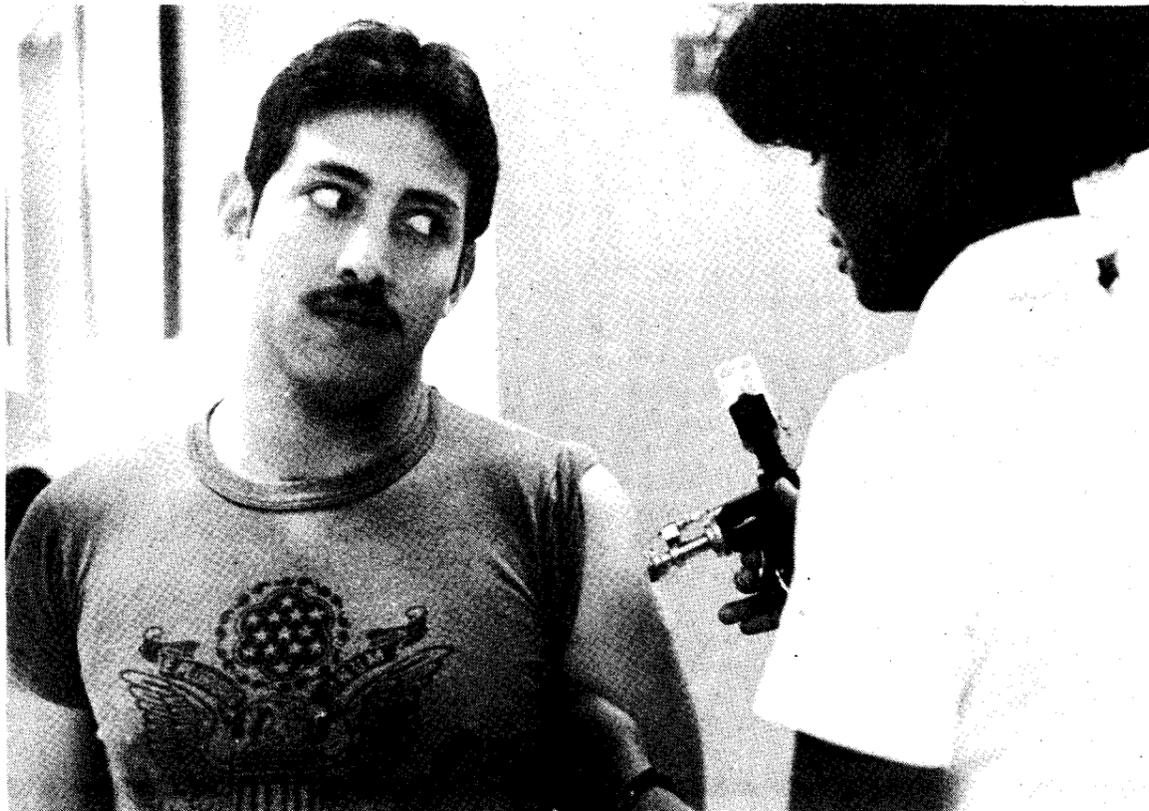


The Redstone Rocket

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October 29, 1980



I'd rather have the flu

PFC Roger Moczygamba casts a wary eye on Sp6 Louisa Albright as he receives his influenza immunization. Moczygamba was

immunized Oct. 23, along with the rest of Company A.

(Photo — Lori King)

Women's week observed here

For the first time, Federal Women's Week is being observed at the same time by all government agencies in the Huntsville community.

The week of Oct. 27-31 was planned for military and civilian women here by Federal Women's Program committees and managers for Army activities, NASA, Office of Personnel Management, and a postal service representative.

"The key purpose is really to enhance the employment of women or the opportunities for the employment of women. That to me is the bottom line," said Arleta Martin, manager of the Federal Women's Program here.

She recalls the first observance for federal women here was in 1975 during "International Women's Year" as proclaimed by the United Nations and countries worldwide.

"This is the very first time for all the Federal Women's Program managers in the various activities in the Huntsville area to observe it at the same time," Martin said. "This is a combined observance for all the government agencies in the community."

There is no nationwide observance for Federal Women's Week but every agency has

(Continued on page 14)

AWOL

'The grass isn't greener on the other side'

BY GREG KENDALL

So, you're fed up with the PT, the GI parties and the chow, eh? Frustration and aggravation have swelled to the point that you'll burst if you don't get away, and besides all that, the Army just doesn't understand you or your problems, right? So you decide to pack up and cut out, or as it's better known, go AWOL (Absent Without Leave), right?

WRONG! AWOL apprehension NCO Sgt. Anthony Graziano, cautions soldiers contemplating AWOL, "The grass is not greener on the other side." Two soldiers who found out the hard way echoed Graziano's warning.

"I've seen the results," said Pvt. William Hoffman, "and it's definitely not worth it."

One Friday afternoon Hoffman, 19, decided to start the weekend early and missed formation. He had just been paid and was eager to party. Unfortunately for him, the party began too soon and lasted too late — seven days too late.

After returning to his unit, Hoffman received an Article 15, 14 days of extra duty, 14 days of restriction to the barracks, \$104 fine plus a \$148 deduction for the time he was AWOL.

"Soldiers should try to go the right way because you can't beat the system," Hoffman said.

Pvt. Charles Martin said he wasn't trying to beat the system when he unlawfully left his unit for 15 days. He said a phone call he received after duty made him go. "My folks were having problems and I felt I had to be there."

He was arrested in his hometown and turned over to military authorities. After spending two nights in a military jail, Martin was returned to his unit. It cost him \$150, not including the amount assessed for the time he was gone, and 15 days of extra duty.

But Martin said the worst part was finding

out later that he didn't have to go. "I could've gone to Red Cross, but I flew off the handle and made a dumb mistake."

Sgt. Maj. James Weaber, NCOIC of the Provost Marshal Operations Division, said Martin's case is typical of young soldiers who are new to the Army and unaware of its methods.

Weaber's office works closely with the Madison County Sheriff's Department and other law enforcement agencies in apprehending soldiers absent without leave. If a soldier is still missing after 30 days, he is dropped from the Army rolls and his name is sent to the Deserter Information Center at Fort Benjamin Harrison, Ind.

There, additional information on the soldier is compiled and passed on to the National Crime Center, which places his name on a wanted list. If the missing soldier is stopped for speeding or any other minor offense he would be arrested and turned over to the nearest military authorities, according to Weaber.

"Soldiers only compound their problems by being AWOL," said 2nd Battalion Commander, Lt. Col. Jon R. Morgan. "Because nine times out of 10 the problems still exist once they're apprehended."

(Continued on page 14)

Inside

Patriot System. Brig. Gen. Jerry Bunyard has been named project manager for the Patriot Air Defense Missile System. See story on page 3.

Management conference. The last of a two-part series on a recent Performance Management Conference here features a story and chart. See pages 10-11.

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not to be considered an official expression by the Department of the Army. The appearance of advertisements in this publication does not constitute an endorsement by the Department of the Army of the products or services advertised.

Letters

Deep appreciation

Editor:

On behalf of my family, I wish to thank the people of Redstone Arsenal for their concern and the support they have given us following the death of my son, James. The prayers, thoughtfulness, and support of military and civilian friends here have eased our passage through very difficult straits. My family and I deeply appreciate this more than words can ever express.

Sincerely,
Harry L. Foradori
 Colonel, U.S. Army
 Commandant, USAMMCS

Letters to the editor should be signed (name withheld on request) and sent to: The Redstone Rocket, DRSMI-G.

THE REDSTONE ROCKET

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Co-op students

Question: I understand there are some benefits Co-op students can get. What are these benefits and how long do they last? Someone told me you have to pay the money back. Generally, how do you get tuition under the Co-op program here on the arsenal?

Answer: The Civilian Personnel Office said the cooperative education program is a plan which provides an integration of academic study with practical work experience and training on the job. Students alternate periods of attendance in college with periods of employment.

Students in the colleges and universities must enroll in their school's cooperative education program for referral to federal activities where a Co-op program already exists. In other words, officials said, a student cannot enroll through Redstone Arsenal processes but can be referred — to the arsenal for placement after enrollment in Co-op at school.

"The program was not intended to provide tuition assistance," said John Hollenbeck of CPO. Students in the program get paid the per annum rate for their government service grade — usually GS-2 to GS-5 — and can be

If you want an answer to a question, call or write the "People" information service in Public Affairs Office, 876-4161.

converted to fulltime employment upon completion of schooling.

Handicapped parking

Clarification: In answer to last week's question concerning handicapped parking spaces it was stated that there are no individually designated handicapped parking spaces. That is correct as it regards parking at the PX, commissary, hospital, etc. but a different procedure applies to work buildings. Bob Sanders of Security Directorate advises, "Handicapped parking spaces are designated and assigned by building custodians for the workforce on the installation. Handicapped parking spaces for buildings such as the PX, commissary, hospital, etc. can be utilized by active or retired military and on a first come, first served basis. Handicapped vehicle decals (affixed to the bumper) may be issued to identify personnel who are certified by installation medical authorities as being handicapped or disabled. Personnel who feel they qualify for decals should report to building 3708, Registration and Identification, Security Directorate, for instructions on procedures to follow." More information on assignment of handicapped parking is in AR 190-5-1.

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Soldier gets 'pretty good' start

An Army recruiter in Ashboro, NC., told Joseph S. Green that he could probably do well in the missile maintenance field, so Green signed up for training here when he enlisted in January.

Thursday, Green completed more than eight months of training on the Nike missile system and was named the distinguished graduate of his class.

But that's not all.

He also received a plaque from the Tennessee Valley Chapter of the Association of the U.S. Army that named him an outstanding student. That plaque is reserved for soldiers who maintain an academic average of 98 percent or higher.

Green completed the eight months of highly technical, electronics-oriented training with a 100 percent average.

The 18-year-old private from Siler City, N.C., said, "I tried to do my best. The pressure I put on myself to keep my average up was the hardest part of the course, but I didn't want to let myself down."

Green will soon be applying the skills he learned with a missile unit in Germany.

Commenting on his academic achievement, Green said, "I think it's a pretty good start to my military career." He's right. And so was his recruiter.



Green

U.S. Navy Band in local concert

The United States Navy Band, under the direction of Cmdr. Joseph Phillips, will appear in concert at the Von Braun Civic Center Concert Hall on Tuesday, Nov. 4 at 8:15 p.m., and for a matinee performance at 3:30 p.m.

Composed of five officers and 170 enlisted musicians, the Navy Band and its seven musical groups has developed into a diverse organization. Highlighting the concert will be von Suppe's "Poet and Peasant Overture," the finale from Kalinnokov's "Symphony No. 1 in G Minor," and "Echoes of the Big Band," a medley of 1940's music.

