



Post Shorts

Recycling schedule

The residential and recycling pickup schedule for Nov. 28 is plastic, glass and metal. Put items in blue bags and place them on the curb.



Reduced gate hours for holiday weekend

There will be reduced gate operations at Aberdeen Proving Ground for the Thanksgiving holiday. The Harford Gate (Route 22) in APG North will close at 10 p.m., Nov. 21, and the Wise Road Gate in APG South 8 p.m., Nov. 21.

Both gates will reopen at 4 a.m. on Monday, Nov. 26.

The Maryland Gate in APG North and the Route 24 Gate in APG South will be open throughout the holiday weekend.

KUSAHC closes for holiday

Kirk U.S. Army Health Clinic will be closed Nov. 22 and 23 and reopen Nov. 26.

In case of emergency or for a referral, call SDO 410-278-1725.

ACS closed Nov. 23

Army Community Service will be closed Friday, Nov. 23 and will reopen Monday, Nov. 26.

For Army Emergency Relief assistance, call 410-652-9371. For all other emergencies, call 410-652-6530.

Housing Office closed Nov. 21 through 25

The Housing Office, building 4305, will close 4 p.m., Nov. 21 and will reopen 7:30 a.m., Nov. 26.

Traditional Thanksgiving day specialty meal

The Thanksgiving Day Specialty Meal will be held in the APG North dining facility, building 4219 and the APG South dining facility, building E-4225, 11:30 a.m. to 2:30 p.m., Nov. 22. During this event all military personnel, Family members, Department of Defense civilians, retirees and guests are

See SHORTS, page 7

Issue Highlights

Page 2-3... Veterans' Voices

Pages 4... Challenges, assistive technologies highlight Disability Awareness program

Pages 5... Army commits to contracting actions

Page 6... Community Notes

Page 8... MWR

Page 11... KUSAHC Health Notes

Page 12... Army News

Page 13... Getting to know CBRNIAC

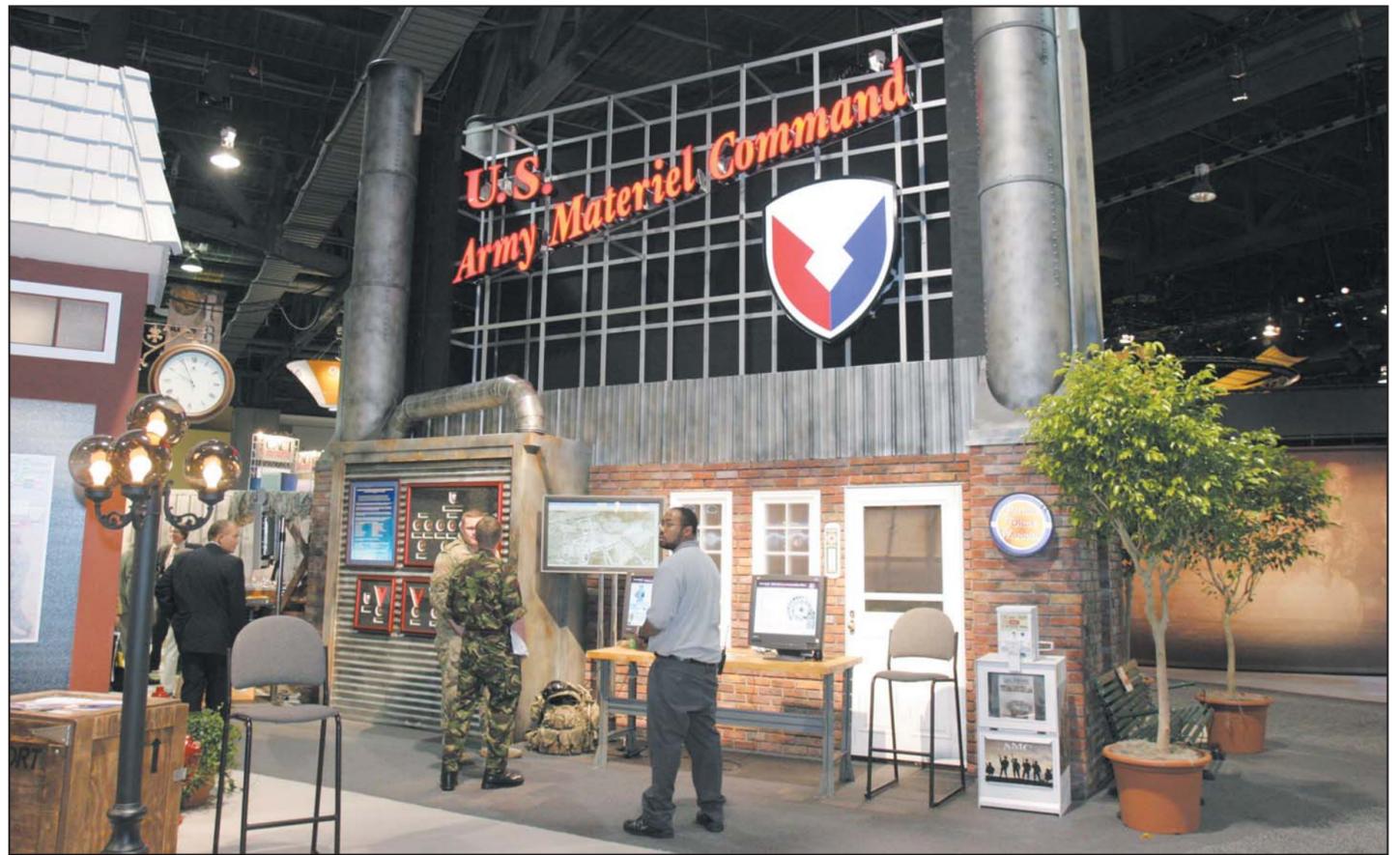


Photo courtesy of M/VISC

The Future Force Warrior storefront won the Shingo Prize; the prestigious award recognizing business excellence in the United States and Canada.

M/VISC exhibit draws accolades at AUSA convention

Story by
YVONNE JOHNSON
APG News

An exhibit by the Directorate of Information Management's Multimedia Visual Information Services Center drew accolades from Army leaders during the 2007 Association of the United States Army Annual Meeting and Exposition held Oct. 8 through 10 in Washington, D.C.

Blake Voshell, M/VISC design and production lead, created the original design for the U.S. Army Materiel Command exhibit, titled 'Any Small

Town USA,' which resembles an average American main street complete with storefronts, park benches, a fruit stand with real fruit and street lights. The exhibit measured 4,200 square feet and took up a 60 by 70-foot area in the Washington Convention Center where the convention was held.

Voshell said that work on the project began in January with a preliminary presentation to Lt. Gen. William E. Mortensen, AMC deputy commander.

After Mortensen's approval, work on the project began in earnest with contributions and input from M/VISC

staff members including Lawrence Dumm, M/VISC director, who created the storefront idea.

Dumm said that AMC commander Gen. Benjamin S. Griffin reviewed the AMC/AUSA exhibit project just prior to opening on October 8.

"I was afforded a couple of minutes to explain the exhibit to him, and he was pleased with the infrastructure and to learn that it was produced in-house at APG," Dumm said.

The entire concept was created using 3-D imaging MAYA software and then constructed in the M/VISC's Devices

Section, Voshell said.

"We provided images with measurements for every item to Devices; over one-hundred and fifty files with hundreds of items and measurements," Voshell said. "They actually use that as a reference because what they created had to fit on fifty-three four-by-eight pallets and not go over a set weight."

He said that four semi-trucks transported the exhibit which took three days to assemble once on site.

"This was by far the most detailed exhibit I've worked on since I've been

See AUSA, page 14

APG e-mail accounts to be affected by EK23 migrations

Story by
YVONNE JOHNSON
APG News

Users of government e-mail accounts on Aberdeen Proving Ground soon will have to reduce the size of their mail boxes to prepare for a planned conversion to a streamlined and more secure computing environment, in accordance with Army directives.

The Directorate of Information Management will begin moving accounts to a new set of servers with upgraded software starting in early January 2008.

The conversion to Exchange 2003 (EK23) is part of the Army Enterprise Initiative. The service is streamlining many of its network support

functions to enhance system security, modernize outdated processes and reduce costs.

With the implementation of EK23, APG can retire its current Exchange 5.5 system, which is outdated.

With 12,000 to 15,000 accounts to transfer, post employees will play an important role in the conversion. The DOIM is asking the workforce to reduce the size of their individual or office accounts as much as possible by saving that information to their personal home drive, a CD or DVD, or to the C drive.

Additionally, the DOIM is asking for help in identifying unused or outdated accounts so they can be removed from the network.

If efforts go according to plan, the actual migration of accounts should begin as planned in early January 2008.

Kim Parker, director of Information Management, said that migration to EK23 is one of many opportunities for APG to migrate to an "enterprise" IT computing environment in support of Army initiatives such as Single DOIM and Area Processing Centers.

"A state-of-the-art e-mail system has been acquired to support eligible Army tenants at APG and will provide one stable, secure messaging environment that will also position us well to support additional customers as part of Base Realignment and Closure moves and provide enhanced

archival capability," Parker said. "An added benefit will be a single address book for Aberdeen Proving Ground which will enable improved communications throughout post. The EK23 migration is an important step towards Single DOIM as well, centralizing like services and leveraging installation resources to provide enhanced service to all."

Users can check the overall size of their Outlook Mailbox by clicking on the "Tool" option, expanding the dropdown list, and clicking on "Mailbox Clean-up." Then click on the "View Mailbox Size" button. This screen includes a simple search tool to find old files that are large in size and a "Deleted Items" button.

Parker said that users need to reduce their storage space to 50 megabytes or less before the migration can begin.

"When we reach that point, we'll tackle it one server at a time, and the preparatory technical work will occur behind the scenes without impact to the user.

"Transition will occur during evenings or weekends when e-mail traffic is usually at a minimum," she said. "Additional details will be publicized in the APG News to keep the community informed."

After the local EK23 conversion, APG e-mail will be eligible for migration to the Area Processing Center (APC)

See E-MAIL, page 12

Army to accelerate leader development

Story by
JOHN HARLOW
Army News Service

The U.S. Army Training and Doctrine Command recently announced a plan to accelerate leader development at all levels and a panel at the Association of the U.S. Army's annual meeting Oct. 8 through 10 outlined more of the specifics.

"This is not just another 'study' of how to improve leaders in our Army," said Lt. Gen. William Caldwell, the commanding general of the Combined Arms Center and Fort Leavenworth. "It's a focused look of 'how to' accelerate leader development across all cohorts, components and domains in order to meet the increased leadership demands for the long war."

The initiative will increase joint, interagency, intergovernmental, multinational opportunities across the Army, officials said. It will give Soldiers opportunities to fill slots in other government agencies, such as the State Department, to expand their knowledge base. It will also allow civilians to fill seats at courses that have normally been reserved for the military.

Caldwell was joined on the panel by Maj. Gen. Montague Winfield, commanding general of the U.S. Army Cadet Command; Brig. Gen. Mark O'Neil, deputy commandant of the U.S. Army Combined and General Staff College.; Col. Mark Jones, commandant, U.S. Army Warrant Officer Career Center; Col. Donald Gentry, commandant, U.S. Army Sergeants Major Academy; and Jim Warner, director, Civilian Development Office in the office of the Deputy Undersecretary of the Army.

"We will evolve and implement officer, noncommissioned officer and civilian education systems that acknowledge those increased demands and conduct leader development training in ways that support our expeditionary Army, develop an offensive mindset focused on winning our nation's wars," Caldwell said.

It is a tough mission to change the culture of learning at all levels of the leadership chain, panel members said. During a time when more than 230,000

See LEADER, page 13

Understanding the role of the CFC

APG CFC Office

The Combined Federal Program is the authorized solicitation of employees in the federal workplace on behalf of charitable organizations. It continues to be the largest and most successful workplace fundraising model in the world.

With a tradition of commitment to the community through the selfless efforts of federal employees, the CFC has its roots in the many charitable campaigns from the early 1960s. Seeing a need to bring the diversity of fundraising efforts under one umbrella, the CFC was created - one campaign, once a year.

In 2006 federal employees around the world raised more than \$271.5 million for charitable causes.

Twenty five dollars per pay period can:

- Empower solutions to global environmental problems.
- Provide six therapy sessions for a senior with a disability.
- Provide a metal ramp that will allow a wheelchair bound individual to roll from a pier onto a pontoon boat.
- Purchase four computers with adaptive equipment for blind students.
- Buy the special material used by two scientists in one day doing the exceedingly complex research that will one day save lives.
- Provide a highly trained and experienced Hotline Advocate who can offer crisis intervention, information and referrals for victims of domestic violence, their friends and Family.

Fifteen dollars per pay period can:

- Save the life of an abused child.
- Pay for travel expenses for one disabled person going to pick up their new assistance dog partner.
- Provide a homebound AIDS patient with groceries for a full year.
- Purchase a two-week stay at camp for a child with disabilities.
- Buy enough essential medicines to treat the common ailments of 1,000 men, women and children for five months.
- Equip three classrooms with desk, blackboards and other needed furniture.
- Provide a scholarship for an underprivileged person to travel to Central America or Haiti to document and witness human rights abuses, then return to the United States to work.
- Provide one hot food carrier to keep meals being delivered to homebound elderly hot and appetizing.
- Offer 25 hard-cover books on grief for parents whose children have died.

See CFC, page 13

Veterans' Voices

VFW Post 5337 honors POW's/MIA's



Command Sgt. Maj. Hector Marin, U.S. Army Research Development and Engineering Command, greets Veterans of Foreign Wars Post 5337 Chaplain Richard Miller at the POW/MIA table re-dedication ceremony Nov. 12 in celebration of Veterans Day.

Story by **ANDRICKA THOMAS**
RDECOM Public Affairs

The command sergeant major of the U.S. Army Research Development and Engineering Command celebrated Veterans Day as the guest speaker at the Veterans

of Foreign Wars Post 5337 in Abingdon, at a POW/MIA re-dedication ceremony Nov. 12.

"Like every Soldier, I wish this would be the last POW/MIA table ceremony in the history of our country," said Command Sgt. Maj. Hector Marin. "We would all love to

see a final accounting and a final place of honor for every fallen hero."

A culmination of a variety of Veterans Day activities, VFW Post 5337 honored Prisoner's of War and Soldiers named as 'Missing in Action' at a POW/MIA table ceremony.

During the ceremony, active duty Soldiers representing RDECOM set the table, piece by piece, to honor Soldiers not present, fallen or missing. The table was small, symbolizing the frailty of one prisoner against his oppressors.

