

Redstone Rocket

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Workplace violence can be prevented through awareness

BY SANDA MARTEL

Violence in the workplace is a reality in America today. The reason is obvious to sociologists and experts in the fields of human behavior: Violence is on the increase in society in general and some of it is bound to spill over into all facets of life, including where people work.

Shootings and other acts of violence where people work are reported in newspapers and on television and everyone wonders if it could happen where they work.

Could it happen at Redstone?

It already has.

More than a decade ago a female MICOM worker took a .38 caliber revolver from her purse and shot her male supervisor — twice — while stunned co-workers watched. He survived, but her husband did not. Before shooting her boss at work, she took a few hours leave, went home, and shot her husband once — in the heart.

Years before on Redstone Arsenal, two men argued in a kitchen where both worked. One stabbed, fatally as it turned out, the other with a carving knife.

Ask the old-timers about "characters" they met along the way here or about the fights they saw or heard about or the hot words and threats shouted in anger.

Oh yes, it can happen here.

National situation

In 1992, workplace murders numbered about 1,600, and experts fear people thrown out of work during the ups and downs of the economy will take their anger out on bosses/former bosses, co-workers or families.

Some recent cases of violence in the workplace were

traceable to an employee losing his job and/or feeling unfairly treated in promotions or layoffs.

Behavior affected

In a drawdown/reduction situation, behavior of employees can change negatively, according to Ed Fahey, an employee assistance professional at the Community Counseling Center. Negative behavior can express itself in alcohol or drug abuse, child and/or spouse abuse, suicide or homicide, Fahey said. These behaviors happen when people can't cope or feel they have no control over what's happening to them.

"My readings indicate that when an organization develops programs to help employees, to let them know the organization cares, there's less negative impact on individuals during a downsizing," Fahey said.

Local initiatives

For example, in February-March 1993 when Missile Command faced the prospect of a reduction in force, a One Stop Employee Information Center was set up to assist employees. It contained a civilian personnel representative to answer questions, an ACAP representative to assist people in finding new employment and resume preparation, a chaplain and a community counseling center representative.

In addition, a Hotline was established to answer downsizing related questions and to squelch circulating rumors.

"These are the kinds of things management should do to help employees," Fahey said. The most important point to be made is this: Let people maintain their dignity, he said.

When employees have high self-esteem in the face of

looming job cuts, the incidence of violence is lessened, Fahey said his research indicates.

"Violence takes several forms: against one's self, against fellow workers and against an organization (sabotage)," he said. "We as employees must take care of each other, because after all, we're all in a situation together."

Taking care of fellow employees means that if one employee hears another make a threat against another, the employee who heard the threat should let someone else know about it so that intervention can take place.

"Most people don't want to be violent. They're just sick and need help," Fahey said.

In almost every case of violence, there were warning signs beforehand.

Warning signs

Most supervisors, if asked where a problem would come from in their organizations, can tell which employee would cause the problem, Fahey said. Past behavior on smaller issues identifies employees who could develop into major troublemakers.

Indicators on the job that can be picked up include:

- Psychotic personality — one who's out of touch with reality.
- Paranoia — the employee who thinks everyone is out to get him.
- Chemical dependency — alcohol or drug problems which get worse.
- Severe depression — an easy to detect problem because the person just doesn't seem to care any more, or hygiene goes down.

(See Violence, cont'd on page 2)

Health care system needs reform, says family physician

BY SKIP VAUGHN

Congress will pass a health care reform plan this year, predicted a key participant in the planning for a national health care system.

Dr. William Coleman, president of the American Academy of Family Physicians, outlined the various plans under consideration during a luncheon Feb. 9 at the Officers Club. Coleman served on Hillary Clinton's health reform panel.

"I think our health care system is broken," he said in his talk to members of the military and civilian health care community. He mentioned the problem of cost shifting, and the areas of Medicaid, Medicare, under-insured and uninsured patients.

A family practitioner in Scottsboro, Coleman said he knows of couples making \$20,000 a year who are being asked to pay premiums averaging \$5,000 to \$6,000 annually. "They can't pay for health care," he added.

Some 36-38 million Americans are without health insurance, according to Coleman. He said the United States is the only civilized nation in the world without a universal health care system.

The current system puts millions of dollars into research for cancer — "we're not close to finding a cure" — when people can't get routine care, Coleman asserted.

He outlined the various plans which have sponsors in Congress: the McDermott Plan, Clinton Plan,



MEMENTO — Coleman receives a picture of Fox Hospital from Col. Wong, the hospital commander.

Cooper Plan, Chafee Plan, Michel Plan, and Gramm Plan. The American Academy of Family Physicians, which Coleman leads, wants the final recipe to have the following ingredients: universal coverage, cost control, and physician workforce reform.

President Clinton, in his state of the union address Jan. 29, promised to "guarantee every American private health insurance that can never be taken away."

"Don't underestimate Mr. Clinton," Coleman said. "He will get health care reform through (Congress)."

He pointed out that congressmen are not likely to risk opposing health care reform during an election year. "The Republicans are not going to filibuster health care reform months before an election," he said.

Coleman predicted that a health care reform plan will pass but it will take 10 years "to work with and massage" before it will serve the American people.

About 75 people attended the luncheon which was conducted by Fox Army Community Hospital and sponsored by the Henry M. Jackson Foundation for the Advancement of Military Medicine. Attendees included military physicians, nurses and administrators; Defense Department civilian medical personnel; and members of the local health care community.

After his presentation, Coleman received a picture of Fox Hospital which was presented by Col. William Wong, the hospital commander.



Awards concern

Editor:

I am writing this letter to voice my concern and respectfully request that the Command reconsider the cash awards moratorium for the rest of the employees of the 1993 rating period (October, November, and December 1993). Recently I was looking forward to my yearly performance rating and hopefully an award. I heard Maj. Gen. Rigby had a moratorium on MICOM awards. The reality didn't hit me that everyone in the 1993 rating period, which ends Dec. 31, 1993 not FY 93, would not get the same opportunity for awards as three-fourths of the work force to include managers. This was absolutely demoralizing to me. I feel this is discrimination against employees who have birthdays in October, November and December.

I do realize awards are not automatic. Awards are one of management's few tools left to reward employees they feel have excelled in their job performance.

After days of numerous calls and run-arounds, my replies were: It's not an EEO Office issue, CPO's Management Employee Relations Office referred me to awards, the CPO's Awards Section only processes awards, and the Union's last decision conveyed to me it was not an issue they wish to bring to the general's attention. I feel this is more of a "political" decision than one of economics. In fact this decision probably was made to make the situation "politically" correct.

I thank you for letting me voice my concern and request. I also thank my understanding supervisors for their support. I agree to do away with awards starting calendar year '94 (January-December '94) if it will really save that many jobs.

Name withheld by request

(Editor's note: The decision in January was to place a temporary moratorium on FY94 monetary awards (performance, on-the-spot, QSI, special act) including those awards then in CPO that would have to be paid with FY94 funds but not yet processed. These funds are being held and not redistributed to other areas pending a decision (probably in March) on whether or not they may be needed to pay people and avert or lessen the impact of a RIF. If it turns out that the funds from awards will not be needed for that purpose, the command intends to use those funds as originally planned and pay awards. Bottom line, we're in a holding pattern; you may yet get an award if you were nominated for one. We had to start somewhere and the decision of command managers was to start with FY94 not CY94 as you propose.)

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Turning lane

Editor:

I would like to know how many people entering the parking lot of building 4488 know what the big white left turn arrow painted on the road means? I know as I am leaving, after dropping off my carpool, that it should mean I can get in this lane to turn left. But to my surprise there are many people that believe as long as no one is sitting there, it's fair game. I have had to dodge cars and come to complete stops to avoid people entering into the parking lot. I'm not talking about you coming over in to the turn lane a little as you turn in — I know this can happen occasionally — I'm talking about turning into this lane and staying in this lane for the duration. By the way, there is a lane just for the purpose of entering the parking lot approximately the same size as the one I'm in.

This is not only irritating to me, but it is extremely dangerous for everyone. I'm surprised someone hasn't already been hit.

So the next time you see me sitting there hands over face, how about looking down to see what lane you've landed in. I know I would certainly appreciate it.

Name withheld by request

Violence

(Cont'd from page 1)

- History of violent behavior; blamer — everything is always someone else's fault.

Future problem indicators

The aforementioned are things managers need to be aware of, Fahey said. But even normally healthy people can sometimes exhibit behavior that could be an indication of future problems. Some of those things include:

- Attendance changes.
- Supervisor finds him/herself having to spend more time supervising an employee.
- Decreased productivity.
- Inconsistent work patterns — employee works fast one day and can't concentrate the next.
- Reduced job efficiency/quality of work.
- Poor on the job relationships — a person who was previously nice and refined becomes irritable and talks "trash."
- Lack of concentration.
- Safety — a person gets lax who wasn't that way before.
- A person who was previously a quiet person becomes loud and arrogant. Or the reverse.

Violent employee profile

Psychologists have developed the following profile of the employee who is most likely to commit violence in the workplace:

- 25-40 years old
- Has a history of violence
- A loner
- Owns several guns
- Has in the past asked for help
- An angry person, with little or no outlet to express anger
- History of interpersonal conflict
- Often socially withdrawn with family or marital problems
- Paranoid
- Introverted
- Exhibits self-destructive behavior.

Help is available

The command already includes some direction for supervisors on how to deal with emotionally charged employees in its regularly conducted Supervisory Training classes.

"People are experiencing more stress than usual because of downsizing," Fahey said. Employees are being asked to work longer hours with fewer resources and that takes its toll on emotional and psychological health and produces a higher level of anxiety.

