



# CECOM DOTS and DASHES

- 4 Emerging Leaders
- 7 Women's History Month Quiz
- 9 Chemical Safety
- 12 Hail & Farewell

## Technicians support Army electro-mechanical systems

By Ms. Jacqueline Boucher (CECOM), February 25, 2016

TOBYHANNA ARMY DEPOT, Pa. -- Carol Tucker, an electrical equipment repairer here, fabricates a meter panel assembly for an electronics component while Electronics Mechanic Barnabus Marsden repairs a power distribution illumination system. Both work in the depot's Electro-Mechanical Fabrication Branch.

Members of the Electro-Mechanical Fabrication Branch provide a myriad of services at Tobyhanna Army Depot. Employees fabricate items such as power distribution boxes, battery packs and electro-optics night vision goggle test sets.

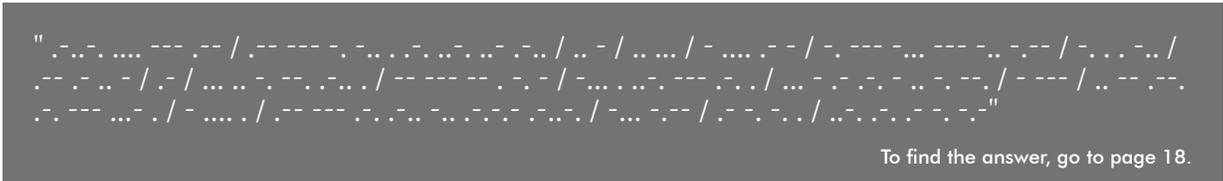
They also perform electrical repair, overhaul and testing on power supplies, power distribution boxes, antenna drive motors, air conditioner motors, inverters (change direct current to alternating current) and waveguides.

The shop is Aerospace Standard 9100 and 9110 certified and is the approved repair and overhaul location for battery changers that support the Apache attack helicopter.

Tobyhanna Army Depot is a recognized leader in providing world-class logistics support for C4ISR systems across the Department of Defense. Tobyhanna's Corporate Philosophy, dedicated work force and electronics expertise ensure the depot is the Joint C4ISR provider of choice for all branches of the Armed Forces and industry partners.

About 3,100 personnel are employed at Tobyhanna, which is located in the Pocono Mountains of northeastern Pennsylvania. Tobyhanna Army Depot is part of the U.S. Army Communications-Electronics Command.

Can you decode what's in this box?



To find the answer, go to page 18.





# CECOM/C4ISR Pilot Mentor Protégé Program

**By Rick Harris, CECOM Office of Small Business**

The U.S. Army Communications-Electronics Command (CECOM) has announced that the start of Fiscal Year 2016 will bring the command a new initiative to its portfolio, the CECOM/Command, Control, Communications, Computers, Intelligence, Surveillance and Reconnaissance (C4ISR) Pilot Mentor Protégé Program (MPP).

CECOM, a major subordinate command of the U.S. Army Materiel Command (AMC), was selected as one of two major subordinate commands across the Department of Defense (DoD) to execute this pilot program. This marks the first time in the 25-year history of the DoD MPP that authorization has been given for implementation and execution of the program below the service and agency level.

The DoD MPP was established in 1991 to provide incentives to prime contractors to develop the technical and business capabilities of eligible protégés thereby increasing protégé participation in both prime contracts and subcontracts.

A primary goal of the MPP is the transfer of “state-of-art” technology to the protégé firms. This transfer involves the process of sharing skills, knowledge, technologies, methods of manufacturing and facilities to ensure that scientific and technological innovations are infused into new products, processes, applications, materials and/or services. Examples include technical certifications, professional management institution certification, manufacturing processes, threat products/services and anti-terrorism.

The CECOM Office of Small Business Programs (OSBP) has been assigned with the implementation of the MPP to obtain Mentor-Protégé Agreements that establish and develop protégés who provide products and services supporting CECOM/C4ISR mission requirements.

The CECOM Pilot Program affords protégé firms the opportunity to develop much needed business and technical capabilities to diversify their customer base. This will ultimately shape and expand the CECOM/C4ISR industrial base and enhance the ability to better support the Warfighter while contributing to overall Army readiness.

CECOM is committed to having a diversified group of participants in the program and continues to reach out across a vast range of industries to increase participation in the overall program. Typical industries and areas of services offered include Engineering; Research and Development; Radio; Communications; Security; and Information Assurance. Potential mentors and protégés have expressed enthusiasm about participating in the program and anticipate employing the program to build mutually beneficial relationships.

