

TOBYHANNA REPORTER

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TOBYHANNA ARMY DEPOT, TOBYHANNA, PA.

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NOVEMBER 24, 2015

NEWS NOTES

Holiday hours set

The depot will be closed on the following dates during the holidays: Nov. 26 and 27, Dec. 24, 25 and 31, and Jan. 1.

The commissary will be open from 10 a.m. to 6 p.m. Nov. 23, 24 and 25, and 9 a.m. to 4 p.m. Nov. 28.

Operating hours for Christmas and New Year's will be from 10 a.m. to 6 p.m. Dec. 21, 22 and 23; 10 a.m. to 4 p.m. Dec. 24; 9 a.m. to 4 p.m. Dec. 26; 10 a.m. to 6 p.m. Dec. 29 and 30; 10 a.m. to 7 p.m. Dec. 31 and, 9 a.m. to 4 p.m. Jan. 3.

The store will be closed Nov. 22, 26 and 27, Dec. 20, 25, 28 and Jan. 1.

Traffic patterns change

Third street will be a one-way street from 4:25 to 4:40 p.m. Mondays through Thursdays and from 3:25 to 3:40 p.m. on non-RDO Fridays. The road is too narrow to have vehicles driving both ways at the same time pedestrians are trying to walk to the main parking lot.

A change to the traffic pattern on Squier Street is the addition of an area where vans can pull off the road on the south side of Building 8 to load and unload passengers. New pedestrian crosswalks near the pickup areas will allow easy access to the vans.

FEHB open season open

The Federal Employees Health Benefit open season ends Dec. 14. This is the time to enroll for Federal Employees Health Benefits, Flexible Spending Account and Federal Employees Dental and Vision Insurance Program. For information visit the ABC webpage at <https://www.abc.army.mil/health/FederalBenefitsOpenSeason.html>.

Well done!

"Equipment Specialist Christopher Fuller's professionalism and job expertise provided a great atmosphere and ability to ask questions about our Warfighter Information Network-Tactical equipment and upgrades. Extremely knowledgeable."

Sgt. Jonathan Attaway
Waxahachie, Texas

Army, Navy link up for sophisticated weapon install



The MK VI patrol boat is an 85-foot combatant craft optimized for performance, fuel economy and firepower. It provides increased self-defense to counter asymmetric threats at sea or in harbor. All this while the boat's crew remains safe and protected from hostile fire.

by Ed Mickley
Public Affairs Officer

Cutting-edge weapon systems are being installed on the Navy's latest generation patrol boats and Tobyhanna Army Depot is providing the expertise. The joint effort between the depot and the U.S. Navy's Special Warfare Command (NSWC) led to the MK50 Gun Weapon System (GWS) installation aboard the Navy's new MK VI patrol boat.

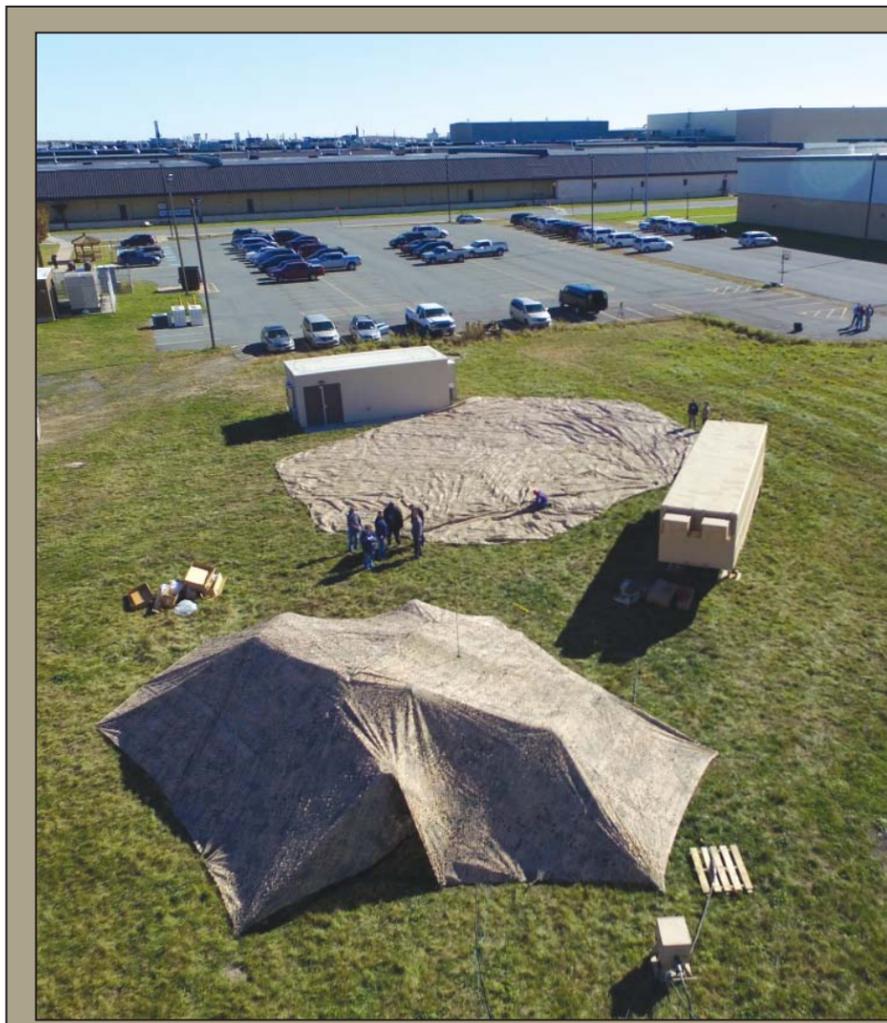
The MK50 is a shipboard version of the combat proven MK153 Common Remotely Operated Weapon Station (CROWS) from Kongsberg Protech Systems out of Norway. Versatile and modular, it

includes a daylight video camera with digital video processing capabilities, a thermal imager for night operations, and a laser rangefinder.

The MK VI is an 85 foot combatant craft optimized for performance, fuel economy and firepower providing increased self-defense to counter asymmetric threats, at sea or in harbor. All this while the boat's crew remains safe and protected from hostile fire. They are expected to start regular deployments in early 2016.