Supervisors need to be more aware of what's going on with their employees and workers need to look around and take care of each other, Fahey said.

"If the people who need help don't get it, there's always the propensity for destructive behavior toward self and others," he said.

Fahey is the first contact on post for employees who need help. While the facilities aren't available for treatment on post (except for drug and alcohol pro-

Missing rings

Editor:

On Feb. 1 an employee of PEO, Tactical Missiles in building 4488 left three rings in the window sill of the ladies bathroom on D-wing, third floor. Within an hour's time, when she missed them and went back to get them, they were gone. A sign was immediately posted in the bathroom and on all the bulletin boards in this building. To date, the rings have not been returned. These rings have great sentimental value to this person. Whoever took those rings, and you know who you are, I hope you can live with yourself. Maybe I'm still naive enough to believe there are honest people left in this world but apparently dishonesty has prevailed in this case. If you took these rings and have a change of heart, just put them in an envelope, seal it, address it to PEO, Tactical Missiles, Attn: SFAE-MSL-P. There will be no questions asked.

Name withheld by request

Sign your letter

Letters will not be considered for publication in the *Redstone Rocket* unless they are signed and contain an address or phone number for the writer. Names are withheld on request but unsigned letters will not be used. Send letters to: *Redstone Rocket*, AMSMI-IN.

blems, which can be treated here), the employee can be referred elsewhere for assessment.

"Help is available. There's no need a sufferer has to resort to anything destructive," Fahey said.

Washington's Birthday brings holiday Monday

Call it what you want — Presidents Day or Washington's Birthday — but the third Monday in February is a federal legal holiday.

So, if you're a federal employee, you can expect to have the day off Monday, Feb. 21.

George Washington, the first president, was born Feb. 22, 1732 in Westmoreland County, Va. He helped get the Constitution ratified and was unanimously elected president by the electoral college and inaugurated, April 30, 1789, on the balcony of New York's Federal Hall. He was reelected 1792, but refused to consider a third term and retired to Mount Vernon, Va. He suffered acute laryngitis after a ride in snow and rain around his estate, was bled profusely, and died Dec. 14, 1799.

Worth Repeating

"There is no indispensable man."

—Franklin D. Roosevelt,
U.S. president

"If you tell the truth, you don't have to remember anything."

—Mark Twain,
U.S. writer

"All you need to grow fine, vigorous grass is a crack in your sidewalk."

—Will Rogers,
U.S. humorist

"God must love the common man. He made so many of them."

—Abraham Lincoln,
U.S. president

"Nothing pains some people more than having to think."

—Martin Luther King Jr.,
U.S. civil rights leader

Computer program at ACS offers info on military posts

Editor's note: Army Community Service provided the following article.

People moving to a new post can access an information highway using a new interactive computer program at Army Community Service Relocation Program.

Standard Installation Topics Exchange Service (SITES) replaced Relocation Automated Information System (RAIS). The program can provide a computer printout on a selected installation.

"Everyone is curious about their new home. The Relocation Program can provide information on what to expect such as where to shop, what to see and other community information," said Mary Breeden, relocation program manager.

Traditionally, welcome packets from other posts have been available for preview at Army Community Service. However, due to space limitations, only two copies of each installation's packet were kept on hand. This meant the packets could not be checked out. With the computer program, servicemembers could request as many copies on as many installations as they wanted.

Welcome packets can still be ordered from other installations by contacting ACS. The computer printout is not a substitute for the welcome packet, it is a supplemental tool for relocation, Breeden said.

"The difference is the printout furnishes just the bare facts without any embellishments. The welcome packet can give the newcomer a sense of the community and showcase what makes an installation unique," she said.

The SITES program differs from RAIS in several areas. The most notable change is SITES has information on Army, Navy and Air Force bases. RAIS only provided information on Army bases.

Information is submitted quarterly so facts are revised and updated constantly. With base closures and realignments, information can change rapidly.

The format is standardized for each post so a comparison can be made between several posts if a servicemember is trying to decide where to go. For example, the cost of living and housing availability can be looked up easily.

As an added feature, information copies can be made on computer discs for individual distribution. Anyone with access to a 286 or higher computer can request copies of information on specific installations from the Relocation Program.

SITES is the single automated Department of Defense relocation data retrieval system mandated by

THE USE OF SITES

FOR RELOCATION ASSISTANCE



10 USC 1056(f). Data is collected by the posts and transmitted to the Defense Manpower Data Center (DMDC) in Monterey, Calif. DMDC merges data and distributes a CD-ROM disc to each participating relocation office.

The first CD-ROM disc distributed to relocation managers during training Feb. 1-3 contains information on 298 military installations worldwide. Of these,

220 are located in the continental United States and 78 in Alaska, Hawaii and overseas. However, some installations failed to submit information so their files will be blank.

For more information, call Breeden at 876-5397 or stop by ACS at building 3491, Honest John Road. Hours are from 7:30 a.m. to 4:30 p.m. Monday through Friday.

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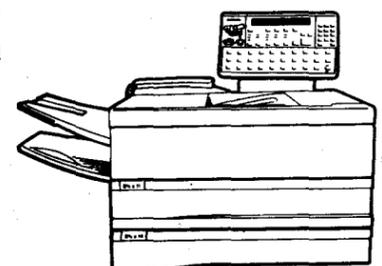
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Serving customers: Army Career and Alumni Program

BY PAM ROGERS

On a day in May 1988, 24-year-old Air Force 2nd Lt. Thomas Barnard was preparing to play basketball with some friends. He had earned his wings just two days before, graduating in the top 10 percent of his flight school class.

As he bent down to tie his shoe, he felt a sharp pain in his right temple.

"It felt like someone had jammed an ice pick into the side of my head. Then my entire left side began to tingle."

He decided to lie down on the couch to ease the pain in his head. As his left side became numb, the knowledge of what was happening dawned on him.

"I knew it was a stroke."

He tried to push himself up from the couch, but his entire left side was already paralyzed. He fell to the floor and managed to push himself to the phone. He called a friend who drove him to the hospital.

His squadron commander, Col. Steven Cady, returned from out of town to find that one of his healthy young officers had just suffered a massive stroke. He was still in a state of disbelief when the neurologist in charge of the case told him to bring in Barnard's parents immediately.

"He said, 'this boy won't be alive this time tomorrow,'" Barnard said.

After he proved the doctors wrong the first time, Barnard was told he would never walk again. He spent six months in the hospital, was medically retired at the age of 25, and spent several more years in therapy.

Barnard was living with his parents while he recuperated. He was spending four hours, five days a week in therapy, was learning to walk again, but he was bored. He decided to go back to school and earned an MBA from Samford University in Birmingham.

When his family moved to North Carolina, he began looking for a job there, but had no luck. He got bored again and taught himself to play golf with one hand.

He was still living with his parents when they moved to Huntsville. He was again looking for a job with no luck when he heard about the Army Career and Alumni Program at Redstone.

He signed up for all the services ACAP had to offer. "Then I got lucky. I met Marian."

Marian Flarity is a counseling assistant in ACAP's Job Assistance Center. She serves as a sort of jack-of-all-trades in the center, assisting people with resumes, and sometimes even helping with typing when she sees someone having trouble. She gives extra encouragement to those whose job searches aren't going well.

"Sometimes it takes extra effort to get someone comfortable with their job search," she said.

She could see that Barnard was feeling down because he couldn't find a job. When she heard that the Space and Rocket Center was having a job fair, she insisted that he go.

"He was concerned about the way he was dressed, but I told him to go anyway. He called back later, and said, 'they interviewed me twice!'"



JOB SEARCH COMPLETE — Flarity and Barnard shared the story of his job search with the *Rocket* recently.

The next call she got was from Gary Steele, human resource manager at the Space and Rocket Center, thanking her for sending Barnard to them.

Barnard got a job with Aviation Challenge as a counselor for all age groups.

"I got a killer job," he said, adding that he is the only counselor with Aviation Challenge who has military flight experience.

Barnard's experience is just one example of the way ACAP workers go the extra mile for their customers, according to Ramona Roy, transition services manager for Redstone.

Redstone's facility provides all the things required of ACAP offices throughout the Army, including employment counseling, needs assessments, job search training and national job search databases.

The difference with Redstone's ACAP is that it doesn't stop with what's required. Some of those extra services include partnerships with local service providers including the U.S. Department of Labor, the Alabama State Employment Service, the U.S. Office of Personnel Management, the Department of Veterans Affairs.

Redstone's ACAP coordinates with the Northeastern Alabama Small Business Office to bring training, workshops, seminars and counseling services into the ACAP one-stop office.

One of the most popular services ACAP offers here is periodic job fairs that are conducted on Redstone.

The ACAP office is also a co-sponsor with the Office of the Chaplain of the monthly transition support group here on post.

Cramer meets with CIA director at Pentagon

WASHINGTON — U.S. Rep. Bud Cramer, D-Ala., met with Central Intelligence Agency director James Woolsey on Thursday to discuss the state of U.S. military intelligence.

Cramer said Woolsey invited him to the Pentagon to talk about "the importance of American intelligence operations" at a time "when the world is experiencing unprecedented international change."

The CIA director recognized the congressman's work on the Permanent Select Committee on Intelligence. House leaders appointed Cramer to the committee in 1993.

"Our discussion dealt with the challenge of keeping U.S. intelligence as strong as possible when the government is cutting its budgets to the bone," Cramer said.

"If we are to maintain our current level of national security, we simply cannot make deeper cuts in the military budget. We can't accept a second-rate intelligence force."

The congressman said the fall of communism has shifted the focus of U.S. intelligence from the former Soviet powers to a "patchwork of groups in the Middle East and the Third World."

"The threat posed by these groups is not to be taken lightly. In fact, the unpredictable nature of this coalition makes the importance of our intelligence community painfully apparent."