Interest in the CECOM/C4ISR Pilot MPP is notably high as movement to a kick-off event scheduled for April 11, 2016 proceeds. This forum is for large and small businesses to learn more about the CECOM/C4ISR Pilot MPP and develop relationships as potential mentors and protégés. The OSBP currently anticipates over 150 participants from across industry to attend as well as senior leaders from DoD, Department of the Army (DA), AMC and the CECOM/C4ISR community.

In preparation and support of the CECOM/C4ISR pilot MPP, the CECOM OSBP has hosted and participated in numerous outreach events during the first quarter of Fiscal Year 2016. These events included the installation-wide 2015 Aberdeen Proving Ground (APG) Annual Planning Brief to Industry (APBI), an event well attended by both small and large Business partners. Attendees had an opportunity to hear from Army and DoD agency presenters and learned invaluable insights on forecasted business opportunities. At the APG APBI, industry had opportunities to participate and learn from one another and make critical connections to help expand businesses interactions toward developing new teaming arrangements, as well as learning about the mentor-protégé program. Members of CECOM OSBP engaged participants and attendees in informative presentations and discussions throughout the event.

CECOM OSBP also participated in the CACI Historically Underutilized Business Zone (HUB Zone) Open House in Chantilly, Virginia as well as the Strengthening the Mid-Atlantic Region for Tomorrow Procurement Conference (SMART PROC) 2015. These events brought government, industry and academia partners together in an information-sharing environment.



*These events allow the CECOM/C4ISR MPP Program Management Office to support contractors and provide insight to small businesses for strategizing future business development. They also bring awareness to the CECOM/C4ISR Pilot MPP while communicating the need to start potential Mentor-Protégé relationships.*



**Some key program highlights include:**

Mentors and protégés are solely responsible for finding their counterpart. Legislatively, CECOM OSBP participation in the teaming of partnering mentors and protégés is prohibited. Therefore, CECOM strongly encouraged firms to explore existing business relationships in an effort to establish a Mentor-Protégé relationship.

A Mentor firm must be currently performing under at least one active, approved subcontracting plan negotiated with DoD or another Federal agency pursuant to FAR 19.702, and be currently eligible for the award of federal contracts. New mentor applications must be approved and may be submitted to and approved by DoD OSBP office prior to the submission of an agreement.

A Protégé firm must be either a small disadvantaged business (SDB), a qualifying organization employing the severely disabled, a women-owned small business (WOSB), a service-disabled veteran-owned small business (SDVOSB), or located in a HUB Zone. An objective assessment of the needs of the sponsoring DoD Service or DoD/Intelligence Community (IC) Agency component customers, protégé Technology Readiness Levels (TRLs), and DoD/IC mentor resources which include measurable milestones, is strongly recommended prior to the development of an Agreement.

**There are three types of CECOM/C4ISR Mentor-Protégé Agreements:**

**Direct Reimbursed**

Direct Reimbursed Agreements are those in which the mentor receives reimbursement for allowable costs of developmental assistance provided to the protégé. These Agreements are approved by the OSBP of the Cognizant Military Service or Defense Agency as outlined in DFARS Appendix I .

**Credit**

Credit Agreements are those in which the mentor receives a multiple of credit toward their SDB subcontracting goal based on the cost of developmental assistance provided to the protégé. Credit agreements are currently approved by the Defense Contract Management Agency (DCMA).

**Hybrid**

Hybrid Agreements allow mentors to receive part credit for one (1) year, with reimbursement in option year(s). These types of agreements are approved and co-managed by component agency and DCMA.

Additional details on the CECOM/C4ISR Pilot MPP will be forthcoming on the CECOM OSBP website: <http://sec.cloud.army.mil/OSBP/>

# For emerging leaders, performance still counts on the path to promotion

Story by Mary B. Grimes, CECOM Public Affairs Office

ABERDEEN PROVING GROUND --It's often been said that "A journey of a thousand miles begins with a single step." For several Department of Defense (DoD), and Communications-Electronics Command (CECOM) employees, that step began with their participation in a recent Emerging Leaders seminar sponsored by the CECOM Emerging Leaders Cohort board members and Cohort alumni. The event was held at the Mallette Training Facility, Aberdeen Proving Ground. With the "Path to Promotion" as its focus, the activity gave the small group of participants an opportunity to pose questions to mediator, Abel Salgado, Chief, Materiel Management Division Logistics and Readiness Center, (CECOM).

The issues highlighted at the morning and afternoon sessions began with an introduction by Mr. Salgado, who kicked off the discussion with comments regarding the current climate in the DoD workforce. He pointed to BRAC as having created unrealistic expectations – resulting in unusually high promotions and vacancies, and the fact that experience still matters.

