

The Rocket

MARCH 30, 1977
VOL. XXV; NO. 44

Duds Can Kill

See Page 20



DARCOM Orders High Grade Slash

He laughed a mirthless laugh, put down the Commander's letter and said: "Well, for once the bad news came before Christmas."

That was a typical comment as MIRCOM, MIRADCOM and Patriot project office people this week reacted in varying degrees of resignation, disbelief, anger and sadness to the news on the local share of cuts ordered throughout the Army last year as part of a government-wide effort to reduce federal personnel costs.

There was a certain uniformity to the news, all of it was bad.

The three major DARCOM activities here were told to eliminate a total of 104 high grade positions and cut about two tenths off their average grade by the end of September.

Related story on next page

The order came from DARCOM with the finality of a closing coffin lid. Average grade and high grade limits were passed out as "ceilings" not "goals". A goal is something to work toward, ceilings are standards that must be met.

Coupled with previous direction to both MIRCOM and MIRADCOM to reduce their manning levels by the end of the fiscal year, the average grade and high grade position cuts left local commanders little room to maneuver.

And for the first time, DARCOM directed specific high grade totals and average grade limits for each project office.

As managers assessed the impact and began planning to do what they had been told to do, the work force braced for an inevitable round of downgrades and hoped that would be the worst case. Commanders were determined to avoid layoffs if at all possible, but there was less assurance this time around, despite the excellent previous track record, that some layoffs might not become necessary.

Local commanders told their people there was no way to comply with their orders in the six months remaining in the fiscal year without hurting some people. How many will not be known for some time, but managers polled for comment early this week all said they expected a severe impact.

Retirements, transfers and resignations will help soften the blow but no one is attempting to minimize the impact. The work force came to its own conclusions after setting the numbers. Briefly this was the situation:

—MIRCOM: 630 people in GS-13 and above jobs now, Sept. 30 ceiling: 576; average grade (less projects) now, 8.63; Sept. 30 ceiling: 8.43.

—MIRADCOM: 874 people in GS-13 and



Along with flowers, brightly painted litter barrels and billboards will be coming up as the arsenal's spring cleanup week gets underway in a big way April 10.

For the campaign, which will run through April 16, employees are being urged to help tidy up the grounds around their place of work and even set out plants or flowers if they desire with implements that will be provided according to Ted Kornman of Facilities Engineer.

Litter barrels painted with red, white and blue stripes are being placed in parking lots and along main roads, while cleanup week signs are being erected at access gates and mounted on the rear bumpers of taxi cabs and pickup trucks.

Said, Kornman, "We're hoping everyone will roll up their sleeves, pitch in, and help us make the arsenal a brighter place to live and work".

For cleanup week in family housing, there is a joint effort of residents and the housing office with special cooperation from housing area coordinators, said Lieutenant Steve Beckett, assistant housing officer.

Shovels, rakes, hoses, sprinklers and lawn mowers for residents will be available from quarters furniture branch in Bldg. 3653, while fertilizer and grass seed will be available from housing maintenance in Bldg. 1103.

A trash pen is to be erected behind Bldg. 1140 as a place for residents to take trash from yard cleanup.

Coinciding with the beginning of cleanup week, yard-of-the-month awards will resume. "Judges will look for clean, well-kept yards; neat, orderly shrub beds, roadside curbs, walks and driveways, and watch to see what initiative improvements have been made in general appearance.

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See High Grade Page 26

Goals Become 'Directed Ceilings'

(Editor's Note: Much of this article appeared in the May 5, 1976, issue of this newspaper)

The latest thing that Army civilian employees at Redstone hear go bump in the night is an easily computed number that began life as an indicator of pay trends in the government, lived on to become a control.

It's called average grade and it's computed by adding the grades of each general schedule position or worker in an organization, then dividing the total by the number of positions. The number that results from the division is the average grade of either the authorized positions or those people actually employed.

Average grade to a federal organization is about the same as a thermometer reading to a fever patient. It's a bad sign if the number holds high, worse if it goes up.

Average grade has drawn a great deal of attention recently because of continued concern in Congress, the White House and elsewhere over soaring federal personnel costs.

In theory, there are three ways to cut the payroll of Uncle Sam's 2.89 million civilian workers: Cut their pay, eliminate jobs or do both in combination.

In practice, cutting jobs alone has not worked. What happened at Redstone in 1970-71 is an example of how federal pay raises tend to outrun cuts in employment.

Army civilian employees here had payroll of \$153 million in 1970 before MICOM ran a RIF that cut more than 1,100 jobs. The payroll dipped, slightly, in 1971 to \$151.3 million. A year later, however, with about the same number of workers, the payroll jumped to \$165.9 million. It has gone up

every year since, although civilian employment has declined.

The Office of Management and Budget (OMB), searching for ways to get a handle on rising personnel costs, began to look hard at average grade in 1971. OMB found that although overall federal civilian employment was falling, average grade was rising. There were two reasons in OMB's opinion:

...Agencies were cutting from the bottom, laying off low paid workers when told to get their employment down . . .

...Agencies were adding more higher paid jobs all the time, something OMB found hard to resolve with all the talk about federal pay hikes being put through to achieve "comparability" between federal pay and industry.

The result of all this high level

pondering was direction from OMB to all federal agencies late in 1971 to roll back average grade throughout the government. The pressure has been on from topside ever since and has been strongly supported by both the Administration and the Congress.

In effect, average grade reductions compel an agency to take out high paid positions and add low paid ones if its manning level is constant or falling, add more low paid jobs than high paid ones if employment is on the upswing. But using average grade as the only control does not change the overall number of people on the payroll, may actually cause it to increase.

Average grade came in for even more high level attention about three years ago after a Civil Service Commission survey of federal agencies turned up facts that confirmed the suspicion of many members of Congress. The Commission said many agencies were not properly controlling their position structure. Put bluntly, the Commission said managers had been inflating jobs to get the grades up.

Which may account for the latest twist. Rather than rely on average grade controls alone, the latest direction to federal agencies couples average grade with directed ceilings on the total number of high grade positions—GS-13 and above—individual organizations may have.

In the past, some federal agencies have met their annual average grade. Many have not. The average grade guidance used to be passed out to subordinate commands and agencies in the form of "goals." That too has gone. The new word is "ceiling" and the inference is clear. Agencies are expected to get there.

COUNTDOWN



New Ceilings on Manning, Average Grade and High Grade Positions:
September 30, 1977

Situation on March 30:
DARCOM orders Sept. 30 ceilings for local commands that mean elimination of 100 plus high grade jobs, average grade cut of more than two tenths. New ceilings received March 23. Commanders of MIRCOM and MIRADCOM briefed March 25. Work force notified March 25.

Plans of action in preparation. Impace not yet assessed.

Questions? 876-4161

The Rocket

The Rocket is published weekly, on Wednesday. The publisher will receive editorial content for publication in the Rocket through the Information Office, Army Missile Command, Redstone Arsenal, Ala., 35809, Bldg. 5250, Room A-134. Extension 876-1400 or 876-1500.

All advertising copy and payments therefore are received by Mrs. Vergie Robinson P. O. Box 5351, Huntsville, Ala., 35805, telephone 533-2703, as representative of the publisher. The advertising office of The Rocket is located at 410 Jordan Lane. Advertising deadline—both display and wantads—is 10 a.m. Monday before publication.

The Rocket is distributed free of cost to personnel at Redstone Arsenal. Mailing rates off post for The Rocket are \$9.54 a year, or \$6.36 for six months, tax included. Mailing arrangements may be made with the publisher, P. O. Box 930, Hartselle, Ala. 35640.

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AFGE Election

Members of Local 1858, American Federation of Government Employees, will elect officers on April 11. Additional election information is in letters dated March 23 mailed to all local members.

Safety Offices Under One Roof

Safety activities of the Readiness Command will be merged April 17 in a single operation serving all Redstone based Army commands and agencies.

The merger was directed by MG George E. Turnmeyer, MIRCOC Commander, to simplify safety management. There will be no loss of jobs as a result of the action. Individual civilian employees will be placed in accord with transfer of function procedures.

The offices being merged have a total of 14 civilian jobs.

The MIRCOC Safety Office now serves both MIRCOC and the Research and Development

Command in the broad area of weapon system and contractor safety. A second office in the Redstone Arsenal Support Activity is generally responsible for post safety programs.

The functions and personnel of the RASA office are to be transferred to the MIRCOC Safety Office in merger action. Eventually all safety personnel will be housed in the single office but no physical moves are planned immediately.

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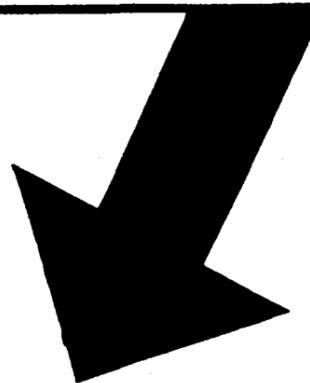
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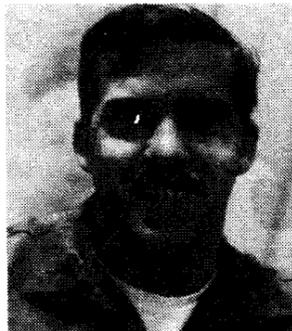
QUESTION: Is the Army doing a good job of placing soldiers in the jobs for which they were trained?



Spec. 5 Dale Dawson, Company B—“99 percent of the time, yes. Unfortunately over in Germany the women don't get utilized in their MOS, in particular those with Pershing MOS's. The biggest cause of that is the commanders who don't want women in their units because the women aren't physically capable of doing the job. This hasn't harmed the overall MOS picture due to the fact that the concentration of women in that field isn't very high.”



Spec. 6 David Baldwin, Company A—“I would have to say the majority of personnel are being used in their trained MOS's. There is a problem with MOS mismatch in certain MOS's but everybody in my MOS is working in the job for which he was trained. I don't think that first term soldiers should be stationed at Redstone after AIT because they lack field experience. A lot of these same people don't stay in the Army because they don't have the field experience and they don't know what their job really consists of. I think some of these people would stay in if they had the field experience.”



Spec. 5 Earl Vittitoe, Company C—“No. Because in some units the commanders discriminate between men and women even though the women are trained in the job, because they feel women can't operate in that type of unit. So the women end up going to another unit, overflowing it with the MOS, and end up doing another job.”

Staff Sgt. Joseph Schauff, Company B—“No, not really. Most of them aren't trained for any particular job when they come out of school. A student coming out of school now is trained to carry a tool box and read a manual and that's all. Their training really doesn't start until they get to the field and people start teaching them what they should have learned in school. The thing that gets me is, if you take people and train them for maintenance functions, when they arrive in the place where they can be utilized they do every other job but the one they were trained for. It's the Army's fault because at the time these people were trained, it was for jobs that would require them to be placed in Category I units. Women cannot be placed in these units, so many women cannot work in their MOS's.”



Staff Sgt. John Sherman, Company B—“People are being assigned to slots in the correct MOS, but there is too much non-MOS related work being required of them such as area beautification, housing area police, commander's details and courtesy patrol. This occurs especially overseas. Too many technically trained personnel are being stuck in clerical jobs. Again, this is most common overseas. Fortunately the situation is better than it used to be and is still improving.”



Staff Sgt. Louis Francis, Company B—“In most cases I would say yes, but you do have freak accidents. When you get to a unit, sometimes the job you were trained for is filled by someone else. So you are put in another job that needs filling.”

Spec. 4 David Hays, Company A—“From what I've seen at Redstone, everyone I know gets to work in the MOS he was trained for. I don't know about overseas.”



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authorized if: you retire with eight or more years continuous active duty prior to retirement, if retirement is due to a physical disability and the retiree is placed on the Temporary Disability Retired List. Payment of all travel expenses for the soldier and dependents is made after completion of travel. (ARNEWS)

IN FULL BLOOM — Crab apple trees at Metrology Lab brighten up the spring landscape with their pinkish-white blossoms.

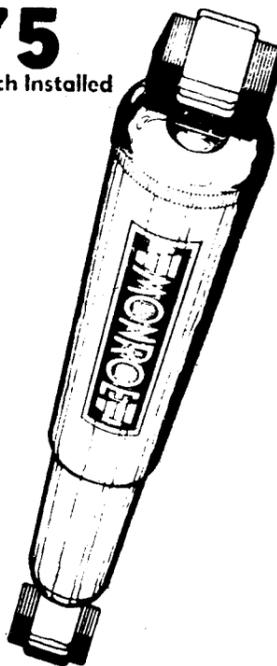
(Photo — Bill Kellar)

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Other things being equal, the proportion of the salary represented by fringe benefits, of course, is greater the lower the grade. But the Government's dollar-for-dollar matching contribution to the retirement fund increases along with the employee's, as salaries go up. Thus, the absolute value of benefits generally increases at higher grades.

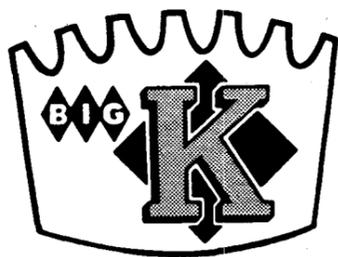
For the hypothetical GS-4 step 5, item by item the various benefits are worth:

Annual leave	160 hours @ \$4.53 per hour	= \$725
Sick leave	104 hours @ \$4.53 per hour	= \$471
Retirement	7% matching contribution	= \$660
Life insurance	\$12,000 (Government contribution 17¢/1000)	= \$53
Health insurance	Blue Cross-Blue Shield, High Option, Self & Family (Government contributes \$24.59 per pay period)	= \$639
Holidays	9 Paid	= \$326
		\$2,874

In addition to the tangible benefits which can be measured, employees also can receive: Worker's Compensation for injuries, Emergency health treatment, Suggestion awards (cash), Performance awards (cash) and Pay while on jury duty.



THIOKOL CLUB PICKS BROWN — John D. Brown was recently elected as President of Thiokol's Management Club. Brown said a primary objective of the club is to promote management through association. This will be accomplished this year, he said, by having guest speakers who are noted authorities in the field of management, business administration, or persons occupying key positions in other fields. Management development training will also be conducted at the Division for this purpose. Brown is a Section Chief in the Manufacturing Department.



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Numerous passers-by parked on the shoulder of Patton Road on a recent morning to watch these deer grazing in a fire break just west of where

Patton intersects with Redstone Road. Deer frequently are visible grazing in fire breaks on the southern part of the arsenal.

Liaison Office Gets New Home

Workmen were carting boxes tables and assorted paraphernalia down the dark hallway. A small group of allied students were hanging pictures of their nation's highest official. The sound of hammering echoed into the empty offices. Bells rang sporadically as telephone men tested new lines.

It was moving day at the MMCS Foreign Student Support Office. Formerly housed across from the MP station, all operations were moved to Tin City (Bldg. 3749) last week.

Capt. Donald Gregory, officer in charge, cited several reasons for the move.

"We needed more space," he said. "Now we can improve our English testing and training, and have an adequate reception area for the students and their dependents."

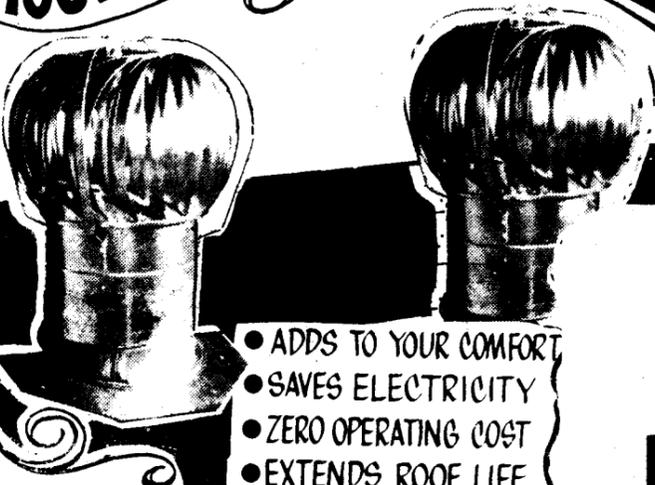
The new building provides office space for liaison representatives from Jordan, Denmark, and the Republic of China.

The staff at Foreign Student Support plan to construct a small playground and picnic area near the rear of the building for use by the students and their families.

The staff feels the size of the quonset building will help reduce the hubbub that was common on in-processing days for new students at the old facility.

