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Agency leaders review DLA Land and Maritime operations

By Tony D'Elia
DLA Land and Maritime
Public Affairs Office

Army Brig. Gen. Darrell K. Williams and the rest of the Defense Logistics Agency Land and Maritime leadership team held its semi-annual Primary Level Field Activity Review with DLA Director Vice Adm. Alan Thompson Jan. 19.

The meeting was held via a video-teleconference. However, DLA Information Operations Director Ted Case made the trip to Columbus for the event, which is a means to show how well DLA Land and Maritime is supporting the director's fiscal year guidance. The last review was held in April.

After going over the April action items, officials from both Land and Maritime areas briefed the director on the health of their orga-



DLA Land and Maritime Commander Army Brig. Gen. Darrell Williams (left foreground) and other DLA Land and Maritime senior leaders participate in a video teleconference with DLA Director Navy Vice Adm. Alan Thompson and other DLA senior leaders Jan. 19. Numerous business topics were discussed during the VTC, which was conducted as Thompson's semi-annual review meeting with DLA Land and Maritime.

(DLA photo by Chuck Morris)

nizations, reporting on numbers and percentages in the areas of purchase requests, backorders, installation sustainment and improvements. They also discussed various

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DFAS Columbus employee helps lead Ohio Naval Militia

By Ens. Charles A. Dyer
Ohio Naval Militia Public Affairs
Office

The leadership team of the Ohio Naval Militia includes a Defense Finance and Accounting Service Columbus employee.

Capt. J. Frank Jackson, the militia's vice commandant/chief of staff, has been an employee of

DFAS for the past 20 years. He works in the Site Support Area as an office services assistant with the EBIZ System.

Jackson received the DFAS Award for Humanitarian Service in 1998 for saving a young woman's life while on patrol on Lake Erie. He has also received awards from President George W. Bush and Secretary of Defense

Robert Gates for his service.

The Ohio Naval Militia is an organized, unarmed, all-volunteer unit that has been serving the State of Ohio and the nation since 1896. The unit serves under Ohio's Adjutant General and its operational headquarters is at the Camp Perry Training Site, just outside of Port Clinton, Ohio, on the shores of Lake Erie.

The Naval Militia's active mission is to patrol the government impact area off Camp Perry, in the waters of Lake Erie. It is a live-fire area that requires keeping pleasure boaters and fishermen from entering. By patrolling the impact area, the ONM provides support for the U.S. armed forces and Ohio National Guard, as well as

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NEWS BRIEFS

Mobile mammography unit to be at DSCC installation

The OSU Arthur G. James Cancer Hospital and Richard J. Solove Research Institute will conduct mammography screenings on the DSCC installation Wednesday, Feb. 23, from 9 a.m. to 4 p.m. Screenings are available for DLA organizations, DISA, and DFAS employees and tenants covered under the OSU medical contract for health services through support agreements. The mobile unit will be parked on the south side of Building 20.

Appointments can be scheduled in advance by calling 614-293-4455 or -800-240-4477 between 8 a.m. and 4:30 p.m. Monday thru Friday. The cost of the service is \$95, which may be covered by health insurance.

For more information, call Kara Mettill of the DLA Installation Support at Columbus Environmental, Safety and Occupational Health Office at 614-692-3964.

OBITUARIES

Frank W. Auld

Frank W. Auld, 95, died Jan. 24 at his residence. Mr. Auld served 22 years of active duty in the U.S. Air Force and an additional 22 years of civil service at DCSC.

Raymond M. Bame

Raymond M. Bame, 91, of Bradenton, Fla., and Columbus, Ohio, died Jan. 16. Mr. Bame was a U.S. Army veteran of World War II and retired from Newark Air Force Station, where he worked as an electrician on the Minuteman Missile.

Joanne Bullock

Joanne Bullock, 77, died Jan. 19. Ms. Bullock was retired from DFAS Columbus.

Betty L. Camp

Betty L. Camp, 72, of Newark, died Jan. 14. Ms. Camp was employed at Newark Air Force Base and DISCO, a former DSCC tenant activity.

Harry S. Goldstein

Harry S. Goldstein, 97, died Jan. 15. Mr. Goldstein was a veteran of World War II and retired as a federal administrative law judge in the Social Security Administration.

Maude (Aisha) Morris-Bondurant

Maude (Aisha) Morris-Bondurant, 63, of Columbus, died Jan. 23. Ms. Morris-Bondurant was retired from DSCC.

Richard Neu

Richard Neu, 84, of Reynoldsburg, died Jan. 22 at Mt. Carmel East Hospital. Mr. Neu was a U.S. Army veteran of World War II and later retired from Newark Air Force Base.

James F. Nietfeld

James F. Nietfeld, 85, of Reynoldsburg, died Jan. 18. Mr. Nietfeld was a U.S. Navy veteran of World War II and retired from DCSC, where he was elected to several union positions, including president of AFGC Local 1148.

Edwin E. Temple

Edwin E. Temple, 89, of Pickerington, died Jan. 21 at his residence. Mr. Temple served in the U.S. Army during World War II and was retired from DCSC.

Melvin L. Tyler

Melvin L. Tyler, 69, died Jan. 23. Mr. Tyler was a retired U.S. Air Force veteran and retired from DFAS after 20 years of service.

Events planned to celebrate Black History Month on DSCC installation

Several events are planned during the month of February to celebrate Black History Month on the Defense Supply Center Columbus installation.

During the month, artwork focusing on the theme "African-Americans in the Civil War" will be on display outside the Building 20 cafeteria. The artwork is on loan from Milton Lewis, executive director of DLA Land and Maritime Contracting and Acquisition Management.

On Feb. 3, a soul food luncheon and jazz presentation will be featured in the Building 20 cafeteria from 11 a.m. to 1 p.m. The event is open to all installation employees.

The luncheon will feature guest chef Pastor V. Golden from the Zion Cafeteria and the jazz music will be provided by the Ft. Hayes Jazz Band. The cost for the luncheon will be \$6.95 for one entree with two sides and choice of bread and dessert. Extra sides will cost \$1.

For more information on the luncheon, contact Maciola Newman, the Defense Finance and Accounting Columbus African-American Employment Program coordinator, at 614-693-7275 or the DFAS EEO Office at 614-693-6648.

On Feb. 17, an employee enhancement program on "Pathway to the SES" will be held from 1 to 2:15 p.m. in the Building 20 auditorium. The event is open to all installation employees.

The guest presenter is Lawrence N. Self, director, Office of Equal Opportunity and Diversity Management for the National Institute of Health and a member of the Senior Executive Service. Attendees will have an opportunity to learn how they can set their path to the senior executive level.

More information is available by contacting Pam Baker at 614-692-6629, Sherry Thompson at 614-692-7695 or the DLA Land and Maritime EEO Office at 614-692-7908.

The month wraps up with the African-American/Black History Program and Carter G. Woodson Award presentation ceremony, scheduled for 1 to 2 p.m. Feb. 23 in the Building 20 auditorium. The event is open to all employees and the guest speaker will be Army Col. (P) Barrye L. Price, Commander, Eastern Sector U.S. Military Entrance Processing Command.

For more information on the event, contact Gretchen Shivers at 614-692-6061 or the DLA Land and Maritime EEO Office.



(DLA photo by Mike Ward)

DLA associates gather donation for Army recruiters

Army Lt. Col. Matthew Carran (left), commander of the Columbus Recruiting Battalion, located on the DSCC installation, accepts a check for \$600 from DLA Land Customer Operations associate Army Maj. James Godfrey as Army Maj. Byron Brown, the Recruiting Battalion executive officer, looks on. The donation went to helping 17 Army recruiters who were in need during the holiday season. The donation came from DLA Land and Maritime associates and from the DSCC men and women Thursday night bowling league at Holiday Lanes. In addition to this donation, DLA Land made a previous donation of \$320.

Acquisition executives discuss initiatives at roadshow

By John Foreman
DLA Land and Maritime Public Affairs

DLA Land and Maritime played host to the second Defense Logistics Agency Acquisition Executives Roadshow Jan. 20, when more than 500 Land and Maritime employees, and many more on streaming video, got the chance to learn more about the various acquisition initiatives moving forward throughout the agency.

The AE Roadshow was held in conjunction with the quarterly meeting of DLA's senior acquisition board, which is comprised of agency senior acquisition executives and rotates through all of the procurement sites in DLA. The first AE Roadshow was held in Richmond in November.