While discussion topics were as diverse as those in attendance, the common interest remained that of promotion opportunities and the journey to advancement. The small group assembly was ideal for those who wished to present their questions, to do so without feeling pressed for time. Their eagerness to discover how to move forward on their career paths, gave Mr. Salgado a chance to engage them in lots of conversation, and food for thought.

*"Like any journey, preparation is the key to ensuring you reach your destination. When seeking advancement, professional preparation is that "single step" that will increase your chances of reaching your goals," said Salgado.*



Responding to the question of the importance of potential and motivation to assuming more responsible leadership roles or positions across the enterprise, the LRC division chief said, "Potential is important, but it is my firm belief that you must start to realize your potential early on and deliver results for your organization so that your true capabilities are known. Those capabilities are what will shine through as you seek greater responsibility. As far as motivation is concerned, self-motivation is what will truly propel you. Others may help you along the way, but successful people have an internal drive that keeps them going."

Salgado is not alone in neither his beliefs nor support aimed at encouraging others to realize their advancement potential. Offering some insights into the CECOM leadership's position on the matter, he stated, "I have said this in many of the forums I attend and training sessions I provide: The Army, and CECOM specifically, provide more training and growth opportunities than any organization I've worked in, in almost 27 years of government service. The leadership encourages special assignments, professional muscle building,



and training that coincide with our respective positions and career paths. As an Activity Career Program Manager, I see the requests for training and assignments and they are plentiful.”

Displaying a keen and sincere interest in the questions posed by those in attendance, Salgado, seized every opportunity to encourage employees—while at the same time reminding them that performance does count. “I think we do a good job of promoting those individuals who are ready and deserving of greater responsibility. However, if there are any segments of the workforce that perhaps take longer to advance or do not advance at all, it is employees who lack the self-confidence to seek promotion or pursue it in earnest. It is our job as leaders to mentor our employees, including those who lack self-confidence, to believe in themselves and provide them the tools for advancement. It benefits both the employee and the organization to do so,” he stated.

Throughout the path to promotion presentation Salgado spoke extensively about leadership challenges, and expanded on the meaning behind his question, “What’s in your library?” He said, “The premise of this portion of the seminar is to make employees think about what it is they are getting into. When you accept promotions, you must accept all that comes with it, including the challenges. This includes the long hours, increased tempo, personnel challenges, and so forth. Leaders must find ways to continue supporting the mission amid tighter budgets. We have

to find smarter, more innovative ways of performing our day-to-day functions while still taking care of our employees.”

.....

*Salgado went on to add, “This is where the ‘know what’s in your library’ reference comes in. I explained that employees can be viewed as a library and each one is a book. Like any book, you must read the book to know what’s in it. Meaning, we must get to know our employees and realize they all come to work with their own stories. At times, they may be going through a bad chapter (an illness, family problems, financial issues, etc.) and it is important for us, as leaders, to help the employees through those tough times and get them to a better chapter. This strengthens the relationship and helps the employee be more productive. Leading people is challenging, but very rewarding.”*

.....

story continued on next page .....

Asked during the interview how, if at all, in today's incredibly competitive workforce, might the individual who, while not particularly interested in holding a supervisory position, still move forward in his or her career, Salgado said that moving forward may have a different meaning, depending on with whom you speak, and that for some, serving in a particular position or organizational level, a major command for example, is a form of advancement. For others, moving forward might be solely tied to grade level.

"I challenge my mentees to ask themselves what it is they believe will make them happy and set a course for those goals. There are opportunities to advance without becoming a supervisor, but the reality is that in today's environment, with few exceptions, it is difficult to get promoted to the senior levels without having some form of supervisory responsibility. The Army places great emphasis on leading people and having people skills, especially for senior positions. In fact, leading people is one of the Executive Core Qualifications required for entry to the Senior Executive Service. While there are ways to have personal and professional fulfillment without being a supervisor, and you can certainly be a leader without being a supervisor, it is difficult to progress to the most senior levels without having some degree of supervisory experience. Not to mention, I believe you will be a more effective leader once you have personally experienced the rigors and rewards of supervising," expressed Salgado.

Initiatives like BRAC, and PPP have made it necessary for many DoD civilians to not only take a hard look at their careers, but how these initiatives might be used to inspire and encourage those who might be impacted by their implementation. Given that many employees might feel the two initiatives are attempts to push them out, the question is indeed a relevant one.