Three Navy Band solists will be featured. Musician First Class Evangeline Taylor, the Navy's first woman musician, will sing a medley of George Gershwin tunes. Senior Chief Musician Ron Chiles, who has appeared twice as a piano soloist with the Boston Pops Orchestra, will present the third movement of Rachmaninoff's Piano Concerto No. 2. Senior Chief Musician John Coulehan will be featured in Carl Maria von Weber's "Concertino for Clarinet," opus 26.

Following the evening performance there will be a "Meet the Band Reception" featuring champagne punch, snacks, a Navy Band combo, and wide screen television carrying election results.

Concert tickets are available at the VBCC Box Office, the UAH Music Department and Huntsville music stores. Reception tickets are available at the VBCC Box Office.

Reception tickets are \$6 each. Matinee performance tickets are \$4 and \$2.50, and evening performance tickets are \$4 and \$3.

Well baby care is under CHAMPUS

"Well baby" care for active duty dependents up to two years of age is now available under the CHAMPUS program.

Effective Oct. 1 CHAMPUS is authorized to share the cost of well baby care — routine physical examinations and immunizations, according to Capt. Ron Sullivan, chief of patient administration at Fox Army Community Hospital.

Sullivan explained, "Since well baby care involves out patient services, any active duty of family may elect to go to a civilian physician to obtain such care for their child, whether or not they reside close to a military facility.

"Well baby care was previously excluded for all categories of beneficiaries, and continues to be excluded under CHAMPUS except for active duty member's children up to two years of age", he said.

As an outpatient service, well baby care is subject to the annual CHAMPUS outpatient deductible and the beneficiary's 20 percent cost sharing, said Sullivan.

Bunyard named Patriot PM

Brig. Gen. Jerry M. Bunyard has been named Project Manager for the Patriot Air Defense Missile System, headquartered in Huntsville Research Park.

Bunyard, a 49-year-old native of Altus, Okla., will assume his new duties here early next month.

He succeeds Maj. Gen. Oliver D. Street III who is leaving for a new assignment as Commander of Army Readiness and Mobilization Region 5 at Fort Sheridan, Ill.

Patriot, the Army's newest and most advanced air defense missile system, went into production earlier this month.

Bunyard comes to Patriot from Washington where he was deputy director of Defense Department Test and Evaluation. Among other assignments, he commanded the 2nd Battalion, 20th Artillery of the First Cavalry Division (Airmobile) in Vietnam; was Chief of Staff and later Deputy Brigade Commander for Administration, 1st Aviation Brigade in Vietnam; Commander of Yuma Proving Grounds in Arizona; Project Manager for

Tactical Fire Detection System-Field Artillery Tactical Data Systems at Fort Monmouth, N.J.

In addition, he has served a number of Army staff assignments as an operations research analyst, coordinator of Army programs presentations, and with the Operational Test and Evaluation Agency as Assistant to the Scientific Advisor and Chief of the Technical Support Division.

A graduate of Oklahoma State University with a degree in agriculture, Bunyard holds a master's in international relations from George Washington University. He also is a graduate of the Army Command and General Staff College, National War College and has attended the Infantry, Field Artillery and Army Aviation Schools.

Among decorations and honors, he holds the Legion of Merit, Distinguished Flying Cross (with Oak Leaf Cluster), Bronze Star Medal (with 2 Oak Leaf Clusters), Meritorious Service Medal (with 2 Oak Leaf Clusters), Air Medals, Master Army Aviator Badge.

Get ball tickets by Friday noon

Antebellum South will be the theme when the Officers' Wives Club presents its 18th annual Charity Ball. Persons planning to attend Saturday night's Charity Ball at the Officers Club should purchase their tickets by noon Friday.

The event begins with cocktails at 7 p.m., dinner at 8 and dancing at 9.

Tickets are \$12.50 per person. Proceeds from the evening will be used to further charitable projects on Redstone Arsenal and in Huntsville.

For more information, phone Nancy Russell, ticket chairman, at 837-1869 or Barbara Rambo 837-9143.

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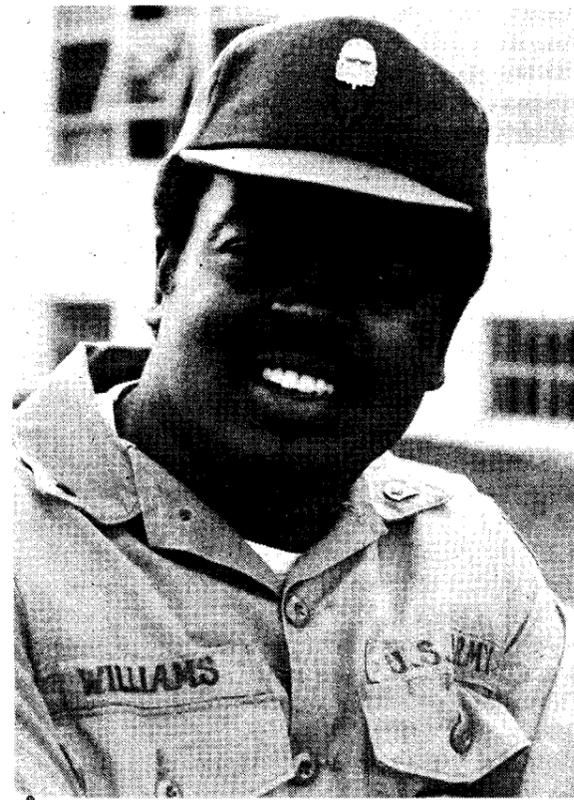
What do you like and dislike about Huntsville?



Sp5 Benjamin A. Newton, Jr., 291st MP Co. — "I don't like the lack of a transportation system. They need some type of transport system because with all the people driving, it causes the insurance rates to be high and it makes the traffic more dangerous to cope with."



Pvt. Bill B. Fernandez, 6th S.C. — "Huntsville is alright if you can afford to go to the places. With the small amount of money I make, I really can't afford to go anywhere. There are nice places to go but like I said, you have to be able to afford it."



Sp4 Teddy W. Williams, 515th Ord. Co. — "Everything closes too early but it's really not that bad. What they need is outside concerts or something to liven it up."



Sp4 Robert W. Hinson, HHC — "I like the shopping malls but I don't like the surrounding area of Huntsville because being from Florida, I'm used to being around the beaches."



PFC Paul W. Rollizo, Jr., 515th Ord. Co. — "I like the fresh air and the country atmosphere. What it needs is more activities, sidewalks, things close too early, and every body is too prejudiced."



SSgt. James G. Cornelius, 291st MP Co. — "There is no transportation for the younger soldiers that can't afford vehicles. But Huntsville is wide open and plenty of things to do and see. The people in Huntsville are friendlier than what they would normally be around any other Army post. It's a good retirement post, too."

Board to oversee commissary operations

WASHINGTON — The military services will continue operating their own commissaries, at least for the near future, announced Robert B. Pirie, assistant secretary of Defense for manpower, reserve affairs and logistics.

This decision comes after a two-year Department of Defense study into the advantages of combining the various commissary store systems into a single DOD agency.

However, the study did reveal the need for more effective DOD involvement in the operation of the commissaries, a DOD official said. Consequently, a DOD executive board has been set up to oversee commissary operations. This board, which will include top leadership from each of the services' commissary systems, will offer policy guidance on

commissary operations, set goals and rate performance, the official explained.

The new board is expected to help achieve some of the more desirable aspects of consolidation without creating a new DOD agency for commissaries.

Pirie's decision does not rule out consolidation as long term goal, a DOD official said. (ARNEWS)

Army official urges voting

WASHINGTON — General E. C. Meyer, Army Chief of Staff, sends the following message about voting for all soldiers and their dependents:

"On Nov. 4, 1980, Americans will go to the polls both in person and via absentee ballot to exercise their right and privilege to vote in this year's general election.

"Soldiers like all Americans have traditionally participated in this election process. This year, the Army in concert with the Department of Defense has made every effort to provide publicity and assistance to support the soldier and his or her dependents worldwide and DA civilians overseas in furthering that tradition.

"I believe that every individual within our ranks should make an all out effort to vote in this coming election. This election is important since you will be voting to fill the offices of president and vice president of the United States as well as the entire US House of Representatives, 34 US senators, 14 governors and thousands of state and local officials. These officials will have a direct impact on the lives of you, your family and our nation; therefore, I believe that it is important for you as soldiers and citizens to participate in this election." (ARNEWS).

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Civilian pay raise in next check

A 9.1 percent pay increase for federal white collar workers went into effect the first full pay period after Oct. 1 and will show up on the Nov. 5 pay check, according to finance and accounting officials here.

The first full pay period began Oct. 12, officials said. The raise computes to slightly higher than 9.1 percent for people in grades

GS-1 and GS-2. In the higher grades, the raise is limited to a top of \$50,112.50.

President Carter approved the increase, the largest in recent years, last August after rejecting an even bigger boost proposed by a special advisory group.

Under the law, Congress had the option to either reject it or see the president's proposal take effect.

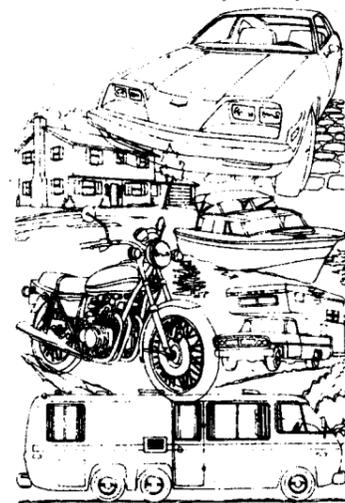
New General Schedule Pay Rates

The following is the Alternative Plan Adjustment for October 1980, for General Schedule employees, submitted to Congress by President Carter:

GS	Steps									
	1	2	3	4	5	6	7	8	9	10
1	7960	8225	8490	8755	9020	9175	9437	9699	9712	9954
2	8951	9163	9459	9712	9820	10109	10398	10687	10976	11265
3	9766	10092	10418	10744	11070	11396	11722	12048	12374	12700
4	10963	11328	11693	12058	12423	12788	13153	13518	13883	14248
5	12266	12675	13084	13493	13902	14311	14720	15129	15538	15947
6	13672	14128	14584	15040	15496	15952	16408	16864	17320	17776
7	15193	15699	16205	16711	17217	17723	18229	18735	19241	19747
8	16826	17387	17948	18509	19070	19631	20192	20753	21314	21875
9	18585	19205	19825	20445	21065	21685	22305	22925	23545	24165
10	20467	21149	21831	22513	23195	23877	24559	25241	25923	26605
11	22486	23236	23986	24736	25486	26236	26986	27736	28486	29236
12	26951	27849	28747	29645	30543	31441	32339	33237	34135	35033
13	32048	33116	34184	35252	36320	37388	38456	39524	40592	41660
14	37871	39133	40395	41657	42919	44181	45443	46705	47967	49229
15	44547	46032	47517	49002	50487*	51972*	53457*	54942*	56427*	57912*
16	50,112.50*	50838*	52478*	54118*	55758*	57398*	58500*	58500*	58500*	58500*
17	53849*	55644*	57439*	58500*	58500*					
18	58500*									

* The rate of basic pay payable for employees at these rates is limited to the rate for level V of the Executive Schedule, \$50,112.50.