Leola Bogdan, Auxiliary Americanism chairperson, explained each piece on the table and its significance.

"The table cloth is white, symbolizing the purity of their [Soldiers] intentions to respond to their country's call to arms," Bogdan said.

A red rose was placed in a vase to remind people of the Families and loved ones who are awaiting their Soldier's return. The red ribbon on the vase represents all those who demand a proper accounting for the missing.

The table is set with a piece of lemon on the bread plate to remind those of their bitter fate, and salt for the tears of their Family members as they wait.

"The glass is inverted, as they cannot toast with us tonight, and the chair is empty because they are not here," Bogdan said.

During this ceremony, attendees were silent to reflect on their lost brothers.

VFW representatives said they were excited to have RDECOM participation in the ceremony.

"It's fantastic that our active duty Soldiers take the time out to remember and participate in our honoring Veterans Day," said retired 1st Sgt. Douglas MacArthur, post commander.

The VFW participates in a variety of activities to support Soldiers at home and abroad including distributing care packages, providing spousal

support for things such as car repairs or odd jobs and scholarship programs for spouses and active duty military members.

"We are close to the Edgewood area of APG [Aberdeen Proving Ground]," said Linda MacArthur, Ladies Auxiliary president. "It means a lot to reach out and help our Soldiers."



Staff Sgt. Rebecca Hanner, U.S. Army Research Development and Engineering Command, operations noncommissioned officer for the command sergeant major, lights a candle on the POW/MIA table in remembrance of prisoners of war and Soldiers missing in action Nov. 12, at a ceremony at VFW 5337 in Abingdon.

Veterans' service organizations host Veterans Day event



From left, Louis Fernandez, commander, VFW Post 10028; Robert Hanson, American Legion Post 128; and Sandy Hamilton, president VFW Auxiliary Post 10028, render honors at the Aberdeen War Memorial after laying the wreath for "Veterans Past," during the City of Aberdeen's observance of Veterans Day.

Story and photo by **WILLIAM CONLON**
Special contributor

On a serene, crisp, autumn day under bright skies, veterans, Family members and citizens came together at the Aberdeen War Memorial to observe Veterans Day.

Hosted by Bernard L. Tobin American

Legion Post 128, the observance was conducted in coordination with the City of Aberdeen as well as Veteran's of Foreign Wars Post 10028, Catholic War Veterans Post 1841 and the Korean War Veterans Association 271.

It is a City of Aberdeen tradition to observe Veterans Day with these veterans' service organizations at the Aberdeen War Memorial at the

11th hour, on the 11th day, of the 11th month, according to Joe Rachuba, commander of American Legion Post 128.

The ceremony began with the posting of the national colors by the American Legion Post 128 Honor Guard. The crowd of approximately 120 recited the Pledge of Allegiance and received a spiritual message delivered by Aberdeen councilman and veteran Dave Jensen. Welcoming remarks were provided by Harford County Councilman Richard "Dick" Slutzky who brought greetings from the Harford County Executive and the Harford County Council. Slutzky a former Marine, highlighted the many veterans in Harford County, and in particular Aberdeen, as a result of its geographic association with Aberdeen Proving Ground.

The formal laying of the wreaths ceremony to honor veterans began with Officer of the Day Robert Hanson who provided escort for the presenters.

Led by Betty Bane of American Legion Post 128 Unit Auxiliary, she made her presentation of the wreath for all who made the "supreme sacrifice." Retired Lt. Col. Elizabeth Kruger of the Catholic War Veterans offered a wreath in memory of "departed comrades" followed by Korean War Veterans Association 271 Commander Jerry Cather, and Son's of the American Legion Squadron 128 Commander Howard Timmons laying the wreath in recognition of those who assure this country's "homeland security."

Veterans of the "past, present and future" were then recognized as Louis Fernandez, commander of VFW Post 10028, and Sandy Hamilton, president of the VFW Auxiliary Post 10028, offered a wreath for "past veterans." Rachuba and American Legion Unit Auxil-

iary 128 President Connie Johnson laid the wreath for the "present." The final wreath for the "future" was presented by Milton Feliberty, commander of Catholic War Veterans Post 1841, accompanied by Kruger.

The crowd stood once more for a moment of silent prayer, a 21-round memorial salute fired by American Legion Post 128 Honor Guard and the playing of "Taps."

Maj. Steve Skirnack, U.S. Army Ordnance Center and Schools' Marine Corps Detachment commander at APG, served as keynote speaker and guest of honor.

Skirnack, a veteran, has a long history with APG, and the City of Aberdeen, now commanding the same detachment where he initially trained after enlisting in the Marine Corps many years earlier.

In his remarks Skirnack highlighted the history and meaning of Veterans Day.

"There is a need for our nation to thank and honor those who have served in the military, are currently serving in the military and those who will serve in our armed forces in the future," Skirnack said.

He reminded everyone that in the sixth year of the Global War on Terror, "we as a nation have many new veterans to thank, and most certainly will have many more in the future as it continues."

After remarks by veteran and Aberdeen Mayor-elect Mike Bennett and the closing prayer by Yensan, the ceremony was concluded and everyone was invited to a luncheon prepared by American Legion Club Steward James Anderson with assistance from American Legion Unit Auxiliary 128.

The veterans who attended the luncheon shared conversation and camaraderie and reflected on their service to the nation.

Letter to readers from the Chairman, Joint Chiefs of Staff

"Let us set ourselves a standard so high that it will be a glory to live up to it ... and then let us live up to it."

"That is what president Wilson said to American Soldiers heading off to war in 1917, a war the ending of which we now commemorate as Veterans Day.

It is right that we set aside a day for those who have borne the burden of defending our country. They are typically our youngest. It is right that we recognize their sacrifice. It is typically the greatest that can be made.

But so, too, does Veterans Day remind us of the power of service, of giving oneself over to a cause - a purpose - far greater than the individual.

The Soldiers who stormed the beaches at Normandy knew

such purpose, as did the Marines at Iwo Jima ... the Sailors at Midway ... our brave Airmen over the skies of Europe. In wars large and small, long and short, throughout the history of this nation, young Americans have consistently stepped into the breach, raised their right hands and made a promise to serve - to "defend the constitution against all enemies foreign and domestic.

Today, America's men and women in uniform continue to heed that promise, to live up to the same high standards President Wilson expected of his doughboys. They know they stand on the broad shoulders of veterans who served before them, veterans who gave them the very freedom for which they now fight. They know they couldn't do it without the love of their Families.

And they know the American people support them.

I have visited many of our Soldiers, Sailors, Airmen and Marines in Iraq, Afghanistan, Kuwait and even on the DMZ in South Korea. They are focused and proud of the difference they are making. They do it not for glory, but for each other, their Families and their country.

To all our veterans - past and present - and your Families, thank you for your service. Thank you for making and keeping that promise. We are proud of you."

M.G. Mullen
Admiral, U.S. Navy

APG News

The APG News, a civilian enterprise newspaper, is an authorized publication for members of the U.S. Army. Contents of the APG News are not necessarily official views of, or endorsed by, the U.S. government, Department of Defense, Department of the Army or the U.S. Army Garrison, Aberdeen Proving Ground. The newspaper is published weekly by the APG Public Affairs Office, ATTN: IMNE-APG-PA, Building 2201, APG, MD 21005-5001, 410-278-1150. Printed circulation is 8,900.

Everything advertised in this publication shall be made available for purchase, use or patronage without regard to race, color, religion, sex, national origin, age, marital status, physical handicap, political affiliation or any other nonmerit

factor of the purchaser, user or patron. If a violation or rejection of this equal opportunity policy by an advertiser is confirmed, the printer shall refuse to print advertising from that source.

Editorial content is prepared, edited and approved by the APG Public Affairs Office. The APG News is printed by Homestead Publishing Company, a private firm in no way connected with the Department of the Army, under exclusive written contract with APG. The civilian printer is responsible for commercial advertising. The appearance of advertising in this publication, including inserts or supplements, does not constitute endorsement by the Department of the Army or Homestead Publishing Company of the products or services advertised.

For advertising matters, call Homestead Publishing, 410-838-4400. Send articles or information for publication to the APG Public Affairs Office, Building 2201, IMNE-APG-PA, APG, MD

21005-5001; call the editor at 410-278-1150, DSN 298-1150; send a fax to 410-278-2570; or send e-mail to editor@apg.army.mil.

Deadline for copy is Thursday at noon for the following Thursday's paper.

Staff

APG Commander Maj. Gen. Fred D. Robinson
APG Garrison Commander Col. Jeffrey S. Weissman
Public Affairs Officer George P. Mercer
Editor Debi Horne
Editorial Assistant Marguerite Towson
Contract Photojournalists Yvonne Johnson
Graphic Designer/Web Designer Nick Pentz
Web site www.apgnews.apg.army.mil



Veterans' Voices

Brigade Warriors lead school's Veterans Day celebration

Story by
EILEEN CAMPBELL
APG Schools Liaison

Members of the 61st Ordnance Brigade were the guests of honor during a Veterans Day assembly program held at Meadowvale Elementary School Nov. 7.

Led by Brigade Commander Col. Bobby A. Towery and Command Sgt. Maj. Donald Freeman, the group of ordnance Warriors answered questions from the audience of nearly 600 students and teachers.

The event opened with the posting of the colors by the 143rd Ordnance Battalion color guard. Towery, who also commands the U.S. Army Ordnance Mechanical Maintenance School, was the keynote speaker, and school principal Blaine Hawley, hosted the program.

Addressing the students as the 'Meadowvale Mustangs,' their school mascot, Towery said, "Mustangs are you motivated?" and the children shouted, "Hooah!"

He told the students to "be strong of character," to begin by setting a goal and to make great choices.

"Be a good teammate and work together," he said before explaining the Army's buddy system.

The program included a viewing of the "Army Strong" video and then Freeman and Staff Sgt. Jose Larson fielded questions during a question and answer session.

Some of the questions included "Why do you have so many pockets?" "How many different jobs are there?" "Do you use flares in the middle of the night?" "What kinds of guns do you use?" "How long do you stay in the Army?" "What are the hand signals?" "How long can the tanks run?" "Why do you get up so early?" and "Will you be in the Army for the rest of your life?"

When the audience was asked how many had a friend or relative in the Army, about 75 percent raised their hands. Towery suggested that they "Go tell them, 'thank you.'"

After the assembly the Warriors visited several classrooms to speak with students.

Melissa Harner, teacher mentor, said she was impressed with the colonel's talk.

"I liked the fact that he encouraged the kids to set goals, to strive for those goals and to be strong in their efforts," she said.

Christopher Yancone, assistant principal, spoke about the school's buddy system. He said that new students are encouraged to get to know the school through this system.



Photo courtesy of Meadowvale Elementary School Staff Sgt. Dennis Katona, Headquarters and Headquarters, 16th Ordnance Battalion, answers students' questions during a Veterans Day assembly at Meadowvale Elementary School Nov. 7.

"They take their buddies to lunch, recess and through every transition," he said. "Buddies are selected by the classroom teacher, at his or her discretion."

The Warriors said they were surprised at the depth of the students' questions.

"They were very knowledgeable in their understanding of the news," said Staff Sgt.

Willie Sellers.

"They asked great questions, like, 'How do you do your job if you're out training others?'" added Sgt. 1st Class Vashon Roberts.

Other Warriors on hand included Staff Sgts. Sabrina Cady, Juan Almontdone, Dennis Katona, Luis Pacheco and Sgt. Leodon Cason.

A Day of Peace

*The day shall come when war is no more.
All people shall lay down their guns,
and the Doctrine of Peace shall be taught in abounding joy.
There shall be no more classes to divide us,
Or races to demean us,
Or evils to destroy us,
Or nations to destroy,
Nor religions to confuse us.
For we will be
one class,
one race,
one good,
one nation,
and one people of one faith,
joined together eternally
as one brotherhood of Man.
But this day has yet to come.
And it is up to the common man to fight for this dream,
So that his children can have it, too.
And have it in reality. For that is the Purpose
of Mankind.*

Written by Lance Lotharp, a freshmen at Aberdeen High School Math and Science Academy Sep. 21, 2007



caption
caption

NCOA commandant speaks to students during Veterans Day ceremony

Story and photo by
EILEEN CAMPBELL
APG Schools Liaison

Command Sgt. Maj. Eric Williams, commandant of the U.S. Army Ordnance Mechanical Maintenance School Noncommissioned Officers Academy, was the guest speaker for the Veterans Day Program at Halls Cross Roads Elementary School.

Principal Gwen Benjamin-Jones and assistant principal Reginald Perry hosted the ceremony.

Accompanied by the U.S. Army Materiel Command Band's brass quintet, which played as the students entered and exited the assembly, Williams engaged the students with the story of 'Stuttering Steven' a character with many difficulties, but particularly that of communication.

Over and over the youngster was told by teachers to "slow down, relax and have confidence," Williams said, but still, "Steven felt the cruel sting of his classmates' teasing laughter. When an Army recruiter visited his school and talked about the excitement and challenge of Army life, seeing the shiny

shoes and colorful medals of the engaging visitor, Steven thought he knew what he wanted to do in his future. He started working harder in school. He had a goal now. Surprisingly, the little boy who had been considered hopeless scored some of the highest scores and was accepted into the Army basic training camp at Fort Knox, Kentucky."

He found the life to be a tough one, but in the Army "you have a lot of friends to support you," Williams said. "The years passed and the shy little child became one of the most distinguished noncommissioned officers in the Army."

After the story, Williams encouraged the students to "set goals, get help from teammates and get up and go."

"Always remember to pursue your dreams," he said, adding one final request.

"Write to our Soldiers in Iraq, and tell them that you care about them," Williams said.

The program included the playing of "Taps" by Sgt. Todd Swank and readings on the history of "Taps" and Veterans Day by fifth graders Quincy Johnson and Julianne Reif.

Challenges, assistive technologies highlight Disability Awareness program



Michael Graziano of the Directorate of Information Management demonstrates a UbiDuo, a communication device for the deaf or hard of hearing, during the Disability Awareness Program at the Post Theater Oct. 29.

Story by
YVONNE JOHNSON
APG News

Maryland secretary for the Department of Disabilities Cathy Raggio addressed issues facing the disabled during the Aberdeen Proving Ground Disability Awareness program at the

Post Theater Oct. 29.

James Rivera, Garrison Equal Employment Opportunity office, and Roxanne Conley, EEO counselor, hosted the program.