Salgado shared his thoughts on the subject stating, "A BRAC is certainly a difficult circumstance. Personal situations may limit or even make it impossible for employees to follow the moving organization. Furthermore, those making the transition may have difficulty adjusting and integrating with a new workforce. This is why preparation, as mentioned earlier, is important. Positioning yourself to be not only marketable, but also competitive, is crucial. Being prepared for different opportunities will provide you the flexibility you need to have several options at your disposal when a critical juncture such as a BRAC is presented. This is one of the core lessons of the Path to Promotion seminar. Prepare yourself with as many tools and complete the mandatory and "highly suggested" training, certifications, and experiences available so you have options now and in the future."

As both the seminar and the interview came to a close, Salgado offered a few parting words for participants. Referencing the path to promotion initiative, as well as any future such or similar sessions, he said, "I think our Emerging Leaders Cohort board members and Cohort alumni are to be commended for sponsoring and participating in this event. The board members are very active and are truly interested in developing future leaders. In addition, the hard-working staff of the CECOM G1, Human Resource Development Division do a tremendous job of putting together these types of developmental opportunities. They worked diligently to make the Path to Promotion seminar possible. I look forward to seeing this offered in the future and encourage our emerging leaders to attend and take good notes!"

# Women's History Month Quiz

The theme for Women's History Month 2016 is: *Working to Form a More Perfect Union: Honoring Women in Public Service and Government*. Take the quiz below to find out how much you know about the amazing contributions women have made to both society and our nation. Circle your answer, then check the Answer Key below to see how well you did.

- 1. She was the first female appointed to serve on the U.S. Supreme Court.**
  - a. Janice Sidwell Crenshaw
  - b. Sandra Day O'Connor
  - c. Danielle Slocum Banner
  - d. None of the above
- 2. Born in 1760, Deborah Sampson at age 21, became the first American woman to...**
  - a. Successfully climb Mt. Everest.
  - b. Ride with George Washington across the Potomac.
  - c. Serve in combat by enlisting in the Continental Army under the name Robert Shurtleff.
  - d. As a nurse, carry a firearm to protect soldiers on the battlefield
- 3. On June 23, 2008, President George W. Bush nominated her as a four-star general in the U.S. Army. She was the first woman to ever achieve the rank in the history of the U.S. military...**
  - a. Alexandra Ogden
  - b. Cornelia Sheridan
  - c. Ann Dunwoody
  - d. Barbara Starr
- 4. It was the first co-ed college in America. It opened Dec. 3, 1833 with 44 students –29 men and 15 women. It was the first college that promised to educate African-Americans.**
  - a. Oberlin Collegiate Institute
  - b. Virginia State University
  - c. Oberlin Collegiate Institute
  - d. Hampton Institute
- 5. The first director of the Women's Army Corp (WAC), she became the first woman to receive the U.S. Army's Distinguished Service Medal in 1945.**
  - a. Major Janice Kandault-Townz
  - b. Colonel Oveta Culp Hobby
  - c. Lt. Colonel Martha Edmonds-Clark
  - d. Colonel Gladys Kerr McFenty
- 6. The women of World War II served under the following branches...**
  - a. WAVES
  - b. WACS
  - c. WASPS
  - d. All of the above
- 7. In fiscal year 2009, the average age of women veterans was**
  - a. 39
  - b. 48
  - c. 54
  - d. 63
- 8. In 2006, she became the Vice Commandant of the Coast Guard, and the first woman to be second in command of a military faction...**
  - a. Janice Joplin
  - b. Sally Ride
  - c. Vivien Crea
  - d. Shiela E. Widnall
- 9. She is recognized as an innovator in photojournalism and, the first staff photographer for "Fortune Magazine."**
  - a. Margaret Bourke-White
  - b. Malala Yousafzai
  - c. Nellie Tayloe Ross
  - d. Madeleine K. Albright
- 10. Title IX of the Education Codes of the Higher Education Act Amendment, in 1977...**
  - a. Provided advice and recommendations on policies and matters relating to recruitment and retention, treatment, employment, and well-being of women in the Armed Forces.
  - b. Prohibited gender discrimination by federally funded institutions in all aspects of education from scholarships, to facilities, and to classes formerly closed to women.
  - c. Specifically addressed the future of women in both military and civilian positions, and their roles as emerging leaders.
  - d. All of the above.

**Answer Key:** 1 (B), 2(C), 3(C), 4(C), 5(B), 6(D), 7(B), 8(C), 9(A), 10(B)

# Sleeping Disorders Info Session



**Date:** March 22, 2016 **Time:** 11:30-1230 EDT

**Location:** C4ISR Center of Excellence Campus, Building 6001, 2nd Floor, Room 224 (Enter Room 120) APG, MD

.....