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New computer terminals speed maintenance tasks

BY SKIP VAUGHN

Ten computer terminals have been added to the Maintenance Engineering Directorate here in one of the most recent examples of the computer wave sweeping private industry and government.

Maintenance Engineering officials say the terminals will allow them to better keep track of missile modifications and equipment improvement recommendations. They list the benefits as reducing the time needed to do the work, and saving money.

The terminals are being rented locally. The Management Information Systems Directorate here already had the computing capability.

The new developments are the "software" computer system developed by Automated Logistics Management Systems Activity in St. Louis, and the 10 terminals procured locally.

"They started being installed about Oct. 1," said Tom Newton of Maintenance Engineering. "We expected to have all 10 in operation by the end of November."

The terminals are tied into computers kept at Management Information Systems Directorate in Bldg. 5201. Newton, a program analyst, said the computer systems being used are called the Modification Work Order Record-Status (MODWORS) and the Deficiency Reporting System (DRS).

MODWORS allows Army depots to report by computer completed modifications to missile systems, officials said.

In the past, this was done on handwritten forms which Maintenance Engineering would receive and then send to Bldg. 5201 to be keypunched for computer.

With MODWORS, "we're away from all this paperwork. It's a direct input," said John Barnard, a program analyst at Maintenance Engineering.

Not only can they look at the modification information but equipment specialists here will be able to make changes to the data. "We are the data base managers, in essence," said Newton.

The computer system records any changes to the individual that made them and the date. "It's kind of a check system, really, that allows you to go back and see who made changes," Barnard said.

MODWORS enables managers to see whether work is being done on schedule and provides a means for establishing schedules. Officials say it also enables managers here and at Army Materiel Development and Readiness Command (DARCOM) to monitor costs.

The other new system being implemented in

DRS. Maintenance Engineering will be sharing the same data base with Product Assurance Directorate which began loading related data into the computers earlier this year.

"It's an automated system for logging in and tracking of field reports — reports from the field," said Warren Schoenknecht, chief of the maintenance data branch at Maintenance Engineering.

Equipment improvement reports (EIR) and quality deficiency reports (QDR) are generated by people in the field. They outline problems and, in some cases, recommended solutions, Schoenknecht said.

EIR's will be fed into the computer by Maintenance Engineering while QDR's are referred to the Product Assurance Directorate here.

"We share the same data base on the computer," said Bob Willis, a quality assurance specialist at Product Assurance. "They've got a terminal that can address the data base, and we've got a terminal that can address the data base."

Officials said the computerized system instead of the manual method keeps better track on how many maintenance or quality problems have been encountered from contractors.

Leon "Pappy" Yokem, an equipment

specialist for Maintenance Engineering, said reports from the field are screened at Maintenance Engineering. If someone in the field is sure the problem is a QDR, the report could go directly to Product Assurance but "90 percent don't know if it's an EIR or QDR," Yokem said.

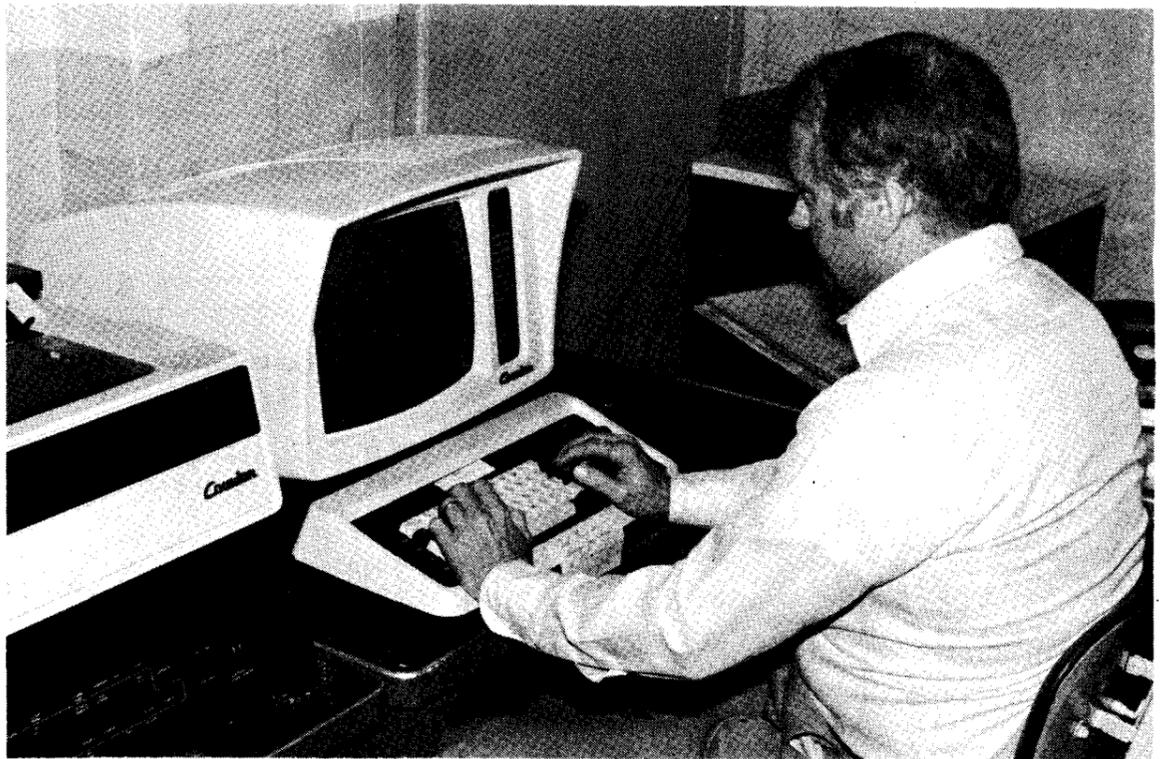
After screening, Maintenance Engineering records the EIR's and refers the quality deficiency reports to Product Assurance.

"We've got to load on all the EIR's we've received from last October to this October for a data base," Yokem said. "This is DARCOM requirement. That's what we're doing now or starting to do. We just started (last) week. We imagine it'll be in the area of 300 EIR's."

Both the Modification Work Order Record-Status and the Deficiency Reporting Computer systems will be used on the new terminals at Maintenance Engineering, officials said.

Barnard said he's excited about MODWORS' capability to answer questions structured in "natural language" as opposed to computer languages.

"It's just much faster," Barnard said. "And gee, we're still learning what we can do with it. A year from now there's no telling what we'll be doing with it."



Newton demonstrates computer terminal

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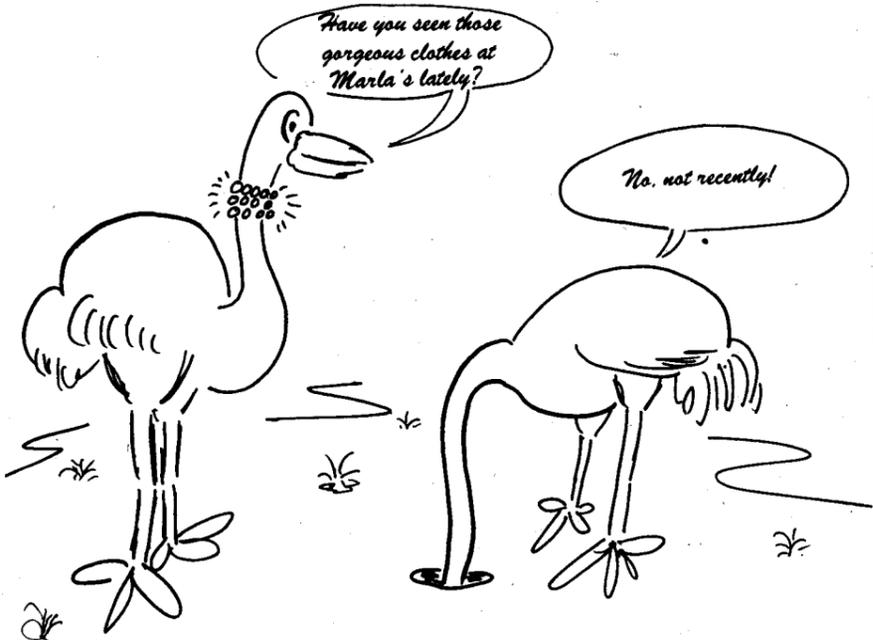
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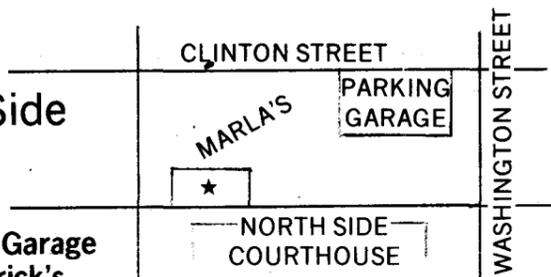
November promotions



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WASHINGTON — The following are planned promotions by grade for Nov.:

Grade	Promotions on Oct. 1, 1980	Promotions on Nov. 1, 1980	Through Sequence Number	On List Nov. 2, 1980
O6	55	57	115	516
O5	146	164	511	1022
O4	337	225	401	2429
O3	613	140		
W4	25	28	151	213
W3	60	63	495	519
E9	73	67	656	240
E8	141	376	2617	1056
E7	529	1064	5962	3977
E6	1278	2390		
E5	4184	4601		

The new promotion lists to O-6 and O-5 were confirmed in mid-Sept. by the Senate.

Promotions to O-3 for Oct. and Nov. will be from the new list schedule for release early this month.

E-5 and E-6 promotion lists are maintained locally. (ARNEWS).

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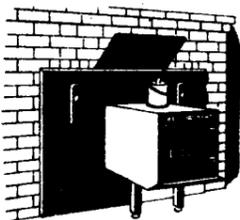
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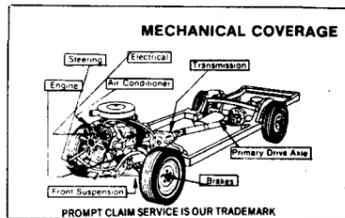
\$225.00 — Accord, AMX, Aspen, Bobcat, Caballero, Camaro, Capri, Celica, Century, Challenger, Citation, Concord, Cordoba, Cressida, Cutlass, Datsun 200/310/510/810, Diplomat, El Camino, Fairmont, Fiesta, Fiat, Firebird, Grand Prix, LeMans, Malibu, Morada, Monte Carlo, Mustang, Pacer, Phoenix, Pinto, Rabbit, Omega, Rancho, Regal, Renault, St. Regis, Sapporo, Skylark, Supra, Volare, Zephyr.

