

KENNY LETTER



UNITED STATES ARMY
LETTERKENNY ARMY DEPOT

VOL. 50/51 ISSUES V-VII, Oct. 2012-Feb. 2013

INSIDE THIS ISSUE:

- Former state secretary honors Hispanic Americans** 3
- Tieman CDC Fall Fest** 14
- 2012 Energy Report** 21
- LEAD named "fit friendly" worksite** 25
- Van pool details** 32

REGULAR FEATURES:

- Commander's Desk** 2
- Taking the Higher Road** 6, 24
- Comings & Goings** 7, 27, 33
- Military Moment** 8, 26
- Letterkenny Connects** 15, 29

LEAD memorializes local fallen Soldier

by Lindsay Bryant, Public Affairs Specialist, Public Affairs/Protocol Office

The new route clearance vehicle welding positioner at Letterkenny Army Depot was dedicated to the memory of Master Sgt. Benjamin F. Bitner, C Company, 2nd Battalion, 3rd Special Forces Group (Airborne) headquartered at Fort Bragg, N.C. in a ceremony at the maintenance facility on Oct. 10.

Depot commander, Col. Victor S. Hagan said, "The piece of equipment that you see behind me from this day forward will be known as the Bitner Positioner and will serve as a daily reminder for our workforce that our Soldiers are relying on Letterkenny to ensure we remain the best equipped Army in the world."

Bitner joined the Army in 1991 before graduating from Greencastle Antrim High School in Greencastle, Pa. He attended Special Forces Assessment and Selection in 1999 and graduated from the Special Forces Qualification Course as an engineer sergeant. On his 10th operational deployment Bitner was serving in support of Operation Enduring Freedom in Afghanistan when his life was taken after sustaining wounds from an improvised explosive device on April 23, 2011.

A close family friend, Benjamin Thomas, asked everyone to celebrate Bitner's life. Thomas shared stories of Bitner as a young child reminiscing of his fonder memories riding bikes, building forts and working on his jeep.

From the 3rd Special Forces Group (Airborne), Sgt. 1st Class Julian Kitching,



Col. Victor S. Hagan, Master Sgt. Joseph Schall along with Bitner's father Roger and mother Beverly unveil the plaque reading, "We are proud to dedicate the Bitner Positioner in memory of Master Sgt. Benjamin F. Bitner, Greencastle, Pennsylvania, for his honorable service and for making the ultimate sacrifice in the defense of liberty and the cause of freedom."

spoke about his experience serving alongside Bitner. He was a leader by his example and had energy, focus and commitment to excellence every day.

"When I met Ben in 2007 he became my mentor. Ben got us ready and we trained hard. He wasn't just the builder on the team he was the glue," Kitching said. "When I took over for Ben as team sergeant I realized the massive responsibility I had, but I knew what to do by Ben's example, not by anything he told me."

Hagan, acting depot sergeant major, Master Sgt. Joseph Schall along with Bitner's father Roger and mother Beverly unveiled the plaque reading, "We are proud to dedicate the Bitner Positioner in memory of Master Sgt. Benjamin F. Bitner, Greencastle, Pennsylvania, for his honorable service and for

See Bitner on page 17



From the Commander's Desk

by Col. Victor S. Hagan, Depot Commander

Greetings Team Letterkenny! In this edition of the Kenny Letter you will see all issues from September 2012 through February 2013.

While the winter season is behind us, please still take the time to read materials referencing weather safety. You will still need to remember these topics next year that will be approaching all too soon. I hope that you are well and taking the necessary precautions at home and in the workplace as the weather begins to warm up quickly.

While on the topic of safety, I would like to again remind all depot employees, whether contractor, DA civilian or PFI personnel, to ALWAYS put Safety first. Do not let our VPP Star certification be an excuse to become complacent. Each of us must maintain our situational awareness and keep in mind that VPP is excellence and that safety starts with you!

Since this issue covers the beginning of the new fiscal year, I would like to make mention of the Team Award metrics for this fiscal year. Command is working with its union partners during these times of fiscal uncertainty to adjust metrics based on the current furlough plan. You can read the current details on the next page, but remember the importance of each individual's participation and efforts to give 100 percent every day. Team Award re-

sults reflect your hard work and commitment to excellence.

Lastly, I would like to thank each and every one of you for making my ongoing transition such a great experience. I am proud to be a part of the Letterkenny family. For any of you who see me traveling through your work area and we haven't had an opportunity to meet, please do not hesitate to say hello and tell me about yourself and the crucial role you play on the depot.

I cannot say it enough; Letterkenny is and will remain the Depot of Choice for Industry and Government by delivering superior maintenance, manufacturing, logistics, life cycle support and service to the Greatest Warfighters in the world.

Army Strong!!!

ARMY CORE VALUE FOR SEPTEMBER/OCTOBER:

RESPECT

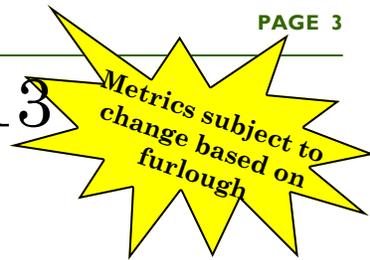
TREAT PEOPLE AS THEY SHOULD BE TREATED.

“Let every man be respected as an individual and no man idolized.”

~ Albert Einstein, theoretical physicist, 1879-1955

LEAD Team Award metrics for FY13

by LEAD DRM



OBJECTIVE:

The objective of the Team Award is to foster teamwork and innovation in industrial operations by providing civilian employee recognition through monetary incentives for achievement of mutual management, union, and employee metrics for success. The metrics are measurable criteria to drive LEAD’s goals of providing superior maintenance, manufacturing, logistics, life-cycle support and service worldwide to the Joint Warfighter and our International Partners at the lowest possible cost, in accordance with established quality parameters and on schedule. Achievement of these goals supports LEAD’s sustainability and vision to be the depot of choice for industry, government and the greatest Warfighters in the world. LEAD’s civilian workforce will be recognized based on the achievement of the metrics provided in the table below.

Metric	Description	Primary Goal	Primary Award
1	Meet or exceed productivity goal	≥ 1,615 HRs (AMC method)	\$200.00
2	Meet or exceed LEAN savings	\$25 million total LEAN savings	\$200.00
3	Meet or exceed safety goal	75% DAC participation in safety program	\$200.00
4	Certification sustainment goal	Sustain all ISO/VPP certifications	\$200.00
Total			\$800.00

SOURCE OF FUNDING:

The Team Award resulting from performance against the criteria in a given fiscal year will be budgeted and paid the following fiscal year. The total number of dollars budgeted for the Team Award will be the maximum per employee payout from the performance year times the on-board strength at the end of the performance year.

See Team Award, page 13

Former state secretary honors Hispanic American’s

by LEAD PAO

The Special Emphasis committee hosted former Pennsylvania state secretary, the Honorable Pedro A. Cortés who served in office from 2003 to 2010. A native of Puerto Rico, Cortés was the first confirmed Latino Cabinet member and the longest serving secretary of state in Pennsylvania history.

Cortés took his opportunity while speaking to the LEAD workforce to recognize Hispanic American’s who have served in the Armed Forces throughout history. He spoke of several of the 44 Hispanic Soldiers in history who were awarded the distinguished Medal of Honor:

Jose Mendoza Lopez (1910-2005) was a U.S. Army Soldier who received the Medal of Honor for his heroic actions during the Battle of the Bulge in which he single handedly repulsed a German infantry attack, killing at least 100 enemy troops.

Master Sgt. Raul (Roy) Perez Benavidez (1935-1998) received the Medal of Honor for his actions in combat in South Vietnam on May 2, 1968.

Army Sgt. 1st Class Leroy Petry (1979-present) was in Afghanistan



when he picked up a grenade thrown at several Soldiers and attempted to throw it in the enemies direction.

See Honors, page 12

Army Acquisition Executive tours LEAD

by LEAD PAO



The Honorable Heidi Shyu, Assistant Secretary of the Army (Acquisition, Logistics & Technology) and Army Acquisition Executive, visited LEAD and toured its facilities on Oct. 18. This was her first visit to the depot. While on post, Shyu toured the power generation area, Force Provider, the Theater Readiness Monitoring Facility, Letterkenny Munitions Center, the maintenance facility and tactical missile repair center. She ate lunch with members of the workforce, during which there was a casual open forum discussion and Shyu discussed the current Army budget.

Keeping the depot clean and safe this winter

by LEAD DPW & DOPS

Availability of Snow and Ice Melting Materials from the DPW:

All supervisors and custodians of buildings need to take responsibility for areas in and around the entrances to your facilities. To assist you in that effort, ice melting materials and buckets should be at every pedestrian entrance into every facility. If you do not have a bucket or your bucket is out of ice melting materials or nearly out, submit a DPW service order to have your bucket refilled.

Availability of Snow and Ice Removal Tools from the DOPS:

To assist all depot organizations, including tenants, to prepare for the snow and ice removal season, the Directorate of Operations Planning and Support (DOPS) has the following snow and ice removal equipment available for use.

The DOPS has snow shovels and long handled ice chippers available to building custodians at the DOPS tool crib located in building 2270. The DOPS tool crib #3 is manned from 6:00 a.m.-2:30 p.m. daily Monday-Friday. More informa-

tion on obtaining snow shovels for or ice chippers:

a. Supervisors, building custodians or their representatives should contact Tool Crib 3, DOPS, John Orsa, X8684, building 2270 to sign for snow shovels and ice chippers.

b. Supervisors and custodians may return items, including broken ones for replacement, to Tool Crib 3, DOPS, John Orsa, at the end of the snow season or they may keep them at their place of duty for the next snow and ice season.

See Winter, page 12

It takes a village... to become Black Belt certified

by LEAD PAO

Office of Continuous Improvement employee, Robert Hull, recently received his Six Sigma Black Belt certification after dedicating years to cost reduction in the Aviation Ground Power Unit (AGPU) program.

When the project began, AGPU's quality process relied extensively on the inspectors subject matter expertise. The data collected was non-standard, time consuming to analyze and was a lagging indicator of problems, which limited the analyses performed and made determining root cause difficult.

The AGPU program had a first pass yield (FPY) of zero for the last four years. A FPY is the number of units coming out of a process divided by the number of units going into that process over a specified period of time. Only good units with no rework are counted as coming out of an individual process.

There were over 40 reported average defects per unit (DPU) in 2009. The command goal was to reduce costs by 50 percent and decrease average DPU by 25 percent. The project ultimately achieved a 67 percent reduction in DPU from 30 to less than 10 per asset.



Depot employees who were key players to the success of Rob Hull's recent Six Sigma Black Belt certification gather around an Aviation Ground Power Unit for a group photo.

Hull, along with subject matter experts, conducted a measurement system analysis to validate the measurement system and performed several Lean events that focused on root cause analysis and eliminating waste in the process. He also worked closely with the Directorate of Quality Assurance as they performed a failure mode

See Hull, page 17

Resource Management knows safety

by LEAD DRM

What does right look like? Ask the Directorate of Resource Management (DRM). They completed all four quarters of fiscal year 2012 with no safety violations. No other directorate or cost center has gained this achievement. Thanks to the concentrated efforts of all employees of the directorate and the lead safety point of contact, Becky Chilcote, the directorate has gained this prestigious honor.

Chilcote provided the directorate employees with solid training. Taking materials available on the master accident prevention plan (MAPP) as well as her own knowledge base, Chilcote helped create numerous safety briefings and wrote the script for the People's Day video, "Allergies and stings can hurt many things."

For several weeks different safety slogans were posted in the department. At DRM's weekly staff meeting, Chilcote asked who could remember that week's slogan as a way to encourage everyone in the directorate to be safe. By working together as a team, DRM has successfully rotated volunteers for the weekly safety briefing.