"The arms trade in the Third World is flourishing, and it's putting sophisticated weapons in the hands of dangerous, unstable individuals. Our safety demands that we monitor this network."

Cramer said he and Woolsey shared concerns about "keeping up with the innovations in technology" necessary to ensure "our intelligence operatives are competitive in the world arena."

Cramer said his meeting with the CIA director "renews my determination to protect our military interests during the upcoming budget battle" in Congress. (News release from Cramer's office)

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Military youngsters can win trip to Space Camp

BY SKIP VAUGHN

Children of active or retired military have their annual opportunity to compete for a free week at Space Camp. Applications will be available starting March 14.

This is the 10th year for the Space Camp/Space Academy/Aviation Challenge awards program at Redstone Arsenal. Eligible are children, of active or retired military, who attend schools within a 50-mile radius of Redstone.

They must have at least a C-average at their school, verified by a counselor or principal of their school. And they must submit a handwritten essay, one or two pages, titled "Why I Want to Go to Space Camp/Academy/Aviation Challenge."

Space Camp is for youngsters completing the fourth, fifth or sixth grade during the 1993-94 school year; Space Academy is for those finishing the seventh through ninth grades during 1993-94; and Aviation Challenge is for children completing grades 10 through 12 during the school year. Plans are to present 10 awards including four trips to Space Camp, four to Space Academy, and two to Aviation Challenge. The camps are scheduled for June 19-24 at the U.S. Space and Rocket Center.

"It's an exciting opportunity open to Redstone Arsenal area children," said Virginia Dempsey of Army Community Service.

Sponsoring organizations include the Thrift Shop, the Active and Retired NCO Spouses Club, Officers Wives Club, and the Association of the U.S. Army. They provide the financial support and the judges for this awards program. "This could not be possible without the generosity of our sponsoring organizations," said Mary Gustine, serving as the program chairperson for the third consecutive year. Her co-chairperson is Betty Cochran.

Beginning March 14, applications can be picked up at Army Community Service and other places on post. Completed applications must be returned to ACS by 4 p.m. April 14. In considering the essays — without knowing who submitted them — the judges will look at content, creativity, sincerity, grammar and spelling. The applications include a line for the parent to sign verifying that the child did the work.

The awards program has grown from a few awards the first year, to 10 awards and 48 applicants last year. Last year 21 applicants competed for Space Camp, 21 for Space Academy and six for Aviation Challenge.

"Our heart is truly in this because it deals with children, the future of our whole nation, and I think it's a great opportunity for the kids," Gustine said.

For more information about the awards program, call Virginia Dempsey of ACS 876-5397 or Gustine 430-3279.



AWARDS COMMITTEE — Attending a committee meeting last Thursday for the Space Camp/Space Academy/Aviation Challenge awards program are, from left: Theresa Heggood of Officers Wives Club; Cochran, co-chairperson; Blanche Moore of Active and Retired NCO Spouses Club; Christa Devanney of Thrift Shop; Gustine, co-chairperson; retired Lt. Gen. George Stotser of AUSA; and Dempsey of ACS.

Veterans Affairs advises veterans to refinance their home loans

The Department of Veterans Affairs is stepping up its campaign to inform veterans with high-interest rate VA-guaranteed home loans of the cost benefits of refinancing their loans.

Secretary of Veterans Affairs Jesse Brown said, "While we have been encouraged by the recent wave of loan refinancing, there are still more than 2.1 million veterans with VA-guaranteed loans at interest rates ranging from 8.5 to 17.5 percent. Home mortgage interest rates are at their lowest levels in more than 20 years. We are encouraging veterans to refinance their loans and realize substantial savings, at the same time giving a boost to the economy," he added.

VA is in the process of contacting veterans with these high-interest rate loans to inform them of VA's streamlined program for converting VA-guaranteed loans to new ones at lower interest rates at little or no cost, even if the veteran does not live in the house.

VA's Interest Rate Reduction Refinancing Loan (IRRRL) program allows a veteran with an outstan-

ding VA-guaranteed loan to obtain a new loan at a lower interest rate by using the same entitlement the veteran previously used to buy the home.

An IRRRL is used strictly to reduce the rate and generally requires no property appraisal or credit underwriting. While some lenders may require both, all costs in connection with an IRRRL can be included in the amount refinanced.

An example of the effect of reducing a current loan with a 10-percent interest rate to 7 percent is to reduce by \$191 the monthly payment on a \$90,000 loan balance.

Veterans interested in refinancing their loan should contact a lender. Veteran homeowners who have difficulty locating a lender who offers VA-guaranteed loans should call VA at 1-800-827-1000 for additional information, including a list of lenders who offer IRRRLs and those that do not require an appraisal or credit check for these loans. (News release from Department of Veterans Affairs, Regional Office in Montgomery.)

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L.A. earthquake leaves MICOM worker shaky

BY SKIP VAUGHN

Two tours in Vietnam and prior experience with a California earthquake didn't prepare Robert Anderson for the big one in Los Angeles Jan. 17.

Anderson, a packaging specialist at Integrated Materiel Management Center, was on an official trip in California when the deadly quake struck early that morning. He was in his room on the fourth floor of the Ramada Inn at Compton.

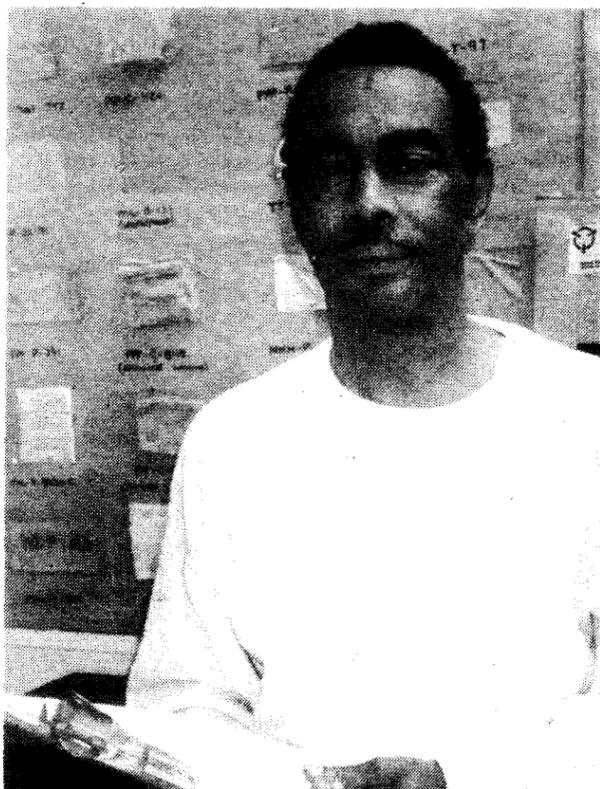
"I woke up around 4 something that morning, and I used the bathroom. And when I came out and as I sat by my bed, that's when all hell broke loose. It shook like 30 seconds but it seemed like 30 hours," Anderson said.

There was a roaring noise, the building started swaying, things started falling off the walls, and the power went out. Anderson sat there until he could take the stairs down to the lobby. The motel provided free coffee and doughnuts to the people gathered in the lobby.

About an hour passed before the electrical power was restored. Anderson didn't realize the extent of the damage until he watched television. "Still, about 55-60 people got killed in that thing," he said. "It was worse than Vietnam. Couldn't give me a home out there, no way."

Northridge suffered most of the destruction, Anderson recalled. "I was real, real nervous; scared more than anything," he said.

"When you're in a big earthquake of that



ANDERSON

magnitude, it seemed like the ground was still shaking. It's not ground, really it's just nerves. I heard on the news a doctor said sometimes it can last up to six months. Sometimes I can stand here now and it seems like the ground's moving; it's not ground, it's me," Anderson said. "Everybody from Louisiana was calling to see if I was hurt and stuff."

Anderson, 55, a native of New Orleans, has been in Huntsville about 12 years since retiring from the military. He served in the Army for 27 years including two tours in Vietnam. He became an Army civilian at Redstone in February 1982.

Anderson and his wife, Norma, have five children ranging from ages 29 through 12. He is one of 10 packaging specialists in the packaging branch of Distribution and Transportation Division under IM-MC's Materiel Management Directorate. Members of this branch, led by Jerry Cobb, travel worldwide. Anderson's trip to California Jan. 14-26 was in connection with a shipment of Hawk ground support equipment to Japan.

In July 1992 he and a co-worker, Willie Readus, experienced a less serious earthquake during their official trip to California. That quake killed six people.

"I feel great now, back in Alabama," Anderson said. "That California deal is getting a little shaky for me. That's the second earthquake I've encountered, and each time it's getting worse. I'm scheduled to go back out there sometime in June timeframe, but I don't know. Right now it's questionable."

Spit tobacco not a safe alternative to cigarettes

Editor's note: The Redstone Arsenal Dental Clinic Command brings you this article in observance of National Children's Dental Health Month. It is the third in a series of articles on children's dental health.

The Redstone Arsenal Dental Clinic has some advice for people about spit tobacco — don't do it! If you're not convinced that spit tobacco is bad for you, just read the labels: "This product is not a safe alternative to cigarettes. This product may cause gum disease and tooth loss. This product may cause mouth cancer."

Spit tobacco (snuff) is definitely harmful. Consider the facts:

- One can of snuff per day delivers as much nicotine as 60 cigarettes.
- Spit tobacco users become dependent on continued use because nicotine, an addictive drug, gives them a "buzz."
- When the supply runs out or the users try to quit, they may become moody, develop headaches, and have trouble sleeping or concentrating.
- Some users become so addicted that they keep a pinch of snuff in place all day and during the night when they are asleep.
- Many users find that when they want to quit, they can't. Smokeless tobacco is more difficult to give up than cigarettes.
- Long-term snuff users have a 50 percent greater risk of developing oral cancer than nonusers because

If you or a family member uses spit tobacco, the Redstone Arsenal Dental Clinic encourages you to talk to your dentist about it. Users can benefit by quitting, nonusers by never starting.

the nicotine in tobacco contains cancer-causing agents such as nitrosamines.

