology or weapons made with their own hands—the fluid, obscure nature of the terrorist threat demands that we know what to look for and where to look. Familiarize yourself with indicators of suspicious activity and be ready to report such activity to proper authorities.

Always Ready, Always Alert
Because someone is depending on you



WINTER

Employees are encouraged to call the Depot Information number during times of inclement weather. Employees will hear a recording on the status of the depot in regards to the impact of inclement weather. For example if the weather was so severe it could create a delay start for work.

Please keep in mind this is not a road report but a recording as if bad weather would impact the ability to perform mission operations. This number will be updated when needed, no earlier than 0415.

Call 827-4998

Road conditions for California Highways: <http://www.dot.ca.gov/cgi-bin/roads.cgi>

You can also call 1-800-427-7623 for current conditions.

Road conditions for Nevada Highways: <http://www.safetravelusa.com/nv/>

Before driving, motorists can dial 511 (1-877-687-6237 outside of Nevada).

EEO/Diversity Update

Reflection/Refocus

By Sherie' L. Trone
EEO Specialist

Looking back over 2012 we have written articles about reasonable accommodations, consideration of others, the EEO complaint process, and much more. We have highlighted many Special Emphasis Programs with a coffee social, trainings and luncheons. We would like to thank you, Team Sierra, for supporting the efforts and goals of the EEO program. Seeing your smiling faces at our luncheons and receiving your emails of a job well done, truly means a lot to us. For we know that without your support, none of this would be possible.

Now that the “water cooler talk” about the GAP award, the Presidential nominations, and all of the political ads have ceased, let us begin to now think 2013. Let us move forward into 2013 with a renewed sense of purpose. Let’s not carry our “excess baggage” into the New Year. Walk into the New Year with a motivated purpose.

Think on these few things: **1)** How can I help the Soldier that depends on me and the work that I produce? When I purchase something at Wal Mart or Best Buy, I expect it to work, have everything in the “box” that is supposed to be in there, and be in good working condition; **2)** How can I become a stronger motivator for my team? In the military you often hear a term referred to as “battle buddy.” This is a person (fellow Soldier) who supports his or her partner both in and out of combat. Well we are not in combat, but we should have that same partnership mentality. When you see a co-worker who appears to be struggling, offer your knowledge, expertise and support. It should be all of our desire to want to see everyone succeed; and **3)** How can I “Be a better me in 2, 0, 1, 3”? This one



Lynette Hall
EEO Manager

is fun! You have total control of this one. This is where you refocus and motivate yourself. Reflect back on your work performance of this year. Write out all of the things that you accomplished this past year, and set your goal to double that in the New Year. Set some reasonable goals for yourself, i.e., enroll in some online classes. Contact the Training Department and inquire about what free trainings there are available to you. Enroll in those classes that will sharpen your skills and make you more marketable for when that new position or promotion opportunity comes around, you will be ready!

In this New Year, you will be seeing a lot of communication coming out of the EEO office. We will be conducting climate surveys to receive feedback from you on how we as a Depot are doing at addressing your needs, and to receive your feedback on how the EEO office can better service you. We will be soliciting for your support in assisting with the Special Emphasis Programs, i.e., participating in focus groups, workshops, and of course our observances. We will be offering more training opportunities/workshops that everyone will be able to partake in, and much, much more.

So from the EEO Office Staff, we wish you all a very Merry Christmas and a Happy New Year!

Summer hire provided outstanding support to EEO Office

Ms. Angelique Owen came to the EEO office as a summer hire on June 9, 2012 and worked until November 17, 2012. Our office is often inundated with requests for reports or case file information. With a two woman office, these unexpected tasks can seem a bit overwhelming. Since Angelique has graced our office, we have been set up for success.

During the time Angelique worked with us, she formulated and executed a plan of action which was successful in scanning and returning over 70 EEO case files to an acceptable state. Angelique set in place safeguards that were designed to ensure that future case file maintenance will not suffer. With her limited knowledge of the EEO mission coupled with her understanding of Sierra Army Depot’s organization, the office was able to meet its EEO Program mission for FY12. Her high standards of professionalism, judgment, perseverance and willingness to perform an extra service to accomplish this difficult and complex

assignment were exemplary.

We are so very grateful having had the unique opportunity of having Ms. Angelique Owen as a part of our EEO family and team.



Ms. Lynette Hall, right, EEO Manager, presents Ms. Angelique Owen with a Department of the Army Certificate of Appreciation for accomplishments during her time in the EEO Office as a summer hire.

NEW TITLE???????

By Jeremiah Brouner
Quality Engineering Office

Some of you may remember back in February a Process Improvement Event in RSO. This was one of several that have been done in the RSO area.

The difference is the scope of this event was much larger than we would typically have. This event covered the pulling, packing, processing, and finalizing of the document - (A typical event would have looked at only one of these).

The event challenged everyone involved including the Process Improvement Office. Despite all the challenges and changes the team was able to implement some great improvements. Currently this event is still open and will be completed in the first quarter of FY13.

During the event the team combined some of the process's to eliminate duplicate efforts. The team was also able to reduce the process lead time by doing things real time as opposed to batching. Transitioning to real time allows you to identify and correct issues much sooner, reducing the potential for rework.

Perhaps the biggest and most impressive improvement was setting up standard work for the entire process. When we first took a look and gathered baseline information, it was clear that every employee had their own way of doing things and the same employees changed what they did almost every time we watched them. That variation made it virtually impossible to track.

The first thing the team had to do was standardize the current process and then work to an improved state. Now all of the processes have desk guides posted in the work areas and the employees are following the standard work. This transition has made the process measurable and helps to ensure sustainment of the improvements as well.

