

# Redstone Rocket

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# Coming out of woodwork to help

Effort under way to send  
handmade pens to troops  
in Afghanistan and Iraq

By SKIP VAUGHN

Rocket editor

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He's wearing a cowboy hat, an Uncle Sam-style mustache with goatee, and jeans. He's a grandfather with homespun humor. But he doesn't have a security badge or vehicle decal so he has to wait at the Redstone perimeter gate for an escort.

But that doesn't seem to bother Ken Salisbury. The lanky, 71-year-old Huntsville retiree is 100 percent behind the U.S.A. and the troops fighting the war against terror. Post security measures don't faze him. "I'm an ex-military policeman so I understand that stuff," he says.

A Korean War veteran, he also understands what the deployed troops are experiencing and he wants to do his part to support them. Salisbury is leading his fellow woodworkers

in a nationwide effort to send handcrafted writing pens to Soldiers deployed in Iraq and Afghanistan.

"Our goal is to ship 20,000 pens to the troops this year," he says. "And I believe we'll exceed that based on how it's going at the present time."

Companies have donated wood products. Students at Riverbend Middle School in Iowa Falls, Iowa, are making pens. And their counterparts at Madison County High and at Burleson (Texas) High are doing fund-raisers. More than 200 woodworkers throughout the country are involved. The first shipment of 364 finished pens went to Southwest Asia Feb. 23; and another more than 200 were to go out March 8.

"It's going very well," says Freedom Pens project originator Keith Outten. "In less than a month, we've mobilized hundreds and hundreds of people across the country."

Outten, 52, of Gloucester County, Va., runs a woodworkers'

See Pens on page 9



Photo by Skip Vaughn

**CRAFTSMAN**— Huntsville retiree Ken Salisbury, a woodworking hobbyist for more than 50 years, is making writing pens for deployed troops.

# Former AMCOM commander named advocate of year

Alabama A&M University  
to recognize Dodgen

Lt. Gen. Larry Dodgen will receive an annual award from Alabama A&M University in recognition of his partnership efforts with the school during his tenure as post commander.

Dodgen, who led the Aviation and Missile Command from 2001-03, is the university's 2004 honoree as Advocate of the Year. "It's the highest award that an individual receives," LeRoy Daniels, A&M's corporate relations representative, said.

The award will be presented at the university's fourth annual black-tie scholarship ball at 7 p.m. April 1 at the Von Braun Center North Hall. The 2003 honoree was Alabama Sen. Jeff Enfinger.

Dodgen became commander the Space and Missile Defense Command last December.

"We're recognizing General Dodgen as the advocate of the year because of his initiatives," said Daniels, who retired here in September 2001 after 17 years as the civilian personnel officer. "General Dodgen was the impetus to revising the partnership between

AMCOM and A&M. He and Dr. (Dorothy) Huston (A&M's vice president for research) jointly agreed that AMCOM and Alabama A&M should have greater relationships. The benefit of the partnership for AMCOM will be in the area of work force development, research and other partnership initiatives."

AMCOM and Raytheon both received the Company of the Year Award in 2001 for their long association with the Alabama A&M business industry cluster at the first black-tie scholarship ball. Jim Flinn, deputy to the commanding general, accepted the award on behalf of the command.

"I think (the award to Dodgen) points out his commitment to partnering with Alabama A&M," Daniels said. "And he is an individual who now acknowledges the contributions that Alabama A&M can make and the benefits that AMCOM can receive as a result of this partnership. So it's kind of a testament to his advocating a positive relationship between AMCOM and Alabama A&M."

Tickets to the scholarship fund-raiser are \$50. For more information call Daniels at 372-5684 or A&M alumni members Harriett Littlepage at 876-3962 or Jackie Bennett at 313-0280.



Photo by Debra Valine/SMDC

**HONOREE**— Lt. Gen. Larry Dodgen, who led the Aviation and Missile Command from 2001-03, is commander of the Space and Missile Defense Command.

# Crimes, accidents and other occurrences

The Provost Marshal Office provided the following list of reported incidents.



**Feb. 28:** An individual reported that someone damaged his personal vehicle while it was parked and unattended at the Post Exchange. Investigation continues by the Provost Marshal Office.

**Feb. 28:** An individual was found to be operating his motor vehicle while under the influence of alcohol and having no driver's license during an inspection at Gate 9. He was issued two violation notices and then detained at the Provost Marshal Office until his blood alcohol level reached the legal limit.

**Feb. 29:** An individual was detained at the Provost Marshal Office after he provided false information during an inspection of his motor vehicle at Gate 9. He was issued a violation notice and then released to the Immigration and Naturalization Service.

**March 1:** An individual reported that someone removed her personal property from the break room at building 5301. Investigation continues by the Provost Marshal Office.

**March 1:** An individual was arrested at building 4100 after an investigation revealed he was wanted on an arrest warrant issued by the Madison County Sheriff's Office.

**March 3:** An individual was found to be operating his motor vehicle with a suspended driver's license after he was observed exceeding the posted speed limit on Mauler Road. He was issued two violation notices and then released.

**March 3:** An individual reported that someone broke the driver's side window on her personal vehicle while it was parked and unattended in the parking lot at building 5301. Investigation continues by the Provost Marshal Office.

**March 3:** Two people were detained at the Post Exchange after being observed concealing several items and leaving the Post Exchange without rendering payment. Investigation continues by the Provost Marshal Office.

**March 3:** An individual reported that she was assaulted at the Bowling Center by an unknown person. Investigation continues by the Provost Marshal Office.

**Traffic accidents reported:** 5 without injuries, none with injuries.

**Violation notices issued:** 1 driving under the influence, 46 speeding, 2 operating a motor vehicle with suspended driver's license, 1 no proof of insurance, 4 no driver's license on person, 3 expired registration, 4 failure to obey a traffic control device, 1 driving on wrong side of roadway and 2 parking violation.

## An open lane random survey

What is the best car you've ever owned and why?

By KELLEY LANE  
 Staff writer  
 kelleyqa@bellsouth.net



Sgt. Julio Wolburg  
 45th Civil Support Team  
 WMD

"A 932C BMW — it had a really good engine. It was really good on the interstate, really comfortable and had leather seats."

Sgt. 1st Class Thomas Urioste  
 416th Engineer Command

"A 1972 Plymouth Scamp, it just kept going and going no matter how much I beat it."



Capt. Patrick Rowe  
 100th Division

"My 1997 Chevy Cheyenne because it was a pickup truck — my first one. It was full size, extended cab so I could get my wife and three kids in there."



Ray Miller  
 retiree

"A 1995 Buick, it got really good gas mileage and good service."

## Letter to the Editor

### Fired up about smoking

While viewing an article on AMCOM's web page dated Feb. 4 regarding the Town Hall Meeting question and answer session, I noticed a question concerning smoking. The question was: Smokers standing in front of Sparkman Center doorways need to have a designated smoking area; creates problems for personnel entering the complex. The answer to the question was: The designated smoking area for the Sparkman Center is and has always been the courtyard. It is the supervisor's responsibility to make sure their employees follow the rules and regulations of this installation.

My reply to that is if the supervisors are supposed to enforce this regulation regarding their employees, why aren't they? This is the biggest joke that ever was written on paper.

It is very unusual for me to walk through the door exiting building 5309 going toward the parking lot and not

have to walk through a cloud of smoke...

Also on a day when its raining outside, how many smokers stay 50 feet away from the doorway of incoming and outgoing traffic? Through personal observation, I have witnessed them standing right around the window on the small ledge just a few feet away from the door with just barely enough room to perhaps stay dry.

I for one am tired of hearing and reading about regulations that govern smoking on this installation and those who are supposedly responsible for enforcement. I am ready to see some enforcement take place. Talk is cheap.

Let's put some action behind this so-called smoking regulation or else throw it out the door where it belongs. It is certainly not being enforced but it sure looks good on paper. Right?

Name withheld by request

## Getting to know you

By SKIP VAUGHN  
 Rocket editor  
 skip.vaughn@redstone.army.mil

**Name:** Shirlee Turpen

**Job:** Management assistant, AMCOM  
 Chief of Staff Office

**Where do you call home?**  
 Elkmont, Ala.

**What do you like about your job?**  
 Meeting all the different people, never a dull moment.

**What do you like to do in your spare time?**

I work a part-time job as a cook. I love working with people and I'm meeting all these different people at both jobs. So, I have no spare time.



**What are your goals?**

Just to keep working here, and continue working what I am now. And just enjoyment. I love doing what I do so I'm pretty well satisfied.

## Quote of the week

'That is the great fallacy: the wisdom of old men. They do not grow wise, they grow careful.'  
 — Ernest Hemingway

# Redstone Rocket

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# Changing of guard due

Be prepared for a change in the appearance as you approach Redstone Arsenal's access control points.

On or about March 16, a new contract security organization called Alutiiq Security and Technology will assume responsibility for the mission. The 2117th Ordnance, Alabama Army National Guard,

which has served this installation for the last year, will be demobilizing and returning to its home station.

"There will be no change in the high standards and service provided," the Provost Marshal Office said in a prepared release. "The only noticeable change will be new faces and uniforms."

## PAC-3 passes intercept test

The Army conducted a successful intercept test flight of the Patriot Advanced Capability-3 missile Thursday at White Sands Missile Range, N.M.

Preliminary test data indicate the missile successfully intercepted the target and mission objectives were achieved.

Test objectives of this mission included demonstrating the PAC-3 missile segment software and ground system improvements, demonstrating system capability to intercept and kill a short-range full-body tactical ballistic missile target, and demonstrating and validating successful

operation of the PAC-3 missile seeker with a domestic source Traveling Wave Tube. The target for the mission was a Patriot-As-A-Target, a Patriot legacy missile modified to represent a short-range tactical ballistic missile.

Soldiers of the 3/6 and 3/43 Air Defense Artillery, Fort Bliss, Texas, participated in the test.

PAC-3, a high velocity, hit-to-kill missile, is the newest addition to the Patriot family of missiles. It provides increased capability against advanced tactical ballistic missiles, cruise missiles and hostile aircraft.



Courtesy photo

### *Life-saving talk*

Mit Merritt, president of the Huntsville/Redstone Chapter of American Society of Military Comptrollers, presents a certificate to Red Cross instructor Linda Schoo, guest speaker at the chapter's Feb. 12 luncheon. She discussed the benefits of a defibrillator in the workplace.

# Army Emergency Relief has standup kickoff event

*'If they can do that, I can do this' is slogan for fund-raising drive*

By SANDY RIEBELING  
Staff writer  
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The young ladies seated in the front rows of the Heiser Hall auditorium weren't shy about why they were visiting an Army post in the middle of a school day. They were proud.

It was time to kick off the annual Army Emergency Relief fund-raising effort. But they didn't come bearing pocketfuls of money. They came to offer their passion for singing and their love for the Soldier.

"I heard there were going to be Soldiers here and I really wanted to meet them," said Christina Ninh, a member of the WilTech Singers, a choral group assembled from students at Williams Middle School specifically for performing at the Army Emergency Relief kickoff cere-

mony March 1. "Soldiers are out there really helping in the world. I love to sing and I wanted to share it with them."

"My dad is in the Army," said Kiara Watson, whose father is an instructor at the missile school. "This is my way to support him."

It was their third year to perform at the AER kickoff and the WilTech Singers didn't disappoint. When they sang those words from the famous Lee Greenwood song, "... and I gladly stand up, next to you and defend her still today..." the audience instinctively stood up and began singing along softly. It drove home the point of the AER message - supporting the Soldier.

"I've seen (AER) work here at Redstone in numerous ways," Darrell Brewer, deputy to the Garrison commander, said during his remarks. "When Soldiers and their families have to go to AER for loans or assistance, it's a terrible time for a family. Lots of times it happens while the Soldier is deployed and the family is in crisis.



Photo by Sandy Riebeling

**THAT'S ENTERTAINMENT—** The WilTech Singers choral group from Williams Middle School performs Lee Greenwood's "God Bless the USA" during the AER kickoff March 1.

Folks, you don't know what it means until you see what happens when a family gets this assistance. This is a worthwhile cause."

During his presentation, Maj. James Bamberg, chairman of the 2004 AER fund-raising campaign, talked about the 76-day mission that lay ahead.

"We're going to go above and beyond last year," Bamberg told the audience. "This is my shock and awe slide," he said, pointing to the wall screen showing a two-column list of fund-raisers the community has planned in the next month and a half. "And we're adding more all the time."

Besides the fund-raisers to encourage support from the entire community, each Soldier should be contacted personally by an AER campaign representative and asked to give. Civilians cannot be solicited for donations but AER will gladly accept a donation if one is offered.

