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FEBRUARY 23, 2016

NEWS NOTES

Open house set

Employee Services is hosting an open house from 9 a.m. to 2 p.m. tomorrow in Bldg. 1C, Bay 1, Room 150. For more information, call, X5-7943.

One Stop Shop open for business

The One Stop Shop is open for business in Building 2, Bay 3. Operating hours are Monday through Thursday 8 to 10:15 a.m. and 11 a.m. to 1 p.m.

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.

Correction

Julius Ceriani's name was misspelled in the Jan. 26 issue of the Tobyhanna Reporter, retiree column.

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.

Well done!

"Ernesto Nido is one of the hardest working individuals with whom I have had the pleasure to serve. He is a consummate professional, and is an integral part of 2-6 Air Defense Artillery Battalion. Without him, we would not be successful in our mission to train and assess Counter Rocket, Artillery and Mortar deploying units."

1st Lt. Cassandra Steiner
Fort Sill, Oklahoma

Innovative ideas streamline power assembly process

by Jacqueline Boucher
Editor

Tobyhanna employees introduced several innovative ideas for streamlining assembly processes on the Lightweight Counter Mortar Radar (LCMR) system's power distribution unit (PDU) saving time and money.

Simplified cabling and alternate step-by-step procedures, proposed by subject matter experts in the Systems Integration and Support Directorate's Tactical Systems Cable Branch, shaved 6.5 hours off the assembly

process. The projected savings based on scheduled workload is more than \$81,000 over the next 14 months.

"This was accomplished through many internal efficiencies implemented throughout the shop," said Eugene Golembeski, branch chief. "I can't say enough good things about everyone who played a part in the success of this project. Our customer is very happy with what we've done so far."

In October, the depot started fabricating PDUs for U.S. Army Product Manager for Radars, Aberdeen Proving Ground,

Maryland. The quick resolution to problems plaguing the assembly portion of the project resulted in a production increase, from four to eight units per month, by January. The number is expected to grow to 10 units before summer.

"Depot personnel are very professional and their workmanship is excellent," said Daniel Goeggel, electronics engineer, Communications-Electronics Research, Development and Engineering Center at Aberdeen. He commended the hard work of depot personnel via a customer service survey form.

"The technicians are very knowledgeable about the system they are constructing and understand all of our requirements. I highly recommend them for any high profile project that comes around."

Improvement initiatives include reducing the length and gauge of 10 wires inside the box, setting up a centralized parts supply location, streamlining the insertion and alignment of a sub-assembly and developing a cross-training program for depot personnel.

"It didn't take long for team members to realize what was and wasn't working on this project," said Bill Laury, electronics worker, noting that members of the Production Engineering staff were instrumental in the success of this project. "We streamlined the original work instructions to make it easier to meet the customer's needs."

Electronics Mechanic Kevin Fick, like his coworkers, is very proud of what the branch has been able to accomplish. "We found ways to improve the PDU box while saving the customer time and money," he said.

Tobyhanna is scheduled to fabricate more than 100 power distribution units, which amounts to about two years-worth of work. Plus there is a repair program underway to take care of units that fail in the field.

"We have a great group of people working on this project," Golembeski said, explaining that the PDU is fabricated and assembled here. "This project touches so many depot shops, namely equipage, sheet metal, welding, paint and sand blast."

Shop personnel have also teamed up with Continuous Process Improvement Directorate personnel to further streamline the process.



Electronics Worker Bill Laury finishes installing a battery combiner in a Power Distribution Unit. Battery combiners allow two or more battery banks to be automatically combined (connected) during charging, allowing a single charge source to charge multiple battery banks. (Photo by Steve Grzezdinski)

National spotlight shines on depot program

Page 3

**Don't cry because it's over . . .
Smile because it happened**

Page 4

Depot spends millions to transform iconic building

Page 5

Sleep is an essential part of a person's health, well-being

by Heather Fiedler
Employee Services Center

Sleep is an essential part of health and wellness. Sleep deprivation has been linked to vehicle accidents, poor work performance, mood instability and relationship problems.

National Sleep Awareness Week is March 6-13.

The most common sleep disorder is insomnia. A person with insomnia has trouble staying asleep, falling asleep or both.

Depression and sleep disorders often go hand in hand. Many people with depression experience hypersomnia. Individuals with hypersomnia sleep much more than normal. Some people develop sleep problems first and then develop depression. In other individuals, they experience depression first, followed by sleep disorders.

Treatment by a psychologist can address both the depression and sleep disorder(s).

Consider these following steps to achieve a more restful night's sleep:

- Create a relaxing sleep environment. Keep your bedroom as quiet and peaceful as possible and leave the electronics in another room. Exposure to electronics when you are trying to fall asleep signals your body's awake signal.
- Don't discuss or deal with stressful or anxiety-producing situations right before bedtime. Agree to discuss stress-inducing topics long before bedtime to protect your quality of sleep.
- Limit naps. Late afternoon naps can interfere with getting a restful night's sleep.
- Maintain a regular exercise routine. Consistency is the key. Regular exercise, whether every other day or three times a week, will

benefit you greatly when trying to get 7-8 hours of sleep per night.

- Avoid late night meals and alcohol consumption. Even if you believe a drink helps you fall and stay asleep, it can interfere with sleep quality and disrupt your sleep patterns.
- Don't check the clock. Watching the clock increases our anxiety, which can further disrupt your sleep.
- Take notes. If you are unable to stop your thoughts, write them down. Tell yourself that you will check what you wrote down in the morning, so there's no need to keep worrying about it tonight.

The ideal amount of sleep per night that contributes to overall health and well-being is 7-8 hours per night. If you consistently fall short and would like to discuss your sleep habits with a professional, call the Employee Services Center, X5-9689.

OBITUARY

Jesse Gunderman, 45, died Feb. 8.

He worked as an electronics mechanic helper for the C4ISR Directorate and was assigned to the Avionics and Sensors Division.

Gunderman began his depot career in December 2007.

He was a resident of Madison Township. Born in Scranton, he was the son of Dale Smoke and Janet Kuipers Smoke. Gunderman graduated from North Pocono High School in 1089.

Gunderman is survived by his wife of 24 years, the former Lisa Sobolak, a daughter, two sisters, two grandchildren, and several nieces and nephews. He was preceded in death by his sister in 2004.



Gunderman

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New CECOM command sergeant major 'humbly' accepts position

by Gregory Mahall
CECOM Public Affairs Office

The U.S. Army Communications-Electronics Command (CECOM), a subordinate element of the U.S. Army Materiel Command (AMC), welcomed its new Command Sergeant Major (CSM) Matthew D. McCoy to Aberdeen Proving Ground (APG), Maryland, in a Change of Responsibility ceremony Feb. 16.