The collaborative effort, spearheaded by the NSWC, Army Armament Research, Development and Engineering Center (ARDEC)

See PATROL BOAT on Page 2



Canopy more than camouflage

Late last month, personnel in Tobyhanna's Technical Documentation Branch provided support for the Communications-Electronics Command's Power and Environmental Directorate in the verification of the Ultra Lightweight Camouflage Net System (ULCANS). The system is a cutting-edge screen camouflage for Electronic Shelter Vans (ESV) that enhances force survivability by protecting against visual, infrared, near-infrared and radar threats. The ULCANS team set up and documented the system's installation to update technical manuals for possible future use as a replacement for existing shelter canopies. The depot will verify safety and transportability requirements needed to support the use of ULCANS with ESVs, and to suggest solutions for any faults. During set up, Single Channel Ground and Airborne Radio System (SINGARS) technicians also performed an interference test to ensure proper compatibility of SINGARS radios with the net systems. (Photos by Steve Grzedzinski and Chris Sauers)

Tobyhanna shatters small business goals

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A fond farewell 30 years in the making

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Around the Depot spotlights employees, mission

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Things that influence the choices we make

by Heather Fiedler
Counseling Center

Psychotherapy often, if not always, involves making decisions and problem solving.

As someone who studies human behavior, I am fascinated by what influences the behavior of problem solving.

Tobyhanna employees make decisions every day, some more complicated than others.

The things that influence our choices are referred to as biases. For example, individuals tend to minimize their own mistakes and maximize the errors of others. This tendency is referred to as attributional bias. It is a cognitive short cut and most people are unaware they use it frequently to exaggerate negative characteristics of others, while making light of their own.

In an attempt to avoid information that challenges individual beliefs about the world, others and situations, some people engage in confirmation bias, which is selecting data that only supports their beliefs.

It is not easy to embrace the ideas, theories or opinions of others that fly in the face of your belief(s). Imagine hearing a colleague's opinion of someone or something then trying to accept and defend the contrary opinion. Yet, the better we're able to examine other opinions, beliefs and views the more open we are in our choices and decisions.

Granted, this behavior leads to feeling uncertain about where we stand and what we stand for. However, the tendency to deny uncertainty often leads to a closed mind and suboptimal decision making.

Let's become practitioners of awareness of these very common errors in judgment and personal biases. This practice of self-awareness requires significant cognitive effort and makes us question everything we consider to be true. Tolerate the uncertainty. It can lead us to explore, in a true sense, our decisions and may open other possibilities that we were unable to consider before.

For an in-depth discussion about biases in problem solving and decision making, call the Counseling Center, X59689.

THANKS



Left to right, William Conaboy, Sgt. Anthony Palmer, Pfc. Andrew Smith and Spc. Travis Mustapher visit with a WWII Veteran during a Veterans Day luncheon at Allied Services in Scranton.

"I was proud of the way the active duty military members—Sgt. Anthony Palmer, Pfc. Andrew Smith and Spc. Travis Mustapher—conducted themselves during a Veterans Day luncheon. After a presentation by the 73 students of our DePaul School—they realized they were seated at the table that was going to be first in line to eat. On their own without any suggestions they requested to eat at the end.

"They wanted to personally go around and thank every veteran present for their service. I happen to be standing next to a WWII Vet [1 of 10 skilled nursing resident veterans present at the luncheon] when they came around. I can not put in words his expression and appreciation for that gesture. It will stay with me for a long time. I was discharged 40 years ago, but would have been proud to have these three young men under my command. Tobyhanna should be proud of them."

Jim Paddock
director, Scranton Vocational Center, Allied Services

"As both president of Allied Services and a former Army Infantry Officer I was proud to be with these three Soldiers. While recently on vacation I read a book about leadership skills written by a retired Marine Corps Officer, the title: Leaders Eat Last!"

William Conaboy
president, Allied Services

PATROL BOAT from Page 1

and Picatinny Arsenal's product manager for crew served weapons enlisted the depot team to integrate the MK50 GWS on the patrol boats at Tacoma, Washington.

Tobyhanna's extensive experience with sustaining the Mk 153 CROWS was a key factor for the ARDEC decision. Navy Lt. John Taylor, Mk 50 program manager said, "Tobyhanna's workforce and electronics expertise with the 153 made the choice easy."

The depot has provided support for the MK 153 CROWS, servicing or maintaining more than 11,000 units since 2006.

Once the initial plan was set into motion, Vincent Zuranski of Tobyhanna's Readiness Training Division met with a Raymond Duenas, Tobyhanna field service representative, at Joint Base Lewis and McCord in Tacoma and Kevin Quichocho from Safe Boats International (the contractor for the MKVI PB) to lay the groundwork, perform the install and document the integration.

"The integration was pretty straight forward," said Zuranski. "Logistics for parts, determining the right tool set and mounting a switch in the close-quartered engine space were the only challenges."

"Safe Boat personnel were invaluable in this process," said Zuranski. "Guy Cushman and Kevin were instrumental in securing the right tools for installing the weapon."

Meeting recently with the depot, modifications to ease the integration were discussed and will be implemented on the next install. Zuranski and the integration team briefed the two-week effort prior to finalizing an integration guide detailing the step-by-step process for the two systems; one fore, one aft.

"The installation of the two systems on the first boat is just the beginning," said Taylor. "We have another install upcoming for two boats. After that there is the potential for more work through the coming year."

The effort is the latest iteration of the depot's joint command, control, communications, computers, intelligence, surveillance and reconnaissance (C4ISR) reach across all branches amid growing commitment from Marine Corps, Navy and Air Force. The depot



The MK50 is a shipboard version of the combat proven M153 Common Remotely Operated Weapon Station (CROWS) from Kongsberg Protech Systems out of Norway. Versatile and modular, it includes a daylight video camera with digital video processing capabilities, a thermal imager for night operations, and a laser rangefinder all tied to a remote operator's station below deck.

has positioned itself as the joint provider of choice, today and for the future, through upgrades in infrastructure, technology, capacity and training.