Opening the general roadshow session, Nancy Heimbaugh, DLA's senior procurement executive, told the audience, "It is a great opportunity to meet with all of you today. The agency's acquisition mission is huge. \$38 billion dollars in sales a year, 10,000 contracts a day, with more than 3,000 contracting professionals supporting the warfighter. That's a lot of work being produced by a highly professional workforce."

Heimbaugh said the roadshows were created to provide the acquisition executives a means to get out and meet the workforce and share and improve processes.

"What we have decided to do is meet informally with the workforce at the various sites and share thoughts and processes with the workforce," Heimbaugh said. "We want to make this session as beneficial to you as it is for us.

"You are going to hear today from the various executives about some very interesting missions and processes going on throughout the agency. Every time I hear the descriptions of all the different challenges and initiatives that are



(DLA photo by Rachel Kocin)

DLA senior acquisition executives discussed procurement initiatives with the DLA Land and Maritime acquisition workforce Jan. 20 in the Building 20 auditorium. Pictured are (from left) Kevin Ahern from DLA Energy, William Kenny from DLA Troop Support, DLA J-7 deputy director James Barnard, DLA senior executive procurement officer Nancy Heimbaugh, Yvette Burke from DLA Aviation, Milton Lewis from DLA Land and Maritime and Daniel Poling from DLA office of Counsel.

going on, it's just amazing when I think about the one DLA enterprise and the very broad missions we have in support of the warfighter," Heimbaugh said.

"I hope you will get the chance to see that same take-away as well, and we want to share that with you and answer questions you may have from a contracting and acquisition perspective," she added.

The meetings between the senior leaders are an attempt to review and share the best practices of the enterprise to improve the procurement process. "It's all about doing our jobs better," Heimbaugh said.

Following Heimbaugh's initial comments, her deputy, James Barnard, told of the exciting work and new programs DLA is promoting.

Barnard told the audience a big part of his job is to help Heimbaugh in the acquisition review cycle. He shared and provided his advice in that regard.

"By and large what I see throughout the agency is great work being

done by great people," he said.

"What we really need to emphasize in contracting is to try and keep things simple. Over the past 20 years we've had this best value concept and it's worked great. But what we don't want to do is to make an acquisition so complicated in trying to make that best value decision."

Think about the requirements and make sure each is in the solicitation and "always ask for the best price," Barnard said. But remember that acquisition oversight is very important; don't set yourself up for failure, he added.

"Communicate with headquarters on important decisions and make sure the acquisition team is involved," he said.

Following Barnard, each senior executive discussed the acquisition initiatives being brought forward at their site.

William Kenny, the senior acquisition executive at DLA Troop Support, told of the challenge of the troop support mission in Philadel-

phia.

"We run a lot of large contracts at Philadelphia and due to the nature of our mission, a lot of them are global in nature with a lot of industries that are not typical defense industries. We deal with the food industry, the medical industry, pharmaceuticals, clothing and textile and construction equipment - many of these are unique," Kenny said.

"We run into a lot of challenges with rules such as the Berry Amendment that bars us from buying from anyone but U.S. companies," he said. "In many ways, we have to deal with a very fragile industrial base with changes every year. In many cases, the winning or losing of a contract means a factory might have to close somewhere in this country. And that can be a very difficult decision," Kenny said.

"When we talk about customers, we're talking about numerous large and small locations throughout Afghanistan. This is where a lot of

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Women-owned small businesses subject of Webinar

By Dan Bender
 DLA Land and Maritime
 Public Affairs Office

Getting more women-owned small businesses involved with the Defense Logistics Agency was the goal of a Jan. 20 online Webinar in the DLA Land and Maritime Small Business Office.

The event was sponsored by the U.S. Women's Chamber of Commerce and the Small Business Administration and involved about 100 representatives from women-owned small businesses interested in doing business with the government.

Vikki Hawthorne, acting director of the DLA Land and Maritime Small Business Office, said the goal of the Webinar was to reach out to women-owned small businesses, especially manufacturers, who have the capability of supporting America's warfighters through contracts with DLA.

"If you manufacture ship parts, electronics parts, valves, things like that, then we are interested in



(DLA photo by Dan Bender)

Vikki Hawthorne, acting director of the DLA Land and Maritime Small Business Office, participates in a Jan. 20 Webinar that was focused on reaching out to women-owned small businesses, especially manufacturers, who have the capability of supporting America's warfighters through contracts with DLA.

partnering with you," she told the business representatives.

She explained that a set-aside program for women-owned small businesses is

tentatively scheduled to start Feb. 4. The federal government has set a goal of setting aside 5 percent of contracts for eligible businesses.

Hawthorne said DLA Land and Maritime already exceeds that goal, with the Land supply chain awarding 6.6 percent of its contracts and the Maritime supply chain 12.7 percent of its contracts to eligible businesses in fiscal 2009.

She also informed the business representatives about the quarterly Training, Knowledge and Opportunity seminars held at DLA Land and Maritime.

"If you're interested in doing business with DLA, these are a great way to find out about how to do that," she said. "Stay connected to our resources because we will be posting information to keep you updated."

The Webinar included an introduction by Margot Dorfman, the chief executive officer of the U.S. Women's Chamber of Commerce, and a briefing by Shannon Feucht, a business development specialist in the Columbus office of the U.S. Small Business Administration, who provided an overview on the regulations and eligibility requirements related to the woman-owned small business contracting

program.

Hawthorne said another benefit of the Webinar would be to have the participants populate the DLA Land and Maritime database with their manufacturing capabilities, so that the acquisition workforce would know that these businesses are available to meet set-aside goals. Quite often, woman-owned small businesses also cross over to other socio-economic categories, she added.

Also sitting in with Hawthorne were Susan Tinapple of the DLA Land and Maritime Procurement Process Support Policy Office and Tom Pfenning of the Small Business Office, who Hawthorne said would be involved in similar Webinars in the future.

Also planned are monthly webinars targeting service disabled veteran-owned small businesses (SDVOSB) using the DLA Internet Bid Board System. The Ohio Procurement Assistance Center network will be providing the webinar capabilities associated with the SDVOSB (DIBBS) webinar initiative. The first one is scheduled for Feb. 17 and every month except December.

Hawthorne said she would like for the Small Business Office to participate in more Webinars in the future because they provide a forum to reach a wide audience at minimal cost.

"This was a great opportunity to begin a dialogue with potential suppliers who may help us boost our small business industrial base to support the warfighter," she said.



(DLA photo by Rachel Kocin)

Commander speaks at Martin Luther King breakfast

DLA Land and Maritime Commander Army Brig. Gen. Darrell K. Williams speaks at the 26th Annual Dr. Martin Luther King Jr. Birthday Breakfast sponsored by the City of Columbus. The event, which is the largest community event honoring King observed in the United States, was held Jan. 17 at the Greater Columbus Convention Center. Williams introduced himself to the Columbus community and also introduced the color guard prior to the Pledge of Allegiance. Among dignitaries present were U.S. Sen. Rob Portman (left) and Columbus Mayor Michael Coleman (second from left).

Installation associates can call for weather information

Associates on the Defense Supply Center Columbus installation are reminded to call 614-692-1800 in the event of adverse weather conditions for updates on the

status of the installation's operation.

If the center's operation is impacted due to weather, an update will be available at that number by 4 a.m.

Management analyst selected DES-C Associate of the Month

By Tony D'Elia
DLA Land and Maritime Public Affairs
Office

Brian Settlege, a management analyst in the Multimedia and Business Services Office, was recently honored with the Associate of the Month Award for December from Defense Logistics Agency Installation Support at Columbus.

"Brian possesses a keen understanding for data reporting and has the initiative to take a task and follow through to completion," said his supervisor, Daniel L. Bell. "He is committed to ensuring accuracy in all assignments and can quickly provide recommendations for improvement."

Settlege came to the Defense Supply Center Columbus installation five years ago after earning his bachelor's degree in computer information science from DeVry University. He finished the four-year program in three.

Settlege recently analyzed data and provided numerous reports to satisfy a DLA headquarters requirement. Shortly after obtaining administrator access to the EAGLE time and atten-

dance software to become an alternate time keeper for all DLA Installation Support Office at Columbus personnel, he was tasked to collect data in response to a headquarters data call on overtime analysis.