McCoy

McCoy arrives from his most recent assignment as the Garrison CSM for the United States Army Garrison-Humphreys, South Korea. He replaces outgoing CSM William G. Bruns, who was recently assigned as the new CSM for U.S. Army Cyber Command (CYBERCOM), based at Fort Belvoir, Virginia. McCoy was officially installed into his new role by CECOM Commanding General and APG Senior Installation Commanding General Maj. Gen. Bruce T. Crawford in a ceremony held at APG's Myer Auditorium.

"We are here today to say 'good bye' to a great American and welcome another," Maj. Gen. Crawford said in his welcoming remarks at Myer. "It is very important to be here today especially when the entire Army is stressing readiness."

Crawford used the quote "No one is more professional than I," in emphasizing the important job expected of a senior leader and in saluting both CSM Bruns and McCoy.

"Those seven words epitomize the role our

noncommissioned officers (NCOs) play in our Army. I am always looking for the right fit for this command and that fit will usually involve discussions about family. CSM Bruns and his wife Robin embodied the spirit immensely. And that has had a profound effect on our readiness. There has been no greater voice out there telling the Army story and what CECOM adds to that and all the readiness that addresses," said Crawford.

"CECOM had choices for our next CSM. But CSM McCoy exhibited a depth and a range in his interviews with me. It is never about the rank at this level; rather it is about the ability to make a difference in people's lives. It can be as simple as one email or one phone call. You have to believe in your heart of hearts and you must want to serve. Being here is an honor and a privilege. We had that in CSM Bruns; and I know we will have that in CSM McCoy," Crawford continued.

Crawford acknowledged and welcomed McCoy's wife Karen and daughter Lauryn to CECOM and APG in another stop in the long and winding Army career experience shared with many other trusted professionals who all call the Army home. McCoy's other children, Zachary and Daniela, are in college and missed yesterday's event.

The change of responsibility ceremony is a military tradition. It is usually associated with and conducted when a senior NCO leaves a senior leadership position and a new NCO takes their place. The ceremony serves two purposes: to render honors to the departing NCO and provide official recognition of the new NCO leader. The ceremony is a long-standing tradition that reminds the Soldiers that the senior NCO is responsible for order and discipline; it also reminds the NCO of his responsibility to care for the

troops. McCoy thanked those attending with brief remarks.

"I humbly accept this position and will do everything I can to enhance the readiness of this command," McCoy said at the podium. "I will serve all the while representing myself and my family with honesty, integrity and transparency. Readiness, modernization and focusing on the troops are our priorities."

McCoy was born in Port Jefferson, New York, and entered the Army in 1992 after graduation from high school in Florida. He completed basic training at Fort Jackson, South Carolina, and completed Advanced Individual Training as a 25C Single Channel Radio Operator at Fort Gordon, Georgia.

CSM McCoy can count many assignments in his nearly 25-year Army career including stops at Fort Sill, Oklahoma; Camp Pelham, Korea; Fort Lee, Virginia; Fort Campbell, Kentucky; Fort Bragg, North Carolina and his most recent assignment back in Korea at Camp Humphreys.

As the outgoing CSM, Bruns, who became CECOM's and APG's senior command sergeant major in October 2014, reflected on his time at CECOM.

"CECOM is a highly critical organization for this Army and it is highly successful due to the people in it," Bruns said. "The knowledge base inside this organization is amazing. Sometimes, a person just gets blessed and that's what happened to me in coming to CECOM. This is an outstanding organization in which I have learned so much. I am sure CSM McCoy can look forward to a similar, rewarding experience."

McCoy's assumption of responsibility completes the CECOM Command Group. Crawford welcomed Larry Muzzello as deputy to the commanding general last month. McCoy fills the final open position.

TOBYHANNA REPORTER

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TEAM
TOBYHANNA

EXCELLENCE IN
ELECTRONICS®

Depot antiterrorism program among nation's best

by Justin Eimers
Assistant Editor

Tobyhanna's Antiterrorism (AT) Program was honored as one of the nation's best during the 14th annual Army Worldwide Antiterrorism Conference Feb. 2-5 in Orlando, claiming Category D for best Installation AT Program.

The conference provided a forum for AT officers from Department of Defense and Army agencies to review and discuss antiterrorism issues while recognizing top programs in several categories. The award was presented by Mark Lewis, Army Deputy Chief Management Officer, Office of the Under Secretary of the Army, and was accepted by depot commander Col. Gregory Peterson.

Former CECOM Deputy to the Commanding General Maria Esperraguera endorsed Tobyhanna's nomination package, and spoke highly of the depot's AT effort and its significance to the command.

"Tobyhanna Army Depot's Antiterrorism Program remains world-class and of strategic importance to the command, since depot personnel are routinely deployed to countries with a high terrorist threat level," she said, adding that the program was recently reviewed during a visit by the Army Materiel Command's Force Protection Assessment team and by an Initial Command Inspection (ICI) conducted by Headquarters CECOM.

Tobyhanna continues to make advancements in all aspects of its overall protection program. The depot was recently recognized by the assistant secretary of defense for its rigorous and aggressive national preparedness campaigns. Tobyhanna received a "commendable" rating in AT, emergency management and continuity of operations planning programs by the CECOM commanding general during Tobyhanna's recent ICI.

Brett Morgenweck, installation emergency manager in the Installation Services Directorate's Security Branch, said

stiff competition and high marks in a wide range of focus areas validate the program's success.

"The award has so many moving parts other than just AT, including emergency management, law enforcement, cyber, fire department and health protection," he said. "The award was extremely competitive and is the pinnacle achievement for our protection program so far. The team will work diligently maintaining and improving on our accomplishments."

Despite limited resources available from traditional AT funding sources, Tobyhanna's program has been extremely successful in fostering a one-team approach with its strategic partners while maximizing opportunities to use less common sources of funding. Three low-cost, innovative actions were recently implemented to boost the program, including the use of drones, a re-energized training effort and awareness management.

Last year, Tobyhanna purchased two drones with full photo and video capability. The drones are registered with the Federal Aviation Administration and provide immediate visual assessments of incidents. According to Tobyhanna's nomination package, the drones have proven "invaluable to the command by providing a 'real-time' common operating picture for the incident commander."

The technology is being incorporated into installation exercises.

Victor Lowe, command protection officer in the CECOM G3 Current Operations Branch, said the depot's active shooter program has dedicated, trained instructors who are fully supported by their command and maintain tactical responsiveness, which has been distinguished as one of the best in AMC.

