





**Electronics worker Shawn Warwick prepares an AN/TPQ-50 lightweight counter mortar radar, or LCMR, system for testing in Tobyhanna Army Depot's LCMR Anechoic Chamber, a mechanical live-fire test simulator (Official U.S. Army photo)**



*"The students had extensive hands-on training acquiring live mortar rounds and troubleshooting common equipment faults in the field," Mickley said. "Practical real-world experience was the focus of the radar training."*



"The Ukrainians were very receptive to the training," said a U.S. Army radar trainer. "They had a very positive attitude and were eager to learn, knowing that the equipment would help prevent the deaths of fellow [Ukrainian] Soldiers."

One of the depot technicians said the Ukrainians are very good soldiers, well educated, knew radars and had done their homework. "They were thrilled to get these radars," he said. "They asked a lot of questions and thoroughly tested the system's capabilities."

"Our initial work was to check three to make sure they functioned as teaching aids," said an electronics technician in the depot's Production Engineering Directorate. They had to modify the radars to accept 220 volt electrical power, the standard in Europe.

By the end of the training, the Ukrainian soldiers could set up the radar as fast as U.S. Soldiers.

"The most challenging part of this mission was the language barrier," Mickley said. "Several translators from the Ukraine Army and the American embassy helped a lot."

"Working with Tobyhanna personnel has always been very beneficial to me," said the Army radar trainer. "I look forward to learning as much as possible from the skilled technicians. This information ensures the training soldiers receive is accurate and current."

The trainer said that he is looking forward to working with Tobyhanna in the future and commends the employees on their knowledge of the systems.

Tobyhanna Army Depot is a recognized leader in providing world-class logistics support for command, control, communications, computers, intelligence, surveillance and reconnaissance, or C4ISR, systems throughout the Department of Defense. Tobyhanna's corporate philosophy, dedicated workforce and electronics expertise ensure the depot is the Joint C4ISR provider of choice for all branches of the armed forces and industry partners.

Tobyhanna's unparalleled capabilities include full-spectrum support for sustainment, overhaul and repair, fabrication and manufacturing, engineering design and development, systems integration, technology insertion, modification, and global field support to warfighters.



**A stray dog sleeps beside a lightweight counter mortar radar, which is ready for testing in Ukraine. (Official U.S. Army photo)**

# Message from THE COMMANDER



## Sexual Assault Awareness and Prevention Month

.....  
*“Not in My Squad. Not in Our Army. We Are Trusted Professionals.”*  
.....

**Maj. Gen. Bruce T. Crawford**

During the month of April, the Army and the Nation recognizes Sexual Assault Awareness and Prevention Month.

Although Team APG implements a comprehensive Sexual Harassment/Assault Response and Prevention (SHARP) Program year round, the month of April allows another opportunity to pause, reflect and become more aware of ways to empower leaders, Soldiers and civilians in our workforce to intervene, act, and motivate to prevent these crimes from infecting our dedicated professionals, our People.

Sexual harassment and assault is a national problem that affects military and civilian communities alike. Combating sexual harassment and assault is the Army’s number 1 priority. It is our inherent responsibility to work together to achieve a character, culture and value system where these acts and behaviors are never tolerated. Our nation looks to us and expects us, as trusted professionals, to do what’s right.

On APG, we are taking action on April 15 by holding a SHARP Summit with the

theme, **“Sustaining the Momentum – Accountable to the Nation.”** Leaders will hear from subject matter experts, colleagues, and survivors of sexual assault. The intent is to educate and inspire a proactive SHARP engagement so our leaders can create a positive climate, enforce accountability, and maintain the trust of our Soldiers, civilians and families.

I am also very proud to have recently opened the APG SHARP Resource Center, one of 12 in the entire Army dedicated to providing a one-stop environment for any SHARP related matters. I invite you to stop by and pay a visit, building #4305, 2nd floor.

I am confident that we will answer the call of our Army and Nation and commit ourselves to holding each other accountable, making our voices heard, and supporting those in need to defeat this threat to our readiness and quality of life.

### **Trusted Professionals Always!**

**Bruce T. Crawford**  
**Major General, USA**  
**Commanding**



**Command Sgt. Maj. William Brun**

# COMMAND SERGEANT MAJOR'S PERSPECTIVE

## "Why We Serve" Monthly Focus: "Trust"

By CECOM Command Sgt. Maj. William G. Brun

During the "Why We Serve" event, we, as an Army team, stood side by side and reaffirmed our oaths that we swore to defend and the ethics we pledged to uphold.

Every month we will continue to reflect on this solemn promise and reaffirm our commitment to the Army profession by highlighting one of the attributes demonstrated by a trusted professional.

*Trust is the bedrock of our noble profession and is reflected in every facet of our Army team.*

To trust means to possess a belief in the reliability, truth, ability, or strength of someone or something. When a mother drops off her most precious gift, her child, with a caretaker as she rushes off to work – trust is felt. When the parents of a young adult support their son's or daughter's decision to voluntarily serve our country – trust is felt.

And when a Commander maneuvers their element by means of our C4ISR systems – trust is felt. All of us are members of the Army team, we are privileged to serve in the most trusted profession on Earth - The Profession of Arms. When we restored our commitment, we vowed to uphold this great confidence that our forefathers instilled in our profession so long ago.

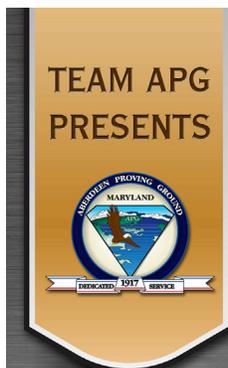
Trust is independently earned every day, not given. I believe that it is the foundational character trait of a person. Many times people confuse a person's character traits with a person's competency level or even physical looks. Trust manifests itself in everything that we do, 24 hours a day, seven days a week. It is healthy to look inward and reassess conduct, so corrections may be achieved. It is something we must continually work at and strive for. Demonstrating ethical conduct on and off duty while maintaining quality standards and discipline are

prerequisites to a fruitful life. We will encounter many challenges during our lifetimes, but the true test of character is making the hard right even when no one is looking.

