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FEBRUARY 5, 2013

NEWS NOTES

VERA/VSIP link on intranet

In line with efforts to prepare for lower workload, depot leadership has requested and received the authority to implement Voluntary Early Retirement Authority and Voluntary Separation Incentive Pay.

Information on VERA/VSIP can be found on the depot intranet. The link, titled "VERA-VSIP information," is on the right side of the intranet home page.

Scholarship forms available

The Scholarships for Military Children Program can help offset the costs of college education with a \$1,500 scholarship. For more information, contact Jerry Durham, X57709 or visit www.militaryscholar.org or www.commissaries.com. Application deadline is Feb. 22.



Tobyhanna techs ensure Soldiers get fully functioning SINCGARS radios

Duane Broad tests the electronics of a Single Channel Ground and Airborne Radio System's mounting base. Depot technicians repair many components of the radio, including 300 of the bases per month. The mounting bases have circuitry to make the radios compatible with the vehicles and aircraft they are installed in. Broad is an electronics mechanic in the Communications Systems Directorate. (Photo by Steve Grzedzinski)



Tobyhanna turns 60

On Friday, Tobyhanna Army Depot observed its 60th anniversary with a celebration and birthday cake. Then known as Tobyhanna Signal Depot, the facility began its current mission on Feb. 1, 1953, following two years of construction. Today, Tobyhanna is a global enterprise, providing worldwide support through a commitment to excellence, quality, productivity and cost-efficient performance. Throughout the year, the *Reporter* will publish historical information and photos highlighting the depot's 60 years of service.

Depot connects the world with language labs

by Justin Eimers
Editorial Assistant

Highly skilled Tobyhanna Army Depot specialists trek through some of the globe's most extreme environments to provide the means for foreign military forces to learn the English language. Enduring challenging working conditions in places like Burundi, Mozambique, Sri Lanka and Vietnam, these expeditionary volunteers install labs that overcome the language barrier so foreign military can work effectively with U.S. forces abroad.

The 10-year-old language lab program has sent depot employees to more than 70 countries to install state-of-the-art computerized classrooms designed to teach English. Recently, a two-man team traveled to Tripoli, Libya. The Africa Command (AFRICOM) install gave Training Instructor Javier Garcia valuable knowledge and experience.

"I have only been with the program for a few months, but in that short amount of time I have seen firsthand how vital it is in forging positive relationships with other countries," he said. Garcia works in

Tobyhanna's Field Logistics Support (FLS) Directorate and was part of the team that installed Audio Active Language Labs in Libya. "It is a great example of how CECOM and its depot are supporting our warfighting commanders."

The CECOM-managed program includes both worldwide travel as well as the integration of the labs at Tobyhanna prior to fielding. Once funding, program requirements and schedules are in place, Tobyhanna personnel fabricated the labs; computers are assembled at the depot using specific commercial-off-the-shelf hardware, software is loaded and thoroughly tested to meet quality standards, then the systems are shipped to the customer. If an install is requested, depot employees travel to the country, complete the installation and instruct users on how the lab functions.

"The program is getting larger and receiving more recognition," said Stephen Pesta, training instructor in the FLS Directorate's Readiness Training Division. "When it first started, it was very much under the radar. Now that the system's name is out there and (foreign) forces have seen the work we do and how we do it, more

See LABS on Page 4

Warfighter of the Quarter
receives award

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Four earn Green Belt
certification

Page 4

Around the Depot spotlights
employees, mission

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February is Black History Month

African American pioneers gas mask in early 1900s

by Caitlin Best
Equal Employment Opportunity Office

The determination of a mixed-race man born well before the Civil Rights era benefitted the safety of firefighters, police and Soldiers.

Garrett Morgan was born in Kentucky in 1877, during the Reconstruction era. His father was the son of a slave and Confederate colonel John Hunt Morgan. His mother, half Indian and half black, was the daughter of a Baptist minister. Morgan's early childhood was spent attending school and working on the family farm with his siblings. As a teenager, he left home in search of better opportunities.

Morgan eventually moved to Cleveland, where he went to work repairing sewing machines for a clothing manufacturer. News traveled fast of his experience and abilities, leading to multiple job offers from different manufacturing companies.

In 1907, Morgan opened a sewing equipment and repair shop. It was one of several businesses he would open. Two years after he opened the repair shop, he added a tailoring section to the establishment. This created 32 new jobs. The new company made coats, suits and dresses, all sewn with equipment that Morgan had made.