Raggio talked about challenges facing American veterans entering the workforce, including those being treat-

ed for post traumatic stress disorder, accommodations for the disabled in the workplace and programs in place that offer financial support for organization's assistive technology programs.

She said that there are many opportunities for those with disabilities in the state of Maryland.

"This is particularly true for veterans," she said, adding that her office, as well as the Maryland Department of Veterans Affairs includes PTSD as a disability.

"Like any disability, PTSD gets in the way of living reasonably happy lives," she said, noting that "one in five discharged today have a physical disability or PTSD."

Regarding the workplace, Raggio said that since the passage of the U.S. Disabilities Act, "there have been some remarkable contributions to modifying the workplace."

"It can be as simple as modifying an entrance or providing new desks," she said.

"The time is right to bring in more people with disabilities in Maryland," she added. "This is particularly relevant because there is more assistive

technology to enable people to live and work independently."

She said that companies can request assistance from her office regarding their disability programs and acquiring needed technologies.

She said that part of her job is "talking to companies about technologies available to them."

"We look at programs and figure out what is needed," she said. "There are programs in place to provide financial support for assistive technology"

Raggio presented Rivera with a proclamation from Maryland Governor Martin O'Malley, praising the installation's Disability Awareness programs, and Rivera gave her a certificate of appreciation and an APG 90th Anniversary coin.

Conley said the goal of the program was to increase knowledge and awareness of issues facing disabled APG employees.

"Even with mental or physical disabilities, their qualities and experience is still needed," Conley said. "They have a lot to contribute to the community."

The program included a viewing

of the HBO documentary, "Alive Day Memories – Home From Iraq," which details the challenges several service members faced after returning home with physical or mental disabilities.

In addition, Michael Graziano, Directorate of Information Management, demonstrated the use of the UbiDuo, a portable, wireless, battery-powered communication device for the deaf or hard of hearing that provides face-to-face communication by means of two displays and keyboards.

Through interpreter Julia Knott, Graziano said that the UbiDuo permits conversation between two-to-four people.

"The advantage is that it's fast, automatic communication with no waiting," Knott said.

The UbiDuo is lightweight, weighing only 6 pounds, with rechargeable batteries and instant-on technology that makes it ready for use within three seconds of power-on. It contains 1.22 MB of storage space with adjustable font sizes and a wireless range of 500 feet. For more information, visit <http://www.scommonline.com/ubiFeatures.php>.

CHPPM program wins employer of merit award

CHPPM

The Health Information Operations Program of the U.S. Army Center for Health Promotion and Preventive Medicine was honored with a 2007 Employer of Merit Award by the Harford County Commission on Disabilities. The award was presented at a luncheon Oct. 18 at the Mary-

land Golf and Country Club in Bel Air. The luncheon recognized Harford County workers with disabilities, as well as those who employ them.

HIO was nominated by the Harford County Public Schools, which provides disabled student workers to the program through the Special Needs Work Experience Pro-

gram. HIO is responsible for distributing health information to Soldiers and Families worldwide. In fiscal year 2007, HIO distributed more than 2 million individual health information products.

"These students provide an invaluable service to us by helping to maintain our warehouse and ensure that we have the products available to fill orders as quickly as possible," said HIO Program Manager Kevin Delaney. "They do an outstanding job with the work they are responsible for, and when they are not available because of school breaks and vacations, we really feel it."

The nomination recognized HIO's efforts use and support disabled workers. According to Mary Logan, transition resource itinerant for Harford County Public Schools, the HIO management and staff "support the belief that people with disabilities can be valuable and productive employees."

CAP brings real solutions to federal workers, service members with disabilities

Story by
PATRICIA OPONG-BROWN
TRICARE Management Activity

A federal employee we will call Jennifer, was severely burned over 70 percent of her body in an office explosion. She felt hopeless, wondered if she would be able to live independently or ever return to work. Jennifer went to the Department of Defense Computer/Electronic Accommodations Program to see what they could do for her.

After seeing a demonstration of the voice recognition technology, and how it could enable her to work and live independently, she realized there was hope. The CAP office does not refer to Jennifer as a Workers' Compensation claimant, rather they refer to her as a Pentagon survivor. That office explosion happened Sept. 11, 2001; it was her second day on the job.

CAP was launched in 1990 as the centrally-funded, reasonable accommodations program for DoD employees with disabilities. The program is under TRICARE Management Activity. Many of the technologies cost less than \$500 – but their value is immeasurable.

"The program is meant to cover a couple of specific populations; employees with disabilities working within DoD or in the sixty five federal partner agencies we support, and our war-wounded active duty service members," said Dinah Cohen, CAP director.

CAP is there to make information more accessible to federal workers or service members with disabilities and remove roadblocks to employment opportunities. It supports people with cognitive or communication disabilities, people who are blind or have low vision, people who are deaf or hard of hearing and people with dexterity disabilities.

Before purchasing the assistive technologies, CAP conducts a needs assessment to ensure the proper assistive devices and training are provided. The assessments are done on a case-by-case basis because disabilities are not "cookie cutter" conditions. The CAP staff looks at the individual, their job and possible solutions when conducting the assessment.

The technology for blind people includes Braille and auditory accommodations. The station at the CAP Technology Evaluation Center has a computer with a standard keyboard as well as a refreshable Braille display. Refreshable Braille is an electro-mechanical device for displaying Braille characters, usually by means of raising dots through holes in a flat surface. The display usually sits under the computer keyboard. In addition, "anything that is on the computer's monitor (MS Word document, MS Excel spreadsheet, Internet Browser, Email, etc.) is provided in an auditory format giving the user equal access to electronic information," said Mark Rew, CAP Blind/Low Vision Team leader.

When evaluating a candidate, Rew asks a series of questions to get to know what kind of work the individual does, how much time will be spent on the computer, how much of the work relies on hard copy (print) and if equipment is needed to convert text into Braille hard copy. For instance, a service member who lost his eyesight as a result of an explosion in Operation Enduring Freedom was evaluated at CAPTEC, located in room 2A259 in the Pentagon. He got the necessary equipment, returned to his military career, got a promotion and is back in school to further his education.

CAP also offers technology for people with

See CAP, page 5

CFC raffle winners announced

APG CFC Office

The 2007 Combined Federal Campaign is well underway, with four weeks remaining for Aberdeen Proving Ground personnel to fill out pledges for the charities of their choice. Although the best reason for giving a cash, check or payroll allotment pledge is to help one or more of the many worthy charities, there is a small side benefit also. Every time a pledge is submitted to the CFC Office, a small tab with the donor's name, unit and telephone number is deposited into a raffle box. Raffles are held at least every two weeks over the course of the campaign.

The first raffle was held Nov. 1. The first winner, Pfc. Calvin Watkins, a student assigned to Company C, 16th Ordnance Battalion, won a Gold Plus incentive award from the 2006 campaign, a crystal ball paperweight. There were two winners for the second raffle held Nov. 15.

Sharon Holliday, DENTAC, received the Crystal Ball Award and James Medley with the U.S. Army Aberdeen Test Center, was given a choice of prizes. He selected a pen with the CFC logo.

At least two more raffle drawings will be held before the close of the campaign.

Those thinking about contributing to CFC can check the Contributor's Guide for descriptions, phone numbers, Web sites and other useful information for more than 3,000 charities. Payroll deductions can be deducted for 12 pay periods for military personnel or 26 pay periods for civilians.

For more information, booklets, or pledge cards, contact Pete Leon Guerrero, CFC chairman, 410-278-1399; Nancy Sewell, vice chairperson, 410-278-5320; or Nelder Smothers, administrative assistant, 410-278-5320. The CFC Office is located in Building 2752.

Army accepts Gansler Commission report on contracting and commits to action

Army Public Affairs Office

Secretary of the Army Pete Geren accepted the report of an independent commission citing structural weaknesses and organizational shortcomings in the U.S. Army's acquisition and contracting system used to support expeditionary operations Nov. 1.

Dr. Jacques Gansler, former under-secretary of defense for acquisition, technology and logistics, presented "The Commission on Army Acquisition and Program Management in Expeditionary Operations" report to Geren, who earlier this year formed the commission to assess the Army's acquisition system. Geren said the report offered the "blunt and comprehensive assessment we asked for and needed, and a plan for the way ahead."

Gansler was named chairman of the commission on Sept. 12 by Geren, who determined the Army's acquisition system needed a comprehensive review to examine its role in support of large-scale expeditionary operations. Geren sought an uncompromising, big-picture review of the system. He wanted recommendations

addressing how to best ensure that the Army is properly equipped for a future characterized by persistent conflict.

Complementing the commission's strategic review, Geren also formed a task force to review current contracting operations and take immediate action where appropriate.

The Army Contracting Task Force, co-chaired by Lt. Gen. N. Ross Thompson, military deputy to the assistant secretary of the Army for acquisition, logistics and technology, and Kathryn Condon, executive deputy to the commanding general of the U.S. Army Materiel Command, has already made actionable recommendations and is implementing improvements.

Operations in Iraq and Afghanistan have demonstrated the demand that expeditionary military operations place on the contracting system and contracting personnel, Geren pointed out. The U.S. Army has never fought an extended conflict that required this much to be outsourced. Approximately half of the personnel currently deployed in Iraq are contractor employees who

provide food services, interpreters, communications, equipment repair and other important services.

"Contracting and procurement must be an Army core competency," Geren said. "I deeply appreciate the good work of Doctor Gansler and his commission. We are responding positively and quickly to the commission's findings and recommendations."

Gansler's commission and the Army Contracting Task Force's efforts followed investigations and audits which have cited contractors and government contracting officials for corrupt activity related to contingency contracting. The investigations continue.

As of Oct. 23, the U.S. Army Criminal Investigation Command is conducting 83 investigations relating to contract fraud in Iraq, Kuwait and Afghanistan.

While the cases vary in severity and complexity, most involve bribery. There are confirmed bribes in excess of \$15 million. As of Oct. 24, 23 U.S. government employees, both military and civilian, have been charged or indicted in federal court. Contracts

valued at more than \$6 billion are affected.

The Army reorganized its contracting office in Kuwait, replaced its leaders, increased the size of the staff and provided more ethics training.

"The overwhelming majority of our contracting workforce, civilian and military, is doing an outstanding job under challenging circumstances," Geren said. "But, we must do a better job of organizing, resourcing and supporting them in their critical work. We will take the steps necessary to ensure that we execute our responsibility effectively, efficiently and consistently with Army values."

The commission outlined four areas as critical to future success: (1) increased stature, quantity and career development for contracting personnel - both military and civilian, particularly for expeditionary operations; (2) restructure of the organization and responsibility to facilitate contracting and contract management; (3) training and tools for overall contracting activities in expeditionary operations; and (4) obtaining legislative, regulatory,

and policy assistance to enable contracting effectiveness - important in expeditionary operations.

Commission members include David J. Berteau, former principal deputy assistant secretary of defense (resource management & support); retired Gen. Leon Salomon, former commander, U.S. Army Materiel Command; retired Gen. David M. Maddox, former commander, U.S. Army Europe; and retired Rear Adm. David R. Oliver Jr., former director, Office of Management and Budget, Coalition Provisional Authority, Iraq.

The Gansler report traced many of the difficulties to post-Cold War cuts in the Army acquisition budget, which led to an undersized acquisition workforce in the face of an expanding workload.

"This workforce has not been properly sized, trained, structured, or empowered to meet the needs of our Warfighters, in major expeditionary operations," Geren said. "We also need to do a better job in training our commanders on their responsibilities for requirements definition and contractor performance."

AAFES kicks off holiday shopping season with scores of Thanksgiving deals

AAFES

With the average consumer expected to spend more than \$800 on holiday-related shopping this year, the Army & Air Force Exchange Service is ensuring that troops, retirees and their families get the most bang for their buck by kicking off the holidays with a host of worldwide, in-store Thanksgiving sales.

The first 100 customers through the doors beginning Friday, Nov. 23, through Sunday, Nov. 25 will receive a \$20 gift card. Also, as a new addition to this year's in-store promotions, from 4 p.m. until closing each day, scratch-to-win cards will be given away. Every ticket will be a winner with prizes ranging from \$25, \$50 and \$100 gift cards, \$10 off a purchase of \$100 or more, a free movie pass or \$3 off a DVD, free combo meal up to \$5 or a free medium fountain drink.

Shoppers can stock up on big savings almost as soon as they finish their last bite of turkey as cashiers will hand out coupons for \$20 off future purchases of \$100 or more on Nov. 23 and 24.

"The 'Black Friday' specials and promotions

are just the beginning of what will be a huge season of sales and savings at the BX/PX," said Chief Marketing Officer Richard Sheff. "From electronics to toys to jewelry, AAFES has everything military shoppers need, at the right price."

AAFES' "Black Friday" specials include more than \$200 savings on an Audiovox 32 inch HD flat panel LCD TV, a Compaq AMD Athlon 64x2 dual core 15.4 inch laptop for \$399 after rebate, stocking stuffers consisting of boxed sets of costume jewelry and watches for under \$20 and a free plush bear with the purchase of \$100 or more in toys. Limited supplies on certain items, and no rain checks will be issued at the APG AAFES.

With roughly half of AAFES' exchanges scheduled to open Thanksgiving day, authorized customers are encouraged to log onto the store locator link at AAFES.com to verify their PX's or BX's Thanksgiving hours in addition to specifics regarding local specials and drawings.

The APG AAFES holiday hours are closed Thanksgiving; 6 a.m. to 9 p.m., Nov., 23 and 24; and 8 a.m. to 6 p.m., Nov. 25.

Office Eagle to participate in ACA Office Products Vendor Day Dec. 4

Story by
ROB ENNAMORATO

Blind Industries and Services of Maryland

Aberdeen Proving Ground's Army Contracting Agency is hosting the Office Products Vendor Day 10 a.m. to 2 p.m., Dec. 4, at the APG Recreation Center.

The event provides vendors and government buyers a unique networking opportunity at one of the fastest growing military installations in the state of Maryland.

Participating vendors will have an opportunity to meet government buyers and procurement personnel committed to providing quality products and services.

The Office Eagle base service center, located at 320 Johnson Street, APG North, will have representatives on hand to provide organizational support for the ACA event and to

promote the new AbilityOne program. The mission of AbilityOne, formerly known as JWOD, is to provide employment opportunities for people who are blind or have other severe disabilities in the manufacturing and delivery of products and services to the federal government.

Office Eagle is a retail and e-commerce business owned and operated by Blind Industries and Services of Maryland, a not-for-profit 501(c)(3) organization. BISM provides state-of-the-art training and employment opportunities for blind and visually impaired people of all ages.