*Trust is given to only those who continually present it. It does not log hours at work, take days off, or wear a uniform – it's a way of life. I ask you to sustain the momentum of trust throughout the Army Profession and with the American people. Our noble profession's legacy of trust and respect lies in all of our hands.*

**Trusted Professionals Always!**

**CSM Brun sends...**



# WHY WE SERVE

*"Restoring our Commitment to the Profession"*

# THE DECISIVE EDGE

## Emerging Leadership Cohort Hosts Fast Match Mentorship Event

By Janet Penaherrera- CECOM g-8, Kelli Credle- CECOM G3/5, and Traci Flemons, ATEC

Aberdeen Proving Ground, MARYLAND -- As part of National Mentoring Month, Aberdeen Proving Ground's (APG) Emerging Leadership Cohort (ELC) hosted their inaugural 'Fast Match' mentoring event on January 28th, 2015, here at Ruggles Golf Course.

The Fast Match event brought together a diverse group of mentors and mentees in a speed dating-style format. The attendees were given four minutes to discuss backgrounds and career goals before scoring their partner on both professional and personal compatibility. This innovative format allowed for critical face-to-face time to discover connections. "The Fast Match event makes the mentor and mentee matching experience a more personal one," said Janet Penaherrera, ELC mentorship chair and program analyst for the Communications-Electronics Command G8.

*"Mentees are expressing their gratitude to us for putting the ELC Fast Match event together, I strongly believe the program will be beneficial to all involved"*

CECOM Deputy to the Commanding General Gary Martin, provided the opening and closing remarks. "The APG Senior Leader Cohort team has done a great job at developing a set of guidebooks and training material to support a much needed and desired installation wide mentoring program," said Martin. "The work conducted by the Emerging Leaders via the Fast Match engagement provided a very efficient and structured way to address one of the remaining challenges, i.e., how to facilitate connecting mentors to mentees.

.....> story continued on next page



**Aberdeen Proving Ground, MARYLAND (Jan. 28, 2015) – (left to right) Communications-Electronics Command (CECOM) Deputy to the Commanding General Gary P. Martin; Abel Salgado, chief of the Material & Management Division for the Logistics and Engineering Operations Directorate, Logistics and Readiness Center, CECOM; Liz Miranda, director, CECOM G8 and a mentor for the Emerging Leadership Cohort (ELC) board members and Master Sgt. Patrick Riley, a mentor from LRC, CECOM meet for the inaugural ELC Fast Match event here at Ruggles Golf Course.**

.....> story continued

Based on the feedback from the Fast Match event, I am confident that this process will be incorporated as a key element of our installation wide mentoring program."

In addition to the Martin's support to the event, Abel Salgado, chief of the Material & Management Division for the Logistics and Engineering Operations Directorate in CECOM and Liz Miranda, G8 director and ELC board mentor, were also in attendance.

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*The ELC is an organization created by personnel that have completed the APG Emerging Leaders Program.*

*The first ELC general body meeting was held on October 30, 2014, and the group continues to accept new members as each group of Emerging Leaders graduates.*

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If you have interest in serving as a mentor at our next Fast Match events, please contact the ELC at the ELC Mailbox ([usarmy.apg.cecom.mbx.elc@mail.mil](mailto:usarmy.apg.cecom.mbx.elc@mail.mil)).



**Aberdeen Proving Ground, MARYLAND (Jan. 28, 2015) – (Left) Thomas Hertl, chief of Knowledge Operations and Innovation, Logistics and Readiness Center, Communications-Electronics Command and Emerging Leadership Cohort mentor, meets with (Right) Dr. Steven Evans, a mentee of the ELC program, during the inaugural ELC Fast Match event here at Ruggles Golf Course.**



**Aberdeen Proving Ground, MARYLAND (Jan. 28, 2015) – Kathleen Batdorf, director of Logistics Engineering Operations, Logistics and Readiness Center, Communications-Electronics Command and Emerging Leadership Cohort (ELC) mentor, meets with William Thomas, a mentee of the ELC program, during the inaugural ELC Fast Match event here at Ruggles Golf Course.**

# JUICE 2015 Mid-Planning Working Group Wraps Up



Aberdeen Proving Ground, MARYLAND (Feb. 13, 2015) -- The Joint On-demand Interoperability Network (JOIN) team completed its Mid-Planning Working Group meeting Jan. 13 – 15 here at Aberdeen Proving Ground.

The meeting is held in preparation of the Communications-Electronics Command (CECOM) annual Joint Users Interoperability Communications Exercise, or JUICE, to be held on June 16-26, 2015 here. The exercise is based on a Coalition Joint Task Force that includes participants from the Combatant Commands, Services, Federal Agencies, Civil authorities and Coalition partners and emphasizes communications interoperability. The event is leveraged to address key information exchange requirements relevant to today's Joint Warfighter. The exercise also seeks to provide an environment in which capabilities scheduled for the Network Integration Event can assess or prepare and to synchronize industry partner efforts with the Department of Defense. The theme for JUICE 2015 is "Expeditionary Communications in a Joint Information Environment."

JUICE 2015 will address critical communications issues and key requirements that are relevant to the Joint and Coalition Warfighters. Joint Interoperability, Cyber Defense, National Security, Emergency Preparedness and Coalition Interoperability will continue to be the top focus for JUICE 2015.

## **Other highlights are as follows:**

- Joint Cyber Operations will continue to be an emphasis this year focused on defending a deployed Joint Task Force. Cyber Warriors from all the services will work together as a team, in the JUICE Joint Cyber Cell to validate a Joint Cyber cell Techniques, Tactics and Procedures.
- US and NATO Special Operations will leverage JUICE from 39th Signal Battalion in Chievres Belgium to assess a cross bridging solution or Multimedia Gateway emphasizing interfacing disparate radios normally not able to communicate together, demonstrating coalition interoperability at the dismounted squad and platoon level.
- JOINs Coalition Interoperability Assurance and Validation (CIAV), NATO Standard Agreement (STANAG) 4677 and the Tactical Cross Domain Solution will be used to send and receive coalition Variable Message Format messages supporting Blue Force Tracking operations.
- CIAV will help Integrate Coalition forces aircraft into the information exchange between US and NATO forces utilizing CIAV. This effort will transpire from Supreme Headquarters Allied Powers Europe.
- Coalition Warrior Interoperability Exercise, Tactical Infrastructure Enterprise Services Battle Command Common Server will participate via the JOINs CIAV network.
- Department of Defense Support to Civil Authorities, and Executive Order 13618 National Security and Emergency Preparedness will exercise a National out of band communications event demonstrating the ability to maintain continuity of Government in the event of a national communications grid shutdown.