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

Tobyhanna's unparalleled capabilities include full-spectrum logistics support for sustainment, overhaul and repair, fabrication and manufacturing, engineering design and development, systems integration, post production software support, technology insertion, modification, foreign military sales and global field support to our joint warfighters.

TOBYHANNA REPORTER

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TEAM
TOBYHANNA

EXCELLENCE IN
ELECTRONICS®

Millions paid to small businesses, depot exceeds Army's goals

by Jacqueline Boucher
Editor

Tobyhanna Army Depot awarded contracts worth millions of dollars to small business vendors, shattering the Army's socioeconomic goals for fiscal year 2015.

A number of modernization projects and mission support initiatives during the year set a brisk pace for purchase agents; however, the depot's ace in the hole was an innovative approach to working with small business contractors. Contract specialists here developed and implemented Tobyhanna's first Multiple Award Task Order Contract (MATOC), which streamlined how contractors were selected for particular jobs.

The depot paid more than \$150 million to dozens of local, regional and national businesses for work performed during the fiscal year. Monies spent in the local area — Carbon, Lackawanna, Lehigh, Luzerne, Monroe, Northampton, Pike, Schuylkill, Susquehanna, Wayne and Wyoming counties — totaled more than \$11 million. Of that amount, more than \$2.5 million was distributed to small businesses.

The Army's measurement for success is an organization's ability to meet or exceed the established goals of contract dollars that should go to small business vendors. To qualify, vendors must meet conditions set forth in five categories: small business, service-disabled veteran-owned, woman-owned, HUBZone and small disadvantaged.

"Small business did very well this year," said Small Business Specialist Dave Kern, explaining that each socioeconomic category has a percentage of contract dollars that should be awarded to small business. "For instance, Tobyhanna achieved more than 46 percent in the small business category, well over this year's 22.5 percent goal." Kern works for the Army Contracting Command-Aberdeen Proving Ground, Tobyhanna Division.

Equally impressive were the totals in the remaining four categories. In the small disadvantaged business category, Tobyhanna ended the year with 21.08 percent, well over the 5.5 percent goal; the HUBZone category realized 10.91 percent, which surpassed the 1.5 percent standard; woman-owned small business claimed 5 percent, exceeding the 2.5 percent objective; and the service-disabled veteran-owned small business category achieved 7.97 percent, besting the 2 percent target.

Small business vendors are working on projects at several locations around the depot. For instance the \$11 million post restaurant renovation was awarded via the MATOC to a HUBZone vendor. There's also a standalone contract for \$2.1 million awarded to a service-disabled veteran-owned small business vendor to modernize one building. Kern



Workers renovating the largest building on the depot are on schedule to complete the first of a five phase project in February. Opening the front wall revealed 1950s-era windows that needed to be removed so a new wall could be re-blocked and insulated. (Photo by Steve Grzedzinski)

also noted the recent completion of a task order concerning work on the dust enclosures in another.

"We have a lot of buildings on the depot that need to be modernized," Kern said. "Other contracts are for vendors that support the mission by providing items such as electronics parts, circuit cards, wire for cable assemblies and transistors."

Kern mentioned one success story about a company representative from Troy, Michigan, who happened to be in the right place at the right time to secure a \$60,000 contract. Purchase agents had an open requirement for wire and cable during the representative's first visit to the depot.

The MATOC was created to help personnel carry out a large number of modernization projects approved and funded during the fiscal year. It was established as a small business set aside — a set-aside restricts, or reserves, contracts exclusively for small business participation. The demographics for the MATOC vendors meet the criteria for the five socioeconomic groups, Kern explained. Furthermore, four contractors on the list are local businesses.

"We awarded one big umbrella contract that let us solicit vendors, then generate a pool of qualified contractors," Kern said. "Now instead of processing each project one at a time, members of the pool compete for upcoming construction requirements."

Like any small city, contract specialists also manage service contracts for jobs such as landscaping, soil and water sampling, and janitorial services.

Federal acquisition regulations dictate purchase agents search for vendors using sources within the government

before going to the open market.

"If we find what we're looking for at a mandatory location we're required to source requests through that organization," Kern said, naming GSA (General Services Administration), UNICOR (Federal Prison Industries), SourceAmerica and Industries for the Blind as examples.

It's important for businesses to understand how they can support Tobyhanna's mission, according to Kern, adding that the depot looks for vendors to provide products and services to support the mission — anything from construction and test equipment to hard-to-find parts for production.

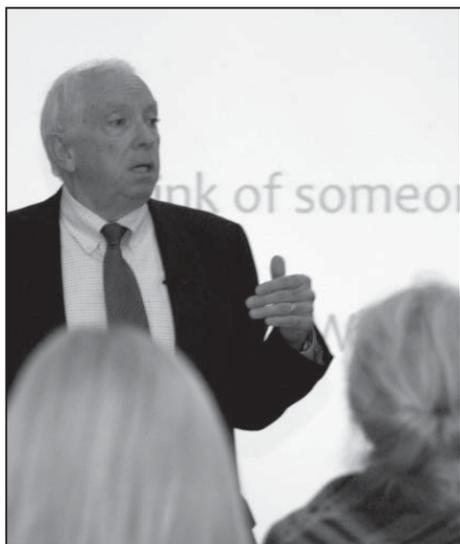
Earlier this year Tobyhanna hosted or participated in events to help educate small business owners on the needs of the installation.

Industry Day was an opportunity for industry partners to tour the facility and attend briefings. In addition, small business gained new insight on partnering with federal and state governments during a contracting symposium held on one of the local college campuses. Both events drew hundreds of attendees and businesses nationwide.

Each occasion was described as "eye opening" by many people who attended.

The president of one company was impressed by the body of knowledge presented during Industry Day. At the end of the two days he said he felt more energized about pursuing requirements within their scope of expertise.

"Tobyhanna does a very good job of rotating vendors and giving everyone a chance to work with us," Kern said. "The success of the small business program can be attributed to the hard work of the entire contracting team."



Hampton Morgan explains techniques people can use to understand the complexities of forgiveness and how they're communicated.