For more information, contact Rene Alonso, Office Eagle, 410-299-6628. To learn more about BISM and Office Eagle, visit www.bism.org and www.supereaglesupply.com.

CAP

From page 4

dexterity disabilities.

"These disabilities impact quadriplegics, paraplegics, individuals with multiple sclerosis and cerebral palsy, and individuals who have developed disabling conditions such as carpal tunnel syndrome and tendonitis," said Michael Young, CAPTEC manager.

The technology available for this group is voice recognition. It allows an individual to speak into a microphone and the software "translates" their voice directly into text in various programs, such as word processing, data bases or email.

"It is very easy to achieve ninety-eight to ninety-nine percent accuracy," Young said.

"By fulfilling the mission of providing real solutions for real needs, CAP is helping to make the federal government the model employer for people with disabilities," Cohen said.

Since its inception, CAP has filled more than 61,000 requests for job accommodations and continues to grow every year. Fifty percent of users have some form of dexterity disabilities, 30 percent have visual disabilities and the other users are deaf or hard of hearing.

Many of those helped recently by CAP are service men and women who were injured in Afghanistan or Iraq. Through the CAP Wounded Service Member Initiative, "we support wounded service members by providing needs assessments, assistive technology and training throughout all phases of recovery and the transition to employment," Cohen said.

CAP works with Medical Treatment Facility staff such as case managers, physicians and liaisons to increase awareness of assistive technologies and training available at no charge. CAP is committed to ensuring wounded service members have the tools early in their recovery and rehabilitation

to ensure re-employment and positive life experiences are part of their futures.

Helen Keller once said, "The public must learn that the blind man is neither a genius nor a freak nor an idiot. He has a mind that can be educated; a hand which can be trained; ambitions, which it is right

for him to strive to realize and it is the duty of the public to help him make the best of himself so that he can win light through work." CAP brings Keller's words to life.

More information about the CAP program is available by visiting the CAP Web site, www.tricare.mil/cap.

Community Notes

WEDNESDAY

NOVEMBER 21 WEDNESDAY WEE WONDERS III

Celebrate Fall by joining the naturalist and her wee one for stories, songs, live animals and outdoor exploration. This free program will be held 10 to 11 a.m., for ages 4 and under. Registration is required.

For more information, to register or for directions to the Anita C. Leight Estuary Center, call 410-612-1688 or 410-879-2000, ext. 1688.

SATURDAY

NOVEMBER 24 CRITTER DINNER TIME

Come watch turtles, fish and snakes eat and learn more about these creatures. This free program begins at 11 a.m. and is for all ages. No registration required.

For more information or for directions to the Anita C. Leight Estuary Center, call 410-612-1688 or 410-879-2000, ext. 1688.

LUNA-SEE WALK

There is nothing like a hike with a full moon. Join a naturalist on a night hike through the Anita C. Leight Estuary Center's trails and enjoy the sights, sounds, smells (and tastes) of autumn. The program will be held 8:30 to 10:30 p.m. for ages 7 to adult. Cost is \$3 and registration is required.

For more information, to register or for directions to the center, call 410-612-1688 or 410-879-2000, ext. 1688.

CHRISTMAS PRIZE BINGO

VFW Post 8185 located on Route 222, Port Deposit, will hold Christmas Prize Bingo to benefit the Ladies Auxiliary to the Water Witch Fire Company. Doors open

6 p.m., Bingo begins 7 p.m. Tickets cost \$10 for all paper cards for 20 games. Special single card packets cost \$5 each for children 8 and under; extra packs cost \$5 each. Tickets are available at the door. Refreshments, door prizes, toys, gifts, raffles and more will be available. All children must be accompanied by an adult.

For more information or to purchase tickets, call Stephanie Gibson, 410-378-2672 or Bonnie Perkins, 410-378-2376.

SUNDAY

NOVEMBER 25 BASKET BINGO

American Legion Post 194, 336 E. Main St., Rising Sun, will sponsor Basket Bingo at 3 p.m. Cost of Bingo cards is \$10 for 20 games. Proceeds benefit Boy Scout Troop 28.

For more information, call 410-658-3915, or e-mail basketbingo@zoominternet.net.

TUESDAY

NOVEMBER 27 KAPPA ALPHA PSI FRATERNITY MEETING

Members of the Aberdeen Alumni Chapter of the Kappa Alpha Psi Fraternity, Incorporated, International will hold a meeting, 7 to 8:30 p.m., at the Windsor Valley Community Center located on 570 Meadowood Drive, Edgewood. The meeting is for those interested in becoming members.

For more information, call Dr. Andre' Godsey, 410-575-7107.

WEDNESDAY

NOVEMBER 28 ST. PETERSBURG MEN'S ENSEMBLE

The St. Petersburg Men's Ensemble from Russia will perform Russian sacred music and folk songs 7 p.m., at Havre de Grace United Methodist Church located on 101 South Union Avenue.

Friends, Family and neighbors are invited to attend the free evening of music.

SATURDAY

DECEMBER 1 BREAKFAST WITH SANTA

Mt. Ararat Masonic Lodge #44 located on 136 East Gordon Street, Bel Air, will host Breakfast With Santa, 8 to 11 a.m. Cost is \$6 for adults and \$3 for children ages 12 and under and includes a gift from Santa, candy and door prizes. Photos with Santa cost \$3. Tickets are available in advance or at the door.

For more information or to purchase tickets, call 410-420-1002

HIBERNATION WALK

Who is awake, who is asleep, and who has migrated to warmer weather? Discover the answers while taking a walk in the woods. This free program will be held 1 to 2:30 p.m. and is for all ages. Registration is required.

For more information, to register or for directions to the Anita C. Leight Estuary Center, call 410-612-1688 or 410-879-2000, ext. 1688.

HAWAIIAN LUAU

American Legion Edgewood Post 17, located on 415 Edgewood Road will hold a Hawaiian Luau, 7 p.m. Cost is \$20 per person or \$35 per couple and includes a hula show by "Pacific Islanders," soda, roast pig, barbecue chicken and ribs, pansit, shrimp pattie, potato salad, cole slaw, fruit tray and deserts. Proceeds will benefit the roof repair/replacement fund.

For more information, call 443-506-6561.

OWL PROWL AT SWAN HARBOR FARM

Search Swan Harbor and determine which species of owls live there. This free program will be held 6 to 7:30 p.m. and is for ages 8 to adult and Families. Registration is required.

For more information, to register or for directions to the Anita C. Leight Estuary Center, call 410-612-1688 or 410-879-2000, ext. 1688.

SUNDAY

DECEMBER 2 NATURETALES

Come explore nature through a story – the topic is hibernation. Story time may include meeting a live critter, a simple craft or acting out the story. This program will be held 1 p.m. and is free for all ages. No registration is required.

For more information or for directions to the Anita C. Leight Estuary Center, call 410-612-1688 or 410-879-2000, ext. 1688.

TRADITIONAL HOLIDAY WREATH

Craft a decorative wreath to adorn a wall or door. Bring candles to create a candle wreath if desired. This program will be held 2:30 to 4:30 p.m. for ages 12 to adult. Cost is \$8 and registration is required.

For more information, to register or for directions to the Anita C. Leight Estuary Center, call 410-612-1688 or 410-879-2000, ext. 1688.

MONDAY

DECEMBER 3 TOASTMASTERSTABLE TOPICS CONTEST

Gunpowder Toastmasters Club 2562 will hold a Gag-Gift Chinese Fortune Table Topics Contest 11:40 a.m., at the Gunpowder Club, building E-4650, Parrish Road in APG South.

Everyone should bring a holiday spirit wrapped gift. Chinese Fortune Table Topics will be provided and each person picks someone else's gift to explain how it matches the fortune statement.

The club is open to anyone on or off post who wants to improve their communication, leadership and listening skills and to overcome the fear of speaking in public.

For more information, call Len Kolodny, 410-734-6573.

SATURDAY

DECEMBER 8 NATURAL ORNAMENT WORKSHOP

Use nature's bounty to create unique decorations to take home. Enjoy hot cocoa, cookies and seasonal music. This program will be held 2 to 4 p.m. for all ages but those 10 and younger must be accompanied by an adult. Cost is \$5 per person or \$12 for a Family. Registration is required.

For more information, to register or for directions to the Anita C. Leight Estuary Center, call 410-612-1688 or 410-879-2000, ext. 1688.

SUNDAY

DECEMBER 9 BREAKFAST WITH SANTA

American Legion Post 17, located on 415 Edgewood Road, Edgewood, will have Breakfast with Santa, 9 a.m. to noon. An all-you-can-eat buffet will be served. Children eat free, cost is \$6 for adults. Photos with Mr. And Mrs. Claus are free.

THIS HOLIDAY IS FOR THE BIRDS

Create holiday treats for wildlife using cones, seedpods and other natural treats. This program will be held 2 to 3 p.m. for all ages. Cost is \$3 per person. Registration is required.

For more information, to register or for directions to the Anita C. Leight Estuary Center, call 410-612-1688 or 410-879-2000, ext. 1688.

SATURDAY

DECEMBER 15 WHITE-TAILED DEER SURVEY

Harford County seems to be experiencing explosive population growth, and not just with humans. Help is needed to determine if the deer population of Leight Park and the Bosely Conservancy is a healthy size. Come get the scoop on poop and conduct pellet (deer scat) counts out on the trails to determine how many deer call the Park home. The survey will be held 9 a.m. to noon for ages 16 to adult and is free. Registration is required.

For more information, to register or for directions to the Anita C. Leight Estuary Center, call 410-612-1688 or 410-879-2000, ext. 1688.

WINTERTREE MYSTERY

Hike the Anita C. Leight Estuary Center's trails and use clues to identify common trees. The program will be held 11 a.m. to noon for ages 6 to adult and is free. Registration is required.

For more information, to register or for directions to the Anita C. Leight Estuary Center, call 410-612-1688 or 410-879-2000, ext. 1688.

HOLIDAY PAPERMAKING

Make festive paper from recycled papers and turn it into cards and decorations for the holidays. The program will be held 1 to 4 p.m. for ages 10 to adult. Cost is \$5 per person. Registration is required.

For more information, to register or for directions to the Anita C. Leight Estuary Center, call 410-612-1688 or 410-879-2000, ext. 1688.

SUNDAY

DECEMBER 16 DISCOVERY WALK

Join a naturalist on a nature walk to discover what creeps, crawls and flies around Leight Park. This program begins at 10:30 a.m. and is free for all ages. No registration required.

For more information or for directions to the Anita C. Leight Estuary Center, call 410-612-1688 or 410-879-2000, ext. 1688.

ALL TIED UP

Have fun with basic knot tying. Scouts may find this useful. The program will be held 3 to 4 p.m. for ages 8 to adult and is free. Registration is required.

For more information, to register or for directions to the Anita C. Leight Estuary Center, call 410-612-1688 or 410-879-2000, ext. 1688.

YOUTH MINISTRY CHRISTMAS PROGRAM

The House of Resurrection in Jesus Christ, located on 1915 N. Singer Road, Joppa, will hold a Youth Ministry Christmas Program, 4:30 p.m. All are welcome to attend. Light refreshments will be served. For more information, call Denise Corbett, 410-436-5157.

WEDNESDAY

DECEMBER 19 WEDNESDAY WEE WONDERS IN WINTER

Join the naturalist and her wee one to explore the wintry world through stories, songs, live animals and outdoor exploration. The program will be held 10 to 11 a.m. for ages 1 to 4 and is free. Registration is required.

For more information, to register or for directions to the Anita C. Leight Estuary Center, call 410-612-1688 or 410-879-2000, ext. 1688.

SATURDAY

DECEMBER 22 CRITTER DINNER TIME

Come watch turtles, fish and snakes eat and learn more about these fascinating creatures. The program begins 10:30 a.m. and is free for all ages. No registration required.

For more information or for directions to the Anita C. Leight Estuary Center, call 410-612-1688 or 410-879-2000, ext. 1688.

SATURDAY

DECEMBER 29 BEADED SNOWFLAKES

Create magical beaded snowflakes that glisten and shine. Warm up with hot cocoa and music while making special gems to make winter decor that sparkles. The program will be held 10:30 a.m. to 12:30 p.m. for ages 12 to adult. Cost is \$8 per person. Registration is required.

For more information, to register or for directions to the Anita C. Leight Estuary Center, call 410-612-1688 or 410-879-2000, ext. 1688.

(Editors Note: More calendar events can be seen at www.apgnews.apg.army.mil under Community Notes.)

POST SHORTS

invited to dine.

The holiday meal rate of \$6.05 applies to any officer, enlisted member and Family member of sergeant or above, DoD civilian, retiree and their guests. The discount meal rate of \$5.15 applies to spouses and other Family members of enlisted personnel in ranks private through specialist/corporal.

The Thanksgiving Day Specialty Meal Menu includes: hearty turkey and wild rice soup, shrimp cocktail, savory roasted turkey, orange-honey glazed baked ham, carved to order steamship round, apple and sausage cornbread dressing, savory bread dressing, fluffy mashed potatoes with giblet gravy, candied yams, buttered corn, green beans almondine, assorted salad bar, bacon and tomato salad, cucumber salad, Waldorf salad, cranberry sauce, hot rolls, apple pie, pumpkin pie, pecan pie, cherry pie, fresh fruit, hard candy, mixed nuts, soft serve ice cream with assorted toppings, assorted beverages and egg nog.

Note: Menu is subject to change without prior notification.

For more information, call Edward Parylo or Ernest Green, 410-306-1393/1398.

Military Family Movie Night

Army Community Service presents Military Family Movie Night, 6 p.m., Nov. 29, at the Post Theatre, building 3245, free admission to see "Ratatouille" (animated).

Remy is a young rat in the French countryside who arrives in Paris, only to find out that his cooking idol is dead. When he makes an unusual alliance with a restaurant's new garbage boy, the culinary and personal adventures begin despite Remy's Family's skepticism and the rat-hating world of humans.

Issues being accepted for Army Family Action Plan XXII

The annual Army Family Action Plan Conference is scheduled for Feb. 26 through 28. Suggestions, ideas and input are now being accepted. Members of the community are needed to submit issues/recommendations that are important to them, APG, and the Army as a whole.

The deadline is Feb. 8. Submitted issues will be reviewed and prioritized at the AFAP XXII Conference.

For more information or to submit issue forms, call Marilyn Howard, AFAP Program manager, 410-278-9669, or e-mail Marilyn.E.Howard@us.army.mil.