The most important aspect of the weekly safety briefing is keeping them employee led. Each week a different employee takes the lead, making for a refreshing change. Utilizing the MAPP, that employee is responsible for giving the safety briefing. This keeps employees engaged in what is going on throughout the depot. Further discussions often ensue on various topics, helping to make the briefings even more meaningful.

Keeping employees engaged is the hardest task. Public speaking is not for everyone. This is why DRM employees are provided their safety topics in advance to better prepare them with simple, yet effective briefings. When preparing briefings, keep them plain and to the point; add graphics to aid the learning process.

Overall, DRM's victory with the VPP and safety briefing process has been extremely successful and educational for all. DRM should be commended for receiving four consecutive Commander's Quarterly Safety Awards, and in assisting LEAD in obtaining the VPP Star Certification.

TAKING THE HIGHER ROAD

When accidents happen in the line of duty

by Kevin Phillips, Legal Office

LEAD has mobilized reserve and National Guard Soldiers and Airmen that provide a valuable service through a program entitled Personnel Force Innovation. Through this program, the depot has access to valuable skill sets nationwide. These citizen Soldiers come to this depot, and work at a level much above the typical reserve unit.

Workers at the depot take pride in operating in a safe environment and this pride is reflected with our recent Voluntary Protection Program (VPP) certification through OSHA. No matter how strong the programs and culture of safety are, accidents do happen. The depot, especially supervision, needs to ensure that mobilized citizen Soldiers are taken care of in the event of an accident or injury.

The regulation in regard to injuries to service members can be found in *Line of Duty (LOD)*, Army Regulation 600-8-4. A LOD determination is required when service is interrupted by injury, disease or death. One of the reasons to conduct an LOD concerns disability retirement. One of the requirements is that the disability must not have resulted from the Soldier's misconduct or willful neglect.

Some of the following circumstances require a formal LOD:

1. Injury, disease, death (IDD) or medical condition that occurs under strange or doubtful circumstances or is apparently due to misconduct or willful negligence.
2. Injury or death involving the abuse of alcohol or other drugs.
3. Self-inflicted injuries or possible suicide.
4. Injury or death incurred while absent without official leave.
5. When requested by command.

With a formal LOD, the investigating officer (IO) must be formally appointed in writing. CECOM recently stood up at Aberdeen Proving Grounds and commanding general, Maj. Gen. Robert S. Ferrell has designated the depot commander as the Special Court Martial Convening Authority. That means that Col. Hagan can appoint the IO.

When conducting the investigation, the Soldier is presumed in LOD. Contrary findings must be rebutted by substantial evidence. The Soldier is not required to make a statement against their interest.

Some of the "rules" concerning LOD are:

1. *IDD caused by the individual's misconduct of willful negligence is not within the LOD.*
2. *IDD that results in incapacitation because of the abuse of alcohol and other drugs is not within the LOD.*
3. *Injury or death incurred while tampering with, attempting to ignite, or otherwise handling an explosive, firearm, or highly flammable liquid in disregard of its dangerous qualities is not within the LOD.*
4. *Injury or death by "dare-devil" type activities is not within LOD.*
5. *The line of duty and misconduct status of a Soldier injured while taking part in outside activities such as, "moonlight" hobbies or athletic activities may or may not be within LOD, depending on the circumstances.*

Three possible outcomes by the IO:

1. *In the line of duty, so that the Soldier may receive Army Disability Retirement and other benefits;*
2. *Not in the line of duty, but not due to own misconduct. Soldier may lose benefits.*
3. *Not in the line of duty, due to own misconduct. Soldier must make up lost days, lost days excluded from longevity and retirement pay computations, forfeit pay, and loss of benefits.*

The "weak link" in this process is that the Medical Treatment Facility (MTF) fills out the DA Form 2173. Typically this is Carlisle Barracks MTF. However, sometimes a doctor or MTF administrator does not initiate the form. Reservists are not used to the system and may not know that the process should have started. If a reservist is injured, the supervisor needs to ensure that the LOD process is started. Use the proper chain of command, or contact Maj. Will or Master Sgt. Schall. This process protects both the Soldier and the depot. LEAD does not want a Soldier coming off active duty and going home to later determine that he or she had been injured without the proper LOD investigation being conducted.



SEPT-OCT
Comings...

Timothy Costello
 Amy Ellis
 Ricardo Feliciano
 Terrance France
 Nelson Newman
 Matthew Brown
 Randall Clugston

LEAD

&

...Goings

Tracey Killinger
 April Cahill
 Christopher Baker
 Aaron Detwiler
 Charles Brown II
 Bradley Cook
 David Walter

Thieves don't take a holiday

by Kevin T. Shoemaker, CFP, Patriot Federal Credit Union

The holiday season will soon be underway and more than ever consumers will shop by mail, phone and the Internet. This means greater opportunities for thieves who hope that shoppers will drop their guard in pursuit of bargains and hard-to-find items. Here are some tips to help protect yourself from fraud for a happy holiday season:

•**Check out the seller.** Be sure anyone selling online has a physical address, phone number and clearly posted policies relating to payment, refunds, delivery schedules, and the privacy of your information. Those selling by mail and phone should provide the same information. When in doubt, contact the Better Business Bureau for a reference.

•**Be wary of unsolicited phone calls.** Thieves sometimes pose as well-known retailers, offering special deals available only by phone. Shop by phone only when you make the call and to a merchant you know and trust.

•**Check out the product.** Some sellers try to hide the fact that the offered item is refurbished or is a previously returned item. Be certain of the product description in the ads and examine items carefully when they arrive.

•**Do not email financial information.** Email is not that secure and legitimate sellers will not request payment in this fashion. Enter personal and financial information only when there is a "lock" icon on the browser's status bar and look for the URL to read "https" versus "http".

•**Do not open suspicious attachments.** Some Internet identity thieves will send spam email offering unbelievable bargains on hot items such as digital cameras, computers, and mp3 players. The email includes an attachment that promises to explain how to obtain the promised item. By opening the attachment however, you download a program that searches your computer for your personal information,

and transmits that data to the thief.

•**Keep your virus protection software and personal firewall up-to-date.** Many software packages have features that allow an automatic check for updated virus definitions or enhanced protection; use these options to guard against hackers and thieves. Do not forget to use hard-to-guess passwords to further protect sensitive data.

•**Be careful using unfamiliar ATMs.** Need cash on your shopping trip? ATM's are popping up everywhere but some are found in high traffic areas where there are opportunities for thieves to observe your pin entry and use small cameras to film your transaction.

•**Know Your Rights.** All retailers (including those using the Internet) must ship your order within the time limit they promised in their offer. If they did not state a time limit they must ship within 30 days of receiving payment. If the retailer cannot ship within the promised date, they must allow you to cancel the order and receive a timely refund.

•**Keep Records.** Save all documentation related to your purchases, including emails detailing online purchases. Make note of all phone purchases, including the phone number you called, when you called, and who you spoke with. Always ask for a confirmation number for your order to quickly reference the purchase if the item fails to arrive or you are not satisfied.



LEAD MILITARY MOMENT

Supervisors recognized for citizen warrior support

by LEAD PAO

Two LEAD supervisors were recently recognized by the Employer Support of the Guard and Reserve. On Oct. 2 Closed Combat Missile Systems division chief, Greg Gress and Quality Assurance division chief, Rick Wise were presented the Patriot Award by Col. James Aster, Air Force National Guard.

The Patriot Award is not an employer-wide award, but rather one that recognizes supervisors and bosses nominated by a Guardsman or Reservist employee for support provided directly to the nominator.

Gress was nominated by Army Lt. Col. Ray Gipe who is currently stationed in Djibouti, Africa and is responsible for DLA Distribution start-up in Djibouti. Gipe had many reasons for nominating his supervisor. "Chief Gress has worked with me for the last three plus years with military requirements," he said. "Greg has always respected that I wear a dual hat."



Division chiefs Greg Gress (left) and Rick Wise (right) were presented the Patriot Award by Col. James Aster (center) of the Employer Support of the Guard and Reserve on Oct. 2.

Gipe also spoke of Gress' selfless character, always putting his employees first. "He sincerely wants to improve LEAD's business practices that benefit all

...see Patriot, page 12

Pennsylvania Wounded Warrior speaks at LEAD

by Nora Zubia, Marketing Support Analyst, PAO



Pennsylvania native, retired Staff Sgt. Michael Kacer, was the guest speaker on Oct. 24 in observance of National Disability Employment Awareness Month. Kacer shared stories of his adolescence and military career, which ended shortly after he was

critically injured during a mission in Afghanistan.

Kacer's deployment included being part of a Provincial Reconstruction Team. These escorts teach Afghani's how to build communities and be self-sustaining in the event that their homes and villages were to be damaged in the future.

Kacer's last mission was scheduled to be a three day trip to a combat outpost on the border of Pakistan. Ten days later and one hour before their convoy was to arrive, a bomb hit the outpost. Kacer and fellow Soldiers were playing a game of cards.

He lives by the motto of

being handi-capable, not handi-cap. After discussing his recovery process at the VA hospital, the floor was open for questions at which point the group learned of Kacer's 15 completed marathons since his injury. He has competed in the Warrior Games, Paralympics and multiple Tough Mudder events.

Kacer is a great Soldier, motivator and is living proof that anything is possible no matter what obstacles lie in the way. The loss of his arm was turned into a gain in his life. He shows no sympathy for himself and certainly does not expect it from others. Employees who were unable to hear Kacer speak can view his presentation on the Ethernet.

New capabilities in UIDworks production area

by Bryan Kemp, Special Projects Branch, DIO

Many are already aware that the Item Unique Identification (IUID) tag program exists at LEAD. The program has moved from building 4 to building 1 north. The newly renovated facility includes an administration room, dark room and a plate fabrication/laser room, totaling 1,430 square feet of work space.

It has been equipped with proper ventilation and new climate controls. Safety has been improved to meet the high standards of OSHA and the depot's VPP program. As compared to its previous location, this area provides a more consolidated footprint needed to increase efficiency while still maintaining the existing business processes.

For the last several years, the

NOMENCLATURE

Part #: PART NUMBER
Serial #: SERIAL NUMBER



IUID

An IUID is a machine readable "unique identifier" containing data elements used to track DoD assets through their life cycles.

IUID program has been providing customers with data plates in various shapes, sizes and thicknesses on an aluminum material called Metalphoto. LEAD has also been supporting the Army's IUID efforts as a service bureau to installations in both CONUS and OCONUS. Customers provide the necessary information to complete and ship their order by using LEAD's website at: <http://www.lead.army.mil/UIDworks/howto.html>.

In addition to the renovated workspace, the shop has also been upgraded with new ways to support IUID compliance. A new Cab Brand laser offers the capability to mark on a poly-acrylic material called Tesa. This material is fed through the machine on a roll, automating the process and creating thousands of labels in a short amount of time. It is easy to apply; simply peel and stick, there are no rivets or screws needed.

Tesa is economical, tamper evident, and resistant to abrasion, grease, oils, and many other chemicals. It is as robust as Metalphoto, but with flexible handling associated with labels for end-



LASER (Light Amplification by Stimulated Emission of Radiation)

less marking applications that require flexibility and resistance to forgery. Its resistance to temperature and weather allows it to be a cutting-edge alternative to conventional coding, identification, and marking methods.

IUID employees are currently working directly with AMC G4's "Unit Level Self Marking" program by which LEAD has been funded to produce and ship approximately 300,000 Tesa labels in fiscal year 2013.

See IUID, page 17

LEAD hosts AMC Quality Federation

by LEAD DPA

LEAD's Directorate of Product Assurance hosted the Army Materiel Command (AMC) Quality Federation (AQF) Aug. 29-30. The federation is comprised of senior level quality employees from depots and arsenals throughout AMC.

