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JANUARY 26, 2016

NEWS NOTES

Scholarship forms available

The Scholarships for Military Children Program can help offset the costs of a college education with a \$2,000 scholarship.

The deadline to submit an application is Feb. 12.

For more information, contact commissary director Fitzgerald Hairston, X57709, or visit the program website at www.militaryscholar.org or www.commissaries.com.

Personnel navigate Building 11

Work on Building 11 is underway and there are access controls and dust/noise barriers at several locations in the building.

The stairwell closest to Building 20 will remain open and accessible until April.

The main lobby entrance will remain open and unobstructed during the modernization project. To access the credit union and health clinic, personnel can use the entrance at Meyer Street then take the stairs to the first floor.

Parking near the cafeteria is restricted.

One Stop Shop clearance sale

The One Stop Shop clearance sale ends Friday. Prices have been lowered on winter jackets, fleece pullovers, crew and hooded sweatshirts, men's and women's oxfords, drinkware and military decals.

The store is scheduled to move from its current location in Building 3, Bay 3 to Building 2, Bay 3 at end of the month.

For more information, call X58851.

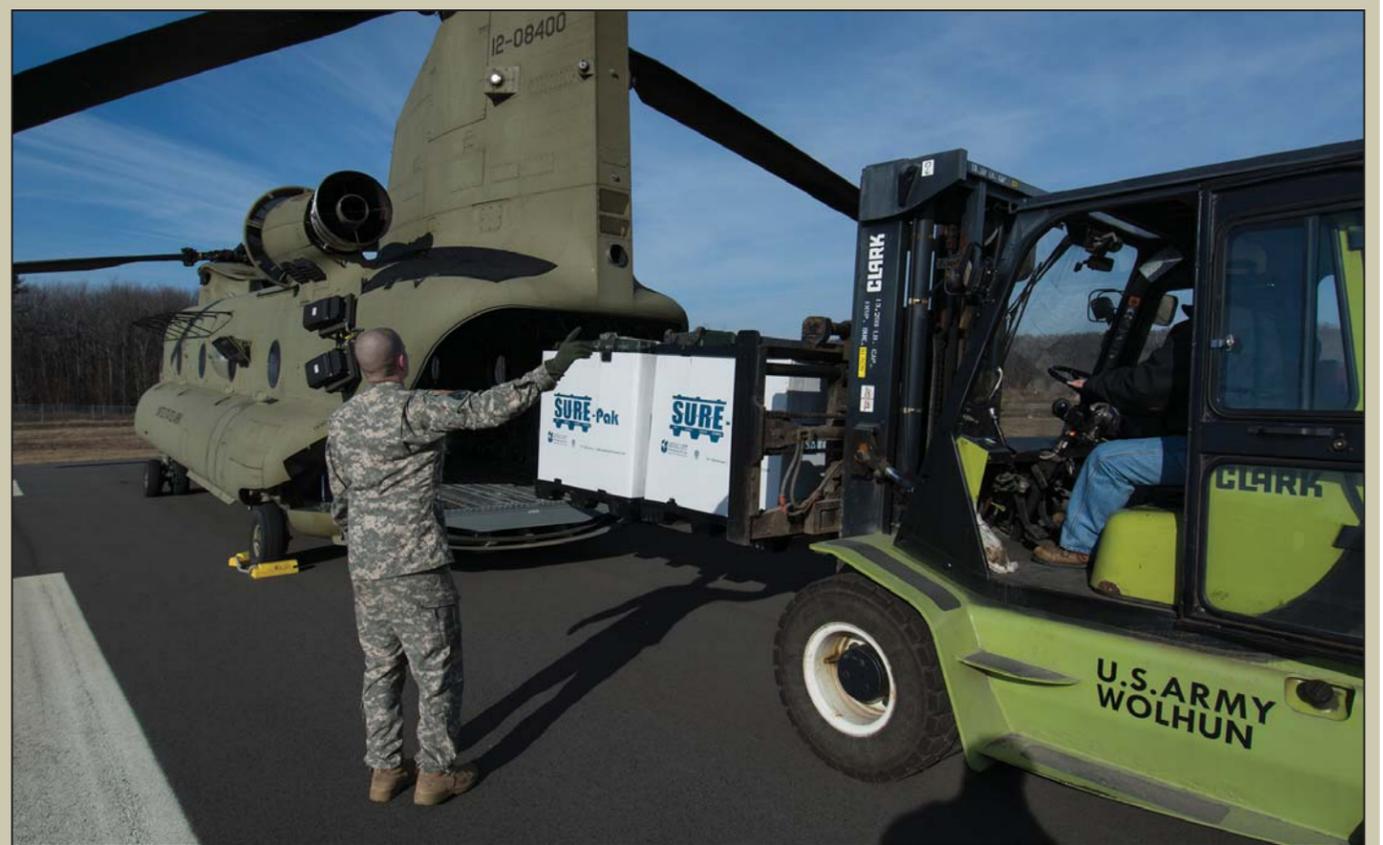
Employees can update global list

Depot employees can update their contact information on the Global Access List (GAL) via a link on the intranet homepage.

Information such as work telephone numbers, building and room numbers is missing from the GAL entries.

For more information, call the Help Desk, X56677.

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Special delivery

Soldiers from the 10th Combat Aviation Brigade (CAB), Fort Drum, New York, deliver turn-in material to Tobyhanna Army Depot via a CH-47 Chinook heavy-lift transport helicopter. The equipment was transported on a flatbed truck to a Defense Logistics Agency (DLA) Distribution storage facility. The tenant organization supports the Defense Department's communications/electronics industry by providing retail and wholesale

distribution support. DLA receives, stores and issues systems ranging from communications; command, control and computers; and intelligence/electronic warfare to satellite communications systems. DLA commander Lt. Col. John Turner and Nance Rice, DLA wholesale chief, coordinated the effort with Capt. Chase Roe and Maj. Linwood Hilton of the 10th CAB. (Photo by Steve Grzedzinski)

Advances in IT open doors to software sustainment

by Jacqueline Boucher
Editor

A partnership between Tobyhanna Army Depot and CECOM's Software Engineering Center (SEC) is helping shape the future of software sustainment for the military's C4ISR systems.