**For more information, contact John R. Kahler, [john.r.kahler.civ@mail.mil](mailto:john.r.kahler.civ@mail.mil)**



# CECOM Chief Counsel reflects on road to success

By Yvonne Johnson APG News

Aberdeen Proving Ground, MARYLAND -- Though she doesn't see herself as a champion of women's rights, Maria Esparraguera does appreciate the challenges she overcame to acquire her position. Esparraguera is the chief counsel of the U.S. Army Communications-Electronics Command.

A member of the Senior Executive Service, she is responsible for the resolution of all contracts governing, labor, military justice, administration, patents and more impacting CECOM and Aberdeen Proving Ground. Her office coordinates and advises legal personnel in the installation's other major commands as well as with the U.S. Army Contracting Command/APG, and she currently is overseeing the consolidation of legal offices within U.S. Army Materiel Command organizations on the installation.

After many years working in the CECOM legal office at Fort Monmouth, New Jersey, Esparraguera lost her husband suddenly to a car accident. She moved to APG during the base realignment and closure transition that relocated CECOM. She was promoted to SES level just before Fort Monmouth closed.

Esparraguera said the move was made more painful due to the loss of her husband, but she drew on the strength that got her through her loss to guide her through the transition to Maryland.

*"I left a lot of friends there," she said, noting that at the time she had 26 years with the organization. "But since then, whenever I wonder if I have the strength to do something, I look back on that time and I know I can do it. I have the strength."*



While she gravitated to law in college, Esparraguera said she was unsure of where it would take her.

"I only knew that I wanted to work for the government; I wanted to serve," she said.

Esparraguera met her husband in college. They attended different law schools but were united in their desire to relocate to the Jersey Shore after they married. She said the fortuitous move is what brought on the connection to Fort Monmouth.

Though she got feet wet in the civilian court system, she said every victory as well as every defeat held valuable lessons that helped propel her career.

"My first case was about termination of a contract. I was supporting another attorney but I didn't actively participate and we lost," she said.

"That taught me that you have to prepare, listen, and pay attention to detail. I learned so much more from my losses."

The only child of loving parents who encouraged a solid educational foundation, Esparraguera hails from Oil City, Pennsylvania -- the home of the nation's first oil wells and big oil companies and which still is a popular tourist attraction.

She recalled growing up during an era when males and females were treated separately and unequally.

"I can remember high school gym class when we were taught to play basketball," she said. "Only two of the six girls on the squad could run the whole court. They were called "rovers." The rest could only play on their half because it was thought running the whole court was too strenuous."

She said rising through what once was a male-dominated profession also held its challenges and noted that while female lawyers are nearly equal in numbers today, certain areas of law remain dominated by males.

A bright and eager student who always loved learning, Esparraguera takes pride in women's achievements. She said she's always surprised to see how people know about Amelia Earhart, the first female aviator to fly solo across the Atlantic Ocean, yet never heard of Geraldine "Jerrie" Mock, the first woman to fly solo around the world.

An aviation enthusiast, Esparraguera noted that Mock had to constantly battle current-day conventions, which she defied by wearing a skirt when she flew.

"When she landed in the Middle East and stayed overnight, they wouldn't let her back onto the airfield the next day because they didn't believe she was a pilot," she said.

She also holds admiration for Kathryn Condon, who was named Executive Director of the Army National Cemeteries Program, after the Arlington National Cemetery mismanagement controversy. Condon is credited with

implementing changes that achieved 96 percent accuracy in the 400,000 grave markers at Arlington.

Esparraguera added that Condon's introduction of geospatial technology, which allows access to grave information and photos on smart phones, brought records-keeping at national cemeteries into the 21st century.

**"She had a huge job, but she also had a vision," Esparraguera said. "She's a dynamic leader."**

A self-described approachable leader who believes in listening to others, Esparraguera said she tries to allow those within her organization room to find their own solutions.

She said she admires the philosophy of Joseph Wienand, the former director of the Edgewood Chemical Biological Center in APG South (Edgewood).

"When Joe talked standards he talked the "Three Ps,"" she said, "people, positive attitude and persistence.

"You have to care about the people you're leading and I try to lead by the "Three Ps." "I'm lucky to have wonderful lawyers and staff and it thrills me to see them grow."

As for relocating to the Aberdeen Proving Ground area, Esparraguera said it worked out for the best.



*"When you leave a place after so long you come to realize what's important and what's not. Yes I left a lot of friends and it's different, but the people here are just as strong and just as important. And like so many other things in life, it's the people who make the difference."*



# HAIL & Farewell

The Communications-Electronics Command welcomes its new military service members:

*Sgt. Louis J. Schwab*  
Logistics and Readiness Center (LRC)  
Headquarters (HQ), CECOM

*Capt. Marina Loshak*  
Legal  
HQ, CECOM

*Col. Orman W. Boyd*  
CECOM Chaplain  
HQ, CECOM

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CECOM thanks the following employees for their years of dedicated service:

*Patrick P. Damone*  
Communications Security Logistics Agency,  
Fort Huachuca, Arizona  
Feb. 28, 2015

*Jungwhan John Kim*  
Software Engineering Center  
Aberdeen Proving Ground (APG), Maryland  
Feb. 28, 2015

*Staff Sgt. Spencer Potter*  
Logistics and Readiness Center (LRC)  
APG, Maryland  
Feb. 28, 2015

*Col. Cynthia A. Palinski*  
LRC, APG, Maryland  
Feb. 28, 2015

*Cesar Velez – Roman*  
LRC, APG, Maryland  
March 31, 2015



The Software Engineering Center's Alex Simon was presented the Commanders Award for Civilian Service in Afghanistan on Sept. 17, 2014, prior to his redeployment from Theater. During his tour supporting Operation Enduring Freedom he served as the Surge Lead System Engineer for the Lower Tactical Internet (LTI) Forward Operating Bases (FOB) hopping mission supporting the 3rd Cavalry Regiment and 2/101 Armor. During this seven week mission, he visited several FOBs in Northern Afghanistan including FOB Shank, Lighting, Airborne Fenty and Gamberi to set up the LTI in over three hundred MRAP Vehicles.