Using spit tobacco won't make you look better and it can make you feel worse. Placing tobacco on your gums can cause the gumline to recede, leaving the teeth and their roots sensitive and hard to clean. Tobacco, combined with sugar added for flavor, wears down tooth surfaces and can result in tooth decay. When you keep a "pinch" or "plug" of tobacco in your mouth, a white, leathery patch may form. This may be a sign of a developing precancerous area. Although it may be difficult to see, these areas are evidence of cell changes.

Spit tobacco will never be glamorous or attractive. In fact, most athletes don't use it. Athletes who are serious about their health and performance know the benefits of avoiding any type of tobacco. Nicotine can make users dizzy and it slows down their reaction time — bad news when competing in sports.

There is nothing fun about using a product that can

quickly become an addictive habit. Smokeless tobacco users get "hooked" and crave tobacco, just like cigarette smokers. Tobacco in any form can be harmful to your health. People who value their freedom steer clear of this kind of compulsive behavior. If you or a family member uses spit tobacco, the Redstone Arsenal Dental Clinic encourages you to talk to your dentist about it. Users can benefit by quitting, nonusers by never starting.

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Team recognized for redesigning Welcome Packet

A redesigned Welcome Packet is aimed at giving Redstone newcomers and visitors a good first impression of this post.

Members of a multifunctional Process Action Team that redesigned the packet were recognized with certificates Feb. 9 at Missile Command headquarters. Col. Chris Stratton, the MICOM director of personnel and training, presented the awards to the seven-member team which included people from Personnel and Training Directorate and from Redstone Arsenal Support Activity.

"I think this really is a terrific document," Stratton said, referring to the welcome packet. "As a matter of fact, I took one home and I use it very much."

Last year the commanding general asked Personnel and Training Directorate to redesign the existing packet. A process action team was formed with Joe Winston, of P&T Directorate, as team leader. The team, a joint effort of P&T Directorate and RASA, began meeting last September. The redesigned packet went to the printers in early November, came back in late December, and was distributed in early January.

"It was a team effort," Winston said. He told the team members, "I appreciate working with you'all and I really enjoyed the effort."

Some 6,000 redesigned packets were printed. The commanding general allocated \$20,000 for this project out of Redstone's award money from Army Communities of Excellence, according to Winston.

Copies were distributed to other military installations, and also go to Redstone's new arrivals. "It's a valuable tool for the guests and also the newcomers who come in here," said Steve Carter of Redstone Arsenal Support Activity. He represented the RASA commander at the award ceremony which was held at Stratton's office.

Members of the team that redesigned the packet included Winston, the team leader; Mary Breeden, Dr. Bill Resha and Dan Kelly, all of Army Community Service; Lt. Col. Gene Samanka of Military Personnel Office; Jim Downing of Civilian Personnel Office; and Steve Dempsey of RASA.



AT AWARD CEREMONY — From left are Carter, Downing, Winston, Breeden, and Col. Stratton.

"Even though P&T was given the lead on it, it was definitely a joint effort on the part of RASA," Stratton said.

Winston added a special thanks to the printing contractor, the Defense Printing Service Detachment Office here which is under the Department of Navy.

Troop bowling

Here are the Troop Intramural Bowling standings after last week's games:

Tuesday's Conference	
Readiness Group-2	323
Readiness Group-1	275
F Company MSTD	269
MEDDAC-2	264
Anchors E Company 832nd	264
MEDDAC-1	244.5
HHC 832nd MD	244
Readiness Group-4	240.5
F Company Equate	229.5
HHC MICOM	228.5
Flintstones	203.5
Bye	10

W	L
152	200
206	211
211	211
230.5	231
234.5	234.5
245	245
246.5	246.5
271.5	271.5
36	36

200 games bowled Feb. 8:

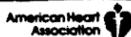
Ron Helton (HHC MICOM)	212
Johnnie Cliatt (RGrp-1)	211
Gary Means (Anchors E Co.)	204
George Bilich (F Co. MSTD)	202

Thursday's Conference		W	L
DOT Last Year's Champs		292	158
Hooters		278	172
MLRS F Company		260	190
HHD USATA		257.5	192.5
Navy		241.5	205.5
Master Blasters		230.5	219.5
NNTK		218.5	231.5
49 ORs		218.5	231.5

200 games bowled Feb. 10:

Jeffery Smith (USATA)	218
Chuck Tonn (Hooters)	203

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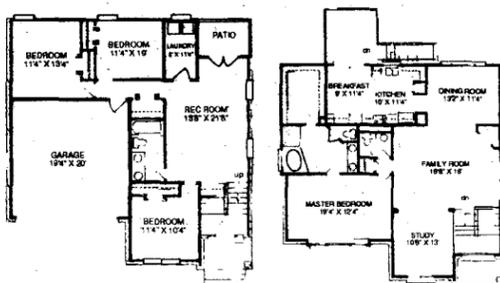
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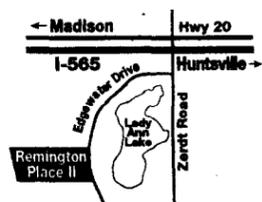
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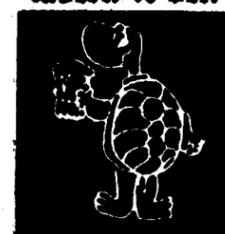
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Safety engineers get high marks on certification exam

BY SANDA MARTEL

Three engineers in the MICOM Safety Office have received the Certified Safety Professional award, a highly respected certification earned by individuals who meet academic and professional safety experience requirements and pass required examinations.

Bill Pottratz, a safety engineer, scored highest of 614 people taking the fundamentals test, and went on to place first of 20 people taking the specialty system safety exam. It was the first time since the CSP designation was established in 1969 that the same person was No. 1 on both exams.

Ken Rose, safety engineer, and John Frost, supervisory safety engineer, placed in the top five in the nation for their scores on the fundamentals test.

The three took the fundamentals exam in May 1993 and prepared for it by having a study group during lunchtime. The fundamentals exam covered broad topics and covered a "little of everything," Pottratz said, including engineering and management aspects of safety, applied safety sciences, legal and regulatory matters, professional affairs and ethics.

The Specialty Exam was administered in October 1993 and included study in the areas of hazard analysis and environmental safety.



SAFETY CERTIFICATION PROFESSIONALS — From left John Frost, Pottratz and Ken Rose, MICOM Safety Office engineers, have completed requirements to become Certified Safety Professionals.

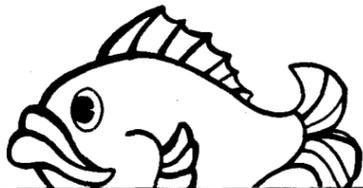
The exams were administered at Redstone's Army Learning Center.

"This was one of those things where I couldn't have done as well as I did without the help of others. We all worked and supported each other," Pottratz said.

And preparing for certification wasn't just an

academic exercise to enhance the resume, according to Pottratz.

"It has helped me in my job. I learned some new information and relearned other things and that has helped me with some problems that have come up since then," he said.



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Captain rebounds from injury to win two-mile race

BY SKIP VAUGHN

Exercise equipment and rest can overcome running injuries; just ask the Army officer who won a two-mile race in Huntsville after cutting his training due to a stress fracture.

Capt. Bryan Fahy won the annual Winter Winds two-miler Sunday, Feb. 6 in 10:42. In races that began and ended at Grissom High School, David Purinton won the four-miler in 21:52.

"I was very happy because coming off an injury, I'm just happy to be healthy," said Fahy, 34, from Haverhill, Mass. "It's early in the season. And it's a good start."

Fahy suffered a minor stress fracture in the bottom of his right foot while training last year for the Rocket City Marathon. Besides a few light jogs, he did not run since early November. "It just goes to show you that the exercise equipment in the gym and stuff is a good substitute for running," he said.

Fahy is a member of HHC MICOM, and works in the Bat Project Office.

Purinton, 25, was a repeat winner in the four-miler which he had won last year in 21:28. The female winners included Lori Davis, 16, with a 12:58 in the two-mile; and Sheryl Dummer, 24, with a 26:37 in the four-mile.

On a sunny, warm afternoon, there were 130 finishers in the two-mile and 115 in the four-mile.

Here are the overall and age group results:

Male, 2-miler: Overall — Bryan Fahy (10:42).

8-under — Tyler Dunaway (14:28), Sammy Smith (17:26), Taylor Dunaway (18:05). 9-12 — Eric Warren (11:42), John Carroll (13:05), Jeremy Calvert (13:07). 13-15 — Philip Wiles (11:19), Scott Pfifer (13:16), Jim Lewey (13:38). 16-19 — Daniel Berg (10:47), Robert Murphy (11:55), Cameron Brown (12:32). 20-29 — Tim Horvath (10:54), Dan Bond (12:03), Tim Garner (12:52). 30-39 — David Zajic (10:49), Keith Hallmark (11:39), Forrest Callientt (11:40), Peter Lami (12:11), Tony Pitt (12:15). 40-49 — Carl Nicholson (11:01), Steve Rice (11:03), Dave Micale (11:11), Gary Grace (11:21), Steve Welstead (11:34). 50-59 — Dwight McPherson (12:37), Jim Oaks (12:38), Wendell Sandlin (13:03), Joe Beams (13:27), Bryan Miller (14:09). 60-over — Malcolm Gillis (12:09), Gresh Downs (13:39), Mike Dooley (17:36).

