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NEWS NOTES

Golf season nearly in full swing

Looking to tee it up after work? Join Tobyhanna's Wednesday Night Golf League at Pocono Farms. Matches begin as early as 3:30 pm. The league is accepting new golfers looking to join a team or entire teams of at least four players. For more information, call Alan Christ, X55773.

Noontime softball fun, games

The Noontime Softball League (NSL) is set to start practicing in April and is looking for new players. Those interested can start a new team or join one already in the seven-team league. To join the fun, call NSL Commissioner George Kofira, X58465.

Scholarship deadline nears

The Chautauqua Club scholarship applications for eligible high school and college students are posted on Tobyhanna's Intranet site under the What's New link. The deadline for submission is April 23. For information, call Linda Kerr, X56682.

Safe way to dispose of drugs

The National Prescription Drug Take-Back Day is April 29. The event aims to provide a safe, convenient and responsible means of disposing of prescription drugs, while educating the general public about the potential for abuse of medications. Tobyhanna's collection site will be Building 20. For more information, call Employee Services, X57943.

Well done!

"Equipment Specialist Larry Meads, C4ISR Directorate, was a tremendous help updating my Air Defense and Airspace Management System Cell. We all gained a lot of knowledge and insight. Larry was a direct value added to the success of current and future missions. . . would love for him to become my permanent field service representative."

1st Lt. Shavokie Gibson
Mustang, Oklahoma



Sheet Metal Mechanic Jeff Urbanovitch tests the fitment of brackets on the bottom section of the Robot Deployment System. Assembly of the full units (pictured in lower left) is expected to begin next month. (Photo by Steve Grzezdinski)

New depot mission keeps Soldiers out of line of fire

by Justin Eimers
Assistant Editor

Work has begun here on a system that will add an extra safety blanket for Soldiers in the field against the threat of IEDs and roadside bombs.

Engineers and technicians in the depot's Systems Integration and Support (SIS) Directorate's System Assembly branch began production of piece parts for 45 Robot Deployment Systems (RDS). The systems have been developed to better protect Soldiers when positioning route clearance robots for use. The RDS uses a rear-mounted hydraulic lift and storage compartment to deploy, retrieve and then stow a robot using controls inside the vehicle. Previously, Soldiers had to exit the vehicle to deploy the robot, leaving them exposed to enemy fire and other threats.

The early stages of the mission have included a design and review process to weed out any possible safety and reliability issues. Personnel at the TACOM Life Cycle Management Command (LCMC) and Letterkenny Army Depot (LEAD) completed a first article inspection and physical configuration audit on Feb. 18. Following the inspection, Tobyhanna and TACOM LCMC implemented subtle changes that would ultimately improve the systems' manufacturability and mitigate production risks.

According to Business Development Specialist Ashley Wood, the mission has involved the coordination of many moving pieces.

"LEAD approached the depot in July 2014 to produce the RDS for mounting on RG-31 MRAP (mine-resistant ambush protected) vehicles, which are produced at Letterkenny in support of their customer at TACOM," she said.

Hiram Gillyard, chief of the SIS Directorate's Fabrication and Assembly Division, said finalizing drawings for several components has proven challenging but the team has worked well together to find the best solutions.

"We've had to make adjustments along the way as a team to maximize reliable operation of the units. Soldier safety and efficiency are the main priorities," he said. Assembly of the initial 45 units is scheduled to start next month and wrap up in October.

Mechanical Engineer Jenny Battenberg said the all-hands-on-deck effort has ensured efficient and streamlined production of parts.

"Early on, TACOM assisted in clarifying initial construction issues and incorporating new piece parts into the first article test," she said. "That evolved into providing updated drawings whenever an improvement was made." Paul Borosky, chief of the SIS Directorate, added that each step of the process has focused on quality.

"Tobyhanna builds quality into our products and processes, and has done so for this product throughout its development," he said.

Early mission successes have paved the way to adding 164 units to the workload for a projected total of 209 systems, all of which will be fabricated at Tobyhanna. Once assembled, units will be sent to LEAD for installation on MRAPs prior to deployment.