Open to Installation Employees, Contractors, and Military

NON C4ISR employees must bring their CAC CARD to gain access to the building

**POCs:** Tiffany Grimes, 443-861-7901, [tiffany.l.grimes.civ@mail.mil](mailto:tiffany.l.grimes.civ@mail.mil)

## First Aid Training

**Date:** 24 MAR 2016 **Time:** 1100 – 1300 EDT

**Location:** C4ISR Campus, Building 6001, 2nd Floor, Room 224 APG, MD

.....



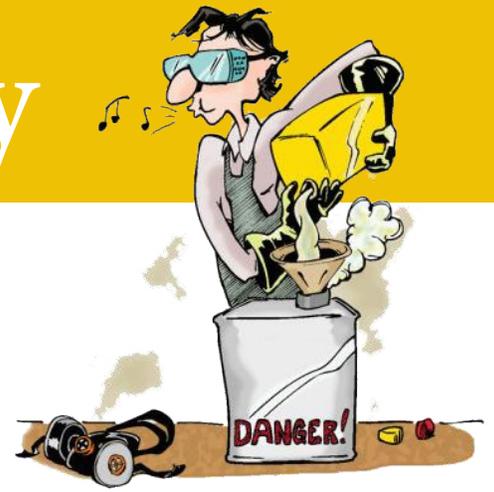
Classes open to C4ISR Employees, Military & Contractors

Instructed by the APG Fire Department

Limited Space | Registration Required by 14 MAR 16

**POC:** Tiffany Grimes, [tiffany.l.grimes.civ@mail.mil](mailto:tiffany.l.grimes.civ@mail.mil); 443-861-7901

# Chemical Safety



A chemical spill or exposure is a serious emergency. The effects may not be immediately apparent, but chemical contact can cause severe burns, blindness, poisoning, fire, and other possible lethal effects.

You should know how to handle a chemical emergency which could occur at home or at work. Pay attention to workplace training in chemical safety. Read labels and follow instructions for storage and handling of household and garden chemicals.

## Here are some chemical safety basics:

- Do not handle any workplace chemical unless you are TRAINED.
- Read labels, which will tell you the hazards and what to do in an emergency.
- Study Safety Data Sheet for each workplace chemical BEFORE USE.
- Wear the recommended Personal Protective Equipment made of chemical-resistant material.
- Know where to find materials to clean up a spill, if you are trained and authorized to do so.
- If you have a spill or splash on yourself:
  - Chemical splashes onto your skin, rinse for 20 minutes. Remove contaminated clothing while you are in the stream of water.
  - Chemical splash in the eye, use a safety eyewash for 20 minutes, holding the eye open. If incident occurs at home or anywhere away from the workplace, improvise with any clean water source.
  - Brush away dry chemical particles before rinsing.
  - For chemical inhalation, get to fresh air immediately.
  - In all chemical exposure incidents, call for medical help immediately.
- To prevent a chemical fire, observe all storage and handling instructions. Some chemicals should be stored away from ignition sources and oxygen. Some must be handled gently to prevent an explosion.
- If a fire breaks out, use an extinguisher of the correct type if you are sure you can handle the fire and get out safely. Have someone call the fire department or facility fire squad immediately.
- At home, store chemicals in a secure area out of reach of children. Keep them in original containers with labels. Get in the habit of reading labels even before using familiar chemicals, and following instructions to the letter.

*Be prepared to handle a chemical emergency at work, home, or elsewhere. Good training and quick thinking can prevent chemical release or exposure incidents from escalating into serious injury incidents.*

## HAVE AN EMERGENCY PLAN!

# Diagnostic Tool Garneres Award Recognition

## CECOM Field Support Initiative Announced as Franz Edelman Award Finalist

By Katie Milazzo, U.S. Army Communications-Electronics Command, Logistics Readiness Center

Aberdeen Proving Ground, Maryland – A U.S. Army Communications-Electronics Command (CECOM) project was recently named by the Institute for Operations Research and the Management of Sciences (INFORMS) as a worldwide finalist for the INFORMS 2016 Franz Edelman Award.

The Franz Edelman Award is given for Achievement in Operations Research and Management Science. Finalists for this award are recognized for their excellence in developing and applying advanced analytic methods in order to solve complex problems or create new opportunities with impactful outcomes for the world.

CECOM's ability to develop, provide, integrate, and sustain the logistics and readiness of Command, Control, Communications, Computers, Intelligence, Surveillance and Reconnaissance (C4ISR) systems and mission command capabilities is well known across the Army. The nomination for this award is further proof of that acclaim.