Additionally, the Lima, Ohio, native was responsible for gathering information from five functional offices in preparing the site director's management internal control report. This involved analyzing previous year data submission and comparing it to requirements for the current fiscal year. Anticipating a short-fused suspense date from DLA headquarters, Settlege was the only DLA field site representative to meet the suspense and his report was used as a standard to be used by all the other DLA sites.

In another project, Settlege consolidated data from personnel rosters into one Consolidated Personnel Vacancy Report, which eliminated the need to maintain another monthly report. Most importantly, the document allows supervisors and DLA leadership the ability to monitor vacancies as well as anticipated vacancies.



(DLA photo by Chuck Morris)

Brian Settlege (left), a management analyst in the Multimedia and Business Services Office, receives the DLA Installation Support at Columbus Associate of the Month award for December from DES-C site director Kenny Youn.

Hispanic Employment Program recognizes associates for support

By Mislín A. Pérez-Fernández
Strategic Programs
Directorate

The Hispanic Employment Program at Defense Logistics Agency Land and Maritime held its annual recognition event Dec. 15 to recognize the outstanding work of some of its committee members and other DLA employees.

This program is an integral part of the Equal Employment Opportunity Office under the authority of Executive Order 11478 (1969). Some of the HEP goals are to ensure that Hispanics have an equal opportunity to compete in all aspects of federal employment, address the under representation of Hispanics, eliminate discriminatory barriers, monitor merit promotions.

During this event, a total of 10 DLA associates were presented with award certificates. These individuals, nine from DLA Land and Maritime and one from DLA Information Operations, were selected due to their hard work and dedication to the program.



(DLA photo by Chuck Morris)

DLA Land and Maritime associates were recognized with a certificate of appreciation for their contributions to the Hispanic Employment Program in 2010. Pictured are (back row from left) Frances Quinones (HEPC), Geraldo Davila, John Nazario, Charles Palmer, Francisco Cruz and HEP manager Maria Castillo; and (seated from left) Yirha Torres-Cruz, Shaelene Seda Vargas, Mariflor De La Cruz Villalba and Mislín Perez-Fernandez. Not available for the photo were Ana Paez-Vallejo, Luna Velez and Aaron Walker.

The HEP has two award categories: Outstanding Support and Dedication, and Valuable Contributions and Dedication. In the first category, the recipients were Geraldo Dávila, Mariflor De La Cruz Villalba, John Nazario, Ana Paez-Vallejo, Mislín Pérez-Fernández and Shaelene Seda Vargas. In the second category, the recipients were Francisco Cruz, Yirha Tor-

res-Cruz, Luna Vélez and Aaron Walker. Also, Héctor Rivera received a special recognition in appreciation for his military service.

All the recipients were recognized based on their individual participation in HEP events during 2010, along with the recommendations of the Hispanic Employment Program manager, the Hispanic Employment Program coordinator,

the acting Hispanic Employment Coordinator, and the concurrence of the Equal Employment Opportunity Office.

DLA Land and Maritime EEO Office manager Charles E. Palmer congratulated all the recipients. He explained the mission of the EEO Office and how DLA is engaging its associates to participate in activities related to inclusion and



(HEP photo)

Aaron Walker received a certificate of appreciation for his contributions to the Hispanic Employment Program in 2010.

diversity.

Palmer recalled earlier years when minorities did not have the same rights before the Civil Rights Amendment changed the situation and provided a more positive scenario for minorities. However, there are some challenges that still remain that minority groups need to address, he said.

Anyone who would like more information on the Hispanic Employment Program can call HEP manager María Castillo Buch at 614-69 2-9704 or HEP coordinator Frances Quiñones at 614-692-7908.

Arsenal representatives tell how they can support DLA's mission

By Tony D'Elia
DLA Land and Maritime
Public Affairs Office

Rock Island Arsenal and Defense Logistics Agency Land and Maritime have at least one thing in common, according to RIA's 46th commander, Army Col. James O. Fly Jr.

"We all share a common goal, which is readiness of the warfighter," Fly told leaders Jan. 21 in the Command Conference Room. "We need to learn how we can better support you," said Fly, who described to Land and Maritime leadership the many capabilities that could support the organization's needs.

The Illinois arsenal, which dates back to pre-Civil War years, is the only multi-purpose and vertically integrated metal manufacturer in the Defense Department. The Rock Island Arsenal Joint Manufacturing and Technology Center possesses unique technical expertise and equipment to manufacture products high in

quality and sustainability.

Today, RIA provides manufacturing, logistics and base support services for the armed forces. It has the only active U.S. Army foundry, and manufactures ordnance and equipment, including artillery, gun mounts, recoil mechanisms, small arms, aircraft weapons sub-systems, grenade launchers, weapons simulators and a host of associated components. Some of the arsenal's most successful products include the M198 and M119 towed howitzers, and the M1A1 gun mount. About 250 military personnel and 6,000 civilians work there.

RIA provides DLA customers with several items, including small arms parts, armor

and MRAP parts. Fly said that DLA was a "priority target" of the arsenal and that he would like to make it easier for DLA buyers to find more opportunities.

Also visiting was U.S. Army Watervliet Arsenal

deputy commander Ed McCarty. He also told of some of the capabilities of the Army's oldest arsenal.

Said DLA Land and Maritime deputy commander James McLaugherty during briefings on how his organization does business, "We're looking for every way we can to help satisfy the customer."

In the manufacture of weapons and weapon components, every phase of development and production is available at Rock Island from prototype to full-scale production of major items, spare parts, and repair items. RIA's capabilities include tool, die and gauge manufacturing, precision investment castings, foundry, heat treating, prototype, gear manufacturing, forgings, spring manufacture, machining, plate and sheet metal, blasting, rubber and plastic molding, welding and surface finishing. RIA's laboratory, testing and inspection capabilities include chemical analysis, a weapons testing complex, coordinate measuring machines, test and measurement equipment calibration, and testing in the

areas of vibration, oil and lubrication, radiological, mechanical/metallurgical, nondestructive, environmental chamber, and rubber, plastic and fibrous materials.

The Arsenal's state-of-the-art facilities house the Department of Defense's only general-purpose metal manufacturing complex. Production can be from raw material to final product, including systems integration and simulated testing. Rock Island Arsenal is also the only domestic producer of the hydro-pneumatic recoil mechanisms used in all modern artillery and gun systems.

Fly is one of about 250 military who work with some 6,000 civilians at Rock Island (about 1,800 of those are assigned to the Joint Manufacturing and Technology Center.). Fly enlisted in the Army Reserve in 1982 and was commissioned in 1986 following his graduation from the University of Washington. He served with the 1st Armored Division in Desert Storm, and the 1st and 3rd Corps Support commands in Operation Iraqi Freedom.



(DLA photo by Rachel Kocin)

Army Col. James O. Fly Jr. addresses DLA Land and Maritime associates Jan. 20 in the Building 20 Buckeye Room while giving a presentation on the capabilities of his Rock Island Arsenal Joint Manufacturing and Technology Center. The center provides manufacturing, logistics and base support services for the armed forces. It has the only active U.S. Army foundry, and manufactures ordnance and equipment, including artillery, gun mounts, recoil mechanisms, small arms, aircraft weapons sub-systems, grenade launchers, weapons simulators and a host of associated components.

Associates tackle No. 1 fear during Toastmasters event

By Dan Bender
DLA Land and Maritime
Public Affairs Office

Several associates took on the No. 1 fear people have and gave a short speech in front of a crowd during a Jan. 18 open house sponsored by the Defense Supply Center Columbus Toastmasters club.

The associates volunteered during the "Table Topics" portion of the meeting, during which speakers pulled a slip of paper from a bag and gave a one- to two-minute talk on the subject listed on the paper.

Alita Kay of Defense Logistics Agency Finance Office was voted by those in attendance as the best "Table Topics" speaker after a brief talk about her favorite winter sport. Shaun Sehgal, an associate in Land Supplier Operations, was voted runner-up for his response to a question about persuading listeners how exercise can be fun.

The event also featured DLA Land and Maritime Deputy Commander James McClaugherty, who spoke on "The Importance of Public Speaking Skills."

He noted that public speaking is by far the biggest fear of most people. He lauded Toastmasters as an organization that provides a forum for people to

strengthen their speaking and leadership skills and gives them confidence in interacting with others.