Depot SGM happy to be part of Team Tobyhanna

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Employees spread LEAN philosophy throughout Army

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Around the Depot spotlights mission, personnel

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New SGM arrives for duty

Sgt. Maj. Paul A. Watson assumed the duties of depot sergeant major when he joined Team Tobyhanna last week. As sergeant major, his responsibilities include overseeing mission requirements and quality of life issues here and in the local community. Watson advises the commander on all matters relating to Soldiers, the civilian workforce and their family members. In addition, he serves as the voice of the warfighters who use depot-repaired equipment once it arrives on the battlefield. "I'm excited to join the depot workforce," Watson said, admitting that he has a lot to learn. "I've been told there's a lot of talented people in the offices and on the shop floor. I look forward to working with all of you." Prior to his arrival, the senior noncommissioned officer was assigned to the Combined Arms Support Command, Fort Lee, Virginia. Early in his career, Watson trained in field artillery meteorology and later earned the title senior electronic maintenance chief. This NCO has spent 27 years travelling the world, wherever the Army needed him: Panama, Korea, Germany, four deployments to Southwest Asia, and four stateside assignments. (Photo by Steve Grzedzinski)

Know the warning signs

Coping techniques help reduce risk of mental health issues for children who reach puberty at a young age

by Heather Fiedler
Employee Services Center

We have all been there — cracking voices, sprouting hair, mood fluctuations — the warning signs of puberty.

Does it matter what age we reach puberty? Does it have an influence on other factors in our lives? According to one leading authority it does.

Dr. Karen Rudolph and her colleagues studied 160 boys and girls for three years. The main goal of Rudolph's research is to understand why some youth are at risk for developing mental health problems such as depression, and how these problems influence youth development. Rudolph is a professor in the Psychology Department at the University of Illinois, Urbana-Champaign. She received her doctorate in Clinical Psychology from the University of California, Los Angeles.

The team's findings indicate that girls who reached puberty at a younger age (between 8 and 9 years old) had increased rates of depression that persisted over the years. The boys who reached puberty at an earlier age had increased levels of anxiety, interpersonal stress and a lower self-image. By the end of the three year study, the boys' rates of depression almost matched that of the girls.

Multiple studies have identified protective factors — things that can help children cope more positively. Peer influence can be a protective factor. If peers practice interpersonal skills including direct communication and conflict management, than children can experience positive outcomes. However, if peers are engaging in negative coping techniques such as smoking, drinking or risk-taking behaviors, then negative outcomes can be expected.

Another protective factor are parents and caretakers. The view they have of themselves matters. Parents that verbalize a healthy self-image and freely give affection and compliments to their children can and will foster a healthy self image. Similarly, those who verbalize a negative self-image with remarks like, 'look how fat I am' or 'I am so ugly,' and are not so affectionate or complimentary to their children, foster a negative self image.

Additional research is ongoing on the developmental effects of early puberty. If your child was young when he or she began to develop and you are noticing some of the risk factors, please reach out to a mental health care professional.

To speak with the licensed mental health practitioner at Tobyhanna, call X59689.

Army Emergency Relief kicks off 2016 campaign

ALEXANDRIA, Va. — Army Emergency Relief (AER) announced the 2016 campaign theme, "Never Leave a Soldier in Need." The campaign runs from March - May 15 with the goal of creating greater awareness of the benefits of AER as well as providing Soldiers the opportunity to help their fellow Soldiers.



Over the last several years AER has made significant changes to meet the needs of today's Army, adding new categories of assistance, expediting the assistance process and increasing grants by 30 percent. Last September AER made a policy change, which allows all Soldiers, regardless of rank, direct access to AER assistance.

"Never Leave a Soldier in Need is in keeping with the Army's core values," said retired Army Lt. Gen. Robert Foley, AER director. "Whether the need is money for a Soldier's emergency leave, new brakes for the family

car or to cover the initial rent deposit on a new apartment, AER is there. To maintain this level of assistance today, donations from Soldiers, active and retired, are essential to ensure the legacy of Soldiers helping Soldiers."

Army Emergency Relief is a private non-profit organization dedicated to providing financial assistance to Soldiers, active and retired, and their families. Since it was founded in 1942, AER has provided more than \$1.7 billion to more than 3.6 million Soldiers and families.

Last year AER provided more than \$71 million in assistance to nearly 47,000 Soldiers and families, which includes \$9 million for 4,102 scholarships to spouses and children of Soldiers.

Soldiers needing AER assistance can contact Linda Kerr, Tobyhanna's AER officer, X56682, or visit one of the 78 AER sections at the nearest Army installation. Additional information is available at www.aerhq.org.

THANKS

To my Tobyhanna and Army Contracting Command friends and co-workers, thank you all so much for the kind condolences we received on the passing of my father, Bill Kirkhuff. Your thoughtfulness, kindness and generosity helped more than mere words can say.

