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Gibbons takes command of LEAD

By LEAD PAO

Col. Gregory Gibbons succeeded Col. Stephen Ledbetter as commander of Letterkenny Army Depot on August 15. Gibbons accepted the Letterkenny flag and the responsibility of command from the U.S. Army Aviation and Missile Command's Executive Deputy to the Commanding General William Marriott.



Sergeant Major Rich Huff receives the Letterkenny Army Depot colors from Col. Gregory Gibbons as he takes on his new role as commander. Bill Marriott, right, executive director of the U.S. Army Aviation and Missile Command, presided over the ceremony.

Gibbons is the depot's 50th commander. He said he looks forward to serving with the Letterkenny team.

"My goal is to listen and learn as much as I can from you- the experts, and to build upon the depot's 77-year legacy of maintaining Army readiness and supporting the warfighter as the center of excellence for air and missile defense," Gibbons said.

Marriott said the success of the today's Army is "dependent on the quality of its leaders."

"Col. Gibbons brings a track record of excellence to this organization," Marriott said.

Gibbons previously served as the Acting Deputy Chief of Staff, Combat Service Support for the NATO Rapid Deployment Corp in Istanbul, Turkey.

Ledbetter assumed command in 2017. Under his leadership, Letterkenny was recognized for several efforts to include its support of the European Deterrence Initiative with the completion of the Avenger 72 program and the success of the first direct partnership with the Missile Defense Agency.

"I will miss being a part of the Letterkenny family but I know you all will continue to excel, doing what you do best for the Army and for the Nation," Ledbetter said.

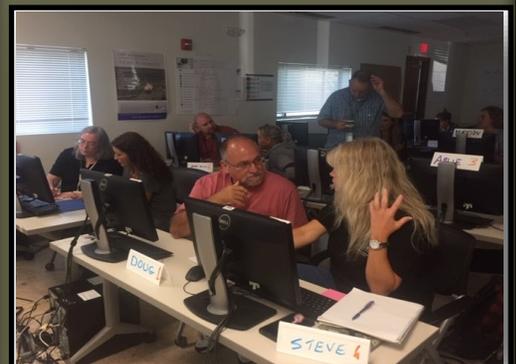
WHAT'S INSIDE:



Spotlight On! - Team Improved Data Modem



PAC-2 Missile made at LEAD



Inside PMT Training

Spotlight On...

The Improved Data Modem Team, Directorate of Industrial Operations



From left: Kenneth Kauffman, Rodney Swenger and Kevin Spielman

Three dedicated professionals in a small section of Letterkenny's electronics facility are enhancing aviation communications for the modernized Apache, Chinook and Blackhawk helicopters. Kenneth Kauffman, Rodney Swenger and Kevin Spielman are the original equipment manufacturers for the Improved Data Modem 401, sending and receiving digital messages between ground crews and pilots.

The lightweight, tactical modem provides vital air-to-air and air-to-ground transmissions of target data allowing the units to assign targets and collect vital battle reports. It has the capability to send and receive messages across multiple products on diverse networks, operating on a range of different aircraft platforms.

2019 has seen some of the highest numbers of Improved Data Modem production and orders continue to grow. The depot will produce 100 modems over the next year, rolling out 65 each month in support of foreign allies in addition to 900 assets planned for the United States. Letterkenny plans to produce at least 600 assets annually through 2025.

Commander's corner with Col. Gregory Gibbons



I have been learning a great deal about our depot and our workforce since taking command in August. As Letterkenny's 50th Commander, I look forward to serving this team and building upon the 77 year legacy you have continued to maintain supporting Army Readiness and the Warfighter.

My philosophies as your commander are embedded in values, ethics and personal health. My top focus is our collective responsibility – safety. There is nothing more important than the health and safety of you all, LEAD's most valuable assets.

I've already had the opportunity to get out on the shop floor to work with some of our highly skilled artisans. It is important to me to understand the daily operations of this installation from all perspectives so I can lead with clear focus into LEAD's future.

You are all Professionals in your fields. You are all Professionals, I know it and you better believe it. Being a professional embodies three main areas:

1) How you perform – As professionals you produce great quality products every day, at cost and on time.