In 1914, Morgan created what eventually became known as the gas mask - a hood that allows the wearer to breathe safely in the presence of smoke, gases and other pollutants. Morgan made national news in 1916 when he used his mask to save 32 men trapped after an explosion in an underground tunnel 250 feet beneath Lake Erie.

When he learned about the explosion, which happened at night, he ran to the scene in his pajamas, carrying four safety hoods. Police and firefighters, having seen their compatriots descend into the smoky hole never to return, refused to go into the tunnel.

As a result, Morgan, his brother and two volunteers put on the hoods and went in to save the men. Morgan and his crew went into the tunnel again and again, pulling suffocating workers and rescuers to safety.

After the rescue, Morgan received requests from fire departments around the country who were interested in purchasing the gas mask. He still, however, had to work hard to market and sell the mask. When he travelled to the South, for instance, he learned that Southerners did not want to buy anything from an African American. Unable to sell his gas mask to fire departments in the South, Morgan hired an actor friend to pose as the inventor while Morgan



himself dressed up as an Indian chief. The actor would announce that Big Chief Mason (Morgan) would go inside a smoke-filled tent for ten minutes. When Morgan emerged after 25 minutes unharmed, people were amazed. Business boomed.

Morgan's ideas helped sculpt much of society today. His inventions have made dangerous situations safer.

Sources:

- http://inventors.about.com/od/mstartinventors/a/Garrett_Morgan.htm
- <http://www.biography.com/articles/Garrett-A-Morgan-9414691>
- http://www.pbs.org/wgbh/theymadeamerica/whomade/morgan_hi.html
- <http://web.mit.edu/invent/iow/morgan.html>



Tobyhanna gathers Toys for Tots

Right, Kelly Schröter, wife of depot commander Col. Gerhard P.R. Schröter, helps organize books for the Monroe County Toys for Tots program. She was one of several depot volunteers, including Schröter, their daughters Annette and Natalie, depot Sgt. Maj. Juan Rocha and Operation Santa Claus volunteers, who recently organized about 15,000 donated toys, games and books brought to the Mack Fitness and Recreation Center for the annual event. The Monroe County Toys for Tots effort is managed by retired Marine John Dickson. The primary organization that received the toys was the Salvation Army. Local residents were encouraged to sign up with the Salvation Army to receive the toys. (Photos by Ed Mickley)



TOBYHANNA REPORTER

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**TEAM
TOBYHANNA**

EXCELLENCE IN
ELECTRONICS®

Guardsmen earn Warfighter of the Quarter award

by Anthony Ricchiazzi
Editor

A National Guardsman described by his former commander as epitomizing "Soldiers first, mission always" has earned the depot's Warfighter of the Quarter award.

1st Sgt. Charles Boyer was presented the fiscal 2013 first quarter award by depot commander Col. Gerhard P.R. Schröter and depot Sgt. Maj. Juan Rocha. The presentation took place at a recent Penguins hockey game in the Mohegan Sun Arena in Wilkes-Barre.

Boyer is a member of the Pennsylvania Army National Guard's 28th Infantry Division. He works in the Headquarters, 1st Battalion, 109th Field Artillery in Wilkes-Barre.

"1st Sgt. Boyer epitomizes the ever-so-sought-after attributes of a senior noncommissioned officer," said his former commander, Capt. Robert Gallagher. "In addition to his resolute commitment to mission, he has shown a steadfast enthusiasm to mentor all Soldiers in his command influence."

Several Soldiers under his leadership have earned Soldier of the Year and NCO of the Year awards.

In November 2004, while on a deployment to support Operation Iraqi Freedom, he received the Meritorious Service Medal for his dedication to his Soldiers and mission. He was subsequently recognized by the Army Central Command for "unwavering actions in taking care of his Soldiers".

"1st Sgt. Boyer has received an overall rating of excellence over the last 10 years," Gallagher said. "He received a perfect score eight times. His leadership and



1st Sgt. Charles Boyer was presented the fiscal 2013 first quarter Warfighter of the Quarter award by depot commander Col. Gerhard P.R. Schröter and depot Sgt. Maj. Juan Rocha. With him are his wife Kelly, sons Charles (background) and Kevin, and daughter Samantha. Boyer is a member of the Pennsylvania Army National Guard's 28th Infantry Division. He works in the Headquarters, 1st Battalion, 109th Field Artillery in Wilkes-Barre. (Photo by Steve Grzedzinski)

performance throughout his military career superbly illustrates the term 'combat multiplier'."

"I was shocked, humbled and extremely honored to receive the prestigious Tobyhanna Army Depot Warfighter of the Quarter Award," Boyer said. "I truly enjoy taking care of Soldiers and doing whatever I can to positively impact their lives.