Continual advances in computing, communication and information technologies have opened the door for Team Tobyhanna to produce a large, highly-skilled technical force of field software engineers (FSEs). FSEs offer a software sustainment capability that will bring balance to the organic and industry support provided to the warfighter in accordance with Title 10 of the United States Code.

Tobyhanna's shift into the software world

is being driven by technology, according to Corei Somerville, C4ISR Directorate's Intelligence Collection Systems Branch chief and project lead. He pointed out that system hardware and software are more intertwined today than ever before and personnel now have the opportunity to learn about both. FSEs have to be aware of the overall operation of the system they support.

Software is a general term for the various kinds of programs used to operate computers and related devices, as opposed to computer hardware, which is the physical component of computers. Domain experts stress that computer hardware and software require each other and neither can be realistically used without the other.

"Having already established a reputation for field support on the hardware side, it was

an easy transition [to software]," Somerville said. In addition to new hires, 60 of the depot's field service representatives (FSR) have converted to an FSE position. On top of maintaining the hardware associated with a system, personnel will also be responsible for software installs and upgrades, and troubleshooting issues. "We plan to have 150 software engineers on the payroll by February and over 200 by the end of fiscal year," he added.

Matt Lieb and George Bennett are the first Tobyhanna FSEs to deploy to Afghanistan as part of the SEC Southwest Asia mission.

While there, Lieb had the opportunity to work with Soldiers, Sailors, Airmen and Marines making sure their emergency radio systems were mission capable.

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Organizations commit to put
safety first

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Award recognizes employee
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Around the Depot spotlights
mission, personnel

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Trust is necessary for happiness in relationship

by Heather Fiedler
Employee Services Center

Trust is the cornerstone to every relationship, whether personal or professional.

Trust is dependent on several factors, according to Dr. Brené Brown, a research professor at the University of Houston's Graduate College of Social Work in Texas. Trust is comprised of truth, courage and vulnerability.

It is, at times, very difficult to discuss someone's challenges as a leader; yet crucial to being a good leader is knowing your limitations and flaws. Listening to someone talk to us about our limitations requires vulnerability and courage. Discussing someone's flaws requires courage and truth.

An aspect of trust that most individuals discuss and understand is oftentimes referred to as the "vault." Everyone understands that if they say to a trusted confidant, "Please don't tell anyone what I'm about to tell you," the information is expected to remain confidential. The part of the vault that is rarely discussed, but equally important, is when your trusted confidant comes to you and starts talking about someone else — spilling the beans so-to-speak.

When a trusted confidant spills the beans on someone else, it diminishes our trust. Trust is built on not only maintaining the confidence of people but also not spilling the beans on anyone else.

Another component of trust is boundaries. Having boundaries in relationships is crucial. Relationships without boundaries tend to be one-sided and demanding.

One person in a relationship without boundaries tends to feel as though they are always justifying what their needs are or overcompensating for the other person. Sometimes I hear this concept represented in a session as "I never (or rarely) say no to others" or "If I say no to someone, I feel as though I have to have a really good reason."

There are times in a relationship where you need to care for yourself, put your needs ahead of the other person. You need not justify the why. Boundaries are a healthy part of any relationship and integral to developing trust.

For more information, call the Employee Services Center, X59689.



For service above, beyond

Nearly 100 people said a final farewell to Sgt. Maj. Juan Rocha at a ceremony Dec. 23 honoring the depot leader. Depot commander Col. Gregory Peterson called it a family affair and recognized Rocha for all that he has done both for him and the workforce. "You don't just shake the hand of someone who has dedicated 32 years of their time or send him a retirement award in the mail," said Peterson. "I wanted to publicly recognize Sgt. Maj. Rocha because he has been an advocate and a voice for those on the shop floor and has been like my right arm. There's no doubt my predecessor, Colonel Schröter, would say the same." During the ceremony, Peterson presented Rocha with the Legion of Merit, Legionnaire Degree, a Presidential Award given since 1942 in recognition of leadership, dedication and initiative. Rocha thanked those in attendance, his family and all who have led him throughout his career. "I never dreamed I would have the opportunity to serve my country let alone be standing here after 32 years getting ready to retire," he said. "I have been doing this a long time and I have not met a better group of civilian employees." He added that retirement will not come without some benefits. "Now I get to make more choices and there aren't any more titles. From now on I just want to be called 'Juan.'" (Photo by Steve Grzezdinski)

Army Emergency Relief accepting scholarship applications

ALEXANDRIA, Va. — Army Emergency Relief, or AER, announced the opening of its scholarship application period. Applications will be accepted until May 1.

AER supports both the Spouse Scholarship Program, as well as the Maj. Gen. James Ursano Scholarship Program for dependent children. Scholarship specifics and applications are available on AER's website.

The Spouse Scholarship can be used for full- or part-time students while the Ursano Scholarship is only for full-time students.

Last year AER awarded 4,245 scholarships, totaling more than \$9 million for spouses and children of Soldiers.

"The entire scholarship process is online," said Tammy LaCroix, manager for AER's scholarship programs. "Applicants

are able to create their own profile, submit their documentation online, and check their status, which is a huge time saver for both the applicants and the scholarship staff."

"This is a valuable opportunity for the children and spouses of Soldiers," LaCroix said. "We saw an increase in the number of applications last year and hope this trend continues this year."

The entire application package for the 2016-2017 school year must be submitted online by May 1. This includes the application as well as the supporting documents.

Most applicants will need to provide transcripts (through the fall semester), according to LaCroix, along with a Student Aid Report, or SAR, from the Free Application for Federal Student Aid, known as FAFSA. The sponsoring Soldier's Leave

and Earnings Statement, or LES, should also be submitted for active-duty Soldiers.

AER awards are "needs-based" scholarships based on the FAFSA and transcripts, LaCroix said. The amount of the award varies based on the number of qualified applicants and scholarship funds available, she said.

Last year, the award amounts ranged from \$500 to \$3,300.