In October 2015, INFORMS announced the CECOM Equipment Diagnostic Analysis Tool, Virtual Logistics Assistance Representative (CEDAT VLAR) team as one of six worldwide finalists for the 2016 Franz Edelman Award for Achievement in Operations Research and Management Science.

To be selected as a finalist, the CEDAT VLAR team had to meet a series of rigorous selection criteria. In addition to giving a brief history

of the project, the team had to demonstrate applied analytic methods, impacts and benefits of the project, portability, and executive endorsements.

.....

*"Operations Research (OR), specifically the Artificial Intelligence functionality inherent in Bayesian Networks, has breathed new life into the work of Sustainment Logistics," said CEDAT VLAR Team Lead David Aebischer. "We are now able to represent large bodies of expert knowledge and make them accessible to soldiers. The benefit to the soldier is increased speed and accuracy in troubleshooting and an integrated learning process. The benefit to the enterprise is a fully contextualized field data source with which to make better supply and repair decisions."*

.....

The nomination was given based on the merits of CEDAT VLAR and its impacts on Soldiers in the combat outpost environment, making the entire team a competitive finalist for the Edelman award. CEDAT VLAR is a highly intuitive computer application that uses Subject Matter Expertise to diagnose faults and shorten repair cycles via a knowledge-based system, ultimately reducing reliance on technical assistance for Soldiers in the field. Using

Bayesian Belief Networks and Directed Acyclic Graphs (DAGS), CEDAT VLAR bridges the gap between engineers and Soldiers by providing step-by-step troubleshooting procedures for complex C4ISR and mission command systems. These systems range from complex electronic communication and surveillance systems (networking radios and advanced imaging) to basic life support systems (tactical power generators.) Technical assistance for these systems is problematic, generally available only via helicopter transport and subject to weather, terrain, altitude, and threat constraints. Early misdiagnoses can initiate a chain of events that can create lengthy system outages and put lives in jeopardy. With CEDAT VLAR, Soldiers are capable of diagnosing equipment problems without relying on technical experts.

Early results of CEDAT VLAR's first increment for the High Antenna Radio Communication (HARC) systems are impressive; within 6 months of fielding the full increment of VLAR's HARC capability, CECOM was able to reduce the technical support footprint by 50%. This alone resulted in a year-over-year cost savings of \$6 million. To date, the total cost savings from personnel reductions alone since 2013 are \$20 million — with projected future annual savings of \$10 million. Additionally, No Evidence of Failure (NEOF) component returns have been reduced to zero over the last 18 months. Operators and maintainers still report significant reductions in troubleshooting time and an overall increase in maintenance efficiency. The key driver of the cost savings and improvements in effectiveness and efficiency is CEDAT VLAR's ability to assist system operators in remote environments. Finally, in the case of the HARC, CEDAT VLAR has created an atmosphere of complete confidence - connecting maintainers, crew members, and program managers by establishing a benchmark of advanced analytical capabilities where the need is most urgent.

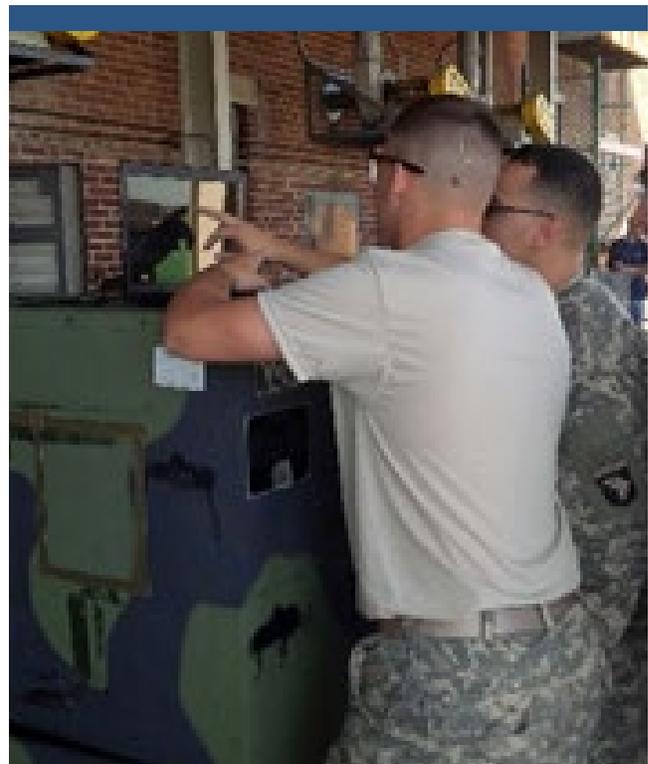
In addition to CEDAT VLAR for the HARC system, systems currently in development and being tested in the field include the Tactical Quiet Generator (TQG) 30 and 60 B models, the Satellite Transportable Terminal (STT), and the Simple Key Loader (SKL). Using data analytics and operations research methodology, the CEDAT VLAR team continues to search for new opportunities to better serve Soldiers operating at the tactical edge.