Training event helps those who help abuse victims

by Ed Mickley
Public Affairs Officer

Hampton Morgan, the executive director of a program to assist prison inmates to reintegrate into society, was the key speaker at an event titled "Communications and Forgiveness."

Tobyhanna's Behavioral Health Center and Family Advocacy Program hosted the training event for those who work with victims, survivors and family members who have experienced domestic violence, sexual assault or loss.

"Examining different techniques and skills that can help us enhance what we already use and have might be a preventative measure as a means of lessening violence in

this world," said Mental Health Practitioner Heather Fiedler. "That's what we hope."

The day long workshop covered techniques to understand different aspects of forgiveness, strategies to move forward and how to communicate that understanding to those who are involved in abusive situations.

Using high profile examples including Auschwitz survivor Eva Kor, Morgan illustrated the importance of forgiveness if a person is to live a healthier life.

Kor, a victim of Dr. Joseph Mengele's heinous experiments on her and her twin, went on to establish an institution and Holocaust museum dedicated to promoting forgiveness.

"People who forgive in situations like

this tells us something about the power of forgiveness," said Morgan.

Choosing to give up revenge, resentment or harsh judgements toward whomever caused the hurt, then respond with generosity, compassion and kindness, "that's when healing begins."

Community partners, such as Monroe County Children and Youth, Women's Resources of Monroe County and the District Attorney's Office, were a few of the agencies in attendance.

Morgan, who earned a master's in divinity from Moravian College and Theological Seminary, launched Choosing Integrity with two colleagues last year to provide reentry programming to prison inmates.

Depot Sgt. Maj. nears retirement, reflects on Army career

by Justin Eimers
Assistant Editor

“It’s not about the rank you achieve or the number of awards you earn – it’s about the legacy you leave behind and the impact that you have on people along the way.”

Throughout his 32 years of service, Sgt. Maj. Juan Rocha has carried this mantra with him every step of the way. As the first member of his family born in the United States, Rocha quickly put support for his family as a top priority and set his sights on military service. Rocha initially wanted to join the Reserves, but as a recruiter began to explain the pay and the benefits, he decided to enlist full-time.

His journey began at Fort Hood, Texas, where he was stationed in a tactical signal unit. He quickly learned valuable lessons which helped shape his career.

“I was taught what it really meant to be a Soldier in terms of teamwork and comradery, and in terms of what my job would entail,” said Rocha. A subsequent assignment as Maintenance Troop team chief, 11th Armored Cavalry Regiment in Fulda, Germany, had perhaps the biggest impact. From 1986 to 1989, his unit acted as the last line of defense in the event of an invasion of West Germany. Rocha said their mission was to buy the rest of the forces enough time to get organized and equipped if the East Germans or Russians ever invaded the West.

“I learned a lot there in terms of tactics and the sense of urgency,” he said. “It was a great learning experience and one of the tightest groups I’ve been a part of. I took those experiences with me through the rest of my career.”

Some of Rocha’s other assignments include stints in Vicenza, Italy; Fort Knox, Kentucky; Seongnam, Republic of Korea; Livorno, Italy; Landstuhl, Germany; Redstone Arsenal, Alabama; and Fort Lee, Virginia, which is where he was stationed when he was offered the position as Tobyhanna’s sergeant major. Rocha says his climb through the ranks is attributed to the people around him and a passion for helping others.

“The people that I led and was able to draw inspiration from are what led to me becoming a sergeant major. It wasn’t necessarily just a desire to continue getting promoted, but more of a desire to have more responsibility and take care of Soldiers,” he said. “I feel like my strongest suit has always been building a team and establishing a rapport.”

In the years after graduating from the U.S. Army Sergeant



Major Academy in 2010, Rocha had been moving about every 12 months. Although he wasn’t thrilled initially with the thought of having to move again to come to the depot, he was elated to become a part of Team Tobyhanna for his last assignment.

“I knew immediately that this was a great opportunity and it wasn’t something I was going to pass up,” he said. “It’s the only position in my career field where you can get this kind of experience. I was elated and honored depot leaders considered me the right candidate.”

Once Rocha arrived here, his initial impressions included awe of the mission’s complexity and size. He said it took him a while to really start understanding the mission but he was dedicated to do so in order to effectively carry out his job. Despite not having any real standard operating procedure for how to fill the role of depot sergeant major, Rocha remained committed to making the most of it.

“I didn’t want to make this position obsolete,” he said.

“I have been given a lot of respect and leeway by everyone here which has helped me stay active and relevant.”

As he nears the end of his career, Rocha looks back on his proudest moments as a Soldier and as a depot leader.

“Receiving thanks for leadership and mentorship is one of the greatest rewards I’ve gotten,” he said. “The thing that makes me most honored and humbled is having been able to represent an organization like this that leads the organic industrial base in nearly every aspect.”

You can imagine that a military career spanning more than three decades would provide a lot of memories and lessons. In Rocha’s case, he has plenty of each.

“Be humble and proud of what you do. Understand how what you’re doing plays into the bigger picture,” he said. “If you find yourself doing something that doesn’t equate to readiness, you’re probably wasting your time.”