McClaugherty said he believes public speaking is "the engine of leadership" and is one of the attributes that separates leaders from followers. Good public speaking skills enable leaders to motivate others, he added.

Before concluding, he offered two bits of advice, the first being that "brevity is often the best option."

He also said Nike's slogan of "Just Do It" is the best and only way to overcome the fear of public speaking. Although public speaking can be uncomfortable at times, everyone gets better at it with practice, he stated.

Also during the meeting, club member and Maritime Supplier Operations associate Tom Collins gave a five-minute speech on "Make It Matter," while club member and DFAS Columbus employee Joe Hrabak gave an eight-minute speech on "Share Your Passion." Both focused on the importance of public speaking skills in their lives.

DSCC Toastmasters Club 3500 (A Group of Individuals Seeking Self Improvement) is a command sponsored activity that helps members develop their public speaking and leadership skills.



(DLA photo by Dan Bender)

DLA Finance associate Alita Kay holds the trophy she won after receiving the most votes for giving the best "Table Topics" speech during the open house. She spoke about her love of ice hockey.



(DLA photo by Rachel Kocin)

DSCC Toastmasters Club president Tammy Solt talks about the benefits of being a Toastmasters member during the club's open house event. About 40 people were in attendance.



(DLA photo by Rachel Kocin)

DLA Land and Maritime Deputy Commander James McClaugherty speaks on "The Importance of Public Speaking Skills" during a Jan. 19 open house event sponsored by the DSCC Toastmasters Club.

Department of Defense official outlines pay freeze details

By Karen Parrish
American Forces Press Service

WASHINGTON, D.C. - Defense Department civilian employees affected by the federal pay freeze for 2011 and 2012 will still have the opportunity to receive performance awards, promotions and normal longevity increases, a senior defense official said.

Pasquale "Pat" M. Tamburrino Jr., deputy undersecretary of defense for civilian personnel policy, told American Forces Press Service in a recent interview that senior leaders are working to ensure that employees are treated fairly during the freeze.

"We value the contributions of our career federal employees, and we value their service to the nation. Nothing has changed there," he said. From the time the pay freeze was announced, Tamburrino added, the emphasis has been on ensuring all federal employees receive equal treatment.

"Whether you're the most junior civil servant on the first day of the job or you're a member of the executive leadership team, it applies to you," he said. Defense leaders, he noted, have been "very clear" in directing that the freeze should affect all employees equally.

"Not everything is covered by statute," he said, noting that heads of agencies have some administrative discretion in some dimensions of pay. But guidance on the pay freeze instructs agency heads to manage administrative privileges the same way the president treated general pay increases in the executive order, he added.

"You should not use that privilege to grant a pay raise," he said. Tamburrino said he encourages managers to use the tools that always have been available to them - and still are - to reward employees.

"When it's appropriate, you give somebody a performance award,"

he said. "If you tell them the organization has five or six goals, and they do a lot of heavy lifting to help you get to those goals, then I think you should sit down as a leader and say, 'We have to recognize that.'"

Most employees, he said, want three things: clear guidance on the management team's priorities, the tools and resources necessary to complete their work, and coaching and feedback.

"Financial compensation is important because it is; we all have financial obligations that have to be satisfied," he said. "But what's really important as well is

See Pay freeze on page 14

Lima Co. Marines part of joint operation to flush out insurgents

By Marine Corps Sgt. Deanne Hurla
3rd Marine Aircraft Wing (FWD)

CAMP BASTION, Afghanistan - U.K. and U.S. forces work together on a daily basis to accomplish the coalition mission. To demonstrate how these two forces successfully come together as a team, aviation and ground forces completed Operation Aero Hunter Jan. 13.

The operation consisted of two phases. The first part was a patrol to flush insurgents out of a village; the second part was a series of snap vehicle check points along Route 1 near Forward Operating Base Ramrod, which is in Western Kandahar province.

U.K. ground troops of The Royal Highland Fusiliers, 2nd Battalion, Royal Regiment of Scotland, also known as 2 Scots, patrolled a village with overwatch provided by a UH-1Y Huey and an AH-1W Super Cobra, both from Marine Light Attack Helicopter Squadron 169, 3rd Marine Aircraft Wing (Forward).

Marines from Lima Company, 3rd Battalion, 25th Marine Regiment, based in Columbus, Ohio, circled overhead in an EH101 Merlin from 1419 Flight Squadron, Joint Aviation Group, 3rd MAW (Fwd), for extra support as 2 Scots pushed through the village.

During the first stage of the mission, Lima Company Marines supported 2 Scots as they patrolled and were there to catch any suspicious vehicles if they tried to leave the area, explained 2nd Lt. John Howarth, a platoon commander with Lima Company.

During the second stage, Lima Company Marines landed and stopped six cars along Route 1 at three separate VCPs. Though the Marines didn't find anything suspicious in the vehicles, they were able to make the coalition presence known in the area and cause uncertainty for the insurgency.

"When you think about



(Photos by Marine Corps Sgt. Deanne Hurla)

Marines from Lima Company, 3rd Battalion, 25th Marine Regiment, which is based in Columbus, Ohio, board a EH101 Merlin with 1419 Flight Squadron, Joint Aviation Group, 3rd Marine Aircraft Wing (Forward), along Route 1 in Western Kandahar province during joint Operation Aero Hunter Jan. 13.

our ability to go anywhere we want, put guys on the ground and stop anyone we want with a snap VCP - it is impressive," said Capt. Tom Duff, a Cobra pilot with HMLA-169. "(Lima Company) went to three separate places, which says to the (insurgents) on the ground that we can go anywhere we want, when we want."

This is not the first Operation Aero Hunter; however, it is the first time U.K. and U.S. aviation and ground assets have integrated for a mission, explained U.K. Royal Air Force Sgt. Dan Allanson, a crewman from 1419 Flight Squadron, JAG, 3rd MAW (Fwd).

"We have worked with U.S. ground forces in the past, but this was the first with so much planning," said U.K. Flight Lt. Patrick Hearne, a Merlin pilot with 1419 Flight Squadron. "It worked really well and hopeful-

ly we will be able to put together a (standard operating procedure) that will aid others with future missions.

"All the units involved have completed similar missions before, which helped," Hearne continued. "Planning is the most important thing. If you get

the plan right, everything will run smoothly and it did."

The Merlin crew met with the Marine ground and aviation forces several times to work out what each unit wanted and what each unit could provide. During these meetings, the landing zones and mission

sequence of events were finalized.

This planning led to the successful completion of an incident-free operation. The planning also provided the ground work needed to create an SOP for units to use in future joint operations supporting the coalition force mission.



Sgt. Woods Pepperman, a UH-1Y Huey crew chief with Marine Light Attack Helicopter Squadron 169, 3rd Marine Aircraft Wing (Forward), watches for threats during joint Operation Aero Hunter in Western Kandahar province Jan. 13. The operation consisted of two phases. The first part was a patrol to flush insurgents out of a village; the second part was a series of snap vehicle check points along Route 1. The Royal Highland Fusiliers, 2nd Battalion, Royal Regiment of Scotland, conducted the patrol and Marines of Lima Company, 3rd Battalion, 25th Marine Regiment, conducted the VCPs.



(DLA photo by Rachel Kocin)

Level I mentoring program participants gather for a photo after their Jan. 20 graduation ceremony in the Building 20 auditorium.

Level I mentoring program participants complete learning experience

By Jessica Budinsky
DLA Human Resources Center

Level I mentoring program participants received their graduation certificates during a Jan. 20 ceremony in the Building 20 auditorium.

The graduates had spent the previous 12 months learning “what it takes to succeed” from their mentors and workshop presenters. A total of 32 Defense Logistics Agency associates breathed a sigh of relief after successfully completing the Level I program. Each year DLA tenant associates have the opportunity to pair with a mentor of their choice under the leadership of program manager Alessia Payne.

Mentees were responsible for meeting with their mentors regularly to discuss both personal and professional goals and aspirations. Examples of goals range from leadership development, improving written and verbal communication skills, interpersonal skills, increasing knowledge and understanding of their organization, expanding technical skills/awareness, and even advice about the organization’s cultural norms.

Although mentoring might be viewed as a one-way street, often times the mentors also learn from mentees, making the relationship a two-way street. Mentees were challenged to face their fears and step out of their comfort zones by exploring what challenges them

most in the workplace. The mentorship program provided mentees with the tools to enhance their soft skills and provided ways on how to deal with workplace challenges.