This event will help us start out FY 13 strong; it will also allow us to start on some of the other events that were identified during this event. Paperwork reduction, receiving and storage were all identified as needing improvement events and will be started after the completion of this event. Once this event has been completed an update will be submitted to recognize the team and their efforts.



LEAN into my CORNER

Last month, I looked back at some of our achievements in FY 2012. In this column, I want to take a look ahead at some of the things we are planning for FY 2013.

Over the past couple of years, we have gotten into the habit of executing a lot of "just do it" (JDI) events, as opposed to more formal Lean efforts such as Rapid Improvement Events (RIE). While our Lean savings figures have been very healthy, we have found ourselves in a situation where two or three multi-million dollar events were accounting for all our savings and cost avoidance. Unfortunately, these high dollar events do not appear automatically and we can't count on them every year.

To address this problem, we need to re-focus our process improvement efforts. To accomplish this, Sierra is executing a series of Value Stream Analysis (VSA) events during the first quarter of Fiscal Year 2013 (and extending into the second quarter). For those who are not familiar with VSAs, these are events that we run to map a complex process (value stream) in detail. We identify process steps that do not add value to the process from the customer's perspective, so that we can reduce or eliminate them. We are concentrating our efforts in areas that have been chosen by the Depot's senior leadership to ensure events are aligned with our overall strategic vision. This type of event will not usually result in any substantial savings or cost avoidance opportunities, but it will identify a lot of high-payoff targets for improvement. We can address these areas with Rapid Improvement Events or in some cases, with projects. While this will most likely mean that we won't see a lot of Lean savings showing up in the first few months of the fiscal year, we should start to see better results as we

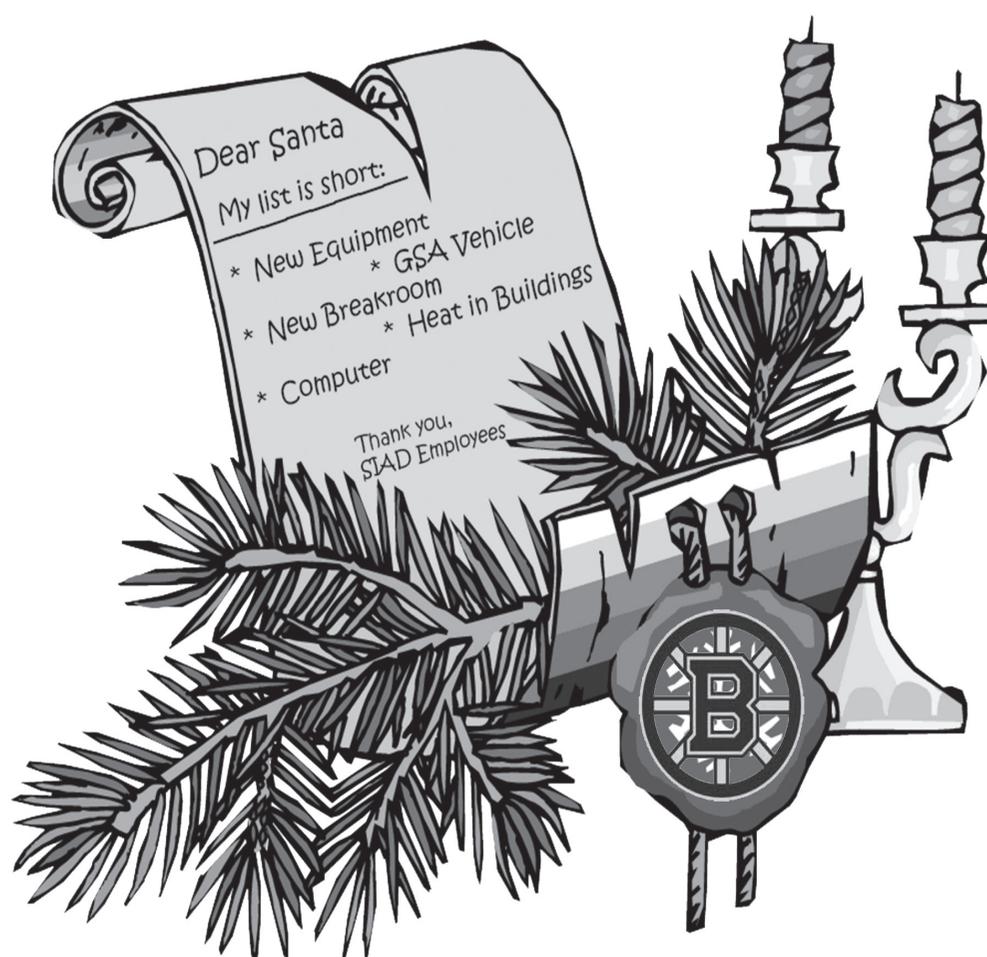


William Deming
QEO Director

execute more RIEs that result from the VSAs that are going on now.

Of course, Lean savings is not really the main issue. What we really need is to develop our process improvement culture to a more mature level. We will not get there if we don't put our Lean skills and tools into practice. This means that we need to run more formal events. We currently have four VSAs on the Lean schedule for the first quarter alone. Our experience has shown that a typical VSA (if there is such a thing) will result in three or more RIE-type events. We have found that if we execute events regularly, the savings will almost always take care of itself. Not every event will result in savings but enough will do so to allow us to meet our goals.

I think the outlook for this year is bright but there's a lot of work ahead. There is new emphasis on Lean by AMC and they will be monitoring our progress. By taking a wider-ranging approach, we should be able to make some great strides in process improvement. It's looking like an exciting year.



Best Wishes in the New Year!