"My advice to young Soldiers is to remember that they

are professionals in every way," he said. "They carry out Army traditions and live values that require honorable behavior and the highest level of individual moral character. This makes them a big deal to me and through the eyes of the American people. I thank Tobyhanna Army Depot for this recognition. I also thank our community for all their support and specifically the Ronald McDonald House for their generosity and care given to the community."

The Army moves toward renewable energy goal for 2025

by Eric S. Slagle
Office of the Assistant Secretary Army/
Installations, Environment and Energy

PENTAGON, Washington — The Army's goal to deploy 1 gigawatt of renewable energy projects by 2025 will help ensure that Army installations achieve high levels of energy security in the event of conventional grid outages.

The Army has established the Energy Initiatives Task Force (EITF) to lead its efforts towards this goal. The EITF serves as the central management office for partnering with Army installations to implement cost-effective, large-scale, renewable energy projects, with a focus

on leveraging private sector financing. The EITF has responsibility for Army renewable energy projects that are 10 megawatts (MW) or greater using solar, wind, biomass, waste-to-energy, and geothermal energy sources.

Most recently, the EITF partnered with the Defense Logistics Agency-Energy in the release of a Request for Proposal (RFP) for a 15 MW solar photovoltaic (PV) project at Fort Detrick, Maryland and for a 28 MW biomass plant at Fort Drum, New York. In addition, the EITF has positioned three other projects (Fort Bliss, Texas; Fort Irwin, California; and Schofield Barracks, Hawaii) to be released as RFP's or EUL's during 2013.

In total, these five projects represent a 10

fold increase in the Army's renewable energy deployment to date, and will move the Army 10 percent towards achieving its 1 GW goal.

The EITF worked closely with the U.S. Army Corps of Engineers, Huntsville for the development and announcement of a \$7 billion Multi-Award Task Order Contract (MATOC) Request for Proposal for the procurement of clean energy on or near Department of Defense (DoD) installations.

The MATOC is a contract vehicle that establishes a pool of qualified firms/contractors for each renewable technology (solar, wind, biomass, and geothermal) to compete for individual PPA task order contracts. It represents a major step forward for the streamlined procurement

of renewable energy for the Army and the other Services.

The RFP was released in August and closed on Oct. 5 and evaluations are currently ongoing. We anticipate awards to begin in late second quarter fiscal 2013, and expect all awards will be completed by end of the calendar year.

"The Army's focus is on enhancing mission effectiveness through power and energy advancements, advanced construction design standards, managing our existing power and energy resources, while exploring new technologies and renewable sources of energy," said the Hon. Katherine Hammack, assistant secretary of the Army for Installations, Energy and Environment.

OBITUARY

Stephen Hayes died Dec. 22. He was 26.

Hayes was an electronics mechanic in the Communication Systems Directorate. He began his depot career in May 2005.

Born in Taylor, Hayes was a son of Richard and Rose Nicholson Hayes, and was a graduate of Carbondale High School and Johnson College. He is survived by his fiancée, a sister, a brother, grandmothers, a niece and two nephews, several aunts, uncles and cousins.

Hayes was an avid hunter and fan of the University of Michigan football team. He enjoyed spending time with his family and his pets.



Hayes

THANKS

On Nov. 17, members of the VFW Post 4712 in Carbondale/Simpson purchased \$5,000 worth of prepaid phone cards for the 109th National Guard. Post Vice Commander Lee Harach Jr. and Post Quartermaster Neil Geletka bought the cards so the unit's Soldiers could call home during their deployment.

The Tobyhanna Post Exchange would like to thank the VFW for supporting the warfighter and the exchange.

Renee Bensley
Tobyhanna Shift Manager
Army and Air Force Exchange Service



Post Quartermaster Neil Geletka and Exchange Store Associate Mary Schultz display prepaid phone cards. (U.S. Army photo)

LABS from Page 1

and more language labs are being assembled and installed. It's truly been a great and rewarding experience."

Pesta has been a part of the language lab program since it first started at the depot and was also part of the team that traveled to Libya in December.

Countries must request language lab equipment through the U.S. State Department. The State Department then works through CECOM and the Security Cooperation Education Training Working Group to determine how many labs and work stations are needed. Then, once funding is passed through the Security Assistance Training Field Activity to CECOM, Tobyhanna orders the materials needed to meet the request.

Instructors here have also developed a training program that provides users and local personnel effective teaching, maintenance and basic troubleshooting techniques. The program even offers customer support via e-mail or phone.