AER is a private nonprofit organization dedicated to providing financial assistance to active-duty and retired Soldiers, and their families.

Since its incorporation in 1942, AER has provided more than \$1.6 billion to more than 3.6 million Soldiers, families and retirees.

For more information, call Linda Kerr, Army Emergency Relief Officer, X56682.

TRICARE Pharmacy copays change next month

WASHINGTON, D.C. — Military pharmacies and TRICARE Pharmacy home delivery will remain the lowest cost pharmacy option for TRICARE beneficiaries when some TRICARE pharmacy copays change in 2016.

On Feb. 1, most copays for prescription drugs at home delivery and retail network pharmacies will increase slightly.

The 2016 National Defense Authorization Act, or NDAA, requires TRICARE to change its prescription copays. All drugs at military pharmacies, and generic drugs through home delivery, are still available at no cost to beneficiaries. Copays for brand name drugs through home delivery increase from \$16 to \$20, for up to a

90-day supply. At retail pharmacies, generic drug copays go from \$8 to \$10, and brand name drug copays go from \$20 to \$24 dollars, for up to a 30-day supply. Copays for non-formulary drugs and for drugs at non-network pharmacies will also change.

Beneficiaries can save up to \$208 in 2016 for each brand name prescription drug they switch from retail pharmacy to home delivery. Home delivery offers safe and convenient delivery of your prescription drugs right to your mailbox.

To see the new TRICARE pharmacy copays, learn more about the TRICARE Pharmacy benefit, or move your prescription to home delivery, visit www.tricare.mil/pharmacy.

TOBYHANNA REPORTER

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TEAM
TOBYHANNA

EXCELLENCE IN
ELECTRONICS®

Depot uses cutting-edge technology to detect alcohol on breath, ambient air

by Justin Eimers
Assistant Editor

Thanks to a hands-on training course, key depot personnel are now certified to administer alcohol tests using cutting-edge breath machines.

The training, conducted Jan. 12 by Tammy Hartman of the Hartman Drug and Health Management Team, instructed representatives from Tobyhanna's Employee Assistance Program (EAP) and several of the depot's security personnel on how to use the new breathalyzers.

Sgt. Jason Orenich, police officer in the Installation Services Directorate's Security Branch, said the technology streamlines their testing process while providing additional legal support.

"These machines are much easier to operate than the breathalyzers we currently use," he said. "The print-outs they produce during each step of the testing process are an extra layer of documentation to help solidify each case."

The breathalyzers, Alcotest Jupiter Breath Machines, work by detecting only alcohol present in air, both breath and ambient. Security personnel can use the technology to test for alcohol in open containers and EAP will be given rapid, definitive results in cases where employees are suspected of working under the influence.

Hartman said the training not only keeps necessary certifications up-to-date for those using the machines, but also informs the users of each capability to ensure the proper method is followed.

"Technology advances so quickly that it is nearly as important to stay on top of the latest and greatest way to test for drugs and alcohol as it is to maintain your certification to do so," she said, adding that certifications received from this course will last for five years. The machines themselves need to be calibrated once annually and checked after each alcohol test to ensure accurate readings.



Tammy Hartman, left, discusses the capabilities of the new breath machines with Eva Granville and Jeffrey Whitesell during a training course Jan. 12. Granville and Whitesell are alcohol and drug/employee assistance program officers who work in Tobyhanna's Employee Services Center. Hartman is a member of the Hartman Drug and Health Management Team. (Photo by Steve Grzedzinski)

Eva Granville, Tobyhanna's EAP officer, said the training was important to her both from a professional standpoint and a personal one.

"I have a lot of pride doing what I do and the fact that this training will let me carry out my job more efficiently in order to help as many people as possible means a lot to me," she said.

Hartman has spent the majority of her 18 years in the

business working in the private sector, but has performed video training via Skype for several small military-affiliated groups.

"I'm thankful for the opportunity to help Tobyhanna advance its knowledge and bolster its Employee Assistance Program," she said. "Working with individuals who have the same goals as me in that effort makes it that much more fulfilling."



Process Worker Tom Kanuik uses a Very Narrow Aisle Truck to lift and load material onto shelves. The DLA Distribution Tobyhanna's Packing, Warehouse and Small Parcels Section earned a 2015 Safety Area of the Year Award. (Photo by Ed Mickley)

Safety conscious organizations win annual awards

by Jacqueline Boucher
Editor

Depot and tenant organization safety programs recently competed for the 2015 Safety Area of the Year Awards.

Three directorates and one tenant agency were recognized for their contributions to Tobyhanna's safety mission.

The System Integration and Support Directorate's Electro-Mechanical Fabrication Branch claimed the Heavy Industrial Area; the C4ISR Directorate's Field Logistics Support Division, Central Reset Section in Fort Hood, Texas, earned first place in the Medium/Light Industrial Area; Production Management's Mission Analysis Division took top honors in the Administrative Area, and the Defense Logistics Agency's Packing, Warehouse and Small Parcels Section walked away with the Tenant Activity Award.

The annual awards acknowledge cost centers that have outstanding safety programs and individuals whose performances have best supported the depot's safety mission. Each of the four safety programs boast similar attributes, while facing the challenges specific to their operations.

Daily inspections of the work area were mentioned in all of the nomination packages. The same goes for seeking out and reporting hazards using well established methods. Each organization

also uses regular meetings to keep personnel informed, reinforcing the depot's objective of safety first.

Employees in the Defense Logistics Agency's Packing, Warehouse and Small Parcels Section are always taking the initiative with safety concerns, according to Arlene Slinger, safety specialist for the tenant unit. She pointed out that their continued vigilance revealed potential trip hazards caused by uneven floors, a pinch hazard caused by a fire door closing too fast and portable eye wash stations that did not work properly.

No injuries, missed work or lost time have been reported in more than a year. The unit's 15 employees have maintained a safe working environment in two buildings.

"Not only did employees notify the safety office, they took it upon themselves to make others aware via organizational meetings or marking the area," Slinger said.

Stevon Allen, area supervisor is proactive with all safety requests and inspections.