The LTI is primarily Software-Defined Radios and Mission Command applications enabling enhanced situational awareness for our soldiers in the battlefield. This capability greatly enhances Command, Control and Communication at lower tactical echelons and positions them to receive increased capabilities in the future.

While on a route clearance mission at Train Advise Assist Command East (TAAC-EAST) in Northern Afghanistan, the LTI Net Warrior End User Device capability was used by a dismounted Soldier to report a located roadside Improvised Explosive Device location to everyone in his platoon, alerting his fellow Soldiers of the danger and providing a location for their attached Explosive Ordnance Disposal team who then disabled the device. Mr. Simon's outstanding efforts truly benefited the Warfighter immeasurably. His distinctive accomplishments reflect great credit upon himself, the Army Acquisition Corps, and the Department of the Army.

# Awards

## Military Awards

### Legion of Merit

Col. Jeffery D. Pedersen, Legal Office

### Legion of Merit

Col. Cynthia A. Palinski, LRC

### Meritorious Service Medal

Capt. Daniel R. Wilmoth, Legal Office

### Meritorious Service Medal

Lt. Col. Young D. Kim, CECOM Chaplain

### Army Achievement Medal

Capt. John P. Kurtzweil, Central Technical Support Facility

### Army Achievement Medal

Capt. Justin P. Moore, Legal Office

## Civilian Awards

### Command, Control, Communications, Computers, Intelligence, Surveillance and Reconnaissance (C4ISR) Top Ten Winners

*All of the below winners will receive a Superior Civilian Service Award and Plaque*

**David Asbery**, LRC, CECOM

**Christopher Hurley**, Communications-Electronics Research, Development and Engineering Center

**Deborah Jackson**, Program Executive Office Intelligence Electronic Warfare & Sensors

**Sherelle Lockhart**, Army Contracting Command, APG

**Patricia O'Connor**, G6, CECOM

**Cathleen Perry**, Legal Office, CECOM

**Brian Rawhouser**, Tobyhanna Army Depot (TYAD)

**John Shotwell**, Program Executive Office Command Control Communications-Tactical

**Michael Vetter**, G4, CECOM

**Jeannette Watson**, LRC, CECOM

### Commander's Award for Civilian Service:

**Andrew Burbelo**, Directorate for Safety, APG

**Michelle Damato**, SEC, APG

**Barbara Hemberger**, G3/5, APG

**Elizabeth Hermes**, CSLA, Fort Huachuca

**Mary Hobbs**, LRC, APG

**Laurie Klevan**, LRC, APG

**Hugh Leidel**, LRC, APG

**Jesse Quinn**, LRC, APG

**Colleen Wilson**, G3/5, APG

### Achievement Medal for Civilian Service:

**Michael Barnett**, SEC, CECOM, APG

**Matthew Bendel**, SEC, CECOM, APG

**Michcell Shoultz**, SEC, CECOM, APG

**Lawrence Valencourt**  
Directorate for Safety, APG

**Marcos Vicente**  
Directorate for Safety, APG

**Farid Youssef**  
Directorate for Safety, APG

**\*\*\*\*\*Special Programs for Achievement Medals\*\*\*\*\***

**Bridget Barbato**, SEC, CECOM for her selection as C4ISR Employee of the 4th Quarter, Fiscal Year (FY) 14, Junior Category

**Arlene R. Ford**, SEC, CECOM

**Theodore F. Haussman, Jr.**  
Office of the Chief Counsel

**Gordon Martin**, SEC, CECOM, for his selection as C4ISR Employee of the 4th Quarter, FY14, Mid-level Category

The LRC Security Assistance Management Directorate's Afghanistan Team received Achievement Medals for their selection as C4ISR Team of the 4th Quarter, FY14: Natalie Klotsko, Mark Conrad, Mark Claycomb, Lonny Matesky, Roxanne Barbaris, Gloria Atkins, and Michael Siwek.

**Certificate of Achievement:**

**For their selection as CECOM Employees of the 4th Quarter FY14:**

Ms. Janet Nelson, LRC, C3T - Senior Category  
Ms. Deana Haikes, TYAD - Mid-Level Category  
Mr. John Laskowski, TYAD - Junior Category

**Federal Executive Board**

The Baltimore Federal Executive Board (FEB) sponsors the annual Excellence in Federal Career Awards Program, the below CECOM employees will be honored at a ceremony on May 1, 2015:

**Brian DeBiase**  
LRC - Bronze Winner - Category 1a.  
Outstanding Supervisor GS13 and Above

**Jon A. Calafato**, LRC - Bronze Winner - Category 2a. Outstanding Professional (Non-Supervisory), Technical, Scientific & Program Support

**Kevin A. Golisano**  
LRC - Bronze Winner - Category 3a. Outstanding Para-Professional (Non-Supervisory), Technical, Scientific and Program Support - Individual

**Reclamation and Disposal Team**

LRC - Silver Winner - Category 3b. Outstanding Para-Professional (Non-Supervisory), Technical, Scientific and Program Support - Team \*\*

Team members: Bryant Anderson, Russell Roark, Curlen Richardson, Thomas Evon, Eric Marrero, James (Scott) Hornberger, Chris Allen, Mike Cicero, Ulises Matias, Nicole Stevens, Mark Fetter, Peggy Gordon, Paul Lukasiewicz, Derek Walters, Eric Silvi, Steve Brennan, Donna Rand, Bonnie Donley, Tom Benson, David Feller, and William Banks.