Holiday refuse pickup schedule

Refuse pickup and recycling for all residential areas will be rescheduled for the upcoming holidays.

Nov. 21 - trash pickup and recycling

Dec. 24 - trash pickup

Dec. 31 - trash pickup

All Christmas trees will be picked up on Jan. 7, 2008.

Tampering with smoke detection devices prohibited

All personnel who work and live on APG are reminded that no individual or group of people is authorized to tamper or remove from service any fire alarm or fire protection device without prior authority. Any specific questions on fire alarm and detection systems must be submitted to the Fire and Emergency Services Division, Directorate of Safety, Health and Environment, APG North, 410-306-0572, or 410-436-4451, APG South.

For more information, call Edward Budnick, 410-306-0501, e-mail edward.budnick@apg.army.mil.

Artfully Done frame shop opens in building 2407

'Artfully Done', Harford County's oldest picture fram-

ing shop, has expanded to Aberdeen Proving Ground and is open for business in the Arts and Crafts building 2407.

'Artfully Done' provides the same custom framing and engraving service that was offered through the former MWR operation.

The company specializes in custom framing of shadow boxes, photographs, memorabilia, needlework, and just about anything that can be framed and provides an engraving service for plaques, awards and gifts.

'Artfully Done' has been in operation for more than 26 years. It is a fully-equipped, fully staffed operation with two certified picture framers and one Larson Juhls trained graduate.

Owner Barney Bonsall invites the community to visit the store and view its framing selections and other services.

"We just want people to know we're here and that we can meet all their framing needs," Bonsall said.

Operating hours are 10 a.m. to 5 p.m., Monday thru Friday.

For more information, call during business hours, 410-278-4207.

RDECOM/CMA holds Holiday Food, Toy, Gift Drive

Through Dec. 12, the U.S. Army Research, Development and Engineering Command and Chemical Materials Agency is holding their annual Holiday Food, Toy, and Gift Drive for non-perishable foods and new or clean, gently-used toys for children. Toys are needed for infancy through teen-aged years. All items should be clean and in good working order. Donation sites are located in 27 buildings in APG South.

The drive will end with a ceremony at 10 a.m., Dec. 12, in building E-3549 (Berger Laboratory Cafeteria). Donations will be presented to Army Community Service and the 20th Support Command for distribution to the Families of APG Soldiers. Also, the Harford County Parks & Recreation Center will be distributing donations to needy Families in the Edgewood community. All are invited to attend and enjoy holiday music and refreshments.

RAB meeting Nov. 29

The Installation Restoration Program will hold its monthly Restoration Advisory Board

meeting 7 to 9:45 p.m., Nov. 29, at the Edgewood Senior Center on Gateway Road. The topic of the meeting will be an update on performance-based contracts. Board meetings are open to the public; all APG employees and citizens are invited.

For more information, call the Information Line at 410-272-8842 or 800-APG-9998.

Veterinary Treatment Facility closings

The APG Veterinary Treatment Facility will be closed Nov. 22 and 23 for the Thanksgiving holiday and Nov. 30 for end of month inventory.

The clinic will be open 9 a.m. to 3:30 p.m. on Nov. 20, 21, 26 and 27.

For more information, call the VTF, 410-278-4604/3911.

Native American Heritage observance Nov. 27

The Garrison Native American Heritage Program Committee will hold a Native American Heritage observance, 11:30 a.m. to 1 p.m., Nov. 27, at the APG South Recreation Center, building E-4140. The event includes music, entertainment and exhibits.

For more information call Linda Patrick, CHPPM, 410-436-1023; Sgt. 1st Class Elwood Veney, RDECOM, 410-436-4810 or James Rivera, EEO Officer, 410-278-1161.

Give the gift of life - blood drive Nov. 30

Support the troops by donating blood. The U.S. Army Research Laboratory will sponsor an Armed Services Blood Program blood drive, noon to 5 p.m., Nov. 30, Aberdeen North Recreation Center, building 3326. The blood drive is open to everyone.

For more information, call Patty Howell, 410-278-5217 or visit Web site www.militaryblood.dod.mil.

Office Products Expo Dec. 4

The Directorate of Contracting, U. S. Army Contracting Agency will host its annual Office Products Expo 10 a.m. to 2 p.m., Dec. 4, in the Aberdeen Proving Ground Recreation Center, building 3326, Erie Street. Refreshments will be served.

For more information, contact Dennis Bolen, ACA, 410-278-0849, DSN 298-

0849 or e-mail dennis.bolen@us.army.mil.

Holiday Extravaganza, tree lighting ceremony

Army Community Service will host the annual Holiday Extravaganza and tree lighting ceremony 6 to 8:30 p.m., Dec. 6 at the APG North Recreation Center, building 3326.

The tree lighting is at 6 p.m. inside the APG North Recreation Center. Free photos with a "special guest" in his red suit, starts at 7 p.m.

Since this is a ticketed event, tickets can be picked up from ACS building 3326 only.

For more information, call 410-278-4372/7572.

FEHB Health Fairs

FEHB, FEDVIP open seasons run through Dec. 10.

Rates for the 2008 Federal Employees Health Benefits and Federal Employees Dental and Vision Insurance Program rates have been posted. New rates will be effective Jan. 6, 2008.

To view FEHB rates, visit <http://www.opm.gov/insure/health/08rates/index.asp>; to view FEDVIP rates, visit <http://www.opm.gov/insure/dentalvision/08/vision.asp>.

There is no icon, click on the words, "dental" or "vision."

More information on the Benefits Open Season will appear in future issues of the APG News.

Employees must contact the Army Benefits Center-Civilian (ABC-C) or Web site www.abc.army.mil or call 1-877-276-9287.

'Retired Federal Employees' meets Dec. 18

Susquehanna Chapter 1522 of National Active and Retired Federal Employees Association for Harford and Cecil counties holds its December luncheon meeting, 11 a.m., at the Bayou Restaurant, Route 40, Havre de Grace. Social time will be held 11 a.m. to noon; buffet will be served 1:15 p.m., followed by

announcements; entertainment and sing-a-long will take place 1:30 to 2:30 p.m. Reservations are required.

For more information or for reservations, call 410-939-3973.

AAFES to giveaway deluxe Disney Vacation

The Army and Air Force Exchange Service has partnered with Disney watch maker Seiko Instruments to offer military Families an opportunity to experience the magic of a Disney vacation with an exclusive, military-only sweepstakes.

Now through Dec. 24, exchange shoppers can enter to win the "Disney Sweepstakes" at BX/PX locations worldwide. No purchase is necessary to enter and entrants do not have to be present to win.

The winner of the "Disney Sweepstakes" will receive a vacation for four, including five-day-four-night deluxe hotel accommodations, airfare from any city in the world and a four-day pass to a Disney World amusement park, all with an estimated value of \$10,000.

"This Family-friendly giveaway is sure to ignite the imaginations of holiday shoppers who will

be coming to the BX/PX over the next few months," said AAFES' Chief of Communication Lt. Col. Dean Thurmond. "Opportunities like this sweepstakes reaffirm AAFES' and its vendor partners' commitment to military Families."

The only requirement to enter is a military identification card authorizing contestants to shop at AAFES. See entry forms for complete details.

The "Disney Sweepstakes" drawing will take place February 2008. AAFES will award prizes within 30 days of the drawing.

WIC clinic meets weekly

The Army Community Service, in conjunction with the Harford County Health Department, operates a Women, Infants and Children Clinic every Tuesday, 9 a.m. to 4 p.m. in building 2754. Eligible mothers and children can receive health screenings by a registered nurse, formula and food vouchers, nutrition counseling, breast feeding instruction and more. For more information, call Diana Hayes, Parents and Children Together coordinator, 410-278-4372.

(Editors Note: More Shorts can be seen at www.apgnews.apg.army.mil under Shorts.)



MORALE, WELFARE & RECREATION

Community Recreation Division holiday hours Thanksgiving 2007

FACILITY	THUR, NOV. 22	FRI, NOV. 23	SAT, NOV. 24	SUN, NOV. 25
Arts & Crafts, EA	CLOSED	Noon - 8 p.m.	Noon - 8 p.m.	10 a.m. - 6 p.m.
Auto Crafts	CLOSED	9 a.m. - 5 p.m.	9 a.m. - 5 p.m.	Noon - 5 p.m.
Library, AA	CLOSED	CLOSED	1 - 5 p.m.	1 - 5 p.m.
Recreation Center, AA	3 - 11 p.m.	Noon - 11 p.m.	Noon - 11 p.m.	11 a.m. - 6 p.m.
Recreation Center Snack Bar, AA	3:30 - 10 p.m.	Noon - 10 p.m.	Noon - 10 p.m.	Noon - 5 p.m.
Recreation Center, EA	3 - 11 p.m.	Noon - 11 p.m.	Noon - 11 p.m.	Noon - 6 p.m.
Recreation Center Snack Bar, EA	3:30 - 10 p.m.	Noon - 11 p.m.	Noon - 10 p.m.	Noon - 5 p.m.
MWR Registration/ITR	CLOSED	CLOSED	CLOSED	CLOSED
Health & Fitness Center, AA	CLOSED	CLOSED	CLOSED	CLOSED
APG Athletic Center	10 a.m. - 6 p.m.			
Hoyle Gymnasium/ Fitness Center	10 a.m. - 6 p.m.			
Outdoor Recreation & Equipment Center	CLOSED	CLOSED	CLOSED	CLOSED

Activities/Events

Medieval Times offers "Kids Free" admission in November, December

Medieval Times Dinner and Tournaments offers "Kids Free" admittance tickets with each paid adult admission to customers who purchase adult admission tickets at on-base ITR and IIT offices for performances scheduled through Dec. 25, excluding Nov. 23, 24 and 25. The offer is available at all Medieval Times Castles in North America. "Kids Free" tickets are only available for children 12 years of age or younger.

Families who want to book reservations should call MWR Leisure Travel Office, APG North Recreation Center, building 3326, 410-278-4011/4907 or e-mail MWR-LeisureTravel@apg.army.mil.

Free movies at the Post Theater

Beginning Nov. 24, MWR will show free movies at the Post Theater. Schedules will be posted on the MWR Website, <http://www.apgmwr.com/resources/new%20movies.pdf>.

- Nov. 24, 7 p.m., Superbad
- Nov. 25, 2 p.m., Mr. Bean's Holiday

For more information, call the MWR Movie Hotline, 410-278-8000.

Christmas in New York

MWR has scheduled several trips to New York City - eight hours for sightseeing, shopping, watching a Broadway matinee, venturing into China Town and more. Trips will take place Dec. 1, 8, 15, 22 and 29. Cost is \$40 per person. The bus will depart 7:55 a.m. and return 10 p.m. Open to all DoD card holders.

For more information or to register, call or visit MWR Leisure Travel Services, APG North Recreation Center, building 3326, 410-278-4011/4907 or e-mail MWR_Leisure.

Radio City Christmas Spectacular

Travel to New York City to see the Radio City Music Hall Christmas Spectacular featuring the Rockettes.

- Dec. 1, 11:30 a.m. show cost \$173 each (orchestra seating); bus departs 7:10 a.m.
- The Dec. 2, 11:30 a.m. show costs \$130; bus departs 7:10 a.m.
- Dec. 9, 5 p.m. show costs \$130.
- Dec. 14, 4 p.m. show costs \$130.
- Dec. 15, 5 p.m. show costs \$143.
- Dec. 16, 5 p.m. show costs \$130.

Seats are limited, register early. Cost includes charter bus transportation and a ticket for the show. Open to all DoD ID card holders.

For more information or to make reservations, call MWR Leisure Travel Services, APG North Recreation Center, building 3326, 410-278-4011/4907, e-mail MWR-LeisureTravel@apg.army.mil.

Choice of shows at The Hippodrome Theater

MWR Leisure Travel Services has discounted tickets for several shows at The Hippodrome Theater, located at the France-Merrick Performing Arts Center, 12 N. Eutaw Street, Baltimore.

Shows include:

- "Avenue Q," 2 p.m., Dec. 15
- "Cirque Dreams," 2 p.m., Jan. 26 and Feb. 2, 2008
- "High School Musical," 2 p.m., Feb. 23, 2008; and 8 p.m., Feb. 29, 2008
- "Camelot," 2 p.m., March 29, 2008
- "The Color Purple," 2 p.m., May 3, 2008; 2 p.m., May 10, 2008; and 6:30 p.m., May 11, 2008.

Tickets are available for a limited time - purchase them now. Tickets range in price from \$33 to \$87. To order tickets, visit www.eventusher.com; enter the special password: 105MWRAPGMD and follow the instructions on the

ordering page.

Price includes show ticket only, no transportation is provided. Open to all DoD ID card holders.

For more information, or to purchase tickets, visit the MWR Leisure Travel Office located in APG North Recreation Center, building 3326, call 410-278-4011/4907 or e-mail MWR-LeisureTravel@apg.army.mil.

Grease on Broadway

Sandy and Danny reunite once again. See Grease, 2 p.m., May 17, 2008, on Broadway. Tickets cost \$165 each and include bus transportation and Broadway play. This event is open to all DoD ID card holders. Purchase tickets in advance, or purchase tickets at a Christmas gift.

For more information or to purchase tickets, call MWR Leisure Travel Services, Aberdeen Recreation Center, building 3326, 410-278-4011/4907 or e-mail MWR-LeisureTravel@apg.army.mil.