Deputy to the commander, Anita Raines opened with the LEAD command brief; DLA and DCMA gave status updates on projects. Topics included Cost of Quality, Depot Quality Training, Counterfeit Parts, and Quality Assurance Specialists Career Program 15. The 36 attendees were given a tour of the maintenance facilities in buildings 350 and 370 to receive an overview of depot operations firsthand and to share Lean principles.

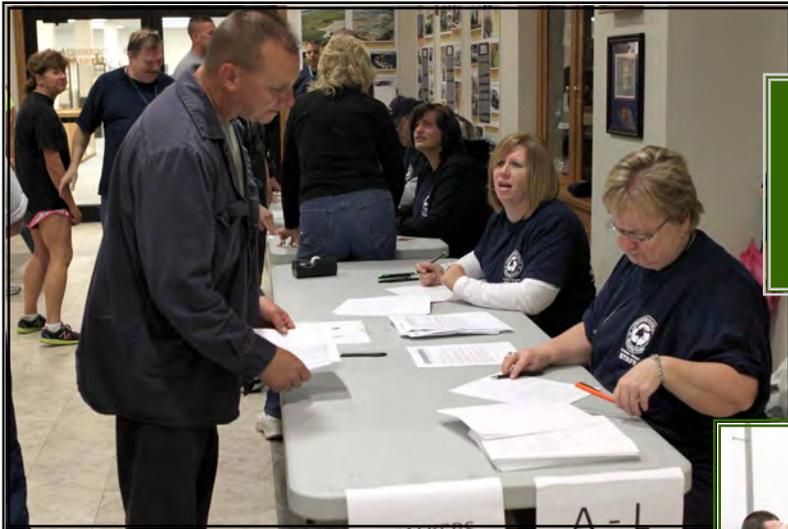
AQF chairman, Mike Whitt, AMRDEC reported on the charter update. The most significant change was the proposed name change from the AMC Quality Federation to the Quality Leadership

Council. AQF has been a community of practice established to promote continuous improvement and standardization in accordance with AR 702-11 (Army Quality Program).

In order to affect permanent change and facilitate institutionalization of the regulation, the group has become more of an advisor and administrative facilitator to AMC headquarters and the office of the assistant secretary of the Army (acquisition, logistics and technology). The name change to Quality Leadership Council reflects this revised purpose and opens the door for greater collaboration with customers and stakeholders throughout the Army enterprise.

Dominick Carra, RDECOM-ARDEC, was elected the new AQF chairman at the conclusion of the meeting. Whitt previously served as chairman for four years.

LEAD celebrates



Employees register with the wellness committee at depot headquarters for the Commander's walk/run in the morning. Despite inclement weather, the turnout was excellent.

Col. Victor Hagan addresses team Letterkenny before the Commander's walk/run. Hagan reminded the workforce of the integral role they play in supporting the joint Warfighter and thanked them for their commitment to excellence.



A caricature artist sketches portraits of employees who were patient enough to stand in her popular line at the employee appreciation picnic.

The safety office's go carts are a hit and educate employees on the severity and repercussions of driving under the influence of alcohol.



People Day Oct. 4

Amy Hicks of the United Way of Franklin County helps kick off the Combined Federal Campaign. Col. Hagan was first to make his donation.



Car and motorcycle enthusiasts participate in a car show at the recreation area. Paint ball shooting was also among the many activities at the picnic.

New basketball and volleyball courts give employees the opportunity to play pick up games and get some exercise during People Day.



Items were donated for the depot's silent auction for shopaholics to take a chance at winning these goodies. 109 items were collected from employees and businesses in the community. The auction brought in \$1,734.00, which was donated to the Army Emergency Relief and Federal Employee Education and Assistance.

...from Patriot, page 8

Warfighters and the employees at LEAD," Gipe said. "He is a true patriot to the Warfighter."

Master Sgt. Travis Gray is a C-5 Aircraft Loadmaster with the W. Va. Air National Guard. He works for Wise as a quality and reliability assurance specialist in the Directorate of Product Assurance.

Gray appreciates his supervisor's flexibility and respect for his dual careers. "Rick and I have sat down and talked about my commitment to Letterkenny and to the West Virginia Air Guard," Gray said. "He is a prior service member and knows what it means to serve and has always been respectful and understanding. I wanted to recognize him for his commitment to the Soldier and Airman."

The Patriot Award reflects the efforts made to support citizen warriors through a wide-range of measures including flexible schedules, time off prior to and after deployment, caring for families and granting leaves of absence if needed.

...from Honors, page 3

In addition to Cortés' presentation, employees were able to enjoy an ethnic food sampling of carnita pork, arroz con gandules, caramelized sweet plantains and salsa with tortillas.

Pennsylvania Governor Tom Corbett proclaimed Sept. 15-Oct. 15 as Hispanic Heritage Month for the state.

According to the Pennsylvania Governor's Advisory on Latino Affairs, Corbett announced, "I commend the many social and economic contributions of Latino-Hispanics in our state and celebrate the rich and diverse culture of Pennsylvania's fastest growing minority group."

He also noted that the state's nearly 800,000 Latino residents represent approximately 6.8 percent of the overall population.



LEAD employees enjoy an ethnic sampling of Hispanic foods outside the Great Room in Bldg 10.

...from Winter, page 4

c. Both ice chippers and snow shovels are easily pilfered items; therefore, all supervisors and custodians shall do everything they can to safe guard these against pilferage so they are readily available for the next snow and ice storm.

Any questions on any of this information may be directed to Dorothy M. Van Brakle, X9808.

Safety in and Around Snow Removal Equipment:

Extreme care must be taken by all employees both on and off depot when operating vehicles or in proximity to operating snow removal equipment. Here are some safety tips when you come in contact with snow and ice removal equipment:

Give all snow removal equipment plenty of room to work. Operators of these pieces of equipment frequently have limited visibility, particularly when backing up, and are concentrating on many aspects of their mission and may not necessarily see someone approaching close to their equipment.

Make sure the equipment operator knows you are there. Everyone should give snow removal equipment a wide berth and only approach a vehicle if they have made eye contact with the operator and are sure the operator has seen them: NEVER approach a piece of operating snow removal equipment from behind.

Try to park in lots that have been plowed and consolidate parking to allow the operators to continue to keep areas cleared without the possibility of striking vehicles or pedestrians going to or from their vehicles.

Do not let parts and materials in areas where it will be buried in snow and the operators will not be able to see them thus creating an unsafe condition and the possibility of damaging both the materials and the snow removal equipment.

If you have an area that is becoming unsafe due to snow or ice please call the DPW service order desk at X9010 during duty hours. During non-duty hours you can call the Construction and Maintenance Branch at X8442 or X8989 during snow removal emergencies.

...from Team Award, page 3

Metric	Description	Bonus Goal	Bonus Award
1	Meet or exceed productivity goal	≥ 1,625 HRs (AMC method)	\$50.00
2	Meet or exceed LEAN savings	25% of total depot LEAN savings goal is employee generated	\$50.00
3	Meet or exceed safety goal	1000 safety/hazard reports and suggestions	\$50.00
4	Performance evaluation goal	100% of evaluations completed on time	\$50.00
Total			\$200.00

ELIGIBILITY FOR AWARDS: Total per employee payout will be calculated solely on the basis of performance against the established metrics and eligibility for the Team Award. Eligibility for the Team Award is defined as:

- All civilian employees “on the rolls” after the effective date of the Team Award will be eligible for payout. “On the rolls” includes all permanent, temporary and term employees, including those on short-term workers’ compensation. Distribution will be based on the following percentages:

4 QUARTERS = 100% of final payout **2 QUARTERS = 50% of final payout**
3 QUARTERS = 75% of final payout **1 QUARTER = 25% of final payout**

Employees must be “on the rolls” through the entire fiscal quarter to receive credit for that quarter.

- In addition to employees “on the rolls,” interns/co-ops working for the depot will be eligible for payout during the quarters worked (interns and co-ops working part-time will receive a prorated payout.)
- Employees leaving the depot prior to the end of the fiscal year (i.e. resignations, retirements, termination of temporary assignment) will receive payout for the quarters worked.
- Families of deceased employees will receive a payout for the quarters worked by the employee.
- Part-time employees will receive a prorated payout.
- Employees on long-term LWOP will receive a full payout regardless of the number of quarters worked.
- Employees removed for personal cause (i.e. poor performance, misconduct) are not eligible to receive a Team Award unless the employee is reinstated through a settlement agreement.

MONITORING: Performance against the Team Award metrics will be monitored for progress as follows:

- **Productivity primary and bonus goal– monthly at Command Staff meeting**
- **LEAN savings goal– monthly at LEAN Council meeting**
- **Safety goal (including ISO/VPP certification)– monthly at Command Staff meeting**
- **TAPES goal– weekly at Command Staff meeting**

AUDIT REQUIREMENTS: No payout will be made until after an audit of performance against the Team Award metrics is performed and payout is approved by the LEAD Commander. The depot will request the audit during October following the performance year. The target date for payout will be no later than Dec. 14 following the performance year.

Tieman CDC celebrates the season with a Fall Fest!



The Tieman Child Development Center hosted a Fall Fest open to the entire depot on Oct. 25. Families created memories with seasonal activities, games and a pot luck as far as the eye could see!

Letterkenny Connects

LEAD shows speed at Army 10 Miler



LEAD employees participated in the Army 10 Miler on Oct. 21. Congratulations and thanks go out to all participants and volunteers. Front row from left: Sarah Keebaugh, Gary Shoop, Mary Britsch, Rob Washinko. Back row from left: Maj. Dan Cody, Lt. Col. Rob Leasure, Sgt. Leo Burbo. Runners missing from photo: Lindsay Bryant and Alan Pelzman.



LEAD and Carlisle family and friends pose for a victory photo post race.

Community Announcements:

Meet Jonathan Paul Perdeu

Building 10's very own Craig and Abby Perdeu welcomed bouncing baby boy, Jonathan Paul on Sept. 13 at 11:49 a.m. Weighing in at 8 lb. 14 oz. and 21 inches, he was no small bundle! JP is baby brother to the beautiful Olivia Perdeu.



Meet Carter Brooks Mowery

Bright eyed Carter Brooks Mowery was born to parents Jason and Tara Mowery on Oct. 9 at 2:33 p.m., weighing a svelte 5 lb. 15.5 oz and stretching 19.5 inches. Do not be fooled by his size, what this baby lacks in pounds, he makes up for in personality!



'Tis the season... for baby boys!

Depot families and friend make a difference

by Master Sgt. Joseph Schall, Senior Enlisted Advisor and Kurt Updegrave, Industrial Automation Systems Specialist

LEAD families, friends and former homesteaders participated in Make a Difference Day on Oct. 26 and 27. Groups gathered on Friday to tidy up the LEAD historical cemeteries on depot.

There are eight cemeteries on post that hold the remains of homesteader relatives. Buried in these cemeteries are two veterans of the revolutionary War, three of War of 1812 and twelve Civil War veterans.

Volunteers also gave their time to the community, cleaning and working at nonprofits in Chambersburg. Locations included the United Way of Franklin County, The Cumberland Valley Animal Shelter,

Women-in-Need Services, the Frances Leiter Counseling Center, as well as two homes sponsored by Keystone Residency. General landscaping was done to include trimming bushes, fence lines, cutting down and trimming trees, raking leaves and mulching.

On Saturday a group traveled to the Martinsburg, W. Va. Veterans Hospital to spend time with patients and donate supplies.

A huge thank you goes out to all who volunteered their time to participate and truly make a difference. Read a note of appreciation and see photos from Make a Difference Day on the next page.