**Christi C. Peterson**, Office of the Chief Counsel - Bronze Winner - Category 3c. Outstanding Para-Professional (Non-Supervisory) Administrative Management Analyst, GS 8 and above

# AROUND *the* COMMAND



**Fort Hood, TEXAS – Col. Federica King, director of the CECOM Central Technical Support Facility (CTSF), briefs Brig. Gen. Mitchell Kilgo, chief information officer, U.S. Army Forces Command, on the capabilities of the CTSF. The Central Technical Support Facility (CTSF) is the U.S. Army's strategic and central testing facility responsible for interoperability engineering, executing Army Interoperability Certification (AIC) testing, maintaining configuration control for all operational through tactical-level information technology/national security systems, and supporting the digital needs of deployed warfighters.**



**Sierra Vista, ARIZONA- Soldiers and Sailors from the Logistics and Readiness Center-Communications Security Logistics Activity LRC-CSLA volunteered as judges for the Computer Challenge 2015 at Cochise College. Roughly 180 students from six Cochise county middle schools and two high schools were in attendance at the college's Sierra Vista campus on Friday, March 6, 2015. The event doesn't just offer lessons and competitive trials in technical skills, but also tests students on presenting, interviewing and extemporaneous speaking. The aim is to get them excited about skills vital to their success in the workplace.**

**As the event continues to change, it has added some new components in recent years, notably a cyber security session. Much of what the event covers are basic computer skills needed for work, like how to use word processors, spreadsheets and presentation programs.**

**The challenge is organized with funding from the southern Arizona chapter of the Armed Forces Communications and Electronics Association (AFCEA), with the college's chapter of AFCEA and the college itself pitching in to help host the event too.**



**Fort Huachuca, ARIZONA – Electronics Maintenance Manager Daniel Adams, provides an overview of the U.S. Army Communications-Electronics Command to the Hon. Katherine Hammack, Assistant Secretary of the Army for Installations, Energy and the Environment, at the Army Solar Array and Ribbon Cutting Ceremony in February 2015.**

# CHAPLAIN'S CORNER



*Editor's Note: Lt. Col. Kim bid farewell to CECOM on March 27, 2015, for his new position in Korea as the Youngsan Command Chaplain. During his transition outbound, this publication entered production. We're thrilled to welcome our new Command Chaplain, Col. Orman Boyd in our next publication.*

## Are You In Despair? (Psalm 140: 1-8)

**Lt. Col. Young D. Kim,  
Former CECOM Command Chaplain**

One of my favorite Psalms is Psalms 140. This psalm was written by David. His circumstance is not certain, but the "evil doers" probably refer to either King Saul and his followers, or his son Absalom who conspired to kill him. This psalm and the following ones should be read together. Whoever David is referring to, he is urgently crying out to the LORD to rescue him. The evildoers are slandering him with evil words in verse 3, "They make their tongues as sharp as a serpent's; the poison of vipers is on their lips." And scheming up evil plans in verse 2, "who devise evil plans in their hearts and stir up war every day." In his despair, David cried out to God. He not only begs for mercy, but also knows that God will save him; he knows that God is on his side in verse 6, "O Lord, I say to you, "You are my God." Our attitude should be the same. In our most desperate situations (in health, financial, job related, marriage or family), we must have confidence that God is on our side.

What is your first reaction when you are in despair? Do you surrender everything to God or simply give up? Psalms 91:14-16 says,

"Because he loves me," says the Lord, "I will rescue him; I will protect him, for he acknowledges my name. He will call upon me, and I will answer him; I will be with him in trouble, I will deliver him and honor him. With long life will I satisfy him and show him my salvation." In your desperation, cry out to God for help. May the Lord hear your cry and help you. Therefore, may you have an abundant life throughout this year 2015 and entire your life. Blessings.

**A personal note from the CECOM  
Commanding General, Maj. Gen. Bruce  
T. Crawford, on the departure  
of Lt. Col. Young D. Kim:**

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*"Today was bittersweet as we said farewell to our beloved command chaplain LTC Young Kim, his wife Susie and son Emmanuel. We are all blessed to have had the opportunity to serve with such an inspirational and uplifting Army family. Chaplain Kim was unrelenting in his positive spiritual support to the CECOM workforce and he always knew how to brighten everyone's day..."*

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# 2015 Army Emergency Relief Campaign

Army Emergency Relief (AER) announced the 2015 campaign theme, Army Emergency Relief – **“Making a Difference”**. AER has been around for 73 years helping the Army take care of its own -Soldiers, Family Members, Retirees, and Survivors. AER keeps Soldiers missioned focused so that they are not distracted by financial problems. It helps Soldiers, Family morale and welfare if they are aware of the benefit in times of need. AER takes care of Soldiers and their Families and offers many different categories of assistance through various programs and has new policies which extends access.

This year's campaign officially started on March 1, 2015, and runs through May 15, 2015. If you would like to make a contribution, AER accepts payroll deductions, allotments, checks, or cash.

**The Communications- Electronics Command POC is Ms. Valerie Fenner, (443) 861-7900 or [valerie.fenner.civ@mail.mil](mailto:valerie.fenner.civ@mail.mil).**

## National PrepareAthon! Day April 30 2015

AMERICA'S  
**PrepareAthon!**  
BE SMART. TAKE PART. PREPARE.

BE SMART.  
TAKE PART.  
**PREPARE.**



AMERICA'S  
**PrepareAthon!**

America's PrepareAthon! Is a grassroots campaign for action to increase community preparedness and resilience.

**America's PrepareAthon! works to build a more resilient nation by increasing the number of individuals who:**

- Understand which disasters could happen in their community
- Know what to do to be safe and mitigate damage
- Take action to increase their preparedness
- Participate in community resilience planning

Army leaders, soldiers their families and civilians are encouraged to prepare for all hazards and emergencies at home, work and throughout their communities.

America's PrepareAthon! is asking everyone to take action, be counted, and spread the word.

**Take Action to Prepare and register at [www.ready.gov/prepare](http://www.ready.gov/prepare)**

# The Link- Sleep and Nutrition



Taken from the Army Materiel Command's Publication "Wellness Steps"

According to a Harvard Study, there is a link between sleep and nutrition. Various research studies report a trend between how much people sleep and how much people weigh. In general, those who get too little sleep tend to weigh more than those who get enough sleep.

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*Is seems that people who are sleep-deprived may be too tired to exercise and may be hungrier than those who get enough rest each night. Does this sound familiar—always tired and hungry?*

.....

