

# The Challenge

Sierra Army Depot, Herlong, Calif.

May 2008

Vol. 64 No. 05

## Brief Notes

### Mother's Day

Don't forget to remember that special lady on May 11, Mother's Day.

### Lean Events in May

The following Lean events are scheduled for this month:

AJ1 will hold two separate events the week of May 19: Rapid Improvement Event in Central Receiving and a Value Stream Analysis in AJ1-RDS.

### Leader's Board

Supervisors need to mark their calendar for the next Leader's Board that is scheduled for May 21, beginning at 2:00 p.m. in the Skedaddle Inn.

### Asian Pacific American Heritage

Come to the Asian Pacific American Heritage month luncheon to be held on May 29, at the Skedaddle Inn. Lunch is from 11:30 a.m. - 12:30 p.m.. The cost is \$7 for Teriyaki Chicken, Chow Fun, Fried Rice, Miso Soup, Cucumber Kimche and a delicious Hawaiian dessert, or \$5 for soup and salad bar. Please call Nani Rowland at extension 4392 if you plan to attend the luncheon.

### Herlong Community Blood Drive

Stand Tall - Stand Proud - Be a hero! The United Blood Services will be at the Gym on Mar. 15, 2008 from 10 a.m. to 3 p.m. If you would like to donate blood, please contact Dan Hankins at extension 5223 for an appointment. Please bring a form of identification with you.



**May 26, 2008**

## Change of Command for TACOM LCMC

By Bill Gattie

TACOM LCMC Public Affairs

A change of command ceremony marking the retirement of Maj. Gen. William M. Lenaers and arrival of the TACOM LCMC's 31st commander, Brig. Gen. Scott G. West was held April 22. The ceremony took place at the Detroit Arsenal with the Commander, Army Materiel Command, Gen. Benjamin S. Griffin presiding.

A large crowd was on hand to witness the occasion, including members of the Lenaers and West families, general officers, retired general officers, members of the Senior Executive Service, officers both active and retired, command sergeants major, noncommissioned officers and soldiers, leaders from many of our industry partners, Department of Army civilians and family members and friends of our Army community.

The narrator for the ceremony was Myron Wong, Office of the Secretary of the General Staff (SGS), who guided the ceremony to its conclusion, inviting guests to join the staff in greeting the new commander and his wife, Patty, after the ceremony.



The command Chaplain, Lt. Col. Dean Bonura delivered the invocation and Lt. Col. LouAnn Maddox, Office of the Inspector General, Rock Island Arsenal, sang the National Anthem.

Also on hand was the 338th Army Band from Livonia Mich., directed by Master Sgt. Timothy Brennan.

TACOM LCMC Command Sgt. Maj. Otis N. Cuffee was the noncommissioned officer in charge of

the color guard which bore the national, United States Army, and TACOM LCMC colors.

The change of command ceremony is an ancient military tradition that dates back to the earliest days of the U.S. Army at Valley Forge. The change of leadership between the outgoing and incoming commanders is signified by the passing of the colors.

Griffin praised Lenaers and his wife, Lorel, for their accomplishments during their stay at

**See TACOM Page 8**



Brig. Gen. Scott G. West becomes the 31st commander of the U.S. Army TACOM Life Cycle Management Command.

# Commander's View

As Memorial Day approaches, it is time to pause and consider the true meaning of this holiday. Memorial Day is a day to honor those Americans who died while defending our Nation and its values. I encourage employees to pause for one minute at 3:00 p.m. on Memorial Day, to remember and reflect on the sacrifices made by so many to provide freedom for all.

A change in leadership occurred last month at TACOM LCMC when Maj. Gen. William Lenaers passed the colors to Brig. Gen. Scott G. West. See page one for more information on the change of command ceremony. Maj. Gen. Lenaers has consistently shown his support in all that Sierra has accomplished during his time in command. For that, we are very grateful. We will have the opportunity this month to show the new commanding general what Sierra is all about and the pride of the depot – our employees.



Lt. Col. Lee H. Schiller, Jr.

I would like to thank everyone for the feedback that was provided during my recent town hall. I feel this is a great avenue of communication and I will continue to have quarterly town halls to update the workforce on the state of the depot. Be Prepared – The Army's Logistics Modernization Program

(LMP) is about to become a reality and it will affect everyone. It is critical for employees currently utilizing the SDS be attentive on how data is loaded into the system as this will impact the crossover to LMP. Implementation is still about 18 months out, but we cannot wait until then to begin the education portion of this program. For the next couple months, we will publish information about LMP in The Challenge.