Dear Colonel Hagan,

I am writing to make you aware of a wonderful group of volunteers from your organization that work under the group title of "Making a Difference" crew. I own a property that shares a border with the Frances Leiter Child Counseling Center on Lincoln Way East in Chambersburg. I moved my dental office about 5 years ago to the Norland Ave. area in the growing metropolis of Chambersburg. I regret that I was unable to maintain my old office to the level of care that I do my new office as far as exterior neatness and there was quite a bit of overgrown shrubs, vines, trees, etc. on the side of my building that really was part of the Children's Counseling centers' 'yard'.

To make a long story short, a crew of 3 men and 4 women came in and took less than an hour to turn that side of the property into a virtual show garden, compared to how it has looked for the past few years. They re-barked and cleaned up the weeds along fences and flowerbeds on all other areas of the property as well. In talking with one of the men, I learned they all chose to take their Saturday and go around to various charitable organizations to spruce up their properties saving these struggling organizations valuable funds to carry on their much needed social work activities. He also related that last year they chose to do private properties of elderly or disabled individuals from all over the County.

I am sorry to report I did not remember their names from our initial introduction. Of course when I asked them who to thank from Letterkenny, they did not want their names mentioned other than as part of the group "making a difference". Anonymous acts of kindness are just as appreciated as recognized acts, but it's better if someone else recognizes them, not just the recipients. I hope you have the opportunity to do this at some point. I even offered to buy them all lunch at the Hardees up the street, since it was just around noon. But they even refused that and were ready to head off to the next location ASAP.

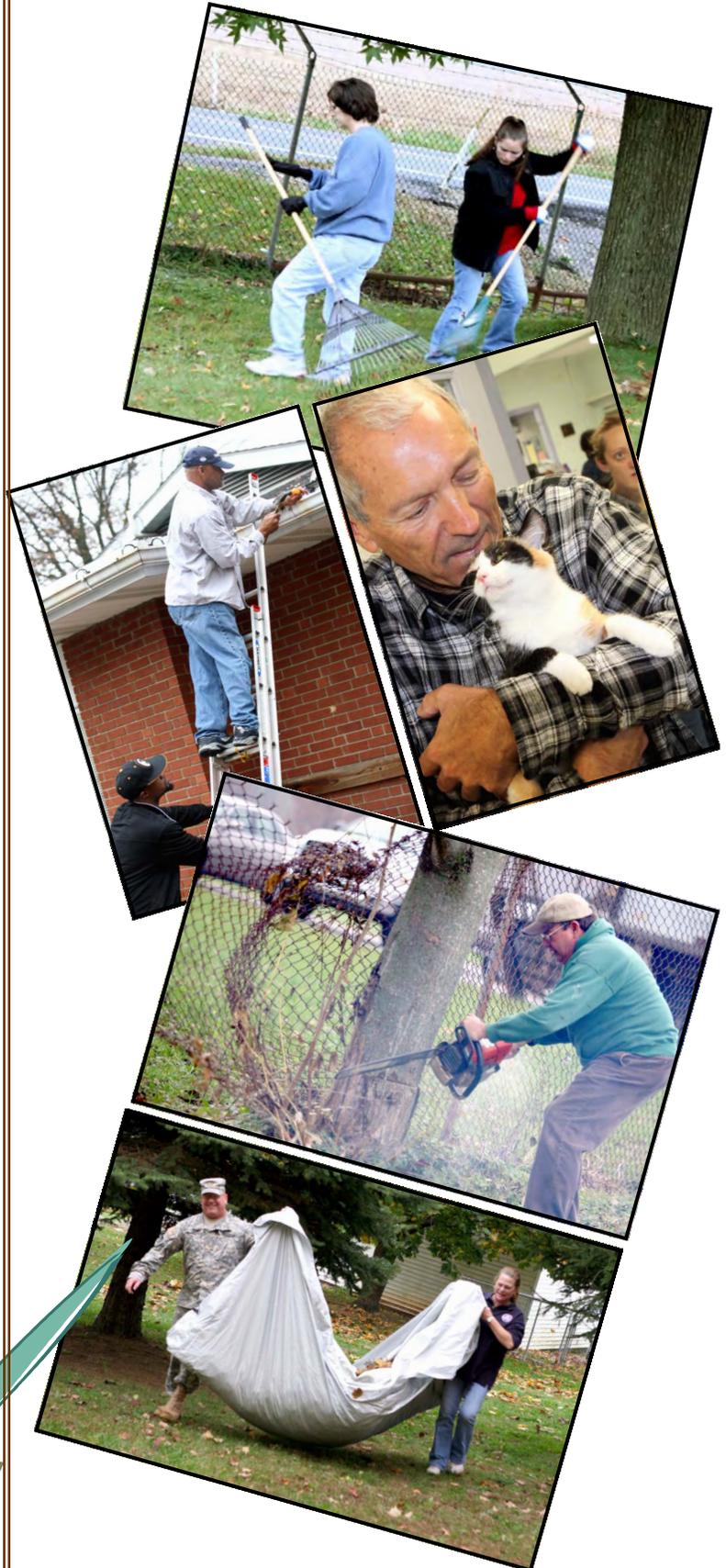
Thank you for these valuable and contributing members of our community!!

Sincerely,

Steven M Parrett, DDS,
Cumberland Valley Dental Care



LEAD MAKES A DIFFERENCE



...from IUID, page 9

Also new in the production area are two flat bed lasers: the Trotec Speedy 100 45 Watt CO2 laser and the Trotec Speedy 100 20 Watt Fiber (YAG). These innovative laser machines can be used for diverse applications, such as marking and engraving of various metals, textiles, acrylic, foils and films, wood, glass, and more. In a 24" x 12" working area, individual parts can be marked, cut and/or engraved just as easily and economically as mass production. These lasers provide the capability to mark, engrave and cut quickly and precisely, in a safe and easy to use process.

LEAD has the technology to offer more options further enabling compliance with Department of Defense "Policy for Unique Identification." The depot stands ready to meet a global increase in IUID requirements utilizing UIDworks.

...from Hull, page 5

effect analysis to evaluate the quality process and indentify where and how it might fail as well as assess the relative impact of different failures in order to identify the parts of the process that are most in need of change.

A certified Black Belt focuses primarily on project execution. While maintaining this focus he or she is exhibiting team leadership and must have the ability and instinct to delegate roles and responsibilities to appropriate team members throughout the process. Being aware and understanding team dynamic is a key success factor.

The success of Hull's Black Belt project is a contributing factor to several recent depot accomplishments. As the center of industrial and technical excellence for mobile electric power generation equipment, LEAD recently won its eighth Shingo medallion for the AGPU program. Earlier this year, the depot also celebrated the AGPU build to assemble first article test. When the Army urgently needed additional inventory, LEAD was the depot of choice to begin this new build process.

Hull's modesty reflects the characteristics of a Six Sigma Black Belt. He is certain that without the help of his team, the AGPU project would not have been completed. He stated that the project would not have worked to its full potential without the help and guidance of his peers across the depot.



Sgt. 1st Class Julian Kitching, 3rd Special Forces Group (Airborne), speaks about his experience serving alongside Bitner. "He wasn't just the builder on the team he was the glue."

...from Bitner, page 1

making the ultimate sacrifice in the defense of liberty and the cause of freedom."

The Bitner Positioner will perform work on route clearance vehicles, which are equipped to detect, analyze and dispose of any explosively formed penetrator or improvised explosive device and will protect Soldiers from similar dangers that tragically took the life of Bitner. It will be a vital piece of equipment as it will allow the route clearance vehicle workforce to substantially reduce process cycle times and return equipment more efficiently into the hands of the Soldiers. Welding can be conducted in position as opposed to in overhead or vertical positions and produce a greater quality weld by not fighting the effects of gravity on the molten weld.

The depot is the center of industrial and technical excellence and the Army's depot source of repair for the route clearance vehicle program.

With the dedication of the Bitner Positioner, Bitner will forever be a part of Letterkenny Army Depot. "Let us never forget all that Master Sgt. Bitner did and stood for. May all who work in the shops, tour our facility and receive the product be touched and encouraged by his sacrifice," Hagan said.

Bitner's military awards and decorations include six Bronze Star Medals, Purple Heart; two Meritorious Service Medals, three Army Commendation Medals with "V" device, three Army Achievement Medals, four Army Good Conduct Medals, three Army Reserve Components Achievement Medals, two National Defense Service Medals, Kosovo Campaign Medal, Armed Forces Expeditionary Medal, four Afghanistan Campaign Medals, two Iraq Campaign Medals, Global War on Terrorism Expeditionary Medal; Global War on Terror Service Medal; three Noncommissioned Officers Professional Development Ribbon, Army Service Ribbon; four NATO Medal, Special Forces Tab, Combat Infantryman's Badge, Parachutists Badge, Military Free-Fall Badge.

Safety's People Day display proves to be "intoxicating"

by Mike Kirkpatrick, VPP Advisory Board Chair, Safety Office

The LEAD safety office and Voluntary Protection Program (VPP) subcommittees sponsored two great events engaging the workforce in safety during this year's People Day picnic.

The first event was the Drunk Driving Simulator. A coned off figure-eight track was set up for employees to maneuver four-wheeled pedal cars through. After taking a test drive in the pedal cars, employees drove while wearing "drunk goggles." These specially designed goggles gave employees the visual sensation of being intoxicated.

The goggles were rated in three categories. The first set of goggles gave the sensation that the employee had a blood alcohol content (BAC) of 0.04-0.06. The second set of goggles gave the sensation of a BAC of 0.08-0.15. The third set of goggles gave the same sensation as the first set; however, these goggles were tinted giving an additional sensation of darkness.

When employees initially wore the glasses, many made the comment, "I have never been this drunk before." In other circumstances, employees commented, "This isn't that bad."

While some employees struggled to maneuver the pedal cars at a consistent speed, others simply slowed down, impeding the operation of other drivers on the track. Almost everyone who participated walked away with the realization that they could not effectively operate a vehicle while being impaired, even at the low end (under the legal limit) of the BAC spectrum.

The second event was the safety table. At the safety table, employees could take a quiz and win prizes based on the number questions they answered correctly. A total of 109 quizzes were completed and each person was awarded a prize. The questions, answers, and results are listed here. Employees who missed out can test their safety knowledge now!



QUESTIONS:

1. What is VPP?
2. Name 1 of the 4 ways you can report a hazard.
3. What is LEAD regulation 385-1?
4. What are your OSHA rights?
5. Which ANSI standard covers safety glass requirements?
Hint look on your safety glasses.
6. What is the "magic" height for requiring fall protection in general industry?
7. Name 3 of the 4 routes a chemical can enter your body.
8. What are the minimum distances required in front of fire extinguishers, electrical panels, eye wash stations, and emergency pull stations?
9. How frequently must plumbed eye wash stations be flushed?
10. What does OSHA stand for?

ANSWERS and PERCENTAGES OF CORRECT ANSWERS:

1. Excellence in safety and it starts with me! (93%)
2. Report it in HRP, tell your supervisor, fill out a hazard form and put it in the box, call the safety office (96%)
3. LEAD's safety and occupational health program (58%)
4. Right to a safe and healthful work environment free of identified hazards (88%)
5. Z87 (41%)
6. 4 ft. (69%)
7. Ingestion, inhaled, absorbed through skin, injected (95%)
8. 36 in. or 3 ft. (75%)
9. Weekly (48%)
10. Occupational Safety and Health Administration (76%)

What would Hawkeye do?

5-6 year olds
1st: Ray Shauf

7-8 year olds
1st: Bryce Doyle
2nd: Landen Doyle

2012 Safety poster contestants pose with Col. Hagan, Master Sgt. Schall and Hawkeye on Oct. 16. This year's poster theme was "What would Hawkeye do?" All submissions will be showcased in the 2013 safety calendar.