One of the workshops, entitled “Speed Networking,” was particularly interesting for participants as it followed the format of “speed dating.”

Mentors and mentees from the Level I and Level II mentoring programs were introduced to each other. They asked various questions for a defined period of time and then as soon as the buzzer sounded, mentees moved to the next seat and on to the next networking connection.

Many of the mentees and mentors learned a valuable lesson in

how to strike up a conversation and, even more difficult, to keep the conversation flowing, and to network. Another valuable lesson the mentees learned was how to communicate with others and how important relationship building is to help make the right connections that could potentially impact individual growth and career opportunities.

After completing the mentorship program, many mentors and mentees built relationships that will continue to grow and develop in the future. “One of the keys to success is building a well-rounded network with others from all levels of your internal organization and external to your organization as well,” Payne said.



(DLA photo by Rachel Kocin)

Level II mentees recognized at completion of nine-month program

Participants in this year’s DLA Land and Maritime Level II Mentoring Program were recognized at a Dec. 13 ceremony in the Building 20 auditorium. The Level II Mentoring Program lasts nine months and is designed to develop and enhance leadership skills in the workforce for the organization’s future leaders. It is for associates in the GS 9-12 grade levels. The program began in 2002 and since that time, 293 associates have gone through the program, including this year’s 29 graduates. Mentors and mentees pictured on the stage at the end of the ceremony with DLA Land and Maritime director of contracting and acquisition management Milt Lewis (far left) and deputy commander James McLaugherty (far right) were Alicia Barrowman, Mitch Canty, Terry Bertiaux, Jerri Ann Brown, Robert Callahan, Matthew Cowden, David McGraw, Tiffany Cullens, Lisa Everett Robinson, Notasha Fant, Stephanie McCormick, Travis Fugate, Shawn Cody, Don Gillespie, Janice Harrell, Michael Lanning, Frank Koenig, David Loughman, John O’Keefe, Misty Melick, Kristin Stober, Robin Menafee, Linda Johnson, Angela Moore, Tanya Merritt, Diane Circle, George Peterson, James Crum, Jamie Pocatko, James Wagner, Stephen Finney, Lisa R. Robinson, Robert Heine, Abdouni Abdonasser, Sally Souvananvong, Marty Sass, Toye Thomas, Jonelle Lyons, Heidi Treadway, Joe Werstak, Linda McCarty and Angela Wood.

'Deep Dive' meeting at DLA focuses on MRAP support

By Dianne Ryder
 DLA Strategic
 Communications

FORT BELVOIR, Va. - Mine Resistance Ambush Protected vehicles provide the key troop-movement capability in Afghanistan, and Defense Logistics Agency and Defense Department leaders are working constantly to ensure the vehicles are performing as needed.

Readiness for MRAPs and the lighter-weight MRAP all-terrain vehicles remains high, but the challenge of sustainment is continual, Principal Deputy Assistant Secretary of Defense for Logistics and Materiel Readiness Alan Estevez said during a Jan. 13 "MRAP Deep Dive" meeting

at the McNamara Headquarters Complex.

The event included senior leaders from the Office of the Secretary of Defense, combatant commands, military services and DLA.

The agenda included a review of various MRAP support issues and a look at how to ensure appropriate organizations quickly address deficiencies, DLA Director Navy Vice Adm. Alan Thompson said during a Jan. 12 Director's Call.

"I know it will be a great discussion. I think both DLA Headquarters (Logistics Operations) and DLA Land and Maritime deserve tremendous credit for the really superb support we provided for the MRAP," he

said.

The admiral noted that DLA is helping ensure the vehicles have an operational readiness rate at higher than 90 percent in Afghanistan and that exceptional support from DLA Land and Maritime is a factor in this.

"It's almost a textbook example of how to do it right," Thompson said.

Army Lt. Gen. Kathleen Gainey, the Joint Staff's director of logistics, said it was good to see progress made since the most recent

Deep Dive meeting in July.

"I think we've identified some new areas that we need to partner in, and I'm looking forward to hearing from the services how we're working the battle handoff between the joint program office and the services," she said.

The focus of the deep dive meetings is on the critical aspects of support to warfighters, said DLA MRAP program manager John Dreska, who works for DLA Land and Maritime.

"Battle damage repair is the most important issue challenging us at this point in time," Dreska said. "DLA is preparing to send the fourth five-person team to Afghanistan to exclusively work MRAP support issues."

Besides battle damage and loss, other briefings focused on MRAP operational performance, recovery capabilities in theater, accountability and readiness, Marine Corps MRAP logistics, and the future of MRAP Deep Dive meetings.

Snowy winter



(DLA photo by Tony D'Elia)

The DLA Installation Support at Columbus primary snow removal team has been busy battling more than 20 inches of snow since mid-January using about 200 tons of road salt, 30 tons of ice melt, and 1,750 gallons of pre-treat brine solution.



(DLA photo by Teodora Mocanu)

Army Lt. Gen. Kathleen Gainey, director for logistics, J4, the Joint Staff and DLA Director Navy Vice Adm. Alan Thompson listen while Alan Estevez (center), principal deputy assistant secretary of defense for logistics and materiel readiness, addresses MRAP Deep Dive participants during the MRAP Deep Dive meeting at the McNamara Headquarters Complex Jan. 13.

Review

Continued from page 1

warfighter supporting initiatives such as developing better demand forecasting, supply chain protection, and the progress of the next tires contract, which is due in September.

Other areas of discussion were weapon systems readiness, industrial activities, resource management, human capital development, material cost reduction and detachment integration.

Installation improvements ranged from the common roof, road and sewer repair to the completion of the Child Development Center expansion, which will soon increase capacity to 286 children.

Thompson called accurate demand planning as the "Holy Grail," but cautioned that compressing acquisition time can be dangerous.

"In our quest for speed we can't be inadvertently buying counterfeit or non-conforming material," he said. "Speed's great but we got to do it right, too."

Thompson said he was impressed

with DLA Land and Maritime's culture accomplishments, specifically with the recent Culture Academy sessions.

"Frankly, you are all the model for the agency, and (there are) a lot of good lessons here," he said.

He was particularly interested in the numbers of employees able to take the training and asked for views on exporting it to rest of DLA.

"There may be some advantages we could leverage," Thompson said. "I really think you've gone from local to national in organization, and that's a little bit more of a challenging."

Thompson was also briefed on DLA Land and Maritime's Voluntary Protection Program's five-year recertification and workforce development. The leaders also shared information on progress in workforce development accomplishments and DLA Land and Maritime's Counterfeit Material/Unauthorized Product Substitution program, which produced about 100 debarments last year.

DLA implements new eLearning policy for associates

By Jonathan Stack
DLA Strategic Communications

Defense Logistics Agency Human Resources and DLA Training have implemented an enterprise-wide eLearning policy, offering employees more than 3,700 courses through the SkillSoft catalog in the DLA Learning Management System.

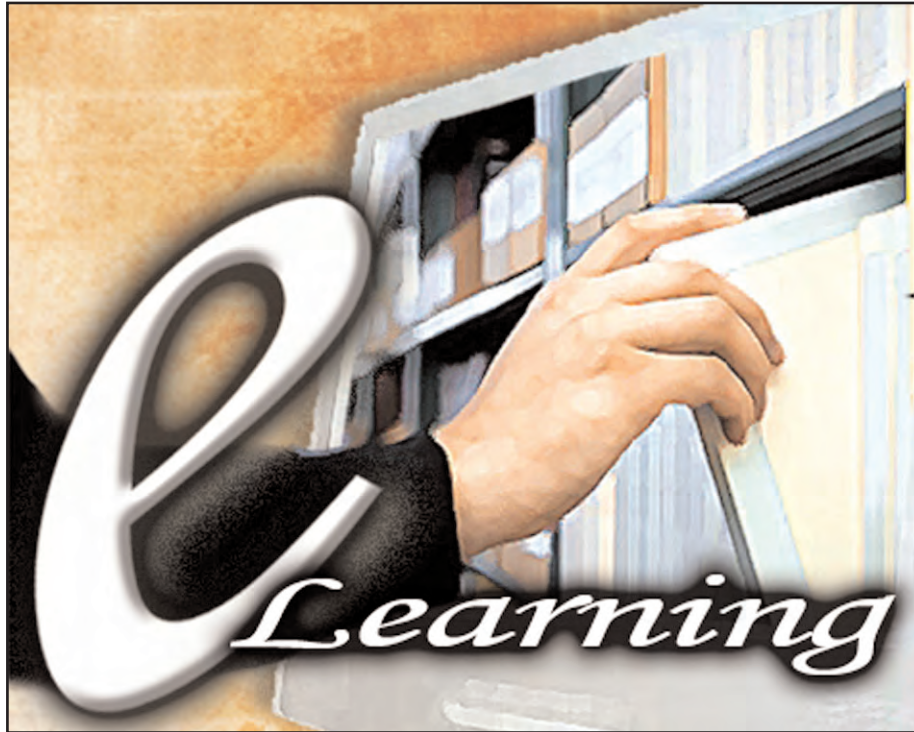
The SkillSoft catalog of eLearning materials includes courses on information technology, logistics, project management, leadership and other business-related subjects.