Female, 2-miler: Overall — Lori Davis (12:58).

8-under — Samantha Landman (16:17), Ashley Clemons (16:22), Amanda Webster (20:19). 9-12 — Natalie Fahey (13:05), Amanda Bonne (16:11), Sarah Grace (18:00). 13-15 — Michelle Sharpe (13:06), Carrie Tinal (13:46). 16-19 — Heather Campbell (16:05), Hetal Thakkar (17:14), Carmella Barkley (18:56). 20-29 — Sally Wilging (13:30), Carri Price (14:40), Angela Anderson (26:36). 30-39 — Debbie Herriman (13:08), Janet Haenisch (14:39), Judy Ann Mulkey (15:30), Barbara Carroll (15:46), Laura Kendrick (18:00). 40-49 — Sandy Berg (14:48), Pam Duke (15:12), Deanna Springall (15:16). 50-59 — Alice Hoffman (17:05), Barbara Meyer (17:17), Jackie Clark (18:35). 60-over — Betty Dooley (17:58).

Male, 4-miler: Overall — David Purinton (21:52).

19-under — Daniel Berg (25:56), Cameron Brown (26:46), Eric Warren (28:18). 25-29 — Jim Clemens (25:06), Joseph Cimino (28:28), Todd Chambers (30:48). 30-34 — David Hamil (24:46), John Cramer (26:36), Jeff Weitenbeck (29:29), Hezekiah Henley (29:55), Alan Ware (30:11). 35-39 — Forrest Callientt (25:33), David Zajic (25:33.73), Tony Pitt (25:42), John Stetler (25:46), Steve Nix (26:20). 40-44 — Clint Jones (23:27), Al Rosenberger (23:39), Steve Rice (23:50), Steve Welstead (25:16), Gary Grace (26:13). 45-49 — Carl Nicholson (23:23), Dave Micale (24:11), Larry Shelor (26:19), Tom Armstrong (28:12), Philip Reich (28:21). 50-54 — Dwight McPherson (27:08), Wendell Sandlin (27:42), Brent Smith (31:11). 55-59 — Joe Beams (27:56), Tim Hopper (28:52), Jim Oaks (29:29). 60-64 — Malcolm Gillis (25:41), Gresh Downs (28:15). 65-over — Mike Dooley (35:56).

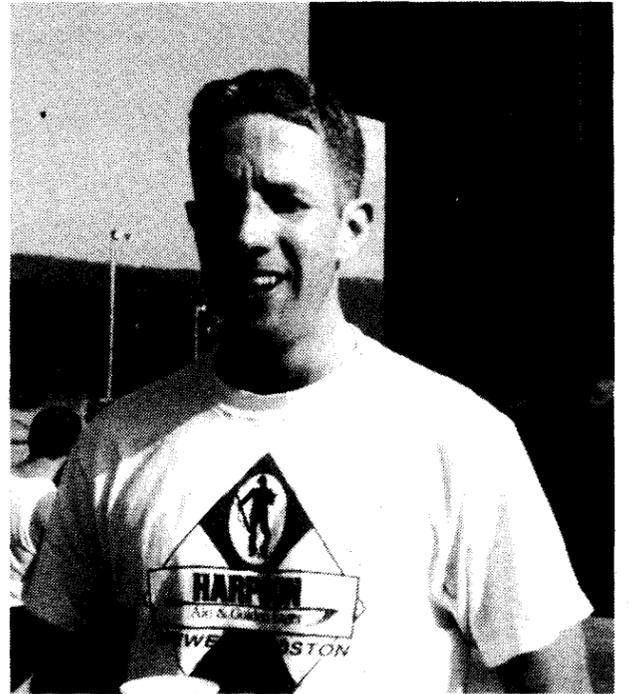
Female, 4-miler: Overall — Sheryl Dummer (26:37).

19-under — Lori Davis (29:09), Natalie Fahey (33:46), Hetal

Thakker (39:03). 20-29 — Sally Wilging (28:07), Carri Price (33:30). 30-39 — Debbie Harriman (28:41), Carla Smith (29:59), Ovella Jesse (32:08), Judy Ann Mulkey (32:09), Peggy Tyler (33:20). 40-49 — Sarah Grace (29:21), Pam Duke (31:24), Sandy Berg (32:08). 50-59 — Barbara Meyer (36:34), Jackie Clark (38:30). 60-over — Betty Dooley (38:59).



APPEARING SOON AT SPORTS HAVEN — Scott Burfoot and his teammates on the Huntsville Blast hockey team will appear at Redstone's Sports Haven from 6-8 p.m. Thursday. Door prizes include an autographed hockey stick and other promotional items donated by the Huntsville Blast. There will also be a special appearance by the Ice Girls. For more information, call 876-6595.



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Microsoft Excel: Database & Graphics
Mar 23, Apr 14, May 16, Jun 13

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Feb 15, Mar 30, Apr 21, May 23, Jun 20

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Mar 8, Apr 27, Jun 2

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Mar 15, May 4, Jun 9

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Local reservists tapped for Army safety program

Four members of the 184th Individual Mobilization Augmentation Detachment at Redstone Arsenal have been selected by the Army Safety Center, Fort Rucker to participate in the newly-established Wartime Army Safety Program (WASP).

Safety Center at Fort Rucker under the command of Brig. Gen. Robert Kerr has established a program for the improvement of the overall Army safety record during wartime operations. In all conflicts of record since World War I, accidents and fratricide ("friendly fire") have killed more soldiers than the enemy. The WASP program is intended to help commanders and thereby troops from both accidents and fratricide.

The aforementioned four soldiers are graduates of the first two classes conducted in wartime safety at the Safety Center and School at Fort Rucker. Two of the soldiers, Maj. Gerry White and CWO 3 Gene Weatherford, are assigned to the headquarters section of the mobilization cell at Fort Rucker and are drilling IMAs. The other two, Maj. Greg Snowden and SSgt. Robert Barnes, are assigned to the IMA positions at corps/division level for deployment purposes. These soldiers would be staff safety advisers to the command and staff of the corps/division in their branch specialties upon mobilization.

The four individuals currently drill for points with



SAFETY ADVISERS — Seated, from left, are Barnes and Weatherford. Standing, from left, are Snowden and White.

the 184th IMA Detachment under the command of Col. Howard Race, formerly of the 121st ARCOM and 87th MAC, who is retiring in April after a career spanning more than 30 years.

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Fox Hospital giving helpful medical info by phone

BY SKIP VAUGHN

Callers to Fox Army Community Hospital not only should have an easier time getting through on the automated telephone system — they should also have an easier time getting helpful information.

A help desk went into effect at Fox Hospital at the same time as the newly-simplified phone system. The idea is to better serve the patients.



HELP DESK — From left Cassandra Small, medical clerk, and Cheryl Little, supervisor of central appointments, take calls at the help desk. They then relay the information by computer to a clinic where a nurse practitioner will return the patient's call.

"What we have done is to expand our telephone system to where patients can call up and talk to a health care provider of one sort or another, and get advice. And the advice is concerning problems they may be having with a pre-existing medical condition or difficulty, or something new," said Dr. (Lt. Col.) Wiley Smith, chief of primary care. He takes care of the family practice, pediatrics, Emergency Room, outpatient clinic, and troop clinic.

In the past, callers to family practice or pediatrics could get helpful medical advice by phone. "But now we have expanded it to just about everybody who might be in need of our services," Smith added. The help desk can be reached by dialing 955-8888, extension 22. The help desk's hours of operation are 8 a.m. to noon and 1-3 p.m. Monday through Friday, excluding holidays.

Callers to that number are connected with a receptionist, in central appointments, who takes the message and then transmits that information to one of the clinics. The patient is called back as soon as possible, usually by a nurse practitioner. Six nurse practitioners in the hospital have the responsibility of returning calls to patients. "They can not only give advice, they can write prescriptions for routine items," Smith said.

"The central advantage of all this is it saves everybody trouble. Patients no longer have to come to the hospital and sit hours in the Emergency Room or to try to get advice. It helps us too in that we are able to avoid unnecessary visits," he said.

So far the help desk has worked well, according to Smith. There have been some technical difficulties — such as delays early in the morning when the lines were very busy — but overall, officials are pleased with the results.

"It's reduced the work in the Emergency Room such that people who have true emergencies are able to get in and out with less of a problem," Smith said.

The six nurse practitioners helping patients by phone include Maj. John Neil and Connie Glover, both in family practice; Amy Reynolds and Maj. Terry McDonough, both in pediatrics; and Maj. Janice Carver and Maj. Kim Havas, both in internal medicine clinic. The help desk at central appointments is staffed by two receptionists who are assisted by their supervisor at peak times. The computer system they use to transmit caller information to the various clinics was installed by SSgt. Clint Kendrick of the hospital's information management division.

A simplified Call Distribution System for callers to the hospital went on line Feb. 3. "We cut the menu by two-thirds and added an option for pharmacy refills, and we added an option for public service announcements," said Melba Moody, public affairs officer for Fox Hospital. She said a 1-800-number for long distance callers is projected to start at the end of February.

Fox Army Community Hospital
Call Distribution Menu
955-8888
Revised 2 Feb 94

Hello. Welcome to Fox Army Community Hospital. If you are calling from a touch tone phone you may make your selection at any time. If not, please hold for an operator.	
1	For the Emergency Room, press 1.
0	For hospital information, press 0.
2	For appointments or medical advice, press 2.
2	For an urgent care appointment or medical advice, press 2.
3	To schedule a routine appointment or to cancel an appointment, press 3.
4	For a clinic receptionist, press 4.
1	For the Emergency Room, press 1.
2	For the Outpatient Clinic, press 2.
3	For Family Practice, press 3.
4	For Pediatrics, press 4.
5	For Optometry, press 5.
6	For Internal Medicine, press 6.
8	For Surgery/GYN, press 8.
9	For Radiology, press 9.
5	For Public Service Announcements, press 5.
6	For CHAMPUS, press 6.
7	For Pharmacy refills, press 7.
9	To replay this menu, press 9.