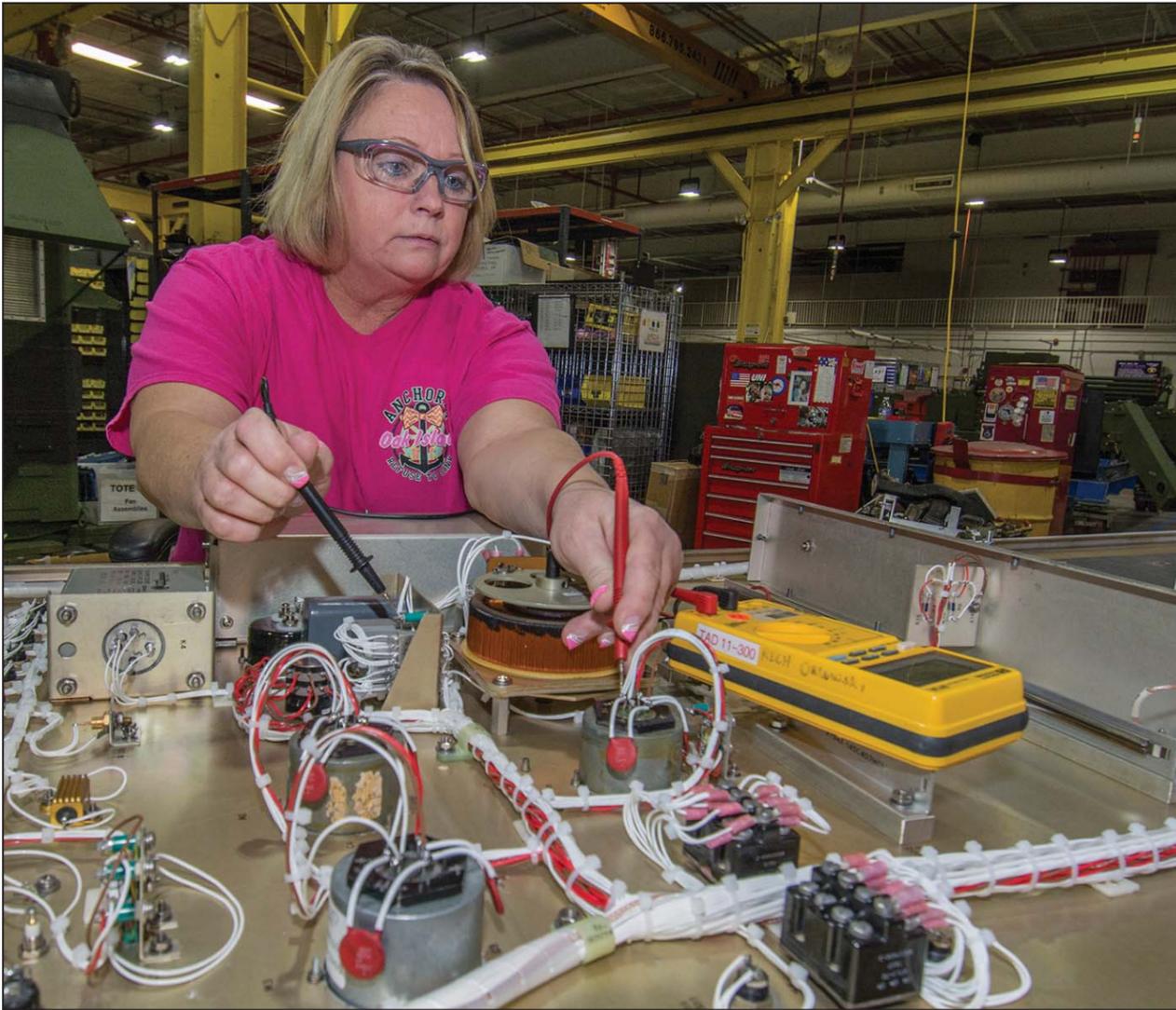
Anyone who knows Rocha well could attest he didn’t waste any of his.



Honoring those who serve

The Tobyhanna Veteran’s Council hosted the Veteran’s Day Prayer Breakfast Nov. 10 in Bldg. 3, Bay 3. Senator Mario Scavallo spoke to those who attended the annual event. “Each year, we pause — as a nation, and as a people — to pay tribute to you,” said depot commander Col. Gregory Peterson. “To thank you, to honor you, the heroes, over the generations, who have served this country with distinction. Whether you fought our nation’s wars or worked hand-in-hand with our nation’s allies preserving the peace, whether you were a National Guardsman, Reservist, active-duty Soldier, Sailor, Marine, Airman or Coast Guardsman, you have given us security, you have given us prosperity, you have given us the greatest nation on Earth,” said depot commander Col. Gregory Peterson. Also during the ceremony, Sgt. Maj. Juan Rocha and Kristen Loughran lit the candle at the Missing Man table to honor all Prisoners of War and Missing In Action. (Photos by Steve Grzedzinski)

EXCELLENCE IN ELECTRONICS AROUND THE DEPOT



Felicia Wolverton, electronics worker, tests a power distribution panel for the AN/TPS-75 Radar System.



Steve McAllister, electronics mechanic, works on the Plan Position Indicator used to display radar surveillance and ground control intercept signals.



Electronics Worker Angela Hocking installs components into the Radar Exciter Cabinet for the AN/TPS-59 Radar System.



Electronics Mechanic Tim Weyhenmeyer performs an electrical bench test on the Data Takeoff Assembly for the AN/TPS-63 Radar System.



Personnel in the USMC Surveillance Systems Section work in Building 1B Bay 4.

Surveillance Systems Branch C4ISR Directorate

Employees assigned to the U.S. Air Force Air Defense Systems Section and U.S. Marine Corps Surveillance Systems Section overhaul, repair, modify, test and install components and subassemblies on the Air Force AN/TPS-75 and Marine Corps AN/TPS-63 and AN/TPS-59 radar systems. Personnel also perform mobile depot maintenance functions on all three systems.

(Photos by Steve Grzedzinski)



Electronics Mechanic Jason Sprague installs Row Feed Assemblies on the antenna array for the AN/TPS-59 Radar System.



Electronics Mechanic Joe Dicindio, left, and Kevin Knight work on the AN/TPS-75 antenna array, which is in the middle of the overhaul process.



Electronic Integrated Systems Mechanic John Glatz and Electronics Technician Zach Wickline test the radio frequency path for the AN/TPS-63 Radar System.

CAREER MILESTONE

Five Tobyhanna Army Depot employees were recognized for their years of government service during the Length of Service ceremonies on Oct. 28 and Nov. 15.

George Bellas — 50 years, deputy director, Systems Integration and Support (SIS) Directorate.

Marivita Williams — 40 years, human resource specialist, Northeast Regional Director's Office, Civilian Personnel Advisory Center.

Kelvin Spencer — 35 years, chief, Integration Support Division, SIS Directorate.

Francis Perrella — 35 years, welder, Fabrication and Assembly Division, SIS Directorate

John Wasko — 35 years, electronic integrated system mechanic, C4 Division, C4ISR Directorate.