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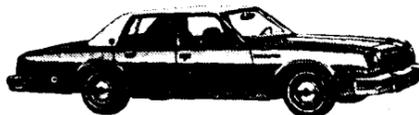
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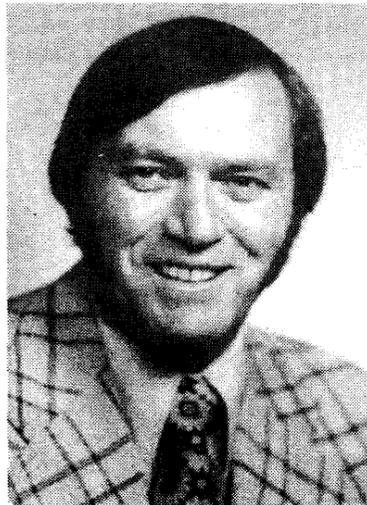
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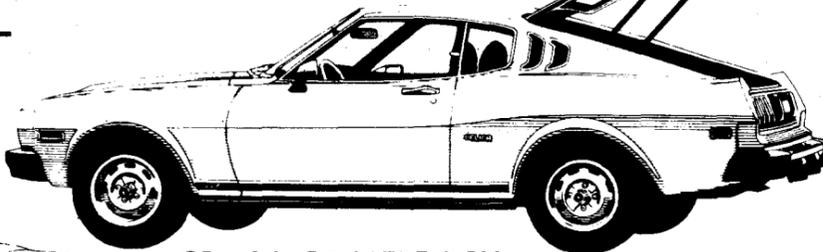
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Marriage No Taboo

"There was a time when married women couldn't enter the Army," said Second Lieutenant Ann M. Millar, who was recently sworn into the Regular Army by her husband, Captain Roy D. Millar, in a ceremony at the Missile and Munitions Center and School.

"Being married was taboo," she said, "but I'm sure glad things have changed. Men are no longer separated from the women the way they use to be. There aren't any separate companies and separate barracks for the sake of dividing women from the men. Women can even have children and still remain in the Army."

Millar's life with the military began when she and Capt. Millar were married in 1974. At that time, she was teaching math at a high school in Atlanta. After becoming a military dependent she began to think about switching to a career she could pursue from any location.

"I was a teacher and I liked it," she said. "But my husband was in the Army and was subject to move anytime. I couldn't progress or expect to advance under those conditions. I wanted a career, so my husband checked into my joining the Army."

Millar entered the Army in November 1975 on a direct commission to second lieutenant in a reserve status. After graduating number one from the 11-month women's officer orientation course, at Ft. McClellan, she applied for entrance to the regular Army.

"This obligates me to three more years from the date I was sworn in," she said. "But I plan to make a career of it anyway."

Millar said she's no longer complaining about having a career, because she and her husband have jobs that they like.

"When one moves, the other's career won't be disrupted, because the Army tries to keep married couples together," she said.

Even though the problem of having a career that is compatible with her husband's has been solved, Millar says there are still a few wrinkles.

"When I was assigned here, my husband was assigned overseas. I couldn't get

reassigned overseas, so he was assigned here," Millar explained.

As for extra benefits, she said that she didn't get any. "I had commissary and PX privileges when I was a dependent," she said.

From teacher to Army might seem like a big jump, but according to Millar, mathematics, especially the analytical side, is a field you can apply to almost any career.

A 1970 graduate of Agnes Scott College, Millar is the daughter of Mr. and Mrs. Alton M. Mizell of Folkston, Ga. She is presently studying for a master's degree in administrative science.

Four States Vote

Federal post card applications for absentee ballot are not being hand-delivered to military voters this year, but can be obtained from voting officers.

Officials said that since primary and general elections are scheduled in only four states in 1977, the Army voter assistance program is being limited to encouraging and assisting eligible voters to register and vote absentee.

Wisconsin, Kentucky, New Jersey and Virginia have elections scheduled this year.

The Wisconsin primary for supreme court justice, superintendent of public instruction and circuit and county court judges is being held February 15. The Kentucky primary is May 24 for half the state senators and all state representatives.

The New Jersey primary for governor, state senators and general assembly members is June 7, and the Virginia primary for governor, lieutenant governor and all members of the house of delegates is June 14.

The general election in Wisconsin is April 5. A separate federal post-card application must be submitted for each Wisconsin election. Kentucky, New Jersey and Virginia hold general election on November 8.



SERVING TOGETHER — Ann M. Millar's search for a career she could pursue as a globe-trotting military dependent ends in a commissioning ceremony conducted by her husband, Capt. Roy D. Millar.

Army Extends Homebase Policy

WASHINGTON (AR-NEWS) — The Army has extended its homebase, advanced assignment policy indefinitely for officers and NCOs, according to DA officials. The policy affects officers through grade O-5 and enlisted soldiers E-5 through E-9 who receive orders for unaccompanied short tours overseas.

Under the policy, soldiers are told before they depart CONUS where their next assignment will be. When it

is possible, soldiers will be returned to their current CONUS locations, DA officials said.

Since the policy has been in effect, many families have chosen to remain at "homebase" until the soldier returns rather than move elsewhere. This not only helps cut family travel PCS cost but also gives the soldier more time for personal planning.

The homebase, advanced assignment policy soon will be placed in Army regulations.

SRE Meets Thursday

The regular monthly meeting of the Huntsville Chapter, Society of Reliability Engineers, will be held Thursday evening at Michael's Restaurant.

The guest speaker for the March 31 meeting will be David Williams of the City of Huntsville's Air Pollution

Control Department. He will discuss Air Pollution Control in the city.

Reservations may be made by three this afternoon with Dennis Malik (883-2341), Wally Whitfield (876-3288), Mike Nowakowski (453-4562), or Steve Parker (881-1611, ex. 209).



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Hectic Confusion — Part of the Job

Walking into the Missile and Munitions Center and School Foreign Student Support Office when new students are being in-processed can prove most unnerving. But for the staff of seven, confusion is part of the job.

They are the first Americans foreign students deal with when they arrive at the school to undergo training in missile repair or munitions. And, they are usually the first ones the students turn to when there's a problem.

People mill everywhere. A rainbow of uniforms and cacophony of languages brings to mind a United Nations coffee break.

A rather frustrated NCO hollers into the phone, "What do you mean his port call is Tuesday? He doesn't finish class until Thursday!"

Typewriters clatter as secretaries crank out applications for driving permits, security badges, and other important documents.

Several American officers stand around nervously, awaiting their cue to meet incoming student officers from Germany, for whom they will act as guides and sponsors.

German wives keep watch on their children, who are glued to a large color television on which Captain Kangaroo runs through the letters of the English alphabet. The wives steal glances at the program, and some form the words silently on their lips.

A few Middle Eastern students stomp through the front door. They speak in halting English to a tall man in civilian clothes, something about problems in their barracks.

Minutes later, a contingent of orientals maneuver through the throng, chattering and waving their arms. A man quickly escorts them to another office to listen to their story.

It may sound like a difficult place to work, but the staff's used to it. Last year, the office processed some 4,000 foreign officers and enlisted men from more than 15 countries. As any one time, its staff might



PONDERING — An American sponsor thinks over a question posed by a newly-arrived German officer student and his wife at Foreign Student Support. Foreign officers at the Missile and Munitions Center and School are sponsored by American officers of similar rank to help the newcomer feel more at home.

have charge of the administrative affairs of as many as 350 students. All of which makes mayhem seem routine.

According to Sgt. 1st Class Bill Nichols, of Foreign Student Support, there are only a few people who handle in-processing.

"We have one in-processing secretary, one Pfc. and one sergeant to in-process sometimes as many as 20 students. We have to do the same things as are done for American soldiers as they reach their reception station before the start of basic training.

"We have to make up a 201 (personnel) file, get ID cards, security badges, clothing issue forms, and drivers licenses. It's always pretty hectic."

Out-processing for allied students is almost as bad. The office must type orders and handle all clearance forms.

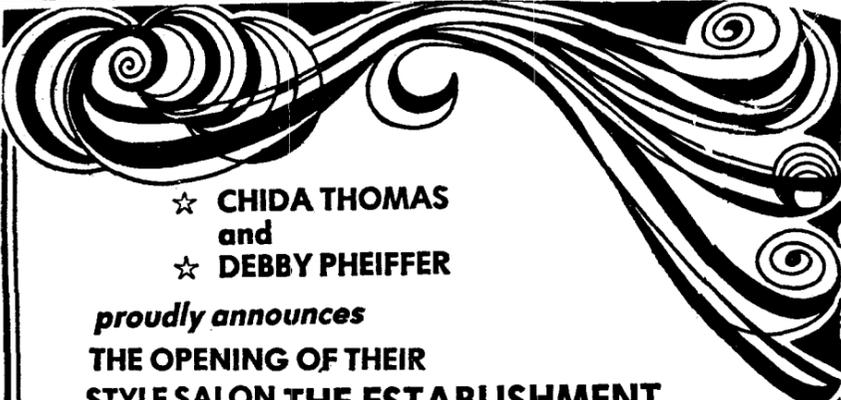
"I guess you could sum up the function of this office by saying it's a personnel section for all foreign personnel," Nichols said. "Any problems that any personnel section has, we have here."

However, the people at Foreign Student Support goes beyond in and out processing. They run programs designed to make the time students spend in the U.S. more educational and more fun.

The Sponsor program pairs new allied officers with an American officer sponsors.

See Confusion

Page 11



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Continued from Page 10

Sponsors help them get acquainted and assist with hurdles like auto insurance and off-post housing.

The host family program, coordinated through the Huntsville Council for International Visitors, gives foreign students a chance to meet American families and share their activities.

A 40-hour instruction program acquaints new students with life in the U.S.

"We teach about American customs and culture," said Nichols. "This gives students a chance to learn about living here before he begins his class. It's really important since their cultures are very different from our own."

Capt. Donald Gregory, the Foreign Student Support officer, oversees office operations and helps students with personal problems. "He likes to know what is going on with the students, so that he can give them as much help as he can," Nichols said.

Currently, the Foreign Student Support office is assembling an English language laboratory designed to give foreign students a way of improving their comprehension of the language.

"It is continuous and steady work, and there are no breaks," said Nichols of the work the office does. "But most of us here are happy doing it."

Warmer and Darker

Office buildings at Redstone will be getting warmer and darker, it was announced at last week's meeting of the energy conservation committee.

According to a Facilities Engineer spokesman, light levels in buildings will be reduced by removing more bulbs, while air conditioning will be maintained at 78 degrees throughout the cooling season. Air conditioner mechanics will begin adjusting thermostats to the 78 degree setting in mid-April.

The reduction in interior lighting results from a survey by Army Audit Agency which recently metered light levels in buildings here. They found levels too high in many instances, despite lighting already having been reduced about 50 per cent.

Light levels are determined with meters that measure light intensity in foot candles. Guidelines are that levels should not exceed 50 foot candles in administrative areas.

COLD WINTER

Four months' warmth cost around three million dollars as the installation incurred its highest heating costs ever during November through February. Even so, conservation measures

helped hold costs down. It was 33 per cent colder this year, but the amount of heat used only rose 21 per cent over last year.

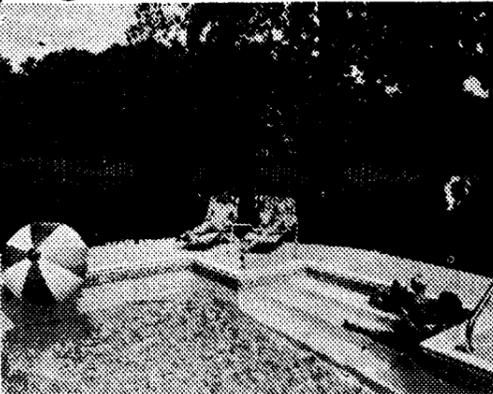
Another phase of the computerized energy management system scheduled to go into operation April 15 is expected to trim nearly a million dollars from next years' heating costs through automatic remote control of valves that regulate steam flow.

At a future date thermostats that can be adjusted only by mechanics are scheduled to be installed in most Redstone buildings.

GASOLINE

Post officials are expressing concern over failure to meet the gasoline consumption quota passed here from higher headquarters. For the first quarter of the fiscal year, the quota was to cut consumption by 5,000 gallons from the amount of gasoline used in the same period the year before. Actual use exceeded the quota by 10,000 gallons. It is projected that the quota also will be exceeded for the period ending this month.

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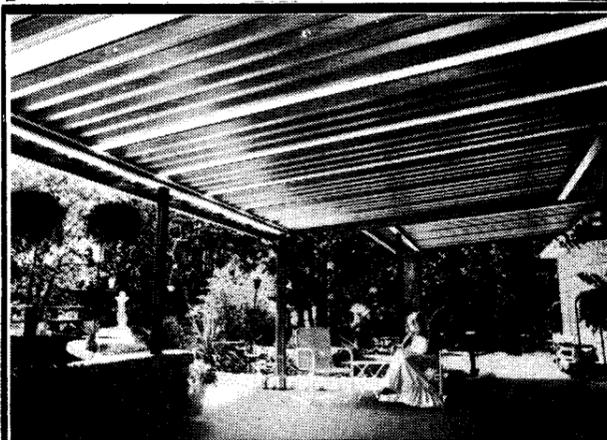
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WASHINGTON (ARNEWS) — There's good news this year in the form of special tax credits for soldiers earning less than \$8,000. An extended tax credit makes it possible for troopers to take advantage of an Earned Income Credit of up to \$400. The credit was introduced in 1975.

Soldiers may qualify for this tax credit if: —Their earned income or adjusted gross income for the year—whichever is larger—is less than \$8,000.

—They have paid over half the cost of keeping up a home (owned or rented) for the entire year. Also, at least one of their dependent children must be living at home, must be under 19 years of age, a full-time student or disabled.

Let's back up for a minute and define earned income. Wages, salaries (disability income excluded), tips and other forms of employee compensation and net earnings from self-employment count as earned income for the purpose of this credit. A nice feature of the EIC is that soldiers can receive the money even if they didn't earn enough during the year to owe any taxes. However, a Federal tax form 1040 or 1040A must be filed to claim the credit. If soldiers didn't file last year because of low income, the Internal Revenue Service is unlikely to send a tax form packet this year. Unit tax officers and local IRS offices should have the necessary tax forms.

Be certain to check out page two of the tax instruction booklet. There's a handy work sheet showing—step by step—how to figure the credit amount. IRS officials will

do the necessary calculations upon request. IRS asks that "EIC" be printed on the appropriate line of the tax form. Also, write the first name of the child who qualified you for the credit.

The max credit is 10 percent of the first \$4,000. Soldiers who earned more than \$4,000 must reduce their credit by 10 percent of the amount over \$4,000. The more the amount over \$4,000 the less the credit will be.

The credit on \$5,000 is \$300; on \$6,000 it's \$200. It phases down to zero at the \$8,000 income level.

IRS officials point out that soldiers need not be married to qualify for the credit. Divorced, widowed or single soldiers who satisfy the income and child-in-home requirements are also eligible. In addition, servicemembers don't have to be entitled to claim their child under 19, or a student, as a dependent to receive the credit. For example, one member of a divorced couple may claim the child as a dependent, while the other maintains a home for the child and is also entitled to the credit.

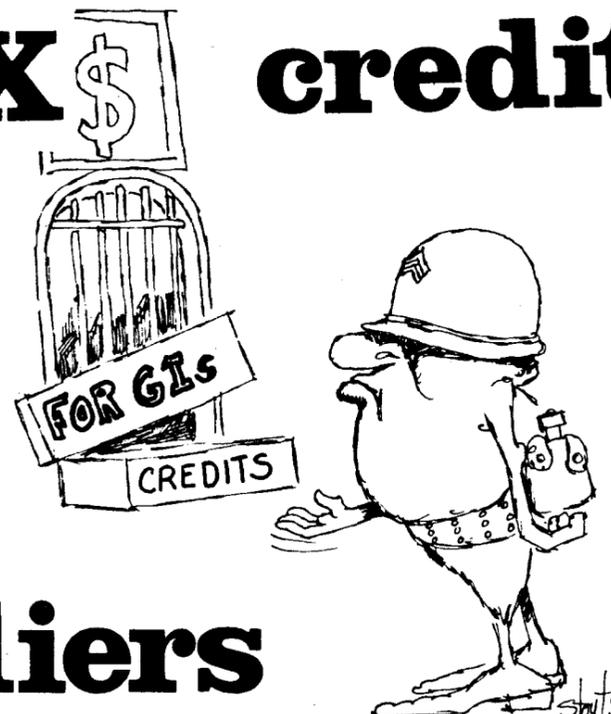
Married soldiers and their spouses must file jointly. They cannot individually claim credits simply because each had an income under the \$8,000 limit. IRS officials point out that only one credit per couple is allowed.

The credit will come as a refund check or be applied against any taxes the soldier may owe. Check out your unit tax officer or local IRS office for more information.