Electronics Technician John Nemeth has a hand in the process from beginning to end and has travelled to five continents with the program.

"Language training helps foreign troops support our forces in joint missions around the world by providing a common language," said Nemeth. "It's Tobyhanna's job to make it happen."

George Bellas, director of C3/Avionics, says the depot's constant support has made the program successful.

"We support the foreign nations from cradle to grave," he said. "If a lab breaks or the customer requests an upgrade, we schedule a return mission to meet their needs and keep improving our skills, processes and response time."

Since the program's inception, the depot has delivered 297 systems and completed 178 installations in 71 nations.



Depot employees traveled to Jordan in 2010 to install four 30-station Training Multimedia Language Labs. Tobyhanna personnel pictured from left to right: Electrician Richard Ondrako, Electronics Technician John Nemeth, Electricians Jason Pietrucha and Gary Rex, and Electronics Worker Dan King. (U.S. Army photo)

During an install in Iraq, depot personnel endured extreme heat and multiple power issues while completing labs in Taji and Ar Rustamiyah. Temperatures rose above 120 degrees Fahrenheit and crews were limited to working only when electricity was available. Nemeth was the team leader for both installations and said safety is the main concern in those situations.

"We're like brothers when we're out there in the field," he said. "Whenever we come across a problem, we can work together, calm each other down and play off each other's strengths."

CECOM received accolades for the Tripoli install from the Foreign Service National and Security Assistance Officer for Tobyhanna's work with the mission. Michael Milillo, CECOM logistics management specialist, said the depot is often credited with establishing and bolstering relations with foreign nations.

"The lab installation was pivotal for establishing a new relationship with the people of Libya," said Milillo. "Tobyhanna

is praised for its great work and infectious positive attitudes during installations."

Maj. Gen. Frank D. Turner III, commander of the U.S. Army Security Assistance Command, highlighted both CECOM's and the depot's success with the program.

"The language lab mission provides the opportunity for foreign students to enhance their relationships with other forces," said Turner. "Nothing builds these connections better than the labs. The depot and CECOM have done a great job continuing these successes."

Depot employees who traveled for language lab installations witness such commendations.

Electronics Technician Donna Phillips says she has heard nothing but positive feedback from customers and users.

"We have received numerous positive surveys following installations that serve as a testament to the quality service the depot provides with this program," she said. Phillips is the depot's main point of

contact for the language lab program and helps coordinate fabrication schedules, shipments and installations. She works in the Production Engineering Directorate's C3/Avionics Engineering Branch.

In addition to audio labs, Tobyhanna also provides support for Training Multimedia Language Labs and Language Learning Resource Centers which are used for independent learning including group projects, studying and improving writing skills.

Each lab consists of 25 to 30 student carrels, small enclosures that ensure privacy while studying and using the interactive materials. Tobyhanna completes between 20 and 50 language labs per year and has installed more than 5,000 work stations. With each one comes a new experience.

"Every trip is unique," said Pesta. "The most important thing I've learned through this program is that no matter where you go, people are still people. Everybody is eager to learn and experience new things."

Tobyhanna employees earn green belt recognition

Employees here continue to incorporate Lean into work processes to continuously improve the depot's competitiveness and customer support, and lower costs.

One method is to train employees to become experts in Lean Six Sigma (LSS). Four employees of the Productivity Improvement and Innovation Directorate recently reached the first step to this certification when they earned the Green Belt level of Lean Six Sigma.

Lean Six Sigma is the Army's continuous improvement methodology. Green Belt is a level of achievement given to employees certifying their level of training and expertise in LSS. Candidates manage and lead individual process improvement projects and are provided guidance and mentoring by a Black Belt.

Green Belt candidates use problem solving techniques such as the DMAIC method (Define, Measure, Analyze, Improve and Control). Teams define the problem, measures it to establish the true state of affairs; analyzes and looks for potential root causes, proposes potential solutions and provides proof the solutions were tested.

Process Improvement Specialist Kimberly Appel and her team improved the AN/TPQ-37 Reliability-Maintainability-Improvement (RMI) Antenna Cleaning Process.



Appel



Benson



Londo



Wood

"The team brought so many things to light, like awareness on the use of corrosion inhibitors, standardized processes, point of use tools and a cell based work location," she said. "The key is to challenge existing processes and look for ways to reduce waste, with the freedom to take risks to achieve the greatest return on investment."