"I personally correct any deficiencies on the spot or make the necessary arrangements to have the deficiency corrected in a timely manner," Allen said.

Safety is a mandatory agenda item in the Mission Analysis Division home team meetings.

Division Chief Cindy Dorosky pointed out that management recognizes and promotes a safe work

See SAFETY on Page 8



CECOM honors technician

One of Tobyhanna's former employees of the quarter also took top honors at the Army Communications-Electronics Command (CECOM) level. Industrial Engineering Technician Dana Bilotta earned the award for her ability to manipulate existing work space to accommodate the mission, which resulted in relocation of employees and their equipment during the early phase of an extensive modernization project. She will receive a CECOM Certificate of Achievement and her name will be engraved on the plaque displayed in the CECOM Headquarters office area. Her nomination was forwarded to CECOM when she won at the depot-level. Working with shop leaders, personnel and contractors, Bilotta developed the contract requirements, drafted the shop layout and plans, and coordinated the move of 100 employees. She works in the Production Engineering Directorate's Mission Modernization Branch. (Photo by Steve Grzedzinski)



Electronics Mechanic Dennis Thorne installs an amplifier on a satellite terminal. His work on the AN/TSC-93 and AN/TSC-156 satellite terminals was recognized during the depot's quarterly award ceremony. (Photo by Anthony Ricchiazzi)

Tobyhanna's quarterly award winners put mission, coworkers first

by Jacqueline Boucher
Editor

Two depot employees who always put the mission and their colleagues first were recognized by depot officials and coworkers.

Electronics Technician John Boyer and Electronics Mechanic Dennis Thorne were named the Tobyhanna Army Depot Employees of the Quarter for the fourth quarter of 2015.

Boyer's days are spent troubleshooting and repairing motherboards and circuit cards in the AN/MPN-14K and AN/TPN-19 Landing Control Central radar units.

He works in C4ISR Directorate's Air Traffic Control and Landing Systems Division, Surveillance and Reconnaissance Branch.

"Boyer consistently sets the example by being motivated and putting the mission first," said Russell Wright, division chief. "His hard work and dedication have contributed substantially to the overall success of Tobyhanna Army Depot."

This award recognizes Boyer's contribution to the design, testing, documentation, and building of a test fixture that decreases repair cycle time, frees up monthly system mock up log-jams, and decreases repair cost of the AN/MPN-14 central control board.

"John's efforts allowed the shop to close a warranty claim that was over 500 days old, and allowed the shop to finally schedule three years' worth of slipped production on a high-interest line replaceable unit (LRU) for AN/MPM-14K customers," Wright said.

Boyer is modest, hardworking and thankful for the recognition of a job well done. He tries to live each day with no regrets.

"Any day and everyday could be my last, so I try to do each day well," Boyer said, explaining that he likes to set a high standard

for himself hoping to inspire people.

According to coworkers, the veteran technician never hesitates to take on a new project, often improving effectiveness and productivity.

"Boyer continually displays selfless service by his willingness to help his peers when they need it," Wright said. "He always accepts new assignments and volunteers to complete work far above his grade. He is looked up to by his peers and counted on to assist with difficult technical issues."

The AN/MPN-14K is a deployable air traffic control radar used by air traffic controllers. Tobyhanna supports, repairs and overhauls LRUs and AN/MPN-14K systems for the Air National Guard, and provides Emergency Depot Level Repair for systems in the field. The AN/TPN-19 is a complete Radar Approach Control (RAPCON) or Ground Controlled Approach (GCA) facility. Data from the radars is monitored by air traffic controllers working in the operations shelter. To overhaul a system, Tobyhanna employees completely disassemble it, send components to support shops for repair, make any necessary modifications and test it.

Electronics Mechanic Dennis Thorne doesn't believe in taking shortcuts.

"My first priority is to make sure the Soldier's satellite equipment is mission capable," he said, explaining that he troubleshoots and tests AN/TSC 93 and AN/TSC-156 satellite communications terminals. "I do my best to support the mission in every way I can."

The AN/TSC-156 operates in the super high frequency band over military and commercial satellites, while the AN/TSC-93 is a ground mobile forces tactical satellite communications terminal.

"Thorne is a committed professional who always produces optimal results," said Kevin York, SATCOM Division chief. "His actions serving as the lead technician for the CECOM Logistics and Readiness



Electronics Technician John Boyer uses a custom test fixture to troubleshoot the motherboard of a control indicator for the AN/MPN-14K Air Traffic Control Radar System. (Photo by Steve Grzedzinski)

Center Service Life Extension Program (SLEP) Office provided invaluable support, training and ingenuity to the program and Soldiers."

Among his peers, Thorne is known for producing effective solutions that support the needs of the warfighter.

"Thorne has been instrumental in improving the relevance and effectiveness of the AN/TSC-93E Service Life Extension Program, referred to as SLEP," York said. "He continually strives to improve productivity and system effectiveness without compromising quality."

Soldiers recently commended Thorne for providing the best communication network the unit had ever experienced. While deployed with the 307th Expeditionary

Signal Battalion (ESB), Thorne executed upgrade actions, provided field repair services and conducted training.

"I am most proud of the work I did for the 307th ESB in Hawaii," Thorne said. "It's an honor to be recognized for my work – at Tobyhanna and while deployed."

Supervisors say he excels in developing team momentum, enthusiasm and pride.

"Thorne displays selfless service by mentoring peers to ensure quality products are delivered to the warfighter," York said, explaining that the mechanic goes out of his way to teach employees techniques he's picked up during his career. "He makes a favorable impression on all, easily gains acceptance by others and is valued by his peers and seniors."



Electronics Worker Darryl White strips wires to fabricate a battery pack.

Members of the Electro-Mechanical Fabrication Branch provide a myriad of services to 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 helicopter.

(Photos by Steve Grzedzinski)



Jim Schirra, electronics worker, applies wires to a fuse terminal on a electro-optics/night vision goggles test set.

EXCELLENCE IN ELECTRONICS

Electro-Mechanical Fabrication Branch
Systems Integration and Support Directorate

AROUND THE DEPOT



Electronics Mechanic John Carozzi repairs a static inverter.