2) How you hold yourself – What you look like and how you act. Looking like a professional and acting like a professional lets our customers know that we will provide them the best product day in and day out. The old saying, if you respect yourself you will respect the work you produce.

3) What you expect others – As professionals you expect the best of yourself and expect the best from your peers. Their work reflects on you and on us all. Helping, encouraging, and holding each other accountable is a must.

I have been very impressed with those of you that I have had the opportunity to work side by side with. You truly are PROFESSIONALS!! You have shown me your personal dedication to your task at hand. You have shown me that you recognize the significance of what you do. Understanding and remembering WHY we do what we do is so important. You have shown me that your PROFESSIONALISM embodies all three areas.

Thank you for your continued service to our Army. We are the greatest military the world has ever known because of you. I look forward to meeting and working with you throughout my command at THE Center of Excellence for Air and Missile Defense!

You are truly: Ensuring Air Superiority - Now and Into the future!

See you on the line.

First U.S. organically recertified PAC-2 missile produced at LEAD

by the Theater Readiness Monitoring Directorate

The first organically recertified PATRIOT PAC-2 Missile was produced at Letterkenny Army Depot by the Theater Readiness Monitoring Directorate (TRMD) in August. This multi-year recertification program will ensure readiness of the U.S. PAC-2 stockpile.

In the past, upgrades/recertification were performed by the original equipment manufacturer (OEM) for U.S. owned missiles and only lot testing was performed at the Patriot Missile Facility located at the depot. The current program requirements employed TRMD to perform this task based on customer directives.

The recertification process for the first 23 missiles, known as GEM-C, still require OEM testing of some components to satisfy standards of the recertification to the latest PAC-2 version, GEM-T. TRMD tests, disassembles and recertifies certain components of the PAC-2 missile to meet mandated standards by the Combat Capabilities Development Center. The Lower Tier Project Office manages the project, assets and major components. The recertified missiles are given a 19 year shelf-life in the field. This team effort ensures the PAC-2 fleet is prepared to execute air defense for the U.S. Army by ensuring the latest version is available.



Test track & facilities modernization nears completion

by the Directorate of Product Assurance

The Directorate of Product Assurance operates test facilities that ensure the very best wheeled assets produced in support of Air and Missile Defense Systems are provided to our Nation's warfighters. To meet this requirement, the test track and its facilities are evaluated, maintained and updated regularly. Several years ago it was determined the buildings were in need of major repair. The project was added to Real Property Planning in 2015 and renovations began in January 2019.

A concrete 1-mile oval testing surface and an inspect/repair bay building were

built in 1965 by the U.S. Army Corps of Engineers. The track was resurfaced in 2009. Two buildings totaling 4,300 square feet of industrial floor space and vehicle capability testing areas have been added to meet the demand of LEADs workload. It is utilized by Heavy Mobile Equipment (HME) Inspectors and HME Mechanics daily in the performance of their duties. Every wheeled vehicle is tested and collective an estimated average of 100,000 miles are logged yearly.

Current test track capabilities include: load test pad with anchor points; two sets of GPS aim verification points;



brake and acceleration area; turning radius/geared steer test area; fording/floatation pit; 30% and 60% slopes; and a concrete pivot steer area. Operations performed in this area include: functional tests; real time vehicle repair; pre-load test inspections; documentation verification; safety checks; operational tests; self-service fueling station; and a helicopter landing pad.

During audits and inspections, several issues with the two buildings were apparent. There was flaking/peeling paint interior, inadequate voltage, exterior siding was rotting, ineffective floor plan and was not to code with several state/federal regulations.

An Army Corps of Engineers project then contracted Ritz Construction to perform the improvements. The first building was completed in July 2019 with an

estimated date of completion of the entire project by October 2019. Ritz Construction is responsible for the design, demolition and reconstruction.

Improvements include: a break area; updated fall restraint system; air compressor; rewiring electricity for voltage of 110, 220, 480 amps; additional overhead doors for drive through capability; updated interior lighting with LED motion sensors; upgraded restroom facilities; upgraded administrative workspace; and installation of new insulation.