Tami Kirkhuff and family

TOBYHANNA REPORTER

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TEAM
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EXCELLENCE IN
ELECTRONICS®



COMMANDER'S CORNER

by Col. Gregory D. Peterson
Depot Commander

Team,

It is hard to believe that I have been here for nine months already; the time has flown by. As I come to work every day I continue to be amazed by the hardworking, dedicated folks we have here and how fortunate I am to be a part of Team Tobyhanna.

During the last supervisor's quarterly meeting I introduced four priorities I would like the depot workforce to focus on in 2016. At this time I would like to share with everyone those same priorities.

1. Safety

The depot's safety accident rate for 2015 was 1.9, over one-third higher than our goal. The main causes were slips, trips, falls, strains and sprains.

We, collectively as a team and in partnership with the union, need to do better and reduce our accident rate. I am especially concerned that with years of construction work ahead of us, conditions are ripe for increased safety hazards at the depot.

I ask that everyone slow down, look around and identify potential hazards, then work with your supervisory chain to eliminate or mitigate those risks.

2. Implement EIB/CAMS

This spring the depot will field and implement the next phase of the Logistics Modernization Program (LMP) with the Expanded Industrial Base (EIB)/Complex Assembly

Manufacturing System (CAMS).

This is an important project for the Army Materiel Command and Tobyhanna is part of an overall effort undertaken at all depots and arsenals to apply this new program.

We have a good plan to employ EIB/CAMS, but as a former boss of mine once said there are two types of plans, those that won't work and those that might work. Meaning, you have a plan, but then you have to put words into action and execute.

Our plan will work if we apply focus and energy to make it successful. The success of this operation also relies on your feedback. If something needs adjusting, bring it up to your supervisor so we can adjust as required. Don't just kick the computer and walk away, and assume your boss and others automatically know about the issues you are dealing with.

Communication is key to fielding this program.

3. Improving communication

I have said before that Tobyhanna is one of the most complex organizations I have ever been a part of. With so much going on it is easy for folks to miscommunicate or miss communicating with others in order to successfully accomplish the mission.

The means to improve team communication is the Tier 2.0 Meeting process.

The intent of the process is to enhance communication not only internally to directorates, but also across and between directorates. As

issues crop up, oftentimes it takes a team effort to develop and execute solutions.

We can't develop and execute team solutions if the team isn't talking.

4. Eliminating rework

Rework is when employees have to re-execute work on a product or asset.

This practice, if left unchecked, can be costly to any business. For every occurrence of rework there is an added cost of material and labor, plus it disrupts the production schedule.

There's an old carpenter's adage that applies here — measure twice and cut once.

Vigilance is key to prevention. Hold suppliers accountable for the condition of the replacement parts they provide. Verify work processes to ensure quality workmanship to meet the customer's needs.

The amount and level of rework is directly tied to the competence and quality of our work. Getting it right the first time is what customers expect and what Tobyhanna aims to deliver.

All of you are working incredibly hard and come in through those gates every day with a can-do attitude to support the warfighter.

We produce many things very well, but there are some areas we can improve upon and these improvements require a team effort. I ask for your assistance in focusing on the four priorities to carry out our policy of continuous process improvement.

Thank you much. Excellence in Electronics!

Veterans council honors, supports active-duty, retired military members

by Adam Chase
Veterans Council

The Tobyhanna Army Depot Veterans Council, originally chartered in 1997, is a private and separate organization which operates on the installation with the consent of the commander.

Through commander approval, the organization conducts events to mark military or veteran observances such as Memorial Day, POW/MIA Recognition Day and Veterans Day.

Council membership shares a mutual sense of camaraderie and affiliation with individuals who have served in the armed forces.

The organization prides itself in understanding the needs and challenges which face veterans of prior or current eras. In doing so, a support network of council members is forged. Anyone with questions or concerns can tap into this network of available resources whether it is a transitional issue, a benefits question or simply a need for general support.

Veterans Council events and meetings are open to active-duty or retired military members, non-veterans receiving benefits, family members and Tobyhanna employees. Those who actively participate in Veteran Council activities shall be considered members of the organization.

The elected officers are Dan Harnden, president; Adam Chase, vice president; Frank Dettore, executive officer/secretary, and Mike Cook, sergeant-at-arms/treasurer.

For more information, call X57283.

Veterans Council logo

The original Tobyhanna Army Depot Veterans Council logo served the organization well since the late 1990s. It consisted of the presidential seal applied to a red, white and blue shield, with the name of the organization on scrolls at the top and bottom.

In July of 2013, Caroline Jurosky suggested changing the logo and Dan Harnden drew the conceptual design — one that represents all branches of the service.

Since the council resides entirely within the gates of an Army installation, it made sense to use black and gold in the color version. The contrasting Army colors also allowed greater detail in the design. A lot of thought went into choosing each symbolic representation.