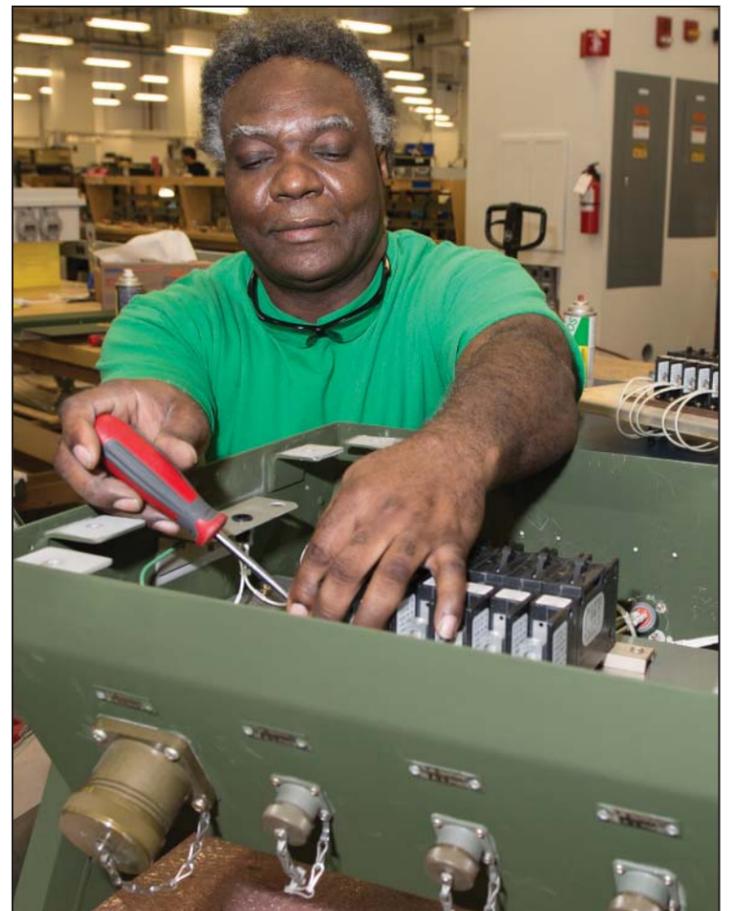
Carol Tucky, electrical equipment repairer, fabricates a meter panel assembly for the new build line.



Patrick McDonnell, electronics mechanic, hangs de-icing cables for AN/TRC-170 waveguides.



Electronics Worker Vincent Schiavo tests various circuit breakers.



Barnabus Marsden, electronics mechanic, repairs a power distribution illumination system.

NEW SUPERVISORS

Mark Williams is chief of the Production Management Directorate's Field Support Project Management Branch. As chief, he supervises personnel who manage and monitor workload, funding and planning that is primarily focused on forward support.



Williams

Prior to his current position, Williams was a training instructor who taught students in nearly every state, then served as a supervisory training instructor in the C4ISR Directorate's Field Logistics Support Division.

He began his depot career in February 2005. His awards and decorations include an Achievement Medal for Civilian Service, Teamwork Award, C4ISR Team of the Quarter, and Special Act and Suggestion Awards.

Williams is a 1995 graduate of Dunmore High School. He received an associate's degree in electrical engineering from the University of Scranton in 2000.

He is a member of Saints Anthony and Rocco Parish.

His hobbies include spending time with family, especially road trips to new places, do-it-yourself projects that turn into over the top ideas and being a disc jockey

William Ramey is chief of the Strategic Initiatives Office.

As chief, he supervises personnel in the Command Group who execute future operations planning for the depot. The office focuses on marketing, business development, community partnering and transitioning



Ramey

workload into sustainment operations.

Prior to his current position, Ramey was chief of the Production Management Directorate's Systems Integration and Support Division.

He began his depot career in June 2011.

Ramey served for 13 years in the U.S. Army, including six years as an active-duty Soldier. His assignments include an executive officer at Peterson Air Force Base, Colorado, and Fort Irwin, California; instructional designer, U.S. Northern Command, Colorado, and operations and plans officer, Camp McGregor, New Mexico. He deployed to Tikrit, Iraq, in 2005 as an executive officer and maintenance recovery officer-in-charge.

His awards and decorations include a Bronze Star, Iraqi Campaign Medal, Global War on Terrorism Service Medal, National Defense Service Medal, Army Commendation Medal and Army Achievement Medal.

Ramey is a 1999 graduate of Warren G. Harding High School in Warren, Ohio. He received a bachelor's degree in criminal justice from Youngstown State University, Youngstown, Ohio in 2003 and a Master of Business Administration from Webster University, Colorado in 2008.

He is a member of the Association of the United States Army, Tobyhanna Chapter and a Jim Thorpe Youth Soccer Association coach.

His hobbies include woodworking, playing guitar, fitness and coaching youth sports.

RETIREES

<u>Name</u>	<u>Retirement date</u>	<u>Organization</u>
Thomas Cole	Dec. 31	D/SIS
Susan Dennis	Dec. 31	D/C4ISR
John Duzen	Dec. 31	D/C4ISR
Judith Haff	Dec. 31	Contracting
Gerald Kapinus	Dec. 31	D/C4ISR
Ronald Lohman	Dec. 31	D/C4ISR
Claire Nidoh	Dec. 31	LOGSA
Dennis Pituch	Dec. 31	D/C4ISR
Gerald Stankiewicz	Dec. 31	D/PE
Wilber Stolte	Dec. 31	D/PE
Julius Seriani	Jan. 3	D/PE
John Joseph	Jan. 3	D/PE
Ray Reiss	Jan. 9	D/C4ISR