In addition to service certificates and pins, employees with 50 years have a tree planted on post and receive an engraved golden eagle on a wooden base. Employees with 40 years receive a gold watch and an engraved crystal eagle statue. Those with 35 years receive an engraved mantel clock. Depot commander Col. Gregory Peterson, Deputy Commander Frank Zardecki and depot Sgt. Maj. Juan Rocha presented the awards.



From left, depot Deputy Commander Frank Zardecki, John Wasko, Marivita Williams, George Bellas and depot Sgt. Maj. Juan Rocha attend the Length of Service ceremony held Oct. 28.



From left, depot commander Col. Gregory Peterson, Francis Perrella and Kelvin Spencer attend the Length of Service ceremony held Nov. 18.

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.



VAN/CAR POOLS

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.

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

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

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

Jessup: 1 opening, A placard, 5/4/9, meet at the park and ride, contact Mel, X58905.

Wind Gap: 2 openings, 5/4/9, contact Barb, X58116.

NEW DIVISION CHIEF

Chester "Chip" Tracewski is chief of the Continuous Process Improvement Directorate's Quality Assurance Division.

As chief, he supervises more than 20 employees responsible for the depot's quality assurance functions, including first article inspection processes, customer satisfaction program, test measurement and diagnostic equipment calibration coordination, and discrepant material processing.

Prior to his current position, Tracewski was a senior project engineer at Air Products and Chemicals, Inc. in Wilkes-Barre. He began his depot career on Oct. 5.

Tracewski has served as an Army civilian for more than nine years working for the U.S. Army Corps of Engineers and has held various other positions as a mechanical, project and supervisory engineer. He has also worked in construction locally and in nearby metro areas including Baltimore, Maryland; Washington, D.C.; the Walter Reed Army Medical Center; Washington Aqueduct; and Naval Surface Warfare Center in Bethesda, Maryland.

Tracewski is a 1998 graduate of Bishop O'Hara High School and received a mechanical engineer degree from Wilkes University in 2003.

He is a member of Holy Cross Parish and his hobbies include golfing and fishing.



Tracewski

NEW SUPERVISOR

John Telesz is chief of the Production Management Directorate's Requisitioning Branch.

As chief, he supervises 20 employees in the Materiel Management Division who ensure materials needed for production in various maintenance shops are ordered in accordance with regulatory compliance.

Prior to his current position, Telesz was a supply systems analyst in the division. He began his depot career in 2010.

Telesz is a 1990 graduate of Old Forge High School. He received a bachelor's in business administration and economics from Lycoming College in 1994 and a Master of Business Administration in operations management from the University of Scranton in 2014.

His hobbies include playing golf and softball.



Telesz

WELCOME TO THE DEPOT

Name	Title	Organization
Gretchen Bentler	Financial readiness mgr.	D/C4ISR
Jason Guthrie	IT specialist	D/C4ISR
Derik Hubbard	IT specialist	D/C4ISR
Fernando Magofna	IT specialist	D/C4ISR
Leeann Muzi	Secretary	D/PE
Vincent Shuta	Electronics engineer	D/PE
Bouchaib Taouil	IT specialist	D/PE

RETIREES

Name	Retirement date	Organization
William Stites	Oct. 31	D/C4ISR
Ruth Wood	Nov. 3	D/PM
John Weinle	Nov. 3	D/PE

Force of the future looks to maintain U.S. advantages

by Jim Garamone
Defense Media Activity

WASHINGTON — “Permeability” is a word that will be heard a lot in relation to Defense Secretary Ash Carter’s new Force of the Future program.

Brad Carson, one of the architects of the program and the acting undersecretary of defense for personnel and readiness, spoke about the concept and the program during a recent interview.

DoD officials are looking for permeability between the private and public sector, between the active-duty force and the reserve components and between military and civilian life.

U.S. Military is Superb

The baseline for the Force of the Future is today’s military: it is superb, Carson said. In the past 14 years, DoD has fought two wars, maintained alliances around the globe and responded to humanitarian disasters in Japan, Indonesia, Pakistan, Haiti, Liberia and the United States.

While, technology and systems play a part in American military dominance, it is the people of the department that are the real advantage. “There is no guarantee that will continue in the future,” Carson said. The Force of the Future is designed to ensure DoD maintains its most precious resource: its people, he said.

The program covers a number of different initiatives to ensure the military remains attractive to those who wish to serve. This runs from putting in place a blended military retirement system to attracting the best and brightest civilian employees. It also seeks to incorporate the best practices from the private sector.

Defense Digital Service

Carson called one of the initiatives, the Defense Digital Service, potentially transformative. The department will bring in technology entrepreneurs for a few months or years to share their product development or project management skills.

“I envision that Defense Digital Services will be mostly made up of tech people who come in from the outside for a very short time,” he said. “It’s quite possible that defense employees will work alongside them, but the core of the DDS will be tech workers, tech entrepreneurs — skilled IT

professionals working at America’s leading companies.”

The key is small groups working discrete problems, he said, noting tech companies today use “agile development” as their mantra, employing small teams that get products designed and in use quickly.

Effecting Change

“The only way change ever happens is when small groups are committed to it,” the undersecretary said. “In Silicon Valley they say any group that can eat more than two pizzas at a time is too large to get anything done.”

The world-shattering products that Americans use in daily life began with a few men and women working on them. “Then the power of the idea, the beauty of the product sells itself,” he said. “And that’s what we envision here. There are great products that we can get DDS to work on. The power of the skills they bring in will help change the culture and have a direct impact on some of the knottiest problems that we have.”

Almost everything the department does now is embedded with information technology, from digitizing and sharing health records to forming databases for documenting sexual assault.

How these teams approach problems will rub off on DoD employees, Carson said. “There are alternative ways to think about problems, there are alternative ways to go about procurement. They will bring in the best practices that they see every day [and] that they take for granted at their companies,” he said.

An example is at Google and Facebook. On their first day, new employees are expected to write code and apply it to products. In DoD, that might not happen for a year. “They are doing things in smaller batches, iteratively, if it fails they recalibrate,” he said. “It’s just a different way to do business — a better way to do business, I think.”