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DPA and the Directorate of Public Works collaborated to make additional test track surface improvements. Fayetteville Contractors, Inc. were contracted to: install Foreign Object Debris bars, to widen and change radius in turns one and four of the track; add a turnaround circle at south end of track for off road lane; poured a new concrete pad to relocate fueling tank; sealed all cracks in macadam; installed a new motorized gate and control box.

Improvements to these facilities benefit the depot in numerous ways providing efficient and ergonomic workspace, bringing the buildings up to date and aligned with LEADs infrastructure. Updates also increase LEADs capabilities to perform mechanical and testing functions in the production of assets at track facility. Increased functionality of the buildings equates to – safe working conditions and refinement of inspection processes of assets. Collaborative efforts are required to maintain the facility including; street sweeping; general housekeeping; line painting; grounds maintenance; and fire inspections.

DPA is grateful to Army Corps of Engineers, building contractors, Command and LEAD employees for the support and allocation of improvements to the facilities. Our efforts to maintain a high level of customer satisfaction by providing products and services that fulfill requirements and exceed expectations is of the utmost importance – the lives of our customers depend on it.



Federal community called to donate to charity through 2019 CFC

from the Office of Personnel Management



The Combined Federal Campaign of the Western Pennsylvania/West Virginia Zone 29 launched its 2019 campaign on September 9, inviting federal employees and retirees to give to participating charities. The CFC is the official workplace giving campaign of the federal government. Over the past 58 years, members of the federal community have contributed more than \$8.3 billion to local, national, and international charities.

Giving through the CFC is easy. Donors choose a cause, make a pledge, and help is given to those in need. Whether a donor cares about youth development, military families, housing and shelter, or animal welfare – the CFC has a charity for any cause they want to support. A donor can even give to multiple charities with one pledge. The online pledge portal at opm.gov/ShowSomeLoveCFC allows donors to renew pledges and offers the full range of giving options: payroll or annuity deduction, credit/debit card, e-check, and volunteer hours (for federal employees only).

In 2018, federal employees and retirees pledged more than \$92.9 million in monetary pledges and volunteer time for local, national, and international charities. These contributions help people and communities in need and are a reflection of the generous nature of the federal community. The 2019 CFC runs through Jan. 12. We invite federal employees and retirees to pledge or learn more about the campaign at opm.gov/ShowSomeLoveCFC.

2019 Federal benefits open season

by Civilian Personnel Advisory Center

The 2019 Federal Benefits Open Season begins on November 11 and will continue through December 9, 2019.

It is not too early to begin considering changes to make to benefits coverage. The open season is an opportunity to make changes or begin enrollment in the Federal Employee Health Benefits (FEHB), Flexible Spending Account (FSA), and Federal Employees Dental and Vision Insurance Program (FEDVIP).

More information can be found at: <https://www.opm.gov/healthcare-insurance/>. The primary source for information and questions is the Army Benefits Center Civilian. View their website at: <https://portal.chra.army.mil/abc/>

To speak to a specialist, the operating hours are from 0700 to 1700 (CT), Monday through Thursday: (877) 276-9287 / (785) 240-ABCC (2222) / DSN: 520-2222.



Preventing procurement fraud

by Gabriel Tese, Chief Counsel

In a 1767 letter published by the London Chronicle titled "Smuggling And Its Various Species," our founding father, and most famous Pennsylvanian, Benjamin Franklin, railed against the hypocrisy of what he described as partially honest people, of which he provides some examples, "...one, who would scorn to overreach you in a bargain, shall make no scruple of tricking you a little now and then at cards; another, that plays with the utmost fairness, shall with great freedom cheat you in the sale of a horse." However, he goes further to issue a proclamation that still holds very true today, "But there is no kind of dishonesty, into which otherwise good people more easily and frequently fall, than that of defrauding government of its revenues..."¹