"The CEDAT VLAR team has perfected a process for knowledge elicitation and for encoding that knowledge in Causal DAGs," Aebischer said. "CECOM leadership identified the potential value of this process and the VLAR application early on and has actively supported the development.

.....  
*"VLAR is now an integral part of CECOM's fleet management strategy and leads DOD in adopting OR-based sustainment strategies."*  
.....

The winner of the 2016 Franz Edelman award will be announced at the Edelman Gala in Orlando, Florida on April 11, 2016.

For more information about CEDAT VLAR, contact Dave Aebischer at (931)561-2699 or via email at: david.a.aebischer.civ@mail.mil



**Pictured: Soldiers at Letterkenny Army Depot test a new increment of CEDAT VLAR to diagnose a generator fault.**

# HAIL & Farewell

The CECOM family would like to welcome our new Military service members that have come on board. Let us greet them with open arms and warm smiles!

*SGM Paul A. Watson*  
Tobyhanna Army Depot  
Tobyhanna, PA

After years of dedicated federal service, some of our beloved CECOM family members are heading into the wonderful world of retirement. It is sad to see them go, but let us all wish the following employees a happy and healthy retirement!

*COL Orman W. Boyd*  
HQ CECOM, APG  
31 July 2016

## Awards ★★★★★

### Civilian Awards

#### Superior Civilian Service Award

**J. Brad Jones**, Tobyhanna Army Depot



# Wellness

---

## Stress Awareness Informational Session:

**07 APR 2016 (1130-1230)** Myer Auditorium, Building 6000, VTC available. The C4ISR Wellness Committee invites you to attend our Stress Awareness and Yoga Demo Informational Session. We all have stress and are on the move, juggling several balls in the air, feeling the pressures of everyday life. In this session, you will find the balance between mind, body, and spirit, as well as how to keep what we have to do to make it work in perspective. We will have a 10-15 Yoga Demo to give you a sample of the FULL Yoga Class that we will have the following week, 14 APR 16 in Myer Auditorium.

## Yoga Class:

**14 APR 2016 (1130-1230)** Myer Auditorium, Building 6000, VTC available. The C4ISR Wellness Committee invites you to attend our 50 minute Yoga class where you will learn proper breathing techniques and poses that will help you balance out the stressors in life and the environment. Please bring a mat and wear proper clothing.

## Occupational Therapy Informational Session:

**19 APR 2016 (1130-1230)** ACC Training Room, Building 6001, Floor 2, Room 224, VTC available. The C4ISR Wellness Committee invites you to attend our Occupational Therapy Informational Session where you will learn the basics of occupational therapy and how it can help people across their lifespan participate in the things that they want and need to do through the therapeutic use of everyday activities.

## Let's Move in the Courtyard\* (APG ONLY)

### \*Registered Participants Only:

**28 APR 2016 (1130-1230)** C4ISR Complex Courtyard. The C4ISR Wellness Committee invites you to attend our Let's Move in the Courtyard Circuit Training event sponsored by the APG Wellness Center (AWC). The weather is breaking and it is the perfect time to take advantage of our beautiful courtyard to get active. Activity is one of the major components of the Army Performance Triad—a healthy Base Initiative focusing on the importance of Sleep, Activity, and Nutrition as fundamental building blocks to maintain a Ready and Resilient military and civilian workforce. So come out and join us. Registration is required.

# Control Your Wheels in Any Weather



Winter is upon us and it's time to relook safe driving under hazardous road conditions. Bad weather doesn't cause accidents. Weather conditions create driving hazards. It is up to you, the driver, to know how you deal with them. You are responsible for keeping your vehicle under control no matter what the road or weather.