Gift wrapping schedule Nov. 23 - Dec. 24

November	Organization
23, 11 a.m. to 7 p.m.	9th AML
24, 11 a.m. to 7 p.m.	29th CAB
25, 11 a.m. to 5 p.m.	Kirk U.S. Army Health Clinic
26, 11 a.m. to 7 p.m.	U.S. Army Materiel Command Band
27, 11 a.m. to 7 p.m.	HQ NCOA
28, 11 a.m. to 7 p.m.	Company A, 16th Ordnance Bn
29, 11 a.m. to 7 p.m.	Company B, 16th Ordnance Bn
30, 11 a.m. to 7 p.m.	Warrior Training Center/NCOA
December	Organization
1, 11 a.m. to 7 p.m.	Catholic Youth of the Chapel
2, 11 a.m. to 5 p.m.	Edgewood Youth Center
3, 11 a.m. to 7 p.m.	9th AML
4, 11 a.m. to 7 p.m.	Company C, 16th Ordnance Bn
5, 11 a.m. to 7 p.m.	MRICD
6, 11 a.m. to 7 p.m.	Audie Murphy Club
7, 11 a.m. to 7 p.m.*	CBRNE (EA 20th SUPCOM)
8, 11 a.m. to 7 p.m.	HHC 16th Ordnance Bn
9, 11 a.m. to 5 p.m.	Aberdeen Youth center
10, 11 a.m. to 7 p.m.	KUSAHC
11, 11 a.m. to 7 p.m.	CBRNE (EA 20th SUPCOM)
12, 11 a.m. to 7 p.m.	ANCOA
13, 11 a.m. to 7 p.m.	Chapel: Religious Education
14, 11 a.m. to 7 p.m.	MCSC
15, 11 a.m. to 7 p.m.	Chapel: PWOC
16, 11 a.m. to 5 p.m.	CSM Association
17, 11 a.m. to 7 p.m.	Company B, 22nd Chem
18, 11 a.m. to 7 p.m.	BOSS
19, 11 a.m. to 7 p.m.	Company B, 22nd Chem
20, 11 a.m. to 7 p.m.	Catholic Women of the Chapel
21, 11 a.m. to 7 p.m.	BOSS
22, 11 a.m. to 7 p.m.	29th CAB
23, 11 a.m. to 7 p.m.	HHC USAG
24, 11 a.m. to 3 p.m.	MRICD

*AIT Night.

For more information, contact Marilyn Howard, Army Community Service, 410-278-9669.

Sports

Fall Aerobics classes at the APG North Fitness Center, building 320

Fee for individual classes is \$4 per session. For more information or to set up an aerobics class for a group, contact Jeff Pettitway, 410-278-9725.

Barbara's step-weight aerobics, 20 sessions

Classes will be held 11:30 a.m. to 12:30 p.m., Tuesday and Thursday, thru Dec. 20. (No class Nov. 22; make up class will be scheduled.) Cost is \$44.

Joe's cardio pump, 20 sessions

Classes will be held 5 to 6 p.m., Monday and Wednesday, thru Dec. 19. Cost is \$44.

SCHOOL LIAISON

Scholarships for military children

The "Scholarships for Military Children Program" offers scholarships annually for each commissary operated by the Defense Commissary Agency.

The Fisher House Foundation continues to serve as the program administrator and will contract again this year. Scholarship awards will be based on funds available, but individual awards of at least \$1,500 are

anticipated.

Eligible applicants include children of active duty, Reserve/Guard, or retired military personnel. Applications will be accepted through Feb. 1. Eligibility will be determined by scholarship managers.

For more information, call 856-616-9311 or e-mail militaryscholar@scholarshipmanagers.com.

For more information on any APG school related information, contact Eileen Campbell, 410-278-2857 or e-mail eileen.campbell@apg.army.mil.

ACS upcoming events

All scheduled events will be held at the Army Community Service Center, building 2754, Rodman Road unless otherwise noted.

Military Family Movie Night

Army Community Service presents Military Family Movie Night, 6 p.m., Nov. 29, at the Post Theatre, building 3245, free admission to see Ratatouille (animated). Remy is a young rat in the French countryside who arrives in Paris, only to find out that his cooking idol is dead. When he makes an unusual alliance with a restaurant's new garbage boy, the culinary and personal adventures begin despite Remy's family's skepticism and the rathating world of humans.

ACS announces 'Holiday Sponsor Program'

With the holiday season fast approaching and the nation still fighting the War on Terrorism, the APG community is constantly reminded of the sacrifices of the men and women in the U.S. armed forces.

During these stressful times, some military families are experiencing financial difficulties and require additional assistance. Army Community Service works closely with these Families providing supportive services throughout the year.

To help make this holiday season brighter for some of these Families, ACS will collect donations from individuals or groups desiring to sponsor a military Family.

For more information, call Arcelio V. Alleyne, ACS Financial Readiness Program manager, 410-278-2450/7572, fax, 410-278-9685 or e-mail, arcelio.alleyne@us.army.mil.

The ACS Employment Readiness Program in partnership with Aberdeen Proving Ground Federal Credit Union and Harford Community College Small Business Development Center sponsors *Smart Start Your*

Business seminars. This free 90-minute orientation program provides an overview of the ways to start a business, the skills and duties of a successful entrepreneur and how to write a strategic business plan. Other services offered by the SBDC will also be discussed.

For more information, call 410-278-9669.

The Waiting Families Support Group is scheduled for 6 to 7 p.m., Wednesdays, at ACS, building 2754 Rodman Road. This group is designed to provide resource information to assist spouses and Family members remaining behind while the military sponsor serves on unaccompanied tours, extended TDY or deployments.

A meeting will be held Dec. 5.

For more information, call Marilyn Howard, ACS, building 2754 Rodman Road, 410-278-9669/7572.

A Support Group for Survivors meets 6 to 8 p.m. each Tuesday. The topic is "Talking It Out." The support group is open to adults affected by unhealthy relationships including domestic and/or sexual violence.

A Support Group for Adult Survivors of Sexual Abuse will meet 11 a.m. to 1 p.m. on the second Wednesday of each month. "Let's Talk About It" provides emotional support, begins the healing process and shares experiences and resources.

Family Information Network Meeting, or FIN, support group meets 11:30 a.m. to 1 p.m., the second Wednesday of the month. It is designed to provide education, information and support to those Families who are living with or caring for an exceptional Family member.

Victim Advocacy APG 24-Hour hotlines: Domestic Violence-410-652-6048; Sexual Assault 1-410-322-7154.

Upcoming Civilian Welfare Fund events/trips

Dec. 1 - Ice skating, 5:45 p.m. to 7:45 p.m., at Ice World is free to APG military, civilians, contractors, retirees and their Families. A limited number of tickets are available. Reservations should be made in advance. Skate rentals are not included.

For more information or to make reservations, call Angela Keithley, Civilian Welfare Fund Office, 410-278-4603/4771.

Holiday golf sale at Ruggles

Stop by Ruggles Pro Shop and save on a great selection of men's and ladies apparel and equipment.

The golf sale is effective through Dec. 24 and includes 50 percent off of all Ashworth Outerwear and mock tees. Footjoy socks are on sale, 5 for \$10. Greg Norman Outerwear and mock tees are 20 percent off. Assorted men's short sleeved shirts are 25 percent off.

Also choose from a select group of irons, wedges and woods at great prices.

For more information, call Ruggles, 410-278-4794. Hours of operation are 7:30 a.m. to 5 p.m. every day.



APG Bowling Center Snack Bar specials Building 2342

Week of Nov. 26

Special #1: Whole cheese pizza, three cookies and one pitcher of soda for \$14.50.

Special #2: Two hot dogs, French fries, one cookie and soda for \$4.25.

For more information or to place an order, call 410-278-4041. Orders must be placed before 10:30 a.m.





Your health is KUSAHC's goal



New legislation affects TRICARE supplements

U.S. DoD Military Health System

Many TRICARE beneficiaries are getting letters from their employer stating they will no longer offer TRICARE supplements as an employer sponsored medical option effective Jan. 1, 2008. TRICARE beneficiaries should look closely at their health care options.

A provision of the John Warner National Defense Authorization Act for fiscal year 2007 prohibits employers from offering their employees financial or other incentives to use TRICARE rather than the company's Group Health Plan. The legislation applies to any employer, including states and units of local government with 20 or more employees, and mirrors the same prohibition that currently applies to Medicare.

Beneficiaries have earned their right to TRICARE benefits through their service and this remains unchanged.

TRICARE beneficiaries should take measures to understand and look closely at all of their health care options offered by TRICARE and their current employer before deciding what is best for them and their families. Eligible beneficiaries can enroll in TRICARE on their own

without taking employer incentives if desired.

The employer can still offer "cafeteria plans" to their TRICARE eligible beneficiaries as long as the plans are offered to all of their employees, including those that are not eligible for TRICARE. The legislation does not have an impact on "TRICARE Supplement" plans that are not offered by the employer; but are sold by beneficiary associations or commercial insurers.

A cafeteria plan is defined as a fringe-benefit plan under which employees may choose among various benefits that best fit their needs, up to a specified dollar value.

The legislation was initiated after evidence showed many employers were consciously working to shift their health care costs to TRICARE by offering financial incentives urging eligible employees to use TRICARE rather than the employer's GHP.

For more information about TRICARE supplements, visit <http://www.tricare.mil/mybenefit/home/Medical/OHI/SupplementalInsurance>.

For information about enrolling in TRICARE, visit www.tricare.mil.

Osteoporosis can kill

Story by
MARCIE BIRK
U.S. Army Center for Health
Promotion & Preventive Medicine

Osteoporosis is a major public health threat. Men over the age of 50 have a greater risk of suffering an osteoporosis-related fracture than developing prostate cancer.

Each year, 80,000 men suffer a hip fracture and are nearly twice as likely as women of the same age to die in the first year after breaking a hip.

Becoming knowledgeable about osteoporosis

- People die from osteoporosis. An average of 24 percent of hip fracture patients aged 50 and over die in the year following their fracture.

- Osteoporosis is catastrophically disabling. Six months after a hip fracture, only 15 percent of patients can walk across a room unaided. One in five of those who could walk before their hip fracture require long-term care afterward.

- Osteoporosis is not an inevitable part of aging; for the most part, it is preventable. Prevention of osteoporosis should begin in early childhood and continue throughout the stages of life. Building a strong skeleton during childhood, adolescence and young adulthood may help individuals avoid osteoporosis later in life.

Both women and men can develop osteoporosis at any age. This is especially true if they have a chronic condition such as asthma or arthritis that

requires treatment with medications that can lead to bone loss, such as glucocorticoids (prednisone).

- Calcium is required for nerve conduction. If there is not enough calcium in the bloodstream to do this important task, the body will pull calcium from the bones.

Preventing osteoporosis

Building strong bones during childhood and adolescence can be the best defense against developing osteoporosis later. The recommended dietary allowance for calcium is 1,000 to 1,300 mg per day, depending on age and sex. The U.S. Department of Agriculture lists specific calcium recommendations at <http://www.ion.edu/Object.File/Master/21/372/0.pdf>.

A balanced diet rich in calcium and vitamin D can optimize bone health and help prevent osteoporosis. Dairy products such as milk and frozen yogurt are excellent sources of calcium and Vitamin D. Calcium is not contained in the "fat" portion of milk products, so removing the fat will not affect the calcium content. Other sources of calcium are salmon and sardines canned with their soft bones.

While whole, natural foods remain the best sources of calcium, calcium-fortified foods and calcium supplements can fill the gap to reach the calcium requirement for each day. When choosing a calcium supplement, stick to brand names with proven reliability.

It is best to avoid calcium from bone meal, dolomite or unrefined oyster shells as these may contain lead or other toxic metals. If the product has a USP Verified Dietary Supplement mark on the label, this means that it has met voluntary quality standards of purity and dissolution established by the United States Pharmacopeia. These products are less likely to contain harmful contaminants.

The body can handle about 500 mg of calcium at any one time, whether from food or supplements. Therefore, eat or drink calcium-rich foods and/or supplements in smaller doses throughout the day, preferably with a meal. Because the body requires calcium 24 hours a day, some experts suggest consuming a calcium-rich food such as yogurt or a calcium supplement at bedtime to provide a calcium source during the night.

There are several substances which can interfere with the body's ability to use calcium to build strong bones. Excessive protein and sodium intake can increase calcium loss through the kidneys. In fact, an individual's daily calcium requirement increases in direct proportion to the amount of protein and sodium in his/her diet.

For more information on calcium, visit MedlinePlus at <http://www.nlm.nih.gov/medlineplus/ency/article/002412.htm>.

Charting asthma across a race

Johns Hopkins Medicine

For some Hopkins researchers, the fact that asthma targets patients of African descent far more often and more severely than other groups is both a bane and a blessing. The bane is obvious: the potentially fatal disease brings untold hardship. But the blessing in disguise is that by observing a group of those patients, scientists can uncover the genes that predispose people to the disease.

Asthma is the perfect example. Its genetic underpinnings are clear in patients of African descent—the high incidence doesn't change when factoring in economic and environmental effects.

A research team led by Bayview immunogeneticist Kathleen Barnes is conducting what's likely the first genome association study ever in a nonwhite population for asthma—a large gene screen that she hopes will find culprit asthma genes.

"This study is unique," Barnes said, "and we're very close to getting some results."

Funded with \$5.7 million from the National Heart, Lung and Blood Institute, the study probes the genes of 2,000 asthma patients and their Families, half from Baltimore and half from Barbados. The point, Barnes said, is to figure out if genes unique to Africans are linked to the higher occurrence of the disease.

"Ultimately this could give us a better understanding of what causes the disease in all ethnicities," she said. "And therapy could interfere in wayward pathways, turning a gene or genes on or off."

Barnes's study is possible thanks to the completion of the International HapMap Project. That endeavor charted the entire human genome using the most common patterns of genetic variations, called single nucleotide polymorphisms (SNPs) as signposts. Scientists expected the map to play a crucial role in linking genes to diseases.

After the release of the HapMap last year, scientists began compiling enormous lists,



or panels, of SNPs—many by ethnicity—for disease studies. For the asthma project, for example, Barnes's team uses a 650,000-SNP panel, one of the largest available.

"This advance should allow us to identify the genetic basis for complex diseases much more comprehensively," she said.

SNPs that appear significantly more often in patients with asthma act as a flag to pull researchers' attention to the specific section of DNA—perhaps a gene—that surrounds them. Identifying which gene houses the disease-related SNP is an early step on the road to treatment. Ideally, the whole-genome screens will flush out every asthma-associated gene, said Barnes.

"And we expect that a lot of them will be either activated or turned off by something in the environment," she said.

Right now, inhaled steroids star as the standard treatment for asthma. They keep symptoms at bay, but they don't treat the illness itself.

"If we can identify the genes that cause asthma, a drug company can develop a drug that specifically targets that defect, rather than treating just the symptoms," Barnes said. "A drug like that would be the holy grail."

Invisible disease ranges from battlefield to backyard

Story by
CHUCK ROBERTS
Landstuhl Regional Medical Center

It is painless, progressive and permanent, and to make matters worse this invisible disease ranges anywhere from the battlefield of Iraq to the cozy confines of your living room.

The good news is that in almost all cases, hearing loss is preventable as long as you're using proper ear protection, said Capt. Michael Murphy, an Army audiologist who is officer in charge of the Army Hearing Conservation Program at Landstuhl Regional Medical Center.

Unfortunately, prevention often comes too late for a problem that can be so gradual that a person may have suffered permanent damage by the time it's detected, said Murphy, whose father wears hearing aids after working 25 years in constant noise at a paper factory.