Lean events continue to be steady throughout the depot. There have been several events just within the AJ1 directorate alone. Since the LEAN Initiative deployment began in 2003, the depot has completed 154 events with a savings of \$1.07 million. We are making progress and continue to pursue process improvement in everything we do. Keep up the good work. "Pride in Excellence!"

# Public Speaking

By John McKeand  
QEO

At the out briefs that are held at the end of each LEAN event, the facilitators try to involve everyone on the team in the presentation of the week's accomplishments to the management in attendance. This presents a challenge for some of the team members as they are not used to speaking in front of large groups of people. Some people are very comfortable with public speaking, but for others it is a scary and nerve-racking experience. If you have trouble speaking in public, here are some tips to help:

Know your subject: It is always easier to speak about something you know. One of the reasons the LEAN facilitators like the team members to give these presentations is that they are the experts in the area they are studying.

Write it down: Part of the LEAN event will be documenting See SPEAKING Page 8

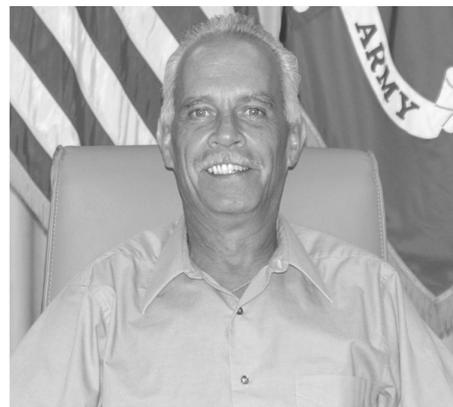
# The Union's Position: AFGE, Local 1808

In April, I went to a Defense Workers Conference in St. Charles, Mo., Tom Burns, Union Steward in the Law Enforcement Branch also attended. Items discussed were A-76, BRAC 2005 and the new AR 190-56 Guard and Police requirements.

### A-76

On A-76, we discussed the right of the effected employees to file an appeal. The FY08 Defense Authorization Bill sec. 326 states that, Federal employees can appeal contracting out decisions to GAO.

**The Defense Authorization Bill of 2008 also states that "The Office of Management and Budget (OMB) may not direct or require the Secretary of Defense or the Secretary of a military department to prepare for, undertake, continue, or complete a public-private competition under OMB**



Jim Swistowicz, President

### Circular A-76.

We were under a moratorium for 30 days until this could be sorted out and even though our Commander, Lt. Col. Lee H. Schiller, had requested through his chain-of-command to stop the A-76 process, we have been told by higher headquarters (Department of the Army) to continue.

On April 24, 2008, I filed a protest with the Government Ac-

countability Office (GAO) on the continuation by the Department of the Army to re-compete the MEO that we won in 2000.

The Union's position is that it is in violation of the 2008 Authorization Bill sign by President Bush in January 2008.

The Army's position is that we started the A-76 Competition prior to the Bill being signed so we don't come under the law.

### AR 190-56

The Department of the Army in 2006 came out with new Physical Fitness standards for the Security Guards and Police Officers in the Department of the Army. The new standards are a lot more stringent than the old requirements and would have eliminated Disabled Veterans and some of the older guards/police personnel who would not be able to meet the new requirements. Provost

Marshal General's office revised the Physical Fitness Standards and gave the Union until April 17, 2008, to respond with their comments. We replied with comments and we are now waiting for the final draft.

Our monthly Union Meeting is held on the first Tuesday of the month at 5:15 p.m. at bldg. 58. The Union Office phone number is 827-5375.



# The Challenge

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graphs are provided by the editorial staff. Letters to the editor and classified ads must include a name, signature and telephone number to be considered for publication. Letters may be edited to fit space.



# Chat Topic. . . we want to know your thoughts

## *What is your definition of a good supervisor?*



**Don Whitney**  
General Support Helper

“The one that I have right now. Someone who listens to the people under them. Is fair. It is irritating when you tell them something and they don’t listen. When you have something to say, they should listen.”



**Janell Newton**  
Packer

“Someone who is fair, honest, understanding and hard working. They should always listen to what their crew has to say. Most of all, they need to have a sense of humor and be a good guide in what work needs to be done.”