## Here are some reminders of how to drive safely in winter conditions:

- Plan ahead and allow plenty of time to travel. Plan on slowing down and adjusting your speed to road conditions. Check weather and road conditions before they head out.
- Before you start out, clear the entire windshield and all windows and mirrors. You need to be able to see as much as possible around you to avoid collisions. Keep brake and signal lights clear of ice and snow.
- Keep your eyes moving to be aware of the traffic situation all around you. Don't just concentrate on what is right in front of you. Scan the distance and glance frequently at your mirrors. If you receive information too late you will have to make a sudden move; watch and anticipate hazards.
- Double the following distance at least between you and the vehicle ahead of you. Maintain as much free space around your vehicle as possible. Keep the sides and rear of your vehicle as clear of other vehicles as possible.
- Maintain communication with other drivers to make sure they see you and you understand one another's intentions. Use your lights, horn, and even eye contact to communicate.
- Pay attention constantly to the road conditions, which can vary even from one lane to the next. Be extra careful when driving on bridge decks and overpasses. Elevated roadways are the first roadways to freeze in winter conditions.
- Build up your speed gradually before traveling uphill. As you reach the top, be ready for unseen hazards such as a sudden downhill grade or a stalled vehicle. Use lower gears instead of brakes to travel down a steep hill.
- Make sure you have the right tires for the road conditions. Even all season tires may not be enough for road conditions in your area.
- Avoid sudden steering movements. Be ready to steer smoothly as you approach a curve. Plan any lane changes well ahead of time.
- On icy roads, any driving maneuver can set off a skid. Braking, steering, accelerating and taking your foot off the accelerator can all result in a loss of control. Carry out these moves with a light touch, being continually aware of the vehicle's response.
- Avoid locking the brakes. If you go into a skid, take your foot off the gas, steer into the skid and regain control. If you have to stop right away, pump your brakes - don't slam on them.
- Carry a winter survival kit, especially on long trips or in isolated areas. Include matches and a candle, a parka and sleeping bag or emergency blanket, food, first aid kit, jumper cables with safety goggles, gasoline antifreeze, fuel conditioner for diesel fuel, wrenches for minor repairs, a spare fan belt and radiator hose, spare spark plugs and spark plug wire.
- When driving in the snow is to slow down and be careful! Give yourself some extra time to get to your destination

*When driving in the snow is to slow down and be careful! Give yourself some extra time to get to your destination*

# Awareness Ribbon Colors

“How aware are you?”

.....

*“Awareness ribbons” are a familiar sight not only throughout the Department of Defense, but on national and international fronts as well. From tying yellow ribbons around a fence or post, to pinning one to your shirt or lapel, almost everyone has at one time or another, expressed their support for a cause through an awareness ribbon. Test your awareness ribbon knowledge. Match the ribbon color in Column A, with the definition in Column B. Keep in mind that some ribbons may have multiple functions. Check the Answer Key below to see just how aware you are.*

.....

## Column A

1. Black & Pink
2. Red & Yellow
3. Gray
4. Blue
5. Teal, Blue and Pink
6. Orchid & Orange
7. Lime Green
8. Lavender
9. Gold
10. Peach

## Column B

- \_\_\_ Lymphoma, Muscular Dystrophy
- \_\_\_ Arthritis, gout, free speech, colon cancer
- \_\_\_ Uterine Cancer, Endometrial Cancer
- \_\_\_ Hepatitis C Virus; Teen Abstinence
- \_\_\_ Childhood cancer, Breast Feeding
- \_\_\_ Epilepsy, Rhetts Syndrome, foster care
- \_\_\_ Bone Marrow, Loss of a daughter
- \_\_\_ Psoriasis
- \_\_\_ Thyroid Cancer
- \_\_\_ Diabetes, Parkinson’s, Asthma

**Answer Key:** 1.(7), 2.(4), 3.(10), 4.(2). 5.(9), 6.(8), 7.(1), 8.(6), 9.(5), 10.(3).



# HOW TO SMART START YOUR SMALL BUSINESS

Each seminar provides an overview of ways to smart start your small business and learn tips and tools to become a successful entrepreneur.

**Seminars will be held from 11:30 am – 1 pm**  
**Army Community Service Building: 2503 Highpoint Road**

## SEMINAR DATES

**(Each seminar covers the same information)**

**March 23**

**May 25**

**July 27**

**Sept 28**

To reserve your seat for this FREE seminar, please contact Marilyn Howard, ACS Employment Readiness Program Manager at 410.278.9669

In partnership with the Garrity Group



# Creating a Solid Spending Plan

**11:30 a.m. – 12:30 p.m.**

**Army Community Service Building: 2503 Highpoint Road**

**Learn how to balance your finances and stay disciplined and organized to improve your overall financial health. In this easy to follow one-hour class, employed or unemployed you will get all the information you need to create and maintain your personal financial goals.**

## **2016 CLASS DATES**

*(Each class covers the same information)*

**Wednesday, March 30**

**Wednesday, May 18**

**Thursday, July 14**

**Wednesday, September 21**

**REGISTRATION REQUIRED: To reserve a seat call Marilyn Howard,  
ACS Employment program manager @ 410-278-9669/7572.**

**Partnership: Army Community Service Employment Readiness Program,  
Freedom Federal Credit Union**