For others, damage can result from a single incident such as an ear plug falling out while training on the rifle range, a situation Murphy said recently occurred three times in the same month.

The potential for suffering hearing loss while deployed is well documented. According to an Army study published in the December 2005 edition of the "American Journal of Audiology," among 141,856 Soldiers redeployed from Iraq, 68.6 percent were classified with deployment-related noise-induced hearing loss compared with 4 percent for all noise-induced hearing loss categories between April 2003 and March 2004.

Downrange, hearing loss can result not only from more obvious situations such as firefights, mortars and improvised explosive devices, but also from noise nuisance such as generators found in deployed living areas.

The effect can threaten both life and career. The sense of hearing is especially keen on the battlefield where the ability to shoot, move and communicate is critical to complete the mission, Murphy said.

The consequences of hearing loss can also affect the career of a service member in career fields requiring a minimum level of hearing.

"Most service members do not want to reclassify their career path," Murphy said. "For example, if you're an infantry Soldier, you always want to remain an infantry Soldier."

To combat the problem, the Army Hearing Program is updating its field manual and is developing a new model of the combat arms ear plug that comes in three sizes instead of one, and that can be rotated to adjust for varying noise conditions (constant noise versus impulse noise) while still allowing Soldiers to communicate.

But equipment is only as good as it is

applied, noted Murphy. If younger service members see senior leaders actively enforcing the use of hearing protection, then the practice is more readily accepted.

One of his patients described his first deployment downrange where enforcing hearing protection was a "big deal." The issue, however, was not as great a concern during his subsequent deployment.

Setting that example also holds true for concerned parents who often ask Murphy about the effects of earphones for portable media players such as an iPod that fit deeper into the ear canal.

"If you listen at an acceptable volume, you can listen to it all day without harming your hearing," Murphy said.

Unfortunately, listening doesn't always occur at acceptable levels, and not everyone is affected the same way by the same exposure, he said.

There are three variables that come into play: loudness, length of exposure and individual susceptibility.

For example, while one music fan may not suffer hearing loss after attending 20 concerts, another may suffer the same amount in only five outings.

Other potential domestic hearing hazards include working with power tools or activities as routine as mowing the lawn.

But unlike injuries with more obvious visible effects such as bleeding or bruising, ear damage may not become known until it's too late, said Lt. Col. Angela Williamson, chief of the LRMC Audiology and Speech Clinic.

"Hearing loss can be an invisible disease," Williamson said. "You don't miss it until you lose it, and people don't realize how much they depend on it until they lose it. That's why prevention is so huge."

The ability to hear, she explained, is a 360-degree sensory ability that allows people to pick and choose what they want to hear, whether close or from a distance, or to multitask by listening to music while at the same time talking to your child.

Diminished hearing requires more focus for routine sounds associated with a cell phone or other quality of life areas such as listening to music or watching television, Williamson said.

Fortunately, protection is both affordable and easily accessible. Disposable and reusable ear protection is available at base exchanges as well as retail stores on the local economies, she said.

"Prevention is the key," Murphy said. "What you do today impacts your quality of life tomorrow."

Commentary: A healthy diet, exercise can sculpt that body

By
MAJ KAREN E. FAUBER
DeCA

It is extremely important for active duty personnel to be physically fit.

A common question in relation to this is: "I wanted to get into better shape, so I began lifting weights, running more and eating healthier. Are there any supplements I should take, too?"

The short and simple answer is, no, you don't need to take any supplements.

Weight training and running alone will make you stronger, increase your metabolism, good cholesterol and muscle building hormones, while improving bone density, self-esteem and the heart and lung's ability to bring oxygen to muscles and get rid of carbon dioxide.

Unfortunately, advertised sports supplements are very rarely based on good research—they are not regulated by any agencies and sometimes they're dangerous.

So, how do you improve body composition? A healthy diet, a well-designed strength training program, cardiovascular exercise and daily physical activity.

If you would still like an edge, there are some foods that are useful for exercise recovery. They are also inexpensive and found on your commissary's shelves. They are low-fat cottage cheese, chocolate or vanilla soy milk and low-fat chocolate milk. These products have whey and casein protein, two important proteins for muscle repair. They also contain a 4-1 ratio of carbohydrate to protein, which helps replenish glycogen (stored carbohydrate) that can be used for the next workout.

Although the diet plays a huge role in gaining muscle and losing fat, it is just as important to stick to your program. Don't fail by trying a workout that is too rigid to fit into a busy schedule or too intense for the body to withstand.

The best idea is to make small changes, like eating breakfast daily, drinking low-fat chocolate milk after exercise, eating more fruits and vegetables, consuming more low-fat meat instead of high-fat meats, drinking less soda or sugar drinks and switching to whole grain bread instead of white bread.

Whatever changes you decide, make it last forever.

(Editor's note: Material reference was Christopher Halagarda, a registered dietitian with the Marine Corps' "Semper Fit Fueled to Fight" health and fitness program at Camp Lejeune, N.C.)



Army News

Army refitting more HMMWVs faster with new approach

Story by
GARY SHEFTICK
Army News Service

The Army has cut to a fraction the time it takes to rebuild battle-damaged high mobility multi-purpose wheeled vehicles with a new assembly-line process at Red River Army Depot, Texas.

Red River was one of 12 Army commands to receive the Shingo Prize Public Sector Award for Excellence in Manufacturing and Achievement, called by Business Week "the Nobel Prize for Manufacturing" during the Association of the U.S. Army annual meeting Oct. 11. And Red River was one of only three Army depots to receive Shingo's Gold Medal.

In 2004, Red River was overhauling only about three HMMWVs (pronounced hum vees) per month, according to the U.S. Army Materiel Command. Now an average of 23 rebuilt Humvees roll out of the depot daily.

Lean Six Sigma principles were used to transform business practices at the depot, Red River Commander Col. Douglas Evans told an audience (need date) at the "Warrior's Corner" exhibit at the AUSA meeting.

"We could not have accomplished this without the help of every employee," Evans said. He added that when he arrived at the depot two years ago, he told everyone that he was "all about changing people, or changing people." He said employees embraced the mindset of business transformation and now he has staff members with yellow, green, brown and black belts in Lean Six Sigma.

Red River, near Texarkana, runs both a reset and recap program for HMMWVs. Under recap, the Army is changing old HMMWVs to one of

the new variants, Evans said. Under reset, the Army is rebuilding up-armored HMMWVs damaged in Iraq and Afghanistan.

The depot has used an assembly-line or "flow" process to recap HMMWVs for some time, and that program is actually what earned the depot its Shingo award. But Evans said the reset program is what underwent the biggest changes most recently.

A "bay" process was used for resetting HMMWVs a few years ago, Evans said. A HMMWV would be parked in a bay for up to 450 work hours as one employee was primarily responsible for overhauling the vehicle and only the parts that needed to be replaced were changed out.

"Now we strip them down to the frame," said Mike Cox of the depot's Business Management office. He said everything is now replaced either with new or reconditioned parts.

This makes the HMMWVs more reliable, according to Evans. He said in the past, reset HMMWVs would sometimes have engines that seized up or other parts go bad, just weeks after leaving the depot, giving the program a bad name.

Replacing everything is actually no more expensive than replacing selected parts, said Michael Lockard, chief of Enterprise Excellence at Red River.

Even though more funds are now spent on parts, fewer man-hours make up the difference, according to Evans. In fact, he said that 65 additional HMMWVs were rebuilt in fiscal year 2006 with no additional funding.

The difference comes from "flow, velocity and efficiency," according to Lockard. That comes from adapting the type of assembly-line



Photo courtesy of U.S. ARMY
High mobility multi-purpose wheeled vehicles are being rebuilt faster and more efficiently at both Red River Army Depot in Texas and Letterkenny Army Arsenal in Pennsylvania, shown here. Both depots were presented Shingo awards Oct. 11 system that had been used for recap.

"We minimize the scope of work, minimize the cost and maximize the number of vehicles reset," he said.

In the flow process, a HMMWV is supposed to move down the line to a new station about every 15 minutes, Evans said. With each employee on the line specializing in one job, he said workers become more efficient and finish that job much faster than if they were working on the entire vehicle.

"A lot of companies are now coming to Red River to benchmark against us," Evans said.

The depot has also initiated a number of partnership programs with private industry, Lockard said, and Red River is helping a number of companies by picking up Defense-related repair work that those firms didn't have the capacity to complete.

Red River is always looking for more work because it's processes are constantly becoming more efficient, providing the opportunity to increase capacity, Lockard said. He said the depot plans to begin using the flow or line process to refit larger vehicles within the next year.

Study finds delayed combat stress reporting

Story by
ELIZABETH M. LORGE
Army News Service

In a study that appeared in the "Journal of the American Medical Association" Nov. 14, Army medical officials examined increased Soldier-reported mental-health concerns in mandatory post-deployment health screenings.

Col. Charles Milliken, M.D., and Col. Charles W. Hoge, M.D., two of the study's authors, found that between the initial Post-Deployment Health Assessment and the Post-Deployment Health Re-assessment three to six months later, Soldiers are more likely to report signs of post-combat stress and Post Traumatic Stress Disorder.

"These efforts are about taking better care of Soldiers," said Milliken, the principal investigator at Walter Reed Army Institute of Research's Division of Psychiatry and Neuroscience during a media roundtable at the Pentagon. "What we're hoping to do with the screenings is detect mental health problems while they are still small, simple and temporary. When these problems get bigger and more complicated, they are much harder to treat and it increases the likelihood that they will become a chronic, long-term problem."

The study examined the assessments of 88,235 Iraq veterans completed between June

1, 2005, and December 31, 2006, and found that while only 4 to 5 percent of Soldiers were referred for mental healthcare on the PDHA, three to six months later that number jumped to 20.3 percent for active duty Soldiers and 42.4 percent for reserve component Soldiers.

The second set of numbers encompasses the PDHA, PDHRA and Soldiers who were under mental-health care because of self-referral or employee-assistance referrals. According to Milliken, these Soldiers were not necessarily diagnosed with PTSD, but they were exhibiting symptoms that were serious enough that a medical provider wanted to have them evaluated.

Similarly, symptoms of depression reported on the PDHA rose from 5 percent to 10 percent on the PDHRA.

The highest jump the study found between the PDHA and PDHRA were reports of conflict with family and friends. This rose from 3.5 to 14 percent for active duty Soldiers and 4.2 to 21.1 percent for reserve component Soldiers.

Although the study didn't examine causes and effects, Brig. Gen. Stephen L. Jones, assistant surgeon general for force protection, who has deployed twice, suggested Friday that the PDHA numbers may simply be skewed because Soldiers are so happy to go home and haven't yet interacted with their Families.

"When you come back, you're feeling great, almost euphoric. You don't have any problems in the world. You're just glad to be home. And then over the next three-four weeks, you re-establish relationships with your Family and the normal stress everybody feels when they return home starts to surface. This is a normal, adaptive response and we would expect the stress levels at home to go up," he said.

The disparity between active and Army Reserve and National Guard Soldiers was a bit more challenging for the study's authors, especially because they determined that combat exposure for Reserve and National Guard Soldiers was virtually identical to that of active duty Soldiers, and they reported more physical health concerns as well.

Milliken believes this may be due to the differences in health coverage for reserve component and active duty Soldiers. Active duty Soldiers can go to sick call any time, so he said they may not feel as pressed to report every little concern, but Reserve and National Guard Soldiers only have six months of TRICARE coverage when they return and two years of Department of Veterans Affairs benefits. After that, the VA will pay for service-related injuries or illnesses, if they are documented on forms like the PDHRA.

The PDHRA adds a question about alcohol use, and while 11.8 percent of Soldiers admitted that they might be misusing it, only 0.2 percent of these were referred for a treatment program and still fewer were seen within 90 days.

While acknowledging the Army has a long way to go when it comes to alcohol treatment, and sight the lack of confidentiality as a real roadblock, both Jones and Milliken said they were encouraged that so many Soldiers were even willing to report that they had a problem, because the PDHRA becomes part of a Soldier's permanent medical record.

They also believe that the Army's efforts to reduce the stigma around PTSD and seeking mental-health assistance, including the chain-teaching and battlemind programs, are working.

"I think this study shows that we've done a pretty good job of reducing the stigma," Jones said. "There's several factors. Number one [is] the fact that [more than] half of the Soldiers who seek behavioral-health counseling do so within thirty days of the survey and do so on their own. They go in on their own and ask for the counseling. I think the response we've gotten to our Soldiers stepping up and saying yeah, I'd like some help is another indication that we've helped reduce that stigma."

'Active First' program offers up to \$60,000 in bonuses

Story by
BETH REECE
Army News Service

A new Army program dubbed "Active First" promises up to \$60,000 in bonuses to recruits who opt for 30 to 48 months of active duty then transfer to the National Guard.

Recruits who sign on under the program, which started Oct. 1, receive \$20,000 for 30 months of active duty service, \$30,000 for 36 months and \$40,000 for 48 months - all paid after completion of basic and job training.

After active service, Soldiers may opt to re-enlist in the active Army or take an additional \$20,000 to serve their remaining obligation in

the National Guard. Active duty Soldiers already have a service obligation through the Individual Ready Reserve, through which they are not paid but may be recalled to active service.

As of Oct. 23, 43 applicants had signed up for the program, according to National Guard Bureau spokesperson Lt. Col. Ellen Krenke.

"The huge benefit we're getting out of it is we know we're going to have Soldiers come back to us three or four years down the road, highly skilled and with a lot of experience," said Sgt. Timothy Bilbrey, who trains Virginia National Guard enlistees awaiting shipment to basic training.

Some of those Soldiers will be

able to fill squad-leader and even platoon-sergeant slots, depending on how quickly they move up the ranks, Bilbrey added.

"It's also great for the enlistee because he or she gets all the benefits of going active duty, along with up to a forty thousand dollar sign-in bonus, then another twenty thousand dollars upon coming back to the Guard," he said.

Pvt. Jessica Maxwell of Norfolk, Va., joined Active First Oct. 6 after recruiters presented her a variety of enlistment options, including the College First program.

"I thought it was great," Maxwell said. "I need a full-time job, for one. Second, it's a bigger sign-on bonus

and third, it's physical labor and I don't like to be bored." Maxwell, age 21, enlisted as a small-vehicle mechanic because she likes working on cars, and will serve 48 months on active duty.

Pvt. John Weaver of Phillipsburg, Mo., walked into a recruiting station early this month with plans to join the regular Army, but liked what recruiters told him about Active First.