9-10 year olds

1st: Ella Garling
2nd: Reed Newman
3rd: Hayden Hetzer

11-12 year olds

1st: Pearl Newman
2nd: Savannah Appleby
3rd: Alex Cassada



Length of service awards



Col. Victor Hagan offered his congratulations and thanks as he presented Length of Service awards to the above employees on Oct. 17. Recipients included the following: **25 years:** Denise Bagby, Melinda Knarr, Robin Peterson, Ernie Rogers. **30 years:** Craig Baker, Lynn Boyer, Patricia Corbert, Darlene Ditch, James Fennen, Ronald McAllen, Perry Miller. **35 years:** Richard Bachtell, Michael Bulka, Chris Bumbaugh, Johnny Buterbaugh, David Coldsmith, Robert Conner Jr., Randy Cover, Harry Cunningham, Sharon Fogal, Kevin Gephart, Bonnie Hargleroad, Curtis Hege, Lisa Hepfer, Jeffery Jays, Dennis Reed, Darryl Rife, Ronald Shoemaker, Richard Sleichter, Bryan Souders, Joseph Whitten. **40 years:** Richard Henderson, Edgar Linton

RCV welding positioner honors McConnell's legacy

by Lindsay Bryant, Public Affairs Specialist



After receiving a tour of the maintenance facility, family and friends gather for a group photo in front of the newly dedicated McConnell Positioner.

A new route clearance vehicle welding positioner at Letterkenny Army Depot was dedicated to the memory of Sgt. Andrew H. McConnell, 2nd Battalion, 1st Infantry Regiment, 5th Stryker Brigade Combat Team, 2nd Infantry Division, Fort Lewis, Wash. in a ceremony at the maintenance facility on Nov. 28.

To the crowd of local officials, depot employees, friends and family, depot commander Col. Victor S. Hagan acknowledged that McConnell was a hero, a young man willing to devote his life to service to country.

"May we use this time to recognize his honorable and faithful service and devotion to country by making the ultimate sacrifice in defense of liberty and the cause of freedom," Hagan said.

McConnell enlisted in the Army in October 2005. During his assignment to Fort Lewis he met and married his wife Sarah in December 2008. On his first deployment, in southern Afghanistan, McConnell was mortally wounded

after his vehicle was attacked by enemy forces with an improvised explosive device on Sept. 14, 2009.

Retired Master Sgt. Victor Kissoon battled with emotions as he remembered the time he spent coaching McConnell on the soccer field and the many memories they shared, up to the very last one. McConnell was more than just another soccer player or friend to Kissoon; he was family.

Lt. Col. Jeffrey French became McConnell's battalion commander shortly before their unit deployed. Referring to him as "Mac," he shared how the young Soldier instantly reached out, accepted him as the new commander, and took him under his wing.

"He took life's setbacks—and we had plenty in Afghanistan— and learned from them, held others up if they began to listen to their darker angels, and always reached out to those in need," French said. "He always put others before himself. The epitome of a truly selfless Soldier and it's an honor to stand here today and share in this remembrance of a true American hero."

McConnell's father, Col. Scott McConnell moved from laughing about his son's antics to solemnly expressing how humbled and proud they are at the stories they hear.

"[Andrew] would likely tell us he died doing what he loved," McConnell said. "The dedication is not necessary, but it is fitting because it is an opportunity to recognize a Soldier's life and sacrifice, the great team that stands behind the Soldiers and faith they have in the equipment."

The ceremony also served as a reminder to the Letterkenny workforce that the Soldiers trust and rely on them to be prepared with the best.

...see McConnell, page 25

ARMY CORE VALUE FOR NOVEMBER/DECEMBER:

SELFLESS SERVICE

**PUT THE WELFARE OF THE NATION, THE ARMY
AND YOUR SUBORDINATES BEFORE YOUR OWN.**

"There is no higher religion than human service.

To work for the common good is the greatest creed."

~Woodrow Wilson, 28th U.S. President, 1856-1924

Take a stroll down...

By popular demand, readers will get to see pieces of the past as we publish photos and articles from LEAD's archived Kenny Letters! Keep your eyes peeled for friends, family and maybe even a younger you!

The Kenny Letter staff is always happy to receive depot memorabilia. If you have old Kenny Letters, photos or other memories you can't bare to throw away, donate (or loan) it to us! You may just see it in a future edition!



Send pieces of history to mail stop: AML-D-PA or deliver in person to PAC, Bldg 10.

LEAD 2012 Energy Report

by LEAD DPW

LEAD is approximately three percent over the Army energy intensity goal. The intensity is 18.2 percent less compared to 2003 base year and an 8.2 percent reduction from last year. Production greatly affects the energy as more work is done through additional shifts within the same square foot building footprint. Conversely, fewer hours normally reduces the energy consumption.

LEAD is approximately 50 percent under the Army water intensity goal. The LEAD water intensity is 48.4 percent less than the 2007 baseline and 13.5 percent less than FY11. A gantry wash rack is being installed and will recycle approximately 80 percent of its water. A study was awarded in September 2012 to research recycling the discharge water from the industrial waste water treatment plant.

Some initiatives the DPW is undertaking depot-wide are: to continue replacing energy saving boilers and chillers as the life cycle replacement indicates; continuing to convert to natural gas from fuel oil as a cost saving measure but also the change out will usually reflect improved efficiency in the new equipment meaning less energy consumed; establishing several energy conservation measure projects through various funding sources; establishing possible renewable energy source such wind turbines and solar photovoltaic panels for electricity and shale gas and biomass sources for heat, hot water, and steam production.

Over the past several years, the DPW has used an Energy Savings Performance Contract (ESPC) to install energy saving lighting in several buildings. The ESPC project was third party financed and was completely paid for in 2011. The project saves LEAD approximately \$100 thousand per year in electricity costs. The DPW is pursuing another ESPC contract for future energy saving projects. The DPW also has in place an Utility Energy Services Contract (UESC) agreement with our natural gas supplier. The UESC also uses third party financing which saves LEAD large capital expenditures. LEAD plans to



use the UESC agreement signed in FY11 to execute energy conservation measures based on the preliminary audit conducted in May 2012. LEAD has not received the preliminary audit report to date but preliminary indications suggest minimum payback because of high construction costs and low utility rates.

LEAD has 13 buildings reporting electrical data and 4 buildings reporting natural gas data through advanced water meters which were installed at LEAD by a centrally funded Army program. LEAD will soon install equipment from the Huntsville Corps of Engineers for the centrally funded meter data management system. This system will report energy use directly to Army headquarters.

In 2011 LEAD submitted an Energy Conservation Improvement Program (ECIP) project to install geothermal heat pumps in several buildings. The project was approved by Army and is scheduled for award in 2013. Test wells will be drilled possibly in December 2012 to determine the actual heat transfer rate and finalize the design. A second ECIP **...see Report, page 28**

2012 CFC ends on a high note

by Janet Gardner, CFC Chairperson

The 2012 Combined Federal Campaign (CFC) was one of hard work, fun, good times, compassion and great memories. And it was also a campaign of many firsts. It was the first CFC kickoff for depot commander Col. Victor Hagan, the first campaign to officially recognize a mean admin and a LEAD director's ugly tie, the first time Santa hats and reindeer walked the roads of the depot while jingling bells, and it was the first time a full-scale hot breakfast buffet was offered in building 10.

The 2012 CFC Program Manager Janet Gardner and a team of 15



Staff Sgt. Ethan Eckert shows off his handiwork after smashing a pie in the face of "meanest admin," Michelle Kobus.

keyworkers representing LEAD directorates and tenants decided to have fun and be creative with the campaign while supporting the campaign theme of 'give a little, help a lot.' Their efforts generated over \$90,000 for the local community.

"It was for a good cause," said Rodney Gettig, Directorate of Public Works, after learning he had the ugliest tie in the LEAD Director's Ugliest Tie contest. Standing at attention as Col. Hagan officially decommissioned the tie. "I never imagined that tie would generate the most votes," he admitted. The tie, a cement gray colored French silk decorated with a watercolor flower design, now resides in a framed plaque in Gettig's office.

David Putman, Theater Readiness Monitoring Directorate, proudly accepted the award from Col. Hagan for the directorate raising the most donations with his eye-crossing, diagonally-patterned reddish orange, blue and white tie. "We are one of the smallest directorates and yet raised the most donations," Putman said. "This just shows how charitable



we are!"

The Directorate of Industrial Operations Michelle Kobus worked diligently to beat out the competition in building 370 and received a pie in the face for her efforts. "I love being the meanest admin," Kobus quipped after wiping pie off her face!

In November, DISA employees sampled a wide variety of white, spicy and sweet chili recipes as part of a chili cookoff. They also enjoyed a jingle bell walk/run in the bright sunshine of an early winter day. Each participant was provided a jingle bell at the start of the walk with several folks donning antlers and Santa hats.

...see CFC, page 28

Social media tips

by Michael Ervin, Information Assurance Manager, DOIM

Reports have been made that people who are no longer employed at the depot are attempting to gain access to depot personnel by sending social media site requests to current employees via Facebook, Google+, Twitter, LinkedIn, MySpace, etc. Please remember to use Operation Security when accessing social media. Some general guidelines are listed below:



1. **Do not accept a request if your military email was used in the invite.**
2. **Do not accept a request if you do not know the person very well or at all.**
3. **If you do accept a request, do not share work-related information on the site.**
4. **Never share work information on personal social media sites.**
5. **Never register on social media sites with your military email.**
6. **Monitor what you post on social sites to protect your family from fraud attempts.**
7. **Change passwords for social media (and all other web-sites) frequently. Use strong passwords.**

A financial fitness checkup from PFCU



by Kevin T. Shoemaker, CFP, Patriot Federal Credit Union

The start of a new year is a good time to review your financial plans, or commit to developing some concrete strategies to help you achieve your goals. While you are pulling together the information for filing your income tax return, you should gather:

- **All year-end documents (hard-copy or downloaded) for your various financial accounts**
- **Insurance policies for protecting valuable assets**
- **Review/develop a list of financial goals for the coming year**

With this information, you can assess your financial condition to see if you are on the path to achieving your dreams. One thing that also helps is to have an ongoing financial plan. Here is a list of fundamental personal finance items to help de-

velop your financial plan:

- 1. Set financial goals-** Think about what you really want to do with your money. Determine how much each of those financial goals will cost and divide that by the number of months you have to achieve them. That's the amount you'll need to set aside each month.
- 2. Develop a budget-** Track your monthly expenses, and subtract the total from your income. If more is going out than coming in, consider ways to reduce your spending or add to your income.
- 3. Establish a savings plan-** Having a few months of essential living expenses in a liquid savings account provides stability and peace of mind. Make deposits into savings automatic by updating your direct deposit designations.
- 4. Review your retirement plan-** Make the most of your income by contributing to a

See Review, page 28

Right person, right place, right time

by Vicki Logue, Staff Action Officer, DIO

Recently three employees of the Theater Missile System Division, Directorate of Industrial Operations were awarded certificates of appreciation by director Steve Miller for their assistance to a fellow employee who was having a medical crisis.

Tony Seiders has diabetes. When he came into work one day his coworker, Kenny Thompson,

realized something was very wrong. Seiders was slurring his words and acting out of character. Knowing Seiders was diabetic; Thompson started asking him questions, such as, had he had eaten breakfast and had he taken his insulin that morning?



From left: Jeff Reed, Tony Seiders, Kenneth Thompson and Jim Woolf.

Knowing the affects of hypoglycemia (low blood sugar), Thompson grabbed a couple of guys and directed Jeff Reed to stay with Seiders and be ready to protect him from injuring himself in case he would go into convulsions. He told Jim Woolf to call 911 and to go outside to direct the ambulance.

Meanwhile, Thompson ran to get a candy bar and soda to bring Seiders' sugar level up.*

Thanks to his coworkers help and fast response, Seiders was almost back to a normal sugar level by the time the ambulance crew arrived. He is very appreciative of his friends actions during his time of need.