**Kenny Berry**  
Material Handler

“One that cares about their crew. Is reasonable and understanding. He or she gives thorough directions on how to do things and is open for ideas and improvements.”



**Sheri Orr**  
Contract Specialist

“A person who can be professional on the job, but can also be a friend. Is willing to lend a helping hand when needed. This person needs to be fair and understanding and not afraid to put their foot down to get the job done.”

## CELEBRATING ASIAN/PACIFIC AMERICAN HERITAGE MONTH

*“Leadership, Diversity, Harmony - Gateway to Success”*

### The beginning of APA Heritage Month

Asian/Pacific American Heritage Month was enacted by Public Law 102-450 on October 28, 1992. The purpose of the law was to honor the achievements of Asian/Pacific Americans and to recognize their contributions to the United States. This recognition was the culmination of Jeanie Jew's efforts in the 1970's to establish Asian Pacific American Heritage Week. Following the United States bicentennial in 1976, Jew realized that Asian Pacific Americans were ". . . were excluded from those stories during celebrations of the country's bicentennial. We were literally ignored even though we were part of building this country."

A year later, Jew enlisted the support of Rep. Frank Horton (R-NY) who, along with Rep. Norman Mineta, (D-CA), introduced House Resolution 540. This resolution proclaimed the first ten days of May as Asian Pacific American Heritage

Week. Senators Daniel Inouye and Spark Matsunaga introduced similar legislation into the Senate.

May was selected for the recognition because two significant events in history took place in that month: Japanese immigrants first arrived in the United States on May 7, 1843, and the transcontinental railroad was completed on May 10, 1869 (Golden Spike Day). Furthermore, since school is still in session during May, educators could capitalize on the opportunity to include APA history into the curriculum.

On Oct. 2, 1978, President Jimmy Carter signed the Joint Resolution and the first Asian Pacific American Heritage Week was celebrated in May 1979. In 1992, the week was expanded to a month-long recognition when President George Bush signed the law permanently designating May of each year as Asian Pacific American Heritage Month. The law was unanimously supported by both the House of Representatives and the Senate.

### Write your own Haiku

Asian/Pacific American Heritage Month is celebrated in May. This year's theme is: This year we will begin the celebrations with a Haiku contest.

What is Haiku? Haiku is a poetic form and a type of poetry from the Japanese culture. Haiku combines form, content, and language in a meaningful, yet compact form. Haiku poets, which you will soon be, write about everyday things. Many themes include nature, feelings, or experiences. Usually they use simple words and grammar. The most common form for Haiku is three short lines. The first line usually contains five (5) syllables, the second line seven (7) syllables, and the third line contains five (5) syllables. Haiku doesn't rhyme. A Haiku must "paint" a mental image in the reader's mind. This is the challenge of Haiku - to put the poem's meaning and imagery in the reader's mind in ONLY 17 syllables over just three (3) lines

of poetry.

An example:

The Rose

By: Donna Brock

The red blossom bends  
and drips its dew to the ground.  
Like a tear it falls.

Poem Entry Requirements:

This haiku contest is open to all S.I.A.D. Employees. Haiku submissions must be unpublished, not under consideration elsewhere, written in the three-line traditional or contemporary form, and be the original work of the individual.

**DEADLINE FOR ENTRIES: MAY 19, 2008**

There will be only ONE winner. The winner will be announced @ the the Asian/Pacific American Heritage Luncheon on May 29!

Please submit your poem to Nani Rowland located in Building 74 Ind. Arts or email @ puanani.rowland@us.army.mil



# Mother's Day



# EMPLOYEE R



**Tammy Gage - 20 Years of Service**



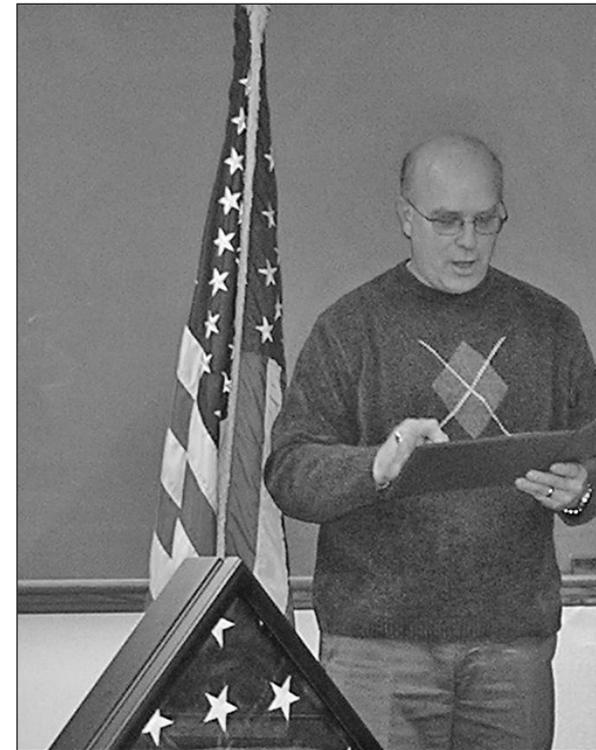
**Carolina Dingman - 5 years of Service**