In fact, it was Redstone civilian, Gary Braden, who came up with this year's campaign slogan, "If they can do that, I can do this."

"I started thinking about it while I was out running," he said. "It started with fitness. I was thinking if the Sol-

diers could be over there in Iraq in the heat, getting shot at, and they can keep themselves fit, I can do it here. But then I was thinking about it through AER eyes. If they can be over there doing that, I can buy a doughnut, have a car wash, donate a little cash. If they can do that, I can do this."

It's not the official Armywide slogan, but when Braden e-mailed Redstone's AER officer Kristi Foster with the idea, she thought it was perfect and chose it for Redstone's campaign and has submitted it to higher headquarters as a possible slogan for next year.

Last year, AER raised \$104,433, eclipsing the \$65,000 goal, and provided 512 active duty, retired servicemembers and their families from the Redstone community with \$361,911 in emergency assistance through AER. This year's goal is \$70,000 by May 15.

Several fund-raising activities have already been planned and are under way but there's room for more, according to Foster. Army Community Service is selling magnetic yellow ribbons to put on automobiles for \$5 each. They can be purchased at ACS, building 3338, on Redeye Road. The Integrated Materiel Management Center has its AER fund-raising events listed on its web site: [immc.redstone.army.mil](http://immc.redstone.army.mil). The *Redstone Rocket* will run a calendar of events weekly.

The Antique Car Show to benefit AER will be April 24 from 9 a.m. to 3 p.m., rain or shine, at the parade field near the missile school. Last year 97 cars were entered in the show. Call event organizer Sgt. 1st Class Thomas Perkins at 955-8888, ext. 1106 for information on entries.

To schedule a fund-raiser with AER, call Staff Sgt. Stephanie Owens, AER campaign co-chairman, at 313-2874.

## Fund-raisers on tap for AER campaign

The Army Emergency Relief campaign office provided the following calendar of events.

- Magnetic yellow ribbons for sale for \$5 through May 15 at Army Community Service, sponsored by ACS volunteers. Also on sale today, March 17 and March 24 from 10:30 a.m. to 12:30 p.m. at the Sparkman Cafeteria, building 5302. For information call Inger Frye or Mary Breeden 876-5397.
- Stuffed "Patriot Bears" for sale through May 15 at Resource Management Directorate, building 5300. For information call Linda Manning 876-1706 or Lisa Hughey 842-9596.
- Bake sale, March 16 from 9 a.m. to 4 p.m. at Military Personnel Office, building 3494. For information call Barbara Moudy 842-2717.
- Chili cookoff sale, March 30 at MILPO. For information call Moudy 842-2717.
- Bake sale, March 30 from 7:30 a.m. to 1 p.m. at building 5300, sponsored by the Lead AMC Integration Support Office. For information call Mary Ann Caissie 955-8859.
- Car wash/hot dog sale, April 15 at MILPO. For information call Moudy 842-2717.
- Golf tournament four-person scramble, April 23 at 7:30 a.m. at Redstone Golf Course, sponsored by the Integrated Materiel Management Center. For information call Sgt. 1st Class Wilbur Williams or Sgt. 1st Class Roy Mixon 876-5399.
- Second annual Charity Car Show, April 24 from 9 a.m. to 3 p.m. at the parade field by the bowling center, sponsored by Fox Army Health Center. For information call Sgt. 1st Class Thomas Perkins 955-8888, ext. 1106.
- Car wash/hot dog sale, May 13 at MILPO. For information call Moudy 842-2717.

# Soldiers roll out to support Special Olympics

Annual bowling tournament has competitors of all ages

By KELLEY LANE  
Staff writer  
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Special Olympics brings to mind the smiling faces of athletes with mental disabilities competing in different events for trophies, prizes and most importantly, fun. Behind the happy competitors is a support network of schools, organizations, parents and volunteers — including Soldiers. Redstone representatives were there Feb. 26 to support the competitors of all ages at the annual Special Olympics Bowling Tournament at Plamor Lanes.

Army Community Service employees and volunteers provided refreshments and encouragement to the athletes throughout the event. Soldiers from the Alpha, Bravo, Charlie and Delta companies of the 832nd Ordnance Battalion, along with others from MEDDAC, provided assistance and a cheering section. The Soldiers were on hand to give physical aid to those who

need it, pass on a bowling tip or two and encourage everyone to have a good time. Some, such as Pfc. Shawn Landon, have done this before. "I've done this before in New York," he said. "It's fun to see the excitement in their faces. They're all smiling and having fun, so it would be hard not to have a good time here."

For others, this was their first experience with Special Olympics. As in previous years the newcomers were tentative at first, unsure of their role in the event. By the time the bowlers were halfway through the first of their three games, they had found their purpose and their smiles. They also found a few new friends and a greater appreciation for the good of Special Olympics.

"I didn't know what to expect. I was nervous at first, but everyone seems to get along and have fun," said newcomer Pfc. Russell Johnson. "You get involved with people and you learn that they're not as different from you as you might think."

The 110 school age children completed their portion of the day just before lunch. After a quick meal, the Soldiers reclaimed their positions for the afternoon adult competitors. Eighty adults took to the lanes and the day rolled on. With the adult competitors, the Soldiers were there to provide encouragement and guidance, but to keep physical assistance to a minimum.

"It is a Special Olympics tournament, so it's the real thing for the adults," Natalie Taylor, Exceptional Family Member coordinator at ACS, said. "They have foul lights on and basically they have to do as much as they can themselves. If they need assistance, then that's when the Soldiers can step in. But, they're really there to encourage them and keep them going." Approximately 12 of the bowlers will advance to the state competition in May, based on their scores.



Photo by Kelley Lane

**STRIKING UP FRIENDSHIP—** Staff Sgt. Ian Cutting and Emma Fields have a laugh and a snack between games.



Photo by Kelley Lane

**HIGH-FIVE—** Kim Harris and Spc. Marlon Alvarado share a high-five and victory dance.

# Army applauds advanced artillery system's arrival



Courtesy photo

**GEE FORCE**— The GMLRS is the latest addition to the Multiple Launch Rocket System family of munitions.

## Operational test due during fall

By **JULIANNA ROEBER**  
For the Rocket

As we begin the 21st century, achieving “strategic dominance across the entire spectrum of operations” remains the challenge facing our Army.

Meeting this challenge requires making future forces more lethal, heavy forces more strategically deployable, all while reducing the logistical footprint. These challenges present unique opportunities for tactical missile systems to contribute to the reshaping of our Army.

“Coming out of Operation Iraqi Freedom, artillery officers interviewed in after action reports unanimously requested rockets with greater range and accuracy,”

Lt. Col. Stephen Lee, product manager for precision guided rocket munitions, said. The Precision Fires Rocket and Missile Systems Program Management Office is working to meet those challenges and improve the capabilities of the Multiple Launch Rocket System family of munitions. This work will help to facilitate the Army’s transition into the future. For example, critical munitions advancements will increase accuracy, range, lethality and safety.

More specifically, the GMLRS with greatly-improved accuracy and range will make fire support more effective and lethal. With the choice of a unitary warhead for critical point targets, or a bomblet warhead using advanced fuzing technology for area targets, GMLRS not only will increase lethality but also will

See **Artillery** on page 17

# Logistical challenges tackled in South Korea

## Command representatives supporting warfighters

By **BOB WHISTINE**  
For the Rocket

Much attention has recently been given to ensuring that the warfighters have the right Army equipment, at the right time, at the right place and in the proper working condition to accomplish their missions.

This equipment is seen everyday in almost all national television news broadcasts from Southwest Asia. Some of the equipment includes vehicles that are painted in desert camouflage color to blend in with the desert environment and are used on roads covered with blowing dust or in the sandy desert.

There is another part of the world, however, where everyday dedicated Soldiers and Army civilians perform these logistical challenges with similar success and professionalism. They provide equipment sustainment support to the Soldiers in the 2nd Infantry Division located throughout South Korea.

That’s right, South Korea — where the Army Materiel Command Forward-Far East operates from Dague, and has units from Busan in the very southern tip of the country to employees working with 2nd Infantry Division Soldiers near the heavily guarded and dangerous Demilitarized Zone.

“Resolving logistical problems for the Soldier is one of our major mission areas, and we believe that equipment sustainment training and hands-on logistics

See **Challenges** on page 17



Courtesy photo

**REPAIR WORK**— Jonathan York, logistics assistant representative, Aviation and Missile Command, oversees Company A, 2nd Battalion, 52nd Aviation Regiment, 17th Aviation Brigade Soldiers replacing a forward transmission on a CH-47D helicopter at Camp Humphreys, South Korea on Feb. 2.

# Barracks dwellers can download digitally



Photo by Spc. Ryan McClymont

**QUICK AND EASY**— Karen Ruby, office manager of barracks telephone service, explains how to install the modem and software for the DSL Internet services.

## *New option offers Soldiers Sprint high speed Internet*

By Spc. RYAN McCLYMONT  
Staff writer  
ryan.mcclymont@redstone.army.mil

Living in the barracks? Tired of slow dial-up Internet service? Barracks telephone service has the solution.

Beginning Feb. 27, Digital Subscriber Line Internet Service has been available. DSL circuits are much faster than a regular phone connection, allowing downloads at speeds up to 1.544 megabits per second, and uploads at speeds of 128 kilobits per second.

"We hooked some customers up last weekend, that is when we were testing four or five customers for the week to see if we had any complaints or problems, then we hooked up a bunch more," said Karen Ruby, office manager of barracks telephone service. "Now we have about 15 hooked up and are hoping to add more."

"A lot of Soldiers have asked for it, because with today's technology they are accustomed to having either cable or DSL, they don't want dial-up, they want something they don't have to wait on," she said. "Especially Soldiers at the NCO Academy who do a lot of classes online and definitely want the high speed Internet."

The service also frees up phone lines to allow for a constant connection and offers 24-hour customer service, seven

days a week.

The installation charge includes a modem, Ethernet and USB cable and software. There is a special installation offer available for students assigned to Redstone for 120 days or less. (You must have a copy of orders on hand to verify status.)

"There is a \$100 installation fee if they are permanent party, but they get the modem, all the cables and software to keep," Ruby said. "They have Sprint phone services on just about all the bases now, so if they take it with them to another duty station they can use it there. Students rent the modem, they pay a \$25 installation fee and then they rent it for \$5 a month. Both services have a monthly fee of \$27.50."

"When I got to Redstone last September one of the first things I asked was if they offered DSL in the barracks," said Spc. Errol Byrd, supply specialist at the 59th Ordnance Brigade.

"It's faster and I need that to play X-box live, that's really the reason why I got it," he said. "Installation was easy and it was really quick. I went in, filled out the application, gave them the money and the next day I had DSL. Now I can use my phone, be on the Internet and play X-box live and I definitely couldn't do that before with dial-up service."

To sign up for DSL Internet service, visit barracks phone services in building 3483 on Honest John Road. For more information, call 883-8046.

## Redstone units gain 12 in month

Twelve Soldiers, including three officers, arrived to join Redstone units during February.

The Garrison provided the following in-processing list: Spc. Dennis L. Harris, Garrison; Sgt. 1st Class Kevin Gilmore, HHC 59th; Sgt. 1st Class Dwayne Taylor, HHC 59th; Spc. Samantha Harder, HHC 59th; Staff Sgt.

Mark Coleman, Delta Company; Staff Sgt. Enrique Martiner, Charlie Company; Staff Sgt. Barry Brown, Charlie Company; Spc. Carlos Duncan, MED-DAC; Sgt. 1st Class Jackie Coats, Delta Company; 2nd Lt. Richard Mansir, 95th Maintenance; Brig. Gen. Samuel Cannon, PEO Tactical Missiles; and Capt. James Coe, 95th Maintenance.

# Administrative team making progress toward goal

Continuous improvements  
focus of Lean strategy

By JOHNNIE BRADT  
For the Rocket

Members of the Administrative Lead Time Strategic Implementation Team have been recognized by deputy commander Jim Flinn for achievements in reduction of ALT using Lean principles.

The ALT process encompasses a broad cross-section of Aviation and Missile Command organizations, with team representatives from Integrated Materiel Management Center, Acquisition Center, Research Development and Engineering Center, and Corporate Information Center. Other organizations participated on an ad hoc basis to include Legal Office and the Small and Disadvantaged Business Utilization Office.

"Enacting change is never easy, but this team is on the forefront of making real change, marked by the results achieved," Flinn said. "Many thought Lean was just another fad, but the results speak for themselves and Lean is becoming the foundation for our business strategies."