- The blended Marine Corps, Navy, Coast Guard and Air Force emblems represent service veterans.

- The beret was chosen to represent the U.S. Army.

- The "V" on the flash can be defined by the observer. It could mean "V" for veteran, "V" for victory or "V" for valor.

- The three stars represent the star flags family members display for military members deployed, fallen or wounded.



HOW ARE WE DOING?



TOBYHANNA CUSTOMER SATISFACTION SURVEY

www.tobyhanna.army.mil

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

Ingenuity, ambition are attributes of two award winners

by Jacqueline Boucher
Editor

Ingenuity and ambition are what two employees attribute to their success.

Production Controller Robert Banaszek and Electronics Worker John LaCapra were named the Tobyhanna Army Depot Employees of the Quarter for the first quarter of 2016.

"It's flattering to receive recognition and is even more meaningful when you are honored by the people who know you and are familiar with your work," said Banaszek, who has worked in production management since 2004, first as a supply technician then in 2008 as a production controller. He works in the Production Management Directorate's C4 Program Management Division.

"I work with a team who helps nurture an environment where you are encouraged to do your best to get the mission accomplished,"



Banaszek

he said. "Working here has given me a sense of accomplishment in the service I am providing to my country."

Banaszek monitors costs and keeps the logistics management specialists informed on individual programs. The job consists of a wide range of tasks that include tracking employee overtime, verifying and accepting programs, working with production orders and authorizing cost estimates.

As a subject matter expert he has developed quite a reputation for teaching newcomers the finer points of being a controller.

"Bob's work is precise and timely," said Mark Williams, Field Support Project Management Branch chief. "Peers turn to him when seeking solutions to complex issues and new controllers want to be trained by him."

Noted accomplishments include organizing and structuring a cost control management and reporting tool used by all of Tobyhanna's forward logistics support leads. Banaszek developed a checks and balances process to manage cost, schedule and performance for 90 Field Service Representatives performing the mission globally, according to Williams.

"He's a highly intellectual individual with impeccable work habits," Williams said about Banaszek. "Bob is always willing to go out of his way for anyone. Everyone in the cost center looks up to him with great respect and admiration."

LaCapra is known for seizing any opportunity to fix a nagging problem. The invention of a thumb screw adapter saved time, improved quality and made his teammate's job less stressful, according to



LaCapra

(Photos by Steve Grzezdinski)

Patrick Connolly, former supervisor, who submitted the nomination package. Another money saving idea involved repairing shock absorbers instead of throwing them away.

"I'm extremely pleased to have such an inspirational employee in the shop," said Lloyd Fuller, C4ISR Directorate's Microwave Radio Support Section chief. Fuller was named section chief when Connolly moved to the M3L Disassembly Section. "Deserving workers should be rewarded for their work."

"I like turning old and used assets into highly efficient, like new products that our military members can use with confidence," LaCapra said. "I'm always trying to find a safer and more efficient way to produce a quality product, on time and in budget."

Other attributes include doing what it takes to meet mission requirements. Coworkers

say LaCapra is a role model with an attitude and work ethic that is contagious. Managers know who to turn to when workload requires the use of split shifts, overtime or borrow and loan.

"His commitment to the depot's mission has landed John in other cost centers to help them meet goals," Connolly said. "Of course he gets to grow his skill set with every assignment."

LaCapra is frequently asked to speak to people about how to turn ideas in the workplace into a working product. He's also well-versed on technical opportunities and a variety of skills performed at the depot.

"You can make a difference when you apply yourself," he said, noting that the secret to his success is "a positive attitude and doing my best for the warfighter."



Good as new

The newest addition to the depot's fleet of fire response vehicles arrived here earlier this month for the final step of its makeover. The 2004 Pierce Contender fire truck was rescued from Sierra Army Depot by Assistant Fire Chief Michael Hill in February and underwent a \$150,000 transformation, wrapping up with the addition of decals by Red Diamond Graphics to match the other trucks. The truck was officially put in service once all the decals were placed. Hill said the entire fire crew had input on what they wanted in the new engine. "Everyone has a piece of themselves in this truck," he said, adding that the old truck's siren was kept for nostalgia and that several storage ideas were incorporated to save space and ultimately save the firefighters' time in the line of duty. Hill noted that the average cost of a new Pierce Contender similar to this one could be as high as a half-million dollars, so refurbishing this truck to like-new condition saves the depot money and preserves a battle-tested truck for future use. (Photos by Steve Grzezdinski)



EXCELLENCE IN ELECTRONICS AROUND THE DEPOT



Electronics Mechanic Keith Tucker performs a sight alignment and functional check of the Common Remotely Operated Weapons System (CROWS).