WELCOME TO THE DEPOT

<u>Name</u>	<u>Title</u>	<u>Organization</u>
Justin Anthony	IT specialist	D/C4ISR
Richard Adamchik	Electronics engineer	D/PE
Matthew Bryan	Electronics engineer	D/PE
Kenneth Cush	Electronics engineer	D/PE
Adam Durham	IT specialist	D/C4ISR
Edward Generose	Industrial engineer	D/PE
Ryan Harwood	IT specialist	D/C4ISR
Richard McKinley	IT specialist	D/PE
Jared Medash	IT specialist	D/PE
Patrick Noel	IT specialist	D/PE
Vang Nong	IT specialist	D/C4ISR
Tylor Okuly	IT specialist	D/C4ISR
Arthur O'Neill	Computer engineer	D/PE
Donad Sharpe	IT specialist	D/PE
Steven Sklanka	Accountant	D/RM
Tracey Supple	Accountant	D/RM
Thomas Thurber	IT specialist	D/PE
Lisa Wesneski	Production controller	D/PM
Joseph White	IT specialist	D/C4ISR

COMMUNITY BULLETIN

Editor's Note: The Community Bulletin provides an avenue for employees to advertise van or car pools, and for-sale items. Money making items such as rentals and personal business will not be accepted. Information must be submitted via e-mail to jacqueline.r.boucher.civ@mail.mil. Submissions must include a name and telephone extension. Only home phone numbers will be published in the Trading Post section. Voluntary submission of items constitutes individual's consent to publish personal information in all versions of the *Tobyhanna Reporter*. Ads will be published in four consecutive newspapers. It is the customer's responsibility to update or renew items listed in the Community Bulletin.



TRADING POST



CAR/VAN POOLS

Mountaintop/Drums/Freeland: 3 openings, 5/4/9, nonsmoking, contact Anthony, X59609.

Forest City/Carbondale, Jessup/Dunmore: 2 openings, contact Howard, X57607.

Dunmore: 3 openings, van, A placard, 5/4/9, nonsmoking, meet at the Dunmore YMCA, contact Peter, X57824.

Hawley/Greentown/Newfoundland: 1 opening, 5/4/9, nonsmoking, contact Bruce, X58360 or Rose, X55213.

Nanticoke/Hanover Twp: 1 opening, van, 5/4/9, nonsmoking, leaves Tractor Supply at 5:35 a.m., contact Ed, X55464.

SOFTWARE from Page 1

"The most challenging part of the job is being one of only a few Combat Survivor Evader Locator (CSEL) FSEs and meeting the demand that comes with that," Lieb said, noting that his 10 years of field work experience does help. "It's rewarding to work on a system that helps keep military personnel alive and safe."

A deployed SEC employee saw the potential in joining forces with Tobyhanna to support emerging technology and meet customer needs.

"I knew the program would ensure flexibility and stability with a mixed government and contractor FSE workforce to support CECOM maintenance responsibilities worldwide," said William Buttner, who was assigned as the C4ISR Support Manager overseeing CECOM Software Sustainment requirements and activities in theater.

SEC provides the software expertise needed to support command, control, communications, computers, intelligence, surveillance and reconnaissance as well as logistic, business and enterprise systems in the modern digital environment, according to the center's website.

"Matt and George deployed to support our post production software support requirement and have done an outstanding job," Buttner said. "They

provided assistance and expertise to multiple units in several services and special operations."

Bennett's career boasts 22 years in the Army working in an Army Battlefield Control System providing software and hardware technical support for the Fire Support Command and Control System (FSC2). After retiring, he worked in the industry, then started working for Tobyhanna as an FSR in June 2015, serving as a FSC2 senior field software engineer in Fort Stewart, Georgia.

"The most rewarding aspect of this job is the opportunity to share what I know about field artillery with the warfighter," he said, adding that it's vital Soldiers know how to keep the equipment operational. "I provide advice, assistance and training pertaining to the installation, operation and maintenance of the FSC2 systems."

Tobyhanna and SEC are cultivating existing knowledge, skills and abilities to increase the Defense Department's organic footprint in the field of software sustainment.

"This is a paradigm shift for Tobyhanna," Somerville said. "We're changing the face of depot maintenance by transforming the scope of capability and setting the stage for future workload."



Sparks fly from welding mission

Welder Francis Perrella welds a skid rail for a shelter. Perrella works in the Systems Integration and Support Directorate's Welding Branch. The branch consists of 11 employees, including two welding workers and nine journeyman welders, who work on thousands of parts monthly. Tobyhanna Army Depot's welders are certified to the American Welding Society's D17.1 Fusion Welding for Aerospace Applications standard and support all operations from overhaul to new fabrication using a wide variety of materials such as stainless steel, aluminum, carbon steel and armor plated materials. (Photo by Steve Grzedzinski)

RACE & COLOR DISCRIMINATION

Equal Employment Opportunity Office

Title VII of the Civil Rights Act of 1964 protects all individuals against employment discrimination on the basis of race and color. Although race and color clearly overlap, they are not the same.

Race discrimination involves treating someone (an applicant or employee) unfavorably because he/she is of a certain race or because of personal characteristics associated with race (such as hair texture, skin color, or certain facial features). Color

discrimination, on the other hand, involves treating someone unfavorably because of skin pigmentation (lightness or darkness of the skin), complexion, skin shade or tone, or other color characteristics of the person. Color discrimination can occur between persons of different races or ethnicities, or even between persons of the same race or ethnicity. For example, an African American employer violates Title VII if he refuses to hire other African Americans whose skin is either darker or lighter than his own.

Race and color discrimination also can involve treating someone unfavorably because the person is married to (or associated with) a person of a certain race or color or because of a person's connection with a race-based organization or group, or an organization or group that is generally associated with people of a certain color (such as, harassing an employee whose husband is from Afghanistan, or refusing to promote an employee because he attends a Mosque.)

Racial harassment is unwelcome conduct that unreasonably interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment.

Harassment can include, for example offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, and offensive objects or pictures.

Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).



The law forbids discrimination against an employee or applicant for employment because of race or color when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoffs, training, fringe benefits, and any other term or condition of employment.

Race or color should not be a factor or consideration when making hiring and promotion decisions. Reasons for selection decisions should be well supported and based on a person's qualifications for the position.

Furthermore, employers should not only strive to recruit and hire in a way that provides equal opportunity for workers of all backgrounds to obtain jobs, but should also ensure that race and color discrimination are not barriers to employees' success once they are in the job. Race or color should not affect work assignments, performance evaluations, training opportunities, discipline, or any other term or condition of employment, except in appropriate circumstances.