Others have participated over the past 18 months, also contributing to the success of the team by pitching in as their expertise was needed.

Arto Whitman, director of the Lean cadre, thanked the team members for their support and continued efforts. "The enthusiasm generated has been overwhelming due to the positive feedback," he said. "People are excited to have a say in how they can improve their processes."

The team was initially formed in August 2002 and started with a Lean look at the entire process with a tool called the Value Stream Map. The VSM goes beyond traditional flowcharting by including lead times, cycle times, number of personnel involved at each process step, defects and other relevant data on a single page. This initial look revealed that the process is overly complicated, and allowed for waste reduction. One early success was a



Joe Ramirez/Photo Lab

**WORKING GROUP**— Members of the Administrative Lead Time Strategic Implementation Team include from left David Michaels of Integrated Materiel Management Center, Mike Trent of Research Development and Engineering Center, Brian Wood of Acquisition Center, Arlean Fontenot of IMMC, Arto Whitman of IMMC, Johnnie Bradt of Command Group, Yolanda Medley of RDEC, deputy commander Jim Flinn and Mel Adams of University of Alabama-Huntsville. Not pictured are Sandra Carter of Corporate Information Center, Carla Crawford of RDEC, Alisha Ryan of CIC and Ralph Burns of RDEC.

duplication of effort between two organizations that was consolidated, enabling personnel to be redeployed within their organization to perform other value-added work.

Over the past year and a half, kaizens, or Rapid Improvement Events were conducted along with VSMs throughout the Acquisition Center, IMMC, CIC and RDEC to reduce waste. The team facilitated these events

and also meets weekly to ensure follow-through actions are worked.

For those who have been involved in Lean, the key realization is that Lean is a journey with no final destination. Continuous improvement and changing the way we look at things and think is ongoing.



Courtesy photo

## Celebration guest

Lee Marshall, news anchor at WAFF-TV 48, is featured guest in the Missile and Space Intelligence Center's celebration of Women's History Month at 10 a.m. Thursday in the Richard Shelby Auditorium, building 4544.

## Woodworkers sign up to support troops

### Pens

continued from page 1

web site ([www.sawmillcreek.org](http://www.sawmillcreek.org)) where he initially broached the idea in mid-January. The response was overwhelming from the forum's more than 2,100 registered members. Salisbury is the site's power tool forum moderator.

Outten, a customer representative in the architect's office for Christopher Newport University in Newport News, Va., crafted the freedom pens idea while on his way to work Jan. 16. He thought of the troops and the election year; and this idea was born.

"It's easy to say I support the troops. It's another thing to physically do something to let them really know," he says.

Salisbury spends 12-14 hours a day on this project, including making pens and drumming up support from the community. The Baltimore, Md., native, who considers Huntsville his home and retired from IBM in 1990 after 25 years, has been

interviewed on local television and in the newspapers. He wants everyone to contribute funds for 20,000 sets of wood pen parts and cover their shipping overseas. Each pen, valued at \$20 to \$50, is accompanied by a personal note from the sender. ("Please use it to write your family and friends back home," reads his own. "Hearing from you is important for them, as it is for you to hear from them.")

"I was a combat military policeman in the Korean War. And I know this is a great thing," says Salisbury, who has been doing woodworking as a hobby for more than 50 years. "Because I knew when I got things from home, it's kind of like Christmas morning when you wake up and get a package. And I know when they get things from a stranger, it makes it even more meaningful for the troops. And basically, it's for morale. You've got to keep morale up for the troops."

He plans to send at least 150 pens that he's contributing himself. "And God willing, if I'm alive next year, I'll send even more than that," he says. He plans to con-

tribute one pen for the program for every pen that's purchased from his booth during the North East Alabama Craftsmen Association spring show March 19-21 at the Von Braun Center South Hall.

The program's web site is [www.freedompens.org](http://www.freedompens.org). People can contribute by sending a check made out to Freedom Pens to Salisbury's address at 109 Eula Way, Huntsville, AL 35811, or by donating with a credit card at [www.oldrebel-workshop.com](http://www.oldrebel-workshop.com). Woodcraft stores throughout the nation have started "turn-a-thons" where woodworkers can make pens for the program using the store's equipment and parts.

Ironically, Salisbury's 72nd birthday is Sept. 11. "Of all things," he says of the infamous 9/11 date. "Doomsday is what I call it." He points out the program's slogan: "You're safe at home ... because they're not."

"Every American should be supporting these troops," he says. "Politics have nothing to do with it. When troops are in harm's way, we should be supporting them no matter what. And I'm adamant about that."

**Just**  
for kids

# Boy Scouts get their hands on Army missile system

Annual activity day features exhibits

By **KIM GILLESPIE**  
For the Rocket

Avenger is tough. Ask any local Boy Scout or Cub Scout who attended Scout Reach Activity Day (Scout Cultural Day).

The Greater Alabama Council of the Boy Scouts of America sponsored its annual event Feb. 28 at Alabama A&M University's T.M. Elmore Building.

"This is what we call private-proofing," joked Toby Strange of TMI, a contractor for the Aviation and Missile Command's Deputy Commander for Systems Support's Business Manager, as he observed the kids using the remote controls to furiously spin the turret on the Avenger.

The Garrison was invited along with police, fire, emergency response personnel and local civic groups to provide displays and information to the more than 400 Scouts at the event. Outdoors, Harry Lockwood, test engineer for the Short Range Air Defense Project Office, volunteered to manage the hands-on Avenger station, while Spc. John Cowles and Pfc. Clay Mullins of the Army National Guard's 1/203rd Bravo Battery showed the Scouts one of their unit's Patriot launching stations.

Indoors, Capt. Eric Ottoson, from the Space and Missile Command's legal office, manned an "international" table and discussed his deployment with the Combined Joint Task Force Horn of Africa in Djibouti, Africa last year, and Staff Sgts. Melvin Jones Jr. and Jerome

Gusbash from Fox Army Health Center instructed Scouts in CPR and first aid.

Retired Lt. Col. Thomas Ross, coordinator for the Scout Reach Activity Day, requested Redstone's support to help reflect the types of activities and interests of the Scouts.

"The purpose of this day is to also allow Scouts to fulfill requirements for their merit badges (Scouts could earn 10 different merit badges including the American Cultures Badge and Citizenship in the World Badge)," he said. "We specifically asked for a Soldier that had participated in an international deployment so Scouts could earn a badge by meeting with him."

Ottoson was deployed from December 2002 until June 2003, and the Joint Task Force is part of Operation Enduring Freedom. He spent some of his deployment on the U.S.S. Mount Whitney and the remainder at a base camp in Djibouti, and worked with servicemembers from all branches, as well as international coalition partners.

"The kids I talked with were really interested in the photos I brought," said Ottoson, who also volunteered to support the event.

Lockwood, managing lines of Scouts waiting to try out the Avenger, is a veteran of community events and working with kids. "This Avenger is pretty much used just for events like this," he said. Lockwood came prepared — he brought along two child-sized chairs (one for the children to sit in and the other to support the remote control equipment in front of them). And as each Scout sat down for his turn, Lockwood placed a Kevlar helmet



Photo by Kim Gillespie

**AT CONTROLS—** Harry Lockwood, test engineer for the SHORAD Project Office, assists Boy Scout James Ventors, 12, with the Avenger's turret controls at the Scout Reach Activity Day.

on the Scout's head to give him the same feeling a Soldier has.

"It was fun," James Ventors, 12, of Troop 15, said.

Cowles is also a veteran of community events and enjoys working with kids. "I volunteered when I found out they needed someone to show the equipment," he said.

He and Mullins fielded questions that ranged from "What is it?" to "Will the missiles go to the moon?" Mullins, working his first community event for the Army, said he was surprised by how much knowledge some of the Scouts had. "When I told the one boy that it wouldn't go to the moon, he responded that it was because it could not leave the atmosphere! These kids are smart!"

Mullins' fans were not just Scouts —

his mother and other family members came by to see Mullins and the Patriot launcher. "I cry every time I see him put on that uniform," Cindy Mullins said. She not only wanted to see her son out working, but she also admitted, "I've never seen a Patriot before."

While Redstone provided current equipment, a little bit of Army history was presented by the Veterans Memorial Museum. Randy Withrow represented the museum and brought along a vintage 1970s Jeep, and helmets and jackets for the kids to try on.

At the end of the day, Ross emphasized that the event was a success because of the excellent community support. "We really appreciate the people coming out this afternoon. It's been great," he said.

# Catholic youth embark on faith journey to Germany



Photo by Sandy Riebeling

**SOMEONE'S IN THE KITCHEN—** From left, Laura Macedonia, Justin Gray and Emmanuel Frye are just a few of Bicentennial Chapel Catholic youth working fund-raisers for a trip to Youth World Day in Cologne, Germany in 2005.

Community support sought for fish fry fund-raisers

By **SANDY RIEBELING**  
Staff writer  
sandy@htimes.com

Because it's "the best fish in the world" is only one of the reasons you should buy a plate, or two or three at the CYO Fish Fry on Fridays during this Lenten season.

While the plate brimming with crispy catfish, hush puppies, slaw and beans is a blessing by nourishing the body, proceeds of the fund-raiser go toward a trip to nourish the souls of the Catholic youth of the Bicentennial Chapel. "We want to take 10 youth on the trip to World Youth Day in Cologne, Germany in August 2005," CYO coordinator Inger

Frye said. "It's a time and place where Catholic youth from around the world meet. There's a lot of learning, worshipping, prayer and singing that goes on during this time. It's a faith journey for these kids. They experience faith at new levels and can share it with all these other kids who believe the same way. It's a tremendous show of strength and unity in their beliefs shared by thousands coming from different cultures and backgrounds. It can change you forever."

This once-in-a-lifetime opportunity doesn't come cheap. The trip will cost about \$3,000 per child so the youth have already begun fund-raising efforts to earn the money to go. The fish fry is the first of several events planned this spring.

"We want to make sure everyone knows, you don't have to be

Catholic to order," Frye said. "You just have to have legal green tender and be willing to part with a little of it. It's open to everyone who wants a good dinner without having to cook."

Tickets are \$6 a plate and must be purchased in advance so the youth, and their parents who are helping cook, don't prepare too much or too little. Tickets are sold after mass on Sundays but anyone can get one by calling Frye at 726-9323.

"I live on post so I can meet you anywhere — the PX, Commissary, chapel, whatever works," she said.

Ticket holders can pick up their fish plates at Club Beyond, on Bomford Drive (off Goss Road), house No. 50, from 5:30-7:30 p.m. Fridays.

# Win or lose

## NCO Academy earns top grade in basketball final

*Losers' bracket survivor beats MEDDAC twice for postseason title*

By SKIP VAUGHN  
Rocket editor  
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The NCO Academy's Gregory Whaley had a good excuse for staying home from school the next day.

He was recuperating from the academy's two wins over MEDDAC to capture the basketball championship March 2 at Pagano Gym. The NCO Academy beat the medics 60-54 and 53-37 in the post-season tournament final.

"I'm just a little sore," said Whaley, a hot-shooting guard who had 14 points and

two assists in the clincher. "This (trophy) makes all the pain go away."

The academy's triumph did that and more. In winning when it mattered most, the academy avenged both a regular season loss (51-45 on Feb. 2) and a winners' bracket defeat (73-60 on Feb. 26) to the medics. The academy entered the tournament as the third seed and the medics were seeded No. 2.

"It was a tough one," Whaley said of the final. "But through determination and tenacity that the NCO (ball) club has, we pulled it off."

It definitely wasn't easy, especially in the first game when the academy trailed 27-26 at halftime. John Horner led the academy with 18 points while Whaley and LaQuaine Bess had 16 apiece in the opener. Lawrence Bess Scott had seven rebounds,

Bess six and Anthony Lewis five.

"We had to control the (MEDDAC) guards, the guards controlled the whole team," academy player/coach Darrell Small said. "So we played a box-and-one on the guards."

This was a change in defensive strategy from the earlier meetings, according to forward Bess. "We used a 3-2 as opposed to a 1-3-1, went to a zone meaning we put more pressure on their point guards," he said.

In the second game, Horner and Bess had 18 points apiece for the academy (15-4). Scott and Bess grabbed seven rebounds apiece.

"Hard work, perseverance, teamwork," power forward Scott said. "NCO Academy is just straight up leaders, that's all to it."

"We came together as a team," point guard Lewis said. "It was heart and determination."

MEDDAC (13-5) showed its grit, too, without one of its top scorers. Shooting guard LeRoy Howard was away on duty at Fort Gordon, Ga., and missed the final.

"He's our go-to guy in the crunch," player/coach Michael Copeland said. "Yeah, he would've made a difference."