**Dana Cowan - 5 Years of Service**



**Drew Owen - 5 Years of Service**



**Donald Olson, deputy commander (left), presents certificate and U.S. Flag during a ceremony for the depot and U.S. Army. Olson reads a certificate of appreciation reflecting the depot and U.S. Army. Congratulations to the depot and U.S. Army.**



**Joseph Rausch - 5 Years of Service**



**Francis Vaughan - 25 Years of Service**

# RECOGNITION



service



**Jeremia Taufi - Retirement Certificate  
(25 Years of Federal Service)**



**Leonard "Doc" Dowdy - 5 Years of Service**



presented Cecil Fail with his retirement  
before friends, family and coworkers.  
reflecting Fain's 44 years of dedication  
to us Cecil!



**Raymond Stovall - 10 Years of Service**



**Leroy Babb - 20 Years of Service**



**Viola Price - 5 Years of Service**

# CYS Monthly Update

During the last commander's Town Hall, there were a few questions raised concerning the fees at Child and Youth Services. The following is a breakdown how fees are broken down.

1. Fees are based on total family income; gross earnings before taxes. There are six fee categories. The Army sets a standard fee for Category 1. All other fees are within Department of Defense fee range.

2. Fees may be reduced by the following ways:

a. Multiple Child Discount--(10%)

b. Volunteer for CYS Programs-- chaperone an event/trip-- (10%)

3. Fees factor in: school out days, school closures, school holidays. Parents also receive two weeks of school-age care leave every school

year. Leave may not be carried over from year to year.

4. School-age services provide safe secure, learning environment: homework center, staff have background checks, facilities have regular fire, safety and health program inspections, supervised activities, open recreation, nutritional snacks/meals, trips and skill development. Military school-age programs are cited as "a model for the nation" by Congress and national experts. Pays to invest in quality.

5. Parents must provide two weeks written notice to discontinue services or alter service plan. Refunds for occasional absences are not authorized.

6. If you have any questions regarding fees or services, please contact CYS at 827-4696.

# MWR Services

## Skedaddle Inn Meeting Center

The Skedaddle Inn Meeting Center/Lounge is now open Monday through Thursday, 6:30 a.m. to 5:00 p.m., Thursdays until the last customer leaves. It is also equipped to cater large or small events.

Call the manager at 827-4360 or email: [skedaddle.inn@sierra.army.mil](mailto:skedaddle.inn@sierra.army.mil). Business hours are Monday through Friday, 6:30 a.m. to 5:00 p.m.

## Sierra Lodge/Guest House

Call the depot lodging manager, 827-4544, or email: [skedaddle.inn@sierra.army.mil](mailto:skedaddle.inn@sierra.army.mil) for information. Room rates from \$50.00 - \$60.00 per person.

## Sierra Bowling Center and Snack Bar

Open Monday through Thursday, 11:00 a.m. to 8:00 p.m.; Friday and Saturday, 11:00 a.m. to 5:30 p.m.; closed on Sunday. Call 827-4442 for information. Check out the Lunch Specials that are advertised Monday through Thursday. Delivery available on all orders received before 10:30 a.m. Contact the Snack Bar to book your birthday packages and holiday parties early.

## Physical Fitness Center

Open Monday through Thursday, 11:00 a.m. to 8:00 p.m. Open Friday, 11:00 a.m. to 5:00 p.m., Saturday, Sunday from 11:00 a.m. to 2:00 p.m. There is no charge for general use for military and depot personnel;

however, all patrons must fill out a SI AD For 1180 that is available at the Fitness Center. A tanning bed is also available at a rate of \$6.00 per tan or a monthly rate of \$35.00. Use of the Racquetball Courts is only \$3.00 per hour.