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Football picks

BY SKIP VAUGHN

Undefeated, number one ranked Alabama travels to Jackson this weekend to take on tough Mississippi State.

This picker says Bama's good fortunes will continue against the Bulldogs.

Meanwhile, Auburn's Tigers will probably lose in Florida's Gator Alley and undefeated Georgia should beat visiting South Carolina.

A 10-4 record last weekend brought this picker's record to 52-15 (plus one tie) for his weekly major college football guesses. Here are more predictions for selected major college games Saturday:

- Alabama at Mississippi State — Bama by 21
- Auburn at Florida — Fla. by 7
- S. Carolina at Georgia — Ga. by 10
- Kentucky at Tulane — Tulane by 14
- Clemson at Wake Forest — Wake Forest by 7
- Ole Miss at Louisiana State — LSU by 21
- Notre Dame at Navy — Notre Dame by 14
- Missouri at Nebraska — Nebraska by 21
- Ohio State at Michigan State — Ohio St. by 14
- Virginia at Tennessee — Tennessee by 7
- Rice at Arkansas — Arkansas by 21
- Texas Christian U. at Houston — Houston by 14
- Arizona at UCLA — UCLA by 21
- North Carolina at Oklahoma — N.C. by 7
- Texas at Texas Tech — Texas by 30
- California at Southern Cal — USC by 14
- Rutgers at Army — Rutgers by 14
- Miami (Fla.) at Penn State — Penn St. by 14

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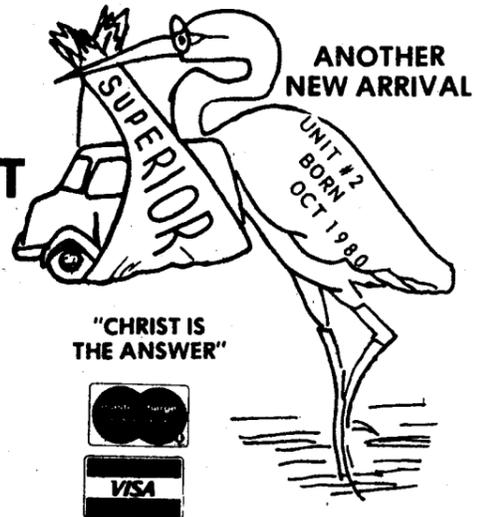
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Flag football titles decided as teams await tourney

Although regular season play in company level flag football is scheduled through Monday, both the Eastern and Western Conference titles have been locked up.

At the end of last week's competition, Bravo had three games left on the schedule, but with an 11-0 record, the Western Conference title would be their's even if they lost all the rest. The runner-up spot is shared by HHC and the 95th SVC with 8-5 records.

With a 11-1 record and only two games remaining, Co. A is beyond reach in the Eastern Conference. The 515th Ord. Co. is holding down second with eight wins and four losses.

So, while regular season play continues, the tournament is already taking shape.

The tourney will be a double elimination affair among the top four teams of each conference. Since the 6th Student Company and the 291st MP Company dropped out, the Eastern Conference representatives are already determined.

In addition to Co. A and the 515th, the 4th and 8th student companies will play. At presstime, the 4th S.C. held a 7-6 record while the 8th S.C.

maintained a .500 average with six wins and six losses.

Bravo, HHC and the 95th Service Company are sure to represent the Western Conference, but the fourth spot remains undecided. The 7th S.C. (4-9), MEDDAC (4-9) and the Marines (3-10) are all within reach of a tournament berth.

The tournament is scheduled for Nov. 10-20. If the two conference champs meet in the finals, it will be the third time in as many years. Alpha won the '78 and '79 encounters, but Bravo hopes to change that.

Bravo downed the defending champions in their only clash so far this year. Time will tell.

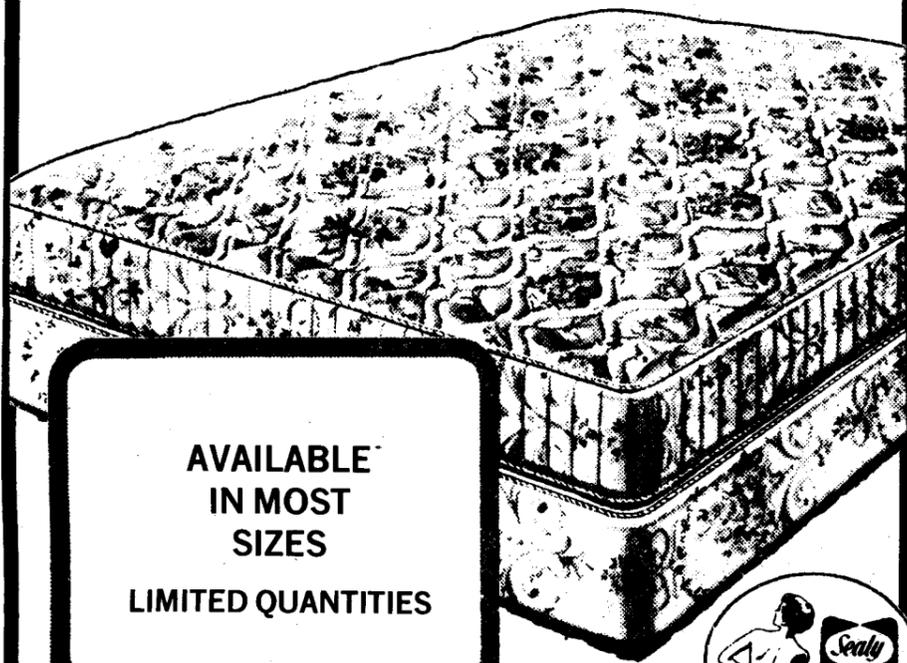
EAST	W	L
Co. A	11	1
515th Ord. Co.	8	4
4th S.C.	7	5
8th S.C.	6	6
WEST	W	L
Co. B	13	0
HHC	8	5
95th SVC	8	5
7th S.C.	4	9
MEDDAC	4	9
Marines	3	10



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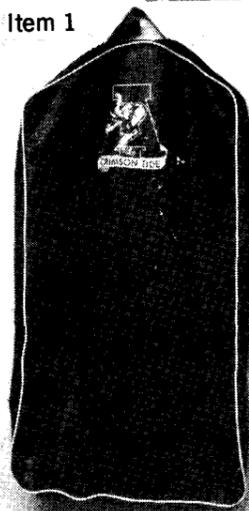
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MICOM implements 'yardstick' to measure progress

Note: This is the final in a series of two articles concerning the performance management conference summary.

Everyone working for the Missile Command can now thumb through a document and learn what MICOM is all about, see its plans for the future, and read the yardstick named to measure progress.

Put together at a recent performance management conference, the 'summary' carries the mission statement and the management values and norms of MICOM as viewed by top leaders. It also focuses on results in the measurement items set forth. The individual's objectives will, finally, be tied into the structure.

Major organizational elements have received the summary and supervisors will define their work unit objectives. Subsequently, division and branch chiefs will do the same.

Supervisors will be looking at their units through four emphasis areas outlined in the plan: Resources, People, Security Assistance, and Acquisition. As they develop objectives to mesh with those of MICOM level, they will be using the same logic which resulted in the basic documents and which makes the approach different from past goal development.

That logic flows from the four emphasis areas listed above, through whatever activity supports them, and on to evidence of achievement by measureable outcome. In this issue, the criteria which will be most

discussed while developing unit and personal objectives appear in two columns headed 'activity' and 'evidenced by.'

The process will filter through all levels of MICOM and will eventually require each person to set personal objectives which clarify how he or she will contribute to the overall organization and MICOM goals. This will require open communication between employees and supervisors and a willingness to negotiate. However, a specific performance objective can be directed by a supervisor if it is of sufficient importance.

With development of personal objectives, the employee will nail the final planks to the structure originally framed by top management. It will require cooperation of all the MICOM family to make the new structure successful.

Performance management conference summary

Through	Evidenced By	Through	Evidenced By
	Resources		
a. Improved Recruitment and Placement Process.	a1. 100% CEP and High Grade fill by end of FY81. a2. 100% to 110% fill of manpower authorization throughout FY81. a3. Recruitment lead time reduced to 90 days by end of FY81.	d. Maintenance, modernization, and expansion of in-house facilities.	d3. Development of a Facilities Modernization Plan developed by 1 Jun - 30 Sep 81. d4. 15 - 25% of the Facilities Modernization Plan executed each FY.
b. Assessment of manpower requirements to accomplish mission.	b1. A redistribution of FTP spaces, based on prioritization of requirements, developed and approved by 1 Nov - 1 Dec. 80. b2. Dir/PM attrition/reorganization plans to effect redistribution developed by 1 Jun - 30 Sep 81. b3. Reorganization/attrition completed by 1 Jun - 30 Sep 82.	e. Proper resources planning, allocation, and use.	e1. A PBAC/SELCOM process established for total resources planning and programming (dollars, manpower, facilities, and High Grade authorizations) by 1 Nov - 30 Nov 81. e2. Programming of all resources required to accomplish missions and tasks (funds, manpower, and facilities) executed simultaneously throughout FY81.
c. Modernization, expansion, and maintenance of MICOM's contractor production base.	c1. An assessment of production base requirements for MICOM weapon systems completed by 1 Jun - 30 Sep 81. c2. Identification and justification of funding for production base needs submitted in accordance with (IAW) budget cycle.	f. Productivity Initiatives (RESHAPE).	e3. A command prioritization system for MICOM weapon systems, major functions, and related resources developed by 1 Oct - 30 Nov 81. e4. Energy usage in FY81 reduced by 5 - 8%.
d. Maintenance, modernization, and expansion of in-house facilities.	d1. An assessment and prioritization of facilities requirements completed by 1 Dec - 31 Jan 81. d2. Justification and incorporation of needs submitted into budgets IAW budget cycles.		f1. A 5 Year ADP Plan established by 1 Dec - 31 Jan 81. f2. Implementation of the 5 Year ADP Plan IAW established milestones throughout FY81. f3. 85 - 95% of all mail distributed on-post within 24 hours of dispatch during FY81.





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Through

Evidenced By

- f4. A 10 - 15% reduction in reports and R & A activities in FY81.
- f5. Establishment of centralized Admin Centers in each major building at MICOM (5400, 5250, 4488, 5681) by 1 Sep to 31 Dec 81.
- f6. Implementation of an automated property inventory system by 1 Mar to 1 May 81.
- f7. Plan to move into family concept of project mgt by 1 Sep - 31 Dec 81.
- f8. Sick leave usage reduced by 2 to 5 average hours per employee by end FY81.
- f9. Elimination of in-house correspondence "Gold Plating".
- f10. Reduced time to obtain local supplies by 50% by end FY81.
- f11. 1 to 5 major processes simplified during FY81.
- f12. 1 to 5 major reorganizational streamlinings accomplished during FY81.