"As active shooters remain one of the top threat priorities, it remains the most practiced and drilled threat-based scenario during installation exercises. Tobyhanna's AT exercises provide an excellent training opportunity, not only for the response



Depot commander Col. Gregory Peterson, right, accepts the Category D award for Best Installation AT Program from Mark R. Lewis, Army Deputy Chief Management Officer, Office of the Under Secretary of the Army, during the recent Army Worldwide Antiterrorism Conference. (Photo by Stephen Allen)

force, but also for the workforce," he said. Scenarios incorporate full-spectrum react and respond procedures from the run hide fight methodology to evacuation and personnel accountability procedures.

Depot employees play a role in the program through the See Something, Say Something and America's PrepareAthon campaigns. These initiatives offer channels of communications through which they can reach out to security personnel and voice AT concerns.

By becoming the first AMC organization to achieve full operational capability in emergency management, Team Tobyhanna is a distinguished leader in the organic industrial base. Lowe added that the depot is a first in other areas that paved the way for additional AT success stories.

"Tobyhanna was the only AMC installation to incorporate e-911 into the fire and police stations, enhancing response

capabilities for any emergency or potential terrorist threat situation," said Lowe.

According to Morgenweck, the program's path forward is simple but requires an all-hands-on-deck effort.

"Future planning for our AT program includes continuous exercises and evaluation of equipment, personnel and methods," he said. "We're always looking to procure new technologies that give us the upper hand against terrorist threats."

Lowe emphasized the significance of this award for Tobyhanna and its dedicated workforce.

"Winning this award is a great achievement for Tobyhanna," he said. "The team competed against at least 100 other Army installations of similar size around the world. Winning is a true testament to the hard work, dedication and commitment which takes place at Tobyhanna Army Depot on a daily basis."

Combined Federal Campaign reaches fundraising goal, gears up for next year

by Justin Eimers
Assistant Editor

Seven events held at the depot in 2015 helped raise more than \$125,000 for Tobyhanna's Combined Federal Campaign (CFC), surpassing the program's \$100,000 goal.

Ashley Cheesman, CFC chairperson, said the campaign surpassed all expectations.

"All fundraising events were a huge success," she said, adding that \$16,000 was collected from the fundraisers alone. The rest of the total raised comes from employee contributions. "I believe individual donations have a greater impact on those in need than most realize. A lot of people think their money doesn't go anywhere, doesn't help anybody, but it does," said Cheesman.

The campaign kicked off Sept. 14 with the annual Chili Cook-Off. Two weeks later, an eight-team CFC volleyball tournament was held in the Mack Fitness and Recreation



Center, followed by a 5K run/walk around the installation the following week. The final fundraising event was a coupon sale offering \$15 off the price of a turkey or ham purchased at any grocery store.

Raffle and 50/50 tickets, and CFC t-shirts and polos were sold throughout the campaign. Proceeds from each event

benefit local, regional and international charities.

Paula Mesaris, CFC co-chairperson, said the campaign received invaluable support from Morale, Welfare and Recreation (MWR) personnel.

"The support we've received from MWR employees has been phenomenal," said Mesaris. "They're well versed in how to make ideas into realities."

Cheesman echoed those sentiments.

"I'm not sure where the campaign would have ended up if we didn't have their [MWR personnel] support," she said. "I can also say the same thing for the volunteers who helped at all the fundraising events."

For those looking to get involved, Cheesman recommends one thing — just speak up.

"Call someone who is a part of the campaign, make your voice heard that you want to be a part of it," she said. "There is always so much work that needs to be done during the campaign that every little bit helps."

Tobyhanna leader looks back on long, challenging career

by Anthony Ricchiuzzi
Public Affairs Specialist

Not many federal employees have had the variety of jobs that Brad Jones has tackled. Just prior to retiring and looking back at a 37-year career, Jones admitted he doesn't track what year he took what job. That reflects his overriding focus on challenging his abilities regardless of job title.

"I really love to learn new things, work with people in different areas," he said. "I only applied for a job if I was interested in the subject matter. Yeah, some were promotions, but I had to find the work interesting on a day-to-day basis."

And Jones has had many roles to play at Tobyhanna Army Depot. He intended his career to be in psychology, having graduated from the University of Scranton in 1977 with a Bachelor of Science degree. But he found it difficult to find a job in his field and worked as a summer camp counselor with United Cerebral Palsy and as an operations manager for a local warehouse.

Although he enjoyed the camp counselor role, working with children with disabilities, he decided to take the aptitude test for federal employment and landed a job with Fort Meade, Maryland, in October 1978 as an entry-level Human Resources intern.

Two years later, wanting to return to his family and fiancé back home, he transferred to Tobyhanna Army Depot's Personnel Office. Over time, he grew interested in leadership in general. He rattled off a list of supervisory positions that reflected his growing ability to take on more responsibility: chief of Management Employee Relations, chief of Recruitment and Placement, director of Personnel, chief of the Maintenance Management and Analysis Office, depot operations officer and depot chief of staff.

Somewhere in between there, in the 1990s, he left Tobyhanna to work as the administrative officer for the U.S. Attorney's Office. But although it fulfilled his desire for new challenges, after a few years he again cast his eye towards the depot.

"I missed being directly involved in operations and leadership of the place," he explained. "I always liked working for the Army, even though I was never in the military. I'm proud to say I work for the Department of the Army."



"Honestly, I think Tobyhanna has got a bright future. Life has no guarantees, but we've done lots of things to position the depot to do well — modernizing facilities, introducing new missions like software engineering, constant improvements to keep our rates low. I think we stack up well against other Army depots. But we can't kid ourselves. There are places out there that we'd do well to emulate. Everybody's trying to do better and people must remember that we can't stand still. We have the potential to be so much better."

— Brad Jones

So he came back, finally settling in as director of Productivity Improvement and Innovation, later renamed Continuous Process Improvement, where he has stayed.

Although his resume is overflowing with memories, two events stand out most to him. One occurred in the mid-90s, and depot veterans will always remember it as BRAC 95. Tobyhanna was put on the list for possible closure or realignment by the Base Realignment and Closure Commission.

"The work we did on BRAC 95 was incredibly rewarding; hard, but rewarding."

Jones says to this day it amazes him how not only employees, but the whole region, turned out to support the depot, which peaked when people lined roads for miles to greet and convince BRAC commissioners to "Keep the Best".

He also remembers when he was chief of staff an Installation Management Agency proposal to take over all the depot's base operations.