It has been found that Cortisol is a strong determinant in how rejuvenating your sleep will be. If Cortisol levels are high during the night, there will be a disruption in rapid eye movement (REM) sleep and will cause you to wake up feeling tired. Since REM sleep is the stage in which we dream, it is accompanied by muscle relaxation. So the key to rejuvenating sleep is having normal Cortisol balance at night which means we also need a normal Cortisol balance during the day as we lead up to sleep.

## **So how do we balance our Cortisol Levels?**

- 1.** Go to bed by 10 p.m.
- 2.** Eat breakfast by 0700
- 3.** Eat low glycemic index meals at least every 5 hours while awake.
- 4.** If you eat gluten grains, use sprouted whole grains.
- 5.** Avoid sugar and excess starch.
- 6.** Maintain erect posture and avoid prolonged periods of sitting.
- 7.** Control Pain.
- 8.** Manage emotional stress.
- 9.** Consult your physician.
- 10.** Meditate daily.





# Wellness

## How to Avoid, Deal with, and Eliminate Stress with Yoga

The Command, Control, Communications, Intelligence, Surveillance and Reconnaissance, or C4ISR, Wellness Committee invites you to attend an information session on How to Avoid, Deal with, and Eliminate Stress. The guest speaker will provide techniques for managing stress and emotional well-being. A mini interactive yoga demonstration will be given to relax your mind, body, and spirit. The session is open to all. \* Contractors who participate in CECOM activities must not invoice any government contracts for time spent at these activities.

**Date:** April 23, 2015

**Time:** 1130-1230 EDT

**Location:** Myer Auditorium – Building 6000, APG, MD

## Fit Friendly Worksite Award

The American Heart Association named the Communications-Electronics Command (CECOM) as one of their Fit-Friendly Worksites. Nationally, the Fit Friendly Worksite awardees totals 1,896 worksites, representing more than 5.5 million employees. CECOM will receive a Gold plaque.

## C4ISR Slim Down Challenge - Aberdeen Proving Ground (APG) Only

- Final weigh-in is April 9, 2015, building 6001, Floor 2, C2-224, 1200-1300 EST, Slim Down Check-Ins are by appointment only in the CECOM Wellness Room (C3-222).

C4ISR Slim Down participants are encouraged to bring their Wellness Activity Rosters to obtain credit for their attendance, as well as, sign the sign-in-sheet.

Video teleconference (VTC) will be available for employees not stationed at APG. Please contact G1 point of contact: Tiffany Grimes, (443) 861-7901, [tiffany.l.grimes.civ@mail.mil](mailto:tiffany.l.grimes.civ@mail.mil), for a VTC dial-in number and code.

\*\*For sign language interpreters and other disability-related accommodations, please contact the CECOM EEO Office at 443-861-4355 no later than April 9, 2015.

## C4ISR Slim Down Challenge Awards Ceremony

The awards ceremony will take place on Thursday, April 30, 2015, at the Wellness Center (Building 6001, Floor 2, Room 224) from 1130-1230.



# Changes in the NDAA to the Military Justice System for Sexual Assault Cases

**By Capt. Joseph Levin, APG Trial Counsel**

Congress continues to change and refine the military justice system to prevent sexual assaults from occurring, ensure justice when a sexual assault has occurred, and protect the rights of victims. A number of changes were entered into law in the Fiscal Year 2015 National Defense Authorization Act (NDAA), which was signed into law by the President on December 19, 2014. This includes changes to the Article 32 preliminary hearing, new limitations on the discretion of Commanders to grant clemency after trial, and new law enforcement use of the Military Protective Order.

The Article 32 hearing, which is similar to civilian Grand Jury proceedings, is changed to a more streamlined process similar to its civilian counterpart. Article 32 hearings previously were designed to be extensive investigations into the allegations and often resulted in a “mini-trial” of the charges. The new Article 32 hearing has been changed from a “thorough and impartial investigation” to a “preliminary hearing.” A Judge Advocate now must be the presiding officer and the newly

added duty is to determine if probable cause exists. Hearings must be recorded and victims now have the right not to testify at the 32 hearing without consequences.

The NDAA also adds new oversight of the decision not to refer sexual assault charges to court-martial. The referral of charges occurs several steps in to the military justice process. It comes after the Criminal Investigation Command, or CID, investigation, a “preferral” of charges, and the Article 32 hearing. Once the Article 32 presiding officer gives recommendations on whether probable cause exists, the Convening Authority must decide whether to refer charges to court-martial. For sexual assault charges, the Convening Authority must always be the General Court-Martial Convening Authority. A decision by the Commanding General not to refer charges must be reviewed by the next General Court-Martial Convening Authority in the Chain of Command. If the Staff Judge Advocate disagrees with the Commanding General’s decision not to refer charges, the review bypasses the chain of command and goes directly to the Secretary of the Army for review.

# SUSTAINING THE MOMENTUM. ACCOUNTABLE TO THE NATION.

Commanders now have much narrower discretion to grant clemency if a Servicemember is convicted of a serious offense. Previously, the Convening Authority could set aside a conviction, grant a lesser sentence than was ordered by the court, or vacate a discharge from the military when it was ordered as part of the sentence. Now, the convening authority can no longer set aside a finding of guilt or reduce the conviction to a lesser charge if the maximum possible sentence of the charge is more than two years or if the actual sentence given is more than six months and includes a punitive discharge. Furthermore, the convening authority can never set aside a conviction for penetrative sex offenses, forcible sodomy, or attempts to commit these offenses. The NDAA cites very few narrow exceptions to this new rule. This is a major change from past policies which granted commanders broad discretion in this area.

Any sentence imposed for conviction of a penetrative sex offense, the rape or sexual assault of a child, forcible sodomy, or attempts to commit these crimes must include a discharge or dismissal as part of the sentence. Also, the NDAA eliminates the statute of limitations to prosecute sexual assault and rape / sexual assault upon a child, although this only applies to offenses committed after these changes take effect. Finally, the “good Soldier” defense cannot under any circumstances be used as a type of proof at trial that the Servicemember did not commit sexual assault.

Although not a change from the NDAA, it is worth mentioning that military and civilian law enforcement are exploring new ways to coordinate and improve communication.

Military Protective Orders can now be entered in to the National Crime Information Center (NCIC) registry by Commanders. The NCIC is the system that police officers use to run background checks on individuals during any type of investigatory stop. It will enable civilian police officers to be aware of and enforce MPOs the same as they would a restraining order issued by a civilian court.