Note: You may enter your selection as soon as the Fox ACD System answers your call.

Example: Champus, press 6
Urgent care appointment or medical advice, press 2 2
To schedule a routine appointment or to cancel an appointment, press 2 3
Family Practice Receptionist, press 4 3

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TQM facilitators recognized by higher headquarters

Two Missile Command workers have been recognized by the Army Materiel Command for their outstanding support as Total Quality Management facilitators.

Marcella Mathis and Charlene Coke received Certificates of Recognition from AMC Jan. 31. Ernest Young, deputy to the MICOM commander, presented these certificates at the TQM Executive

Steering Committee meeting. During the presentation, Young thanked these TQM experts for representing MICOM.

Deputy chief of staff for personnel (DCSPER) requested these cadre members to participate at an off-site meeting held at Fort Belvoir, Va., Nov. 9, 1993. The DCSPER senior leaders Executive Steering Committee and members of the Quality Improvement Board were in attendance.

The methodology used to accomplish off-site objectives was to engage in discussion with an organization, such as Missile Command, that has been successful in its TQM experiences.

The seminar concluded with George Jones, deputy chief of staff for personnel, presenting Mathis and Coke each with a four-star general commander's coin for their outstanding contributions.



RECOGNITION — Mathis receives her certificate from Young during a TQM Executive Steering Committee meeting.



AWARD CERTIFICATE — Coke receives her certificate from Young.

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Instruction arms soldiers to battle Somalia diseases

BY LAURA GAWECKI

MOGADISHU, Somalia — There's a war going on in Somalia. It's a war against the deadly variety of snakes, bugs and diseases unique to Africa. And lately, troops here are better equipped to fight this war.

They weren't issued industrial-strength bug spray or injected with stronger drugs to prevent disease. Instead, they just listened carefully to instructions from a small preventive medicine detachment from Fort Benning, Ga.

Troops are now playing an offensive, rather than defensive game with the pests, courtesy of this team.

"Awareness has increased in handling diseases and pests," said 1st Lt. Henry Sanders Jr., 926th Preventive Medicine Detachment commander.

The team of five often travels to U.S. forces' installations in Mogadishu to teach courses in field sanitation.

"We tell them that Somalia is one of the worst places you can be for preventive medicine," Sanders said. "It's worse than Operations Desert Shield and Storm. We even have the potentiality of snail larva, living in drinking water, that can burrow into your skin."

The day-long field sanitation crash course is taught every other week. The team explains how commanders and troops can make themselves healthier by avoiding unhealthy situations. Topics include tips on how to kill mosquitos, control rodents and chlorinate drinking water.

When they're not teaching, PM team members often can be seen toting pest-killing machines or potent sprays, pellets and traps, which kill a variety of "weird, disgusting and dangerous" intruders.

"One time, we caught a beetle-grasshopper-type insect that was almost as big as my hand. And in some of the buildings in the University compound, we've found rats the size of small cats," Sanders said.

"One rat even ran off with a trap," said Spec. Stephanie Thomas, a team technician. "They're pretty bad."

Besides presenting the peril of disease through bites, the rats attract snakes that are even more dangerous. Although there have been no reported snake bites, Somalia has a variety of poisonous snakes, such as the asp and cobra, Sanders said.

Sometimes, the PM team members kill even normal-looking insects. Their truck can often be seen — and smelled — at night, spraying an insecticide that's harmless to humans but causes pests to drop from the sky.

The team strikes after dark, when mosquitos are thickest. To prevent mosquito larva from maturing into blood-suckers, the team drops anti-mosquito pellets

in any body of water that has been standing for more than 14 days.

When bees recently attacked about 20 soldiers at the airport, the team retaliated with a pesticide that destroyed the swarm's simple nervous system instantly.

Team members often test soldiers on what they teach about sanitation. They do this by routinely checking dining facilities for cleanliness. They also check the workers to make sure they do not have any burns or sores, and whether or not they're wearing hats.

The most important and frequent task the team performs is testing all U.S. facilities here for contaminants in drinking water. Samples are taken from bottled water, as well as from water buffalos, and carried to the PM lab.

The team members, here since Aug. 16, said they have seen some pretty "strange stuff." They plan to continue helping troops battle Somalia's multi-legged critters through education and pesticide warfare.

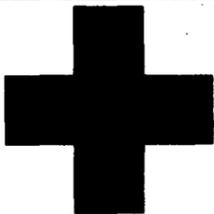
(Editor's note: Cpl. Gawecki is assigned to the Joint Information Bureau Somalia.)

Troop basketball

Here are the company-level basketball standings as of Feb. 14:

Conference	W	L
Eastern Conference		
HHC 832nd-1	8	0
HHC MICOM	8	2
TMDE	5	2
F Company 832nd-2	3	4
B Company 832nd	2	3
Over 35	1	5
Western Conference		
E Company 832nd	8	0
C Company 832nd	6	1
F Company 832nd-1	6	2
Marines	6	3
NCO Academy	5	3
A Company 832nd	4	2
HHC 832nd-2	2	4

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			Spouse†	Each Child††	Member	Optional Dependents
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	30-34	50,000	25,000	2,000	6.00	3.00
	35-39	45,000	22,500	2,000	7.00	4.00
	40-44	40,000	20,000	2,000	8.00	4.00
	45-49	30,000	15,000	2,000	10.00	5.00
	50-54	25,000	12,500	2,000	13.00	5.00
Two Units of Coverage	55-59	15,000	7,000	2,000	13.00	6.00
	60-64	7,500	3,750	2,000	13.00	6.00
	Under 30	\$50,000	\$25,000	\$ 4,000	\$10.00	\$ 5.00
	30-34	100,000	50,000	4,000	10.00	5.00
	35-39	90,000	45,000	4,000	12.00	6.00
	40-44	80,000	40,000	4,000	14.00	6.00
Three Units of Coverage	45-49	60,000	30,000	4,000	18.00	9.00
	50-54	50,000	25,000	4,000	24.00	9.00
	55-59	30,000	14,000	4,000	24.00	11.00
	60-64	15,000	7,500	4,000	24.00	11.00
	Under 30	\$75,000	\$37,500	\$ 6,000	\$14.00	\$ 7.00
	30-34	150,000	75,000	6,000	14.00	7.00
Four Units of Coverage	35-39	135,000	67,500	6,000	17.00	10.00
	40-44	120,000	60,000	6,000	20.00	10.00
	45-49	90,000	45,000	6,000	26.00	13.00
	50-54	75,000	37,500	6,000	35.00	13.00
	55-59	45,000	21,000	6,000	35.00	16.00
	60-64	22,500	11,250	6,000	35.00	16.00
Five Units of Coverage	Under 30	\$100,000	\$50,000	\$ 8,000	\$18.00	\$ 9.00
	30-34	200,000	100,000	8,000	18.00	9.00
	35-39	180,000	90,000	8,000	22.00	13.00
	40-44	160,000	80,000	8,000	26.00	13.00
	45-49	120,000	60,000	8,000	34.00	17.00
	50-54	100,000	50,000	8,000	46.00	17.00
Six Units of Coverage	55-59	60,000	28,000	8,000	46.00	21.00
	60-64	30,000	15,000	8,000	46.00	21.00
	Under 30	\$125,000	\$62,500	\$10,000	\$22.00	\$11.00
	30-34	250,000	125,000	10,000	22.00	11.00
	35-39	225,000	112,500	10,000	27.00	16.00
	40-44	200,000	100,000	10,000	32.00	16.00
Seven Units of Coverage	45-49	150,000	75,000	10,000	42.00	21.00
	50-54	125,000	62,500	10,000	57.00	21.00
	55-59	75,000	35,000	10,000	57.00	26.00
	60-64	37,500	18,750	10,000	57.00	26.00

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Lifeguards secure Mogadishu beach for swimmers

BY LAURA GAWECKI

MOGADISHU, Somalia — It's not quite like the California beaches of television fame. But in the always-warm Somalia, it's a treasured retreat for troops in Mogadishu.

Keeping the exotic cove safe for swimmers are Cpls. Philip Brennan, 1st Cavalry, Fort Hood, Texas, and John Kitchen, 4th Infantry Division, Fort Carson, Colo.

The soldiers were not pulled from any over-manned unit already in-country. They were specifically sent to Somalia to monitor the safety of troops on the beach.

Both lifeguards said their jobs here are profoundly different from work in the States. Perched on makeshift lifeguard chairs made of wood, rather than metal, they tower above "the saltiest water Brennan's ever tasted."

The choppy emerald-green horseshoe cove replaces their chlorinated aqua-blue pools back home. People atop the jagged cliffs are routinely warned from diving into the shallow coral-encrusted water below.

The multinational beach-goers don't always speak English, and the lifeguards are not multi-lingual. So they routinely trudge the five-minute trek up the sharp

reef to convey, through hand-signals, not to cliff-dive. Brennan said they could post a sign, but they don't really mind the trek, even though the rocks are jagged.

Beneath the surface loom rip-tides, strong currents and a shark net. To land the lifeguarding job here, Brennan and Kitchen had to be qualified in cardiopulmonary resuscitation. They also had to know first aid and basic life-saving techniques.