"When we started working on that, it was assumed to be a done deal, that we couldn't stop it. But we effectively stopped it and turned it around, creating a separate category for depots as 'special installations' allowing us to keep the functions and the employees under the Tobyhanna banner," he said.

"Both those events, what I thought was neat, involved pulling people together, showing that through hard work, we have the power to shape our own future, not let others do that to us. It really made you feel empowered."

Jones says he is proud of depot employees, especially how they react to events such as BRAC 95, calling them the salt-of-the-earth kind of people.

"They want to do their jobs, take care of their families. I can distinctly remember riding on a bus into the installation

on the day the BRAC commissioners came, and as you watched all the people and the employees, you couldn't help but get a tear in your eye, that's how powerful the feeling of belonging to a team bigger than yourself was. It was really something. I'll never forget it."

But overcoming threats is not the only point of pride Jones will take with him when he retires. He noted that those and other points in his career are what made his time at Tobyhanna exhilarating. He feels he helped represent the interests of the workforce, taking the efforts to protect their jobs as seriously as if he was protecting his own. But his role as a leader was heavily inclined towards helping employees and working with them in bettering the depot.

"I don't think I ever turned a deaf ear to anybody who came to me for help, regardless of whether they worked for me or not," he said. "I think I've helped develop some of the current and future leaders of the depot. It really feels good to see others do well."

One thing he found frustrating is the bureaucracy endemic throughout the federal government. It is resistance to change at every level that he found remarkable, in all federal — Army included — organizations that he worked with. He is proud of how many employees have embraced Lean concepts, and he sees room for similar improvement throughout the Army and federal government.

"I'd like to see a concerted effort to streamline and modernize all processes in government, at all levels," he said.

"Honestly, I think Tobyhanna has got a bright future," he said. "Life has no guarantees, but we've done lots of things to position the depot to do well — modernizing facilities, introducing new missions like software engineering, constant improvements to keep our rates low. I think we stack up well against other Army depots. But we can't kid ourselves. There are places out there that we'd do well to emulate. Everybody's trying to do better and people must remember that we can't stand still. We have the potential to be so much better."

His retirement plans include hoping to catch and release "a whole lot of fish" and he is looking into volunteer opportunities at local colleges, teaching students the value of Lean and continuous process improvement.

As for his parting advice to all employees, it's don't accept what seems to be unavoidable fate.

"Tobyhanna is a great place to work, and we need each of you to make it better. Don't wait to be told what to do," he said. "If you see a problem, tackle it. Don't accept problems as just the way it is around here. You have more power than you realize."



Brad Jones and Robert Haas discuss production issues at the Red Pen issue board in the Continuous Process Improvement Directorate. Jones retired last week after 37 years of service. He was the director of Continuous Process Improvement and held several leadership positions during his career, including depot chief of staff. Haas is the Process Engineering Division chief.

There are a lot of moving parts to the multi-million dollar modernization of Tobyhanna's 62-year-old administration building.

The depot will spend more than \$18 million transforming all three levels of the iconic building over the next 2 ½ years. Team Tobyhanna has partnered with commercial contractors to complete the three phase project. Advances to the interior portions of Building 11 will include abating building materials, as well as infrastructure changes to architectural design, and electrical, mechanical, structural, food service and fire protection systems.

"People will start moving into the new spaces as early as October or November," said Program Manager Lt. Col. Patrick Monahan, Installation Planning and Maintenance Division, Installation Services Directorate. "It's an aggressive schedule; several things will be happening simultaneously throughout the project."

Shortly after the Post Restaurant makeover started in December, work began on the first floor. Wings on the second and third floors are scheduled to follow suit later this year with staggered start and completion dates. The space currently occupied by Resource Management will be the last to rise from the rubble by April 2018.

Monahan explained that one contractor is constructing the swing spaces, another is at work in the cafeteria and the third is overseeing work performed on all the wings. Each company has looked to Tobyhanna's neighbors to hire a large number of local talent to work on this massive project.

Tobyhanna can expect to see bright finishes and new furniture in most of the spaces, according to Chris Rollison, spokesman for Cherokee Nation Businesses, which is responsible for renovating wings A, B, C, and D, and portions of wings E1 and E3. Part of the project includes upgrading the alarm and sprinkler systems to meet today's code requirements.

"We pride ourselves on being a high quality, client-focused small business," Rollison said. "Our personal approach gives our clients the attention they deserve and the quality they expect."

It's taken months to move office equipment and personnel to swing spaces at several depot locations to make way for the first wave of construction. New signs are being posted to direct customers to the temporary workspaces.

As a safety precaution, access controls and dust/noise barriers were installed to stop foot traffic through the lowest level of Building 11. For information about the modernization project, click on the "Building 11 Renovations" link on the depot's intranet page.