People

- a. Affirmative Action/EEO.
 - a1. A MICOM workforce mirroring the local demographic composition achieved by the end of FY82 (4.4% increase).
- b. Employee development to improve competence and professionalism of the workforce, and planned ladders of progression.
 - b1. 100% of the MICOM workforce covered by IDP's by the end of FY81.
 - b2. 25 to 35% of jobs reviewed for evidence of career growth IAW - IDP's during FY81.
 - b3. Voluntary resignations reduced by 2 to 5% during FY81.
 - b4. 30 to 40% of the MICOM Master Training Plan supporting IDP's during FY81.
- c. Attractive work environments and good personnel (people) management.
 - c1. Concern for people's welfare and careers.
 - c2. 5 to 10% reduction in formal EED and Army complaints and grievances during FY81.
 - c3. 40 to 50% reduction in the number of adverse actions during FY81.
 - c4. 1 to 5 projects developed during FY81 to provide pleasant physical surroundings/atmosphere.
- d. Effective position management.
 - d1. 50% of all civilian positions surveyed on a two-year cyclic basis (50% each FY, of which 25% is audited) beginning in FY81.

Security Assistance

- a. Increased productivity via improved cost accuracy and planned acquisition.
 - a1. Development and implementation of a plan by 1 Jul to 30 Sep 81 to achieve accurate IL case costs.
 - a2. 5 to 10% of non-essential administrative procedures and reports reduced during FY81.
- b. Responsive support to friendly nations.
 - b1. Report of Deficiencies standards maintained at 2% or less during FY81.
 - b2. On-time LOA processing rate improved by 10 to 20% during FY81.
 - b3. On-time FMS case closure increased by 10 to 20% during FY81.
 - b4. On-time performance for major item deliveries maintained at 95% or higher during FY81.
- c. Improved management of entire Security Assistance Program.
 - c1. A realignment of IL Dir to a matrix organizational structure completed by 1 Jul to 30 Sep 81.
 - c2. Development of a system and procedure which identifies total MICOM resources required to support Security Assistance by 1 Jul to 30 Sep 81.

Acquisition

- a. A strong, in-house technology base.
 - a1. 1 to 5 projects to modernize technical equipment & facilities developed during FY81.
 - a2. Labs used in system problem prevention activities 1 to 10 times during FY81.
 - a3. 1 to 5 new concepts originating from the labs during FY81.
 - a4. 10% increase in and retention of young professionals.
- b. Excellent, effective yet affordable technology alternatives (including foreign technology).
 - b1. 1 to 5 PIP's recommended for MICOM systems during FY81.
 - b2. 1 to 5 Defense Exchange Agreements/RSI plans signed during FY81.
 - b3. Improved interfaces and working relationships between PMO's and the labs.
 - b4. Development of a comprehensive and realistic Technology Plan by end FY81.

Through

Evidenced By

- b5. Proper balance between technology exploration & technology application; target ratio of 1:10 by end of FY81.
- b6. A strong, active, utilized IR&D Program with Universities & private industry.
 - c1. Procurement plans 95% completed by 1 May 81.
 - c2. 90% on-time implementation of procurement plans.
 - c3. No letter contracts during FY81.
 - c4. Finalization of 95 - 100% of all letter contracts within 180 days.
 - c5. Increase number of awards by price competition by 5 to 10%.
 - c6. Reduce time and cost of the weapon Source Selection Evaluation Board (SSEB) process by 35 to 50%
- c. Responsive procurement actions in support of acquisition tasks.
 - d1. 8 to 12 MICOM-Industry, etc., meetings during FY81. A schedule of such meetings developed by the end of the 1st Quarter of FY81.
 - d2. 1 to 2 top management meetings between MICOM and the Combat Development Centers conducted in FY81.
- d. Strong interfaces between MICOM and the User (TRADOC), industry, educational institutions, and other service agencies.
 - e1. All negotiated weapons system developments, procurement and fielding goals met during FY81.
- e. Development & delivery of weapon systems within approved cost, schedule and technical performance criteria.
 - f1. A minimum of 85% on-time, and within contractual terms, deliveries against current approved contract schedules.
 - f2. Reliability of production material within the limits of the DCP characteristics.
- f. Timely delivery of reliable material.
 - g1. On-time accomplishment of at least 90% of the current approved ILS milestones.
 - g2. At least 90% availability of repair parts at IOC.
- g. Deployment of fully supportable systems.
 - h1. Material readiness goals of supported systems met during FY81.
 - h2. Stock availability maintained at 84 to 95% during FY81.
 - h3. 1 to 10% zero balances during FY81.
 - h4. On-time requisition processing maintained at 90% or above during FY81.
 - h5. 90 - 95% on-time delivery of technical publications.
 - h6. 90 - 95% on-time NET.
 - h7. 85 - 95% customer satisfaction of equipment problem resolutions.
- h. Responsive support to fielded systems.
 - i1. Meeting of PCA and FCA schedules with 1 - 10% discrepancies
 - i2. A minimum of 90% of competitive procurements executed as originally scheduled.
 - i3. A minimum of 90% PECP's processed into final ECP's within 45 days.
- i. Strong configuration management control.
 - j1. Software support to fielded systems increased by 20 to 30%.
 - j2. Expanding Software Center facilities and hardware by 40 to 60% by end FY81.
- j. Strong software management.
 - k1. Implementation of the Worldwide TMDE Mission by 1 Jul to 30 Sep 81.
 - k2. Resolution of the EM MOS problems related to TMDE technicians by end FY81.
- k. Totally integrated TMDE Support. (no "1")
 - m1. The implementation of an Executive Management Information System for PMO's by 1 Jul to 30 Sep 81.
- m. System Management.
 - n1. Publication of revised MICOM Mobilization Plan by 1 Jul - 30 Sep 81.
 - n2. Mobilization planning tasks completed by all elements of RSA NLT 120 days after publication.
- n. Improved Mobilization Plan.
 - o1. Board established and semi-annual meetings begun by 1 Jul to 30 Sep 81.
- o. Establishment of a Senior Mobilization Policy Board (chaired by the DGC or C of S) to improve mobilization planning/coordination of all MICOM elements, tenants, and satellite units.



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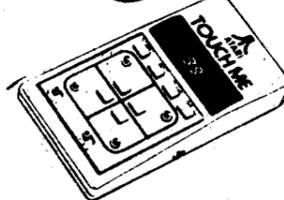


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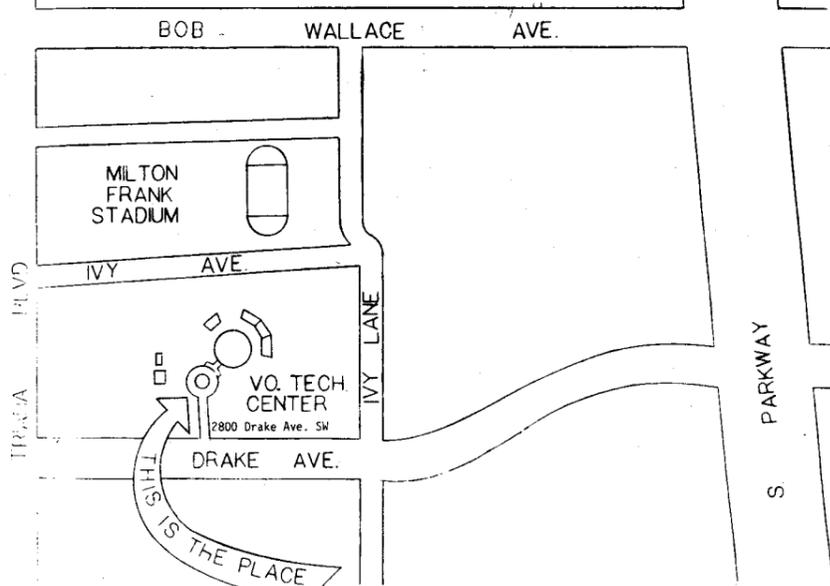


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Most Alternators \$27 ⁹⁵	Brake Shoes (set of 2) \$6 ⁹⁵
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Most Starters \$25.95	
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SUNDAY SERVICES

Sunday School Prayer	9:15 a.m.
Sunday School	9:30 a.m.
Morning Worship	11:00 a.m.
Evening Worship	7:00 p.m.
Wed. Evening Bible Classes	7:00 p.m.
Friday Evening Evangelistic Service	7:00 p.m.

(Prayer and Shut-in afterward)

Come and Let's Praise the Lord Together. All Are Welcome!

Athens State College

Athens, Alabama

Winter Schedule

REDSTONE ARSENAL

Registration: November 3, 1980
Location: Recreation Center - RSA

Priority: 2:00-3:30 p.m.
Other: 3:30-5:00 p.m.

Monday 6:00-10:10 p.m.			
MK 333 Advertising	5	Ermert	3650
MK 433 Marketing Problems	5	McCall	3650
Tuesday 6:00-10:10 p.m.			
EC 415 Managerial Finance	5	Edmondson	3650
MG 420 Business Policy	5	Presto	3650
Wednesday 6:00-10:10 p.m.			
BU 305 Business Statistics	5	McCain	3650
MG 349 Personnel Management	5	McCall	3650
Thursday 6:00-10:10 p.m.			
PY 300 Physics for Non-Majors	5	Staff	3650
PO 319 Intro. to International Commerce	5	Joiner	3650
Friday 4:30-8:30 p.m.			
BU 312 Legal Aspects II	5	Colane	3650
EC 321 Money & Banking	5	Haynes	3650
CS 307 Small Computers for Business (Lab Fee)	5	Workman	3650
Monday/Wednesday 4:00-6:00 p.m.			
EH 308 Major Authors II	5	Laubenthal	3650
Tuesday/Thursday 4:00-6:00 p.m.			
PS 300 Contemporary Psychology	5	Yell	3650
BI 343 Biomedical Perspectives	5	Jandebour	3650
Saturday 8:00-12:00 noon			
AC 442 Federal Tax Accounting I	5	Jones	3650
BU 368 Industrial Psychology	5	Yell	3650

MMCS

Registration and Advising
November 3, 10-11:00 a.m.

ED 432 Methods of Teaching Voc./Tech. Subjects	5	Washington
Wednesday, 1:30-5:30 p.m.		
ED 440 Testing & Evaluation in Voc. Education	5	Staff
Wednesday, 1:30-5:30 p.m.		