Who is Protected ?

Everyone is protected from race and color discrimination: Whites, Blacks, Asians, Latinos, Arabs, American Indians, Alaska Natives, Native Hawaiians, Pacific Islanders, persons of more than one race, and all other persons, whatever their race, color, or ethnicity.

What If I'm Being Harassed?

The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee, such as a client or customer. Supervisors and employees each have an essential role in preventing race harassment. When supervisors and employees both take appropriate steps to prevent and correct harassment, offensive conduct generally will be corrected before escalating to the point of violating Title VII.

Below are steps you can take if you are being harassed:

1. **Tell the harasser to stop.** Give the person the benefit of the doubt. They might not realize their behavior is offensive.
2. If that doesn't work, and the individual's behavior persists, **notify your Chain of Command.**
3. If the alleged harassment continues, and you wish to file a complaint, you must **contact the EEO Office** within **45 calendar days** of the alleged harassment.

You do have the right, however, to come to the EEO Office directly to file a complaint without first bringing the matter to anyone's attention, if you so choose.

POC: Shannon Reyes 5-7880

Source: www.eeoc.gov

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Penguins tickets for sale

The Wilkes-Barre/Scranton Penguins will host a military appreciation night Feb. 16. Tickets for seats in the Blue Zone cost \$7 and Gold Zone tickets are \$10.

Tickets for all Wilkes-Barre/Scranton Penguins season games are on sale at the One Stop Shop. Season tickets cost \$15 and seats are located in the Red Zone.

For more information, call X58851.

One Stop Shop hosts book fair

There will be a book fair from 9 a.m. to 3 p.m. near Cafe 2 on Feb. 17 and Cafe 4 on Feb. 18. Books and other items for children and adults will be on sale. Cash, credit card and checks are accepted.

ERP schedules resume workshop

Tobyhanna's Employment Readiness Program is sponsoring a federal resume workshop from 8:30 a.m. to noon Feb. 17 at The Landing. Call the Army Community Services office to register, X58371.

Release of information

The Army's rules for releasing information to the public are simple.

Any information intended for public release that pertains to military matters or subjects of significant concern must be cleared by appropriate security review using SEL Form 1012 and by the Public Affairs Office prior to release. This includes materials placed on the Internet or released via similar electronic media such as Facebook, Twitter and other social media platforms, according to Army Regulation 360-1, The Public Affairs Program.

HOW ARE WE DOING?

www.tobyhanna.army.mil

CUSTOMER SATISFACTION SURVEY

Click on the customer service link to rate depot support, services

DoD: Training awareness critical in human trafficking fight

WASHINGTON — The signs of human trafficking could be all around Defense Department personnel: A subcontractor withholds passports and delays payment to its employees, or a company forces potential workers to pay a large fee to obtain a contract job on a DoD installation.

January is National Slavery and Human Trafficking Prevention Month, and DoD is highlighting the issue and its efforts to fight trafficking, said Army Col. Joshua Burris, deputy chief of staff for Mission and Installation Contracting Command at Joint Base San Antonio-Sam Houston, Texas, and the executive director for DoD's Operational Contract Support Joint Exercise 2016.

Human trafficking is modern-day slavery, Burris said, adding that DoD has zero tolerance for violations.

DoD wants its service members, civilians, contractors and others associated with the agency to be able to recognize the signs of human trafficking and know how to report suspected violations, he said.

Worldwide problem, violates basic human rights

Human trafficking includes using force, fraud or coercion to compel a person to provide labor, services, or sex, Burris said. It is a violation of basic human rights, he said. It is a global problem; it happens in the United States and around the world.

"This is a heinous, awful thing that happens. It's very important that we eradicate it," he said.

The three most common forms of trafficking, according to the DoD's Combating Trafficking in Persons office, are labor trafficking, sex trafficking, and child soldiering.

DoD relies on contractors at installations around the world, Burris said. The human trafficking violations the agency sees most often, he said, are labor abuses involving debt bondage.

Debt bondage is when a person is required to pay a large fee to obtain a job, putting the person in extreme debt in which the individual works a year or more just to pay off the debt, Burris explained.

The contract workers on bases are the ones who make meals, pump gas, or do other tasks to support the military, he pointed out. They face dangers as well, he said, including indirect fire at installations in warzones. They must be treated fairly and in accordance with laws and DoD regulations, he said.

Raising awareness of human trafficking

Five-hundred people, including service members from Army and Air Force South, U.S. Special Operations Command, and the 1st Armored Division and Acquisition

and Financial Management professionals, will take part in a joint, interagency exercise in March and April 2016 at Fort Bliss, Texas.

A focus of the Operational Contract Support Joint Exercise includes scenarios in human trafficking, Burris said. The exercise will evaluate current policies and approaches via the DoD supply chain.

"It's especially important because it is happening worldwide," Burris said. "It's something that we need to take a look at and make sure our people know."

The exercise includes Army South partner nations. They will observe human trafficking and Operational Contract Support training to incorporate lessons into next year's U.S. Southern Command's PANAMAX, he said. Scenarios are based on coalition forces responding to an armed conflict and follow-on stabilization operations.

The exercise will use role player scenarios so participants will better recognize signs of human trafficking, and what actions should be taken, Burris noted.

"We have to keep an eye out and be able to identify these

signs, and that's why the training presents this in our exercise," he said.