Procurement fraud is, indeed, a huge problem still affecting our military today. In its' 2018 report to Congress, the DoD reported that over the prior 5 fiscal years there had been 1,059 criminal fraud cases brought against government contractors (in which the government recovered over a half a billion dollars (\$500,000,000.00)) and 443 civil fraud cases brought against government contractors (in which a total of over five billion dollars (\$5,000,000,000.00) was recovered).² Remember, these cases are only those that the Government investigated and successfully pursued reimbursement for. It would not be surprising if the actual cost of procurement fraud to the DoD, over that same five year period, was triple those amounts or roughly seventeen billion dollars (\$17,000,000,000.00), enough to operate Letterkenny Army Depot (LEAD) for the next 35 or so years. So, at this point you're probably asking, "how does this affect me?" Well, combatting procurement fraud is every Civilian employees' responsibility. It is your duty, as a LEAD employee, to report suspected fraud, waste, abuse, mismanagement, and other matters of concern.³ LEAD pays out over a hundred million dollars per year in contracts, and we are not immune from procurement fraud. In fact, there have been several fraud investigations over the past five years that involved our civilian and contractor personnel.

As the installation Procurement Fraud Advisor, I am responsible to provide the organization with training on procurement fraud and its detection to ensure employees know what fraud is and know who to notify if they suspect or have reason to believe procurement fraud or an acquisition integrity issue exists. Accordingly, soon I will be distributing a link to all employees to a new legal sharepoint page dedicated to training on procurement fraud indicators and establishing an easy way to report suspected fraud, waste and abuse issues. In the mean time, please familiarize yourself with the below list of



typical fraud indicators, and if you suspect any procurement fraud, you can contact my office via email at: usarmy.letterkenny.usamc.mbx.lead-legal@mail.mil

"The mere presence of one or more of [the typical fraud indicators that I've listed below] does not, by itself, require reporting..." however, "[r]eports should be submitted if there is a reasonable suspicion of procurement fraud or irregularity..."⁴

Non-Exhaustive List of Possible Fraud Indicators by Phase of Acquisition Process

1. Requirements Phase: During the identification of the Government's need for goods or services:

- a. Need determinations for items currently scheduled for disposal or reprocurement, or which have predetermined reorder levels.
- b. Excessive purchase of "expendables" such as drugs or auto parts.
- c. Inadequate or vague need assessment.
- d. Frequent changes in the need assessment or determination.
- e. Mandatory stock levels and inventory requirements appear excessive.
- f. Items appear to be declared excess unnecessarily or sold as surplus, while same items are being reprocured.
- g. It appears that an item or service is being purchased more as a result of aggressive marketing efforts rather than in response to a valid requirement.
- h. Need determination appears to be tailored unnecessarily in ways that can only be met by certain contractors.
- i. Items and services are continually obtained from the same source due to an unwarranted lack of effort to develop second sources.

2. Work Specifications Phase: During the development of the statements of work and specifications:

- a. Statements of work and specifications appear to be written intentionally to fit the products or capabilities of a single contractor.

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- b. Statements of work, specifications, or sole source justifications developed by or in consultation with a preferred contractor.
- c. Information concerning requirements and pending contracts is released only to preferred contractors.
- d. Allowing companies and industry personnel who participated in the preparation of bid packages to perform on subsequent contracts in either a prime or subcontractor capacity.
- e. Release of information by firms or personnel participating in design or engineering to companies competing for prime contract.
- f. Prequalification standards or specifications appear designed to exclude otherwise qualified contractors or their products.
- g. Requirements appear split up to allow for rotating bids, giving each contractor his or her "fair share."
- h. Requirements appear split up to meet small purchase requirements (that is, \$25,000) or to avoid higher levels of approval that would be otherwise required.
- i. Bid specifications or statement of work appear inconsistent with the items described in the general requirements.
- j. Specifications appear so vague that reasonable comparisons of estimate would be difficult.
- k. Specifications appear inconsistent with previous procurements of similar items of services.