Coming Initiatives

The blended military retirement system kicks in Jan. 1, 2018. Those on duty before then will continue to be covered by the current retirement system.

“I think the force will find this to be a great benefit to them and it’s a change all for the better,” Carson said. “While those currently serving will not be affected by the current retirement changes, ... if you served less than 12 years, you will have the opportunity to change over into the blended

retirement system, [but] no one will be compelled to do so.”

Another initiative is the entrepreneur-in-residence program. This is a pilot program that will embed entrepreneurs inside DoD to examine some chronic problems within the department, Carson said. “I expect they will be working at the intersection of defense policy and business,” he said. “I really envision it that we bring people in who are very creative, who are extraordinarily energetic. And we say, ‘We’re setting you loose. Go find interesting projects you think you might add value to.’ We want people who are divergent thinkers, who can energize the building.”

The Force of the Future will expand the career intermission program. This program allows personnel to take sabbaticals from the military to raise a family, get a new degree or explore other career opportunities. “I don’t envision there will ever be a world where a large portion of the force will take a sabbatical, but I do think you will see some of the most important people who will rise over time to the senior leadership of the services will take sabbaticals,” he said.

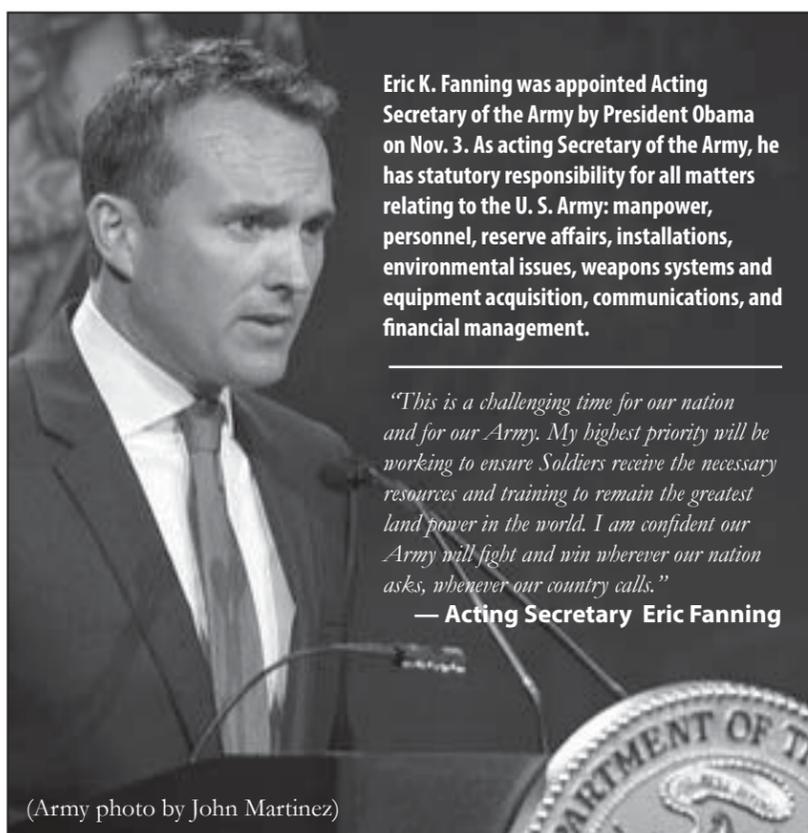
Participants would transfer to the individual ready reserve and wouldn’t count against active-duty end strength. They would still be covered under TRICARE, and they would shift year group so promotion potential is not thwarted, he said. Carson added that he would like to see the services experiment with eliminating the “pay back” obligation under the program.

Shifting Between Active-Duty, Reserve Service

The Force of the Future also wants to make it easier for the services and service members to shift back and forth seamlessly between the active-duty force and the reserve components and vice versa.

“Right now, it’s a very hard thing to do,” he said. “We’d like to make it a world where any service can say, ‘Hey, there are people in the RC that we need to bring them back into the AC.’”

The department wants a two-way street between the private sector and the department. “It’s not a world where you have to come to DoD and spend the next 40 years — if you want to do that you can,” Carson said. “But you can come in for a year or two and make a big impact, and then go back to the private sector. And then maybe come back again in five or 10 years. That’s the kind of permeability that benefits both the private sector and DoD.”



Eric K. Fanning was appointed Acting Secretary of the Army by President Obama on Nov. 3. As acting Secretary of the Army, he has statutory responsibility for all matters relating to the U. S. Army: manpower, personnel, reserve affairs, installations, environmental issues, weapons systems and equipment acquisition, communications, and financial management.

“This is a challenging time for our nation and for our Army. My highest priority will be working to ensure Soldiers receive the necessary resources and training to remain the greatest land power in the world. I am confident our Army will fight and win wherever our nation asks, whenever our country calls.”

— Acting Secretary Eric Fanning

(Army photo by John Martinez)

Dunford chooses next senior enlisted advisor

WASHINGTON — Army Command Sgt. Maj. John Troxell has been selected to succeed Marine Corps Sgt. Maj. Bryan Battaglia and serve as the third senior enlisted advisor to Marine Corps Gen. Joseph Dunford, chairman of the Joint Chiefs of Staff.

“All of the candidates epitomize senior enlisted leadership,” Dunford said. “Sgt. Maj. Troxell is someone Soldiers, airmen, Marines and sailors can look up to. He can inspire people, and he is someone I trust to tell me things straight.”

Troxell is the command senior enlisted leader of the United Nations Command, Combined Forces Command and United States Forces Korea, stationed in Yongsan, South Korea. He enlisted in the Army in 1982 as an armored reconnaissance specialist and has served in numerous units

throughout his career. He also served five combat tours of duty in Operation Just Cause, Operations Desert Shield and Desert Storm, two tours in Operation Iraqi Freedom and one in Operation Enduring Freedom.

As the SEAC, Troxell will serve as the armed forces’ most senior noncommissioned officer and the principal military advisor to the chairman and the defense secretary on all matters involving joint and combined total force integration, utilization, health of the force and joint development for enlisted personnel.