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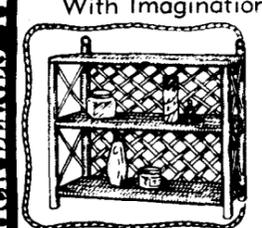
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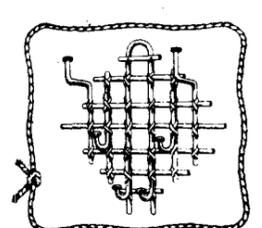
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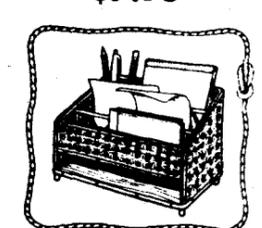
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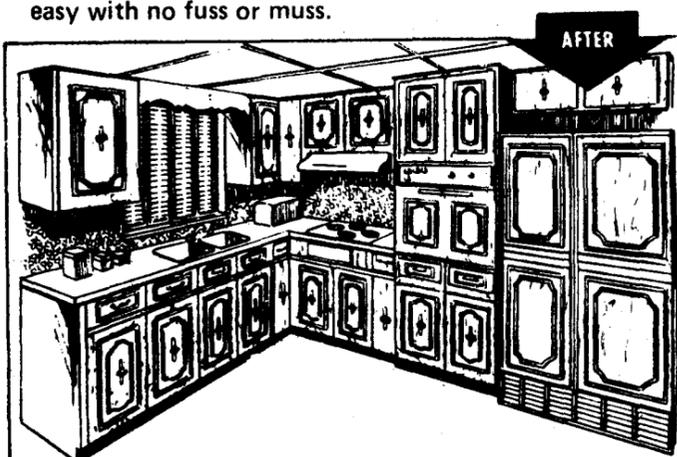
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Schreiber Completes Second RSA Tour

Lt. Col. Georg Schreiber, who has served the past four years as air force liaison officer for Germany at Redstone and commander of the GAF Detachment at the MMCS, returns to his country at the end of March. Assuming command of some 170 German airmen assigned or in training here will be Lt. Col. Wilhelm Bierbaum, a native of Warstade.

Schreiber is completing his second tour at Redstone. During the first, as a student 10 years ago in the Hawk missile maintenance supervisor course, he married his wife, Sibylle, in the Post Chapel.

As liaison officer, Schreiber was instrumental in founding the Deutsche Schule, a German-language elementary school for the children of German students here. The school, which meets in the Bicentennial chapel, has an average enrollment of 25.

He also helped open a soldier's club called Soldatenstube, and convinced radio station WLRH to air a weekly program of German music. Madison County Commissioner James Record made Schreiber an honorary deputy sheriff, the first foreigner to receive the title.

The Schreiber children, Hans-Georg and Petra, attended Huntsville schools

and accompanied their parents on trips to nearly every state in the union. "The children adapted so well to the American way of life and speak so fluently that the instructors didn't realize they had two kids of German origin until I told them at a PTA meeting," said Schreiber.

"The great cooperation I received from people at Redstone on all my requests, from a sliding door in the German School to setting up the Soldatenstube, made a lasting impression," he said. "We will remember the friendly people here and the southern hospitality all our lives."

A management job in missile systems development in the air force office at Cologne will be Schreiber's next assignment.

Schreiber's successor joined the German Air Force as a cadet in 1956. After his basic and officer training, Bierbaum attended the Air Force Academy in Munich, graduating with an electronics degree.

Bierbaum has served as commander of a Nike maintenance and supply unit, technical staff officer in a Nike battalion and regiment, and at 4th Air Division headquarters. He is accompanied by his wife, Waltraud, and their children, Susanne 11, Bernd 9, and Antje 6.



OLD AND NEW — German Air Force liaison officer Lt. Col. Wilhelm Bierbaum, right and his predecessor Lt. Col. Georg Schreiber.

School Registers

Registration for next fall's classes at Holy Spirit School will be held Monday, April 4 in the school auditorium from 1 to 3 P.M. The school, located on Airport Road, includes classes for grades 1-8.

Birth certificates will be needed to register first and second graders. First graders must be six by October 1 and present a current immunization form before entering school.

Interns Attend Seminar at UAH

Procurement Interns of MIRCOM and MIRADCOM attended a seminar on Executive Development conducted by the University of Alabama in Huntsville last week.

The seminar was developed under the direction of Dr. Robert Head

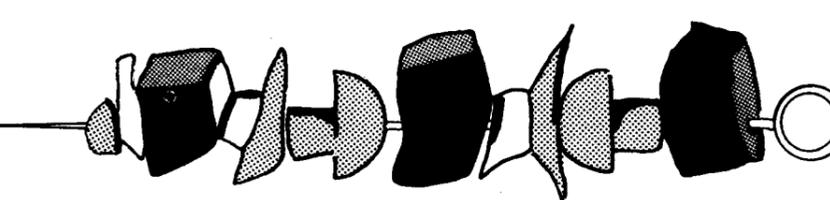
and taught by faculty members from UAH and Alabama A&M University.

Areas covered included: Improving Interpersonal Relationships; Leadership and Motivation; Professionalism and Public Responsibilities; and Management Skills and

Personal Style.

Last year P&P Interns pioneered innovative training with procurement divisions of Huntsville industries and the Defense Contract Administration. This type of training has since been implemented by other DARCOM Commands.

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No Greater Love

WASHINGTON (ARNEWS) — Someone cares. A simple statement for a complex problem. "No Greater Love" is a non-profit organization that attempts to bring joy to children of military fathers listed as missing or killed in action.

The name, "No Greater Love" is taken from the biblical expression "Greater love has no man than this, that a man lay down his life for his friend."

One of NGL's first efforts was to bring together America's star athletes and other celebrities to lend a helping hand with children whose fathers were prisoners of war or missing in action in the Vietnam conflict.

The President of NGL, baseball star Hank Aaron, discussed some of the programs: "Among the forms this effort took were Christmas parties given by professional sports teams, gifts to the children at Christmas and on their birthdays, visits to see sports teams in action and personal, one-to-one activities, sometimes phone calls or letters."

With the end of the Vietnam conflict, the return of the POWs and the change in status from missing to dead for many military fathers, families asked that children whose fathers had been killed be included in No Greater Love's campaign.

The organization invites all children, 12 years and younger, whose fathers were killed in action, to sign up for No Greater Love's special activities. Mothers who wish their children to receive special letters, get-well wishes, or birthday greetings from famous personalities and athletes should send the names, ages and addresses of their children to:

No Greater Love
1750 New York Ave., N.W.
Washington, D.C. 20006

In addition, No Greater Love's other programs include a national salute to hospitalized veterans, a newspaper feature called Editor's Choice, which honors Vietnam veterans for contributions to their communities, and a Thanksgiving salute to senior citizens.



WIVES CLUBS GIVE TO AER — Representatives of the Non-Commissioned Officers Wives Club and the Officers Wives Club present checks totaling \$400 to 1st Lt. Larry G. Abrams, Redstone Army Emergency Relief Officer. Left to right are Jane Riley, vice president of the NCO Wives Club, Nora Whalen, Officers Wives Club welfare chairman, and Lt. Abrams. Contributions to AER go to assist military personnel and their families when they have emergencies.

Pershing Tests

Seventh Army soldiers from Europe and units of the Federal Republic of Germany Air Force will fire four Pershing missiles each later this spring at McGregor Range just northeast of El Paso.

Missiles will impact on preselected targets at White Sands Missile Range.

Annual service practice this year will be conducted with Pershing IA equipment, similar to

that currently operational in Europe.

Firings last year were made from McGregor and Fort Wingate.

Thus far, the Army has launched 335 of the Pershing battlefield missiles since the firing program started in 1960.

Colonel Larry Hunt is Pershing Project Manager and James Conner is on site technical supervisor for firing operations.

Year Group 1970 Causing Concern

WASHINGTON (ARNEWS) — DA officials have expressed concern that many commissioned officers in year group 1970 have not told MILPERCEN their preference for an OPMS alternate specialty.

Only about 25 percent of the 4,200 commissioned officers involved have returned the specialty preference statements sent out last year. MILPERCEN needs statements from those who came on active duty between July 1, 1969, and Sept. 30, 1970.

Officers in this year group who have not filled out a preference form should contact their local MILPO or MILPERCEN. Autovon numbers for company grade career divisions at MILPERCEN are: combat arms (221-7820), combat support arms (221-0617), and combat service support (221-7444).

Officers also may write Commander, MILPERCEN, DAPC-OPP-S (YG 70), 200 Stovall St., Alexandria, Va. 22332.



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Retirement Restrictions

Do you REALLY know what you can and cannot do as a retired member of the United States Army?

Many retirees think they know. But many don't, according to senior Department of the Army (DA) officials. Certain statutory and policy restrictions affect retired Army personnel, and it is up to the retiree to know what these are and to comply with them, DA officials say.

Some of the most common questions asked by retirees are:

● **WHAT STANDARDS OF CONDUCT GUIDE THE SERVICE MEMBER IN RETIREMENT?** Retirees should not engage in personal or professional activities which are incompatible with the standards of conduct expected of him or her while on active duty. Retired Regular Army officers are considered to be "officers of the United States" and, unless exempted by law, are subject to the same restrictions as officers on active duty. Compliance with the various restrictions imposed by law upon retired personnel is the responsibility of the individual member.

● **DUAL COMPENSATION--WHAT IS IT AND HOW DOES IT AFFECT THE RETIREE?** All retired members of the uniformed services may accept civilian employment with the Federal government, but there is a limit to the amount of retired pay retired RA officers may receive. A retired RA officer who works for the Federal government in a civilian position, will receive the full civilian salary, plus the first \$3,859.89 of retired pay, plus one-half of any amount in excess of \$3,859.89. This \$3,859.89 base figure was recently increased to adjust to changes in the Consumer Price Index. Also, retired military personnel may waive their retired pay and, if eligible, accept instead compensation from the Veterans Administration. This pay is not regarded as retired pay and therefore is not subject to the Dual Compensation Act.

● **CAN RETIREES WORK FOR THE DEPARTMENT OF DEFENSE (DoD)?** Yes, but employment by retired military personnel is restricted for 180 days after retirement. However, there are some situations where this is not applicable.

● **WHAT BUSINESS ACTIVITIES CAN A RETIREE ENGAGE IN?** The "Harbord Amendment" prohibits payment of retired pay to RA officers during any period within three years after retirement in which they sell for themselves or others, any supplies or materials to any agency of DoD, Coast Guard, National Oceanic and Atmospheric Administration, and the Public Health Service. There is also a penal provision permanently prohibiting retired RA officers from representing anyone in the sale of anything through DA to the government. The prohibition on sales is directed toward the elimination of favoritism and undue influence.

● **CAN YOU WORK FOR A FOREIGN GOVERNMENT?** Retired RA personnel cannot accept employment with foreign governments and instrumentalities without the consent of Congress. Retired members of the Reserve components cannot work with any of the above without consent of the Secretary of the Army.

● **CAN A RETIREE ENTER POLITICS?** In general, nothing prevents retired military personnel from supporting political parties or becoming candidates for public office. In these circumstances, the use of military titles is permissible if their usage does not bring discredit upon DA or DoD.

● **IS A RETIRED COLONEL A "COLONEL" OR A "MISTER" IN CIVILIAN LIFE?** Retired personnel not on active duty may use their military titles socially and in connection with commercial enterprises, but never in any manner which may bring discredit upon the Army. However, use of military titles in regard to commercial enterprises which may appear to sponsor, sanction, endorse or show approval by DoD, is prohibited.

● **WHAT ABOUT YOUR SECURITY CLEARANCE?** Retirees who plan to work for a cleared Defense contractor in positions requiring access to classified Defense information will need to convert their military security clearances to industrial security clearances.



● **DO RETIREES HAVE TO KEEP IN TOUCH?** Yes, regardless of whether or not they are employed. Information on employment or non-employment of retired RA officers and warrant officers is required on DD Form 1357 within 30 days after retirement. These should be submitted to: Commander, US Army Finance and Accounting Center, Department 90, Indianapolis, IN 46249. Reports must be refilled when employment status changes.

In addition, retirees working for DoD or a Defense-related employer must file a DD Form 1787, providing they:

- Retired in grade of major and above.
- Were on extended active duty for 10 or more years.
- Were employed by a Defense contractor who, during any part of a fiscal year, received \$10,000,000 or more in Defense contract awards.
- Received an annual salary of \$15,000 or more.

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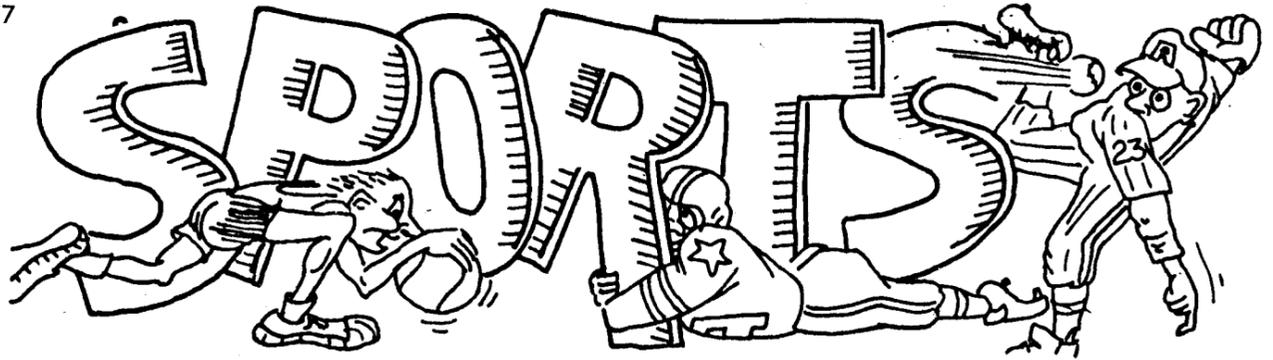
Dull divisional races and an anticlimactic World Series cast a pall over last year's professional baseball season, but it was an interesting year nonetheless.

Cincinnati won its second straight world championship, the Yankees won their first pennant in 12 years, and many players became millionaires by playing out their contract options and selling their services to the highest bidder.

But the memorable part of the 1976 season wasn't a team, or lucrative contracts, or even the World Series. The memorable part was the pitching and antics of Mark "The Bird" Fidrich, the flaky frizzy-haired Detroit Tigers rookie.

Fidrich, who got his nickname from his resemblance to Big Bird of Sesame Street, was nothing short of incredible. In a season where no player was really outstanding, with the possible exceptions of Mets slugger Dave Kingman and Cincinnati superstar Joe Morgan, Fidrich was a brilliant star shining through the gloom.

Excluded from the team roster when the season began, and relegated to the bench for his first five weeks in the big leagues, he still won 19 games, dropping only nine. His earned run average of 2.34 was the lowest of any starting pitcher in the majors. And, he led the American league with 24



complete games out of 29, an amazing figure for any pitcher, but incredible for an inexperienced rookie.

Masterful pitching wasn't all that made The Bird so refreshingly different. Other rookies had great seasons without gaining his popularity. What elevated him above the ordinary

was the crazy way he conducted himself both on and off the field. Baseball fans throughout the country went wild for the lanky, 22-year-old pitcher when they saw him get down on his hands and knees before pitching an inning and pat the mound smooth with

his hands. He talked to baseballs before throwing them, telling them exactly where to go. Some balls wouldn't listen, so he threw them away because he considered them possessed by an evil power that allowed batters to hit them. When somebody made a good play behind him, he would run out and shake hands. Sometimes he

His popularity soared so high last year that even the politicians got involved. One Michigan legislator introduced a resolution to raise The Bird's pay whether he wanted it or not. Another suggested that Fidrich be declared the new state bird.

With all the publicity and attention Fidrich has received in such a short time, it will be interesting to see how long he continues his flight of delightful innocence. The pressures of a larger, multi-year contract, and people continually chasing him, may make it difficult. Fans can only hope that The Bird will remain The Bird.



was the crazy way he conducted himself both on and off the field.

Baseball fans throughout the country went wild for the lanky, 22-year-old pitcher when they saw him get down on his hands and knees before pitching an inning and pat the mound smooth with

would run out and congratulate the outfielder. Or he would shake hands with the entire infield. His quirky behavior made him the best-loved player in baseball in just one season.

The boyish enthusiasm he had for baseball followed him out of the ballpark. One the Tiger management offered to hike his \$20,000-a-year salary, the major league minimum, to something like \$100,000. He refused, saying, "I'm making enough. Heck, I already make more than my dad does."

Softballers Re-Organize

The Civilian slo-pitch softball league is being reorganized looking toward an opening early in May.

Due to a lack of available funds from the Civilian Welfare Fund, the cost per team for league participation will be approximately \$125.00 (about 50 cents per person per game).

An organizational meeting will be held at noon, Monday April 4 in the first floor conference room of Bldg. 7120 (Rocket Auditorium).

All interested parties are requested to attend or contact either Jay Loomis or Mike Fahey at 876-1707, 1853.



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Eight active-duty soldiers from Redstone will be representing the post in the TRADOC Western Division Bowling Tournament at Ft. Leonard Wood, Mo., April 18 through 22.