Upon arrival in-country, they were given further instruction on the characteristics and feeding habits of Africa's aggressive sharks. A marine biologist taught them the effectiveness of the shark nets and what species are most common, as well as which are the most dangerous.

Although lifeguard duty here holds a new variety of obstacles, it's remarkably stress-free, Brennan said. The two soldiers follow the stereotypical style of most lifeguards. The beach is open from 9 a.m. to 4 p.m., but they usually stick around for a few hours extra, "hanging out" with the beach-goers.

"We're looking to change the hours because there's a lot of activity after 4 p.m.," Brennan said. "We'll stay and hang around. We're not going to run people out."

The lifeguards, however, are not lenient about swimming after dark. The aggressive tiger shark feeds at night, and Brennan said he has told at least 10 people to exit the surf after dark.

They also said that making beach-goers pick up their trash is the hardest part of their job. Before a volunteer police-call force started coming out, the beach was "a tremendous mess," Brennan said. "People would sometimes have ceremonies or cookouts, and just leave everything there."

Most of the lifeguards' day is spent looking out for riptides and swimmers who venture out too far. These are the ones who may get swept away by an undercurrent. But, since the lifeguards have manned the beach, there have been no swimming accidents.

In an average week, about 100 people visit the beach. The weekends triple that number, because some Americans catch a shuttle from the University compound.

It may not be Malibu, but these beach boys try to keep the Mogadishu beach a safe place for weary and stressed-out troops to unwind and have fun.

(Editor's note: Cpl. Gawecki is assigned to the Joint Information Bureau Somalia.)

Rabies vaccination advised for pets

Editor's note: The Veterinary Treatment Facility provided the following article.

Rabies is a fatal disease of the nervous system. All warm-blooded animals are susceptible to the disease. An animal with the disease sheds the rabies virus in its saliva so the most common way rabies is transmitted is through a bite wound.

Wild animals serve as the reservoir of the disease and can infect domestic animals such as dogs and cats. These domestic pet animals are the most common source of the virus in cases of human rabies. Last year in Alabama the state diagnostic laboratories identified 111 cases of rabies in wild animals (raccoons, bats, foxes and skunks) and five cases in dogs and cats.

Fortunately, there is a way to reduce the risk of rabies in both the pet animal and human population. Rabies vaccinations are safe and effective and available from any veterinarian. Annual vaccination of any dog or cat over three months of age is not only smart, it's the law according to the state of Alabama and post regulation.

What happens if your animal is bitten or scratched by a wild animal such as a racoon, skunk or bat? If the wild animal is available, it can be tested for rabies. But if it is unavailable, you must assume your pet has been exposed to rabies.

The National Association of State Public Health Veterinarians recommends that unvaccinated dogs and cats exposed to rabies should be humanely destroyed immediately or else placed in strict isolation for six months. A currently vaccinated dog or cat should be revaccinated immediately and observed closely for 45 days.

If your dog or cat is not vaccinated against rabies, please get it done now! If your pet has been vaccinated, please check your records to be sure the vaccine is up-to-date. For more information or to schedule an appointment for a rabies vaccination, please call the Veterinary Treatment Facility at 876-2441 or your civilian veterinarian.

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Announcements

Black engineers

North Alabama National Society of Black Engineers-Alumni Extension presents its second annual Scholarship Awards Banquet on March 3 at the Holiday Inn, Research Park. The Space Camp Scholarship, North Alabama Academic Scholarship and Briggs Leadership/Community Service Scholarship will be presented to middle and high school students. Scheduled speaker is Livingston Holder Jr., operations planning and development manager of the Space Station Freedom Programs for the Boeing Defense and Space Group. The social mixer is scheduled for 6:30-7 p.m., with the banquet starting at 7. For banquet tickets or ad purchase, call Woodrow Wilson 539-9825 or 730-3412.

Pet videos

The Veterinary Treatment Facility announces a new video lending program. "We have tapes to loan free of charge (\$5 deposit required) in the VHS format." Topics include puppy and kitten vaccinations, adult animal care, spaying or altering your pet, feline leukemia, and canine heartworm disease. If you would like to borrow a tape, call 876-2441 or drop by building 3543. The facility's hours are 8 a.m. to 3:30 p.m. Monday, and from 8-11:30 a.m. and 1-3:30 p.m. Tuesday through Friday.

Ordnance officer class

The final, active-duty Ordnance Officer Advanced Class at Redstone Arsenal is to graduate 9 a.m. Feb. 18 at the Bicentennial Chapel. Former OAC grads in the Huntsville area are invited. Scheduled speaker is Maj. Gen. John Coburn, the Army chief of Ordnance and commander of Aberdeen Proving Ground, Md. For more information, call 842-9765/9766.

Warrant officers

All warrant officers assigned to Redstone Arsenal are invited to attend a professional development briefing to be presented by MWO 4 Thomas Grice, chief of technical services branch, and assignment officer for MOSs 910A, 911A, 912A and 918A. The briefing will be held in the auditorium, building 3301, room 213, from 9-11 a.m. Feb. 22. Grice will conduct personal interviews with any warrant officer who desires an interview regardless of MOS. For more information, call MWO 4 Federico or CWO 4 Walters 842-6863/6864.

NCO spouses

The Active and Retired NCO Spouses Club will have a monthly meeting Thursday at 7 p.m. in the Challenger Club. For information or a ride call 828-6885.

Scholarship opportunity

The Active and Retired NCO Spouses Club is offering a scholarship to a graduating high school senior who is a dependent family member of an active, retired or deceased NCO. Applicants must have been accepted by an accredited institution, submit a 500-word or less essay on one of three topics listed in the application, and must have at least a "B" average and submit an official transcript of high school grades. Deadline for application is April 15. For information call Judy Fredrich 828-6885, Mary Parrish 882-0590 or Dessie Johnson 852-5141.

Inspector general

The AMC IG will hold an assistance request session for soldiers, family members and DA civilian employees on Feb. 16 from 4-5 p.m. at the Rec Center, Bldg 3711.

Huntsville Blast at Sports Haven

The RSA community is invited to meet the Huntsville Blast hockey team along with the Ice Girls at Sports Haven Feb. 17 from 6-8 p.m. Door prizes including an autographed hockey stick will be given out.

OWC merit awards

Applications for Officers Wives Club merit award education assistance are now available in these categories: high school senior, college undergraduate, military spouse. Applicants must be family members of officers, have a military ID card and live in the Huntsville area. Deadline to apply is March 15. Applications may be obtained at the Education Center or by written request to Dori Samanka, 416 Hughes Drive, Redstone Arsenal 35808.

Accountants

The North Alabama Chapter of the Association of Government Accountants will hold a "spouse or significant other" meeting Thursday, Feb. 17 at 6:30 p.m. at the Marriott. Guest speaker is Lisa Douglas, co-anchor of Channel 19 WHNT News. For reservations call Jo Ann Blue 876-7986 or Sandra Julian 876-2373.

Post Theater schedule

Thursday — *Wayne's World 2*, rated PG-13, 98 minutes. Friday — *Wayne's World 2*. Saturday — *The Pelican Brief*, PG-13, 80 minutes. Sunday — *The Pelican Brief*. Tuesday — *Cabin Boy*, PG-13, 80 minutes. All shows begin at 7 p.m. Admission for Tuesday is adults \$1.50, children \$1. Admission for all other shows is \$2.50 for adults, \$1.25 for children.

First aid course

Madison County Chapter of the American Red Cross will conduct a Community First Aid and Safety course on Feb. 22, 23 and 24 from 6-10 p.m. at the Red Cross building, 1101 Washington St. This course is designed to teach infant, child and adult CPR skills, along with first aid emergency techniques. Cost of this course is \$32 per person. To preregister call 536-0084 ext. 321.

Teens and AIDS

An American Red Cross class for teens will be presented at the Youth Center at 6:30 p.m. Thursday. Participants will learn what HIV and AIDS are, how people get infected with HIV, how people don't get infected with HIV, and what they can do to protect themselves. The class will be presented by Barbara Anderson, a Fox Army Community Hospital occupational health nurse, and a Red Cross peer facilitator. "Please encourage your teenagers to attend."

Coast Guard program

High school juniors who think they would like to attend a service academy have a chance to qualify for a program that lets them try out the life of a cadet at the Coast Guard Academy before they make a decision. The Academy Introduction Mission (AIM) program of the U.S. Coast Guard Academy selects 200 students each year to participate in a week-long orientation at the academy. "The AIM program is a way for students to give military life a try while allowing Coast Guard Academy officials a chance to look the new prospects over. Although AIM isn't the only way to be considered for an appointment to the Academy, young people who participate in this program have a much better chance of being selected. Usually the freshman class of 200 contains around 50 AIM participants." The Redstone Flotilla of the Coast Guard Auxiliary is now reviewing applications for AIM. If you want to apply, call Flotilla 24-06 Career Candidate Officer Ed King at 830-6716 and he will see that you receive an application.

Community activities

OFFICERS CLUB — Rhythm and Lace, an all-female band, will perform from 7-11 p.m. Feb. 25 in the Big Spring Lounge; for more information, call 830-CLUB.

BOWLING CENTER — The Redstone youth bowlers are sponsoring an adult moonlight bowling tournament from 6-8:30 p.m. Saturday at the Bowling Center. There is a \$6 entry fee per person. A total of three games will be bowled. Prizes will be awarded. For more information, call 876-6634.

PX news

Post Exchange facilities will operate with the following holiday hours during Presidents Day, Monday, Feb. 21: Main Store, 10 a.m. to 6 p.m.; Shoppette, 9 a.m. to 10 p.m.; Hunt & Fish, closed; Troop PX, closed; MCSS, closed; Service Station, 10 a.m. to 6 p.m.; Class Six, 10 a.m. to 6 p.m.; Food Court, 11 a.m. to 5 p.m.; Burger King, 8 a.m. to 8 p.m.; Concessions, 10 a.m. to 5 p.m.