The new policy requires employees to search the SkillSoft catalog and complete any appropriate courses as first preference for training.

"Adopting this policy is viewed as a smart, efficient way to operate by leveraging the SkillSoft capabilities to deliver training to the desktop, whenever needed," DLA Human Resources director Brad Bunn said.

If SkillSoft training is not available in a particular discipline, or if further training is needed after completing online courses, alternative training may then be requested, officials explained.

"This came about as a cost-saving initiative to allow for more



An enterprise-wide eLearning policy now offers employees more than 3,700 courses through the SkillSoft catalog in the DLA Learning Management System.

flexibility in acquiring needed competencies," said Michele Mayfield, DLA Learning Management System program manager.

There are no additional costs to individual organizations and no per-course costs associated with this new policy. It'll do away with travel and per diem costs, and because the cost of the contract

is already covered, there's no student fee for each course, she said.

SkillSoft courses cost less than \$22 per user as compared to hundreds of dollars spent to bring training on-site or to send employees off-site for training. Further savings are gained because time away from work for

employees to attend training is minimized.

"(SkillSoft courses) take people's work schedule into account versus being tied to a classroom on specific dates and times," said Roger Lee, DLA Workforce Development Program & Policy Implementation Branch chief.

DLA civilians and assigned military personnel can access SkillSoft eLearning training and record course completions through the DLA Learning Management System.

"In addition to the courses, more than 16,000 books are available through SkillSoft Books 24X7," Mayfield said.

The books offered feature topics such as business skills, project management, human resources, team skills and technology in business.

"The books are available for people to read and review and come at a cost savings," Lee said.

It is cheaper for employees to use Books 24X7 than go to a bookstore and buy what they are looking for, he said.

Information on how to identify SkillSoft courses in the LMS and add them to a learning plan is available at www.hr.dla.mil/downloads/lms/InstSkillsoftCourses.pdf.



(DLA photo by Rachel Kocin)

CFC workers recognized for effort on successful campaign

DLA Land and Maritime Chief of Staff Air Force Col. Dan Hicks (right) thanks organization directors and CFC captains and keyworkers for their successful effort at a wrap-up luncheon held Jan. 14 in the Building 20 Buckeye Room. DLA associates pledged more than \$377,000, well surpassing the targeted goal of \$350,000 for DLA Land and Maritime by 7.8 percent. Hicks also noted that payroll deductions were at a whopping 79 percent and the overall participation rate was at 45.2 percent. The various fundraisers brought in almost \$18,400 for the CFC undesignated fund. Hicks also thanked Joyce Bryant, the DLA Land and Maritime CFC coordinator, for her effort to make the campaign a success.

IT'S A DATE

February 2011

African American Heritage Month

Feb. 2 - Groundhog Day

Feb. 4 - American Red Cross blood drive, 9:30 a.m.-2 p.m., Building 20, Pod C basement

Feb. 12 - Abraham Lincoln's birthday

Feb. 14 - Valentine's Day

Feb. 18 - Armed Services Blood Program blood drive, 9:30 a.m.-1:30 p.m., Building 20, Pod C basement

Feb. 21 - Presidents Day Holiday

Feb. 22 - George Washington's birthday

Feb. 23 - Black History Month celebration and Carter G. Woodson awards presentation, 1 p.m., Building 20 auditorium

New Ohio adjutant general, assistants assume command

From the Ohio National Guard Public Affairs Office

Army Brig. Gen. Deborah A. Ashenhurst became Ohio's new adjutant general effective Jan. 10.

"I stand ready to serve you and the citizens of Ohio with military forces trained and prepared to support our fellow Ohioans in any matter of safety and security," Ashenhurst said.

As adjutant general, Ashenhurst will be responsible for the operation of the Adjutant General's Department and the military preparedness of the Ohio Army National Guard, Ohio Air National Guard, Ohio Military Reserve and Ohio Naval Militia, totaling more than 18,000 personnel.

"Being given the privilege to command at the highest level is an honor bestowed upon very few. I understand the great responsibility I am undertaking, and I look forward to serving the more than 18,000 airmen and soldiers of our great organization," she said.

Ashenhurst most recently served as commander, 73rd Troop Command, a brigade-sized unit recently designated as one of the first two Homeland Response Force units in the nation.

Ashenhurst is the first female general officer for the Ohio Army National



Army Brig. Gen. Deborah A. Ashenhurst is the Ohio Adjutant General.

Guard, and Ohio's first female adjutant general. She is the 81st Ohio adjutant general, and one of only two women serving as adjutants general in the 54 states and territories.

"I stand as an example to the women in the Guard and other male dominated fields to show that they too can be a leader of both men and women; what I truly hope to show is that leadership is not gender-specific," she said.

Serving in the Ohio National Guard since 1978, she has held numerous staff and command positions throughout the organization. She is a graduate of the Army War College



Army Brig. Gen. (OH) John C. Harris is the Assistant Adjutant General for Army for the Ohio Army National Guard.

and Joint Task force Commander Training Course, and decorated with multiple awards, including the Legion of Merit.

Ashenhurst's first decisions were the selection of Col. Mark E. Bartman and Brig. Gen. (OH) John C. Harris Jr. as assistant adjutants general for Air and Army.

As assistant adjutant general for Air and commander for the Ohio Air National Guard, Bartman is responsible to the adjutant general for directing Air National Guard operations and establishing policy to ensure readiness for more than 5,000 personnel in



Air Force Col. Mark E. Bartman is the Assistant Adjutant General for Air and also serves as commander of the Ohio Air National Guard.

four flying wings and eight support units.

"Col. Bartman brings a wealth of knowledge, leadership and experience to the position," Ashenhurst said. "He has been instrumental in developing our joint strategies and documents, as well as those for the Ohio Air National Guard."

Bartman most recently served as commander for the 180th Fighter Wing in Toledo, Ohio, where he ensures the wing is ready to deploy mission-ready warriors and equipment and provide air defense. Serving in the Ohio Air National Guard since 1982, he has

held numerous staff and command positions throughout the organization. He is a command pilot with more than 3,000 flying hours, including 29 combat missions in operations Provide Comfort, Northern Watch and Southern Watch.

As assistant adjutant general for Army, Harris is responsible for establishing policies, priorities and oversight for the readiness of more than 11,400 soldiers.

"Gen. Harris brings a wealth of knowledge, leadership and experience to the position," Ashenhurst said. "He has been pivotal in our success in making the Ohio Army National Guard the most respected in the nation."

Harris most recently served as the Ohio Army National Guard chief of staff, the adjutant general's principle assistant for directing, coordinating, supervising and training the staff of the Ohio Army National Guard.

Serving in the Ohio National Guard since 1981, he has held numerous staff and command positions throughout the organization, including deputy chief of staff for personnel, commander of Task Force Lancer at Camp Bondsteel, Kosovo, and commander of 2nd Squadron, 107th Cavalry.

Naval Militia

Continued from page 1

other military units as they perform weapons qualifications testing prior to deploying overseas to fight the war on terrorism.

The Ohio Naval Militia is commanded by Rear Adm. David E. Kissel of Mansfield, Ohio, who was appointed by former Ohio Adjutant General Army Maj. Gen. Gregory Wayt in August 2010. It currently has less than 40 personnel.

The Naval Militia traces its history back to the Revolutionary War, when various colonies formed their own navies. These were used to keep order on the waterfront and to defend coastal areas.