The bowlers were selected by roll-offs at the post bowling alley earlier in the month. Each contender bowled 21 games, and the top six male bowlers, plus two

females, will make up the team. The men were Brent Bofenkamp 3787, Sandy Sandlin 3781, Walt Fuller 3771, Bill Gallagher 3744, John Goltz 3741, and Ken Burke 3721.

The female representatives are Corrine Johnson with a 3336, and Emily Derouin, who bowled 13 games for a 1760.

PROMOTION UPDATE



New Uniform Shirt Tested

NEWS) — There may be a new Army shirt in the soldier's future. Some soldiers at selected posts are testing a new gray-green uniform shirt. If approved for use, it should make soldiers happy. It will be a shirt that may be worn with or without the Army green jacket.

Testing will be conducted on both long and short sleeve versions and should last until May of this year, DA officials stated.

Both men and women will be involved in the testing program. One women's model will be worn as an overblouse outside the bottom garment while another version will be tucked in.

Some short sleeve models will sport a convertible collar that will allow the shirt to be worn open at the neck or closed, with the black tie for men and the tab for women.

Insignia of rank will be displayed on the collar in some tests and on the sleeve in others for the enlisted version of the long sleeve shirt. Officers will wear cloth rank insignia on the shoulder. This is similar to the new Air Force shirt.

DA officials feel that this concept will allow more versatility at times when it becomes too warm to comfortably wear the Army green uniform jacket.

WASHINGTON (ARNEWS) — The following numbers of promotions are planned in April:

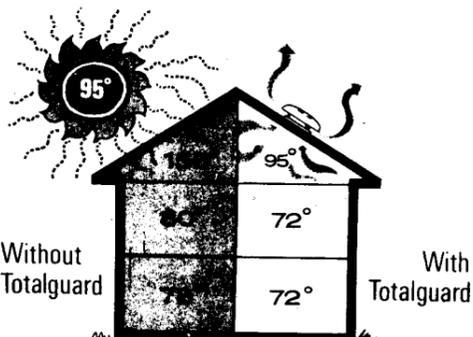
Grade	April Promotions	Remain on List	March Promotions
O-6	51	384	49
O-5	122	697	129
O-4	205	644	248
O-3	221	2,287	192
W04	17	47	17
W03	102	246	102
E-9	64	498	58
E-8	217	876	135
E-7	674	3,993	653
E-6	869	*	1,190
E-5	2,584	*	2,555

* Lists maintained by field promotion authorities.

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Not for Women

By Dan Fuller

A touch of what looks like sexual prejudice, which shouldn't exist under the Army's equal opportunity policy, has been uncovered in the intramural sports program here.

Contrary to rules, sports officials here urge females to stay out of company level softball, saying they aren't physically able to compete with men.

Rather than playing in the company games, which begin in June, they are advised to join a women's team that officials say is designed for their ability, but is also designed to keep them quiet and away from male players. The team would be matched against Huntsville women's teams.

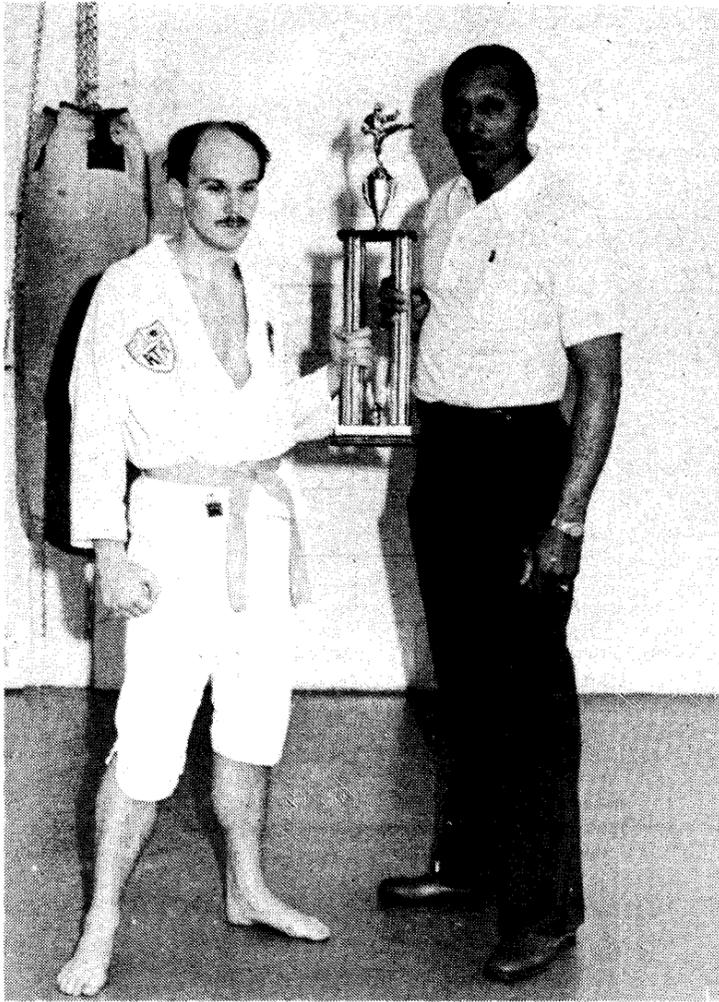
If too few female soldiers join the women's team, the dependent wives will be asked to league with the WACs, a clever back-up plan by the sports office to keep the company teams from being invaded by sports-minded women. The only way WACs will be able to join company teams without a lot of hassle is if the women's league crumbles.

The reason for the women's team was explained by sports director Ralph Santliz. "It's best that the women play in a women's league because it's designed for women, it's more competitive, and it has more variety," he said. "The girl's team will play 15 other girl's teams. It gives them more of a chance to play."

Softball isn't the only intramural sport in which sexual prejudice has surfaced. Basketball and soccer are also major offenders, giving women little or no chance to participate. In fact, every major sport here is designed mainly for the male athlete.

Many women here would like to play in company level sports programs, but are prevented from doing so by the unwritten bans. "A chance to play," as Santaliz puts it, isn't all women here want. A chance to play in company-level sports programs, as men do, without being ridiculed is what women here would like.

If Wac's can work with male soldiers and be members of the same companies, why is it they are not good enough to be in the same sports programs? If the Army's equal opportunity policy is genuine then such conditions shouldn't exist. In all fairness to female soldiers, let's make a change.



TAE KWON DO RUNNER-UP — Klaus Wittek of the German Air Force and Redstone Tae Kwon Do instructor Tom Williams pose with the second-place trophy Wittek received in the lightweight, blue belt division of the All States tournament March 5 at Chattanooga, Tenn. Tae Kwon Do is an oriental martial art similar to Kwon Do Club, which is open to all active duty military, male and female. Classes are every Tuesday and Thursday from 6 to 8:30 p.m., and Saturdays from 2 to 4 p.m.

OWC Golf Group

The April social function for the OWC Golf Group will be a luncheon held at the officers club at 11:30, Wednesday, April 6.

Reservations may be made with Mrs. R. Bennett, 837-0928 or Mrs. K. Heitzke, 837-7508. The permanent reservation list will be in effect.

Cancellations must be made by noon, Monday, April 4.

AMC League

Standings

	Pts
T-Birds	65
Spares	62½
Bombers	58½
Cadillacs	55½
Alley Cats	53½
Lily Flagg	50½
Hughes TOW	50
Fat Cats	46
Patriots	45
Hopefuls	32½

Hats Off Department

John Mellgren strung together games of 201, 215 and 210 for a big 626 series, the best three-game total in the league this year.

Other High Rollers

Al Simpson, 591 (232); Oliver Patrick, 580; Earl Hollingsworth, 578 (223); Tom Patterson, 571 (222); Bob Hinson, 559 (225); Gilly Gilbert, 546; Steve Adamek, 554; Buddy Fees, 535 (210); Steve Smith, 534 (232).

Restocked

Stocking of the Madkin Mountain quarry ponds began Friday with release of 1,000 hatchery raised bream in the small pond. They will be followed in May by 100 bass fingerlings stocked in a 10 to 1 ratio recommended for the pond.

Stocking of the large pond, which was earmarked for 2,000 bream, is being delayed by the state fisheries biologist coordinating the stocking program. More time is needed to determine the effect of fertilization on the large pond.

Both ponds have been fertilized regularly since February to promote growth of aquatic organisms to establish a food chain for fish.

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WASHINGTON (ARNEWS) — In 1941, President Roosevelt directed the establishment of the U.S. Biological Warfare (BW) Program because of concern over possible use of BW agents by a foreign power against the United States and its Allies. In response, Secretary of War Henry L. Stimson requested the President of National Academy of Sciences to investigate all phases of BW.

The President of the National Academy of Sciences assembled a team of twelve prominent scientists plus representatives of the Surgeon General, Chemical Warfare Service, the Ordnance Corps, the Navy Bureau of Medicine and Surgery, the Department of Agriculture, and the Public Health Service. This committee became known as the War Bureau of Consultants and conducted its work in the utmost secrecy. An extensive WBC Committee review of the potential of biological warfare concluded with a recommendation to the Secretary of War in February 1942 that:

"There is but one logical course to pursue, namely, to study the possibilities of such warfare from every angle, make every preparation for reducing its effectiveness, and thereby reduce the likelihood of its use."

In May of 1942, the President authorized the Secretary of War to create an organization within the Federal Security Agency to conduct the Biological Warfare Program. This organization was headed by George W. Merck, of the Merck Pharmaceutical Company.

Significant in this early work was the recognition that an effective program involving BW agents, weapons systems, and production could not be achieved without large scale developmental operations. Accordingly, the Army Chemical Warfare Service was requested in November 1942 to assume the responsibility for a large scale research and development program.

Detrick Field (later renamed Fort Detrick) at Frederick, Maryland was the site selected for carrying out the biological warfare R&D.

In January 1944, the responsibility for the Biological Warfare Program was assigned to the Chemical Warfare Service and later on (1946) to the Chief Chemical Officer.

A major feature of the Biological Warfare Program was the involvement of Congress through numerous special reviews and hearings in addition to their annual appropriations hearings.

Because of the secret and sensitive nature of the BW program during World War II, little was published until after the war.

During the period 1946 to 1952, information on the BW program was provided to members of the House Armed Services Committee and the Defense Subcommittee of the House Committee on Appropriations. Because of the classified nature of the discussions, portions of the



Biological Warfare the Army's program and policy

hearings are not reflected in the Congressional Record.

The policy of the United States regarding biological warfare between 1941 and 1969 was to first deter its use against the United States and its Allies, and secondly to retaliate if deterrence failed. The U.S. BW policy required the development of a retaliatory capability utilizing pathogenic (disease-causing) agents.

The testing program consisted of two phases. Phase one involved the use of simulants; phase two involved the use of pathogens and used volunteers in the tests.

Both biological and non-biological simulants were used. The biological simulants were *Serratia Marcescens*, *Aspergillus Fumigatus*, and *Bacillus Globigii*. Non-biological simulants included such items as fluorescent particles, sulphur dioxide, and soap bubbles.

In the biological and non-biological simulant tests, public safety was the first and foremost consideration. Agents and material were selected that were considered by the scientific community to be totally safe.

To date, research has shown that 160 tests utilizing simulants were conducted at 66 locations within the continental United States, Alaska and Hawaii.

The second phase of the test made use of pathogenic agents. These agents were tested in laboratories, against human volunteers, and in the open air. The conduct of the tests using pathogens was essential in order to determine the efficiency of the agent and its companion delivery system against human beings.

Both the military and scientific communities considered it necessary to know the precise effect of agents. The use of the agents in war was planned only as a retaliatory measure.

The first human volunteer programs utilizing prisoners from Ohio was conducted by Ohio State University under contract to the Army in 1955. This

volunteer program was undertaken for the purpose of developing prophylactic vaccines in support of the Army's immunology program.

Two other human volunteer programs were undertaken in support of research and development of the biological warfare weapons system. The first of these utilized prisoners from the Maryland State Penitentiary under a contract to the University of Maryland in 1955. The second human volunteer program was initiated in 1956 and utilized Seventh-day Adventists.

All human volunteer programs were under the supervision of the Army's Surgeon General, and in the case of the Seventh-day Adventists, with full knowledge and concurrence of the church elders.

To date, the review has shown that 48 tests involving pathogenic agents were conducted at three CONUS locations.

The first large scale BW munition production facility was constructed at the Vigo Ordnance Plant, near Terre Haute, Indiana, beginning in May 1944. The Vigo Plant was intended to produce biological agents and vaccines and to fill and assemble biological munitions beginning with anthrax-filled bombs. The Vigo Plant was in a test operation phase, producing BG, a harmless simulant of anthrax when the end of WW II terminated operations. The plant was deactivated in 1946.

Production of the antipersonnel agents was at Pine Bluff Arsenal, Arkansas. This facility was constructed in the early 1950's for the specific purpose of producing biological agents.

Between 1954 and 1967, the facility produced and stockpiled the following antipersonnel agents: *Brucella suis*, *Pasteurella tularensis*, *Q fever rickettsia*, *VEE virus*, *Bacillus anthracis*, *botulinum toxin*, and *staphylococcal enterotoxin*.

The operations at the production facility were terminated in 1969 and all of the stockpiled agents and munitions destroyed by May 1972. The details of the demilitarization project were televised on NBC's "First Tuesday" program in 1973. The facility is now operated by the Food and Drug Administration.

The Biological Warfare Program also included the testing, production, and

stockpiling of anticrop agents. Between 1951 and 1969, 31 anticrop dissemination trials were conducted at 23 different locations.

From 1951 until 1957, wheat stem rust spores and rye stem rust spores were produced and shipped to Edgewood Arsenal, Maryland, where they were classified, dried, and placed in storage.

Between 1962 and 1969 wheat stem rust spores were produced, shipped to Rocky Mountain Arsenal, Colorado. The spores were classified, dried and stored there.

Rice blast spores were also produced during this period under contract by Charles Pfizer and Company and shipped to Fort Detrick for classification, drying and storage.

The entire anticrop stockpile was destroyed as a part of the biological warfare demilitarization program completed in February 1973.

Significant throughout the entire Biological Warfare Program was the part played by many educational institutions, industrial firms, and other governmental agencies. Among the educational institutions were Harvard University, Massachusetts Institute of Technology, Yale University, Johns Hopkins University, Penn State University, and University of Pennsylvania. Among the industrial firms supporting the BW program were Aerojet General, General Electric, Monsanto Chemical, and Dow Chemical Company.

Records show that 288 contracts were placed with 73 educational institutions and 440 contracts were awarded to 181 industrial firms.

As a result of President Nixon's 1969 policy decision, the entire stockpile of antipersonnel and anti-crop agents was destroyed. Destruction of material was completed in February 1973.

The Presidential ban on offensive BW systems in November 1969 confined the Army program to defensive research and Development and vulnerability analysis. The vulnerability analysis uses available intelligence reports, current laboratory research and previous test data to assess the vulnerability of the U.S. and its armed forces to a biological attack.

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Duds Can Kill!

Several weeks ago, a 14-year-old Army dependent snuck into a restricted firing range at Fort Pickett and found a 40mm grenade which had failed to detonate. He took it to his school workshop and tried to cut it open to make an ashtray. The explosive round went off; the toll: one dead child, two critically injured, 14 hurt.

A few days later, near Wildflecken, West Germany, some boys found a dud 40mm round and carried it home. The resulting explosion killed three and maimed another youngster.

The Army has always tried to insure that its firing ranges are both as isolated and well posted as possible. But children and even adults sometimes ignore restrictions while looking for souvenirs.

Just because an explosive round has been fired and failed to detonate does not mean it is harmless. On the contrary, duds can be more sensitive to handling than before.