"This way, when I get to my Guard unit after serving a few years in the regular Army, I'll have had more day-to-day military experience," said Weaver, who also chose the 48-month active-service option.

"The program helps active-duty

recruiting efforts because both active-duty and National Guard recruiters can offer the program," Bilbrey said.

He added, "It serves the National Guard and the regular Army."

Many active-duty Soldiers traditionally move to the Guard after their enlistments.

About 3,700 active-duty Soldiers transferred to the Guard after completing active-service obligations in fiscal 2007, according to Krenke, who added that numbers are usually higher but have dropped with the increase in deployments for Guard units.

For more information about Active First, visit www.1-800-GO-GUARD.com.

Army launches benefits Web site

Army News Service

The Soldiers' Benefit Services Web site is now the Army's official one-stop resource for all benefits information.

Located at <http://myarmybenefits.us.army.mil>, the Web site contains the most current benefit information for active duty and reserve component Soldiers, retirees and Family members.

Active duty Soldiers, to include Reservists and National Guard members serving on active duty, also have access to calculators that figure survivor, disability and retirement benefits.

Users must have their Army Knowledge Online password to access current Defense Enrollment Eligibility Reporting System data.

"We've realized that Soldiers do not really understand the benefits available to them," said Frank Emery, SBS program manager, Office of the Deputy Chief of Staff, G-1. "Previously Soldiers had to go to

separate Web sites to gather information on their benefits. We've consolidated it all in one place, so now Soldiers and Families can get the best information - easier and faster."

The site features more than 150 fact sheets - in both English and Spanish - grouped by Army component, life event, index and state/territory. Subjects include pay, education, Family services, health care, life insurance, transitioning and retirement, Soldier services and social security.

Grouping information by state and territory helps users quickly find local information and sources, Emery said. A reserve component Soldier in Alabama, for example, can click on that state to learn local tax information and get links to the closest installations.

The retirement calculator is so "simple," Emery said, that every Soldier considering their retirement options should use it to plan ahead. Numbers are already figured for Soldiers eligible for retirement. Soldiers

planning before becoming eligible need only to key in what date they'd like to retire and the rank they expect to hold at the time.

Emery shared the calculator with an NCO considering retirement.

"This NCO was ready to retire, and his wife was ready, even though he was on the promotion list. But when I showed him how to use this tool and he entered a future retirement date with the higher rank, there was such a significant difference that he and his wife changed their minds," he said.

The site will also help casualty assistance officers provide surviving Family members a clear, accurate report of benefits, he added.

In 2004, Congress mandated that the Army evaluate the benefits process and improve benefits understanding and awareness. After studying Soldiers' and Families' overall awareness regarding benefits, the Army created the SBS Web site prototype, approved last year by the Deputy Chief of Staff, G-1.

E-mail

From front page

and each APC will accommodate the e-mail traffic for the entire region; however, local DOIMs will still be responsible for account management and end-user support. At that point, organization specific e-mail addresses like apg.army.mil, apgea.army.mil, atc.army.mil, etc., will no longer exist. The new e-mail system name will be conus.army.mil and all e-mail addresses will be changed to us.army.mil and conus.army.mil.

Users should start using their Army Knowledge Online (AKO) address as part of their signature blocks

and consider impacts to business cards.

Furthermore, APC consolidation would reduce the number of Army e-mail servers from 10,000 to less than 1,000, according to an August 2006 LandWarNet Conference brief. Among other benefits, that reduction in infrastructure will mean less avenues of attack for hackers and cyber-terrorists that spread crippling computer viruses.

Check the APG News for additional updates concerning local DOIM consolidation projects and the eventual migration to Army APCs.

For assistance with government e-mail accounts, contact the Help Desk, 410-306-HELP (4357).



Graphic by STEPHEN A. MOLNAR

The Chemical, Biological, Radiological and Nuclear Defense Information Analysis Center is a premier resource for chemical, biological, radiological and nuclear defense and homeland security science and technology.

Getting to know CBRNIAC

ECBC

From its inception in 1986 as the Chemical and Biological Defense Information Analysis Center to the present, the Chemical, Biological, Radiological and Nuclear Defense Information Analysis Center, CBRNIAC has become the premier resource for chemical, biological, radiological, and nuclear defense and homeland security science and technology.

Starting as a small operation on Aberdeen Proving Ground South, the CBRNIAC has expanded its staff, accessibility, products and services to meet the increased and increasingly complex requirements of the populations it serves. The CBRNIAC's resources now include a Web site with interactive forms for all CBRNIAC products and services as well as informational resources available online free of charge.

Understanding the mission

As one of 20 U.S. Department of Defense-sanctioned Information Analysis Centers in the United States and one of nine IACs under the Defense Technical Information Center, the CBRNIAC provides CBRN Defense and Homeland Security science and technology information to the DoD; the military services; Warfighters; and federal, state and local government agencies and first responders. The CBRNIAC also supports private sector government contractors in industry and academia. "Bringing the CBRN Defense and Homeland Security Communities Together" has become the best description of the CBRNIAC's mission.

Programs offered

Acting as a storehouse of CBRN information, the CBRNIAC collects, organizes, processes, analyzes, generates, and disseminates data in ways that are easily retrievable and readily usable, targeting information and analysis for specific applications over a wide range of users, situations, and technologies.

The Core Program

The CBRNIAC Core Program services include responses to technical inquiries (up to four hours of free service) in any of its scope areas,

newsletter subscriptions, its publicly-accessible Web site, and regular e-mail updates. CBRNIAC products, in both hardcopy and electronic format, are sold on a cost-recovery basis. The CBRNIAC Newsletter is one of the principal outreach mechanisms, mailed in hardcopy format to over 2,000 individuals and organizations and archived on the CBRNIAC Web site. Subscriptions are provided

to requestors who meet the requirements of the distribution statement for each item. CBRNIAC products have expanded to include electronic and hard copy items produced in specialized formats to meet the needs of particular groups of users. Simulant kits for use in training are now available as well. The CBRNIAC also manages the distribution of a wide variety of items

for government organizations at their request. This service is available at no cost to the contributing agency.

The CBRNIAC is dedicated to providing outstanding products and services to the CBRN Defense and Homeland Security communities. For more information or to access the CBRNIAC products and services, visit Web site <http://www.CBRNIAC.apgea.army.mil>.

CBRNIAC product sales are limited capability to a diverse group of more than 1,200 scientists and engineers with broad experience in CBRN Defense. The CBRNIAC SMEs are professionals from academia, Department of Defense, other federal agencies, state, local and municipal government, industry and the emergency response community.



The quarterly CBRNIAC Newsletter is distributed in hardcopy format as well as posted and archived in PDF on the CBRNIAC Web site, <http://www.cbrniac.apgea.army.mil/products/newsletters.php>.

to all members of the CBRN Defense and Homeland Security communities at no charge. The newsletters offer a vehicle to inform others of activities in areas of interest to the community.

The CBRNIAC Core Program also maintains a vastly expanded centralized repository of CBRN Defense and Homeland Security scientific and technical information, known as CBRN START, which consists of over 130,000 database records and over 106,000 documents in electronic format. Individuals and organizations are encouraged to contribute their documents and information collections in areas related to the CBRNIAC scope and mission to this repository.

In addition to the document database, the CBRNIAC's Subject Matter Experts database provides the Inquiry and Referral Services team and

Technical Area Task Program

The TAT Program provides a competitively awarded, quick, convenient and responsive contract vehicle to support larger scale technical and operational efforts. Originally, TAT business came primarily from the developers of Army systems. Currently, TATs support the DoD, all services, many other federal agencies, states and some commercial requesting activities.

The TAT program provides clients with access to subject matter experts and state-of-the-art facilities. As analytical and technical efforts requiring work

beyond the Core Program services, TATs provide valuable research and development support to the CBRN defense technical community, as well as supporting preparation of specialized products and services. TATs also expand access to and increase the use of the CBRNIAC information repository; provide a means to develop specialized information collections; foster awareness of the importance of CBRN Defense information; improve the capabilities of U.S. forces; and assist the CBRN Defense community in the acquisition of information.

The Knowledge Management and Development Program

Defined as a third program and resource to support the CBRN Defense and Homeland Security communities in 1999, the KM&D Program integrates subject matter expertise, content research, and dissemination technologies as it collects, analyses, synthesizes, and disseminates CBRN defense and homeland security scientific, technical, and functional knowledge. The KM&D program offers:

- Authoritative information resources and decision support systems
- Taxonomy, semantic tools, and metadata production
- Legacy system and data migration
- Hosting in compliance with DoD regulations
- Web-based interoperability system deployment and hosting
- Classified data management

Scope

The CBRNIAC scope includes all aspects of CBRN defense and homeland security including:

- Analysis of manufacturing processes for nuclear, biological and chemical (NBC) defense systems
- Chemical and physical properties of CB defense materials
- Chemical identification
- Combat effectiveness
- Counterproliferation
- Counterterrorism
- Decontamination
- Defense conversion and dual-use technology transfer
- Demilitarization
- Domestic preparedness/homeland security
- Environmental fate and effects
- Force protection
- Individual and collective protection
- International technology proliferation and arms control
- Medical effects and treatment
- Nuclear, biological and chemical survivability
- Radiological and nuclear defense
- Smoke and obscurants
- Toxic industrial chemicals and toxic industrial materials
- Toxicology
- Treaty verification and compliance
- Warning and identification

Leader

From front page

Soldiers are deployed or forward stationed around the world makes the undertaking even more challenging.

"Our mission is to examine and analyze accelerating leader development programs to grow leaders for the future strategic environment," Caldwell said. "This will revise leader development programs for the 21st Century, synchronize programs with Army Force Generation Model, (known as ARFORGEN) and ensure policies and

procedures are in place to support the recommendations of accelerating the development of leaders."

There are already changes being implemented at all levels of leader development. At the junior officer level, there is a new course of Basic Officer Leadership Course, known as BOLC. BOLC I is the pre-commissioning phase Soldiers take either through the U.S. Military Academy, Officer Candidate School, or Reserve Officer Training Corps.

In BOLC I, Soldiers learn Warrior tasks, adaptive leadership development techniques, team building and many other tasks. A new addition to the program includes cultural awareness training.

At BOLC II, lieutenants face a field leader-

ship lab at Fort Benning, Ga., or Fort Sill, Okla. By the time officers complete BOLC I and II, they have been trained in 71 leadership tasks.

At BOLC III, Soldiers attend the Leader Development and Assessment Course. This is a rigorous 33-day course in which they complete land navigation, weapons training, confidence training and squad drills.

Each level of BOLC has a cultural understanding block of instruction. There are five levels of cadet cultural development; leadership, personal development, officership, tactics and techniques, values and ethics.

At the mid-level officer development, there are seven major recommendations.

"At the end of the day the mission is to implement officer, noncommissioned officer and

civilian education systems that have evolved to acknowledge those increased leader demands," Caldwell said. "By accelerating Army leader development programs in ways that support our expeditionary Army, we are integrating the complexities of full spectrum operations in an era of persistent conflict."

Gen. William S. Wallace, TRADOC commanding general, originally announced the leadership development initiative, saying the goal is to accelerate and redesign leader development programs at all levels that fully support persistent conflict, an expeditionary Army with an offensive mindset, and focus on winning the nation's wars.

(Editor's note: Author writes for the TRADOC News Service)

CFC

From front page

• Provide posters, postcards, and other educational materials at two national park sites to inform park visitors about the threat air pollution poses to the nation's national

parks, and steps to take to help prevent increased pollution in the parks.

- Provide abstinence brochures for approximately 175 high school students.
- Improve Medicare coverage for 50 low-income elderly people.
- Provide school supplies for one child for an entire year.

- Provide 18 hours of training in leadership, conflict resolution, cross-cultural sensitivity, and community organizing for a teenager.
- Provide an entire high school with educational and training materials about the U.S. national park system
- Put wheelchairs under two landmine victims in Southeast Asia.

- Provide two hearing aids for low income, hearing-impaired people this year.
- Support for Sexual Orientation in the Workplace trainings designed to combat homophobia and discrimination at work.
- Provide a student with lunch at school each day
- Provide specialized summer

recreational programming for 12 children with disabilities.

- Bring a waiting American child together with a loving, lifetime adoptive Family.
 - Buy a video on parenting tips for a case worker to give to 24 at risk Families.
- And so much more.....



Street lights dot the sidewalks and a newspaper stand adds a touch of realism outside 'The Corner Store' sections of the AUSA exhibit.

AUSA

From front page

here," Voshell said. "Careful attention to detail was paid to every part of it, thanks to input from our entire staff. It was the little things that made this so unique. We brainstormed the smallest details; from lamp bulbs to door knobs."

The details included newspaper stands, trees, real doors on the storefronts, streetlights, awnings, a fire hydrant, a pay phone and even a bird's nest on a window ledge.

"Realism was a big part of this," Voshell said. "We wanted to present things that could be found on any main street."

All the little things were 'window dressing' to the exhibit's main theme, which accentuated AMC equipment and technological advancements in support of the Warfighter, Voshell said. Those features included a Chemical Unmanned Ground Vehicle (CUGR robot), a Future Force Warrior display, a Javelin Missile Trainer, a 'theater' featuring an interactive game based on the Army Sustainment

Command, an elevated platform containing information on Condition-Based Maintenance, a hands-on (video game-based) artillery firing demonstration, a mine detection system and first strike and group ration samples in a field environment featuring actual rations used by Warfighters in Iraq and Afghanistan.

Visitors to the exhibit included Secretary of the Army Pete Geren, Army Chief of Staff Gen. George W. Casey and AMC commander Gen. Benjamin S. Griffin, both of whom praised M/VISC for the unique presentation.

Team members on the project included Beth Brendle-Williams, art director; Billy Kilby, Devices team leader; Lamont Harbison, logistics lead and the M/VISC staff.

Phil MacKenzie, M/VISC team leader, provided input and support for the project.

"As a team leader for this group of creative individuals, I saw first hand the dedication and constant flow of ideas needed to make all of this come together," MacKenzie said. "I think the end product speaks for itself. This was truly one of our finest efforts."

Photos courtesy of M/VISC



Flanking the Future Force Warrior exhibit on the left is the Combat Feeding display featuring First Strike Combat Rations and Meals-Ready-to-Eat samples and the Army Sustainment Command interactive 'theater' on the right.



The Strength of the Nation section of the Association of the United States Army exhibit created by the Multimedia Visual Information Services Center features mine detection, patient simulation and the TC3, a Tactical Combat Casualty Care system which is an interactive 3D program that allows combat medics to practice focused life-saving skills.