RSA Office Phone — 876-7561
Admissions Office ASC Phone — 232-1802 ext. 220
Cost: \$15.00 Qtr. Hr.



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9 a.m. Thurs. to 6 p.m. Sat., Oct. 30-31 - Nov. 1

Night 'n' day! The wildest 36 hr. sale you've ever attended!

From 9-9 Thurs. & Friday 9-6 Saturday -and

Most stock has to be moved for holiday inventory!

save 40% to 80%

on a super selection of furniture bargains, from 9 a.m. Thurs., right on thru to 6 p.m., Saturday!

You've never seen a sale like this anywhere. Every foot-step you will find fantastic furniture buys at un-dreamed-of savings.

Eye-opening suite buys for wide-awake shoppers!
Broyhill Massive Colonial Bedroom
 Triple dresser, hutch mirror, chest, Reg. \$1499. Cannonball headboard & footboards.

\$799⁰⁰

Broyhill Wood Dining Room
 Table & 6 chairs, china, Reg. \$1598

\$899⁰⁰

Overstuffed Early American Sofa & Chair
 In antron/nylon by DuPont, Reg. \$1070

\$588⁰⁰

Rustic 6-pc. Den Set
 Sofa & chair & rocker, coffee & 2 end tables, Reg. \$419

\$288⁰⁰

Limited Numbers on Most Merchandise. First come First served!

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36 Hours Only	Early American solid oak frames, sofa & chair, floor models	\$299
36 Hours Only	Floor model contemporary Q. sleeper & L-seat, 1 left.	\$300
36 Hours Only	Odd Broyhill coffee tables maple & pine, 3 left.	\$49
36 Hours Only	Odd Broyhill end tables Limited	\$49
36 Hours Only	Massive bedroom suite: triple dresser & hutch mirror, Armoire chest, Cannon Ball head & foot.	\$499
36 Hours Only	Vinyl Early American sofa & chair, 1 left.	\$299
36 Hours Only	Ginger jar lamps in many colors.	\$7
36 Hours Only	Odd full size headboard 2 left.	\$19
36 Hours Only	Broyhill dining room table & 6 chairs, Floor model	\$325
36 Hours Only	Broyhill dark pine sofa table, 3 left, Reg. \$249	\$99
36 Hours Only	Odd solid pine rustic coffee & end tables, ea.	\$10
36 Hours Only	Three pcs. glass coffee table & ends	\$49
36 Hours Only	Floor model contemporary sofa & chair, Crushed velvet.	\$235
36 Hours Only	Odd twin size foam mattress.	\$24
36 Hours Only	Full size sleeper in rugged plaid, Floor model.	\$99
36 Hours Only	Thick rattan & bamboo coffee table, needs glass	\$50
36 Hours Only	Contemporary sofa-love seat, chair in herculon, solid oak frames.	\$399
36 Hours Only	Odd dressers, 3 left.	\$88
36 Hours Only	Bedroom set: dresser, mirror, chest, headboard.	\$199
36 Hours Only	Floor model pit group, 1 only	\$400
36 Hours Only	King size Ther-a-pedic bedding set, 2 left.	\$149
36 Hours Only	Thomasville jumbo size twin orthopedic mattress & box, Reg. \$439	\$159
36 Hours Only	Dolly Madison Inc. roll top desk, 1 left.	\$99
36 Hours Only	Thomasville jumbo size full orthopedic mattress & box, Reg. \$499	\$199
36 Hours Only	Broyhill pine Colonial 4 pc. bedroom, Floor model.	\$499
36 Hours Only	Thomasville jumbo size queen orthopedic mattress & box, Reg. \$649	\$259
36 Hours Only	Odd upholstered chairs.	\$44
36 Hours Only	Thomasville jumbo size king orthopedic mattress & box, Reg. \$899	\$329
36 Hours Only	Dinette set, table and 4 chairs, 3 left.	\$69
36 Hours Only	Bed frames out of their cartons, Limited	\$11
36 Hours Only	Smoke glass dinette table & 4 swivel chairs	\$169
36 Hours Only	Broyhill china cabinet, Floor model	\$299
36 Hours Only	Traditional sofas in long wearing fabrics	\$88
36 Hours Only	Odd nightstands, Some regularly \$149, Now	\$50
36 Hours Only	7 pc. dinette table & 6 chairs woodtone.	\$149
36 Hours Only	Odd love seats in Herculon	\$66

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Women

(From front page)

its own effort "to enhance the opportunities for women and to promote their full utilization," she said.

A series of workshops on such subjects as Survival Skills for Women in Business and Management were planned for this week at the Rocket (Bldg. 7120) and Morris (Bldg. 4200) auditoriums. Workshop attendance is considered as official training and must be approved by supervisors.

There are over 3,000 women civilians working at the arsenal, Martin said. Workshop subjects are also geared to women in the military, she said, and men are welcome to attend.

October was selected for this week's combined observance here because the month marks the anniversary for establishment of

the Federal Women's Program. FWP began in 1967.

This week's theme is "Women and the Challenge of the 80's." At the beginning of a new decade, Martin said, the tendency is "to back off and look at where we are, and re-evaluate what we intend to do."

Activities began Monday with a brunch at the NCO Club. Scheduled guest speaker was Carol E. Harvey, acting director for Federal Women's Program, Office of Personnel Management, Washington, D.C.

Scheduled workshop subjects included Achievement Motivation, Enhancing Your Self-Esteem, Marketing Your Skills, Survival Skills for Women in Business and Management, Making the System Work for You, and Career Planning — Managing Dual Roles.

Not going far

Workers at the Pershing missile project here filled a meeting room to say goodbye to a secretary who had served under every Pershing project manager since 1963.

Roberta Tuck was honored last Thursday with gifts including luggage, framed illustrations of the seven project managers since 1962, and a silver pin. She left the next day for a promotion as secretary to the Roland project manager next door.

Col. William Fiorentino, Pershing project manager, said of his departing secretary, "We have one of those mixed feelings. We're sorry to see her go but we're happy to see her going because she's getting a promotion."

He told her, "I think truly you qualify as Miss Pershing."

The Pershing Project is located in Bldg. 4484 while Roland Project under manager Hoyt Harris is located in Bldg. 4488.

"I just wondered what happened to the quiet exit I was supposed to get from the project," Tuck joked to the filled room.

"I don't have a speech really. So I'd like to say thanks to everybody and good luck to everybody, and I'll see you around. I'm not going far."

AWOL

(From front page)

He recommends agencies such as the Red Cross and Army Emergency Relief to soldiers thinking about taking drastic actions. Morgan also suggests a visit to the chaplain's office, but more importantly he urges soldiers having difficulties to thoroughly test their chain of command — starting with the platoon

sergeant and including the highest commander.

Most experienced soldiers agree that few people who understand the alternatives and consequences of going AWOL would risk it. Those that choose AWOL usually learn the same lesson Pvt. Sam Bernal did. He concluded, "If you do the crime, you're gonna pay the fine."

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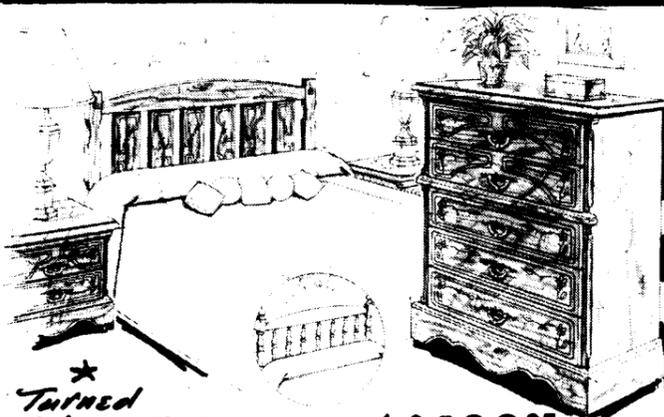
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Blue Cross/Blue Shield, Postmasters, Mutual of Omaha (National Alliance) mail handlers health insurance, Aetna Ins. Co. (government plan) plans now cover Chiropractic treatment.

Listed below are a few of the many conditions helped by chiropractic care:

- * Headaches (migraines)
- * Neck pain or stiffness
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- * Low back pain
- * Hip & leg pain
- * Allergies
- * Sinus problems
- * Tennis elbow

FOR MORE INFORMATION CALL:

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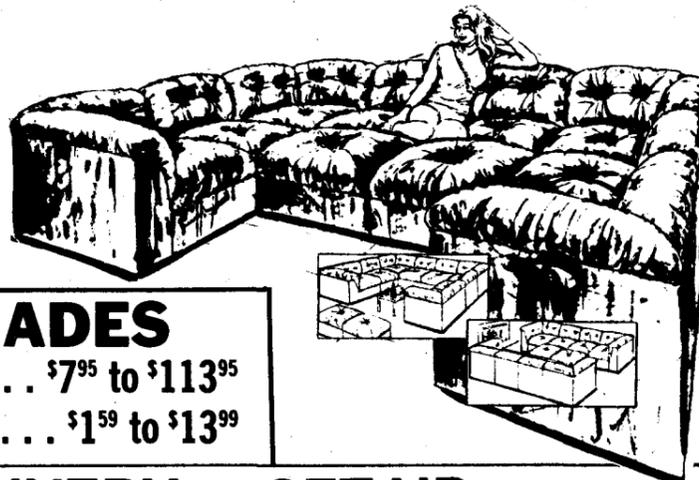
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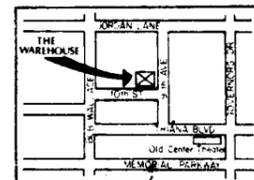
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West Point statue honors enlisted soldiers

WEST POINT, N.Y. — There's no lack of statues on the campus on West Point's U.S. Military Academy, but the most recent one is a first for the school. A 3,500-lb. statue, created by one of the world's most famous sculptors of military heroes, was presented here Friday to the academy by the classes of 1935 and 1936, school officials announced.

The 9 ft. bronze sculpture by Austrian born

Felix Deweldon depicts three infantry soldiers ready for war. It is one of the larger statues at West Point, the only one with more than one image, and is the first one ever to honor the enlisted soldier. Other statues on the campus are dedicated to the memory of famous graduates of the military's oldest academy for officers.

Deweldon, who also sculptured the famous

four-story high Iwo Jima statue in Washington, D.C. for the Marine Corps, said the West Point statue represents all fighting soldiers from the Revolutionary War to the present.

Representing the Class of 1936, Gen. (retired) William C. Westmoreland, former Army Chief of Staff, told the cadets, "the soldiers statue came into being because members of the two classes presenting it, recognize that West Point has no permanent tribute to the American soldier." Col. (retired) Walter A. Simpson represented the Class of 1935.

The soldiers statue will also serve to remind cadets of their responsibility as future officers to take care of their soldiers, officials said. The base reads: "The lives and destinies of valiant Americans are entrusted to your care and leadership."