Time is not necessarily a factor in their deterioration. There is evidence that the grenade found in Virginia had been in the field for at least five years. Black powder explosive rounds from the

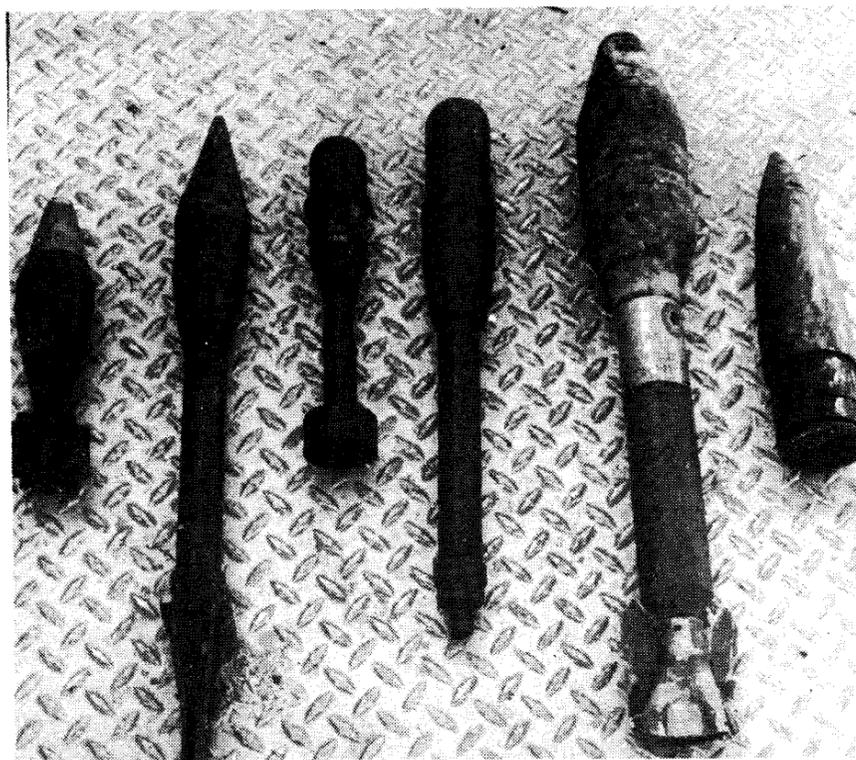
Civil War are sometimes more dangerous now than when they were fired.

This makes the situation on Redstone complex. In the past, inert practice rounds were regularly fired here. Their casings are fairly common. The only live rounds now fired on post are small missiles, rockets, and small arms in established ranges.

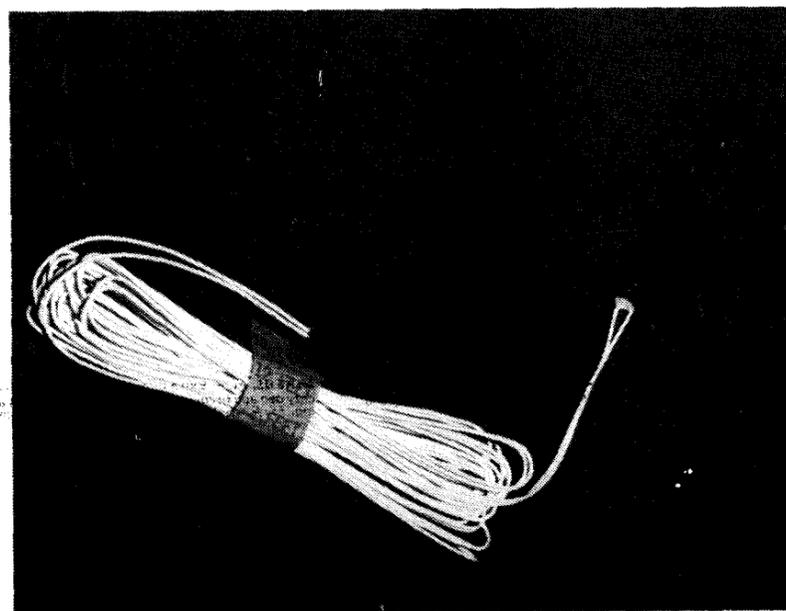
But during World War II mortars and artillery pieces were fired and numerous duds lost here on Redstone. These are still as dangerous as 35 years ago. And since range boundaries have changed, they can conceivably be found by scouts, hikers, hunters and others.

The Explosive Ordnance Disposal Division warns also that, because of demolition practice and the numerous quarrying and construction activities in the Huntsville area, blasting caps might also be found unexpectedly.

A burden of common sense falls on anyone who locates an unfamiliar or known explosive object in this area. Report any suspicious equipment or munitions to the MP's immediately and do not touch it. Remember, it could kill you.



Any of these devices could be found on or around Redstone; all are potentially lethal. Above are World War II-vintage projectiles found recently on post. Below is an electrical blasting cap, which can be detonated by many circumstances, including even static electricity.







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4 BEDROOM HOME IN CHASE — Country living within minutes of town. Nice basement ranch home on 1-1/4 acres. Good garden spot and room for a pony. Large living room (19'x20') and den. Eat-in kitchen (15'x16') with built-ins. This home has a large double garage and 2,855 square feet of living area. Owner says move in at your convenience. \$48,750.00. (Rt. 2, Box 471 S)

NEW LISTING — Sharp as a tack, small 3 bedroom home, located near Hazel Green, great opportunity for young couple just starting house-keeping or older couple that want a home in the country with a nice garden spot. \$17,900. (rt. 1, NM)

HARVEST HOME ON 1 ACRE — Nice and clean brick rancher, 3 bedrooms, 1 1/2 baths, separate living, kitchen and dining area with beautiful cabinets and built-in dishwasher, fully carpeted, carport, laundry room and storage area, city water, near Hwy. 72 West. Only \$29,500. (Rt. 1, H)

BEAUTIFUL NEW SPLIT-LEVEL — This home is located between Lacey's Spring and Morgan City, with a peaceful country setting. Well-built home of brick and cedar construction and situated on 1-1/4 acres. This new home offers 3 bedrooms, 2 baths, living-dining combination, den with beautiful rock fireplace including wood box, bay window in breakfast area, built-ins in kitchen, redwood deck overlooking pond, full carpet, central air and huge double garage. \$44,900. (Rt. 2, S)

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CALIFORNIA CONTEMPORARY in "Executive" location. Fantastic lot with trees and rocks, 3 cedar decks for parties and privacy, lots of thermopane glass for light and privacy — 3 separate levels of living. Five bedrooms, 4 1/2 baths, 4054 sq. ft. An unusual opportunity for the discriminatingly different.

EXECUTIVE HOME — This beautiful custom built home has 4600 sq. ft. of comfortable living. Exterior is cedar with decks all around. Huge den with rock fireplace, 5 large bedrooms, 4 vanity baths, master suite has a big, big dressing room and there are closets galore. Home located 25 miles south of Tennessee River in downtown Arab. \$87,500.

A BLOSSOMWOOD EXECUTIVE — would be perfect for this 3100 sq. ft. raised rancher with partial basement. To understand and appreciate this one you'll have to see it. A tremendous buy for \$64,900. (FS619)

HUNTSVILLE'S FINEST — Just listed basement ranch on Big Cove Road, 3500 sq. ft. of living area includes separate living and dining room, large kitchen, den with fireplace and wood bin, 5 bedrooms, 3 baths, rec room with fireplace and wet bar. Large lot with trees. This home is great for entertaining and/or large family. (BC1403) \$76,500.

FANTASTIC — Hobbs Island Rd. — Located on 4.3 acres of beautiful land with a pond. This huge (5252 sq. ft.) all brick basement rancher has so very much to offer and yet is very close to South Huntsville. Very large entry, large living room, large dining room, large den with fireplace, large kitchen, 4 bedrooms, 3 baths, parlor downstairs plus kitchen downstairs, inside utility room, patio covered, double garage. Ideal for people with antiques who need large rooms. By appointment only. \$170,000.

DO YOU NEED 2800 SQ. FT., BUT NOT FOR \$75 TO \$80,000? Listen to this! 1960 sq. ft. plushly finished with 854 sq. ft. unfinished upstairs. Stairs are completed. Designed for bedroom, bath and recreation room. Presently finished impressive foyer, living, separate dining, large kitchen, 24x17 den with full natural stone wall (fireplace), 3 large bedrooms, 2 baths. All for only \$64,250. \$12,550 equity with \$398 + T&I payments. Trade for this potential space. (1016SR)

SIERRA BOULEVARD — Exceptional 4 bedroom home in prestigious southeast neighborhood. Impressive entry foyer with crab orchard tile, kitchen with breakfast room, library, large master suite with sitting area & fireplace, den with built-in wet bar & cabinets, oversized living & dining combination, enclosed courtyard, double garage. An unusual home of unusual quality. Call for more details.

GENTLEMAN'S RETREAT — 30 fantastically beautiful acres subdivided into 4 and 5 acre tracts. Includes 2800 sq. ft. 2 year old home with heated garage, 18x24 cedar barn, water and boat dock access. \$135,000. (R1, #8, Athens).

COUNTRY LIFE — Almost new 2800 sq. ft. split level home situated on 9 acres of the most beautiful land in North Alabama. 3 king sized bedrooms, enormous den with fireplace, huge informal dining overlooking patio and woods. Horseback ride through trails or walk to the water or through the woods. Privacy and nature lovers delight. \$89,900.

POPULAR AND CONVENIENT — McThornmore Acres. Very nice 3 bedroom home with storm windows and doors. Beautiful view of UAH from large den with fireplace. Nice kitchen with plenty of cabinets and large breakfast room. 3 bedrooms, 1 1/2 baths. Big beautiful fenced lot. Total price \$38,000. (1201W)

OLD TOWN AREA — 205 Dallas St. A truly fine older home. Built 1890-1900's, it features 2 bedrooms, living and dining rooms, 3 fireplaces. \$29,500.

CLEANEST HOUSE IN TOWN — You gotta see this immaculate tri-level home featuring 3 bedrooms, 2 baths, formal living & dining room, eat-in kitchen, den, sewing room, double garage, huge fenced backyard with pine trees, redwood deck, nice quite cul-de-sac neighborhood. Offered at \$35,500. (1606MS)

4203 KENWOOD DR. — Very nice brick rancher on large corner. Fenced rear entry garage provides excellent recreation area. Eat-in kitchen, four bedrooms or 3 and paneled den, 1 1/2 baths, carpets. Low equity \$7,500, payments \$208.00. Will trade.

3700 FOXTRAIL — Real nice tri-level, 3 bedroom, 1 1/2 baths with large den, corner lot in isolated area. Inside laundry. \$29,700.

A GREAT BUY — on Sewall Dr. Beautifully decorated 3 bedroom home with study, den with impressive brick fireplace, 1 1/2 baths, single garage, large inside laundry, living and dining "L", built-in kitchen. Total priced at \$32,400. (4010S)

HILLWOOD MANOR — Lovely tri-level in excellent condition, 3 spacious bedrooms, foyer, plush living and dining, den and rec room, study, 2 baths, central heating and cooling, carpet throughout, nice fenced yard — perfect for active children. \$46,200. (P319)

• COMMERCIAL •

UNIVERSITY DR. — 11 acre tract — zoned light industry — water & sewer on frontage — \$480 per front ft. if sold by frontage — or \$27,500/acre. Portable building \$2,500.

UNIVERSITY DR. — Light industry, 11 acres just west of Woodco Shopping Center on the north side of University Dr.

WHEELER AVE. — 120'x150'. Excellent location for car lot, tire store, finance company, office space, owner will sell, lease or develop for suitable tenants.

9TH AVENUE — 12,000 sq. ft. of warehouse, office, shop and garage facilities centrally located on 2 1/2 acres, completely fenced, adjoining railroad spur.

HWY. 231 SOUTH — Excellent commercial front located at "Gasoline Alley." Good highway frontage. \$150 per front foot.

TOLL GATE RD. — Excellent 26 acre tract on Toll Gate Rd. for multi-family. Master plan for this acreage includes a 10 floor high rise overlooking Huntsville. Breathtaking view.

FOR LEASE — 3500 sq. ft. — carpeted offices, ideal for insurance, drafting and engineering offices. Shoney Drive.

HOLMES AVENUE — 2 acres of prime land with house. \$100,000.

715 VERSAILLES, S.E. — 4 bedroom rancher, den with real brick fireplace, inside utility room, carpeted, draped, Spic and Span. On beautiful lot with private back yard. \$47,900.

BACKS UP TO TREES — Newly built lovely decorated home with all built-ins. Features 3 bedrooms, living room, country kitchen and more. Priced right at \$29,900. Located at 6213 Menifee Dr.

WANT A LAKE VIEW? Try Riverbend Condominium #21. Sit on the deck and enjoy your view from the choice lot on the lake! Sheer luxury is yours when you retire to the inside. Two bedrooms, 2 1/2 baths, fireplace, inside laundry area. A perfect place to get away from it all! \$47,500.

3515 VENTURA — Very attractive rancher in Holiday Homes. Nice living room, kitchen area, 3 bedrooms, 1 1/2 baths, carpets. Walk to Ridgcrest. Total price \$20,500. Will trade.

TRI-LEVEL — This 4 bedroom tri-level has a 16x32 in-ground pool and a 13x25 sunken den with raised hearth fireplace. Formal living and dining, 2 1/2 baths, carpet throughout. (E1922)

NO UPS & DOWNS — Newly listed three bedroom rancher located in Mt. Gap Estates. Fenced back yard with great garden spot. This home will appeal to you if you prefer to live South. For \$32,300 you can be a proud homeowner. Children can walk to school for eight years. Only \$10,436 equity. (1006P)

TARA — Three bedroom ranch, with hobby room. Large eat-in kitchen and den combination. Fully carpeted. Nice floor plan. Only three years old. Equity \$14,500. Payments \$273.00.

WHITESBURG ESTATES — 1725 sq. ft. all brick 3 bedroom rancher featuring huge country kitchen/den combo, carpeting throughout, beautiful, large fenced lot. \$39,900. (M2113)

TRIBE SIZE — Bailey Cove... Lovely Colonial 2-story with 5 bedrooms, 3 baths, large utility room, end-opening 2-car garage. Fenced play area, large corner lot, walking distance to Grissom, 2745 sq. ft. \$58,500. Any type financing. (C1019)

YOU GOTTA SEE IT TO BELIEVE IT! 36 ft. of kitchen cabinets and counters, 30 ft. kitchen, 24x24 rec room, 12x24 den with stone fireplace, formal living with fireplace, formal dining room, built-in bookshelves and desks, breakfast room and breakfast bar, private patio with water fall and brick bar-b-que with charcoal and butane grills, double garage, quarry tile inside laundry with double sink. Oh yes! 5 bedrooms and 3 tile baths. \$59,900 (R1, 1, OCR)

RT. 1, ARAB - 4 ACRES — Country Living at it's best. This extra nice brick basement rancher is located on 4 beautiful acres in the Arab School district. Home features 3 nice bedrooms, 2 full 1/2 baths, living room, dining room, large kitchen/den combo and single garage. 4 acres has 3/4 acre fishing lake, grape arbors, large garden spot and beautiful lawn and trees. Priced to go at \$40,500.

PRESTON ISLAND — 1.24 acre wooded lot with 35' lake frontage. Great view of Guntersville Lake. 2 bedroom mobile home (12x55). Total price \$15,000.

BRICK RANCHER — Rt. #3 Guntersville — Super nice 2000+ sq. ft. brick rancher with 2 beautiful acres, located in Arab School district. This 2 year old home has 3 bedrooms, 2 full and 2 half baths, large den/kitchen combination with beautiful fireplace, nice living and dining room, 1350 sq. ft. basement is unfinished but has fireplace and 1/2 bath. Beautiful deck overlooking small lake. Central heat and air — central vacuum and intercom. 32 beautiful acres can be obtained with this home.

2108 SHANNONHOUSE, S.W. — Sharp brick rancher on beautiful lot. Very clean 4 bedroom, 2 baths, large kitchen/den combination. Fallout/storm shelter with entry from garage. Priced right at \$41,900, pmts. \$156.77.

13015 COY'S DR. — Beautiful lot with trees. Four bedrooms, 2 1/2 baths, large eat-in kitchen with lots of cabinets, warm and wonderful den with fireplace. Fully carpeted. \$54,900.

ATHENS, AL — Extra nice 4 bedroom all brick rancher, cozy den and fireplace, 2 1/2 baths, separate living and dining, foyer, central heat and air, double garage, large beautiful corner lot, located 5 miles from Brown's Nuclear Plant in Greenhill Subdivision. \$37,900 equity or refinance.

BRAVO — Beautiful 4 bedroom with pool and all equipment for \$51,500. Can be bought as low equity or be refinanced. (1929W)

LOW EQUITY — Choice Northeast location. 4 bedroom basement rancher, 3 baths, view of the city from the large deck. Wooded lot. Equity \$6,500. (BM2609)

LAKE LIVING — can be yours for a small equity and the assumption of an existing loan, with no qualifying. 3/4 acre with bathhouse, pier, and all the "fixins" including 1675 sq. ft. of living area. (Box 626CC)

MAYSVILLE — Beautiful custom built home on acre lot. Private master suite upstairs. 3 bedrooms and bath with sunken tub downstairs. Large den with fireplace. \$37,500.

• ACREAGE & LOTS •

IN BIRMINGHAM AREA on golf course. Investment potential. \$11,400.

38 ACRES — Ardmore Hwy. 11 miles North of Mastin Lake Rd. — 80% cleared, 90% cultivatable, 10% trees. \$49,900.

ARDMORE, HWY. — 3 1/2 acre lot located on Ardmore Highway, 10 miles North of City. Priced at \$9,000.

MADISON — Lot for sale, 600 ft. fronting on Sullivan Rd. in Madison Al. Zoned B-3. Call for details.