Corey Bennett, electronics worker, removes the integrated optical bench (IOB) assembly from a Long Range Advance Scout Surveillance System during overhaul.

Thermal Targeting Section
C4ISR Directorate
Employees overhaul, repair and test Long Range Advance Scout Surveillance Systems, a long-range multi-sensory system that provides real time ability to detect, recognize, identify, and geo-locate distant targets and improvised explosive devices. Also maintained in the section are Common Remotely Operated Weapons Systems, which give the operator the ability to acquire and engage targets while inside an armor-protected vehicle.
(Photos by Steve Grzedzinski)



Electronics Mechanic Patricia Decker upgrades IOB components on the Long Range Advance Scout Surveillance System(LRAS3) during the overhaul process.



Painter Melissa Flower touches up blemishes made during assembly.



Above, Electronics Mechanic John Roman installs protective ballistic armor on the CROWS system elevation motor during the weapons station build up. Right, Electronics Mechanic Mark Glose removes the biocular display from the LRAS3 before testing components to ensure Soldiers have a clear line of sight.



Electronics Mechanic Patricia Berthel repairs one of the multi-function switches on an LRAS3 handgrip.

CAREER MILESTONE



From left, Brian Jones, Phyllis Greene, Loretta Daubert, David Satoff, James Serino and depot commander Col. Gregory Peterson attend the Length of Service ceremony held Feb. 24.

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

James Serino — 35 years, logistics management specialist, Strategic Initiatives Office, Command and Staff.

David Satoff — 30 years, electronics technician, Design Development and Fabrication Division, Production

Engineering Directorate.

Brian Jones — 30 years, electronic measurement equipment mechanic, Logistics Support Division, Installation Services Directorate.

Phyllis Greene — 30 years, management analyst, Mission Analysis Division, Production Management Directorate.

Loretta Daubert — 30 years, human resource specialist, Tobyhanna Civilian Personnel

Advisory Center, Civilian Human Resources Agency.

In addition to service certificates and pins, employees with 35 years receive an engraved mantle clock. Those 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.

Army outlines gender integration plans opening more doors to female Soldiers

WASHINGTON — The Army announced details of its implementation plan for integrating women into all military occupational specialties (MOSs), paving the way for qualified female Soldiers to serve in the infantry, armor and special forces.

Initially, the Army will manage the assignments of women through a “leader first” approach. Beginning this year, women will be able to branch out as infantry and armor officers, followed by female enlisted Soldiers to ensure they are assigned to operational units with integrated women leaders.

Under the new policies, all Soldiers will have the opportunity to serve in any occupational specialty based on their individual capabilities and the needs of the Army, allowing the Army to recruit Soldiers and leaders from a larger pool of qualified personnel.

“We’re not going to turn our back on 50 percent of the population,” said Acting Secretary of the Army Patrick J. Murphy. “We are opening up every occupation to women. I think that’s pretty historic.”

The Army is implementing full integration through five lines of effort: updating physical and administrative screening standards; managing talent to select, train and promote

the best qualified Soldiers; building integrated units; educating Soldiers and leaders, and communicating how gender integration increases the readiness of the Army; and continually assessing integration strategies to successfully posture the force.

“An incremental and phased approach by leaders and Soldiers who understand and enforce gender-neutral standards will ensure successful integration of women across the breadth and depth of our formations,” said Army Chief of Staff Gen. Mark A. Milley.

Between May 2012 and October 2015, the Army led all services in gender integration by opening more than 95,000 positions and nine occupations to women. In 2015, three Soldiers became the first women to complete Army Ranger School, one of the most demanding leadership schools in the U.S. military.

The Secretary of Defense’s Dec. 3, 2015, decision opens an additional 220,000 positions to women; however, the force drawdown and continued force structure changes will affect any final numbers. As the department continues modernizing and innovating to stay ahead of future threats, its senior leaders have said they will develop policies and set conditions to recruit and retain the best people.

NEW SUPERVISOR

Kristine Dickson is chief of the C4ISR Directorate’s Material Processing Section.

She supervises personnel who receive assets arriving at Tobyhanna for repair, overhaul and upgrade. Items are issued to depot shops for service. Upon completion, the items are returned to the section for worldwide distribution.

Prior to her current position, Dickson was a work leader in the C4 Division. She began her depot career in February 2007.

Dickson served in the U.S. Army Reserve for six years; spending 12 months in Southwest Asia. She graduated from Honesdale High School in 1998 and enjoys spending time with family.