Appel noted that the projected financial benefits of this project will reduce the manual cycle time by 20 percent (66 labor hours per system per year). The approved financial benefits for this Six Sigma Green Belt certification project are \$363,238 in cost savings for fiscal 2012 through fiscal 2014.

"It was a positive experience to go through the use of Lean concepts," she said. "It broadened the perspective of how our work processes currently are and how they can be

improved. The success of the project was due to the team's dedication, hard work, and input.

"Earning the Green Belt is a huge achievement, but only a step in the journey to continuous improvement on a professional and personnel level," she said.

Management Assistant Danielle Benson and her team worked with the Security Division to streamline the Contractor Background Check Process by removing unnecessary and redundant

process steps, improving the request form to include all necessary information and mistake-proofing methods, and implementing consistent means of submission.

The Process Lead Time (time it takes to complete one check) was reduced from 18 minutes to five minutes and produced a more user-friendly process.

"Since my team was mostly subject matter experts from the Security Division, it was easy for us to keep our eye on the prize in order to make significant improvements as quickly as possible," she said. "In a time where everyone is worrying about the budgets shrinking, it's great to be a part of a team that can help make Tobyhanna better."

Management Analyst Elijah Londo and his team worked

See GREEN BELT on Page 8



From left, AN/TSC-167A(V)1 and AN/TSC-185(V)2 satellite terminals.

Equipment Specs

The Tactical Satellite Systems Branch is comprised of 19 employees. Technicians field and overhaul satellite communications systems such as the AN/TSC-93E. The first AN/TSC-156B/D Phoenix was received March 2012. Branch employees completed 12 Phoenix systems in FY 2012 and are scheduled to overhaul eight in FY 2013.



Electronics Mechanic Joseph Przywara examines a connector in the Power Distribution Assembly of a Phoenix System.

EXCELLENCE IN ELECTRONICS

AROUND THE DEPOT



Tom Adams, electronics mechanic, prepares to solder a blower sensor to the roadside blower supply wire harness on the AN/TSC-93E.



Electronics Mechanic Edward Mojzuk takes a reading from the elevation data box to verify AS-3036 Antenna alignment.

Tactical Satellite Systems Branch Communications Systems Directorate

The branch performs Overhaul, Reset, upgrades and technical support for the AN/TSC-93E Lynx, AN/TSC-156B/D Phoenix, AN/TSC-167 and AN/TSC-185 Satellite Transportable Terminal. The tactical satellite communications systems are used by the Army, Army National Guard, Army Reserves and the Marine Corps. Branch employees also provide global technical assistance via telephone and onsite support.

Photos by Tony Medici



Electrical Worker Kaila Casella secures a ground wire that electrically bonds the mobile power unit to the prime mover on the Phoenix System.



Robert Rosencrans, electronics mechanic, inspects a fiber optic harness for serviceability on the AN/TSC-185 satellite terminal.

NEW SUPERVISORS

Scott Gallaher is supervisor of the Internal Calibration Lab, U.S. Army Test, Measurement and Diagnostic Equipment (TMDE) Activity – Tobyhanna.



Gallaher

As the precision measurement equipment calibrator supervisor, Gallaher manages employees who ensure proper calibration of the depot's TMDE. Prior to his current position, he was a calibrator leader in the lab. He began his depot service in 2011.

Gallaher served four years in the Navy and worked as an aviation antisubmarine warfare technician aboard the USS Theodore Roosevelt. He deployed in 1990 for operations Desert Shield, Desert Storm and Provide Comfort.

His awards and decorations include the National Defense Service Medal, Armed Forces Expeditionary Medal, Southwest Asia Service Medal, Armed Forces Service Medal, Sea Service Deployment Ribbon and the Kuwaiti Liberation Medal.

Gallaher is a 1989 graduate of Olympia High School in Olympia, Wa. He is a member of the Veterans of Foreign Wars. His hobbies include golf and



Soderberg

watching his children participate in youth sports.

Daniel M. Soderberg is chief of the Information Management Directorate's Server, Data and

Development Division. As chief, he directs the operations and maintenance of the depot's data center. Prior to being named chief, Soderberg was deputy director of the Network Enterprise Center, Joint Base Lewis-McChord, Wa.

He spent nine years in various information technology and management positions in Europe and the United States supporting the Army. He began his depot career last month.

Soderberg retired from the Army after 20 years of enlisted active duty service with multiple assignments in Asia, Europe and the United States. His military career began in the Field Artillery before changing careers to Armor. He has held numerous enlisted leadership positions along with assignments as a drill sergeant and Abrams master gunner.

He was born at Fort Bragg N.C., raised in Monongahela, Pa., and wishes to make his home in the local area.