67.4 ACRES TIMBERLAND — Gurley \$200/Acre.

24.4 ACRES — 9 miles South of Tennessee River Bridge, city water, fenced and cross fenced. \$25,000.

5 ACRES — Bo Howard Rd. \$11,000.

STATE LINE RD. — 42.6 Acres level land, 50% wooded, 50% cleared and tillable \$46,700.

JOPPA — 37 acres located on paved road 2 miles Southwest Arab. City water, hardwood and pines. \$31,450.

29.5 ACRES — Telephone Tower Rd. Brindlee — Beautiful building site bounded on 2 sides by road, fenced on other 2 sides. \$32,800.

42 ACRES — 34A productive pines. \$22,500. Cullman County.

4 or 5 ACRE TRACTS — \$1,250 - \$1,500 per acre. River Rd. Lacey's Spring.

BEAUTIFUL VIEW LOT. Over one acre in exclusive Mt. Charron Estates. \$8,250.

23 ACRES — Paint Rock Valley — In permanent pasture and fenced. Level. \$17,500.

650 ACRES — Paint Rock Valley — 180 Acres in permanent pasture. Fenced and cross fenced. Barn — including silo and feeding equipment. 470 acres on top and side of mountain. Hardwood trees, mountain lake, everlasting springs. Cleavette waterfall — bluff line, maintain top with rich sandy soil. \$215,000.

70 ACRE FARM — Paint Rock Valley — Main house refurbished. Has masonite siding — two new commercial heating and cooling units keep the house comfortable summer and winter. Tenant house. Fantastical garden spot. Two sheds. (One has a workshop in the center). Two barns. Two 3 gallon capacity electric grain bins. Bull shed. Fencing and cross fenced, two wells. In pasture. Only \$79,500.

OAKWOOD COLLEGE AREA — Very nice 3 bedroom rancher on beautiful well kept lot. Huge den, carpet, fireplace, nicely decorated, covered patio, outside storage building. Will trade. Total price \$18,900. (1910R).

CONTEMPORARY — with stone fireplace, gorgeous carpeting in shades of browns and bronzes, high beamed ceiling, really lovely! Separate dining room, kitchen with eat-in room, cushion tile, pantry, 3 large bedrooms, beautiful wallpaper throughout. Drapes included. (Q12032).

MOORE'S MILL HEIGHTS — 140' x 145' lot with double wide mobile home. Completely furnished. Super clean and ready to move into. Many fruit trees and garden area. (R-2723).

ARAB — Brick rancher features large living room, cozy den, 3 large bedrooms, 2 full baths, large laundry room, single garage. \$35,000. Extra finished bldg. 621 could be office.

NEW MARKET — Exceptionally clean and well-kept home with 3 bedrooms (master king sized), large living room and separate dining room (12x20), 3 baths, large lot. Total price \$36,500.

ARDMORE, AL. — 2 acres with super sharp 12x70 mobile home. Must see to appreciate. \$11,500.

MARSHALL COUNTY — 40 acres open land — Frame 6 room, 1 bath country home, one car garage. 1612 sq. ft. barn. Call for all the details. \$66,000.

JUST OLD ENOUGH TO BE A BARGAIN — Attractive 5 year old home with approximately 2557 sq. ft. of well planned living area on large lot. 4 bedrooms, 2 1/2 baths, family room plus pool size Rec. Room with fireplace, impressive entry foyer, formal living room and dining room. Kitchen features double oven and pantry. Double garage. (B1928) \$53,500.

SCOFIELD ST. HAZEL GREEN — 2 acres of wood land, will make excellent site for home or trailer site. 5 miles south of Hazel Green. \$5,000.

ARAB — This nice brick rancher is located on over an acre lot with mature apple trees, city water. Living room, large family room, 3 bedrooms, 2 baths, eat-in kitchen, large laundry room, porch. In very good condition. Hilldale Subdivision. \$36,000.

RAMBOLD — 60 acres — Fayetteville, Tennessee. Basement rancher — over 2,000 ft. livable with full basement, 60 acres good land (80 in pasture and 30 wooded) Barn. House has 5 bedrooms, large den with fireplace, central heat and air. Carpets. Country kitchen. Total price \$68,500.

NEW CONSTRUCTION — FOX RUN — Spacious three bedroom rancher with great room and large country kitchen. Fireplace, inside utility room and double garage. \$41,950. (C13010)

WALK TO RIDGECREST — From this lovely 4 bedroom tri-level at 3215 Bluecrest. Features large den with fireplace, 1 1/2 baths, kitchen, living room, dining room, inside utility room, outside storage building and single garage. (B3215)

COUNTRY LIVING

Spring is here. The grass is turning green again. Shrubs and plants are ready to bloom. And Western Hills Drive is prettier than ever. Features 4 bedrooms, private master suite, den, plus full rec room, large fireplace, eat-in country kitchen with all built-ins, formal living and dining, entry foyer. Beautiful, beautiful acreage. \$64,750. Your Host: Paul Baune.

1016 SAN RAMON, S.E. BAILEY COVE ESTATES

Almost new, 1 1/2 story, Western Cedar Cape Cod, impressive home features huge den with a 24 ft. natural stone wall and fireplace, 3 large bedrooms, formal living and dining, beautiful kitchen and breakfast area, 2 decorator baths, beautiful carpeting and wallpaper, plus loads of expansion room upstairs. Attractive equity or refinance, total price \$64,250. This beautiful home is ready to be occupied so stop by this afternoon for a personal inspection.

"FOX RUN" 13010 COYS DR., S.E.

This home is a tribute to the American way of living...simplicity, space, comfort, flexibility and efficiency, combined in this great 3 bedroom rancher. Beautifully decorated with color coordinated wall paper, alarm appliances (including refrigerator), in the large country kitchen, fireplace in the activity room, inside laundry and pantry. Double finished garage that's almost another room. Priced low \$40's.

2525 WILLENA DR.

This spacious tri-level home located on wooded lot is well arranged for entertaining and comfortable family living. Nice sized living-dining, large paneled family with woodburning fireplace. Sunny kitchen and breakfast area with lovely view. Three nice sized bedrooms, 2 sparkling baths, laundry room and playroom, double garage. This home is nicely decorated and ready for occupancy. \$45,950.

These are two of the several homes offered in Huntsville's fastest growing new neighborhood. All styles and sizes priced from low \$40's to mid \$50's. Drive out and take a look and ask questions. East on Weatherly Rd., turn right on Todd Mill; turn left on Green Mountain Rd., right on Queens. Watch for FOX RUN sign. Agents on duty: Doris Aldridge and Annette Dawes.

INVESTMENT PROPERTY

"TREASURE CHEST" — An investors dream, 7 duplexes, 1 triplex. Features 17, two bedroom units, individual central heat and air, separate yards, stove and refrigerator in each, inside laundries. An honest 12% cash on cash return. 9 ACRES on Newton Rd. Zoned 2A.

NEAR MALL — with 200 ft. frontage on Pulaski Pike. 2.5 acres. \$90,000.

5 BUILDINGS on large plot — \$150,000. (M626-30)

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More Accurate Skill Test

Some months ago enlisted soldiers got a new career development program called the Enlisted Personnel Management System, or EPMS. Among other things, the program threw out MOS tests and replaced it with a Skill Qualification Test.

The SQT is designed to more accurately test a soldier's job skills. To aid the soldier in studying for his SQT, which he will have to take every two years following an initial examination after 12 months of service, the Army is in the process of writing soldiers manuals.

Soldier's manuals will be complete guides for each MOS. They will list exactly what a soldier at a particular skill level is expected to know. All tasks, and conditions under which he will be required to perform them, will be included. The manuals will establish minimum acceptable standards of performance. Refresher courses and other study materials for each task will be listed.

There are five skill levels which correspond to a soldier's progression in grade. A soldier's manual is being developed for each skill level in each MOS. Skill levels are as follows:

GRADE	SKILL LEVEL
E-1, 2, 3, & 4	1
E-5	2
E-6	3
E-7	4
E-8	5

In addition to job tasks, these manuals describe the management and training systems set up to help a soldier qualify for promotion and achieve a rewarding career as a professional soldier.

In writing the manuals, each MOS and skill level was analyzed. Researchers at TRADOC examined jobs a soldier does and put in plain language all the critical tasks he is required to perform in his MOS.

The SQT will test only tasks contained in the soldier's manual and consists of as many as three parts—written, hands-on and performance certification components. Performance certification components are tasks not suited either for written or hands-on testing because of their length or complexity.

A passing score will be proof of a soldier's proficiency in his MOS and skill level. If a soldier scores higher than minimum passing, he qualifies for the next higher skill level and becomes eligible to compete for promotion to the next higher grade.

Upon completing AIT, the soldier will be given manuals for skill levels 1 and 2. New manuals will be issued according to a building block philosophy. For example, a soldier at skill level 3 will need manuals 1 through 3 to maintain competence at his present level, and manual 4 to acquaint him with requirements for the next skill level.

Each soldier's manual will be bound like a loose leaf notebook and will be color coded by skill level: level 1 - white, level 2



MANUAL LABOR — Sgt. 1st Class Gilliam Carpenter of the Training Analysis and Design Division works on one of the new soldiers manuals being written to cover the 42 MOS's taught at MMCS.

- yellow, level 3 - green, level 4 - salmon, level 5 - blue. In the back of each will be an order form so upon completion of one skill level a soldier can order the manual for the next one.

To qualify for promotion a soldier must master the tasks for the grade he is seeking as well as for his present grade. He is always responsible for knowing tasks specified for the lower skill levels in his MOS.

In addition to the soldier's manual, a commander's manual will be prepared for each MOS. The manual will list the MOS training and evaluation for which a commander is responsible. It will also guide the commander in managing individual training.

IF YOU CAN'T KEEP AN APPOINTMENT WHY NOT CALL & TELL THEM?

Flexitime Experiments

The Civil Service Commission plans to resubmit a legislative proposal to Congress to test more advanced forms of flexitime and also compressed work schedules, such as a 4-day week, a CSC official said.

The Commission reports that about 70,000 Federal employees in more than 50 installations are currently on previously approved flexitime schedules in which they work a required "core time" each day, but select their own starting and quitting times—within specified limits—to best suit personal convenience. The total is growing weekly.

SQT schedule changes set

For the record, SQT test schedules have been updated. The following chart gives the changes, including the expanded test periods. (W-Written Component; P-Performance Certification Component; H-Hands-On Component; SL-Skill Level.)

APRIL - SEPTEMBER

MOS	SL 1 SQT 2	SL 2 SQT 3	SL 3 SQT 4
11B	WPH	WPH	WPH
11C	WPH	WPH	WPH
11D	WPH	WPH	WP
11E	WPH	WPH	WP

JULY - DECEMBER

16B	WPH	WPH	
16C	WPH		
16D	WPH	WPH	WP
16E	WPH	WPH	WP
16H	W		
16J	WPH	WPH	WPH
16P	WPH	WPH	WP
16R	WPH	WPH	WP
95B	WPH	WPH	WP
95C	WP	WP	W
95D	W	W	W

OCTOBER - MARCH

76D	W	W	W
76P	W	W	W
76X	W	W	W
76Y	W	W	W
76J	W	W	W

Skill Levels 4 and 5 will be given the written component only.

The schedule for distribution of Soldier's Manuals for CMF 63 has been slightly changed. Affected MOSs are listed below. There has been no change in the SQT test date.

EPMS GROUP I	SOLDIER'S MANUAL DISTRIBUTION SCHEDULE	SQT ACTIVE ARMY
CMF 63 34G	15 Mar 77	Jan 78
44E	15 Feb 77	Jan 78
45K	15 Jan 77	Jan 78
63J	1 Mar 77	Jan 78

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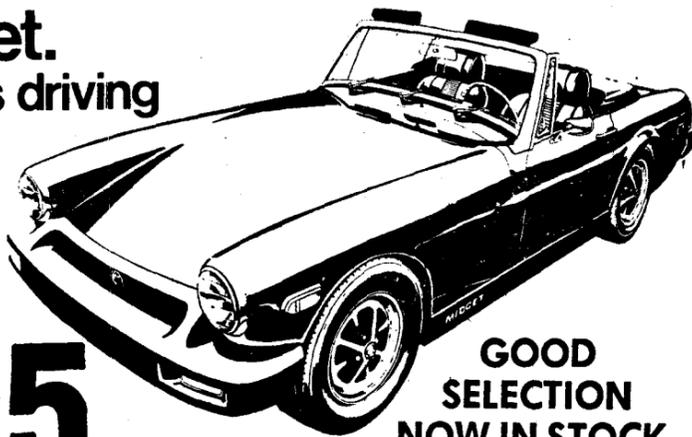
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In Furniture Country

Never a Dull Night

March winds and April showers add up to hectic nights for John Shockley, night operator at the Emergency Operations Center where the arsenal's power distribution is controlled.

During electrical storms the situation can be, well, alarming. The phone rings incessantly with people calling to tell him what he already knows: that their power is off. Alarms sound on a control panel when power is lost, and a light pinpoints the location of the outage. Other alarms may be sounding also, if the problem affects one of several buildings where constant temperature must be maintained.

Through it all another alarm is clanging away, signaling that severe weather bulletins are moving on the weather service wire.

"It usually doesn't last more than two or three hours—if it went on any longer it'd drive you crazy", says Shockley with a laugh.

Shockley works alone, doesn't leave his station and conducts all business by phone. He takes all calls for emergency repair at night.

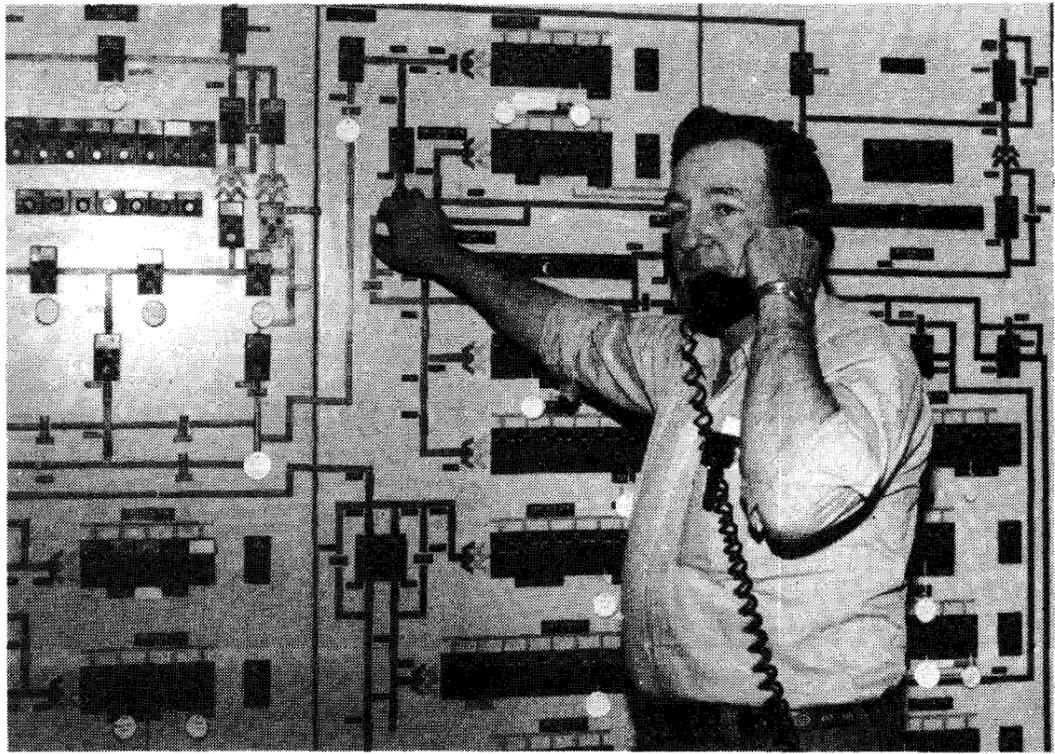
Most of them concern household utilities with which there is a divergence of opinion as to what constitutes an emergency. Says Shockley: "The only ones we handle are the true emergencies—those that can't wait til tomorrow. There's no repair crew here at night and I have to scrounge one up to handle the jobs, and some people don't realize this.

"I'll get for example, a call in the middle of the night from someone wanting an air conditioner fixed. That's not going to happen. Now if it were heating, then we'd take care of it.

"Most of the people are understanding. I explain to them someone would have to be called in to handle it, and when they find that out they agree the repair can wait."

Among repairs that can't wait are occasional utility poles or fire hydrants snapped off by cars or, as has happened, a glass door that has to be boarded up after a spirited club patron walked through it.

Some calls refers to other departments, such as the one from a mother whose child had locked himself in the bathroom.



John Shockley at power distribution panel

Solar Activity

A program on climatic change in solar activity will be presented tomorrow from 7-9 p.m. at Huntsville High.

The program will include a panel discussion with local weatherman H. D. Bagley speaking on tornado watch prerequisites.