ITR is available at the Physical Fitness Center. For more information call 827-4655 or email [raul.granados@us.army.mil](mailto:raul.granados@us.army.mil).

## Outdoor and Equipment Rental

*A safety class is no longer required to rent ATVs.* For information call the fitness center during regular gym hours for fall and winter equipment availability at (530)827-4655 or send an e-mail to [fitness.center@sierra.army.mil](mailto:fitness.center@sierra.army.mil).

## Laundromat

Open daily, 6:00 a.m. to 10:00 p.m. in building 142. Cost for wash, \$1.25 and \$.50 cents with a longer drying cycle. Please call 827-4655 for additional information.

## Recycling Center

Open Monday through Thursday, 6:30 a.m. to 5:00 p.m. Call 827-4504 or email [christopher.long@sierra.army.mil](mailto:christopher.long@sierra.army.mil) to schedule a pick up or service.

## MWR Office

The Administrative Assistant can be reached at (530) 827-4497 or [kathleen.ohern@us.army.mil](mailto:kathleen.ohern@us.army.mil), Monday through Thursday, 6:30 a.m. until 5:00 p.m. Business Office is (530) 827-4178 or (530) 827-4609.

## FALL RIVER GOLF COURSE



- *Two-Man Scramble*
- To be held on May 30, 2008
- Tee Times begin at 1000
- Limited spaces available
- \$60 includes green fees and prizes.

• Contact Raul x4360 or email [RAUL.GRANADOS@US.ARMY.MIL](mailto:RAUL.GRANADOS@US.ARMY.MIL)

☐ **First come first served.**

## ISO Recertification Audit

By Puett Willcox

The ISO recertification audit was completed March 27, 2008, and the Depot did well. There were four minor nonconformities and four observations. These were all addressed and our responses were submitted to Perry Johnson Registrars, Inc. on April 25, 2008, who will then forward them to the International ISO Board. The Depot will be recommended for continued registration pending closure of the nonconformities.

All of the areas that the auditors inspected did very well and they were very pleased with the responses they received. One of the auditors during the Depot's initial ISO certification effort four years

ago, was very impressed with the progress he saw. The ISO team would like to congratulate each and every one of you, and especially those of you the auditors visited. They were impressed with the entire workforce and could tell that there had been a dramatic positive change in attitudes and morale at all levels. This was really a learning experience for the ISO team.

The Perry Johnson auditors provided us with good ideas which will help move the Depot to the next level in the ISO arena. Some changes will be necessary for us to continue to improve. Some of these changes will become apparent in the way the ISO team conducts internal audits and the things we will look for.

Once again, thank you and congratulations to all who made the recertification effort a success.

## First time visit to Sierra for AMC Assistant Deputy Chief of Staff for Operations



**Brig. Gen. Bert K. Mizusawa, AMC Assistant Deputy Chief of Staff for Operations, provides feedback on the receiving process conducted within the AJ1 directorate as Joe Henderson and Blake Marsters listen attentively.**

## New SIAD employees

The following individuals are new to the depot. Take a few minutes to welcome these individuals as part of "Team Sierra".

Joseph Bailey	Mechanical Equipment Repairer
Brian Childers	Painting Worker
William Courtney	Security Guard
James Eley	Painting Worker
Richard Goodwyn	Housing Manager
Ronald Hopson	Supply Technician
Kallahan Kaarbo	Production Machinery Mechanic
Julie Laird	Transportation Mgmt Specialist
Michael Mohr	Mechanical Equipment Repairer
Thomas Moss	Police Officer
Glen Motts	Welding Worker
Steven Pernot	Production Controller
Robert Salem	Production Controller
Lisa Shockey	Packer
Jose Sotomayer	Security Guard
Steffan Uzzell	Security Guard
Brian Waller	Production Controller

## Fetal Alcohol Syndrome, The Effects on You and Your Child

By Marlo Martinez and Tamra Pickard

Are you aware of the effects of alcohol on your unborn baby? It is a common misconception that one drink every so often while pregnant is acceptable. According to the CDC (Center for Disease Control) there is neither a safe amount nor safe time to consume alcohol during pregnancy. The best way to prevent FAS (fetal alcohol syndrome) is to completely abstain from drinking during pregnancy.