**If you do not know the person's personal history, give the 911 operator the symptoms of the ill person, do what*

they tell you and wait for the trained ambulance crew. Do not attempt to give a diabetic person sugary foods, as they may be suffering from too high of a sugar level, making the situation even more life threatening. Never attempt to put any liquid or food in the mouth of an unconscious person.

TAKING THE HIGHER ROAD

by Kevin Phillips, Legal Office

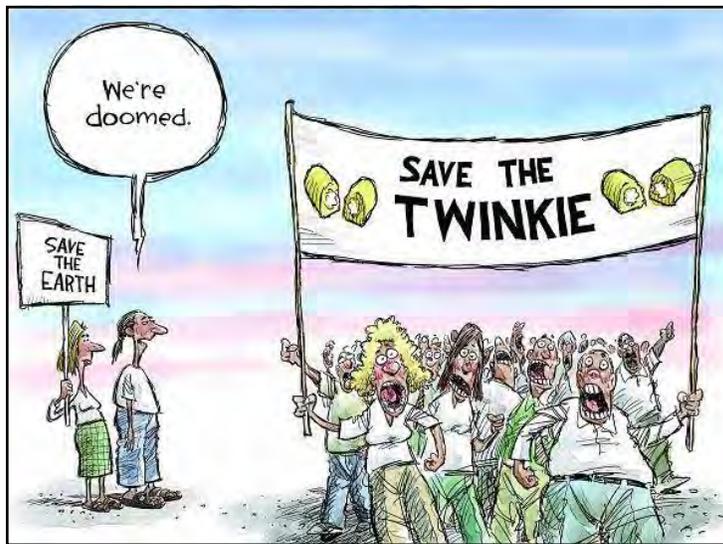
When I was growing up, my mother would buy my brother and I a box of Ding Dongs. I loved those hockey puck shaped chocolate cakes with their creamy filling. Nothing was better at the end of your lunch than unwrapping the tin foil and biting into that hard chocolate frosting. In junior high, there was the rumor that if you ate enough Twinkies, when you died, you did not need to be embalmed because Hostess products were filled with preservatives.

I was surprised to read in the weekend papers that the maker of the imperishable Twinkie (and Ding Dongs) has reached its expiration date. Twinkies have been dubbed “the cream puff of the proletariat” and had survived the Great Depression, three major wars, and all the jokes about their post-apocalyptic staying power.

However, the baker’s union went on strike after a judge imposed a labor contract that cut wages and reduced benefits. Hostess as a company could not survive and the chief executive officer said that there was blame to go all around, both with management and the union. The end result was that Hostess filed to liquidate with a

loss of around 18,500 jobs.

Both the union and management at Hostess could have taken heed to the words of advice that my old Army Reserve chaplain gave so many years ago. I belonged to the 159th Corps Support Group in Helena, Mont. There was dissent in the ranks, so one morning during drill weekend, Chaplain (Maj.) Glenn Woodson stood up in front of the troops and he told the story of two porcupines.



It was a bitter cold winter night. In order to survive, the porcupines had to huddle close enough together so that the warmth of their bodies would help them survive the cold. But at the same time, they could not get so close that they poked each other to death with their quills. They had to curl up together in a careful manner to survive the night, not too far apart.



Likewise, this depot is going to have to pull together to survive. As stated by the depot commander in a recent command and staff meeting, it is no secret that the Department of Defense budget will be declining. A declining budget will result in greater competition for workload. The depot will have to “up its game” to be competitive in the future.

Lastly, the legal office has received questions about whether it is “OK” for a Letterkenny employee to sign a petition for a state to secede from the republic. One just needs to remember the oath of office when swearing in as a federal employee. One swears to defend the Constitution of the United States. See 5 U.S.C. §3331. A federal employee signing a petition of secession runs contrary to that oath.

American Heart Association names LEAD “fit and friendly”

by LEAD PAO

On December 14 LEAD was recognized for being a “Fit Friendly Worksite” by the American Heart Association. The depot received the Gold Award for programs implemented by its Wellness committee.

The American Heart Association looks for employers who go above and beyond when it comes to their employees health and awards them for their progressive leadership and concern for staff health and wellbeing.

The depot reflects these characteristics by providing a variety of activities and events for its workforce to participate in. Ongoing and future projects include the stretching program, “LEAD Got Steps Challenge” pedometer program, quarterly on site lunch-n-learns, an on site walking trail, as well as a nursing mother’s program estimated to begin before FY14. The Wellness committee also coordinates the annual Commander’s walk/run and promotes healthy lifestyle alternatives at their Wellness tent during People Day.

The stretching program is lead by master fitness trainer and depot employee, Terri Acie. Through a video accessible on the LEAD portal, Acie demonstrates proper stretching techniques and exercises to use at the workstation or at home to prevent and elevate strain and stress.

The LEAD Wellness pedometer program, “LEAD Got Steps Challenge,” was developed to educate and encourage DOD civilians towards a healthy lifestyle. Friendly competition becomes a motivator when participants who take the most steps are recognized and awarded for their achievements.

To learn more about the American Heart Association and to find new steps towards a healthier lifestyle, visit: <http://www.startwalkingnow.org/home.jsp>.



...from McConnell, page 20

The McConnell Positioner will perform work on route clearance vehicles, which are equipped to detect, analyze and dispose of any explosively formed penetrator or improvised explosive device and will protect Soldiers from similar dangers that tragically took the life of McConnell. It will be a vital piece of equipment as it will allow the route clearance vehicle workforce to substantially reduce process cycle times and return equipment more efficiently into the hands of the Soldiers. Welding can be conducted in position as opposed to in overhead or vertical positions and produce a greater quality by not fighting the effects of gravity on the molten weld.

Hagan, route clearance vehicle division chief, Gary Rosenberry along with McConnell’s father and mother Kathy unveiled the plaque reading, "We are proud to dedicate the McConnell Positioner in memory of Sgt. Andrew H. McConnell, Carlisle, Pennsylvania, for his honorable service and for making the ultimate sacrifice in the defense of liberty and the cause of freedom."

McConnell’s awards and commendations include the Bronze Star Medal, the Purple Heart Medal, the Army Achievement Medal (four awards), Army Good Conduct Medal, National Defense Service Medal, Global War on Terrorism Service Medal, NCO Professional Development Ribbon, Army Service Ribbon, Expert Infantryman Badge and Air Assault Badge.

In addition to his parents McConnell is survived by his wife Sarah; daughter Evelyn; and sisters Ashlee, Amanda, Alecia, Abbey and Amelia.

“It’s important for all of us to remember you for what you were and remain today, the difference you made while you graced us with your presence and the legacy you left behind,” French said.

The depot is the center of industrial and technical excellence and the Army’s depot source of repair for the route clearance vehicle program.



Col. Victor Hagan and RCV division chief, Gary Rosenberry assist the McConnell's in unveiling the plaque memorializing their son on the newly dedicated “McConnell Positioner.”

LEAD MILITARY MOMENT



Airman of the Quarter, Ssgt. Justin Bird has served through the PFI program at LEAD since 2010.

AIRMAN OF THE QUARTER: STAFF SERGEANT JUSTIN BIRD



Martinsburg,
West Virginia native,
SSgt. Justin Bird
enlisted on July 12,
2002 with the 167th
Air National Guard.

He began his career working with aircrew flight equipment and is now the training and educational manager.

Bird has been part of the Personnel Force Innovation program at LEAD since January 2010 as a respiratory protection specialist. In addition to these duties, he has participated in many depot programs and activities including Armed Forces Day, Employee Appreciation Day and the Voluntary Protection Program.

Bird is married and has two daughters with his wife Stephanie.

A Soldier

Author Unknown

There is discipline in a Soldier
you can see it when he walks,
there is honor in a Soldier
you can hear it when he talks.
There is courage in a Soldier
you can see it in his eyes,
there is loyalty in a Soldier
that he will not compromise.
There is something in a Soldier
that makes him stand apart,
there is strength in a Soldier
that beats from his heart.
A Soldier is isn't a title any man
can be hired to do,
a Soldier is the soul of that man
buried deep inside of you.
A Soldier's job isn't finished after
an eight hour day or a 40 hour week,
a Soldier is always a Soldier
even when he sleeps.
A Soldier serves his country first
and his life is left behind,
a Soldier has to sacrifice what
comes first in a civilian's mind.
If you are a civilian -
I am saying this to you...
Next time you see a Soldier
remember what they do.
A Soldier is the reason our land
is 'home of the free,'
a Soldier is the one that is brave
protecting you and me.
If you are a Soldier -
I am saying this to you...
Thank God for every Soldier
thank God for what you do.

LEAD

Comings...

- Michael King
- Charles Fisher III
- Aren Selmer
- Joshua Barrick
- Bryan Zeger
- Richard Juday Jr.
- Paul Civis
- Joshua Cutchall
- Derek Flenner
- Paul High Jr.
- Shane Kauffman
- Tracey Kelley
- Steven Messinger
- Stephanie Maldonado
- Jason Pyles
- Alen Rotz
- Raymond Rhine
- Charles Grove



...& Goings

- Sandra Stine
- David Simpson
- Johnny Dickens
- William Dick
- Dustina Gilbert
- Rickey Martin
- Beverly Robillard
- Edgar Linton
- Toby Snider
- Helen Smith
- Melissa Lynn
- Michael Treadway
- Roger Paige
- Sharon Sallurday-Bowman

2012 Deer Harvest Summary

by LEAD DPW

The 2012 season total of deer harvest on depot was 623 and there were 5,723 hunters served. This was another successful deer hunting season planned and executed by Craig Kindlin and Matt Miller in the Environmental Management Division of DPW.



5,723 hunters were served in 2012 in Zones One, Two and the industrial area. 195 antlered and 428 antlerless deer were harvested, totaling 623 deer. Approx. 532 volunteers donated 6,384 volunteer hours in operation support over the 15 major hunt days.

The deer harvest over the past few years has been going according to the management plan with the decrease of the herd within Zone One to acceptable levels based on available habitat. The deer herd had been increasing in population with a peak of over 160 deer per square mile in the 2008-09 time period.

In 2009, there was a 12 year low in average field dressed weights of all age classes of harvested deer; attributed to the large population. There were significant impacts to the vegetation community and a severe winter die-off of deer in early 2010.

In the 2010-11 and 2011-12 hunting seasons, DPW ramped up the number of antlerless deer hunting days and offered multiple antlerless tags to permitted hunters. This decreased the pre-harvest population of the deer herd by approximately 50 percent each year for the 2010-11 and 2011-12 seasons. This provided a healthier deer herd, and an added benefit of lowering the risk of deer-

vehicle collisions.

The division is beginning to see an increase in field dressed weights of the younger age classes of deer. There is a more balanced age structure within the deer herd as well as an excellent buck to doe ratio of almost 1:1. The number of fawns per doe will increase, possibly as early as this spring.

With the decrease in population, the deer herd will slowly become healthier as the vegetation community rebounds. Also with the decreased population, the agricultural lessees within Zone one are beginning to switch to more crop production (corn, alfalfa etc.) rather than mushroom mulch hay farming which will benefit the overall wildlife community. The division will continue to monitor the deer population to maintain a healthy deer herd.

'Tis the season for giving!

LEAD employees & tenants donate to the Salvation Army's Angel Tree program each Christmas. This year EEO's Gina Loose collected gifts for 400 angels, filling two box trucks & one van with presents!



Letterkenny Connects

Employees honor and support one step at a time

A huge congratulations goes out to DIO's Michael Unger and Bill Hengst for completing their first half marathon on Nov. 11.

The two participated in the Indiana First Bank Veteran's Half Marathon, in Blairsville, Pa., to show their support for disabled veterans.