Copeland gave the academy credit for earning the title. "They wanted it more than we did. Plus we had players that were injured, that's no excuse. We played our best, they outplayed us."

"They kind of ran us down," center Frederick McCallum said. "I think they were a little bit better conditioned than we were."

Detrick Bush had 18 points, nine rebounds and two blocks for MEDDAC in the first game. Point guard Ray Lee had 12 points, six rebounds and two steals. Bush had 17 points, five rebounds and two steals in the second game.

The academy led 15-12 at halftime in the clincher. Leading 19-18 with 18:46 left, the academy made a 25-4 run for a 44-22 advantage at the 5:05 mark. It was capped by Bess' driving layup.

This decisive run was symbolic of the academy's entire year. The academy won the preseason tournament title and was among the top three teams throughout the season. Whaley arrived and joined the team in its third game in January.

"It took two games for us to get to know one another," he said. "After that second game, we were in all six cylinders."

The academy players were down after MEDDAC sent them to the losers' bracket in the tournament, mainly because they felt they gave that game away. They advanced to the final by eliminating the fifth-seeded Marines 52-47 on March 1. Earlier that night, the Marines eliminated top-seeded Charlie 58-54.

"We said this is something we started, we want to finish on top," Whaley said. "So we stayed motivated."

And the academy aced its final.



Photo by Skip Vaughn

**SIMPLY THE BESS**— LaQuaine Bess makes a layup to cap a decisive run in the second half of the NCO Academy's clincher over MEDDAC.



Photo by Skip Vaughn

**TIME TO CELEBRATE**— NCO Academy players, from left, Darrell Small, Demonique Walker and Clifford Ferrell applaud their championship in the waning seconds of the final.

# Course proves refreshing for environmental workers

## Rules keep changing on hazardous materials

By KIM GILLESPIE  
 For the Rocket

"This installation has an excellent environmental compliance record, but we can do even better by improving the scope and documentation of our training," said Dan Seaver, Compliance Division team leader for the Directorate of Environment and Safety.

The directorate recently conducted two Resource Conservation and Recovery Act training courses for Redstone employees who work with hazardous materials or hazardous wastes. "Some employees' jobs require more extensive training, but most of you are here for a refresher, or introductory type of instruction," he told the group.

Seaver noted that Redstone Arsenal has 66 tenant organizations, and estimated that at least half of these tenants generate hazardous waste. The requirement for yearly training (which includes refresher-type courses) can be achieved through various means such as formal classroom, in-house, on-the-job, or any combination of the three. Based on the needs of the tenants, the DES offered half-day, formal classroom training Feb. 25.

"We had a total of 48 attendees come to the two sessions, and we have also scheduled a March 11 morning session at the Ordnance Munitions and Electronics Maintenance School for personnel that could not make either of these sessions," Seaver said.

The half-day RCRA training sessions



Photo by Kim Gillespie

**QUIZ TIME— Danny Rinehart, engineering technician with ERC Inc., takes a hazard communications pop quiz during the Resource Conservation and Recovery Act training class.**

recently conducted by the DES emphasized training requirements, safety/hazard communications, the Environmental Performance Assessment System, the Hazardous Material and Waste Management Tracking System, recycling, pollution prevention, and hazardous waste turn-in requirements.

Seaver introduced a new "Hazardous Waste Training Form" to facilitate documentation of all training. "We had an inspection a month ago, and inspectors are concentrating more and more on training and documentation of that training.

Most RCRA violations stem from failure to comply with record keeping," Seaver said.

The training form allows personnel to describe their hazardous waste responsibilities, and record initial and refresher RCRA training course titles, dates and hours of training, and names of instructors. "This form will help you satisfy the training requirement — just attach it to the certificate you receive from this class and keep a copy in your files. We will also keep a record in our files. This training record should satisfy the state inspectors," Seaver said.

The Garrison Safety Office's hazardous communications presentation from John Zuber emphasized the "employees' right to know (what hazards they are dealing with) and how to protect themselves." "It really is the employee's duty to protect himself," he said. Hazardous communications uses colors and numbers to characterize hazards and their severity.

Danny Rinehart, an engineering technician with ERC Inc., was taking the RCRA class as a refresher. "I've had the 40-hour training, but everything is always changing. I would love to get a copy of this hazardous communication video and show it to the others I work with — it was very good," he said.

Jim Taylor, chief of Non-Commissioned Officer professional development, ammunition, OMEMS, scheduled six people from his area to attend the training after learning the half-day course would count toward the required annual training. Taylor and Charles Mayo, from the OMEMS Munitions Training Department, both had several questions regarding hazardous waste turn-in to Defense Reutilization and Marketing Office. Diane West of the Directorate of Environmental Management addressed these questions and detailed the five steps for hazardous waste turn-in and the required documentation.

Booker Terry, also of the Directorate of Environmental Management, described the Environmental Performance Assessment System, an internal compliance system designed to help tenants through internal inspections and corrections. Terry's presentation included slides of recent environmental compliance deficiencies. Terry challenged training class attendees to identify the problem.

Darla Westrich, of the Hazardous Material and Waste Management System team, presented how the HMWMS automates and tracks tenants' hazardous material and waste. "The system uses inventory barcoding, and allows us to track the materials and waste from cradle to grave, including inventory adjustments," Westrich said.

Other information provided in the training included the Redstone Qualified Recycling Program and the construction/demolition landfill. Ken Hewitt, environmental engineer and the solid waste program manager, noted that cardboard, printer cartridges, and scrap metal were all added to the recycling turn-in program in fiscal 2004.

The instructors for the RCRA training were all in agreement regarding one issue: DES, and the personnel responsible for hazardous materials and wastes will continue to provide the best support and advice available to Redstone tenant organizations. The directorate is also working to make documents and systems like Material Data Safety Sheets, Environmental Performance Assessment System, and Hazardous Material and Waste Management Tracking System available to all applicable tenant organization personnel that need them, according to Craig Northridge, chief of Installation Compliance Division. The DES web site can be viewed at <https://intranet2.redstone.army.mil/garrison/>. Anyone with questions regarding RCRA training can call Seaver at 876-6123.

# Try to get your fill of the good carbohydrates

*Dietitian serves up nutrition advice*

By ROSEMARY GATES  
Fox Army Health Center dietitian

Despite today's media attention on carbohydrates and their supposed negative effects on weight loss, the fact is that carbohydrates play a very important role in our overall health and day-to-day existence. It is probably the single most important nutrient in our diet and is our body's fuel of choice.

While we need protein and fat to meet specific needs in our bodies, carbohydrates play the key role. Why? Because your system prefers to get its energy from the carbohydrates you eat rather than from either proteins or fats. Because of the chemical structure of fats, the body prefers to store them for future use in case of famine. Protein's role is to provide the building blocks your body needs to restore and repair itself.

Although the body can use protein for energy when there is not enough carbohydrate, such as during periods of starvation, it is a complex process and not one that the body performs easily. In other words, the body recognizes that carbohydrates contain the greatest potential for providing energy. Somehow your body knows that it's going to wind up with more glucose molecules flowing into the bloodstream after you eat carbohydrates than it will after you eat either protein or fat.

Glucose molecules are tiny units of energy that act as the body's primary fuel or gasoline. It is the form of energy that travels into your body's cells and allows the cell to perform its job. Without glucose there can be no life. So from the carbohydrates in our diet, our body can get a lot of glucose (or energy) with the least amount of work.

## Right stuff

Now that we know what carbohydrates do for us, let's look a little closer at the kinds of carbohydrates that promote optimum health and weight loss. Did we say weight loss? Yes, carbohydrates can actually help us lose weight if we consume the right kind. In other words all carbohydrates are not created equal. So what are the right kinds of carbohydrates? Some carbohydrates are digested and absorbed quickly by the body. They are generally foods low in fiber and often, though not always, contain simple sugars. Examples include "sticky" white or instant rice, white or wheat bread made with refined flour, corn flakes, and rice cakes.

Slowly digested carbohydrates are primarily made up of starches and fiber. There are lots of starches in our food supply and our body knows how to break them down to get the fuel it needs — glucose. We get fiber from every plant that we eat whether it's fruit, vegetable, whole grain or legume. Although plant fibers are made up of glucose molecules, they are in a form that we cannot digest. For this reason, plant fibers are "unavailable carbohydrates." Because they remain intact in the gastrointestinal tract, they slow down digestion of food and absorption of glucose. So even though most of the fibers

you eat don't produce glucose, they affect how fast glucose gets dumped into your bloodstream.

## Better choices

Once glucose gets dumped into the bloodstream after eating and digestion, the brain activates the pancreas to release insulin. Insulin is a hormone which carries the glucose molecule into the cell. If blood sugars rise quickly because of eating too many quickly digested carbohydrates (bad carbs), the body meets the high glucose load with a large outpouring of insulin from the pancreas. This rapid rise and then drop in glucose level in the blood can make you feel hungry, tired, irritable and shaky. Also, because quickly digested carbohydrates force a gush of insulin into circulation, much of the glucose can get stored as body fat. Could this be why carbohydrates make us fat? Probably, but read on.

Slowly digested carbohydrates (good carbs) however don't produce a rapid rise

in blood glucose and thus don't produce a large outpouring of insulin. Examples include cooked dried beans or peas, whole grain breads, old-fashioned oatmeal, fresh fruit, sweet potatoes, milk and yogurt. These kinds of carbohydrates produce a small steady flow of glucose (energy) into the bloodstream and thus can help you maintain your energy level over longer periods of time. An added bonus is that they discourage your body from storing glucose as fat. Yeah! Eating slowly digested carbohydrates also allows you to feel less hungry by the time you do eat and more satisfied with smaller amounts of food which in turn will allow you to make better, controlled food choices.

The differing effects of quickly digested carbohydrates (bad carbs) and slowly digested carbohydrates (good carbs) on blood glucose levels are well known. These differing effects have given birth to a ranking of carbohydrates based on their immediate effect on blood sugar levels referred to as the Glycemic Index. The GI

ranking is based on a scale of 0 to 100. The more quickly a carbohydrate breaks down into glucose, the closer its GI value is to 100. And the more slowly a carbohydrate becomes glucose, the lower its GI value. The health advantages of choosing low GI foods over high GI foods include improved blood sugar control, weight management, heart health, athletic performance and endurance. The best side effect, however, from a low GI diet is how good it makes you feel. The bottom line is to choose foods that are: whole, not refined; high in fiber; dense, not airy or puffed; and unprocessed or minimally processed.

For more information about the Glycemic Index of foods, check out the following web sites: [www.glycemicindex.com](http://www.glycemicindex.com) and [www.mendosa.com/gi.htm](http://www.mendosa.com/gi.htm).

*Editor's note: Information for this article was taken from the book "Good Carbs, Bad Carbs" by Johanna Burani and Linda Rao.*

## Experts weigh in on Top 5 money mistakes

*Personal finance advice offered*

By BETH SKARUPA  
For the Rocket

Financial experts agree that most people make money mistakes. These mistakes can incite fights between spouses, ruin friendships and even drive some people to desperate measures. Identifying the top five money mistakes can help people learn the best way to handle their finances.

### No. 1: Not having a plan for money

The most common money mistake people make is that they are not aware of what they're doing with their money — where it's all going and why — so they don't manage it well. They need to plan in advance where their money will go.

"I am sure that the largest mistake that pretty much encompasses all the others is not doing money on purpose," Dave Ramsey, financial talk show host and author of *The Total Money Makeover* (Thomas Nelson Publishing, 2003), said. "Most people wander through life like Gomer Pyle on valium and wake up at retirement — 'Shazaam, I'm broke.' They don't have a plan.

"So No. 1, you've got to do it on purpose. I think that's a big, big thing. And when people start bothering to not care who got thrown off the island and instead have a game plan and an overall intentionality on the issue of money, they make pretty good decisions. Because we don't really set out to land on the island of stupidity, we kind of wander over there."

Kathleen Riester, financial program manager at Army Community Service, agreed that people need to plan out what they want to do with their money. Having a plan can work to their advantage.

"My clients are always surprised when after developing a budget and paying bills they should have X number of dollars left over and they cannot explain where the balance of the money went," Riester said. "I love to cite the book *The Millionaire Next Door* (by Thomas J. Stanley and William D. Danko), 'Self-made millionaires can tell you where every penny of the money went!' They are frugal, do not drive new

cars, do not have expensive houses and they could be living right next door to you. I just love it."

### No. 2: Not having a budget

The second most common money mistake is not having a budget. Either people were too busy to make one or they were overwhelmed by the task. But financial experts agree that a budget doesn't have to be complicated. A budget simply lists expenses for an upcoming month and how income for that month will pay for them.