3. The Presolicitation Phase:

- a. Sole source justifications appear unnecessary or poorly supported.
- b. Statements justifying sole source or negotiated procurements appear inadequate or incredible.
- c. Solicitation documents appear to contain unnecessary requirements which tend to restrict competition.
- d. Contractors or their representatives appear to have received advance information related to the proposed procurement on a preferential basis

4. The Solicitation Phase:

- a. Procurement appears to be processed so as to exclude or impede certain contractors.
- b. The time for submission of bids appears to be limited unnecessarily so that only those with advance information have adequate time to prepare bids or proposals.
- c. It appears that information concerning the procurement has been revealed only to certain contractors, without being revealed to all prospective competitors.
- d. Bidders conferences are conducted in a way that apparently invites bid rigging, price fixing, or other improper collusion between contractors.
- e. There is an apparent intentional failure to publish notice of the solicitation fairly.
- f. Solicitation appears vague as to the details such as time, place, and manner of submitting acceptable

- bids.
- g. There is evidence of improper communications or social contact between contractors and Government personnel.
- h. Controls over the number and destination of bid packages sent to interested bidders appear inadequate.
- i. Indications that Government personnel or their families may own stock or have some other financial interest in either a contractor or subcontractor.
- j. Indications that Government personnel are discussing possible employment for themselves or a family member with a contractor or subcontractor or indications that a proposal for future employment from a contractor or subcontractor to a Government employee or his or her family members has not been rejected firmly.
- k. Indications that any contractor has received special assistance in preparation of his or her bid or proposal.
- l. It appears that a contractor is given an expressed or implied reference to a specific subcontractor.
- m. Failure to amend solicitation to reflect necessary changes or modifications.

5. Submission of Bids and Proposals:

- a. Improper acceptance of a late bid.
- b. Documents, such as receipts, appear falsified to obtain acceptance of a late bid.
- c. Improperly attempting to change a bid after other bidders prices are known.
- d. Indications that mistakes have been planted deliberately in a bid to support correction after bid opening.
- e. Withdrawal by a low bidder who may later become a subcontractor to a higher bidder who gets the contract.
- f. Apparent collusion or bid rigging among the bidders.
- g. Bidders apparently revealing their prices to each other.
- h. Required contractor certifications appear falsified.
- i. Information concerning contractor's qualifications, finances, and capabilities appears falsified.

6. Evaluation of Bids and Proposals:

- a. Deliberately losing or discarding bids of certain contractors.
- b. Improperly disqualifying the bids or proposals of certain contractors.
- c. Accepting apparently nonresponsive bids from preferred contractors.

¹ *On Smuggling And Its Various Species*, Published in London Chronicle, November 24th, 1767

² *Report on Defense Contracting Fraud*, Report to Congress, Section 889 of the FY 2018 NDAA, Office of the Under Secretary of Defense for Acquisition and Sustainment, (December 2018)

³ See Paragraph 1.2 of DoDI 7050.01, October 17, 2017.

⁴ Army Regulation 27-40, Paragraph 8-5a (19 September 1994)

THAAD partnership grows at LEAD

by Cindy Moats, LMS, THAAD/TPY-2

Letterkenny Army Depot and Lockheed Martin are partnering to write work instructions through a refurbishment program for major end items of the Terminal High Altitude Area Defense, commonly known as THAAD. There are 42 U.S. launchers in the Missile Defense Agency's THAAD program.

The THAAD element provides the Ballistic Missile Defense System with a globally-transportable, rapidly-deployable capability to intercept and destroy ballistic missiles inside or outside the atmosphere during their final or terminal phase of flight.

The systems tactical operation station shelter and the fire control and communication system shelter were delivered to the depot in late July and the transport/launcher arrived in October. Lockheed Martin will partner with Letterkenny to begin disassembly process of the transport/launcher then shelters, in order to write work instructions.

Letterkenny's partnership with Lockheed Martin to write depot maintenance work requirements for secondary repairs for THAAD began in 2017. MDA has a repair program with Letterkenny to repair THAAD cables.

Letterkenny was awarded Depot Source of Repair and Center of Industrial and Technical Excellence in August 2009 for THAAD and the Army/Navy Transportable Radar Surveillance (A/N TPY-2), a high power transportable radar that detects, tracks and discriminates ballistic missiles.