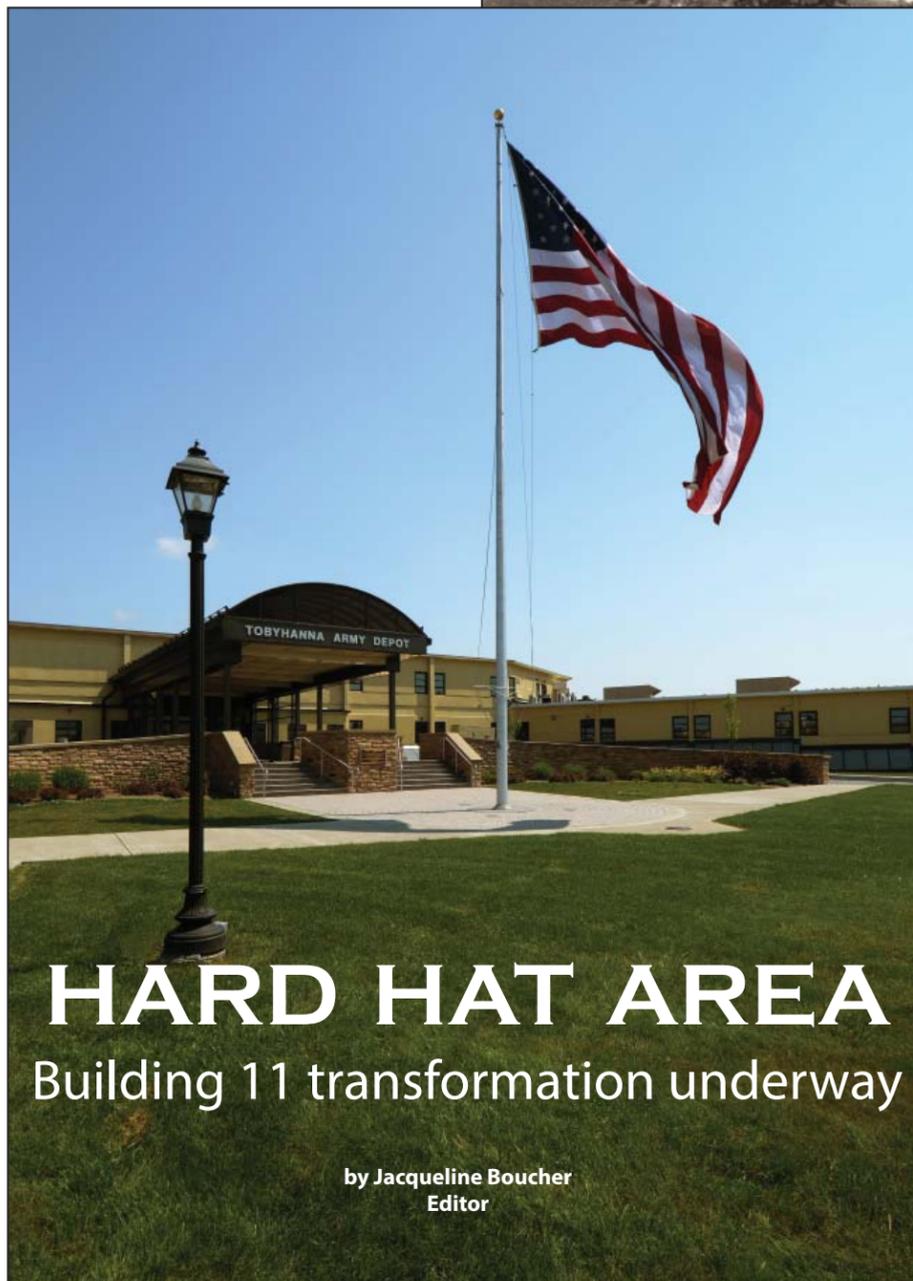
"We've posted notices to keep everyone informed," Monahan said. "If you're having trouble finding an office, take a look at the slide briefing that lists organizations and their swing space locations, access restrictions, modernization schedule and safety messages."

Notices cover information such as how customers can access the mailroom using the glass door near the first floor loading

Construction of the three-story, 230,000 square foot structure began in 1952. In addition to the office space, blueprints included a cafeteria, Post Exchange and dispensary. The building's design was called a splayed "H" plan with each wing measuring about 74 by 198 feet, with a center section about 99 by 154 feet. The building [photographed in black and white] was turned over to the U.S. Army Signal Corps in October 1954, complete with asphalt tile on the floors and sprayed asbestos ceilings. At the time, the acoustics in the building were reported to be so bad, that the sprayed asbestos ceiling was authorized to overcome the problem at the suggestion of the depot commander. The asbestos has long since been removed.

dock, temporarily reprogramming the elevator to reach only the second and third floor at the end of the month, or placing a barrier on the ramp in the main lobby as the project gets underway. The stairwell closest to Building 20 will remain open and accessible until April and the main lobby entrance will remain open and unobstructed for the duration of 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



HARD HAT AREA

Building 11 transformation underway

by Jacqueline Boucher
Editor

floor. Parking near the cafeteria is restricted.

Big changes are in store for Information Management Division employees. Stairwells and hallways will be relocated to improve flow and create a light and airy environment, according to Abigail Crismon, Tobyhanna's interior designer.

To design the office space, Crismon said the team used a filtration system, which makes functions customers use regularly easily accessible. Like ripples on a pond, the

placement of other functions will be based on the degree of privacy needed to meet mission requirements.

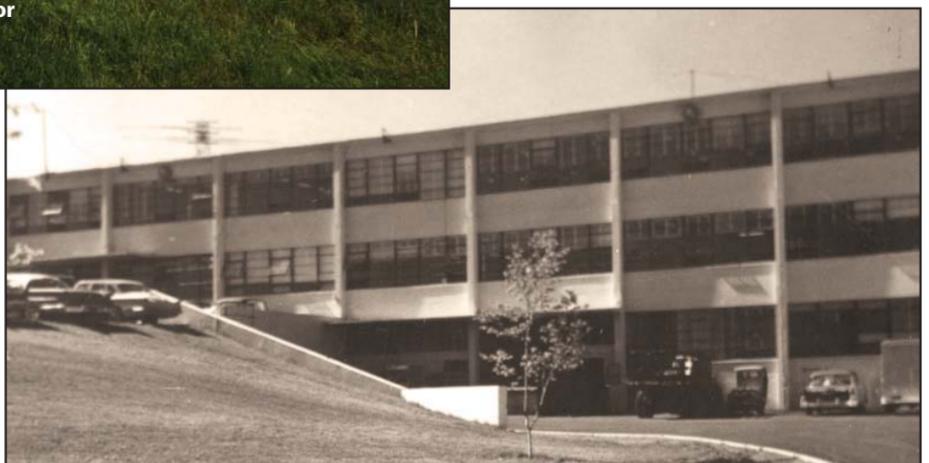
"Patrons will enter the first floor of Wing D and be greeted by customer service functions," she said. "The main corridor will be placed along the wall under the windows to maximize all the natural light spilling into the space."

On the third floor the Installation Services suite and the Pocono Room will swap places, while nearby offices get a facelift. The first floor post office will move to the back of the building closer to the loading dock. Improvements to the Post Restaurant range from storage, food preparation, serving, and dining to office areas. The One Stop Shop will occupy new digs at the bottom of the ramp across from the new mailroom.

The second wave of the modernization effort will focus on creating a new work environment for Resource Management employees in the former Logistics Support Activity wing. Demo will begin as soon as information management employees take up residence in the innovative space on the first floor.

Phase three begins once Wing A is vacant; the updated space will be used for future expansion or possibly swing space.

"This is a challenging and complex project," Monahan said. "Its success is the result of the teamwork of great people working toward one unified goal."



Malicious coders will lose anonymity as identity-finding research matures

ADELPHI, Md. — Literature critics may know a writer by his style, in the same way a chunk of computer code is identified through a machine learning algorithm according to its writer's nuances.

Writing style extends beyond prose, so that even in computer languages you could attribute work to its author in minutes with near perfect accuracy — in a lab.

That is what a team of university students tested during their time at the U.S. Army Research Laboratory, or ARL, said Richard Harang, ARL network security researcher and technical lead. "A tool kit that may one day help analysts to identify malware authors more quickly."