"A budget has a bad reputation that's unfounded. John Maxwell (a leadership expert) says 'a budget is people telling their money what to do instead of wondering where it went' and that's all it is," Ramsey said. "It doesn't have to be form of medieval torture, it's not one parent trying to control the other parent, or spouse trying to control the other spouse, it's none of those things. It's just a paper game plan — and it's not this generic month from heaven, it's this month. It's this month's bills on paper, this month."

Riester explained that ACS offers one-on-one financial counseling which focuses on developing a budget and getting a handle on one's personal financial situation. The counseling includes developing a payment plan.

"Develop a budget. It is important to see the figures on paper, what is coming in and what is going out," Riester said.

### No. 3: Using credit cards and debit cards too much

Credit card debt is one of the worst kinds of debt because rates are so high. It's easy to get into debt with credit cards because most people don't track how much they're charging at all times and many end up spending each month's paycheck before they've even earned it. Although debit cards withdraw money from your checking account, it's easy for people to lose track of what they're spending when they use them, too.

Riester listed ATM card abuse as one of the most common money mistakes people make. "It is too easy to make mistakes because you must remember to save receipts and enter them into your accounting and stay on top of your daily balance," she said.

Ramsey suggested using debit cards instead of credit cards, but only in certain situations such as when you need to rent a car. He advocates an "envelope system" where you put a certain amount of cash into separate envelopes each month as part of your budget, then use only the money in the envelopes to pay for things like groceries, gas and date nights. He doesn't believe in having even one credit card because it's too easy to overspend and go into debt.



# Computer mouse roars with deployment support ideas

*Showing you care  
only a click away*

There's an easy way to boost morale of Soldiers fighting the war against terrorism. Just send them a message electronically. The Army provided the following list of helpful web sites.

## Listings of ways to help

- **On the home front** — [www.usafreedomcorps.gov](http://www.usafreedomcorps.gov).
- **Defend America** — [http://www.defendamerica.mil/support\\_troops.html](http://www.defendamerica.mil/support_troops.html).

## Sending messages

- **Operation Dear Abby** — <http://anyservicemember.navy.mil/>. Servicemembers can read messages posted on the web site. Troops without Internet access can read printed copies downloaded by company commanders with Internet access.
- **To our Soldiers** — <http://www.army.mil/tooursoldiers/messages/1067.html>.
- **Any Servicemember** — [www.anyservicemember.org](http://www.anyservicemember.org).
- **Stars & Stripes messages of support** — [messages@estripes.com](mailto:messages@estripes.com). Families & friends can post messages up to 50 words to run in Stars & Stripes.

## Gifts/care packages

- **Operation USO Care Packages** — <http://www.usocares.org/>. Individuals can donate money that USO uses to assemble care packages; people can include messages in the packages. Corporations can donate items to include in the packages.
- **Operation Uplink** — <http://www.operationuplink.org/>. Sponsored by the VFW Foundation. Operation Uplink sends calling cards purchased with donated money to deployed servicemembers.
- **Operation Hero Miles** — [www.heromiles.org](http://www.heromiles.org).
- **Adopt a unit** — <http://www.asa.themilitary.net/>. Cities can adopt units that request to be paired with participating cities.
- **Gifts from the home front** — [www.aafes.com/docs/homefront.htm](http://www.aafes.com/docs/homefront.htm). Individuals can purchase gift certificates to the military exchanges. The Red Cross will distribute

certificates to personnel deployed in Iraq and Afghanistan.

## Emergency assistance

- **Fisher House** — <http://www.fisherhouse.org/>. Home away from home for families staying with injured servicemembers. Families can also receive Hero Miles.
- **Red Cross armed forces emergency services** — [www.redcross.org](http://www.redcross.org). Provides emergency communication with families, veterans assistance, financial assistance and counseling services.
- **Army Emergency Relief** — <http://www.aerhq.org/>. Emergency financial assistance.
- **Navy Marine Corps Relief Society** — <http://www.nmcrs.org/>. Provides emergency financial assistance, education assistance, budget counseling, thrift shops, and visiting nurse services.
- **Air Force Aid Society** — <http://www.afas.org/>. Emergency financial assistance.
- **Coast Guard Mutual Assistance** — <http://www.cgmahq.org/>. Financial assistance.

## Pet fostering

- **Military Pets Foster Project** — <http://netpets.org/netp/foster.php>.
- **Operation Noble Foster** — <http://www.operationnoblefoster.org/>.

## ■ Credit cards, failure to plan can lead to trouble

# Money

continued from page 15

"We rationalize and we guilt buy — especially in blended families or divorce situations, it's all about stuff and that's not what the kid needs in that situation anyway. Stuff is not the answer to making some child happy," Ramsey said. "We all know that with our intellect, but our emotions and our damaged lives get twisted into it and it becomes credit card debt. Credit card debt's not pretty just on the financial mathematical side, but when you really dig into what causes it emotionally it's really nasty stuff."

Ramsey suggested what he calls plastic surgery. "Chop (the credit cards) up, do away with them," he said.

Riester advises keeping one credit card and then being careful with it. "Use only one credit card to establish excellent credit, buy only that which you can afford to pay in cash — saving something each month," she said.

### No. 4: Taking on too much debt and neglecting to save for major expenditures

How do most people get into serious financial debt? By failing to think through what they can really afford to pay out monthly without every penny of income going toward paying debt. They take on more debt than they can handle — such as buying things like cars on installment plans.

Ramsey said buying expensive cars and having car payments is one of the biggest money mistakes people make. "Cars go down in value like a rock and they take too big of a bite out of the budget," he said. Ramsey encouraged people not to buy cars that they can't afford. "And if you didn't pay cash for it, you couldn't afford it. The average car payment in America now is \$378 over 55 months. If you were to invest that from age 25 to age 65, you would have \$4.4 million in your Roth IRA. Hope you like the car," he said.

Riester listed neglecting to save for major expenditures such as a new roof or annual expenses such as Christmas and insurance premiums as one of the biggest money mistakes people make. You're less likely to take on too much debt if you save for these things.

### No. 5: Not having an emergency fund

People who don't have an emergency fund are more likely to end up in debt if they lose a job or are surprised by medical bills. Ramsey recommended saving 3-6 months of expenses for emergencies.

"Having no money set aside is like sending an engraved invitation to have Murphy move in your spare bedroom. Being broke attracts problems — it's amazing," Ramsey said. "Having 3-6 months' expenses lowers the stress level in the house, changes mom and dad's feel and makes you a better parent. It really does." Ramsey recommended saving \$1,000 for an emergency fund first, then paying off all your debt except your house (by working from your smallest to your largest debt), then saving 3-6 months of your monthly expenses for emergencies.

Riester agreed that not having an emergency fund is one of the top five money mistakes.

ACS offers financial classes and financial services to active duty Soldiers and their spouses, Defense Department civilians and retirees. Financial classes covering eight general topics are offered quarterly. The eight topics are: Principles of Personal Finance, Planning & Budgeting, Banking & Checking Accounts, Using Credit Wisely, Getting Insurance, Saving & Investments, Large Purchases, and Consumer Affairs Information.

The next financial class is March 17 at 2-4 p.m. in the ACS conference room, building 3338. The class will include banking/checking accounts and saving & investments.

"It is open to anyone who wishes to attend. That is, anyone holding an ID card, active duty, spouses, DoD civilian, and retirees," Riester said. Reservations are requested for preparation of packets. Call Riester at 876-5397.

## ■ Accuracy, lethality and agility among artillery aims

# Artillery

continued from page 6

reduce collateral damage and dangers from unexploded ordnance.

Recently, GMLRS entered into its first increment of low rate production to provide the necessary rockets for the strategically important upcoming operational test in September and October. This test will support the in-depth assessment of the GMLRS and will instill confidence for Soldiers in the field, using this munition in combat. This test will also provide the confidence in the Army's newest wheeled MLRS launch system, the High Mobility Artillery Rocket System or HIMARS.

The increased effectiveness of GMLRS will dramatically reduce the logistics burden by reducing the number of deployed rocket pods and rockets required to destroy a target. GMLRS dramatically improves accuracy and range. This system clearly enhances deployability and reduces the logistics tail.

Recently, the PFRMS PMO successfully completed the Joint Capabilities Integration and Development System process for both the GMLRS Dual Purpose Improved Conventional Munition rocket and the GMLRS Unitary rocket.

To complete JCIDS, Lee worked with the Training and Doctrine Command systems manager for rocket and missile systems, Col. Jim Heverin, and his assistant, Lt. Col. Jeff Froysland, to present a detailed review of the GMLRS requirements documentation and supporting analysis to the various independent joint review panels that form the heart of the JCIDS process. The team from Precision Fires, working with the system user representatives, successfully resolved any issues that surfaced during the review. As a result of this team effort, both Precision Fires programs had their requirements validated and approved by the Joint Requirements Oversight Council.

"TRADOC has embarked on a special study to see what systems can be accelerated to provide a required capability for our Soldiers within 18 months. GMLRS Unitary with its low collateral damage and unprecedented accuracy is the perfect candidate," Lee said.

Operation Iraqi Freedom has shown the need to dominate the battlefield in terms of effectiveness, accuracy, lethality and logistical agility. New systems such as GMLRS and HIMARS are lighter, more mobile, more lethal and will help the Army of the 21st century achieve dominance.

*Editor's note: Julianna Roeber works for System Studies and Simulation Inc.*

## ■ Support unit on the line in South Korea

# Challenges

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assistance to our Soldiers is key," Martin Utzig, senior logistics management specialist, said. Utzig works out of Camp Mobile in the Logistics Assistance Office commanded by Lt. Col. Kerry Sutton.

"One of our recent highlights was the completion of a live fire exercise where 58 out of 58 tanks completed the exercise. The tank battalion completed the gunnery exercise in full mission capable status, and we were very proud of our LARs support," Utzig said.

The missions of the LAO for the 2nd Infantry Division focus on problem solv-

ing for its customer in technical, logistical and training issues.

"We represent the commander of AMC in all matters of logistics," Sutton said. "We are aggressive, proactive, responsive and approachable with our warfighting customers. We are always exchanging information between them and the different commodity commands within AMC through our logistic assistance representatives."

"Our LARs are actively involved in all major weapon systems from track vehicles, wheel vehicles, helicopters, signal, supply, small arms and supply. We do it all, and I'm very proud of our logistic assistance program. We are forward deployed and our credibility is always on the line," Sutton said.

## ■ Food for soul to provide funds for chapel youth

# Funds

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"You're welcome to come in and eat," CYO member Laura Macedonia said. She served as a greeter and runner and helped do a little cooking and serving during the first fish fry Feb. 27. "But we'll come out to the car and take your order and bring it to you if you want."

Those choosing dine-in get free ice tea with the meal.

The youth made \$434 from their first fish fry and hope to do better once word gets out about "how good this food is," Frye said. "One plate isn't enough. You'll want more it's so good."

Fish plates will be available March 12, 19, 26 and April 2. There will not be a fish fry on Good Friday, April 9.

The fish fry may end with Lent, but the

fund-raising continues. The youth will have car washes and participate in the Post Yard Sale. Donated items for the yard sale are welcome. Call Frye for more details.

In July, the youth will take a break from money making and spend a little time giving back to the community through a city-wide CASA project downtown. But once that's over and schools are back in session, more fund-raisers are expected.

"I know during this age, a lot of kids question their faith in God and Christ," said Macedonia, 14, whose father is retired Army. "I think being able to go and be with all these other people my age will deepen my faith in the church, help me grow spiritually and build more confidence in Christ."

"We have all hope and belief that we'll earn the money and make the trip," Frye said. "God provides."



**Sports & Recreation**



**Conferences & Meetings**

**Duathlon competition**

The 3D Duathlon – a 5K run, 25K bike, 5K run – is 9 a.m. Saturday at Hampton Cove. It's sponsored by 3D Research Corporation to benefit the Huntsville Hospital Foundation. For more information, call 464-9494.

**Women's golf association**

The Huntsville Chapter of the Executive Women's Golf Association will hold its fourth annual Tee-Off, Thursday from 6-8 p.m. at the Huntsville Country Club. Scheduled speaker is Cindy Parrish from The Golf Professionals golf shop. Tickets are \$20 in advance or \$25 at the door. Reservations are required. For more information about EWGA, call 828-8005 or log on to [www.ewgahuntsville.com](http://www.ewgahuntsville.com).