Exposing your unborn child to alcohol can cause a multitude of physical and mental disabilities. These can include abnormal facial features, growth deficiencies and nervous system problems. Individuals afflicted with FAS may have problems with learning, memory, attention span, communication, vision and hearing. Any of these problems can cause difficulty with school and social skills. It greatly affects the person's life and the lives of those around them. These disorders are permanent and cannot be reversed.

Children with FAS require a loving, nurturing, and stable home environment. By providing the child with early intervention these affects can be minimized but never completely cured. When FAS victim's special needs are not addressed they commonly end up in harmful relationships, leading a transient lifestyle and becoming involved with crime. These results are completely avoidable by not drinking any alco-

hol while pregnant or if you could become pregnant. It is never too late for a woman to stop drinking. If you need assistance quitting, contact your physician.

Fathers can play an effective role in FAS prevention. He can encourage the expectant mother not to drink and avoid social situations that may be tempting for the mother-to-be. He can also abstain from alcohol himself as a show of support. If you feel you and your unborn child are at risk, you should utilize community resources such as your local hospital, support groups or any drug and alcohol treatment programs available to you.

Although there is no way to know if just one drink occasionally can be harmful, it is better to not take the chance of exposing your baby to the consequences of having that one drink. Think of your baby first. Is it really worth risking your child's future on having one or two drinks? The answer is no. To ensure your child gets the best chance at leading a happy and healthy life, never drink any alcohol while pregnant or even if you have the chance of becoming pregnant. It is never worth the consequences.

For assistance or further information, please contact the ADCO/ Employment Assistance Office at Sierra Army Depot at 827-4190, or via e-mail [george.mongar@us.army.mil](mailto:george.mongar@us.army.mil)

(Editor's Note: Source of information is the Center for Disease Control and Prevention).

## LEAN into my CORNER

By William Deming  
QEO Chief



What exactly is Lean and where did it come from? As many of you already know, Lean was a system of tools and techniques developed by the Toyota Corporation to remove waste from their manufacturing processes. But the roots of Lean go as far back as the beginnings of the industrial revolution. The concept of mass production is largely based on the practice of specialization in order to reduce wasted effort. Henry Ford recognized this when he began using an assembly line process to produce millions of Model Ts early in the 20th century. He was able to pay his workers double the going rate and still realize huge profits.

When Toyota shifted its focus from textiles to auto manufacturing in the 1930s, they were plagued by quality problems. To address these, Toyota began deploying "Kaizen" improvement teams to analyze the problems and implement solutions. In the years following World War II, the company was faced with sharply reduced demand. They adapted to this by introducing a "pull" system — basing production on actual demand rather than estimates and projections. These approaches were later combined by Taiichi Ohno to form the core of the Toyota Production System. Ironically, Ohno when asked by a group of American businessmen what had inspired him, he commented that it had come from "Henry Ford's book" referring to Ford's *My Life and Work*.

A fundamental feature of the Toyota Production System is leadership involvement. Toyota realized

early on that it was not enough to merely employ the tools developed through Lean implementation. What was really needed was a realignment of the corporate culture. They achieved this and became the largest automobile manufacturer in the world.

In the United States, Lean has historically taken more of a "tools-based" approach. However, this seems to be changing as leaders and organizations realize the commitment required to make Lean work. A key development has been the application of Lean manufacturing concepts and practices to other areas of business activity — specifically services. Experience is beginning to clearly show that the techniques used to remove waste can be applied to a wide variety of non-manufacturing activities.

At Sierra Army Depot, we are seeing more and more benefits from our Lean program. One only has to walk through one of the warehouses in the Mission area to see how much better they operate when the employees have employed Lean tools to organize a process for more efficient operation. Our path to process improvement has not always been a smooth one, but long months and years of hard work are really paying off.

### *Windy conditions can create eye hazards!*

Please use eye protection on windy days to prevent eye injury!

Sierra's blowing dust has alkali in it which can be very irritating to your eyes!

Wind can also pick up other projectiles that can also cause eye injuries.

Protective eyewear can also minimize pollen entry into your eyes helping to control allergies.

<http://www.acaai.org/public/eyeALLERGY/eyeBrochure.htm>. Safety Dawg

## Memorial Day Memorial Day

As we stand here looking  
At the flags upon these graves,  
Know these flags represent  
A few of the true American  
brave.

They fought for their Country  
As man has through all of  
time,  
Except that these soldiers lying  
here  
Fought for your country and  
mine.

As we all are gathered here  
To pay them our respect,  
Let's pass this word to others  
It's what they would expect.