The code stylometry study that was presented by Aylin Caliskan-Islam at the 32nd Chaos Computer Conference looked at samples from 1,600 coders and, with 94 percent accuracy, could determine the author of a particular code excerpt. In a "top five suspects" match, the precision was near perfect.

The research also examined executable binary authorship attribution from the standpoint of machine learning, using a novel set of features that include ones obtained by decompiling the executable binary to source code, showing that many features in source code could be extracted from decompiled executable binary, according to their recent paper, "When coding style survives compilation: De-anonymizing programmers from executable binaries."

The team, including Caliskan-Islam, a Princeton University post-doctoral candidate, who started working on the project as a graduate student; Fabian Yamaguchi, from the University of Gottingen; and Edwin Dauber from Drexel University, is trying to address the problem of identifying the author of malicious code and software.

The next step in this fundamental research will be to extend the current result to more flexible working conditions.

"Attribution is a real challenge [as opposed to detection], as it is done manually by experts who have to reconcile forensics following an attack," Harang said. "Currently, human analysis is the common tool. It works, but it can be



slow and take a lot of resources. We are developing a toolkit to make it a lot faster and cheaper to support analysts in identifying bad actors."

A limitation is that success is dependent upon having existing samples from potential authors. Another challenge for the future is to consider the tricks used by malware authors to heavily obfuscate, or mask, the software, as well as to extend the experiments to code written by multiple authors.

The goal for ARL is to develop basic and applied science and tools to defend Army networks, said Jerry Clarke, chief of ARL's Network Security Branch.

This is fast-moving research and the study is making strides, Harang said.

They have demonstrated that authorship attribution can be performed on real-world code found "in the wild" by performing attribution on single-author GitHub

repositories, according to the findings.

"This basic research shows that identifying authors of computer programs based on coding style is possible and worth pursuing," Harang said. "This is collaborative research that builds upon a lot of good work before us."

Professor Rachel Greenstadt at Drexel has been very active in this research, as well as contributions from Professor Arvind Narayanan at Princeton and Professor Konrad Rieck from the University of Gottingen.

"We have a novel technique that moves the ball forward. But there is work to be done."

The U.S. Army Research Laboratory is part of the U.S. Army Research, Development and Engineering Command, which has the mission to ensure decisive overmatch for unified land operations to empower the Army, the joint warfighter and our nation. RDECOM is a major subordinate command of the U.S. Army Materiel Command.

CAREER MILESTONE



From left, Linda Kresge, Gary Scott, Michael Urbanas and depot commander Col. Gregory Peterson attend the Length of Service ceremony held Jan. 27.

Three Tobyhanna Army Depot employees were recognized for their years of government service during the Length of Service ceremony on Jan. 27.

Linda Kresge — 30 years, tools and parts attendant, Materiel Management Division, Production Management Directorate.

Gary Scott — 30 years, Threat Systems Components Section chief, Surveillance and Reconnaissance Division, C4ISR Directorate.

Michael Urbanas — 30 years, lead engineering technician, Design, Development and Fabrication Division, Production Engineering Directorate.

In addition to service certificates and pins, employees with 30 years receive a framed American flag that includes a photo of the depot signed by their coworkers.

Depot commander Col. Gregory Peterson presented the awards.

VLTP

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.

Sarah Antonacci-Behrend, C4ISR Maintenance Engineering Division, Production Engineering (PE) Directorate.

Megan Bartow, Employee Development Division, Resource Management (RM) Directorate.

Francis Bavun, Surveillance and Reconnaissance Division, C4ISR Directorate.

George Bereznak, Electronics Fabrication Division, Systems Integration and Support (SIS) Directorate.

Paul Broussard, Field Logistics Support Division, C4ISR Directorate.

Thomas Chernasky, Surveillance and Reconnaissance Division, C4ISR Directorate.

James Dane, Integration Support Division, SIS Directorate.

Scott Dane, C4 Division, C4ISR Directorate.

Stephen Dombrosky, Electronics Fabrication Division, SIS Directorate.

Tina Fornwald, Strategic Initiatives Office.

Laura Gaudiano, Employee Development Division, RM Directorate.

Nicholas Gilchrist, Integration Support Division, SIS Directorate.

Hiram Gillyard, Integration Support Division, Systems, SIS Directorate.

For details, call Rose Reppert, X55202. There are 29 active cases with eligible employees in need of leave donations. Employees who elected to have their names released are listed below.

Daniel Hartnett, C4ISR Finishing Division, SIS Directorate.

Samantha Hayes, Surveillance and Reconnaissance Division, C4ISR Directorate.

Kevin Jayne, ISR Program Management Division, PM Directorate.

William Kunkle, C4 Division, C4ISR Directorate.

Jonathon Leek, C4 Division, C4ISR Directorate.

Thomas Littman, Surveillance and Reconnaissance Division, C4ISR Directorate.

April Lockwitch, Materiel Management Division, PM Directorate.

Lisa Madrigal, SIS Operations Division, PM Directorate.

Michael Murray, C4 Division, C4ISR Directorate.

Bruce Peters, Surveillance and Reconnaissance Division, C4ISR Directorate.

Alicia Piercy, SIS Operations Division, PM Directorate.

Victoria Reeves, Electronics Fabrication Division, SIS Directorate.

David Skotleski, Surveillance and Reconnaissance Division, C4ISR Directorate.

Christy Ann Van Vliet, Electronics Fabrication Division, SIS Directorate.

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. Ads will be published in four consecutive newspapers. It is the customer's responsibility to update or renew items listed in the Community Bulletin.



CAR/VAN POOLS

Bethlehem/Wind Gap: 1 opening, 5/4/9, nonsmoking, meet at the West Gate Mall in Bethlehem and Kmart in Wind Gap, contact Bill, X56635.

Back Mountain/Luzerne: 1 opening, 5/4/9, nonsmoking, pick up point is at Thomas' grocery store in Shavertown, contact Jeff, X55011.

Jessup: 1 opening, A placard, 5/4/9, nonsmoking, meet at the park and ride, contact Mel, X8905.

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

Mountaintop/Drums/Freeland: 3 openings, effective January 1, 5/4/9, nonsmoking, contact Anthony, X59609.

Forest City/Carbondale, Jessup/Dunmore: 2 openings, contact Howard, X57607, 766-5607.

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



TRADING POST

Electronics training offers chance for employee development

Tobyhanna Army Depot Electronics Certificate Program offers opportunities to earn certificates in basic electronics (original certificate), intermediate electronics, and communications and radar.

Five employees have completed electronics training and received certificates of achievement in their respective fields.

The Electronics Certificate Program sets the foundation to enhance knowledge and skills, provides incentive for career development, and develops a three to five year training plan.