Dickson

COMMUNITY BULLETIN

Editor’s Note: The Community Bulletin provides an avenue for depot and tenant 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, or written items can be mailed to the Public Affairs Office, mail stop 5076. 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. For information, call Jacqueline Boucher, X58073.



CAR/VAN POOLS

Wilkes-Barre: 2 openings, 5/4/9, nonsmoking, A placard, Route 309 park and ride, contact Mike, X56157.

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 and the Luzerne Shopping Center, 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.



TRADING POST

WELCOME TO THE DEPOT

Name	Title	Organization
Angela Avery	IT specialist	D/C4ISR
Joseph Cohawitz	Electrician	D/SIS
William DeFazio	Electrician	D/SIS
Brian Duff	IT specialist	D/C4ISR
Denise Nenna	Secretary	D/C4ISR
Mark Safford	Precision measurement equipment calibrator	TMDE
Jason Yeager	Engineering equipment operator	D/IS

RETIREES

Name	Retirement date	Organization
Kathy Marshall	Jan. 31	D/PE
Stanley Nowicki	Feb. 5	D/SIS
Stephen Dombrosky	Feb. 22	D/SIS
Charles Mercado	Feb. 29	D/SIS
Dennis Foster	Feb. 29	D/PM
William Stites	Feb. 29	D/C4ISR
Glen Gestewitz	Feb. 29	D/C4ISR

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)

History shows women always ready, willing to aid nation

by **Thomas Igoe**
Contributing Writer

Susan B. Anthony, known as the grandmother of the United States women's suffrage movement, dedicated her life to women's rights in government.

Anthony's suffrage work included organizing national conventions, lobbying Congress and state legislatures, and participating in an endless series of state suffrage campaigns that paved the way for women's rights movements in the decades to come.

For her selfless sacrifice and dedication, she was immortalized by coin, being the first and one of only a few females to ever be honored on U.S. currency.

As the Women's Suffrage movement of the early 20th century gained momentum, the 19th amendment to the constitution was proposed, then ratified on Aug. 18, 1920. For this victory, women had solidified the right to vote and serve in public office.

As the United States recoiled from the effects of the Great Depression, women competed with men for work in industry. Women, previously afforded little opportunity outside of menial clerical tasks in the workplace, had to

prove their mettle in male-dominated industrial settings. Working the same jobs as their male counterparts, women often worked long hours at significantly lower wages, garnering little respect or recognition for their efforts.

That was about to change substantially.

As the U.S. was thrust into World War II following the attack on Pearl Harbor, 16 million men were called into service, leaving a gaping hole in America's industrial workforce. Women eagerly filled that void. Technical jobs previously reserved for a predominately male workforce were suddenly fully staffed by women.

Women now assumed leadership and management roles, operated heavy machinery, worked as steel workers, welders, painters, electricians and riveters while their husbands, sons and brothers served overseas. Women, coming to the aid of their nation in its time of need, had proven beyond the shadow of any doubt that they were more than capable and qualified to do the same tasks as men.

The selfless contribution of women to the war effort was not limited to industry.

By May 15, 1942, a resolution was drafted into law to enlist 150,000 women to serve in the U.S. Army Women's Army Auxiliary Corps (WAAC). The Navy followed

suit with the WAVES (Women Accepted for Volunteer Emergency Service) Program. Women served in many roles previously reserved for men, as mechanics, armorers, drivers and engineers.

Their service was effective enough that Gen. Douglas MacArthur stated: "These are my best Soldiers. They work harder, complain less and are far better disciplined than men."

These brave pioneers paved the way for women to serve the armed forces in all capacities in the decades to come.

On Jan. 24, 2013, Secretary of Defense Leon Panetta removed the military's ban on women serving in combat roles, stating: "Women have proven themselves prepared and ready to serve throughout our nation's history; it's time they are provided full opportunity."

By August 2013, the U.S. Marine Corps opened infantry training to women. The Army Ranger School pinned the "RANGER" tab on its first female graduates in August 2015.

Women now serve in all capacities in state and local government: making a run for the nation's highest offices, three seasoned female judges appointed to the U.S. Supreme Court; 60 fighter pilots; 57 general officers. Women toil alongside men in uniform, in factories and on job sites nationwide, breaking gender barriers and proving their equality at every opportunity along the way.

From the women's suffrage movement of the early 20th century to modern day industrial and combat roles, dedicated, determined women have bravely fought for gender equality and social acceptance in government, civil service and industry.