**Baseball bus trip**

Civilian Welfare Fund Council is sponsoring a baseball bus trip to see the St. Louis Cardinals and the Atlanta Braves in their only regular season series in Atlanta. This three-day trip will leave Redstone Aug. 13 at 11 a.m. and return Aug. 15 about 7 p.m. Cost is \$190 per person based on double occupancy. This includes two nights at the Embassy Suites Galleria, bus fare, game tickets for that Friday night and Saturday game, snacks and beverages on the bus. For reservations call Charlie Urban 955-7662. A \$100 per person deposit is due by April 1 to hold your reservation. Space is limited so do not delay.

**Rodeo tickets**

The Longhorn World Championship Rodeo is coming to Huntsville on Sunday. Active and retired military, National Guard and Reserves, and DoD civilians may purchase discount tickets to the 2 p.m. Sunday competition by obtaining a mail-in order form from the Leisure Travel Office, building 3711 on Aerobee Road. For more information, call the Diane Campbell Recreation Center 876-4531 or stop in building 3711 between 1:30 and 9:30 p.m. Tuesday through Friday and 10 a.m. to 8 p.m. Saturday and Sunday.

**Toastmasters**

Toastmasters can help improve your communication and leadership skills by conducting meetings, giving prepared speeches or briefings, giving impromptu speeches and offering constructive evaluations. This is an approved government training opportunity. A form DD-1556 is all you need to sign up to start earning your Continuous Learning Points. To find a club near you, go to <http://www.toastmasters.org/find/>. If you have trouble contacting a particular club, contact Chad Daly at [Chad.Daly@smdc.army.mil](mailto:Chad.Daly@smdc.army.mil) or Toastmasters International at [tminfo@toastmasters.org](mailto:tminfo@toastmasters.org).

**Officers association**

The Military Officers Association of America will hold its informal monthly breakfast March 27 at 8 a.m. at Victoria's Cafe, 7540 Memorial Parkway southwest. All active, retired and former officers; their spouses and widows, of all branches of service, are invited. For more information, call retired Chief Warrant Officer Aniceto Bagley 852-7973.

**General services expo**

General Services Administration's Southeast Sunbelt Region invites you to Orlando, Fla., May 11-13 to experience Expo 2004. Admission is free to all civilian and military personnel. Attend more than 250 hours of professional procurement-oriented training, with CEU credit. Visit more than 700 commercial partners, across 300,000 square feet, exhibiting their products and services — all available through GSA schedules. GSA is offering free meeting rooms to federal activities as part of the expo May 10, 11 and 13, 2004. For details check the web site <http://expo.gsa.gov> or call 1-888-272-5565. To schedule a meeting, contact Barbara Petersen at [Barbara.Petersen@gsa.gov](mailto:Barbara.Petersen@gsa.gov).

**Resource manager institute**

The American Society of Military Comptrollers invites the AMCOM community to the 2004 Mini-Professional Development Institute Seminar titled "Designing your Destiny," March 31 and April 1 at Bob Jones Auditorium. The seminar

leader is Lee Milteer, president of Lee Milteer Inc., career development strategists. Participants will attend one day of training. Bus transportation to and from lunch at Trinity Methodist Center will be provided from the auditorium. The luncheon program will be a workshop on dressing for success and promote the theme "Design Your Tomorrow." Some spring fashions for unisex will be presented by Connie Broadway, visual manager for Dillard's. You do not have to be a member of ASMC or work in the comptroller field in order to attend. The cost of the seminar is \$65 for ASMC members and \$75 for non-members. Payment will be by IMPAC government purchase credit card only. Reserve a space by having a government purchase cardholder call either Linda Caswell 955-0687, Betty Jones 955-0688 or fax 955-8332.

**Workers compensation training**

The Civilian Personnel Advisory Center's Workers' Compensation Office, in conjunction with the Department of Defense, Civilian Personnel Management Service, will offer training March 23 in the Diane Campbell Recreation Center to all Team Redstone managers, supervisors and organizational chiefs. Jeff Karl of DoD's Civilian Personnel Management Service in Jacksonville, Fla., will conduct sessions 9-11 a.m. and 1:30-3:30 p.m. "The purpose of this training is to make sure that managers understand their roles and responsibilities under the Federal Employment Compensation Act, OWCP's timeliness submission requirements, and the importance of reducing workers' compensation costs," a prepared release said.

**Enlisted spouses**

Enlisted Spouses Club meets the second Thursday of the month at 6:30 p.m. at The Challenger Activity Center. "Come join us (this Thursday) for fun, food and service to the community," a prepared release said. For information call Jean Mulcahy 881-7024.

**Labor law symposium**

The North Alabama Chapter of the Federal Bar Association presents its second annual Personnel/Labor Law Symposium on April 14 at the Four Points Sheraton Hotel. Speakers include Merit Systems Protection Board administrative judges, an Equal Employment Opportunity Commission administrative judge, an assistant U.S. attorney, an attorney from Maxwell Air Force Base and a local practitioner. Application for six hours of Alabama and Tennessee Continuing Legal Education credit has been made. Managers, employees, human resource professionals, union officials and attorneys are the focus audience. For more information, call 544-0024.

**Technology expo**

The "Redstone Arsenal Technology Exposition" is Thursday from 10 a.m. to 2 p.m. at the Officers and Civilians Club. All Army, Defense Department, tenant activity and contractor personnel are invited at no fee. More than 25 exhibitors will demonstrate their wares. There will be

free refreshments and giveaways (while supplies last). For more information, call Tiffany Ratzlaff (888) 603-8899, ext. 227.

**Sergeants major**

The Sergeants Major Association will hold its monthly meeting March 18 from 6:30-7:30 in the morning in the Twickenham Room at the Officers and Civilians Club. For more information, call retired Command Sgt. Maj. Jean Rose 313-1659.

**Christian women**

The Protestant Women of the Chapel's PWOC "Christian Women's Conference" is Saturday at the Officers and Civilians Club. "Come to the 'Dude Ranch' for a time of joy," a prepared release said. For information or to register, contact [redstonepwoc@hotmail.com](mailto:redstonepwoc@hotmail.com) or Jennifer 716-0107. This event is free and open to all women with access to post.

**Resource managers**

The American Society of Military Comptrollers will hold its monthly meeting Thursday at 11:30 a.m. at the Trinity Personal Growth Center on Airport Road. Maj. James Bamburg, Army Emergency Relief campaign chairman, will share information on how AER contributes to the local Army community. For tickets — \$9 members, \$10 non-members — see your organization ASMC representative or call Virginia Moore 955-6262, ext. 165.

**Federal retirees**

National Association of Retired Federal Employees will meet Saturday at the Senior Center on Drake Avenue. Refreshments start at 9:30 a.m. and the meeting at 10. Art Ousley, federation convention chairman, will provide an update on the federation convention to be hosted April 20-22 by NARFE Huntsville Chapter 443. For more information, call 881-4944 or 882-2406.

**Waiting spouses**

The Waiting Spouse group will have a "Talk Time," March 16 at 6-7:30 p.m. at Army Community Service. The discussion will be led by Karen Scott, licensed counselor. For more information, call Kristi Foster of Army Community Service 876-5397.

**Research section**

Redstone Arsenal-Huntsville Military Operations Research Section will hold its monthly luncheon March 30 from 11 a.m. to 1 p.m. at the Huntsville Hilton. Dr. Shoumen Datta, executive director of the MIT Forum for Supply Chain Innovation, is to speak on adaptive value networks in supply chain management. The meeting is open to the public and free of charge. A buffet lunch will be available for a nominal fee. For information call Ed Poniatowski 876-8605.

**Administrative professionals**

Redstone Arsenal Chapter, International Association of Administrative Professionals will hold its annual membership meeting March 16 from 11-noon at the Officers and Civilians Club. "Come be our

luncheon guest, meet our members and learn more about what IAAP can do for you," a prepared release said. Membership is open to government and contractor administrative professionals. RSVP to Ellen Mahathey 876-4273 by close of business Thursday. The membership chairman is Marilyn Dale 955-7743.



## Miscellaneous

### Reserve unit

A local Army Reserve detachment doing weekend drills on Redstone Arsenal is looking for prior active duty Soldiers who want to return to duty, or Soldiers who wish to transfer from other Reserve/National Guard units with a specialty of 74B information systems operators, and 75B/H unit administration. For 74B, the unit will consider reclassification/waiver action to 74B if you can document with resume your Civilian Acquired Skills to include your education/experience in the following computer skills: data base management, PC programming languages, networking/systems administration and telecommunications skills. Minimum of a secret clearance is required. And you must possess the character and personal qualifications to pass a SBI Investigation check to obtain a top secret clearance required by the specialty. Specialties 74C and 74F are now authorized to convert to 74B as well. For MOS 75B/H, you must be MOS-Q prior service or transfer from another unit. For information call Charles Vartan 876-0604 (work) or 883-8891 (home).

### Civilian deployment

Civilian employees are needed to support Aviation and Missile Command missions overseas. Deployment opportunities exist in Southwest Asia in support of Operation Enduring Freedom and Operation Iraqi Freedom. Skill sets needed include acquisition, maintenance, supply, quality assurance, engineers, operations officers, logistics and automation, among others. Volunteers must be currently employed by AMCOM. Contractors cannot be considered to fill these positions. Civilians interested in deploying should notify their supervisor and call Eddie Allen 876-4106 or Gleria Edwards 313-3867. Contractors and other interested people can access [www.cpol.army.mil](http://www.cpol.army.mil) for openings and opportunities for overseas employment.

### Business scholarships

The Redstone Arsenal Chapter, International Association of Administrative Professionals will present two \$1,000 annual scholarship awards to a local high school and college student majoring in a business field. Merit awards may apply toward tuition, books and fees for undergraduate or graduate level studies. Deadline for applications is March 31. For more information, call Jackie Kenner 876-8131.

### Aerospace scholarship

The Air Force Association, Tennessee Valley Chapter, will present a \$1,000 scholarship to an Air Force Junior ROTC cadet, cadet in the Civil Air Patrol,

dependent of active duty or retired Air Force personnel, dependent of Air National Guard or Air Force Reserve personnel, or dependent of an active duty member of another service (Army, Navy, or Marine Corps). Applicants must pursue a full course load toward an aerospace technology associate degree at Calhoun Community College. This scholarship will be for the 2004-05 school year and will be broken into \$500 awards to the school for each semester attended. Candidates may apply until May 1. For more information, call Terry Roop (256) 230-0396 after 6 p.m. or e-mail at [TLRroop@charter.net](mailto:TLRroop@charter.net).

### Warrant officer scholarships

The Redstone Arsenal Chapter of the Warrant Officer Association will present two \$1,000 scholarship awards in 2004. Eligible participants include dependent or adopted children/stepchildren of military (active, retired, National Guard or Reserve) and DoD civilian residing in the Tennessee Valley. Applicants must be high school seniors or college freshmen. Deadline to apply is May 1. To download a packet and application form, go to [www.redstonewarrants.com](http://www.redstonewarrants.com).

### Tax assistance center

The Redstone Arsenal Tax Assistance Center is open until April 15 in building 3489 at the corner of Ajax Road and Zeus Road. It provides free tax preparation and electronic filing services to active duty and retired military and their dependents. The center is open Monday through Friday from 8:30 a.m. to 3 p.m. by appointment only, and Tuesday and Thursday evenings from 5-7 for walk-in services. For an appointment, call 842-1040.

### Surplus sales

Marshall Space Flight Center's surplus property can be purchased through the General Services Administration sales web site. To bid on this property, go to [www.gsaauctions.gov](http://www.gsaauctions.gov). For more information, call 544-4667.

### Thrift shop

The Thrift Shop, building 3209 on Hercules Road, is open for shopping Tuesday 9-5 and Wednesday and Thursday 9-4. Walk-in consignment hours are Tuesdays, Wednesdays and Thursdays 9-12:30. Appointments are Tuesdays, Wednesdays and Thursdays 12:30-3. Donations are accepted, and tax slips are available. For more information, call 881-6992.

### Donation requests

The Thrift Shop is accepting written requests for donations. It can only accept requests from charitable organizations that have a federal tax exemption number. The deadline is March 31. Include your federal tax number and why you want a donation with your request letter to: Thrift Shop, Attention Mary McCarthy, building 3209 on Hercules Road, Redstone Arsenal, AL 35898.

### Bookkeeper job

There's an opening for a bookkeeper at the Thrift Shop. The salary is \$4,200 annually for about 10 hours per week.

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Applicants should have a thorough knowledge of Quick Books financial program and be proficient in bookkeeping procedures. Applications are available during business hours at the Thrift Shop, building 3209 on Hercules Road. The deadline is April 1. For information call Isabel Boicourt 881-6992.