The official unveiling of the statue was done by CSM Richard K.A. Price, West Point's Command Sergeant Major, and four enlisted soldiers from West Point's Headquarters Company.

Discharge review deadline set

WASHINGTON — Some veterans with less than honorable discharges now have until April 1, 1981, to file for Department of Defense review of their discharges, DOD officials say.

Eligible veterans include those who served in World War I, II, the Korean War and Vietnam conflict, officials say. Also, veterans must have been discharged before April 1, 1966 to apply. The discharges will be reviewed for possible upgrading by the Service Discharge Review Board.

In the past two years, many veterans have

had their discharges changed. The original deadline of Jan. 1, 1980, was extended as a result of a large number of applications, according to officials.

To make veterans aware of their rights under public law 95-126, DOD has set up a permanent mailing address for veterans to write to. Former soldiers with less than honorable discharges can write for full information to: Discharge Review, P.O. Box 21, St. Louis, MO. 63166.

The application for discharge review is confidential, officials conclude. (ARNEWS)



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8" Plastic
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While You Wait

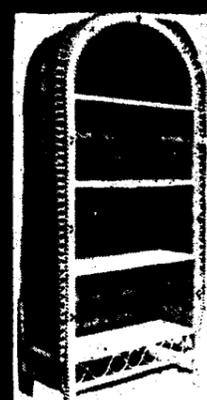

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Brass
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Austin Plaza, Decatur
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Athens State offers courses for MMCS people

Athens State College offers two courses during the winter quarter which are tailored for permanent party soldiers and civilians at the Missile and Munitions Center and School (MMCS):

The courses, Methods of Teaching Vocational & Technical Subjects and Testing and Evaluation in Vocational Education, are two of a series of courses in a newly developed 10-course program.

The courses are taught two at a time every quarter to MMCS personnel and anyone else who meets the qualifications and academic requirements.

Classes will be taught every Wednesday

from 1:30 to 5:30 p.m. in the Staff and Faculty Development Office buildings from December 2 until March 1, 1981.

Registration will be held at the Staff and Faculty Development Office, Building 3448, on Nov. 3, at 10 a.m.

Military personnel wanting tuition assistance should contact the Army Education Center, and full time civilian personnel should prepare a DD Form 1556 with justification and send it to ATSK-DAC-S before Friday at 10 a.m. The cost for each course is \$75 and an additional \$15 for anyone who has never attended Athens before.

The program, which has already gone

through one series of all ten courses, is designed to help raise the competency of the instructors, managers, and technicians at MMCS.

The ten courses are: Foundations of Voc. Tech. Ed, Methods of Voc Tech Ed., Materials in Voc Tech Ed, Occupational Analysis, Shop Organization and Mgmt, Testing and Eval in Voc Ed, Comp Bases Inst for Tech Ed, Ind Inst in Voc Tech Prog, and Psychology of the Adult Learner.

For further information concerning the program, call 876-1691 or 1749.

Leaving The Army Soon?

What's the best choice? To elect to participate in the S.B.P. (Survivor Benefit Plan) or to purchase a life insurance program that builds cash value, paid-up benefits, and furnishes substantial protection for your family in case of your early death. Isn't it worth your time to give careful study to this Question?

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GROUP OF 15 OR MORE AT

PUBLIC SESSION \$2.50 ea.

ADMISSION...\$2.00 SKATE RENTAL...\$1.00



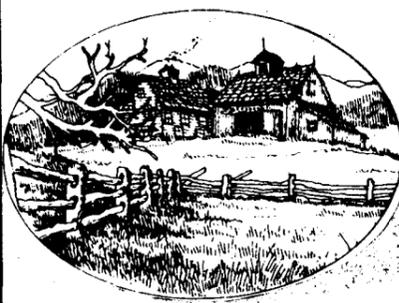
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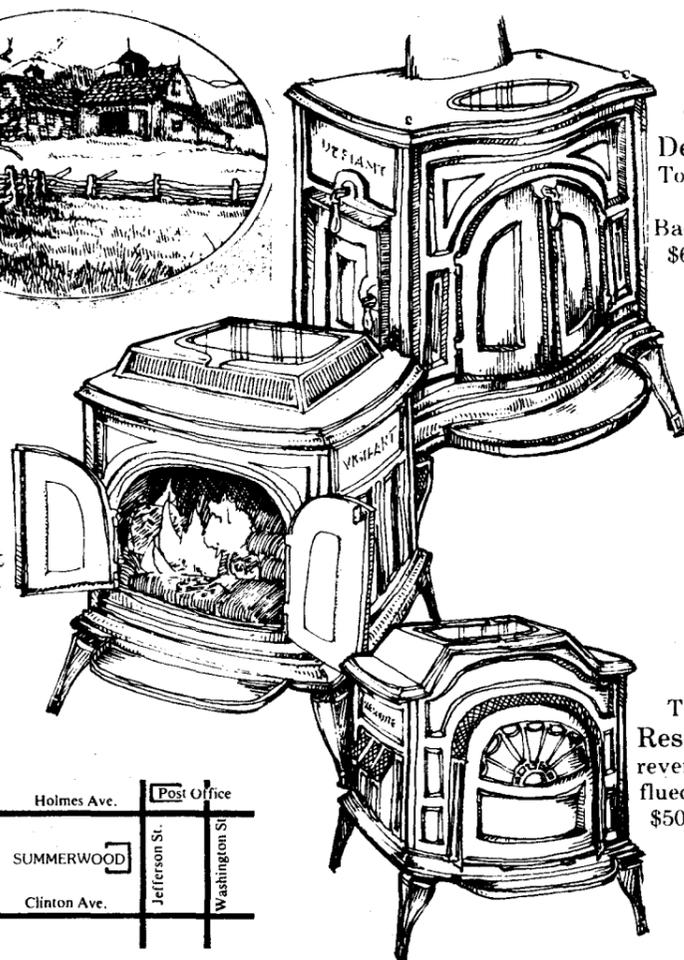
SIGN UP NOW. COME IN OR CALL 539-3571

FALL CLASSES START WEEK OF SEPT. 7th

SUMMERWOOD

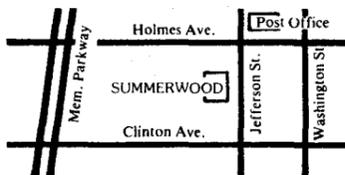


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	THE DEFIANT	THE VIGILANT	THE RESOLUTE
Maximum heat output	55,000 BTU's	47,000 BTU's	35,000 BTU's
Length of burn	Overnight	Overnight	Overnight
Area heated	8,000-10,000 cu. ft.	6,500-8,500 cu. ft.	5,000-7,000 cu. ft.
Length of wood	24"	18"	16"
Weight of stove	353 lbs.	262 lbs.	246 lbs.
Height of stove top	32½"	30¼"	26¼"
Flue collar height (rear exit position)	32" or 28"	32½" or 27"	26" or 23½"
Loading	Side or front	Top or front	Top or front
Top or side opening	14½" h x 10¼" w	16½" x 7½"	12½" x 7½"
Fireplace opening	14½" x 17½"	11½" x 16½"	11½" x 13½"
Flue collar size	8"	8"	6"
Flue exit	Top model or rear model	Reversible to top or rear	Reversible to top or rear
Primary air control	Thermostat	Thermostat	Thermostat
Secondary air control	Manual	Manual	Manual

¹Height with short legs. Total height of stove is reduced the same distance.

Stove Company

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Savings bond interest increases 1 percent

A one percent increase in the interest rate paid on United States Savings Bonds and Savings Notes takes effect Nov. 1.

New legislation permits the Secretary of the Treasury, with the President's approval, to raise Savings Bonds interest rates by up to 1 percent during any 6-month period. Previously the interest rate ceiling was fixed by statute.

The interest rate on Series EE Bonds purchased on and after Nov. 1, 1980, is being increased from seven percent to eight percent, compounded semiannually, when the bonds are held to original maturity. The term to maturity is being shortened from 11 to 9 years.

The interest rate on Series HH Savings Bonds purchased on and after Nov. 1 is being increased from 6½ percent to 7½ percent to their original maturity, which remains at 10 years. Interest on these Bonds is paid semiannually by check.

All outstanding Series E, EE, H and HH

Savings Bonds, as well as outstanding Savings Notes (Freedom Shares) will also benefit from a one percent increase to their next maturities. The redemption value of E and EE Bonds and Savings Notes and the interest on H and HH Bonds during periods before their maturity will be improved. In general, the increase will be effective with the first semiannual interest period that begins on or after November 1, 1980. Maturity periods for these bonds and notes will not be changed.

Secretary of the Treasury G. William Miller said, "Giving small savers a fair return and encouraging increased savings in this country are integral parts of our efforts to reduce inflation and provide the enormous investment needed to revitalize our economy in the 1980's."

Depending on market conditions, a further rate increase of up to 1 percent may be made

as early as May 1, 1981, according to Treasury officials.

The new eight percent rate for EE Bonds and 7½ percent rate for HH Bonds will be guaranteed minimum yields to their original maturities.

Continuing aspects of Series EE Bonds include their exemption from State and local income taxes, the option to defer Federal income taxes on accrued interest, the low minimum purchase price of \$25, and the right to redeem the Bonds anytime after six months at issue price plus accrued interest.

Treasury hopes that the higher interest rates will increase purchases of Savings Bonds, particularly through payroll savings plans, as well as reduce redemptions. The unprecedented market interest rates during the past year have resulted in a heavy volume of redemptions and declining sales, officials said.

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Bring in your own container or select one of ours. Prepare for the holidays ahead with Thanksgiving and Christmas centerpieces and floral decorations.