I'm sure that they would do it  
If it were me or you,  
To show we did not die in vein  
But for the red, white and  
blue.

Let's pass on to our children  
And to those who never knew,  
What these soldiers died for  
It's the least we can do.

Let's not forget their families  
Great pain they had to bear,  
Losing a son, father or  
husband  
They need to know we still  
care.

No matter which war was  
fought  
On the day that they died,  
I stand here looking at these  
flags  
Filled with American pride.

So as the bugler plays out Taps  
With its sweet and eerie sound  
Pray for these soldiers lying  
here  
In this sacred, hallowed  
ground.

Take home with you a sense of  
pride  
You were here Memorial Day,  
Celebrating the way  
Americans should  
On this solemnest of days.

*Editor's Note: This poem was written and published in 1999 by Michelle Keim, Commander of Royerford VFW Post 6341 in Pennsylvania.*

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## TACOM (From Page 1)

TACOM. "There's no question in my mind that the two of you leave TACOM LCMC a better place than you found it." He also expressed confidence in West's ability to provide continuing leadership for the TACOM LCMC. "We are very fortunate to have a leader with Scott West's experience, knowledge, and ability to help build upon what Mike Lenaers has done here with this great team."

West expressed enthusiasm about being chosen to lead the TACOM LCMC and thanked Griffin for the opportunity. He also spoke very highly of the TACOM LCMC's

reputation throughout the Army. "I can say with great confidence that, whether in Europe, here throughout the continental United States, in Iraq or Afghanistan, TACOM LCMC enjoys a wonderful reputation."

Prior to assuming his new role as TACOM LCMC Commander, West served as the Commanding General of the 21st Theater Sustainment Command in Kaiserslautern, Germany from September 2005 until February 26, 2008.

A native of Moses Lake, Washington, he was commissioned in the United States Army in June of 1976 following graduation from Eastern Washington University with a BA in history.

West has held key command and staff positions in the 1st Infantry Division (Mechanized), 2nd Infantry Division, 2nd Armored Cavalry Regiment, 1st Corps Support Command, 6th Infantry Division (Light), 7th Infantry Division (Light) and 82nd Airborne Division. He commanded the United States Army Quartermaster Center and School and served as the 48th Quartermaster General of the Army. While serving as the Quartermaster General, West was detailed as the Deputy Chief of Staff for Logistics, Multi-National Force-Iraq (MNF-I) from July 2003 to July 2004.

A huge welcome goes out to Brig. Gen. West, his wife and two daughters.

## Happiness is Retirement for Two Long Standing Employees



It was a sad and happy day on May 1, when David Holsey and Susan Ritz retired from federal government where they have worked for a combined total of 60 years - the majority right here at Sierra. Ritz, SIAD Contracting Officer, retired with 30 years, where for the past 20 years at the Contracting Officer. Holsey, environmental specialist, retired after 30 years; however, he had the opportunity to experience several different career opportunities while at the depot. Congratulations to both!

## SPEAKING (From Page

the achievements that have been completed during the week. Most of the time the presenter simply needs to read the paper that is posted on the wall behind them.

Rehearse: The teams will usually conduct a "dry run" before the main out brief so that everyone will know what they are supposed to present. Some teams have even practiced two or three times so that they feel more comfortable with the information.

Relax: You have prepared for the presentation so there is no need to be worried. The facilitators and the entire team will always be there to assist if you get "stuck". If you

need assistance, don't be afraid to ask. If a difficult question arises and you don't know the answer, help is never too far away.

Find somewhere for your hands: Waving hands distracts an audience. One hand in your pocket is ok, but both hands in your pockets looks bad. If you are holding papers in your hands, don't wave them around, but hold them in one hand to your side while speaking.

Smile: A smile on your face makes the audience respond more positively to you. It also helps you to feel better. There is nothing we present in the LEAN event out briefs that is so negative that a friendly smile will not be warranted.

Share your enthusiasm: You are

speaking about a subject that you are (most typically) an expert on. You are prepared, relaxed, and smiling. You have accomplished a lot of great things during the event. Share with your audience your enthusiasm for the hard work you have done, and be proud that you have done something to make the Depot better.

When all is said and done, no one will be forced to speak in front of the group. A LEAN event involves a team of people that have come together to better their area. When that entire team presents their accomplishments, the out brief can be a fun and informative experience. Be proud of your accomplishments and let everyone know how proud you are.