The hard-won battles for equality by our nation's visionary women are far from over. Annually honoring their strength and perseverance in the face of disparity will ensure that gender barriers and limitations will continue to be shattered for generations to come.



AMC commander kicks off Global Force Symposium, discusses readiness

by **Lisa Simunaci**
AMC Public Affairs

As the featured command at this year's Association of the United States Army's Global Force Symposium and Exposition, the U.S. Army Materiel Command's top leader explained the organization's role in the service's top priority — readiness.

AMC Commander Gen. Dennis L. Via opened the three-day event, noting that a Soldier's basic tasks to shoot, move and communicate all require readiness.

"At the Army Materiel Command, readiness is why we exist," Via said, stressing that readiness remains the top priority even while the organization restructures and aligns its global responsibilities in the face of force reductions and declining resources.

Via said one of the ways the command is enabling readiness is by optimizing Army Prepositioned Stocks and building theater Activity Sets. The assets, which include armor, artillery and supplies, are strategically located and troop-ready.

The European Activity Set (EAS), the first of its kind to be built in theater, transitioned from a battalion-sized set to a brigade-sized set with tanks, Bradley Fighting Vehicles, towed artillery and more.

"The EAS is one of eight equipment sets that will be established around the world over the next few years," Via said. The sets allow regionally aligned forces and partner

nations to participate in multinational training and respond to contingencies with increased effectiveness on decreased timelines.

Via highlighted the command's work around the world, from reestablished logistics capabilities in Iraq to shifting support in the Pacific.

Via also emphasized the Army's Organic Industrial Base, which he refers to as a National Security Readiness Insurance Policy that's always there when needed. Without the OIB, Via noted, it wouldn't have been possible to deliver the tons of munitions recently sent to Europe on short notice.

The command's research and development initiatives are also supporting readiness.

"Our scientists and engineers are busy working in state-of-the-art facilities and laboratories, and partnering with academia and industry to empower, unburden, protect and sustain Soldiers on the battlefields of today and tomorrow," Via said.

From 3-D printed food to unmanned vehicles and nanotechnology, Via described projects that once seemed unimaginable, and are now on display at the AUSA exhibition.

"AMC is busy conducting the basic cutting-edge research that will yield unforeseen innovations for the Army of 2030 and 2040," Via said. "Scientists and engineers are bridging the gap between the state of the art and the art of the possible."



U.S. Army Materiel Command Commander Gen. Dennis L. Via opened the three-day Association of the United States Army's Global Force Symposium and Exposition, stating that a Soldier's basic tasks to shoot, move and communicate all require readiness. (Photo by Sgt. 1st Class Michael Zuk)

Via also revealed a new app that will be available to Soldiers in June. PS Magazine, which has been synonymous with Army maintenance for 65 years, is going digital. The app will deliver maintenance messages the way today's Soldiers choose to receive their information.

With the recent release of the Army's next budget, Via explained the delicate balance that must be struck when considering modernization, end strength and readiness.

"We can help ourselves by finding ways

to save money," he said.

Via called for continued use of Better Buying Power initiatives, workforce training and communication and process improvements.

After showcasing AMC's successes and challenges, Via saluted the workforce, recognizing that Army officers, Soldiers and civilians had done the heavy lifting over 15 years of war.

"Our Army could not accomplish its mission without these tremendous patriots," he said.



Left, Tobyhanna Army Depot's Warfighter of the Quarter Staff Sgt. Erik Betlaf drops the puck at the Feb. 23 Wilkes-Barre/Scranton Penguins hockey game. Below, depot commander Col. Gregory Peterson presents the award during a ceremony. (Left photo copyright KDP Studio. Photo below by Cindy Dorosky)



Warfighter of Quarter attributes success to positive attitude

by **Jacqueline Boucher**
Editor

Tobyhanna Army Depot's newest award winner spends a majority of his time telling recruiting-age Americans about life in the Army.

Staff Sgt. Erik Betlaf, a recruiter for the Stroudsburg Recruiting Center, Wilkes-Barre Recruiting Company, was named the Warfighter of the Quarter during a ceremony conducted at a Wilkes-Barre/Scranton Penguins hockey game Feb. 23.

"My job as a recruiter is to assist individuals in achieving their goals through

the help of the United States Army," Betlaf said. "The Army taught me discipline, how to be a strong leader, the value of hard work, and instilled a willingness to learn and grow as a Soldier."

Every Soldier is hired by a recruiter. It's their responsibility to determine an applicant's enlistment eligibility, counsel applicants on enlistment programs and options, prepare enlistment applications, and process qualified applicants to enlist in the Army. These Army ambassadors also prepare future Soldiers for initial entry training and conduct awareness programs.