.....

*These changes are only some of the highlights among many other procedural changes to the military justice system relating to sexual assault. Congress, the President, and the U.S. Military are committed to preventing sexual assaults from occurring as well as ensuring justice when a crime occurs.*

.....

Victims of sexual assault are encouraged to seek assistance by dialing 9-1-1 or by visiting the Sexual Harassment/Assault Response & Prevention (SHARP) Resource Center located on the second floor of BLDG 4305 on APG-North. At the SHARP Resource Center victims will have immediate access to a safe, private place to speak with a Victim Advocate, seek medical care, and to file a restricted or unrestricted report.



**LIKE US ON FACEBOOK**

[www.Facebook.com/AGPSHARPResourceCenter](http://www.Facebook.com/AGPSHARPResourceCenter)

# The Contractor - Personal Services question

A guest editorial by Theodore Haussman, Business Law Attorney – Advisor, CECOM legal office

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*“I’ve Included a Clause in the Contract That Says the Contractor Will Not Provide Personal Services; We’re Covered, Right?”*

.....

Wrong. If, in substance and reality, the contractor is providing personal services, a violation of Federal law has occurred, despite any contract clause which prohibits the contractor from providing personal services. Of course, no requiring activity or contracting office starts out with the intention to contract for impermissible “personal services.” But the law looks to the actions of the government and contractor providing the services.

Today, it is commonplace for Government and contractor employees to work side-by-side. With this reality, government employees must be mindful of the relationship between themselves and contractor employees. While the desire to treat contractor employees as members of a (work) “team” is understandable, doing so can lead down the path to impermissible personal services.

So what are impermissible personal services? Basically, they occur, when the government creates an employer-employee relationship with contractor personal, either by way of the contract itself, or simply (and more commonly) by how that contract is administered. Treating contractor employees like government ones circumvents federal civil service laws,

which govern the hiring and treatment of civilian employees. If the government treats a contractor employee like a government employee, a personal services contract has been created and a violation has occurred. As I state above, the manner in which the contract is administered will trump exculpatory or caveat language in a contract which states, in essence, that under no circumstances will the contractor provide personal services. Thus, despite your well-meaning initial intent, personal services contracts can be created in fact.

A permissible contract for (nonpersonal) services, by contrast, is a contract under which the personnel providing the services are not subject to the supervision and control that usually attend a government employee/supervisor relationship. The contractor hires and supervises its own employees, and dictates their compensation and benefits. From the perspective of the government, the contractor’s work and tasks are governed by a statement of work and/or performance work statement. The government reviews, approves, and pays for that work, not contractor employee performance. It is when the government directs the performance of day-to-day activities, provides guidance to contractor employees directly, and treats the employee as one of its own, that problems arise.

There are some clear “do’s” and “don’ts” to prevent turning an intended nonpersonal services contract into a personal services one. The government should always treat contractor employees in a way that shows the public that they are contractor employees. This can be done by: distinctive badging, clearly identifying

separate contractor workspace, ensuring that email accounts and signature blocks clearly identify any contractor employees, and, to the extent possible, requiring the contractor to furnish the tools that its employees will need to perform their job. Government managers must respect the contractor's employer-employee relationship, and not regularly supervise or assign work to the contractor employee. Only the contracting officer's representative (COR) can and should be directing contract performance; CORs, contract managers, and/or contracting officers should be the primary government communicators with contractors.

The government should not micromanage contractor work. Likewise, the government should not set contractor hours (unless they are stated in the contract), hire, fire, or approve contractor absences or leave, discipline contractor employees, request or direct that specific contractor employees perform a particular task, and assign work that is outside the scope of the contract.

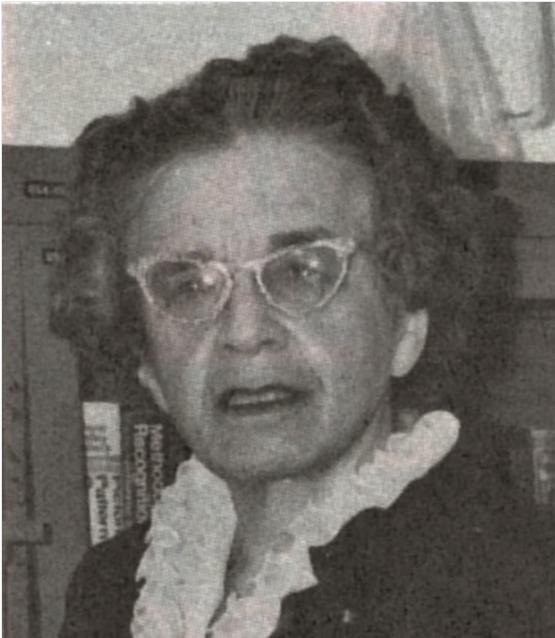
For the activist manager, it would seem only natural to direct the who, what, when, where, and how of performance when the contractor employee is at the government workplace, asking what to do next. Yet that can be the beginning of a slippery slope which creates a personal services contract.

*The key takeaway is that although service contracts are rarely written to require the performance of personal services, the government*