VLTP

Thousands of Tobyhanna Army Depot employees have donated more than 63,791 annual leave hours to help 664 people over the past 25 years. The voluntary leave transfer program (VLTP) allows federal employees to donate annual leave to employees who have exhausted annual and sick leave because of either a personal or family medical emergency. For details, call Rose Reppert, X55202. There are 25 active cases with eligible employees in need of leave donations. Employees who elected to have their names released are listed below.

Christopher Allen, Readiness Training Division, Field Logistics Support (FLS) Directorate.

Edward J. Baker, ASRS Division, Production Management (PM) Directorate.

Reinaldo Delvalle, Security Division, Industrial Risk Management Directorate.

Jason Frey, Avionics Division, Command, Control and Computers (C3)/Avionics Directorate.

Hiram Gillyard, Process Improvement Division, Productivity, Improvement and Innovation Directorate.

Adam Grabousky, Electronic Assembly Division, Systems Integration and Support (SIS) Directorate.

Thomas Grabousky, Manufacturing and Assembly Division, SIS Directorate.

Bee Hang, Counter Fire Division, Intelligence, Surveillance and Reconnaissance (ISR) Directorate.

John Hessling, Counter Fire Division, ISR Directorate.

Leo Jenness, Pacific Region, FLS Directorate.

William Kimbell, Technical Development Division, Business Management (BM) Directorate.

Melissa MacDowell, Air Traffic Control and Landing Systems Division, ISR Directorate.

William McGroarty, Communications Security Division, Communications Systems Directorate.

Natashia Moore, Avionics Division, C3/Avionics Directorate.

Marisol Morales, Electronic Assembly Division, SIS Directorate.

Michael Murray, Tactical Communications Division, Communications Systems Directorate.

Jennifer Osborne, Signal Intelligence/Electronic Warfare Division, SIS Directorate.

John Paszko, Electronic Services Division, SIS Directorate.

Carrie Shay, Staffing Advisory Services Division, Civilian Personnel Advisory Center-Tobyhanna.

Diane Sosi, Electronic Services Division, SIS Directorate.

Sharon Streeter, Materiel Management Division, PM Directorate.

Richard Thomas, Manufacturing and Assembly Division, SIS Directorate.

Denise Williamson, Communications Management Division, PM Directorate.

WELCOME TO THE DEPOT

Name	Title	Organization
Terrell Allen	Equipment specialist, electronics	D/FLS
James Caswell	Equipment specialist	D/FLS
Floyd Chappel	Electronics mechanic	D/ISR
Jacob Crawford	Technical equipment illustrator	D/PE
Michael Joyner	Equipment specialist, electronics	D/FLS
Michael Kowalczyk	Precision measurement equip mech	TMDE
Francisco Martinez	Electronics mechanic	D/FLS
Joseph Walker	Secretary	D/SIS

RETIREES

Name	Retirement date	Organization
Patricia Faulkner	Nov. 2	D/PM
Thomas Kelly	Nov. 3	D/PW
John Morris	Nov. 3	D/C3/Avionics
Mark Ritter	Nov. 3	D/PW
Barry Griffith	Nov. 15	D/ISR
Timothy Gains	Dec. 2	CPAC
Barton Lockwood	Dec. 2	TMDE
Sharon Colclough	Dec. 15	CPAC
Anthony Chopyak	Dec. 28	D/SIS
Darlene Beazzo	Dec. 31	D/Comm Sys
Michael Callahan	Dec. 31	D/PW
Vada Dale	Dec. 31	D/Comm Sys
Floyd Gruber	Dec. 31	D/PM
William Hotalen	Dec. 31	CPAC
Ronald Jeffrey	Dec. 31	D/SIS
William Kelly	Dec. 31	Command & Staff
Ralph Lancia	Dec. 31	D/Comm Sys
Edward Long	Dec. 31	D/PM
Catherine Marino	Dec. 31	D/C3/Avionics
Richard Potter	Dec. 31	D/SIS
David Prizniak	Dec. 31	D/Comm Sys
Robert Redinski	Dec. 31	D/PII
James Rose	Dec. 31	D/Comm Sys
Joseph Santillo	Dec. 31	Contracting
James Sariti	Dec. 31	D/SIS
Mark Sassi	Dec. 31	D/C3/Avionics
Patricia Simpson	Dec. 31	Contracting
John Stanley	Dec. 31	CPAC
Louise Traigis	Dec. 31	D/BM
Barry Brink	Jan. 1	D/SIS
James Durkin	Jan. 1	D/PE
Robert Mancini	Jan. 2	D/PII
Donna Weinschenk	Jan. 2	D/PII
Edward Bobrowski	Jan. 3	D/RM
Stephen Kishel	Jan. 3	D/ISR
Joseph Malast	Jan. 3	D/PM
Brian Meredith	Jan. 3	D/PII
Robert Nolan	Jan. 3	D/Comm Sys
Paul Sacco	Jan. 3	D/PII
Sarah Thatcher	Jan. 3	D/PW
George Uhrin	Jan. 3	D/SIS
Maryann Uhrin	Jan. 3	D/Comm Sys
Val Valentini	Jan. 3	D/PE
Sandra Gorba	Jan. 3	AIDPMO
Ronald Tetzlak	Jan. 10	D/C3/Avionics