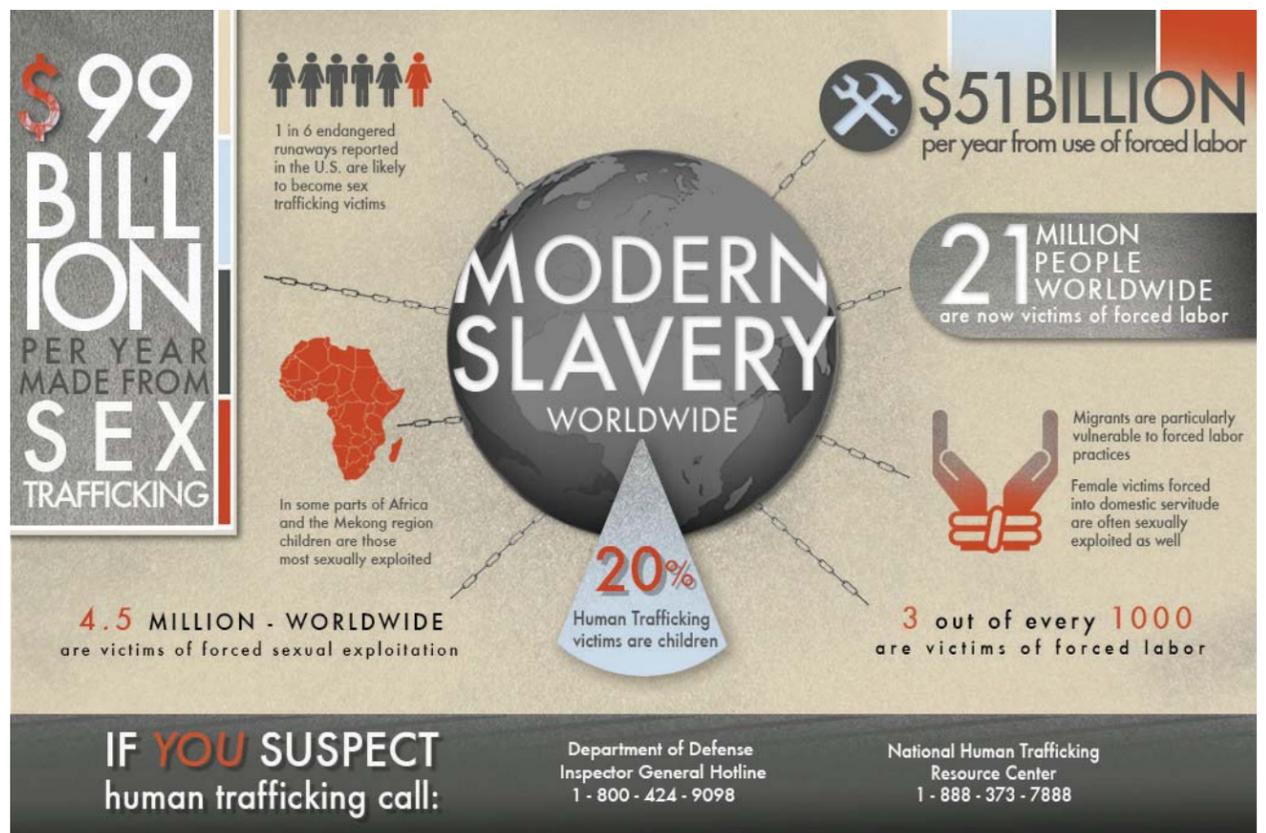
The signs of labor trafficking include an employer confiscating identification documents or forging legal documents, subjecting a person to unsafe working conditions, providing inadequate living conditions, or denying the worker medical care, Burris said.

Training, awareness key in fight

Members of the military and DoD civilian personnel are required to take at least one Combating Trafficking in Persons training course every fiscal year. Specialized training is available for service members, law enforcement personnel, senior leaders and contracting professionals.

Signs are posted around military bases so workers know their rights, Burris said. DoD has supplemental exercises each year on fighting human trafficking.

DoD says everyone can do their part in fighting trafficking. Incidents of human trafficking can be reported to the DoD Inspector General hotline at 1-800-424-9098, 703-604-8799 or DSN 664-8799, or at www.dodig.mil/hotline.



SAFETY from Page 3

environment by performing a walk-around in the office, ensuring all employees understand what working safely means and emphasizing the best way to teach safety awareness is through practice.

Personnel use proper lifting techniques, close cabinet drawers when not in use, eliminate trip hazards and arrange work stations to be ergonomically correct.

"We avoid injuries by staying alert," Dorosky said, adding that hazards are prevented by following guidance available in a number of publications. "As a team we strive to set an example on how an administrative office area should operate a safety program."

Along with practicing safety in the workplace, Mission Analysis employees promote and teach safety outside the depot. Several people volunteer as coaches performing water rescues, and teaching firearms safety, hunter education and

boating safety courses.

Branch Chief Joe Lagana heads the Electro-Mechanical Fabrication Branch, keeping a close eye on potential causes of injury specific to the organization's heavy industrial line of work.

Every day, Lagana stresses the importance of using personal protective equipment (PPE) when working in the shop, especially around high voltage and battery acid. Whenever high voltage is used to test assets, employees work in two-man teams to monitor the equipment and watch out for each other. Extra precautions are necessary when it comes to building batteries. Entry to the isolated area is granted only to select employees with specialized training.

"The cost center holds the record of 10 years without an injury," Lagana said, adding that the employees intend to break the long-standing record with a goal of 15 injury-free years. "The employees watch out for each

other and correct themselves or others to ensure the safety of everyone who enters the shop."

Last year, the Central Reset Section conducted a safety situational awareness campaign reminding all employees of the importance of health and safety in the work place. The campaign, called Stop-Think-Act-Review, encourages employees to take a second or two to prepare for a work task and share any lessons learned once the task was complete.

"Employees and supervisors are accountable on individual health and safety responsibilities," said Jose Abrams, Central Branch safety chief. "To show their commitment to the plan, each team member signed a pledge stating they would comply with all safety and health regulations."

The supervisor and leaders ensure equipment is calibrated, daily checks are performed on equipment and vehicles, good

housekeeping is maintained and PPE is worn. The section scored well on all internal and external safety and quality audits and saved the government more than \$75,000 by turning in product and eliminating waste and space.

Section personnel also strive to improve or correct environmental hazards in the workplace. They ensure all equipment and hazardous materials are within safety standards and stored in the proper manner, minimizing the depot's environmental footprint.

"Work accomplished by several employees certified in Environmental Compliance have streamlined the Reset process and made the operation more efficient," said Abrams, pointing out that it's standard procedure for depot personnel to go the extra mile to maintain a good, sound and effective safety programs and practices in the workplace year around.