Electronics certificates can be achieved by successful completion of the following courses:

- **Basic Electronics Certificate:** Direct current theory, alternating current theory, diodes, transistors and one elective. Since the program's inception in June 2012, 103 employees have been certified.
- **Intermediate Electronics Certificate:** Digital I, II and IC,

and microprocessors, amplifiers/oscillators, operational amplifiers and one elective. Since the program's inception in July 2013, 27 employees have been certified.

- **Communications Certificate:** Receivers/transmitters, microwave fundamentals, introduction to antennas and phased array, modern digital communications, and one elective. Since the program's inception in July 2013, 11 employees have been certified.

- **Radar Certificate:** Receivers/transmitters, microwave fundamentals, introduction to antennas and phased array, introduction to radar, electronic warfare principles, and one elective. Since the program's inception in July 2013, 15 employees have been certified.

- **Available Electives:** Test equipment, schematic interpretation, laboratory virtual instrumentation engineering workbench, introduction to robotics, IPC-7711/7721 rework, modification and repair of electronic

BASIC ELECTRONICS CERTIFICATE OF ACHIEVEMENT

C4ISR DIRECTORATE

William Kester
Jeffrey Johnston
Robert Wormuth
John Boyer

INTERMEDIATE ELECTRONICS

CERTIFICATE OF ACHIEVEMENT

C4ISR DIRECTORATE

William Kester
John Boyer

RADAR CERTIFICATE OF ACHIEVEMENT

C4ISR DIRECTORATE

William Kester
James Sable

assemblies, IPC-A-610 acceptability of electronics assemblies, and IPC/WHMA-A-620 requirements and acceptance for cable and wire harness assemblies.

For details, click Training Links, TYAD Electronics Certificate Program on the intranet.

Employees who meet program requirements should complete ELTY Form 6364 and send it to Brenda Fiorani.

NEW SUPERVISORS

Nathan Thomas is chief of the Production Engineering Directorate's Design, Development and Fabrication Division. As chief, he supervises 100 personnel in four branches who design, integrate, test and oversee the fabrication of prototypes, modifications and built-to-print programs.

Prior to his current position, Thomas was chief of the Command Group's Strategic Initiatives Office. He began his depot career in April 2006.

Thomas has completed career developmental assignments in the Office of the Secretary of Defense, Maintenance Policy and Programs, the Office of the Deputy Chief of Staff of the Army, G-4 Maintenance and the Office of the Assistant Secretary of the Army. He also served as Tobyhanna's Command Intern in 2008.

He is a 1999 graduate of Riverside High School. He received a bachelor's degree in Electrical Engineering from Pennsylvania State University in 2004 and a master's in Engineering Management from Wilkes University in 2009.

Thomas is counsel member of the Tobyhanna Chapter of the Association of the United States Army and a member of Second Presbyterian Church in Pittston. His hobbies include do-it-yourself projects, running and biking.

Michael McKeefery is chief of the Continuous



Thomas



McKeefery

Process Improvement Directorate's Process Improvement Division. As chief, he supervises more than 20 personnel that are responsible for the deployment and sustainment of the Lean Six Sigma Program, as well as mentoring and coaching all depot personnel to effectively apply Lean methodologies.

Prior to his current position McKeefery was chief of the Systems Integration and Support Directorate's Fabrication and Assembly Division. He began his depot career in 2004.

McKeefery served for nine years active duty and was stationed at Fort Leonard Wood, Missouri; Fort Sam Houston, Texas; Fort Huachuca, Arizona; Stuttgart, Germany; Fort Carson, Colorado; Camp Stanley, Korea; and the St. Louis, Missouri Recruiting Battalion. His decorations include an Army Commendation Medal with a bronze oak leaf cluster (OLC), Army Achievement Medal with 2 bronze OLCs, and NATO Ribbon with a bronze OLC.

He is a 1994 graduate of Riverside High School and is pursuing a degree from Misericordia University.

McKeefery supports the Vikings Helping Vikings program and is a member of Divine Mercy Parrish.

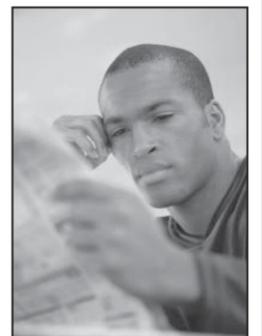
His hobbies include coaching youth sports and leading community outreach programs that assist less-fortunate families.

WELCOME TO THE DEPOT

Name	Title	Organization
Wiston Boswell	IT specialist	D/C4ISR
Brian Duff	IT specialist	D/C4ISR
Jeremy Esbin	IT specialist	D/PE
Edward Generose	Industrial engineer	D/PE
David Gutkowski	IT specialist	D/PE
Drew Heintzelman	Firefighter	D/IS
Philip Jacoby	Fire protection inspector	D/IS
Justus Johnston	Computer engineer	D/PE
Andrew Mattox	Electronics mechanic	D/C4ISR
Peter McDonald	IT specialist	D/PE
Patrick Noel	IT specialist	D/PE
Arthur O'Neill	Computer engineer	D/PE
Barbara Perkins	Wastewater treatment plant	D/IS
Omi Rivera	IT specialist	D/PE
Thomas Thurber	IT specialist	D/PE

Read the
TOBYHANNA REPORTER
on the depot's Internet site. Current and archived issues
of the monthly publication can be viewed at

[HTTP://WWW.TOBYHANNA.ARMY.MIL/ABOUT/NEWS/REPORTER.HTML](http://www.tobyhanna.army.mil/about/news/reporter.html)