CAREER MILESTONE



From left, Patrick McGinnis, Kenneth Hood, Diana Hay, and Deputy Commander Frank Zardecki attend the Length of Service ceremony held Dec. 19.

Three Tobyhanna employees were recognized for their years of government service during the Length of Service ceremony Dec. 19.

Diana Hay — 40 years, financial specialist, Financial Analysis Division, Resource Management Directorate.

Kenneth Hood — 30 years, safety and occupational health

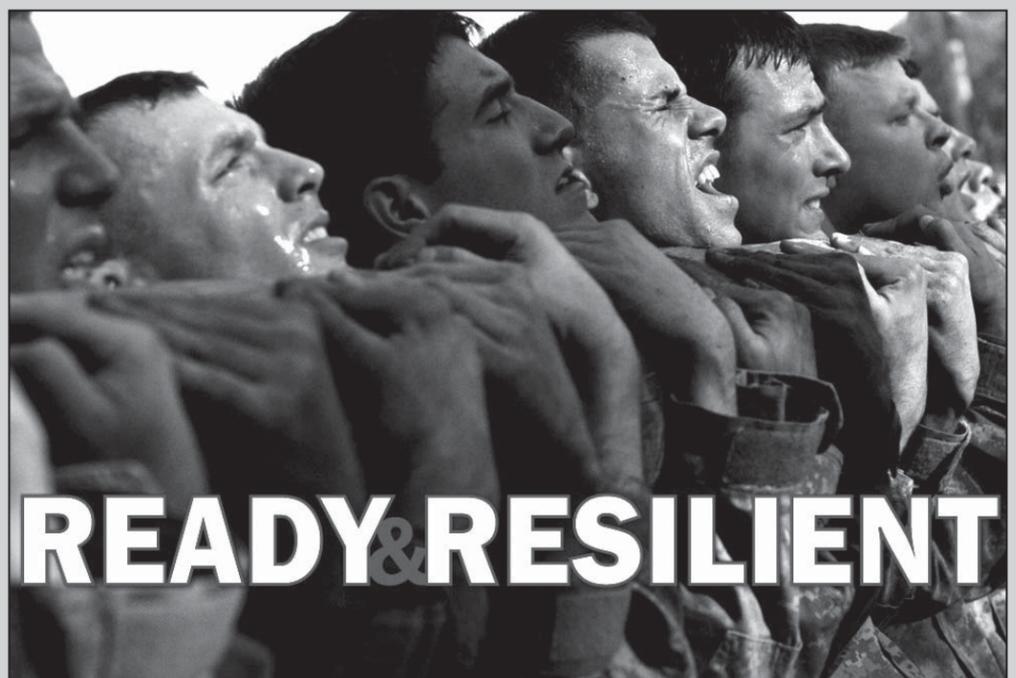
specialist, Safety Division, Industrial Risk Management Directorate.

Patrick McGinnis — 30 years, sheet metal mechanic leader, C4ISR Finishing Division, Systems Integration and Support Directorate.

In addition to service certificates and pins, employees with 40 years receive a gold

watch and crystal eagle statue, and individuals with 30 years receive a framed American flag that includes a photo of the depot signed by their coworkers.

Honorees who attend the Length of Service ceremony also receive a four-hour time-off award. Deputy Commander Frank Zardecki presented the awards.



U.S. Army graphic

Army launches 'Ready and Resilient' survey

WASHINGTON — How can the Army become more Ready and Resilient? If you are an AKO user, log on now to take this survey to provide valuable feedback to the Office of the Chief of Public Affairs on how the Army communicates about Readiness and Resiliency.

For AKO users, the survey is available at <https://www.us.army.mil/suite/page/667030>.

Army News Service

HOW
ARE WE
DOING?