### **Redstone motorcycle training**

Experienced Riders Motorcycle Training is conducted at the Rocket Harley-Davidson Dealership off I-565 and Greenbrier Road. Soldiers, DoD civilians and military retirees are funded by the government. Contractors pay \$75 per person. For registration information, call Keith Coates 876-3383 or John Zuber 876-3114 of the Garrison Safety Office.

### **Continuing education**

Oakwood College's Leadership Education for the Adult Professional bachelor's degree classes will begin this spring at Redstone Arsenal. Pre-register from 9 a.m. to 3 p.m. April 19-22 at the Education Center, building 3222 on Snooper Road. Earn your degree in 18 months. For more information, call 876-9761.

### **Ethics update**

Recently, a number of federal personnel have received full versions of Microsoft Office Professional Edition 2003 and Microsoft Office OneNote 2003 through the mail from Microsoft Corporation. These gifts were preceded in the mail by a

card announcing that the software would be arriving "in the coming weeks." The card noted that the software products were being sent "without obligation." These items have been determined to be gifts from a prohibited source, and may not be accepted by DoD employees, according to the Department of Defense Standards of Conduct Office which cited 5 CFR 2635.202. "Accordingly, we request that ethics counselors alert their organizations to this situation, and advise military and civilian personnel that they are not permitted to accept these gifts," a prepared release said. "If received, the items should be returned to Microsoft." For more information, call the AMCOM Legal Services Division 876-8921.

### **Weekend master's program**

Nova Southeastern University will begin its spring-term master of business administration class in April. Classes are held on alternate weekends for 18 months in Huntsville. An information meeting is 6 p.m. March 18 at Calhoun Community College, conference room 101-E, 102 Wynn Drive. For information call Bill Spade 800-672-7223, ext. 5046, or Bruce Pieper (256) 227-7899.

### **Florida Tech sign up**

Florida Institute of Technology graduate center will begin registration Monday at 9 a.m. for summer semester in building 5304, room 4326. For information call 881-7878.

### **Veterinary clinic**

The Veterinary Treatment Facility will conduct evening clinics March 16 from 4-7 p.m. Authorized patrons will be seen on a walk in basis for routine vaccinations. Heartworm, feline leukemia tests and the AVID microchip identification system will also be available for pets. For more information, call the facility 876-2441.

### **Second spring term**

The Embry-Riddle Aeronautical University Huntsville Center will begin its second spring term March 15. The term runs through May 15 with classes meeting one evening per week. The Embry-Riddle Huntsville Center offers fully accredited instruction at both graduate and undergraduate levels in aviation/aerospace and technical management fields. Deadline to register is Friday. Call 876-9763 or visit ERAU Huntsville in the Education Center, building 3222.

### **Women's history program**

The Missile and Space Intelligence Center will celebrate Women's History Month at 10 a.m. Thursday in the Richard Shelby Auditorium, building 4544. This year's theme is, "Women — Inspiring Hope and Possibility." The program will feature Lee Marshall of WAFF-TV 48.

### **Quarterly retirement event**

The next Quarterly Retirement Ceremony is April 20 at 4 p.m. at Heiser Hall. All military personnel who are scheduled to retire within the next 3-6 months are encouraged to participate by calling Sarah Brazzel 313-0546. Deadline for signing up is March 23.

### **Garden plots**

All personnel desiring garden plots for the 2004 planting season must contact the Family Housing office located at building 3207 on Hercules Road. There are 54 garden plots available at Vincent Drive (Area 1) and 58 plots available at Wesson Circle (Area 2). Requests and assignments of plots will be as follows: All requests must be made in person. With the exception of being closed daily 11:30-12:30, the Housing Office is open Monday through Wednesday from 7-4:30, Thursday 7:30-11:30 and Friday from 7-3:30. Please do not request more than one garden plot. Only one per family will be issued until March 31. Priorities have been established to better serve all interested personnel: first priority — Active duty military must make requests March 1-12; second priority — Retired military must make requests March 15-23; and third priority — DoD civilians can make requests March 24-31. Beginning April 1, garden plots will be assigned on a first come, first served basis to the aforementioned. For information call Ms. Scott 876-7144 or Mr. Pearson 842-2449.

### **Chili cookoff**

Want to prove you have Redstone Arsenal's best chili? Come be a part of the second annual Redstone MWR communitywide Chili Cookoff, March 18 from 11 a.m. until 1 p.m. at the Diane Campbell Recreation Center, right after the quarterly FACTS meeting. Team participation (limit five persons) is allowed, \$10 per team or single entry and participants must make two gallons of chili for judging. Three prizes will be awarded. Go to [www.redstonemwr.com](http://www.redstonemwr.com) for rules. Call 830-2582 or 876-4531 to register.

### **Discount show tickets**

Independent Musical Productions Inc. is offering all Team Redstone badge and military ID holders \$2 off the regular ticket price for its musical production, "Hooray for Hollywood." Regular price tickets are \$15 (general) and \$12 (students and seniors). Evening performance dates and times are March 18-20 at 7:30 p.m.; and matinee performances are March 20-21 at 2:30 p.m. Tickets can be purchased at Parisian (Parkway Place), A.B. Stephens Music, and Shaver's Books. For more information, call 859-2563.

### **Contractor open house**

The Joint Venture Yulista and Science and Engineering Services announces an Open House for any potential subcontractors interested in providing engineering or technical support to the Prototype Integration Facility. JVYS has an existing contract to provide support, but additional subcontractor support may be required in the future. The open house will be at the Science and Engineering Services office, 4015 Pulaski Pike, on April 14 from 8 a.m. to noon. Potential subcontractors should bring any brochures or information that describes their capabilities. For more information, call Darrell Harrison 876-5099.

### **Civilian of year dinner**

The Association of the U.S. Army, Redstone-Huntsville Chapter, will sponsor the Department of the Army Civilian of the Year Award and Dinner, March 30 at 7 p.m. at the Von Braun Center, South Hall. This award and dinner recognizes local DA civilians who have demonstrated exceptional performance as members of the Army team. Tickets can be purchased through the Huntsville Association of Technical Societies at <http://www.team-sweek.org/>, or directly from the AUSA event coordinator Jerry Hamilton, at [A.Hamilton@TBE.com](mailto:A.Hamilton@TBE.com) or 726-1033. The outstanding civilians will be nominated by their commands or agencies early in March. The chapter nominee selected

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from the local nominees goes on to compete for the AUSA Southeast Region competition in the summer. The region winners are recognized nationally at the AUSA Annual Meeting in Washington, D.C. in October. Information on nominations has been provided to local commanders and executives.

### **Chapel fund-raiser**

Catholic Chapel Youth will prepare fish dinners (for carry out or eat in) each Friday in March from 5:30-7:30 p.m. at building 50 on Bomford. Each dinner will include fried catfish, baked beans, cole slaw or potato salad and hush puppies. Beverages will be available free of charge for those who eat in. Suggested donation is \$6. Your donation will be used to finance expenses for youth to attend World Youth Day in Cologne, Germany in 2005. For more information, call Inger Frye 726-9323.

### **AIDS awareness**

Delta Sigma Theta Sorority Inc. will host its third annual Youth Summit on HIV/AIDS, Saturday from 8 a.m. to 1 p.m. at the Union Chapel Missionary Baptist Church, 315 Winchester Road. For more information, call Kelli Curry 837-2544 or the AIDS Action Coalition 536-4700.

### **Astronomical society**

NASA astronomer Jere Justus will present "What's in an Atmosphere?," Saturday night at 7:30 at the Wernher Von Braun Planetarium in the Monte Sano State Park. For non-members of the Von Braun

Astronomical Society, admission is \$3 for adults and \$2 for children 12 and under. "Weather permitting, we'll look for ourselves at the atmospheres of Jupiter, Saturn and maybe Mars using our VBAS telescopes," a prepared release said. For information call Mitzi Adams (256) 961-7626.

### **Panoply volunteers**

The Army Society of Military Comptrollers, Redstone/Huntsville Chapter, Community Projects Committee is supporting Panoply 2004 by providing volunteers to help with this community arts festival April 23-25 in Big Spring Park. Volunteers are needed in various areas such as helping in the children's activities, selling Buffalo Rock-Pepsi products, selling Panoply novelty items in one of the Panoply Stores, or welcoming the many visitors to the park at one of the entrance gates. The public hours for Panoply are April 23 from 5-10 p.m., April 24 from 10 a.m. to 8 p.m. and April 25 from noon to 8 p.m. The shifts for volunteers are two hours long with many time slots still available. For more information or to volunteer call Eura Reaves, co-chairman of ASMC Community Projects Committee, 955-8222.

### **Professional development**

The Huntsville-Madison County Chapter of Blacks in Government will conduct its annual Professional Development Seminar on March 25 at the Holiday Inn/Research Park. The theme is "Achieving Excellence Through Professional Development"; and the guest speaker is

Mayor Marcia Glenn from Lithonia, Ga. There will be workshops throughout the day. For more information, call Ollie Parham 313-9895 or Bee Holloway 313-9607.

### **Scholarship winner**

Kimberly Daugherty of Pinson, Ala., is the 2004 recipient of the alumni scholarship awarded by the North Alabama University of Missouri-Rolla Alumni Section. The North Alabama section includes Alabama, Mississippi and southern Tennessee.

### **Ribbons for sale**

Magnetic yellow ribbons are on sale at Army Community Service, building 3338 on Redeye Road. The ribbons will also be on sale at building 5302 from 10:30 a.m. to 12:30 p.m. March 10, 17 and 24. The 8-inch magnets are available for a \$5 donation to Army Emergency Relief. Call 876-5397 for more information on this fundraising project sponsored by the ACS volunteers. Cash or checks made out to Army Emergency Relief are accepted.

### **Historical site preservation**

The Huntsville City Council last November approved the William Hooper Council Alumni Association's and project manager Kenneth Gurley's plan to save the historical site of the old William Hooper Council High School, next to the Huntsville/Madison County Public Library. The plan needs citizen participa-

tion to succeed, according to Gurley. The membership goal is 7,000; and the tax-deductible membership fee is \$10. For information call the office 746-1343 or go to the web site [www.whcaa.org](http://www.whcaa.org).

### **Bingo night**

Waiting Spouses will have a night of bingo March 20 from 6-10 at Army Community Service, building 3338. "If you're a geographically separated spouse then please plan to join us," a prepared release said. "Bring your favorite finger food; soft drinks will be provided." RSVPs for free child-care must be received by March 15. For more information, call Kristi Foster of Army Community Service 876-5397.

### **Digital combat exercise**

A Digital Combat Exercise will take place during the third annual Southeastern Software Engineering Conference, March 29-31 at the Von Braun Center. The conference is part of the Huntsville Association of Technical Societies TEAMS Week. "A cyber battle will take place between attackers and defenders, each using their own computer networks," a prepared release said. The Digital Combat Exercise is sponsored by security professionals from Teledyne Solutions, Information Engineering, local chapter of ISSA, Dynetics, University of Alabama-Huntsville, and Cisco Systems. For more information, visit the following web site: [www.ndia-tvc.org/SESEC](http://www.ndia-tvc.org/SESEC).