LEAD represents at local Vet Expo

by Kelly Rhodes, Small Business Specialist

On November 1, two Letterkenny tenant employees supported the 5th Annual Vet Expo held at the Chambersburg Mall. Kelly Rhodes, Small Business Specialist with Army Contracting Command was on hand to advise local Service-Disabled and Veteran-Owned Small Businesses on how to bid on Letterkenny Army Depot contract opportunities. Mr. Keith Murray, Human Resource Specialist with the Civilian Personnel Advisory Center provided a list of upcoming employment opportunities that are eligible for Veterans as well as USAJobs helpful FAQs and tips.

The goal of the Vet Expo event is to provide access to benefits, resources, support, discounts, programs, clubs, and organizations available to local Veterans. The event is organized and sponsored by The Office of Veterans' Affairs of Franklin County.

This year's event attracted approximately 240 attendees showcasing 80 vendors. The Chambersburg School district band and chorus students played and sang a medley of patriotic tunes. Starbucks provided free coffee and various breakfast pasties. Hickory Ridge restaurant catered a free luncheon serving turkey, roast beef, mashed potatoes, green beans and ham as well as beverages.

In an effort to attract more Letterkenny Veterans, next year's event will be tentatively held on Friday November 6th 2020, which corresponds to a depot regular day off.

Did you know Kelly Rhodes uploads small business manufacturers and vendors, to include attendees of this specific event, to a tool called Vendor Capabilities on Share Point? This is a Letterkenny specific market research tool for use when submitting a contract package. To access the listing you may access SharePoint/Post Activities/DOC/ select from the left tab Vendor Capabilities OR you may select Search tab under Vendor Capabilities to key in NAICS code and/or keyword. If a business contacts you wishing to do business with Letterkenny, please refer them to Kelly Rhodes. Email: kelly.j.rhodes.civ@mail.mil, (717)267-5313.



Kelly Rhodes, Small Business Specialist (left) and Keith Murray (right) represented Letterkenny Army Depot at the 5th Annual Vet Expo.

MG Royar Visits LEAD

by LEAD PAO

Maj. Gen. Todd Royar, AMCOM Commanding General visited with the Letterkenny workforce during a tour on 17 October. While at the depot, Royar received an update and tour of the High Mobility Artillery Rocket Systems (HIMARS) line and presented awards to members of the workforce.

Ed Halter and Rick Dixon, left, are non-destructive testing technicians that were recognized for successfully achieving American Society of Nondestructive Testing (ASNT) Level 3 certification in Magnetic Particle Testing.

Attaining ASNT Level 3 credentials in any Non Destructive Testing (NDT) method is a three to five year process which requires four different certification and qualification examination per method. LEAD must maintain Level 3 certified NDT technicians in order to remain in compliance with Army regulation and customer requirements.

Gregory Mellott, center, worked at the depot for 41 years and was presented the Meritorious Civilian Service Award by Royar for his contributions to the Department of the Army throughout his career. As a Master Scheduler and project management trained professional, Mellott created and implemented the Material and Capacity Resource Planning Training tool that was used to train nearly 400 personnel at LEAD and other Army Materiel Command locations and organic industrial base sites.

Tim Adams, right, was presented the Superior Civilian Service Award on behalf of U.S. Army Materiel Command, Commanding General, Gen. Gus Perna. Adams was recognized for his extraordinary acts of valor last year during the worst industrial accident in the depot's history.

Royar commended Adams for providing selfless and lifesaving services to fellow co-workers. Adams ran towards danger while others were evacuating, demonstrating presence of mind and preventing additional loss of life and severe property damage, while risking personal injury to himself.



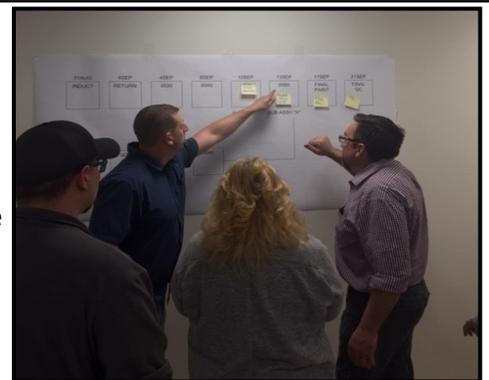
PMT training underway

by Kathleen Williams, Industrial Business Division, DOPS

Letterkenny just completed thirteen weeks of Program Management Team (PMT) Training for cross-functional teams across the depot as well as visitors from U.S. Army Aviation and Missile Command and Anniston Army Depot.