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Army freezes hiring, cuts base ops, reduces training

by C. Todd Lopez
Army News Service

WASHINGTON — In advance of possible extreme budget cuts that could arrive in March, Army leadership has called for an immediate hiring freeze and spelled out other pre-emptive measures meant to help the service prepare for a fiscal cliff.

In a memo dated Jan. 16, Secretary of the Army John M. McHugh and Chief of Staff of the Army Gen. Ray Odierno laid out 15 “near-term” actions to help the Army “reduce our expenditure rate and mitigate budget execution risks in order to avoid even more serious future fiscal shortfalls.”

“We expect commanders and supervisors at all levels to implement both the guidance contained in this memorandum and the detailed instructions to follow,” wrote McHugh and Odierno. “The fiscal situation and outlook are serious.”

First among those actions is an immediate freeze on civilian hiring, though Army leaders have left commanders with some latitude in the policy for “humanitarian and mission-critical purposes.” Also among employment-related measures spelled out in the memo is a termination of temporary employees when “consistent with mission requirements.”

The memo also directs installation commanders to reduce base operations support for fiscal year 2013, which runs from Oct. 1, 2012 to Sept. 31, 2013, to levels that are about 70 percent of fiscal year 2012. Commanders have been asked to reduce support to community and recreational activities and to also reduce utilities consumption “to the maximum extent possible.”

Non-mission-essential training activities are also up for reduction. In particular, training not related to maintaining “readiness for Operation Enduring Freedom, the Korean forward-deployed units, Homeland Defense and the



Division Ready Brigade.” Also targeted is conference attendance and professional training that is not mission essential.

The secretary and the chief have also directed installation commanders to cease facility sustainment activity that is not “directly connected to matters of life, health or safety,” and to stop restoration and modernization projects.

Army senior leadership has also spelled out changes for Army acquisition, logistics and technology. All production contracts and research, development, testing and evaluation contracts that exceed \$500 million must be reviewed by the under secretary of defense for acquisition, logistics and technology.

The assistant secretary of the Army for acquisition, logistics and technology must also assess the impacts

of “budgetary uncertainty” on science and technology accounts.

The secretary and chief of staff state civilian furloughs could be a “last resort” possibility in fiscal year 2013. “Therefore, no action should be taken with regard to furloughs without the express approval of the secretary of the Army.”

Any measures taken as a result of the Jan. 16 memo must be reversible, the document states.

“At this point, the steps should focus on actions that are reversible if the budgetary situation improves and should minimize harm to readiness,” McHugh and Odierno write.

The memo also notes that “funding related to wartime operations and Wounded Warrior programs” will not be affected.

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to improve the Army Suggestion Program.

“We used the DMAIC process and each phase has different objectives and uses input from subject matter experts (SME) in various Lean and Six Sigma tools to drive out variability of a process,” Londo said. “This project focused on the Army Suggestion Program and the administration that goes in to assigning them to evaluators as well as receiving evaluations and processing them for closure.”

Londo noted that the Army Suggestion Program is a prime employee participation program that not only empowers employees but also improves depot processes.

“It’s rewarding to see a tangible project and dollar savings for the depot that was generated by the hard work of a team,” he said.

Jeff Wood and his team worked on reducing non

consolidated purchase orders.

“I was on a team of system experts and we brainstormed, interviewed first line users, analyzed 36,000 lines of procurement data to establish a baseline and future state,” he said. “We utilized Lean tools such as Perato diagrams, fishbone diagrams, process flow charts, just to name a few. We reviewed regulations, policies and local procedures in an attempt to improve the flow of work. When possible, we implemented ‘quick solutions or wins’ when they became apparent.”

Contracts are now consolidated for the same part purchase, reducing purchasing costs and streamlining and reducing the overall number of contracts being generated by Tobyhanna.

“The most challenging aspect of this was gathering and analyzing all the pertinent information for the project,”

said Contract Specialist Cheryl Saylock, a team member on Woods’ project. “One piece of information often led to another bit of information that was either overlooked or that wasn’t initially known. This part of the process was very in-depth and required a lot of time and patience.”

Saylock works in the Army Contracting Command – Tobyhanna Division.

“It feels great to have achieved a Greenbelt that represents improving a process and cutting costs,” Wood said. “The best part about achieving the belt was having had the opportunity to step outside my normal job and ‘lead’ a team of wonderful people who I did not know before this project. It allowed us all to focus on a greater good for Tobyhanna, learn, grow and, most importantly, get to know one another and the folks outside the team.”

TOBYHANNA REPORTER

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