ARMY POSITION VACANCY ANNOUNCEMENTS  
REDSTONE ARSENAL AND HUNTSVILLE, ALABAMA AREA

ANNOUNCEMENTS	POSITION TITLE	CLOSING	ORGANIZATION	PAY PLAN	GRADE	POT	PAY RANGE	WHO CAN APPLY?												
		DATE	LOCATION	& SERIES	LEVEL	GRD	(FROM - TO)	A	B	C	D	E	F	H	I	R	T	V	U	
THE FOLLOWING ARMY ANNOUNCEMENTS CAN BE FOUND ON THE WEB AT <a href="http://WWW.CPOL.ARMY.MIL">WWW.CPOL.ARMY.MIL</a>																				
SCBK04697263	Foreign Military Student Liaison Clerk	10-Mar-04	OMEMS	GS-0305	5	5	26,311 - 34,203	X	X								X	X	X	
SCBK04708287	Lead HR Specialist	10-Mar-04	CHRA	GS-0201	13	13	66,748 - 89,369	X	X											
SCBK04701871	Lead Landscape Arch; Lead Civ Engr; Lead Env Engr; Lead Mech Engr; Lead Elec Engr; Lead Chem Engr	10-Mar-04	CofE Huntsville	GS-0807, 0810, 0819, 0830, 0850, 0893	14	14	81,240 - 105,613	X	X											
SCBK040591356	Supv Safety Engineer	11-Mar-04	AMCOM	NH-0803	4	4	81,240 - 124,232	X	X											
SCBK046857350C	Civ Engr; Architect; Chem Engr; Elec Engr; Env Engr; Mech Engr; Landscape Arch	11-Mar-04	CofE Huntsville	GS-0810, 0808, 0893, 0850, 0819, 0830, 0807	12	13	54,024 - 89,369	X	X		X		X	X	X	X	X	X	X	
SCBK04697994OC	Project Mgmt Specialist	11-Mar-04	CofE Huntsville	GS-0301	12	13	57,812 - 89,369	X	X		X		X	X	X	X	X	X	X	
SCBK04688052	General Engineer	11-Mar-04	SMDC	GS-0801	13	13	66,748 - 89,369	X	X											
SCBK04718011	Acq Management Spec	11-Mar-04	SMDC	GS-0301	13	13	66,748 - 89,369	X	X											
SCBK04691966	Aerospace Engineer	11-Mar-04	ACQ SUPP CTR	NH-0861	3	3	57,812 - 89,369	X	X		X	X	X	X	X	X	X	X	X	
SCBK04691842	General Engineer	12-Mar-04	AMRDEC	DB-0801	4	4	81,240 - 124,232	X	X		X	X	X	X	X	X	X	X	X	
SCBK04713358	General Engineer	12-Mar-04	ACQ SUPP CTR	GS-0801	13	13	66,748 - 89,369	X	X		X	X	X	X	X	X	X	X	X	
SCBK04595411	Budget Analyst	12-Mar-04	GARRISON	GS-0560	7	7	32,591 - 51,829	X	X											
SCBK04692969	Electronics Engineer	12-Mar-04	ACQ SUPP CTR	NH-0855	3	3	57,812 - 89,369	X	X		X	X	X	X	X	X	X	X	X	
SCBK04683662	Engineering Technician	12-Mar-04	GARRISON	GS-0802	11	11	43,621 - 56,707	X	X		X	X	X	X	X	X	X	X	X	
SCBK04724167	Logistics Mgmt Specialist	12-Mar-04	IMMC	GS-0346	12	12	57,812 - 75,159	X	X											
SCBK04648856	Equal Employment Spec	12-Mar-04	GARRISON	GS-0280	11	11	43,621 - 56,707	X	X											
SCBK04663615	Supv General Engineer	15-Mar-04	PEO Air	NH-0801	4	4	81,240 - 124,232	X	X		X	X	X	X	X	X	X	X	X	
SCBK04686389	Supv General Engineer	15-Mar-04	PEO Air	NH-0801	4	4	81,240 - 124,232	X	X		X	X	X	X	X	X	X	X	X	
SCBK04716931	Supv General Engineer	15-Mar-04	PEO Air	NH-0801	4	4	81,240 - 124,232	X	X		X	X	X	X	X	X	X	X	X	
SCBK04689509	International Programs Mgmt Specialist	15-Mar-04	ACQ SUPP CTR	NH-0301	4	4	81,240 - 124,232	X	X		X		X							
SCBK04674163	Budget Analyst	15-Mar-04	RMD	GS-0560	11	11	48,236 - 62,707	X	X											
SCBK04681018	Secretary (OA)	15-Mar-04	PEO-STRI	NK-0318	2	2	26,311 - 42,364	X	X											
SCBK04670785	Architect; Chem Engr; Env Engr; Mech Engr; Elec Engr	15-Mar-04	CofE Huntsville	GS-0807, 0893, 0819, 0830, 0850	12	13	54,024 - 89,369	X	X											
SCBK04734019	Budget Analyst	15-Mar-04	OMEMS	GS-0560	11	11	48,236 - 62,707	X	X											
SCBK04670320	Admin Support Asst (OA)	16-Mar-04	ACQ CTR	GS-0303	7	7	32,591 - 42,364	X	X											
SCBK04670315	Activity Career Program Asst (OA)	16-Mar-04	ACQ CTR	GS-0303	7	7	32,591 - 42,364	X	X											
SCBK04702878	General Supply Spec	16-Mar-04	IMMC	GS-2001	11	11	48,236 - 62,707	X	X											
SCBK04722609	Budget Technician (OA)	16-Mar-04	CIC	GS-0560	6	6	29,328 - 38,126	X	X											
SCBK04719539	IT Specialist	16-Mar-04	CIC	GS-2210	12	12	59,078 - 76,804	X	X											
SCBK04650686	Lead General Engineer	17-Mar-04	AMRDEC	DB-0801	4	4	81,240 - 124,232	X	X		X		X	X	X	X	X	X	X	
SCBK04680092	IT Specialist	17-Mar-04	CIC	GS-2210	13	13	68,748 - 89,369	X	X											
SCBK04696641	Management Analyst	17-Mar-04	SMDC	GS-0343	14	14	81,240 - 105,613	X	X										X	
SCBK04680259	Supv Mgmt & Prog Analyst	17-Mar-04	SMDC	GS-0343	14	14	81,240 - 105,613	X	X										X	
SCBK04710082	Chemist	17-Mar-04	CofE Huntsville	GS-1320	11	12	48,236 - 75,159	X	X		X	X	X	X	X	X	X	X	X	
SCBK04709923	Architect; Civ Engr; Mech Engr; Elec Engr; Indust Engr	17-Mar-04	CofE Huntsville	GS-0808, 0810, 0850, 0896	13	13	66,748 - 89,369	X	X											
SCBK04710250	Logistics Mgmt Spec	17-Mar-04	IMMC	GS-0346	12	12	57,812 - 75,159	X	X										X	
SCBK04652591	Lead General Engineer	18-Mar-04	AMRDEC	DB-0801	4	4	81,240 - 124,232	X	X		X		X	X	X	X	X	X	X	
SCBK04728120	Secretary (OA)	18-Mar-04	CofE Huntsville	GS-0318	6	6	29,198 - 37,957	X	X		X		X	X	X	X	X	X	X	
SCBK04733661	General Engineer	18-Mar-04	AMRDEC	DB-0801	3	3	57,812 - 89,369	X	X		X	X	X	X	X	X	X	X	X	
SCBK046083674	Engineering Technician	18-Mar-04	GARRISON	GS-0802	11	11	43,621 - 56,707	X	X		X	X	X	X	X	X	X	X	X	
SCBK04680754	Lead General Engineer	19-Mar-04	AMRDEC	DB-0801	4	4	81,240 - 124,232	X	X		X		X	X	X	X	X	X	X	
SCBK04681081	Lead General Engineer	19-Mar-04	AMRDEC	DB-0801	4	4	81,240 - 124,232	X	X		X		X	X	X	X	X	X	X	
SCBK04705560	Environmental Engineer	19-Mar-04	SMDC	GS-0819	14	14	81,240 - 105,613	X	X											
SCBK04705789	Supv General Engineer	19-Mar-04	AMRDEC	DB-0801	4	4	81,240 - 124,232	X	X		X	X	X	X	X	X	X	X	X	
SCBK04708349	International Program Mgmt Specialist	22-Mar-04	SAMD	GS-0301	9	9	39,899 - 51,829	X	X											
SCBK04705805	Admin Support Asst (OA)	22-Mar-04	TMDE	GS-0303	6	6	29,328 - 38,126	X	X											
SCBK04702561	IT Specialist	23-Mar-04	CIC	GS-2210	13	13	68,748 - 89,369	X	X											
SCBK04700830	Mgmt & Program Analyst	24-Mar-04	SMDC	GS-0343	13	13	68,748 - 89,369	X	X											
SCBK04706256	Supv Lean Initiatives Analyst	24-Mar-04	CG	NH-0301	4	4	81,240 - 124,232	X	X											
SCBK04685418	Lead Electronic Engineer	24-Mar-04	AMRDEC	DB-0855	4	4	81,240 - 124,232	X	X		X	X	X	X	X	X	X	X	X	
SCBK04728129	Program Suppt Asst (OA)	24-Mar-04	SAMD	GS-0303	6	6	29,328 - 38,126	X	X										X	
SCBK04678228	Logistics Mgmt Specialist	26-Mar-04	SMDC	GS-0346	14	14	81,240 - 105,613	X	X											
SCBK046466110C	Architect; Chem Engr; Civil Engr; Elec Engr; Env Engr; Mech Engr; Landscape Arch	31-Dec-04	CofE Huntsville	GS-0808, 0893, 0810, 0850, 0819, 0830, 0807	13	13	66,748 - 89,369	X	X											
SCBK04651453OC	Safety & Occ Health Sp	31-Dec-04	CofE Huntsville	GS-0018	12	12	52,281 - 67,968	X	X		X	X	X	X	X	X	X	X	X	
SCBK04651628OC	Safety & Occ Health Sp	31-Dec-04	CofE Huntsville	GS-0018	11	11	48,236 - 62,707	X	X										X	
SCBK04651434OC	Project Mgmt Specialist	31-Dec-04	CofE Huntsville	GS-0301	13	13	68,748 - 89,369	X	X		X	X	X	X	X	X	X	X	X	
SCBK046857350C	Civ Engr; Architect; Chem Engr; Elec Engr; Env Engr; Mech Engr; Landscape Arch	31-Dec-04	CofE Huntsville	GS-0810, 0808, 0893, 0850, 0819, 0830, 0807	12	13	54,024 - 89,369	X	X		X		X	X	X	X	X	X	X	
SCBK04697994OC	Project Mgmt Specialist	31-Dec-04	CofE Huntsville	GS-0301	12	13	57,812 - 89,369	X	X		X		X	X	X	X	X	X	X	

THE FOLLOWING OPM/DEU ANNOUNCEMENTS CAN BE FOUND ON THE WEB AT [WWW.USAJOB.S.O.P.M.G.O.V](http://WWW.USAJOB.S.O.P.M.G.O.V)

X-LW-04-6073-LW	General Engineer	10-Mar-04	Office Sec of Army	DB-0801	4	4	81,240 - 124,232	X	X	X	X	X	X	X	X	X	X	X	X
X-LW-04-6130-RD	General Engineer	10-Mar-04	Office Sec of Army	DB-0801	3	3	57,812 - 89,369	X	X	X	X	X	X	X	X	X	X	X	X
X-LW-04-6127-RD	Electronic Engineer	10-Mar-04	Office Sec of Army	DB-0855	3	3	57,812 - 89,369	X	X	X	X	X	X	X	X	X	X	X	X
X-LW-04-6138-LW	General Engineer	10-Mar-04	Office Sec of Army	DB-0801	3	3	57,812 - 89,369	X	X	X	X	X	X	X	X	X	X	X	X
X-SL-04-6140-FL	General Engineer	11-Mar-04	Office Sec of Army	GS-0801	13	13	68,748 - 89,369	X	X	X	X	X	X	X	X	X	X	X	X
X-JB-04-6162-JB	Supply Technician	17-Mar-04	Office Sec of Army	GS-2005	7	7	32,591 - 42,364	X	X	X	X	X	X	X	X	X	X	X	X
X-LW-04-6103-RD	General Engineer	19-Mar-04	Office Sec of Army	DB-0801	4	4	81,240 - 124,232	X	X	X	X	X	X	X	X	X	X	X	X
X-LW-04-6155-ST	Electrical Engineer	23-Mar-04	CofE Huntsville	GS-0850	13	13	68,443 - 88,973	X	X	X	X	X	X	X	X	X	X	X	X
X-LW-04-6128-RD	Lead Electronic Engr	25-Mar-04	Office Sec of Army	DB-0855	4	4	81,204 - 124,232	X	X	X	X	X	X	X	X	X	X	X	X
X-LW-04-6129-RD	Supv General Engineer	25-Mar-04	Office Sec of Army	DB-0801	4	4	81,240 - 124,232	X	X	X	X	X	X	X	X	X	X	X	X
X-SL-04-6135-FL	Supv General Engineer	25-Mar-04	Office Sec of Army	NH-0801	4	4	81,240 - 124,232	X	X	X	X	X	X	X	X	X	X	X	X
X-LW-04-6144-LW	Lead General Engineer	26-Mar-04	Office Sec of Army	DB-0801	4	4	81,240 - 124,232	X	X	X	X	X	X	X	X	X	X	X	X
X-LW-04-6143-LW	Lead General Engineer	26-Mar-04	Office Sec of Army	DB-0801	4	4	81,240 - 124,232	X	X	X	X	X	X	X	X	X	X	X	X
X-LW-04-6141-LW	Lead General Engineer	26-Mar-04	Office Sec of Army	DB-0801	4	4	81,240 - 124,232	X	X	X	X	X	X	X	X	X	X	X	X
X-LW-04-6142-LW	Lead General Engineer	26-Mar-04	Office Sec of Army	DB-0801	4	4	81,240 - 124,232	X	X	X	X								