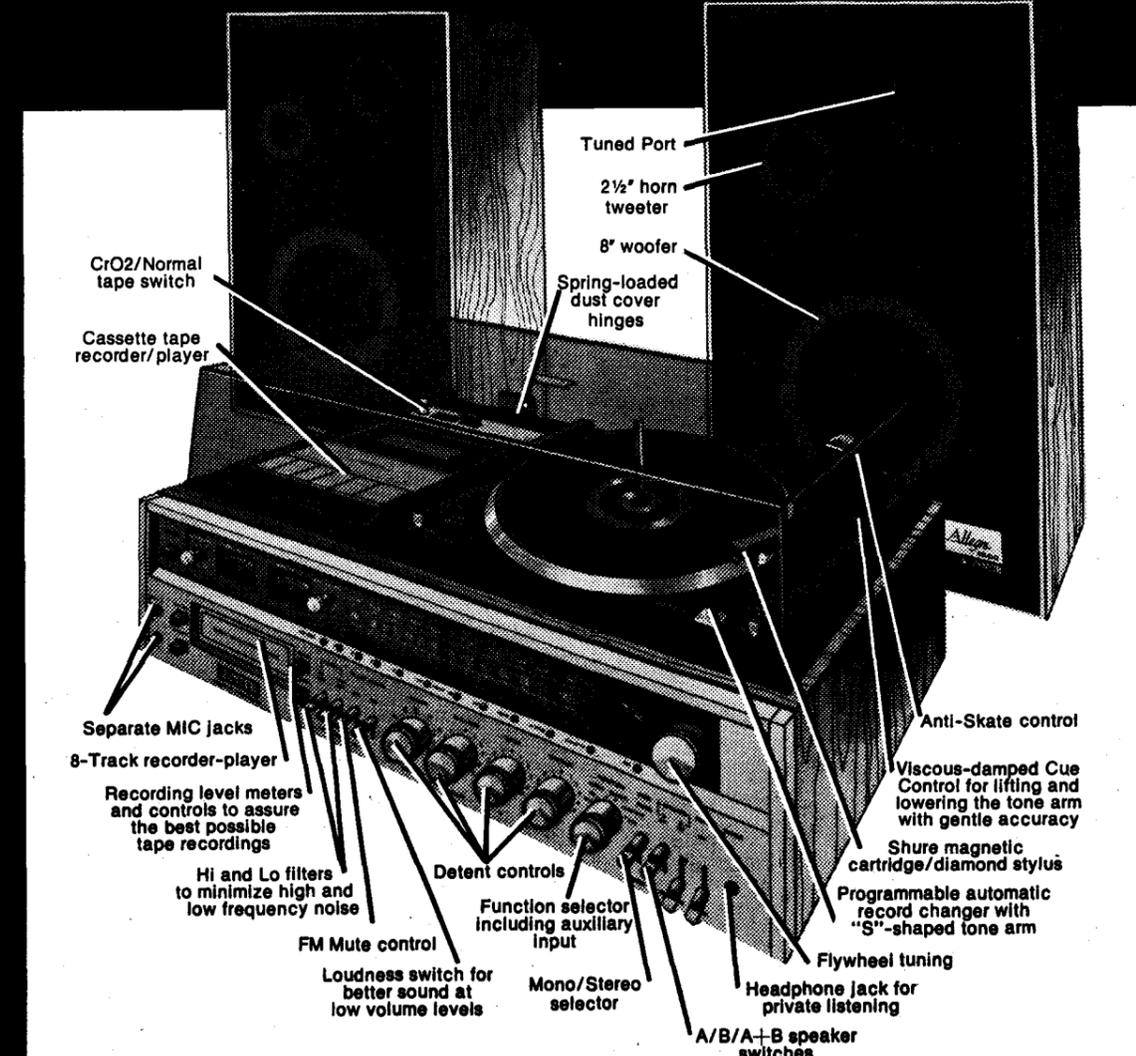
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ZENITH INTEGRATED STEREO SYSTEM



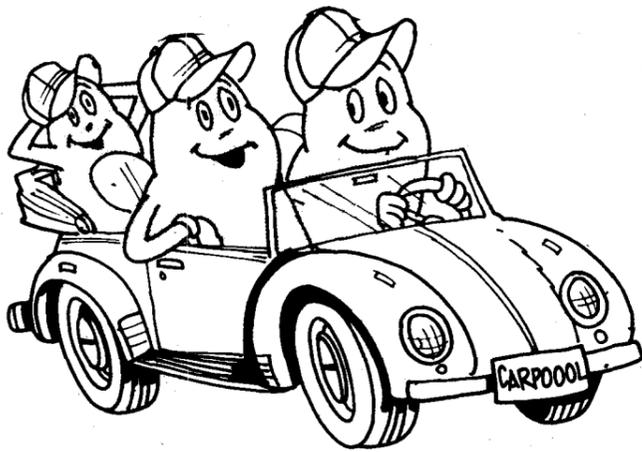
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Carpool wanted from Holmes Ave. & Lincoln St. to 5250, hours 7:30-4 or 8-4:30. Jean Smith 876-7759.

Hartselle

Carpool or ride wanted from Hartselle to 5678, hours 7:45-4:15. Eleanor Brown 876-7338/3446.

Decatur

Carpool wanted from Decatur to 4488 or 4500, hours 7:45-4:15. Glenda Williams 876-4481.

Scottsboro

Carpool member wanted from Scottsboro to MMCS (3300 area), hours 7-3:30, can't change. Erma Howell 876-1820/1858.

Grassy/Arab

Carpool or ride wanted from Grassy, Arab or Union Grove to 4488, hours 8-4:30 (flexible). Nellie Stinson 876-5745.

Ardmore

Carpool member wanted from Ardmore to 5250 or vicinity, hours 7-3:30. Ida Nell Griffin 6-7271.

Meridianville

Ride wanted from Meridianville to BMDSCOM, hours 8-4:30. Rene Bentley 895-3530.

Arab

Carpool wanted from Arab to Fox Hospital, hours 7-3:30 (flexible). Melissa Isom 876-3326.

Guntersville

Carpool member wanted from Guntersville area to vicinity of 5678. Hours 6:30 to 3. Rudy Cornelius 6-4842.

Carpool member wanted from Guntersville to 4488 area. Hours from 7:30 to 4. Jerry Philips 453-4121.

Announcements

Ducks Unlimited banquet

The annual banquet of the Huntsville Chapter of Ducks Unlimited will be held Nov. 6 at 6:30 p.m. at the Von Braun Civic Center. Banquet proceeds support Ducks Unlimited's conservation work which includes protecting and providing habitat for waterfowl. A \$30 ticket cost includes dinner and a one-year membership in Ducks Unlimited and subscription to their magazine. A \$40 ticket is available which includes dinner for a guest. For tickets and more information call Capt. Al Kruz, 837-6134 or 876-6797.

SOLE meeting

The Huntsville chapter of the Society of Logistics Engineers (SOLE) will hold a dinner meeting at the Hilton on Nov. 5. This meeting will feature Mr. Bob Canady who operates his own company, Logistics Technology International in Los Angeles. For more information call Ron Barnett 533-5900, Larry Trimble 881-4560, or Roy Sharpe 876-3572.

Reformation Celebration

A Protestant Reformation Celebration will be held at 5 p.m. Nov. 2 in the Post Chapel. Maj. Gen. (ret.) Gerhard W. Hyatt, former US Army Chief of Chaplains, will be guest speaker. The celebration will begin with a film on the evolution of the Protestant faith followed by a carry-in dinner. There will be a worship service at 7 p.m. All interested persons are welcome to attend. Reservations are necessary and may be made through Chaplain (LTC) Ronald Bynum 876-5705 or Chaplain (Maj.) William Bateman 876-5751.

Patient records

Health records of all active duty military personnel (except MEDDAC and DENTAC) are required to be maintained at the Troop Medical Clinic, Bldg. 3493. Dependent medical records are kept at the records room of Fox Army Community Hospital, Bldg. 4100. Individuals with such records are asked to turn them in at the applicable location as soon as possible, according to Capt. Ron Sullivan, chief of patient administration.

A&M ROTC in veterans program

A guest speaker and drill team from the Alabama A&M ROTC department team will participate in program honoring veterans at Terry Heights School on Nov. 7. Capt. Edgar A. Evans, assistant professor of military science, will address students at 1 p.m. in the school auditorium. The A&M drillmasters will also perform for students.

Kindergarten registration

Registration for pre-kindergarten and kindergarten at the Redstone Children's Center is open weekdays from 8:30 a.m. — 1:30 p.m. in the Bicentennial Chapel on Goss Road. Classes are held 9-11:45 a.m. Monday through Friday. Tuition is \$47.50 per month with a one-time registration fee of \$10. A spokesman states that then Children's center has a skilled professional staff that uses up to date methods to give children a meaningful learning experience.

'Motorcycle Road-ee' Nov. 2

The Redstone Riders are conducting a "Motorcycle Road-ee" at 1 p.m. Sunday Nov. 2 (rain date Nov. 9) in the commissary parking lot. There will be three classes by engine sizes with trophies for each class winner. Club spokesman Ken Blackmer said motorcyclists are invited to "come out and see if you ride, or just drive, your motorcycle." All motorcycles must be street legal. Call 876-2331 or 837-8418 for more information.

Turkey shoot golf tournament

Redstone Arsenal's annual Turkey Shoot Golf Tournament, to be held Nov. 9, is open to all personnel eligible to play on the arsenal golf course. Those interested should sign up before 2 p.m. Nov. 5. Entry fee is \$6 per person with prizes consisting of hams, turkeys and wine.

Warrant Officers meet

The next monthly meeting of the Redstone Arsenal chapter of the U.S. Army Warrant Officer Association will be held at the Officers Club on Nov. 4 at 5:30 p.m. There will be an election of permanent officers, and discussion of future social events. For more information contact CWO 2 Frank at CDD, MMCS, 876-5038 or 3477.

'Halloween Fair' at chapel

A Halloween Fair will be held at the Bicentennial Chapel on Friday from 5:30 to 7:30 p.m. Movies, games, and a visit by Buzzy the Clown will be part of the evening's activities. All children from age three through the sixth grade are invited to attend. For more information contact Mrs. Bradley 876-2337.

ACS flea market

Army Community Service will hold a flea market on Saturday, Nov. 15 from 10 a.m.—5 p.m. at the Rec Center (Bldg. 3711). For applications or more information go by the ACS office (Bldg 3491) or call 876-2859 or 5397.

Woman's softball league forms

Anyone wishing to form a civilian woman's softball league or to serve as softball coach for the 1981 season should contact Julie Peters 876-4926 or Melissa Webb 876-5326.



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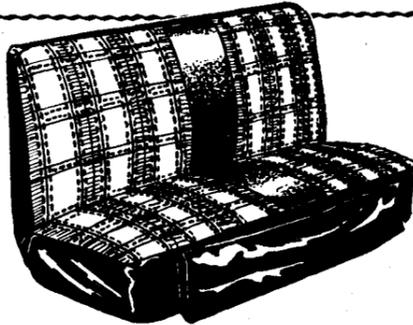


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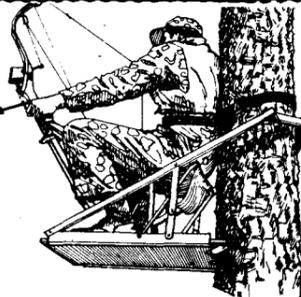
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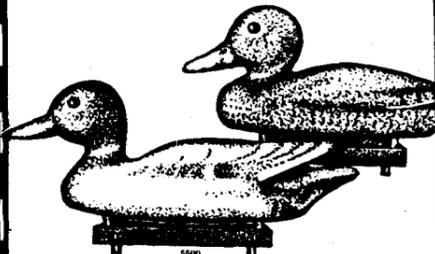
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