The Ohio Naval Militia was deactivated following World War II, and remained so for nearly 30

years. In 1974, former Lt. Gov. John W. Brown began the process of reactivating the Ohio Naval Militia, and on Nov. 1, 1977, the ONM was reactivated with Brown as the first commandant.

Currently, seven states have active Naval Militia: Alaska, New Jersey, New York, Ohio, South Carolina, Texas and Virginia.

The Ohio Naval Militia is always looking for motivated individuals to join its ranks. Anyone between the ages of 17 and 67 who wants to serve Ohio in an all-volunteer naval defense force can apply.

More information is available by contacting the militia's Recruiting and Retention Office at 614-602-1220 or by visiting the website at <http://navalmilitia.ohio.gov>.



DFAS Columbus employee J. Frank Jackson is the vice commandant/chief of staff for the Ohio Naval Militia, an organized, unarmed, all-volunteer unit that serves the State of Ohio under the Adjutant General's Office. Jackson has been an employee of DFAS for 20 years.

(DFAS photo by Tom Casasanta)

CROSSWORD PUZZLE

ACROSS

- 1 Zeppelin
- 6 Back muscles
- 10 Winery supply
- 14 Pie-chart lines
- 15 Flair
- 16 Europe-Asia range
- 17 Big happening
- 18 Mystique
- 19 Engineering toy
- 20 News feature (2 wds.)
- 22 Lawyer's job
- 23 Atom fragments
- 24 Meadow sound
- 26 Pollen-bearers
- 30 Red gems
- 34 Select from the menu
- 35 Tie's place
- 36 "Simpsons" bartender
- 37 Stir up
- 38 Fail
- 40 Brick baker
- 41 Sock filler
- 42 Stuck-up
- 43 Gathers opinions
- 44 Luigi's ice cream
- 46 Popular cuisine
- 48 Gary's st.
- 49 Shepard or Ladd
- 50 Barks shrilly
- 53 Sci-fi stuff
- 59 Nile goddess
- 60 Lunchtime
- 61 Oar pin
- 62 Rate of speed
- 63 -ho
- 64 Hawk's lair
- 65 Sauna locales
- 66 Teller's stack
- 67 Go furtively

LAST ISSUE'S ANSWER

E	D	G	E	S	W	A	E	D	A	P	T	
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L	A	M	E	A	S	E	S	D	E	N	T	S

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- 4 Tangy flavor
- 5 More to the point
- 6 Picks up
- 7 Grads
- 8 Rhett's hangout
- 9 Recover quickly (2 wds.)
- 10 Spock or Sarek
- 11 Kind of rug
- 12 Luggage IDs
- 13 - gin fizz
- 21 Many many years
- 25 Noah's vessel
- 26 Categories
- 27 Go crowding in
- 28 Farewell!
- 29 Gibson of "Lethal Weapon"
- 30 Army off.
- 31 Boxer - Griffith
- 32 Highway fees
- 33 Know intuitively
- 35 Wimple sporter
- 38 Castanet dance
- 39 Weeks per annum?
- 40 " - Tiki"
- 42 German name part
- 43 Fiesta fixtures
- 45 Young ladies
- 46 Holds on tight
- 47 Buffet standby
- 49 Make amends
- 50 Kennel sounds
- 51 Now!
- 52 Typewriter type
- 54 Verb preceder
- 55 After which
- 56 Shredded
- 57 Film director - Kazan
- 58 Give off fumes

DOWN

- 1 Make ale
- 2 Rinse off
- 3 I had no -!

1	2	3	4	5	6	7	8	9	10	11	12	13
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Want more puzzles?

Check out the "Just Right Crossword Puzzles" books at QuillDriverBooks.com

CELEBRITY CIPHER

by Luis Campos

Celebrity Cipher cryptograms are created from quotations by famous people, past and present. Each letter in the cipher stands for another.

Today's clue: U equals B

" B G K B Y Z J V B P Z K N Z J Z , B K B J
N Z V W M H V K A D Z Y Z Y U Z D K N X K K N Z D Z
N X I Z X V T X F J U Z Z G K B Y Z J V B P Z
K N Z J Z . " - W X H V N X D I Z F

Previous solution: "PLANS TO PROTECT AIR AND WATER, WILDERNESS AND WILDLIFE ARE IN FACT PLANS TO PROTECT MAN." - STEWART UDALL

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DSCC BOWLING LEAGUE STANDINGS

DSCC 3-man league standings

Team	Points Won-Lost	Team	Points Won-Lost
Hustle & Flow	69-36	Strike 3	52-53
Bust 'Em	68-37	Two + One	51-54
Night Shift	66-39	Hackers 3	51-54
N.T.R.	65-40	T.N.T.	51-54
Bob Hart's Pro Shop	64-41	Pinbusters	50-55
Blues Brothers	59-46	Tailgaters	50-55
GRE-3	48.5-46.5	Three Aces	49-56
Originals	58-47	The Brier Patch	48.5-66.5
Snap Crackle Pop	57-48	Sm Med Lg	48-57
Somebody	56-49	Land Rollers	48-57
Going Postal	54-51	X-Men	43-62
Playboys	54-51	Mixers	41-64
WWJD	54-51	3 Stooges	38-67
Crown Sports Bar	52-53		

Top scores through week of Jan. 20 (Week 15 of 24)

- Team Scratch Game:** 1. Snap Crackle Pop (745); 2. X-Men (731); 3. Hackers 3(730)
- Team Scratch Series:** 1. Snap Crackle Pop (2,077); 2. Bust 'Em (2,027); 3. N.T.R. (1,974)
- Scratch Game:** 1. Ray Griffith (300); 2. Allen Clark (296); 3. Jim Sapp (290)
- Scratch Series:** 1. Ray Griffith (826); 2. Roy Whitehead (767); 3. Gary Fuller (750)
- Handicap Game:** 1. Allen Clark, Jim Sapp and Sam Green (314); 2. Chuck Arata (307); 3. Ray Griffith, Norm Lance and Jimmy Tollerson (303)
- Handicap Series:** 1. Ray Griffith (835); 2. Norm Lance (817); 3. Chuck Arata (815)
- Team Handicap Game:** 1. Hackers 3 (835); 2. X-Men (805); 3. GRE-3 (801)
- Team Handicap Series:** 1. GRE-3 (2,199); 2. Bust 'Em (2,195); 3. Hackers 3 (2,191)

Ladies Night Out Trio standings

Team	Points Won-Lost	Team	Points Won-Lost
Twins Plus One	42-18	2 Seniors & Babe	29.5-30.5
Easy Does It	39-21	The Rivals	28-32
3WB	34-26	Faithful 3	27-33
Young Divas	33.5-26.5	Bob Hart's Bowlers	26-34
Triple 3ers	33-27	2 Sassy	20-40
EZ Credit	31-29	Classic Trio	19-41

Top scores for week of Jan. 20 (Week 15 of 24)

- Team Scratch Game:** 1. Easy Does It (618); 2. 3WB (592); 3. 2 Sassy (561)
- Team Scratch Series:** 1. Easy Does It (1,644); 2. 3WB (1,612); 3. Twins Plus One (1,608)
- Team Handicap Game:** 1. Easy Does It (722); 2. 2 Sassy (716); 3. 3WB (678)
- Team Handicap Series:** 1. Easy Does It (1,956); 2. 2 Sassy (1,869); 3. Twins Plus One (1,868)
- Scratch Game:** 1. Elaine Stevens (265); 2. Betty Nichols (226); 3. Pat Kendrick (221)
- Scratch Series:** 1. Elaine Stevens (671); 2. Donna Mills (594); 3. Missy Collinsworth (590)
- Handicap Game:** 1. Elaine Stevens (277); 2. Betty Nichols (268); 3. Edith Wooden (265)
- Handicap Series:** 1. Elaine Stevens (707); 2. Jimmie Wattley (692); 3. Pat Kendrick (683)

DLA director praises agency's support of warfighters

By Monique Randolph
DLA Strategic Communications

This is a busy but rewarding time to work for the Defense Logistics Agency, the organization's director said Dec. 3 at the Association of the United States Army Fairfax-Lee Chapter's quarterly luncheon in Springfield, Va.

The results of the agency's efforts can be seen almost immediately in the support DLA team members provide to warfighters in Iraq and Afghanistan, Navy Vice Adm. Alan Thompson said. In his fiscal 2011 Director's Guidance, Thompson outlined three strategic focus areas for the DLA workforce, the first being Warfighter Support Enhancement.