Black patriots have served throughout history

by Thomas Igoe
Contributing writer

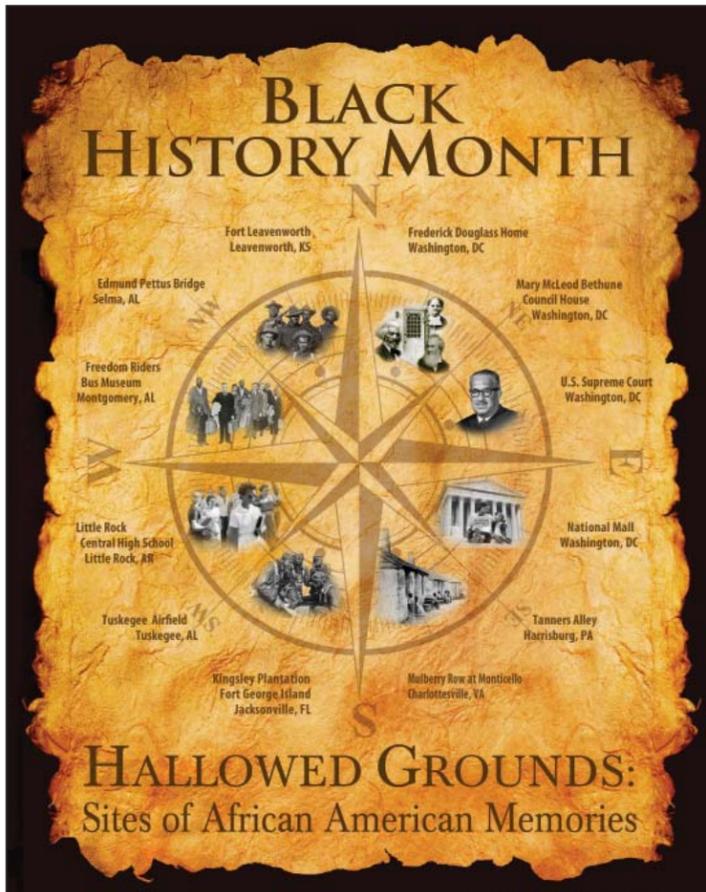
The heroic contributions of African-Americans to the greatness of this country are as old as the nation itself.

Beginning at Bunker Hill and through the time of the Buffalo Soldiers, the names Montford Point, the Harlem Hellfighters and the 761st Black Panther Battalion are familiar in Black History. From the Tuskegee Airmen to the jungles of Vietnam and present day military actions and occupations, African-American men and women have served with pride and determination.

Peter Salem is the first documented African-American in military history for his actions against the British in colonial America. He fought at the battle of Bunker Hill. Though he hadn't received any awards or decorations for his actions, he earned his freedom because of his heroic actions at Bunker Hill and throughout the Revolutionary War.

In the nearly 240 years since this nation was founded, many personal awards and decorations have been awarded to our nation's military heroes. Yet no military award speaks more highly of a person's bravery and heroism than the Medal of Honor.

The Medal of Honor was conceived in 1861 by Congress to address actions of outstanding bravery, honor and personal sacrifice. The president awards the medal after Congress reviews an individual's actions. It is sometimes referred to as the Congressional Medal of Honor, due to the congressional review of the awardees' actions.



The Medal of Honor can be awarded to living persons or posthumously to family members. It is the nation's highest military decoration. To date, 3,459 Medals of Honor have been awarded for acts of heroism. Eighty-eight of these medals were earned by African-Americans.

From the Civil War to World War I, 48 African Americans earned the Medal of Honor, primarily serving with Union forces during the Civil War and policing the New West during the Indian Campaigns.

Two Medals of Honor were awarded for the Korean conflict and 28 were awarded to African-

Americans during the Vietnam conflict of 1965-1975. Over half of those Medals of Honor were awarded posthumously.

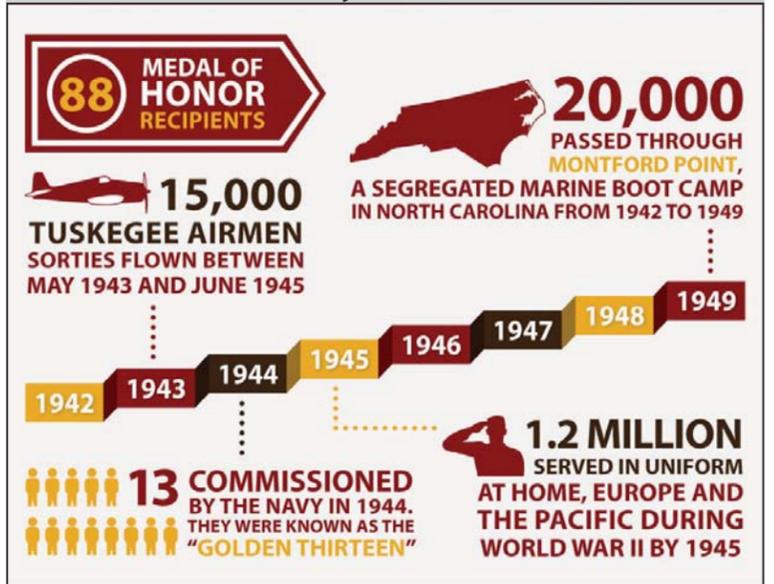
Until 1991, no African-Americans had received the Medal of Honor for either world war. On April 24, 1991, President George H.W. Bush presented the family of U.S. Army Cpl. Freddie Stowers with the medal for his actions against German forces in Champagne Marne, France, on Sept. 28, 1918. President William Clinton presented seven medals to the families of six deceased African-American veterans of World War II on Jan. 13, 1997.

One Medal of Honor was

"Once the black man gets upon his person the brass letters "U.S." and a musket on his shoulder and bullets in his pockets, there is no power on this earth which can deny that he has earned the right to citizenship and brotherhood in this beloved nation, The United States of America"

-Frederick Douglas, 1847
African-American Abolitionist

African Americans: By the Numbers



presented personally to retired 1st Lt. Vernon Baker for his actions in Veraggio, Italy.

Stowers' medal prompted Congress and the Army to review historical records, accounts and citations to determine if African-Americans were treated fairly during the world war campaigns. Progress continues to be made.

Historical accounts, military records and interviews of living service veterans will eventually bring justice to the heroic deeds of those forgotten during the conflicts of past. Additional awards are expected as over 40,000 African-Americans served in World War I, and an official

estimate of African-Americans serving during World War II is close to 225,000.

These veterans have earned their place in history and their time is overdue. Through careful research, heroes will be recognized and due credit will be given.

African-American heroes deserve a solemn tribute for their conspicuous gallantry, extraordinary heroism, and supreme devotion to their country and fellow men above and beyond the call of duty.

They have followed the finest traditions of military service and reflect credit upon themselves and the United States of America.



Tools of the trade

Edwin Kania, an instructor in the Resource Management Directorate's Employee Development Division, teaches CompTIA Security+ to employees who work with information technology, or IT. The training prepares employees for the Computing Technology Industry Association (CompTIA) Security+ exam. CompTIA Security+ certification covers network, compliance and operation security, threats and vulnerabilities, and application, data and host security. Also included are access control, identity management and cryptography. It is a required certification to comply with the DoD 8570.1-M Directive "Information Assurance Workforce Improvement Program". Students will use knowledge from this class and other resources, combined with the recommended experience, CompTIA Network+ certification and two years of experience in IT administration with a security focus, and study on their own to succeed in passing the exam. (Photo by Steve Grzedzinski)