He will be the third enlisted service member to hold the position. Army Command Sgt. Maj. William J. “Joe” Gainey was the first to hold the position from Oct. 1, 2005, until he retired in April 2008, and Battaglia, who was sworn in Sept. 30, 2011, is retiring.



Army Command Sgt. Maj. John Troxell, stationed in Yongsan, South Korea, as command senior enlisted leader of the United Nations Command, Combined Forces Command and U.S. Forces Korea, is Marine Corps Gen. Joseph Dunford’s choice to succeed Marine Corps Sgt. Maj. Bryan B. Battaglia as senior enlisted advisor to the chairman of the Joint Chiefs of Staff.



by Justin Eimers
Assistant Editor

Taking a closer look at quality

Most people hear the word “forensics” and think of dusting for fingerprints, conducting lab tests and the general pathology used to solve crimes. But a depot engineer has taken a closer look at this science and transformed it through his studies to bolster Tobyhanna’s innovative and cutting-edge capabilities.

“I get to take some of the forensic applications you

see in TV shows and movies and apply them to various processes at the depot,” said Leonard Zito, quality engineer in the Continuous Process Improvement’s Quality Assurance Division.

Zito is set to receive his Doctorate of Forensic Engineering from Columbia University next month after completing 60 credits of coursework and a thesis exploring the formulas that map corrosive patterns in Air Force assets. For more than 10 years he has been intensely involved with analyzing recurring problems including mechanical, structural, electrical, material and testing failures at Tobyhanna and in the field, and has tied his forensic experience to these processes.

“I’ve been doing this here for years now as the quality engineer, but I decided to turn it up a notch and pursue forensic science to expand my expertise,” said Zito.

One example of how Zito uses a forensic approach in a traditional testing environment can be seen when testing radar systems in an Air Defense Test Facility, more commonly known as a Radome. Using ultrasonic, phase arrays and CT scans, Zito can identify an inconsistency in the hydrophobic coating on the inner-walls of the enclosed, weatherproof Radome which may lead to signal interruptions during testing. Without recognizing a structural fault like this, any signal errors would instead be linked to the radar system, potentially causing unnecessary rework.

“That’s the big thing – taking a fine-toothed look at the testing environment itself instead of just the system or equipment,” said Zito. “Avoiding rework will save the depot time and money, and these levels of analysis will expand Tobyhanna’s capabilities going forward.”

Brad Jones, chief of the depot’s Continuous Process

Improvement Directorate, holds Zito in the highest regard and recognizes his daily effort to enhance the quality of Tobyhanna’s work.

“Lenny possesses a genuine passion for quality assurance. He is always striving to learn more down to the deepest levels of the profession,” he said.

Zito has seen his fair share of interesting things throughout his forensic studies, though he can’t talk about every experience.

“Some things are classified, but my work in Radomes and with structural defects has been one of the most intriguing things I’ve done,” he said. “I’ve been lucky enough to see and work on a wide range of really cool things in this field.”

Of course, Zito’s discipline comes with a steep learning curve. Most places he travels to aren’t armed with forensic test equipment and haven’t yet subscribed to forensic testing as a priority. However, organizations like the Federal Aviation Administration and many legal settings have adopted forensic science to reconstruct environments to recreate some sort of failure.

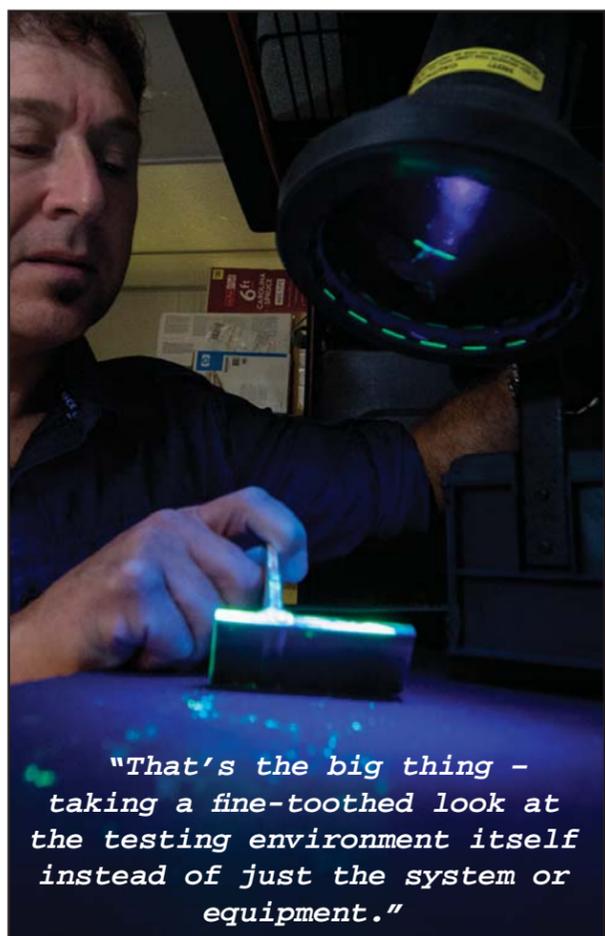
“That’s what I’ve been doing, just on a macro level,” said Zito. “We are adding new equipment to our quality lab and are developing new procedures for testing all the time.”

Jones added that Zito’s expertise opens new doors for the depot.

“Working with Lenny is humbling because he is such an expert in his profession and he is always willing to help others,” said Jones. “He has been key in bringing new workloads to Tobyhanna because of how he performs in the field, the reputation he carries with him and his determination to come up with better processes to enhance the quality function here.”

Zito’s advice for engineers looking to get into forensic science is simple: do it.

“If it’s your passion, go for it,” he said. “Working in this field has taken me all over the world and has allowed me to directly impact the work being done at the depot. It has been a perfect fit for me.”



“That’s the big thing – taking a fine-toothed look at the testing environment itself instead of just the system or equipment.”

Top, Leonard Zito uses ultrasound technology to detect imperfections in a piece of steel, just one of many innovative testing procedures newly adopted by the Quality Assurance Lab. Zito can also uncover structural issues using a black light and special dye that highlights problem areas for further inspection. (Photos by Steve Grzedzinski)