DLA employs 27,000 people, and nearly 400 are deployed to the U.S. Central Command area of responsibility in support of combat operations.

"I've had the opportunity to go and visit with (our deployed members), and I can tell you they are very motivated; we hear nothing but positive feedback from the military units and customers they support," he said.

The agency recently stood up a new distribution center in Kandahar, Afghanistan. Inventory there is used to replenish supplies for troops on the ground, freeing up 40 percent of airlift capacity to move higher priority equipment and materials, Thompson said.

See Thompson on page 14

Thompson

Continued from page 13

Getting equipment and materials into Afghanistan is challenging due to the terrain and lack of infrastructure, but the Northern Distribution Network provides another ground transportation option, Thompson said. The NDN is a network of supply routes that run from Western Europe to Afghanistan. Northern ground routes reduce dependency on air transport and provide a safer alternative to ground transportation through Pakistan.

“(The NDN) has many different paths, and in fact, additional routes are being worked all the time,” he said. “It includes both rail and truck routes, and from a DLA perspective, we’re very

pleased that nearly 76 percent of the volume that has flowed from the north has been DLA material. We’ve had a very strong, vested interest in making that work from the beginning.”

Thompson said DLA also plays an important role in Iraq, disposing of nearly half a billion tons of unneeded equipment and materials through disposal sites in the country and in Kuwait since the troop drawdown began. In addition, once the stay-behind force determination is made, DLA will provide the full spectrum of support for those forces as well - from food to fuel to material support for vehicles and helicopters. This will likely include State Department personnel who will assist the Iraqi government as they assume responsibility for the country’s security, Thompson said.

Staying ahead of the requirements means ensuring deployed troops have what they need when they need it, he said.

“If DLA stocks out on certain items, it could certainly risk lives, if not risk success in a military operation. You have to be agile, and you have to be responsive. We’re striving to do that,” Thompson said.



(DLA photo by Monique Randolph)

DLA Director Navy Vice Adm. Alan Thompson talks to his predecessor, retired Army Lt. Gen. Robert Dail, following the Association of the U.S. Army Fairfax-Lee Chapter’s quarterly luncheon Dec. 3 in Springfield, Va. Dail served as DLA director from August 2006 to November 2008.

Pay freeze

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(that) you want to tell your employees, ‘You’re doing a really fine job.’”

President Barack Obama announced his intent for a two-year pay freeze for federal civilian workers Nov. 29. Congress approved the proposal, and Obama signed it into law Dec. 22.

The Office of Personnel Management issued a memorandum Dec. 30 to heads of executive departments and agencies, detailing how the freeze applies to the federal work force in accordance with existing law and presidential guidance. The Defense Department issued guidance in line with OPM’s the same day.

“It’s a response to the difficulties the country is facing, and I think what’s really good about it is (that) it’s universal,” Tamburrino said. “You have to have a very clear understanding of what’s in and what’s out, because that’s what affects employees.”

The freeze covers what have traditionally been known as general pay increases, he said, which normally take effect each January and consist of a combination of base pay and locality pay increases for most civilian employees. Federal civilian pay increased an average of 3.5 percent in 2008, 3.9 percent in 2009, and 2 percent in 2010, according to government figures.

“The president determined, based on the state of the economy, that those pay raises that are statutory in nature should not be granted (during the two-year freeze),” Tamburrino said.

According to the OPM guidance, the freeze, which extends through Dec. 31, 2012, affects some 2 million federal civilian employees in most pay systems: general schedule, executive schedule, senior executive service, senior foreign service, senior-level and scientific, and professional. Postal employees and military service members are not affected by the freeze.

However, OPM officials said, the pay freeze policy may not apply to any increase that is required by a collective bargaining agreement that has already been executed.

Except for minor instances in Alaska, Hawaii and other nonforeign areas, locality pay also is frozen, Tamburrino said.

“I think everybody recognizes (the pay freeze) was a really difficult decision,” he said. “I think we did a tremendous job in issuing some very clear guidance, and I think the leadership of the Department of Defense did a really good job in making it very level and even across the department.”

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THANK YOU

I would like to sincerely thank the DSCC Civilian Welfare Council, the director of DLA Information Operations at Columbus, my co-workers and friends for the flowers, support, kind words and prayers during the passing of my mother on Christmas Day. My family and I were very warmed and touched by the actions taken. Thank you.

Timothy Murphy and family, J6C

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Snow Blower - 19.5 hp, 24" wide, used twice, pull or electric start, \$600 firm, 614-692-9936 or 740-243-1447.

Snow Blower - Toro Power Curve electric snow blower, EC, great for small driveways and sidewalks, light weight, \$135, 614-692-1999.

Sound System - Surround sound system, \$100 OBO, RCA 500 watt receiver, 614-692-9936 or 740-243-1447.

Tools - Power compound miter saw with base, EC, \$50, can e-mail pictures, 614-855-5285 or 614-692-1821.

Vases - 11 glass vases, EC, great for wedding centerpieces, \$5 for all, cash only, 614-891-4770.

Furniture

Bedroom - Eight-piece "Rose Garden" full size, white finish, includes mattress/box spring and sleigh footboard/headboard, paid \$3,500, asking \$1,450 OBO, pictures available, 614-460-0166.

Furniture - Oak coffee table, \$75; 4-drawer dresser, \$25, dining room set w/China cabinet, hutch, table, six chairs, \$500, all great condition, 614-855-5285 or 614-692-1821.

Misc for Sale

Barbie House - Three story, almost 3' tall, \$40; little girl's white vanity, mirror, stool, \$30, both good condition, 614-861-4510.

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Roadshow

Continued from page 3

our focus lies now. It takes a lot of contract planning to support the subsistence mission there," he stated.

Kevin Ahern from DLA Energy discussed the huge concern for contracting energy fuels.

"One of the most exciting contracting challenges for DLA Energy is our expanded mission into alternate energy fuels and renewable energy," he said. "As the energy procurement and execution arm of the Department of Defense, DLA Energy procures in excess of \$15 billion dollars annually in military mobility fuels, aerospace and installation energy commodities.

"Over the course of the last several years, as the world market for petroleum products became stressed due to increased demand around the globe, we saw the price of a barrel of petroleum range between \$35 a barrel and \$155 a barrel. So you can imagine what our military customers were experiencing when they saw the price for the roughly 130 million barrels of petroleum that we purchase for them climb from \$8.5 billion to \$17 billion," Ahern said. This has increased the movement for using alternative fuels throughout the Defense Department and has become a contracting challenge for DLA Energy, he added.

DLA Aviation senior contracting executive Yvette Burke noted that DLA Land and Maritime and DLA Aviation had the most in common because both are hardware centers. She praised DLA Land and Maritime and encouraged the ongoing efforts between the two organizations to continue to share best practice efforts.

"We do about \$6 billion in sales in Aviation, \$3.5 billion comes from consumables and \$2.5 billion from Depot Level Repairs (DLRs)," Burke said. "Like you at Land and Maritime, it's a bit chal-

lenging because we have folks from these numerous DLR locations sending documents that are different from what we are used to seeing. Being a long-time DLAer, I'm used to seeing things the way I'm used to seeing things.

"So we've put together a group of 'best practice' teams to put together best practices in the areas where we knew there were differences in the outset," Burke said. "We are working hard to pull all the areas together in Aviation."

Daniel Poling from DLA Office of Counsel discussed the concerns with contract litigation and bid protest litigation procedures.

"In general, contract litigation falls in two categories. There are bid protests in the pre-award stage and the post award stage, which we are always challenging," he said.

Poling also discussed the Alternate Dispute Resolution process.

During the roadshow, 19 individuals from DLA Land and Maritime received Heimbaugh's coin in honor of their outstanding efforts. They were Norm Young and Nicole Betts from DLA Land; Ed Wingo, Ruth Smith, Bryan Boerger and Rosella Lynn from DLA Maritime; Amy Schultz, Betty Lavery, Sheri Race, Michael Carraher, Jeanine Beisner and Renee Frederick from the Procurement Process Support directorate; Todd White and Renee Luebben from the Business Process Support directorate; and Lori Baisden, Cynthia Gover, Anna Douglass, Ingrid Smith and Jim Linard from the Strategic Programs directorate.

At the end of the roadshow, a question and answer period discussed questions about Economic Price Adjustments, Performance Based Logistics, and size of the defense acquisition workforce.