Ground School

A private pilot's ground school conducted by the Redstone Flying Club is scheduled for April 4 through May 25 at the Airfield fire station. Classes will meet from 6:30 to 8:30 Monday and Wednesday nights.

The school costs \$20 and pre-registration is required. Call 837-4960 for information.

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INCLUDES
WHERE DO WE GO FROM HERE

BT 76000

A sensational new England Dan & John Ford Coley album which is sure to follow-up their long list of beautiful melodies and smash hits with even more.

Bad Company
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INCLUDES
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SS 8500

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April showers may bring the flowers and they'll also bring the Rock of Ages Band to the Officers' Wives Club April 12th luncheon. The event will be held in the ballroom of the Officers Club starting at 11.

MEDDAC, Dental Wives will serve as hostess group for this luncheon. Mrs. Robert McLean and Mrs. Allen W. Brown are in charge.

Reservation deadline is noon on Friday, April 8. Those whose last names begin with A-E should call Mrs. George McNamara, 837-0358; F-L, Mrs. Robert Leien-decker, 837-9592; M-R, Mrs. James Morris, 837-2324; S-Z, Mrs. Roy Willis, 837-4497.

Those unable to reach the person designated to take their reservation may call any of the others. The permanent reservation list will be in effect.

Cancellations will be accepted until noon, Monday, April 11 by Mrs. Willis.

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WHY?

The two commands were established separate and distinct from the beginning with separate competitive areas at the specific direction of the Commander, DARCOM.

There are no plans to recombine the commands or competitive areas.

If you have a work related question, the Public Affairs Office will get you an answer. Call 6-4161 or 6-4400. Questions and answers of general interest will be used in this column without names.

We also welcome short, signed letters to the editor. We will withhold your name on request.

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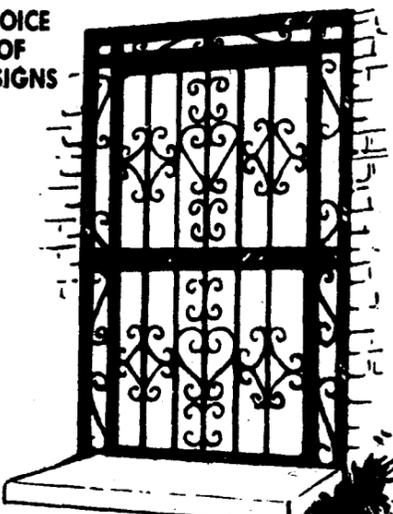
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Role of Women

The Center for Labor Education and Research, University of Alabama, Birmingham, and the AFGE 5th District Women's Department, are conducting a seminar, April 2-3 in Bldg. 5250, Room A-115.

Topics to be covered include communication skills, assertiveness, motivation and leadership, the role of women in the labor movement, and solving problems at the workplace. The seminar begins on Saturday morning and concludes at noon on Sunday.

Fee for the seminar is \$5.00. Interested persons may register by calling the AFGE office, 881-7430, or Joanne Bloom, 876-3206 or 837-3938.

Members of Local 1858 may be reimbursed by the Local for attending the seminar.

AUCTION

Cole's Auctioneers go Anywhere and Sell Anything

SATURDAY, APRIL 2, 10:30 A.M.
Sale to be held on premises — Under the big tent
105 ACRE FARM CROSSVILLE, ALA.

Located between Kilpatrick and Painter 1 mile Northeast of Kilpatrick, Alabama, off Highway #68. See auction signs.

This 105 acre farm fronts on a paved road, has a 7-room brick home, 3-bedrooms, 3 baths, fully carpeted, 2-car garage, central air and heat. House was built in 1974. This residence is situated on a 5-acre tract with a beautiful 2-acre lake.

This 105 acres of farm land is ideal for cotton, corn, soybeans or for any type of farming. It was planted in corn in 1976.

The farm will be offered in tracts and as a whole. Pre-inspection is invited. FARM LAND IS TODAY'S BEST INVESTMENT!

TERMS: 20% down sale day - balance due 30 days. Financing available.

EQUIPMENT: John Deere tractor, disc, cultivator, turn plow, planter, wagon and other farm equipment. Terms: Cash.

SATURDAY, APRIL 2, 11:30 A.M.
Sale to be held on premises — Under the Big Tent
85 ACRE FARM CROSSVILLE, ALABAMA

Estate of H. A. and Maxcine Rogers

Located between Kilpatrick and Painter 1 mile Northeast of Kilpatrick, Alabama, off Highway #68. See auction signs. This farm adjoins the 105 acre farm.

This 85 acre farm fronts on a paved road — 35-acres in permanent pasture — 50-acres in row crop — there is a 7-room frame house in excellent condition, with 4-bedrooms, 1½ baths, carport, 3 chicken houses, large horse barn and small lake. Creek runs through property. 2 everlasting springs. There are several pecan trees on the farm. This farm will be offered in tracts and as a whole.

Terms: 20% down sale day — Balance due 30-days.

Equipment: 420 John Deere tractor, front end cultivator, bush hog, planter, cutting harrow, turner. Terms on equipment: Cash.

SATURDAY, APRIL 2, 2:30 P.M.
Sale to be held on premises Under the big tent
ATTALLA, ALABAMA

Directions from Attalla: Take Birmingham Highway #11 from Attalla. Go approximately 1 mile - turn right at Mini Mart. Go approximately 1 mile to property. See auction signs.

97.5 ACRE FARM

This farm has a large 4-bedroom re-decorated home with approximately 2300 sq. ft. A paved road runs through property. Also, 1969 Frontier mobile home, size 60' x 12'.

Approximately 50 acres of this land is open in permanent pasture. There are several beautiful building sites and several ponds. The entire property is under fence.

The land will be offered in tracts and as a whole. Pre-inspection is invited.

TERMS: 20% down payment sale day - Balance 30 days. Financing available.

EQUIPMENT: D6 Cat. dozier - Cat. motor grader - 955 Cat. loader and other equipment. Terms: Cash.

For brochures Call or write: Auctioneer, FRANK STRAWN, #226, Huntsville, Ala.



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Driver With Artist's Touch

Pictures copied off dog food cans is a far cry from elaborate sketches and paintings of futuristic creatures. But, dog food cans got Pvt. Earl Rhodes started as a part-time artist.

Rhodes, who is assigned as commandant's driver at the Missile and Munitions Center and School, spends much of his free time drawing.

"I started drawing when I was about nine or ten," Rhodes recalls. "I was drawing the pictures off Tony's Dog Food cans. Fact is, that is one of the first things that I drew.

"I draw when I'm in the mood. I just can't sit down and draw. Sometimes I just draw anything, or, like with the picture I am drawing now, I draw from another picture."

Rhodes' favorite style of art is abstract. "I like it because I like weird things," he says. "I like things that deal with the future such as space ships and weird looking monsters.

"I prefer to draw with pencil, taking the time to shade and highlight. I do some work, though, with colored pencils, pastels, acrylic paints and water colors."

Rhodes work has not gone

unnoticed. During the noon hour, co-workers often ask him to describe the piece he is currently working on.

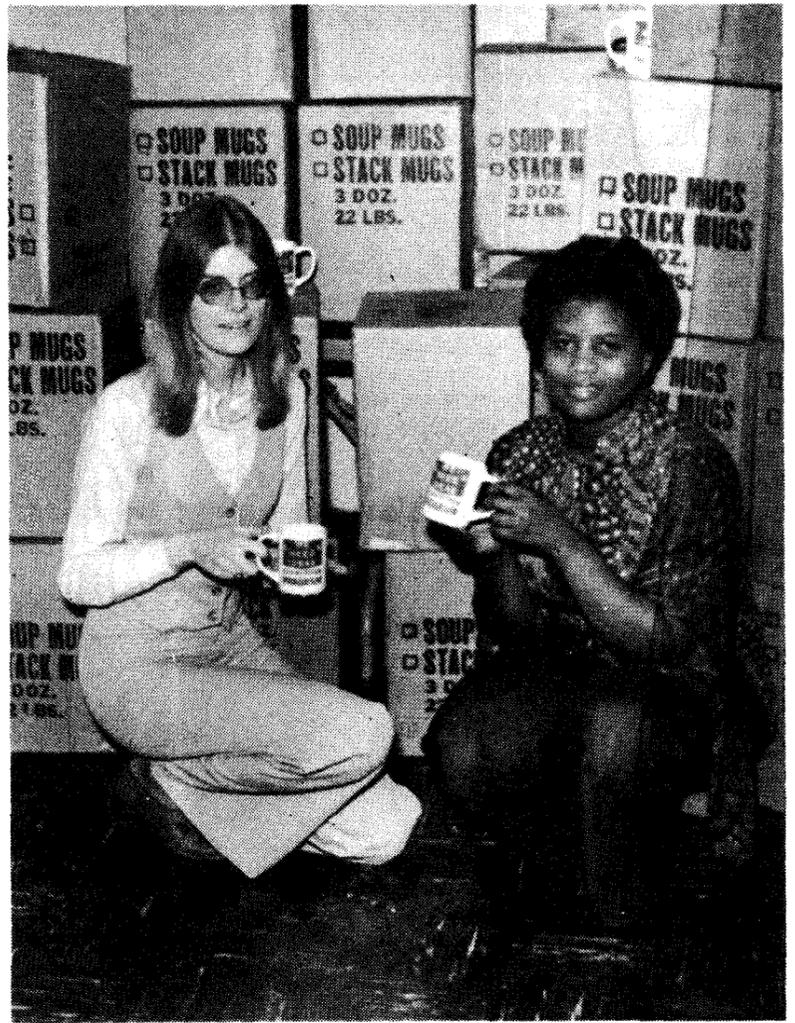
He has shown some of his work at the Cheekwood Art Exhibit in his hometown of Nashville, but he's never sold any.

He wants to improve his artistic skills and currently is comparing art schools. "I don't want a school where I have to take a lot of other subjects like English and Math," he explains. "I just want one that deals with art. I have considered going into art teaching if I get out of the Army."

Rhodes feels that drawing is something not everybody can learn. "You have to be born with the talent," he says. "I don't think you can just sit down and try to draw without some kind of talent."

As far as Rhodes knows, there are no great artists in his family tree. "About the only one in my family who can draw is my little sister," he says.

The 19-year-old soldier has been in the Army 10 months and has worked the whole time in the field of motor transportation. He hasn't decided whether he will stay in the Army. But he says that he likes it so far.



CUPS FOR YOUR IDEAS — Becki Lloyd, right, and Annie Watts of the Incentive Awards section in the Civilian Personnel Division show some of the 3,000 cups that will be given to individuals who submit suggestions eligible for consideration, starting Friday. Cups will be distributed until the supply runs out.

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Conducts Seminar

Stephen Johnston, an engineer in MIRADCOM's Advanced Systems Concepts Office, recently conducted a graduate seminar on radar at Vanderbilt University. He is team leader for Plans and Technology. Employed by the Army at Redstone since 1951, Johnston has published and presented approximately 50 papers on radar and electronic warfare.

High Grade Slash

Continued from front

above jobs now, Sept. 30 ceiling: 805; average grade (less projects) now, 10.33; Sept. 30 ceiling: 10.18.

—Patriot: lose eight GS-13 and above positions by Sept. 30; average grade now, 10.66; Sept. 30 ceiling, 10.38.

Redstone people got the word Friday, 53 days after MIRCOM and MIRADCOM were activated and personnel actions shifting 7,300 civilian workers to new jobs became final.

The latest round of cuts was conceived, however, last summer when then President Ford directed all executive departments to

reduce the number of high paid positions and control average grade. Last fall the Secretary of Defense ordered each of the services to cut back. The Army's share of the high grade cut was about 930 GS-13 and above positions. DARCOM's part of the Army cut worked out to more than 500 filled GS-13 and above positions.

DARCOM actually ordered further reductions for FY78 as well as FY77.

The FY78 ceilings, however, seemed a long way off at Redstone this week. The Carter Administration intends to make significant changes in the federal government and has already ordered a partial freeze on filling vacancies, but has yet to make its detailed plans known.

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4 speed transmission, 4 cylinder 1600 CC engine, vinyl bucket seats, vinyl side mouldings, accent tape stripe, AM radio, wheel trim rings, white wall radial tires. St. No. A-122.

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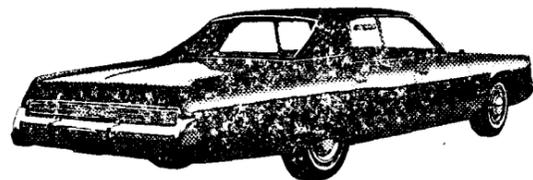
Volare



1977 VOLARE' WAGON

Vinyl seats, automatic transmission, 225 CID 6 cylinder engine, tinted glass, left remote mirror, air conditioned, power steering, power disc brakes, luggage rack, am radio, vinyl body side mouldings, deluxe wheel covers, white wall tires. St. No. V-2045.

SALE PRICE \$5050



1977 CHRYSLER NEWPORT

4 door sedan, split back bench seat with center arm rest, automatic transmission, 400 CID V-8 engine, tinted glass, air conditioned, vinyl body side mouldings, upper door frame moulding, automatic speed control, AM/FM radio, Golden fawn with gold vinyl roof, radial white wall tires, wheel covers. St. No. 5124.

SALE PRICE \$5950

Cordoba
The Small Chrysler

1977 CORDOBA

Bucket seats, automatic, 400 CID engine V-8, tinted glass-all windows, left remote mirror, air conditioned, vinyl body side mouldings, tape stripe-deck lid, am radio, starlight blue with blue vinyl roof, whitewall radial tires, deluxe wheel covers. St. No. C-5098.

SALE PRICE \$5895

High Utility Bills? We Can Help!

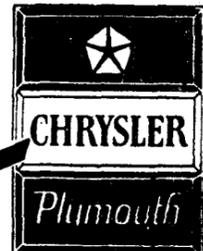
HIGH HEATING, AND COOLING BILLS? WE CAN HELP. WE CAN INSULATE YOUR HOME AND SAVE YOU UP TO 30% A YEAR ON YOUR TOTAL HEATING AND COOLING BILLS. TO SAVE MONEY AND HAVE ADDED COMFORT IN A PROPERLY INSULATED HOME.