For Unger, the race held special significance, as it was also a tribute to his late son, Devoy, who passed away 13 years earlier to the day.

For information on next year's race, visit:

www.indianaroadrunners.com



WANTED: LEAD Announcements

The Kenny Letter is accepting submissions for Community Announcements. Please submit your Letterkenny Community Announcements to:
nora.l.zubia.ctr@mail.mil.

DEADLINES FOR SUBMISSION ARE:

Apr. 10, 2013, June 10, 2013,

Aug 10, 2013

Letter to the editor: Veteran's day service at Letterkenny Chapel

by Paul Cullinane, Economic Development Specialist, Borough of Chambersburg

On Sunday, November 11, 2012, Veterans Day, a traditional Veterans Day Service was conducted in the historic Letterkenny Chapel. The significance of this combined chapel service and memorial tribute to our veterans was not lost on the more than 200 in attendance. The words of welcome and tribute by Col. Victor Hagan, Commander of Letterkenny Army Depot, and keynote speaker, retired Army Chaplain (Maj. Gen.) David Hicks, USA, Retired, decisively embraced the sacrifices of our beloved veterans, so necessary to live in a country where freedom prevails.

At the conclusion of the service, the gathering stepped outside to the 9/11 Memorial and Veterans Park to conclude with the raising of the U.S. Navy flag by family members of the four financial sponsors for this military service flag display; specifically, the families of Michael and Mary Patti; Carol Fix Diller; Drew and Betty White; and Patrick and Pamela O'Donnell. This was the 10th in a series of sponsored flags that have been raised over the past 12 months, since the groundbreaking ceremony (participated in by Col. Cheri Provanca). Three flag displays remain to be sponsored; the U. S. Coast Guard, Emergency Medical Services, and Police.

Gazing upon this serene setting in the Cumberland Valley Business Park section of Letterkenny Army Depot, you have to feel first, that the Italian-American Culture that remains strong in Chambersburg, is very proud of the preservation of this Italian POW constructed Chapel which was dedicated by the Apostolic Nuncio in 1945. In like fashion, to the right of the chapel is the 9/11 Memorial and Franklin County Veterans Memorial Park, which was dedicated by the First Counselor to the Apostolic Nuncio on Armed Forces Day, May 19,



Over 200 attendees arrived at the Letterkenny Chapel on Nov. 11 to honor members, past and present, of the U.S. Armed Forces.

2012; equally a source of pride for a Community that has answered the call to serve the military interests of the nation, going as far back as the frontier settlers during the French and Indian War.

I believe that the development of this new 9/11 and Veterans Memorial Park had divine influence at every turn. There is no doubt that the outpouring of community support to construct this county-wide veteran tribute, in such a short space of time, was made up of the ingredients of love, unselfish commitment, and purposeful conviction that its need was long overdue. Engraved pavers that express appreciation, or that memorialize loved ones, continue to be installed throughout the walkway that takes you through the park. When you have a moment, please visit this site by day or night, and walk among the physical elements that convey strong messages of sorrow for the citizens lost on Sept. 11, 2001, and gratitude for those who serve in the armed forces today, and who have paid the price for the safety and freedoms we strive to maintain for our children and grandchildren. Thank you, and welcome home veterans."

Note: Contributor Paul Cullinane is a U.S. Army veteran who served at LEAD from 1978-1980. It was during this tour of duty that Cullinane was promoted from Captain to Major.

Why ISO 9001:2008?

by LEAD DPA

International Organization Standard (ISO) was founded in 1947. It is based in Geneva, Switzerland and created the first international standards for manufacturing trade and communications. ISO 9001:2008 is one of the standards in the ISO 9000 family of standards which relates to quality management systems. It was designed to help organizations ensure that they meet the needs of customers while meeting statutory and regulatory requirements related to the product.

The ISO 9001:2008 standard applies to the processes that create and control the products and services an organization supplies. It prescribes systemic control of activities to ensure that the needs and expectations of customers are met, and is designed and intended to apply to virtually any product or service, made by any process anywhere in the world.

LEAD's Quality Management System (QMS) documentation ensures the effective operations and control of its business processes. LEAD's documentation consists of four levels:

Level I – QMS that contains the quality policy and quality objectives, and describes the depot's QMS. The **...see ISO, page 32**

JANUARY BLOOD DRIVE



181 employees participated in the blood drive on January 29-30. The next blood drive will be held on June 25-26 and future dates for the remainder of the year can be found on the back of this issue.

Letterkenny recycles

by LEAD DPW

LEAD has been operating a very successful recycling program since the early 1980s and has made great strides in the last several years to modernize and grow the program. From the basic commodities of cardboard, scrap metal and paper, we have expanded to include aluminum cans, steel cans, number 1 and number 2 plastic bottles, used oil, plastic and steel drums, scrap wooden pallets and non-hazardous waste antifreeze.

In the past, many of these items would have been sent to a landfill or disposed through the Defense Logistics Agency Disposition Services (formerly Defense Reutilization and Marketing Service) – all at a cost to LEAD. By recycling, the depot avoids hundreds of thousands of dollars in disposal costs and more importantly to you, by selling these items, we generate revenue for the depot.

That revenue is first used to cover the costs of running the recycling program which includes personnel, supplies, equipment and facilities. After that, these funds can be used for projects for energy conservation, pollution prevention, or safety. Whatever balance of funds remain can then be used for the Commander's approved MWR programs. For example, the \$2 coupons for the Post Restaurant that are distributed periodically are paid for by Recycling as part of the MWR program. In fact, the People Day picnic; depot softball, basketball, and football programs; employee gym memberships; and the Wellness Committee activities are all part of the MWR program and are funded through recycling.

The President's Executive Order 13514 has set a goal of recycling 50 percent of the solid waste generated by FY15. LEAD has consistently exceeded that goal for the past several years and for FY12 recycled 66.8 percent of solid waste.

Employees can help by putting the recyclable material generated at work into the proper collection container and not into a trash can or dumpster. Secondly, bring in recyclables from home and place them in the collection containers at or near worksites or use one of the collection trailers located either just inside the main gate; in front of building 370 (near the east parking lot); or in front of building 3 (on the west side of the parking lot). Suggestions for recycling opportunities are always welcome. Please pass them on to either the Recycling Center, 717-267-5170 or to the Environmental Management Division.

The more everyone pitches in and recycles, the better it is for the environment and more revenue will be available for MWR programs and activities for all employees. Besides, it's the right thing to do!



Protecting our valuables

by Lawrence Robinson, Tina de Benedictis, Ph.D. and Jeanne Segal, Ph.D. (submitted by Matthew Fenicle, Physical Security Specialist, DRSK)
www.helpguide.org

Many of us invest a lot of effort and resources into ensuring that our children receive adequate care and instruction during the developmental period of their lives. We often neglect to consider the effort that we put towards the protection of our aging family members. The reality is that more than half a million reports of abuse against elderly Americans reach authorities every year, and millions more cases go unreported.

Many nonprofessional caregivers - spouses, adult children, other relatives and friends - find taking care of an elder to be satisfying and enriching. But the responsibilities and demands of elder care giving, which escalate as the elder's condition deteriorates, can also be extremely stressful. The stress of elder care can lead to mental and physical health problems that make caregivers burned out, impatient, and unable to keep from lashing out against elders in their care.

Among caregivers, significant risk factors for elder abuse are: Inability to cope with stress (lack of resilience), depression, lack of support from other potential caregivers, the caregiver's perception that taking care of the elder is burdensome and without psy-

chological reward, or substance abuse. Even caregivers in institutional settings can experience stress at levels that lead to elder abuse. Nursing home staff may be prone to elder abuse if they lack training, have too many responsibilities, are unsuited to care giving, or work under poor conditions.

Whether we are caregivers of, know of, or come in to contact with elderly individuals we should be aware of and consider the following conditions that they are at risk of experiencing:

Physical Abuse involves the non-accidental use of force against an elderly person that results in physical pain, injury, or impairment. Warning signs include; unexplained injuries, signs of being restrained, reports of drug overdose or failing to take medication regularly, or caregivers refusal to allow the elder to be visited alone.

Emotional Abuse involves individuals interacting in ways that cause emotional pain or distress. Verbal forms include; intimidation through yelling or threats, humiliation and

*...see **Elder**, page 34*

LEAD to implement STAR4D blasting program

by Kenneth Fahrney, DIO

LEAD has been training and certifying painters through the Spray Technique Analysis and Research for Defense (STAR4D) satellite site program since 2009. Since then, eighty courses have been taught using the Coatings Technician Certification Course, which focuses primarily on Chemical Agent Resistant Coatings (CARC) and related primers.

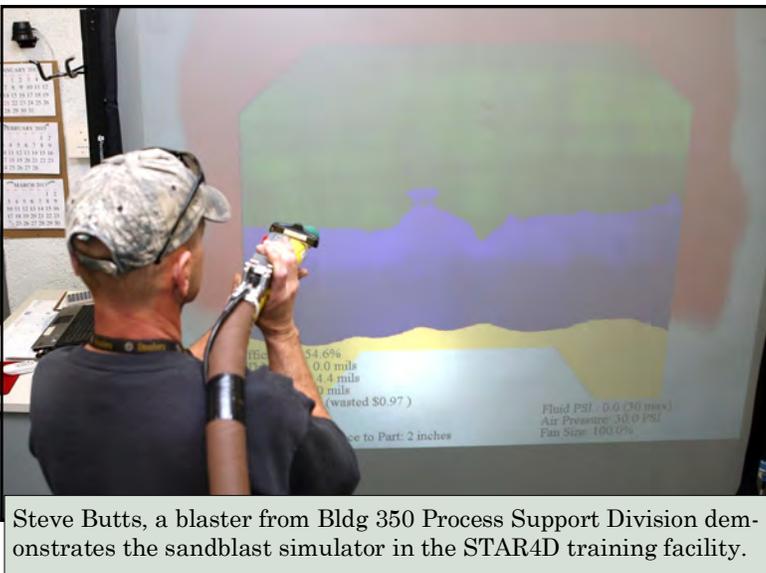
This year, LEAD will add a new course to their roster in an effort to improve overall operations. Over the past few years, LEAD instructors have been working closely with STAR4D training experts, along with STAR4D's satellite site at Tobyhanna Army Depot, to develop the certification program for abrasive media blasting. This will be a two-day course which provide hands-on, classroom and virtual reality training. The course covers topics such as surface preparation, equipment, safety and proper techniques.

"LEAD has been pivotal to the development of the blasting curriculum," said Rick Klein, STAR4D Program Manager. "Throughout the development process, LEAD's instructors, Dennis Rosenberry and Dale Alleman have provided expertise regarding content of the course, equipment to be covered and overall insight into the development and implementation of the course."

The Process Support Division is providing technical support to ensure the course meets the needs of LEAD.

LEAD is currently in the process of developing site-specific curriculum. "Many sites use different equipment, processes, etc. LEAD is no different," Klein said. "Because of this, sites develop added specifications to the curriculum to enhance the training materials specifically for their facility."

The abrasive media blasting course is scheduled to begin in 2013 at LEAD. Instructors are planning on certifying approximately 100 employees. Once this occurs, LEAD will not only have a certified paint work force, but also a certified blasting work force.



Steve Butts, a blaster from Bldg 350 Process Support Division demonstrates the sandblast simulator in the STAR4D training facility.

ARMY CORE VALUE FOR JANUARY/FEBRUARY:

HONOR

HONOR IS A MATTER OF CARRYING OUT, ACTING, AND LIVING THE VALUES OF RESPECT, DUTY, LOYALTY, SELFLESS SERVICE, INTEGRITY AND PERSONAL COURAGE IN EVERYTHING YOU DO.

“No person was ever honored for what he received.
Honor has been the reward for what he gave.”