Betlaf was commended for his ability

to rally troops while struggling to meet enlistment goals. His attention to detail resulted in zero loss of recruiter time due to enlistment issues at the military entrance processing station (MEPS), according to Staff Sgt. Stephen Healy, noncommissioned officer (NCO) in charge. Healy also noted that Betlaf is a pillar in the local community; responsible for maintaining positive relationships with key personnel throughout the district schools.

"Sergeant Betlaf is one of the most driven and focused NCOs I've ever met," Healy said. "He shows a genuine concern for his mission that motivates all those

around him. He epitomizes what it means to be a warfighter."

Not long ago, Betlaf spent a year in Southwest Asia training local security forces. During his seven year career, the NCO has earned several performance awards, decorations, promotions, and special duty assignments. He attributes his success to having a positive attitude.

"I truly believe in the amazing opportunities the Army and Army Reserve have to offer," Betlaf said. "I have learned that I am capable of far more than I ever imagined. Serving in the United States Army has been the greatest experience of my life."

Partnership paves way for process improvement, expands Lean footprint

by **Justin Eimers**
Assistant Editor

As part of a directorate-wide effort to spread Tobyhanna's Lean philosophy throughout the Army, Chris Gogola and Eric Dial conducted two off-site Lean training seminars with the 88th Regional Support Command (RSC).

Former chief of the Continuous Process Improvement Directorate Brad Jones and former depot Sgt. Maj. Juan Rocha attended the U.S. Army Reserve Command Continuous Process Improvement Sharing Solutions Workshop last August and presented a briefing on Tobyhanna's Lean initiatives. Following the conference, directorate personnel received a call from Security Specialist Ryan Carter about training the 88th RSC on Lean and process improvement. Process Improvement Specialists Gogola and Dial jumped at the opportunity.

"The 88th was in the initial throes of putting together a 6S (Sort, Stabilize, Shine, Standardize, Sustain, Safety) program so we developed training for the two pilot sites to show them how we use Lean and how they can apply it to their processes" said Gogola. The 88th is based at Fort McCoy, Wisconsin.

Carter said once he saw what Tobyhanna could do with Lean he recognized how valuable of a tool it could be for the 88th.

"We have over 1,000 employees working on tactical vehicles who will benefit from some of the process improvements outlined at the conference," he said. "The appeal of the training is that it was personalized and specifically relevant to the shops while developing a common operating language employees can use to communicate effectively."



From left, Miguel Delvalle, Adam Castro and Michael Waite map out their supply process. The Lean 101 and 6S training helped identify ways to streamline the process and improve the time between ordering a part and its arrival. (Photo by Chris Gogola)

The first training session was conducted Jan. 26-28 in Madison, Wisconsin. The three-day agenda included a shop tour, Lean project to create a Process and Planning (2P) future site map, and implementation of the 2P layout. Dial said participants were initially hesitant about how Lean could directly apply to them but were willing to learn once the training kicked off.

"The class was extremely eager to learn and highly motivated to create and implement their process plans," he said. "Some people think Lean only applies to manufacturing but it really has a piece of the pie in any process you look at."

The second session, held Feb. 8-10 in Monclova, Ohio, took an in-depth look at the facility and command's processes on day one, dove into Lean 101 on the second day and

included an overview of 6S on the final day. Both the Lean 101 and 6S sessions incorporated a practical exercises into the lesson. The class consisted of 17 U.S. Army Reservists who are responsible for maintaining various pieces of heavy mobile equipment.

Jeremy Parish, a shop supervisor with the 88th RSC, said the team worked well prior to the training but will operate even more efficiently after learning Lean methodologies.

"Exploring Lean and 6S more thoroughly has encouraged us to take ownership of our faults and take steps to make the shop better," he said.

Gogola said the training helped the unit pinpoint kinks in its supply chain process when ordering specialty tools.

"The team determined they were spending unnecessary time researching national stock numbers that are needed to order material," said Gogola. "Then they made improvements to the process to ensure this information is provided prior to ordering."

Dial said Tobyhanna will create visual management tools within the unit's work areas to share success stories and motivate the team to continually improve.

"We're selling a product, really," he said. "It becomes a competition to try and make the biggest improvement we can, so it's really gratifying to see when those improvements come together."

Tobyhanna plans to maintain a steady relationship with the 88th RSC and assist in continuing to develop their Lean culture while building the depot's already strong process improvement initiatives.

"The goal is to gain allies in spreading Lean while molding Tobyhanna into the worldwide leader in Lean and 6S," he said.