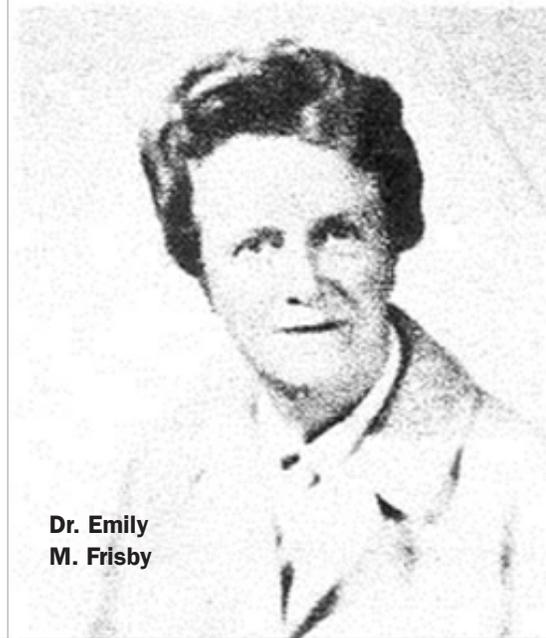
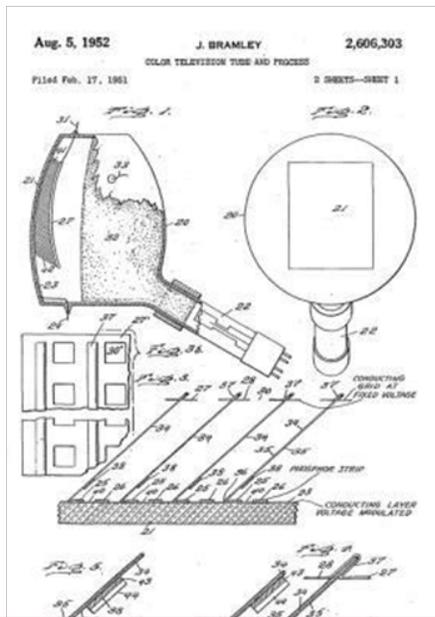
*can convert them into impermissible personal service contracts in the way we administer them. The more the government exercises continuous control and supervision over contractor employees, the greater the danger that personal services are being requested. Stated very simply, a personal services contract is created when the government treats contractor employees similarly to civilian employees.*

The potential consequences of creating an impermissible personal services contract are: (1) an Anti Deficiency Act (31 U.S.C. § 1342) violation, which could subject the government to monetary penalties, (2) an Agency or Inspector General investigation (which could result in the termination of the contract and a requirement that the activity hire (unbudgeted-for) government employees), (3) an administrative or disciplinary action, and/or (4) a finding of an EEO violation where the contractor employee claims he/she was treated as a government employee and subjected to illegal discrimination or sexual harassment by a government employee.

**The author of this article is a Business Law Attorney-Advisor in the CECOM legal office and can be contacted at: [theodore.f.haussman.civ@mail.mil](mailto:theodore.f.haussman.civ@mail.mil) or (443) 861-5234.**



Dr. Jenny Rosenthal Bramley



Dr. Emily M. Frisby

Dr. Emily Frisby

## History Highlights

# Pioneering Women in CECOM's History

By Susan Thompson, CECOM Command Historian

The history of the Communications-Electronics Command (CECOM) is traced back to our Signal Corps roots, and as such, there are many opportunities to reflect on the contribution of women on that history. Previously during Women's History Month the history office has written articles focusing on the "Hello Girls," the women who served overseas in France during the first World War as telephone operators, and on the Women's Army Auxiliary Corps/Women's Army Corps (WAACs/WACs), who supported the missions at Fort Monmouth, New Jersey, and the Army during World War II.

*The focus of this article, though, won't be on the contributions of a collective, but rather on the successes of three individual civilian women who helped pave the way for women to succeed in developing meaningful careers in science in support of the Army.*

**Dr. Jenny Rosenthal Bramley:** Cited as the "most outstanding woman scientist in the federal government" and as a "trailblazing physicist," Jenny Rosenthal Bramley had successful careers in academia, business, and US Army labs. Dr. Bramley was born on July 31, 1909, in Moscow, the daughter of Lithuanian parents. She received her Sc. B. from the University of Paris in 1926, and her master's and Ph.D. from New York University, in 1927 and 1929 respectively.

After graduation, Dr. Bramley worked as a physicist at the US Army Signal Corps Laboratories, Fort Monmouth, from 1942 to 1944, and then again from 1948 until 1953. She was a supervisory physicist at the Night Vision Labs, Fort Belvoir, Virginia, from 1967 to 1985. Throughout her career, she also served as a research fellow at Columbia University and Johns Hopkins University, formed a consulting firm with her husband, Arthur Bramley, and was professor of physics at the University of Oregon, Eugene. Dr. Jenny Bramley was known for her



*"The history of the Communications-Electronics Command (CECOM) is traced back to our Signal Corps roots, and as such, there are many opportunities to reflect on the contribution of women on that history."*

**Ms. Marilyn Levy**

innovative work with lasers, and she held 16 patents for electro-luminescent and electro-optical devices. In 1952, she patented the color television tube. Other patents covered computer terminal tubes, transmission and reception of pictorial information, and the microwave pumped atomic gas laser. She was only the second woman elected as an IEEE Fellow, a distinction that she received in 1966.

Dr. Bramley died 26 May 1997 at the age of 87.

**Dr. Emily M. Frisby:** Emily M. Frisby was born in England in September 1907. Frisby received a General B.A. Degree in 1929, a Diploma in Education in 1930, and an M.A. Degree in 1930, all from the University of Wales. In 1963, she received a Ph.D. in Climatology from University of Reading, in England.

In 1966, Frisby joined USAECOM (the Army Electronics Command, ECOM), as the chief of the Atmospheric Modification Task group, after other professional positions such as Director of research at the American Archeological Institute and Professor and Director positions at colleges in South Dakota. Dr. Frisby co-authored 12 technical reports related to meteorology while with ECOM. Dr. Frisby left ECOM in 1969.

Dr. Frisby's professional experience included meteorological and climatological research

in weather-crop relationship; short and longer range forecasting; facets of industrial meteorology, diffusion problems of the lower and upper atmosphere, field experiments in cloud modification, and hailstorm studies. Dr. Frisby died in July 1993 at the age of 85.

**Ms. Marilyn Levy:** Marilyn Levy was born in New York City, the second of two children of Rachel Levy and Moses Levy. She attended public schools and Hunter High School and received a B.A. in chemistry from Hunter College in 1943. After a stint as a chemist in private industry, she began work as a photographic chemist at Fort Monmouth in 1953. At the time of her retirement in September 1979, Ms. Levy was chief of the Photo-Optics Division, Combat Surveillance and Target Acquisition Laboratory, U.S. Army Electronics Research and Development Command (ERADCOM).

Her investigations into light-sensitive materials, photographic chemistry and image microstructure have resulted in the issuance of 21 United States patents. Author of numerous publications, including 20 technical articles, her research on sensitometry, light sensitive systems, monobaths, and photographic process -theory has been cited widely in reference books on these subjects in this country and abroad.

Ms. Levy died in June 2014 at the age of 92.