~Calvin Coolidge, 30th U.S. President, 1872-1933

...from *ISO*, page 30

QMS can be found on DPA's SharePoint page of the LEAD portal.

Level II - Quality System Procedures (QSPs) that describe how the QMS is implemented, as required by ISO 9001:2008. The QSPs can also be found on DPA's SharePoint page. Currently, there are 23 QSPs.

Level III – LEAD generated and non-LEAD generated technical documents that describe how activities affecting quality are performed. Examples of these documents can be found in QSP 2, control of documents.

Level IV – Records that provide objective evidence of activities performed and/or results achieved.

The depot first attained ISO 9001 certification on Oct. 1, 2004. Certification shows a demonstrated existence of an effective QMS; commitment to quality and customers; and a willingness to work towards improving efficiency. The certification is not a once-and-for-all award. The certification must be renewed every three years with surveillance audits taking place each of the two years in between. During these audits, LEAD must be prepared to undergo inspection of its facility, operations, quality system, all documentation and records to demonstrate its continued compliance.

It is imperative that all LEAD employees be aware of and possess knowledge of the depot's QMS. Annual mandatory ISO 9001:2008 training for employees (operators) and management is located on DPA's SharePoint page. This training, as a minimum, provides examples of typical questions asked by an ISO 9001:2008 auditor, and tips for your responses.

Attaining and maintaining ISO 9001:2008 certification has many benefits for the depot. It creates a more efficient, effective operation; reduces waste and increases productivity; improves quality; increases customer satisfaction and retention; enhances marketing nationally (private sector) and internationally (foreign military sales); and provides a competitive edge.

Van pool information



The LEAD van pool program ramped up in March 2011 at the request of several depot employees and currently has over 140 active riders. This is federally funded program was initiated by a Presidential Executive Order in 2000.

The van pool provides a low cost transportation alternative to DA civilians and military riders, contractors must reimburse the program at a minimal expense compared to driving themselves.

Both LEMC and LEAD can take advantage of this service that reduces fuel consumption, carbon footprint and overall traffic congestion by reducing the amount of vehicles that are entering and exiting the depot on a daily basis.

Interested employees that would like to participate can find van pool information under LEAD Happenings on the portal. A minimum of six riders is required to start a new van pool.

Points of contact for this program are Donna Horton of LEMC : 717-267-5592 or donna.m.horton18.civ@mail.mil and James Holmes of LEAD: 717-267-5316 or james.c.holmes.civ@mail.mil.

Length of service



While not all were present, several employees were honored for their commitment to LEAD as their length of service was recognized by Col. Hagan on February 30. Members of the LMP "Go Live" team, Roberta McCalmont, Christopher Snyder and Nadine Stoler, were also presented with certificates of appreciation on behalf of retired AMC CG, General Anne Dunwoody. LOS recipients were as follows: **25 years**– Alan Chocha, Brenda Flood, Gregory Roberts, Lee Wertz. **30 years**– Wayne Brensinger, Brian Newman, Charles Standridge. **35 years**– James Coccagna, Dawne Imes, Stephen Koontz, John Lawrence, Elizabeth Robinson, Randy Schriver. **40 years**– James Bowser, David Cordell, Ronald Cosey, Edward Lensbower, Thomas Nitterhouse.

Comings...

LEAD

Goings...



- Derek Dice
- Troy Fawley
- Klinton Gipe
- Philip McKenrick
- Marc Picard
- Randall Duncan
- Gary Keown
- Timothy Norton
- Allan Hege
- Jeremy Johnson
- Bryan Kemp
- Eric McEldowney
- Jordan Miller
- Matthew Purnell
- Charles Ray
- Nathan Rotz
- Dale Snyder
- Tim Wiley
- Frederick Yorkoff
- Iilir Jani
- James McMullen
- Jason Buchanan
- Daryl Carbaugh
- Spring Freerksen
- Kenneth Frisbie
- Tracie Garvin
- Jeffrey Grove
- Jeffrey Lamar
- Jeremy Mellott
- Levi Smith
- Ryan Yoder
- Chad Ward

- Salvatore Zuccarello
- Andrew Reed
- Kirsten Arbour
- Harold Arthur
- John Brletich
- Jacob Clugh
- Aaron Culbertson
- Ricky Danzberger Sr.
- Matthew Deneau
- Mark Deshong
- Nicholas Hassler
- Michael Hinton
- Kyler Killian
- Dawn King
- Sheila Maxwell
- Matthew McClure
- Billy Mellott
- Keith Mickey
- Brant Myers
- Randall Norton
- Mitesh Patel
- Dennis Peck
- Jamie Ranck
- Robert Shaffer Jr.
- Joshua Simmers
- Darwin Smith
- Roy Snavely Jr.
- Jonathan Snyder
- Andrew Stouffer
- Richard Strickhouser
- Derrick Varner
- Roman Villalobos

Jerry Clark

Selena Swanger

David Brown

Lewis Kline

Thomas Knowles

Brian Palmer

Scott Uhl

Ethan Eckert

Jonathon Estes

Dorothy Overcash

Charles Deardorff

William Hassinger

Sharon Pittman

Samuel Shank

Rodney Young

James Baxter

Richard Coy

James Dick Jr.

Gerald Rosenberry

Gary Seibert

Carl Swandol

Wayne Brensinger

Richard Cornell

Teresa Hockensmith

Thomas Hollinger

Mary McGarity

Nancy Miller

Andrew Patterson

Arnold Meredith

Ervin Statum



...from Elder, page 31 ridicule, and habitual blaming or scapegoating. Nonverbal abuse can take the form of; ignoring the elderly person, isolating and elder from friends or activities, and terrorizing or menacing the elderly person. Indications include the observation of the caregiver threatening, belittling, or controlling the elder. Additional indicators include the elder exhibiting behavior that mimics dementia, such as rocking, sucking, or mumbling to oneself.

Neglect or abandonment by caregivers involves failure to fulfill a caretaking obligation. This type constitutes more than half of all reported cases of elder abuse. It can be active (intentional) or passive (unintentional, based on factors such as ignorance or denial that an elderly charge needs as much care as he or she does). Indicators include; unusual weight loss, untreated physical problems, unsanitary living conditions, unsuitable clothing, or unsafe living conditions (no heat or running water; faulty electrical wiring, other fire hazards).

Financial exploitation involves the unauthorized use of an elderly person's funds or property, either by a caregiver or an outside scam artist. An unscrupulous caregiver might; misuse an elder's personal checks, credit cards, or accounts; steal cash, income checks, or household goods; forge the elder's signature; or engage in identity theft.

Typical rackets that target elders include; announcements of a "prize" that the elderly person has won but must pay money to claim; phony charities; and investment fraud. Warning signs include significant withdraws from the elders accounts, sudden changes in the elders financial conditions, items or cash missing, suspicious changes in wills, power of attorney, titles, and policies, and unnecessary services, goods, or subscriptions.

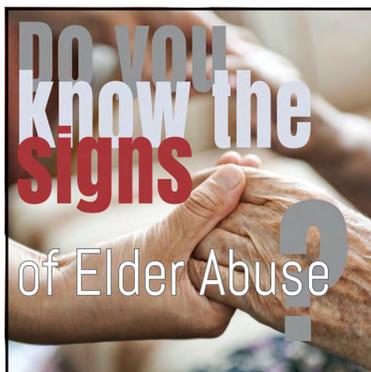
We can help reduce the incidence of elder abuse, but it'll take more effort than we're making now. Preventing elder abuse means doing three things:

- 1) **Listening to seniors and their caregivers**
- 2) **Intervening when you suspect elder abuse and**
- 3) **Educating others about how to recognize and report elder abuse.**

If you find yourself overwhelmed by the demands of caring for an elder, do the following:

Request help, from friends, relatives, or local respite care agencies so you can take a break, find an adult day care program, stay healthy and get medical care for yourself when necessary, adopt stress reduction practices, seek counseling for depression which can lead to elder abuse, or find a support group for caregivers of the elderly.

Every state in the U.S. has at least one toll-free elder abuse hotline or helpline for reporting elder abuse in the home, in the community, or in nursing homes and other long-term care facilities. The number for Pennsylvania is 1-866-623-2137.



Home sweet home improvement

by Kevin T. Shoemaker, CFP, Patriot Federal Credit Union

After a winter spent watching home-improvement television shows, you might be inspired to start a home improvement project. Depending on what you choose to tackle, some projects will increase the value of your home while others are for your own comfort. Consider some of the following tips before you start:

Projects like kitchen and bathroom remodels and additions of rooms have more chance of increasing the value of your home. Check with a realtor in your area if you want to know what the value might be for your project.

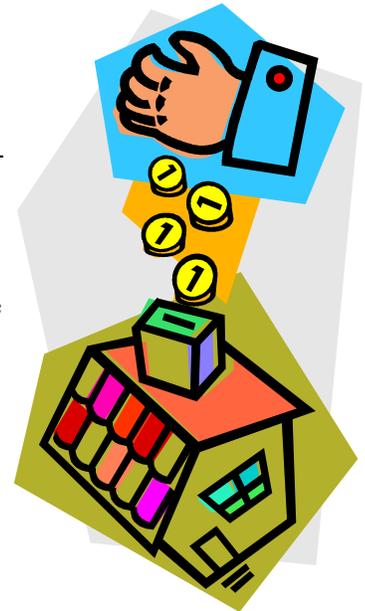
Before signing the dotted line on a contract, check out your contractor at <http://hicsearch.attorneygeneral.gov/>. The Pennsylvania Legislature passed the Home Improvement Consumer Protection Act so all contractors who perform at least \$5,000 worth of home improvements per year register with the Attorney General's Office. You can also verify his/her registration buy calling 1-888-520-6680.

If you use a contractor, be sure that they are bonded and insured. Nothing will spoil a home improvement project like an uninsured worker on your property that gets injured, which could go against your homeowner's insurance coverage.

Check with your homeowner's insurance company prior to starting a large home improvement project. Certain design requirements could impact your premium. Also, if you decided to have a few friends help you, unless they are licensed contractors, they may not have insurance to cover the expenses of an injury while "helping you out."

Finally, some projects may require some form of financing. With interest rates at all time lows, you may find a home-equity loan is a great way to maximize your budget. Sometimes refinancing your mortgage will provide the funds you can use to do a large project the way you want without sacrificing due to budget restrictions. Simply make sure you consider the total interest expense of whatever options a lender offers you.

For a successful home improvement project, consider our tips by reducing any headaches and through making smart borrowing decisions, you will be able to enjoy your home even more with the upside of potentially increasing its value.



Mark Your Calendars!

May 18

Armed Forces Day

May 27

Memorial Day

June 14

Flag Day

June 16

Father's Day



LEAD Red Cross Blood Drive

The American Red Cross will hold their quarterly blood drives for LEAD employees on the following dates:

June 25-26

August 27-28

October 29-30



U.S. Army

1 Overcash Avenue
Chambersburg, Pa. 17201
Phone: 717-267-9356
Website: www.letterkenny.army.mil
Facebook:
www.facebook.com/usarmy.letterkenny.army.depot

***If you no longer wish to receive the Kenny Letter please contact the PAO office at usarmy.lead.usamc.mbx.lead-pao@mail.mil or 267-9741/5482.**

****If you would like your family to receive the Kenny Letter via e-mail please contact the PAO office to be added to the e-mail list.**

Photos courtesy of LEAD photographers Don Bitner and Trent Shields. Images are from Google.

WANT MORE LEAD NEWS?

Log on to the Letterkenny Facebook page and www.lead.army.mil to get more up to the minute Letterkenny info!

*This month you
can find....*

- More Make a Difference Day photos
- More CDC Fall Fest photos
- More Hispanic American Heritage photos
- LEAD Flag Football Championship photos