Program Management Training is a dynamic training event with joint goals of introducing new concepts, refreshing understanding of current processes and team building. As such, the class is designed to force teams to be flexible, pool available information and work as a group to solve problems.

The first and second days are introducing the teams to Project Management Principles. Days three and four are focused on current systems (Material Resource Planning) and conducting an After Action Review. Day five is the wrap up and out brief to the command group and directors. The depot has further invested in the next four weeks to train all depot leaders in a condensed three day course covering most of the same topics. Over 300 employees will have completed PMT training by the end of the sessions.



In case you missed it...



Team LEAD welcomed Brig. Gen. (P) Clement Coward, Commanding General, 32d Army Air and Missile Defense Command on August 28. Col. Gibbons and depot subject matter experts briefed Coward on LEAD's PATRIOT and Avenger overhaul capabilities and toured several facilities to include the PATRIOT test site's temperature control chamber and missile recertification facility.



Col. Gregory Gibbons offered the welcoming remarks for the annual 9/11 Memorial Service at the Historic Letterkenny Chapel on September 8. Dr. Douglas Warnock, Environmental Division Chief at LEAD was the keynote speaker with the theme, "the Day Flight 77 struck the Pentagon." Warnock reflected on his personal experience working in the Pentagon on September 11, 2001.



Col. Linn Desaulniers, AMCOM, G-3/5 and Tom Ray, Director of Industrial Operations for AMCOM Logistics Center met with depot leadership to discuss business development and Performance to Promise at LEAD. The group ended their trip by touring maintenance facilities on September 18.

Since taking command in August, Col. Gibbons has taken a deep dive into the organic industrial base, working beside and learning from the subject matter experts across the depot. He has spent days working with the Route Clearance Division and the PATRIOT new build team—next stop, HIMARS!



Digitizing VHS with DOIM

by Brian Heglund, DOIM



The Directorate of Information Management's Information Office has received recent requests to digitize VHS tapes making content

available via DVD or VBrick. The Information Office has been successful in developing methodologies to complete said customer requests, but with two caveats. The first consideration is legal concerns and the second being quality of final product.

Legally speaking, the 'Fair Use' exception under Federal copyright law allows for limited and transformative use of material for purposes such as commentary and criticism, news reporting, education, or research. Unfortunately, this does not include moving the content from obsolete media to a more modern, accessible, and longer lasting format.

On the quality side, VHS tapes are inferior to today's technology. They are not in a wide-screen format, are only 333 x 480 pixels (1/6th of a megapixel), and uses magnetic tape, which degrades over time (with or without use).

The rate of deterioration varies from tape to tape, but will often degrade at 10 to 20 percent every 15 years or so. This means that the content on them is in danger of being lost forever.

If you have VHS media that you would like digitized, please submit a Service Desk request or contact: Brian Heglund, brian.d.heglund.civ@mail.mil.

Copyright law exceptions regarding 'Fair Use':

Title 17 U.S.C. § 107

Notwithstanding the provisions of sections 106 and 106A, the fair use of a copyrighted work, including such use by reproduction in copies or phonorecords or by any other means specified by that section, for purposes such as criticism, comment, news reporting, teaching (including multiple copies for classroom use), scholarship, or research, is not an infringement of copyright. In determining whether the use made of a work in any particular case is a fair use the factors to be considered shall include—

(1) the purpose and character of the use, including whether such use is of a commercial nature or is for nonprofit educational purposes;

(2) the nature of the copyrighted work;

(3) the amount and substantiality of the portion used in relation to the copyrighted work as a whole; and

(4) the effect of the use upon the potential market for or value of the copyrighted work.

The fact that a work is unpublished shall not itself bar a finding of fair use if such finding is made upon consideration of all the above factors.

Productive Yield 101

Provided by Megan Handy

How do we calculate Productive Yield?