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<p>\$8,600 Equity Immaculate, like new, large 4 bedroom home with a huge Master Bedroom (24 x 18) double garage on large corner lot, payment \$379. Directions: 2001 Hackberry Green, Weathersly Road to Willow Park turn right then follow the signs. Host: Clyde Hutchinson.</p> <p>CENTURY 21 CLOWERS REALTY 881-8948</p>	<p>Nice Area (\$25,500) Bellmont Acres, a nice warm 3 bedroom 1/2 bath brick ranch, fenced yard, carpeted, eat-in kitchen and other nice features, a fast seller, this you should see. Directions: 3070 Acklen Dr. SW Patton Rd. to Morgan, turn onto Morgan, take first left onto Acklen, Hostess: Rita Deemer.</p> <p>CENTURY 21 CLOWERS REALTY 881-8948</p>	<p>1008 Brookridge HUNTS COVE - TRADITIONAL BASEMENT. This all brick 3 bedroom rancher features a master suite, two fireplaces (one in den and the other in rec room), a beautiful Redwood deck complete with tree in the middle... In fact, this home has EVERYTHING that you have come to expect in the BEST home plus a little more. Upper 90's.</p> <p>CENTURY 21 JOHN G. GANN REALTY 881-3940</p>	<p>10228 Melane Dr. SE Four bedrooms (3 are kingsize), 2 1/2 baths, a gourmet kitchen and breakfast room, formal dining room, den with real MASONRY FIREPLACE, deck, double garage and a 10 year HOMEOWNERS WARRANTY. Under \$50,000.</p> <p>CENTURY 21 JOHN G. GANN REALTY 881-3940</p>	<p>3600 Greenbriar Dr. Spacious 3 bedroom home in one of the finest northwest subdivisions. This home features a lovely sunken den with fireplace, fenced yard, double garage and much, much more. Hostess Dee Tronzo.</p> <p>CENTURY 21 LOFTON REAL ESTATE 536-1552</p>	<p>3301 Kavanaugh Dr. N.W. 1150 sq. ft. in this brick Rancher, includes 3 bedrooms, separate living and dining room, 1 1/2 baths, central heat, window air conditioning, fully carpeted. Custom drapes to remain with house.</p> <p>CENTURY 21 LOFTON REAL ESTATE 536-1552</p>	<p>2004 Hackberry Gn. GRASSM SCHOOL ZONE. Nothing left out of this 4 bedroom rancher featuring a private master suite, 2 vanity baths, den with fireplace, a delightful kitchen with built-ins, fully carpeted, lots of wallpaper, private backyard, \$8,200 equity owner will consider financing part of equity, assume loan of \$37,681.</p> <p>CENTURY 21 JACK KELLY REALTY Phone 539-4466</p>
<p>• SOUTHEAST • Contemporary Beauty, SE Nice home, nice area, nice neighbors, nice view, it's just plain nice... 4 bedrooms, 2 baths, lots of room. Payment only \$296. Equity of \$13,470.</p> <p>CENTURY 21 CLOWERS REALTY 881-8948</p>	<p>Wooded Lot Open spacious foyer, living room, dining room area, 3 bedroom tri-level with king size master bedrooms, family size den, a separate hobby room, inside laundry and all for only \$38,900. On Huntsville's most unique livable lot.</p> <p>CENTURY 21 JOHN G. GANN REALTY 881-3940</p>	<p>I Wish You would look at this good buy, 3 bedrooms, 2 baths, double garage, central air & heat, on a large corner lot with a nice yard, trees. Only \$32,500.</p> <p>CENTURY 21 CLOWERS REALTY 881-8948</p>	<p>Low Equity \$446.87 with monthly payments of \$182.80 per month total for this brick rancher on large corner lot, fenced. Features single garage, 1 1/2 baths, many other features. BS 4301. Call 536-1552.</p> <p>CENTURY 21 LOFTON REAL ESTATE 536-1552</p>	<p>An Oldie ...but a goodie, large living room and dining room, fireplace, sunken den, 2 bedrooms, 1 bath. Enclosed back porch. Large front porch. Priced \$12,500.00. EC 1105. Call 536-1552.</p> <p>CENTURY 21 LOFTON REAL ESTATE 536-1552</p>	<p>Little Bit Country Located on Morris Road in Toney, this nice brick home sits on a full acre lot, 3 bedrooms, living room, dining room, central heat and air. All this for only \$25,500. Call for an appointment.</p> <p>CENTURY 21 AMBASSADOR REALTY 883-9400</p>	<p>Lots Ruth Circle 145 x 145 corner lot with water, septic tank, and power, perfect for mobile. Fine area. Priced at \$4,000.00.</p> <p>CENTURY 21 LOFTON REAL ESTATE 536-1552</p>
<p>414 Monte Sano NEW 4 bedroom tri-level on large wooded lot, 3 baths, formal dining room, large kitchen with breakfast room, inside laundry, huge den with real fireplace, playground, oversized double garage. \$47,900.</p> <p>CENTURY 21 JOHN G. GANN REALTY 881-3940</p>	<p>Contemporary With Stone 4 bedrooms, 2 1/2 bath rancher easy care for the wife. Den, w/stone fireplace, frame room for the kids and highway office for the married husband. M03815.</p> <p>CENTURY 21 HOLLOWAY REALTY 883-2110</p>	<p>Close to Arsenal, Newly listed for you who want this convenience of being located right outside Gate 10. A sharp rancher with double garage with a workshop, huge eat-in kitchen, inside utility and fenced yard. Mid 20's. Better catch this one! T3707</p> <p>CENTURY 21 AMBASSADOR REALTY 883-9400</p>	<p>New Carpet FOUR BEDROOMS make this brick rancher a real bargain for only \$23,750. Central heat and air, fresh paint and large lot.</p> <p>CENTURY 21 JOHN G. GANN REALTY 881-3940</p>	<p>Only \$8,500 That's right, an older frame bungalow with 2 bedrooms, just right for retired couple or newly married, needs some paint and repair, fenced yard, zoned for 2 duplexes.</p> <p>CENTURY 21 CLOWERS REALTY 881-8948</p>	<p>Swimming Pool And Tennis Exciting no maintenance townhouse with low equity lets you move in quickly and live a carefree lifestyle while enjoying the benefits of home ownership. \$140</p> <p>CENTURY 21 HOLLOWAY REALTY 883-2110</p>	<p>\$329 Per Acre 76 acres of beautiful land on rolling hills with 3 ponds, 30 acres cleared, barn and excellent homesite with 300' well. Located 13 miles west of Fayetteville. Call for details.</p> <p>CENTURY 21 AMBASSADOR REALTY 883-9400</p>
<p>Den and Rec Room Too 3 bedrooms, 2 1/2 baths, 2700 sq. ft. rancher in walking distance to high school. Mid 50's. T1005</p> <p>CENTURY 21 HOLLOWAY REALTY 883-2110</p>	<p>Six Bedrooms Jones Valley, 30 1/2 x 15 1/2 rec room with wet bar, large den with fireplace and paneled den, SOLID WORMY CYPRESS PLANKS formal dining room and breakfast room, large kitchen and work-size laundry room with deep sink plus a 20' x 20' screened covered deck, storm windows, air filter and humidifier. A truly immaculate executive home priced in the low 80's.</p> <p>CENTURY 21 JOHN G. GANN REALTY 881-3940</p>	<p>Under \$20,000 In walking distance to Blossomwood. A nice bungalow with 2 bedrooms, 1 bath, central heat. Remodeled inside, new carpet in Master Bedroom. Loads of cabinets. New water heater.</p> <p>CENTURY 21 CLOWERS REALTY 881-8948</p>	<p>If Children run in your family, there is plenty of in walking distance to Blossomwood. This spacious five bedroom, 2 bath, study, split foyer home also has a basement living and dining room, combination, modern kitchen and storm shelter. Must see inside this lovely home to appreciate it. Low 50's. CD 3907. Call 536-1552.</p> <p>CENTURY 21 LOFTON REAL ESTATE 536-1552</p>	<p>Pre-Loved Home! Older home on large corner lot. Completely redecorated with wall-to-wall carpeting, 3 bedrooms, 2 baths, fireplace and family size den. Detached garage with single car lift. Located on this NE bargain. Only \$24,900. W-1503</p> <p>CENTURY 21 EARL LAMB REAL ESTATE 533-0340 ANYTIME</p>	<p>Get Away From It All An extremely sharp home in the country with 20 acres of land. The home has a big comfortable living room with a fireplace, 2 bedrooms, dining room and modern kitchen, plus a full basement. About 9 acres of farm land and 11 acres in light woods. An ideal home for retired, semi-retired or for the young family that needs elbow room. Located off Hwy. 72 in the Stone County. Call for more information.</p> <p>CENTURY 21 AMBASSADOR REALTY 883-9400</p>	<p>36 Acres Route 4, Fayetteville, Tenn. Rolling property with pond, barn and fenced. Only \$24,700.</p> <p>CENTURY 21 DAVIS REALTORS 533-3200</p>
<p>Camelot Beauty New tri-level located in wooded splendor at base of Green Mtn. 3 bedrooms, 2 baths, playground, den w/fireplace, bright cheerful kitchen with breakfast room, double garage, and many other fine features...for only \$48,900.</p> <p>CENTURY 21 CLOWERS REALTY 881-8948</p>	<p>Live-It-Uppity In the Meadows, brick rancher with a touch of Spanish Comfort and prestige. Plush carpeting throughout, den with fireplace, 4 bedrooms, 2 baths. A lot of everything, priced mid \$50's.</p> <p>CENTURY 21 CLOWERS REALTY 881-8948</p>	<p>Sizzlin' Buy Charming 3 bedroom rancher with 1 1/2 baths, den/kitchen combo, large detached garage and fenced yard. Well worth a phone call! S-14009.</p> <p>CENTURY 21 EARL LAMB REAL ESTATE 533-0340 ANYTIME</p>	<p>2004 Morningside Dr. \$25,900. Any type financing. 3 bedrooms, living and dining, 1 1/2 baths, central heat and air. Fully carpeted. Large corner lot with storage building.</p> <p>CENTURY 21 DAVIS REALTORS 533-3200</p>	<p>Nostalgia At Its Best Very large Colonial home in excellent condition with front porch for rocking, 4 large bedrooms, 3 baths, huge eat-in kitchen, large living room with fireplace, large dining room w/fireplace, intricate woodwork and 10 ft. ceilings on large tree-filled lot. \$29,950.</p> <p>CENTURY 21 CLOWERS REALTY 881-8948</p>	<p>Country Acres Only 6 mos. old has 4 bedrooms, 2 baths, a large den with fireplace, lots of paneling, central heat and air. High \$40's.</p> <p>CENTURY 21 JOHN G. GANN REALTY 881-3940</p>	<p>Investment Land Approximately 5 miles or 10 minutes from Medical Center, 6.75 acres. Level land in the valley off Dog Hill Road. Low \$20's.</p> <p>CENTURY 21 CLOWERS REALTY 881-8948</p>
<p>Quality Can Be Beautiful. When we say quality we mean quality in design, materials and neighborhood. This lovely home has the quality you've been looking for. Large bedrooms, excellent floor plan, an oversized den with fireplace, located among the trees in one of Huntsville's finest neighborhoods. D11215.</p> <p>CENTURY 21 AMBASSADOR REALTY 883-9400</p>	<p>Are You A Tinkerer? Then this workshop that is separate from the nice rancher is for you. While the wife is doing her creative thing in the kitchen/family room combo, you can be doing your creative work in the workshop. Plenty of features for the whole family. Priced in the high \$30's. Better call now! M11316.</p> <p>CENTURY 21 AMBASSADOR REALTY 883-9400</p>	<p>Bargain Buy (Basement Ranch) Nice brick ranch with 2100 sq. ft. of living space, 3 bedrooms, 2 full baths, family room and single garage. Located in a very desirable neighborhood in Williamsburg Village. Mid 30's JD 2719. Call 536-1552.</p> <p>CENTURY 21 CLOWERS REALTY 881-8948</p>	<p>Comfort Is what you will get when you buy this attractive Cape Cod home with 4 bedrooms, 2 full baths, family room and single garage. Located in a very desirable neighborhood in Williamsburg Village. Mid 30's JD 2719. Call 536-1552.</p> <p>CENTURY 21 LOFTON REAL ESTATE 536-1552</p>	<p>Is Location Important? Then you'll want to see this 3 bedroom brick rancher with 1 1/2 baths on large lot with trees. Chapman school district. Priced to sell at only \$24,900. S-1930.</p> <p>CENTURY 21 EARL LAMB REAL ESTATE 533-0340 ANYTIME</p>	<p>Watch Your Garden Grow From the comfort of this 1924 sq. ft. rancher located on 2 full acres in Marwood, lots of extras. Please call for more details. Low \$40's. HR2</p> <p>CENTURY 21 AMBASSADOR REALTY 883-9400</p>	<p>Commercial Rental house that is right for the handy man. Needs repairs but the price is just right. Zoned for a duplex.</p> <p>CENTURY 21 JACK KELLY REALTY 539-4466</p>
<p>Just Been Reduced! By \$2,000...priced to sell fast!...4 bedroom 2 1/2 bath brick tri-level. Only 4 yrs. old. Immaculate condition, fine light fixtures, carpet & drapes throughout. CALL NOW! \$40's.</p> <p>CENTURY 21 CLOWERS REALTY 881-8948</p>	<p>Lee Hi District 3 bedroom brick ranch with sunken den and fireplace, 1 1/2 baths, mid 50's.</p> <p>CENTURY 21 JOHN G. GANN REALTY 881-3940</p>	<p>Income Property, NE Duplexes — one all brick with 2 bedrooms ea. side, central heat & cool on corner lot across from Royal Chevrolet. Only \$29,950. Other duplex is a smly frame with one bedroom 1 bath ea. side. Only \$17,950. Both on Grove Ave. just off Wash. St.</p> <p>CENTURY 21 CLOWERS REALTY 881-8948</p>	<p>Rainbow Drive Spacious 4 bedroom tri-level with formal living and dining room, Country kitchen. Large separate den, 2 full vanity baths, carpet thru out, single garage, plus detached workshop with 583 sq. ft. All this and more on a 1/2 acre lot. Priced at \$47,500.00. Call 536-1552.</p> <p>CENTURY 21 LOFTON REAL ESTATE</p>	<p>Ultimate in Living Four bedroom home in NE features custom drapes, carpet, large den, fenced yard with fruit trees. A home you'll be proud to own. Priced in the \$40's. C-2008</p> <p>CENTURY 21 EARL LAMB REAL ESTATE 533-0340 ANYTIME</p>	<p>Great Day in The Country This beautiful brick rancher sitting on 1 acre is your dream come true. This home is fully carpeted, nice brick fireplace and built-in bookcases in the family room, all built-in kitchen, garage plus a 2 story barn. And it's only 10 months old. Tall pines grace the rear of the lot. Mid \$30's. W-7418</p> <p>CENTURY 21 AMBASSADOR REALTY 883-9400</p>	<p>Make Your Money WORK FOR YOU — 4 acres of land with a modern ranch house with 3 bedrooms, 7 mobile home lots, mobile home, Butler building (1200 sq. ft.) plus another ranch house furnished. Good return. Call for more details. \$71,500.</p> <p>CENTURY 21 AMBASSADOR REALTY 883-9400</p>
<p>If Tiffany's sold homes, they would stock one of these, in Camelot, in a lovely setting, a beautiful 3 bedroom, 2 bath ranch with the largest rec room you ever saw, carpeted throughout, formal dining room, double rear entry carport, circular drive. YOU MUST see... Equity of \$13,000.</p> <p>CENTURY 21 CLOWERS REALTY 881-8948</p>	<p>Instead of Wishing look at this perfect home for your family, located in a posh exclusive setting. A brick ranch that has a floor plan that is just almost perfect. 2,300 sq. ft. 4 bedrooms, 2 baths, water softener, carpeting & drapes throughout, everything nice. Appointment only, please.</p> <p>CENTURY 21 CLOWERS REALTY 881-8948</p>	<p>Lakewood Immaculate brick rancher in lovely neighborhood. Central heat and air. Detached garage. Fully carpeted. So much to offer the young growing family. Close to schools, shopping and churches. LR 3701. Call 536-1552.</p> <p>CENTURY 21 LOFTON REAL ESTATE</p>	<p>Four X Two Four bedrooms and two baths are provided in this spacious rancher. Entry foyer, formal living and dining room. Large fully equipped country kitchen. Den with fireplace for those cozy hours. Fully carpeted, inside laundry. All this and more set on two acres with chain link fence. Owner will consider trade. Price at \$53,000.00 RR call 536-1552.</p> <p>CENTURY 21</p>	<p>High On A Hill Over 1 acre, popular Meridianville. This outstanding ranch consists of 3 bedrooms, living room, dining room, eat-in kitchen, large den with fireplace. A detached garage with a large rec room over it, tool shed and many other pluses. You'll like this...call now.</p> <p>CENTURY 21 CLOWERS REALTY 881-8948</p>	<p>Wooded Lot On Deborah Dr. Will build to buyers plans or ours.</p> <p>CENTURY 21 JACK KELLY REALTY 539-4466</p>	<p>\$15,000 Warehouse 20 inch thick solid brick walls. New built-up roof, giant beams. Approx. 4,500 sq. ft. in excellent condition in New Market.</p> <p>CENTURY 21 JOHN G. GANN REALTY 881-3940</p>
<p>Exclusive Covemont 4 bedrooms, 2 1/2 baths, den and rec room, 2700 sq. ft. of executive living. Low 70's. W2203.</p> <p>CENTURY 21 HOLLOWAY REALTY</p>	<p>4061 Sewall Dr. NEW—\$29,000. In South Huntsville, with a GREAT room, 3 bedrooms, 2 full baths, central heat and air, loads of closets, including 2 walk-ins and fully carpeted. Call today as this is a "one of a kind" deal!</p> <p>CENTURY 21 JOHN G. GANN REALTY 881-3940</p>	<p>Sparkling New ALL brick home featuring "GREAT ROOM" with fireplace, fully equipped country kitchen. Formal dining room, 2 full vanity baths. Fully carpeted. You can still pick your colors. Builder will consider paying closing cost. Priced at \$36,000.00 WL-4710. Call 536-1552.</p> <p>CENTURY 21 LOFTON REAL ESTATE</p>	<p>Energy House HEAVILY WOODED LOT. Our new four bedroom contemporary home has thermopane windows throughout, 12" of blown insulation in the attic, 2" batts under the floor and RAPCO foam in the walls. This money saving home has a formal dining room, spacious den with pantry, sunny breakfast room opening onto a redwood deck, plus 2 1/2 baths. Priced at \$54,500 and offering the 10 Year Home Owners Warranty.</p> <p>CENTURY 21 JOHN G. GANN REALTY 881-3940</p>	<p>705 O'Shaughnessy Older 2-story home in good repair. Large fenced rear yard. Detached garage. This is commercial property as well. Only \$18,900. Conventional Financing only.</p> <p>CENTURY 21 DAVIS REALTORS 533-3200</p>	<p>Waterfront and we do mean water front! The kind where you sit on your own deck and look out over the prettiest part of Guntersville Lake (Gooey Harbor) or walk across the yard to your own deep water boat house. It is a big contemporary home with 4 bedrooms, rec room with wet bar, many, many other excellent features. For discriminating people. S.H.</p> <p>CENTURY 21 AMBASSADOR REALTY 883-9400</p>	

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