Step 1	Direct Regular* Labor Hours recorded by Direct DA Civilian** (DLHs) Indirect Labor Hours recorded by Direct DA Civilian** Leave Hours recorded by Direct DA Civilian**
+	
<hr/>	
Total Regular* Hours recorded by Direct DA Civilians**	
Step 2	Total Regular* Hours recorded by Direct DA Civilians** (From step 1) Total Hours Available Per Employee for a Full Fiscal Year***
/	
<hr/>	
= Direct Full Time Equivalent (FTEs)	
Step 3	Direct Regular* Labor Hours recorded by Direct DA Civilian** (DLHs) Direct Full Time Equivalent (FTEs) (From step 2)
/	
<hr/>	
= Productive Yield	

*Regular – excludes overtime, compensatory time and LWOP

**“Direct DA Civilian” as identified under the Employee Subgroup in LMP. Matches to the TDA, unless an exception has been approved by DRM. Excludes all BASOPS personnel (DPW, DOIM, DRM, CMD).

***“ Total Hours Available Per Employee for a Full Fiscal Year” is driven by the number of days in the calendar and fiscal years and ranges from 2080 -2096 total hours. (FY19 = 2088, FY20 = 2096, FY21 = 2080)

What was the Productive Yield for FY19?

Step 1	1,052,339.10	Direct Regular* Labor Hours recorded by Direct DA Civilian** (DLHs)
	137,598.20	Indirect Labor Hours recorded by Direct DA Civilian**
+	230,133.40	Leave Hours recorded by Direct DA Civilian**
=	1,420,070.70	Total Regular Hours recorded by Direct DA Civilians**

Step 2	1,420,070.70	Total Regular Hours recorded by Direct DA Civilians** (From step 1)
/	2,088	Total Hours Available Per Employee in FY19***
=	680.11	Direct Full Time Equivalent (FTEs)

Step 3	1,052,339.10	Direct Regular* Labor Hours recorded by Direct DA Civilian** (DLHs)
/	680.11	Direct Full Time Equivalent (FTEs) (From step 2)
=	1547.31	Productive Yield

What is the Productive Yield Plan for FY20?

FY20	<u>Hours Planned (AVG Per Direct Person)</u>
Total Available Hours (233 days)	2096
Annual Leave (6 Hrs/PPD or 17.3 Days)	156
Sick Leave (2 Hrs/PPD or 5.8 days)	52
Holiday Leave (10 National Holidays)	90
Admin Leave (Blood drive, Employee Appreciation Lunch)	4
Team/Safety Meetings (60 minutes/week)	52
LEAN/Other Meetings	30
Mandatory Training	18
Clean-up/Operator Maintenance (15 min/day for 200 work days)	50
MISC/Other Indirect Hours	29
Direct Labor Hours Available	1615



Congratulations to the winners of the 5th Annual Letterkenny Open Golf Tournament that took place on August 24th. The winning team included Phil Biamonte, John McCoy, Sam Deverell and Dave Keith. This years event was comprised of 16 teams and the winners had a total gross of 63. Way to go!

Are you following us?

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THANK YOU

When you gave blood you changed lives.



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YOUR BLOOD DRIVE RESULTS

Letterkenny

Date of drive: **8-20/21-19**

Units collected: **156**

Blood Drive Goal: **154**

First Time/ Power Red Donors: **6/na**

Potential number of lives saved: **468**

DEPARTMENT OF DEFENSE
DCPAS Newsflash 19-05
 Defense Civilian Personnel Advisory Service



DoD Employee Assistance Program

Effective November 10, 2019, Employee Assistance Program (EAP) services will be available to employees assigned to the Department of Army, DoD Agencies, National Guard Units and Military Sealift Command.

A new DoD EAP telephone number and several new websites will take the place of "FOH4You.com", that will no longer be available to DoD employees after November 9, 2019.

DoD Agencies who purchased EAP services may direct their employees to the toll free number and websites below.

-DoD Employee Assistance Program Toll Free Number, 1-866-580-9046

LEAD Hats and Shirts for sale NOW in Building 10

SHIRTS

Med-XL: \$25

2XL: \$28

3XL: \$30

4XL: \$33



HATS

\$16



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