Waterfowl group

Alabama Waterfowl Association will meet at 6:30 p.m. Monday, Feb. 21 at the Range Time shooting range, 12300 South Memorial Parkway. For more information, call 533-5172.

NCO selection board

A Department of Army selection board is scheduled to convene June 2 at the Enlisted Records and Evaluation Center to consider soldiers for promotion to sergeant first class and selection for attendance to ANCOG. In addition, the board will review records for possible elimination under the Qualitative Management Program for staff sergeant. Zones of consideration are as follows: for promotion to SFC, all SSgts with a date of rank of June 30, 1992 and earlier with a BASD between Nov. 2, 1974 and June 2, 1988 (inclusive). Primary zone date-of-rank is Oct. 31, 1991 and earlier; secondary zone DOR is Nov. 1, 1991 through June 30, 1992. For QMP: all SSgts with a DOR of June 30, 1993 and earlier. All soldiers are reminded of their responsibility to have an updated photograph on file at Enlisted Records and Evaluation Center. Unit personnel administration centers will be notified of date and time for soldiers to review PQR. "Appointments will not be scheduled until release of the 1993 SFC board on or about Feb. 15."



Vacations for seniors

A presentation on extended vacation opportunities for seniors will be held 9 a.m. Saturday at the Huntsville-Madison County Senior Center in Big Spring Park.

Bone marrow drive

A Bone Marrow Donor Drive will be held from 9 a.m. to 4 p.m. March 9 at the Army Corps of Engineers in Huntsville. For more information, call Jean Weisser 876-2237.



Call 876-1500 to place your free carpool ad.

Guntersville

Carpool wanted from Guntersville to 5400, hours 7-3:30. Dick Reynolds 876-5929.

Moulton

Carpool members wanted from Moulton to Redstone Arsenal, hours flexible. Cathie Coffey 876-4742.

Northwest Huntsville

Ride wanted from Mastin Lake Road to 3222, hours 7-4:30 flexible. Linda 876-9763 or 851-7263.

Crime prevention

Provost Marshal Office Traffic Section will conduct window etching as part of its vehicle identification program (VIP) and bicycle registration Feb. 26 from 10 a.m. to 3 p.m. in the parking lot of building 1140 (Military Police substation). This service will be offered on a first come, first serve basis to all soldiers, family members, and civilian employees. Those who are unable to take advantage of this service Feb. 26 may call the substation 876-2752 and make an appointment to have their windshield etched at a later date. The substation hours are 3-8 p.m. Monday through Friday.

ACS education committee

The Army Community Service (ACS) Education Committee will meet this afternoon at 5 at ACS, building 3491. Any military parent who has an interest, question or concern about the schools is encouraged to attend. It is helpful to call in advance concerning problem areas that need to be put on the agenda. For more information, call Virginia Dempsey 876-5397.

Contract managers

Huntsville Chapter, National Contract Management Association meets Feb. 24 at the Huntsville Marriott (Space & Rocket Center). Registration starts at 11:15 a.m., with lunch at noon. Robert Bickford, manager of Huntsville Operations, Johnson Controls World Services Inc. is to speak on "Cost Plus Award Fee Contracting: An Idea Whose Time Has Passed." Cost of the luncheon is \$10 for NCA members, \$12 for non-members. For reservations call 830-1792 by Feb. 21.

Spring bonnet luncheon

Huntsville-Madison County Botanical Garden's Spring Bonnet Luncheon, will benefit the Education Department, will be held March 7 at 11 a.m. at the Marriott Hotel. For more information, call the Botanical Garden 830-4447.

School musical

Grissom High School students will present the musical "Pajama Game" Feb. 17-19 at 7:30 p.m. and Feb. 19 at 2 p.m. Tickets for "Pajama Game" which is presented by special arrangement with Music Theatre International, are available at the Grissom High School Library, Little Professor Book and Video Center, and Fleming Books. Price of tickets is students and seniors, \$5; adults, \$7.

Alcoholics Anonymous

Redstone Arsenal AA Group meets each Wednesday at noon and Friday at 5:15 p.m. in room 11 of the Bicentennial Chapel.

Commentary: black-owned newspapers lacking support

Editor's note: The Black History Month trivia committee provided the following article which is a commentary on the history of black newspapers.

This summer, many readers may have had an opportunity to enjoy reading the autobiography of Jill Nelson. Her story shares some professional career experiences which she encounters as a *Washington Post* writer, which unfortunately, most of us who are African-Americans have or will experience over and over again. Nelson, a freelance writer, has written many featured articles in *Essence Magazine*. After accepting a position on the *Washington Post* staff, paying \$50,000 a year, and about five years of menial assignments, she quits. Her autobiography, a national bestseller titled *Voluntary Slavery*, aroused curiosity about the future of black journalists.

The first black newspaper, titled *Freedom's Journal*, edited and published by Samuel Cornish and John B. Russwurm, hit the streets of New York on March 16, 1827. The first black newspaper and many subsequent black editors, publishers and journalists enjoyed rapid growth and success and came into their own by reflecting the African-American's new found self-awareness. During the 1940s, there were more than 200 black newspapers. Of these, *The Pittsburgh Courier* had the largest circulation of approximately 140,000 per issue. This success however was curtailed as America approached its entry into World War II. The black newspaper's failure to be sensitive with its criticism of America's entry into WWII led the Justice Department to threaten many black-owned, black-operated newspapers as well as publishers and editors with a charge of sedition (conduct or language inciting rebellion against the authority of a State). In addition to the threats of the Justice Department was the fact that newsprint and other essential publishing supplies became difficult for black-owned newspapers to obtain. In an officially negotiated settlement with the NAACP, black newspapers "tamed" their criticism in exchange for essential supplies.

After World War II, the large white-owned metropolitan journals created a demand for black journalists to cover the black communities. The large metropolitan journals successfully attracted black journalists because they offered salaries up to four times greater than their black counterparts. Today this is commonly referred to in the black community as the "brain drain" and "selling out." The black newspapers lost many of their most competent and talented editors, publishers and journalists. The number of black reporters on white newspapers grew from 120 in 1970 to nearly 4,000 by 1980. Since the early '70s, more than 200 black newspapers ceased

publication; this left three major black newspapers: the *Chicago Defender*, *The Atlanta Daily World* and *The Daily Challenge* in Brooklyn. In addition, only about 100 black newspapers remained in existence. The largest black newspaper during the '70s was the *Amsterdam News* and its mere circulation of about 85,000.

Today the lack of support from the advertisers and black community takes its toll, causing the continuing problems of the black newspapers. Without the advertising dollars and support of the black community, the outlook for black newspapers appears dismal.

Some veterans eligible for a VEAP refund

Those veterans who contributed to the Veterans Educational Assistance Program (VEAP-Chapter 32) and have not used their benefits may be eligible for a refund.

If the 10 year period from the date of discharge in which you have to use your benefits has expired and you have not used your benefits or have used only a

portion of your benefits, you may be eligible for a refund on your remaining contributions.

For assistance in applying for your VEAP refund, contact your local Veterans Affairs Office. (News release from Alabama Department of Veterans Affairs, Madison County office)

Contributions welcome to veterans home fund

Anyone filing an Alabama Income Tax Form may designate \$1, \$5, \$10 or more of their state income tax refund for the State Veterans Home Fund.

This money will be used for management of the facility and supportive assistance to our state veterans as approved by the State Veterans Home Board. This tax refund money shall be supplemental to any funding, and in no way is intended to take the place of any

funding, that would otherwise be appropriated for this purpose.

If the over 400,000 Alabama veterans and other concerned Alabama residents would designate at least \$1, the ongoing needs of nursing and related health care for Alabama's ailing and aged veterans will be met. (News release from Alabama Department of Veterans Affairs, Madison County office)



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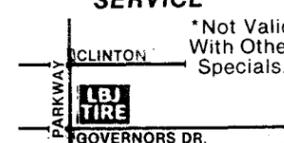
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According to the Inspector General, the use of office phone numbers in classified advertising is contrary to regulation. Please submit home numbers only.

FOR SALE: Ladies/girl's coat, size 2P, black wool w/side seam pockets and label collar, excellent condition; Large wheeled canvas suit case with separate internal shoe caddy, internal hanger for suit bag, separate wet area, and large internal side pockets; Leather garment bag with large external side pocket and shoulder strap. Serious inquiries only please. Prices negotiable. 351-8032. Leave name and day phone number.

FOR SALE: Motorcycle helmet, 2 each, like new condition, \$150 both. 830-6476.

FOR SALE: King size mattress and box spring, like new condition, \$200 or best offer. 830-6476.

FOR SALE: 1989 Lowe bass boat, 16', 50hp Johnson motor with power trim/tilt, 12/24 volt Johnson trolling motor, Lowrance X-4 depth finder, bilge and aerator pumps, livewell, full instruments, Haul Rite trailer. Asking \$4900 or best offer. Call Mr. DeWeese Monday-Friday after 5 p.m. at 830-6476.

FOR SALE: Turbo Graphic System and 4 games (Banks Adventure, Baseball, Battle Royale, Victory Run & Turbo Tap), \$75; Games for Sega (USA Basketball & John Madden Football), \$15 each. Games for Game Boy (Play Action Football), \$5. 880-8352.

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 Type or legibly print a brief description of what you want to sell on an 8 1/2 x 11 inch piece of paper (NO 3 x 5 cards, torn paper, or FAXES will be accepted).
 Only home numbers will be listed in the advertisement. No office phone numbers will be accepted. Sign the ad, and list the following identification: Building number, badge number, and work phone.
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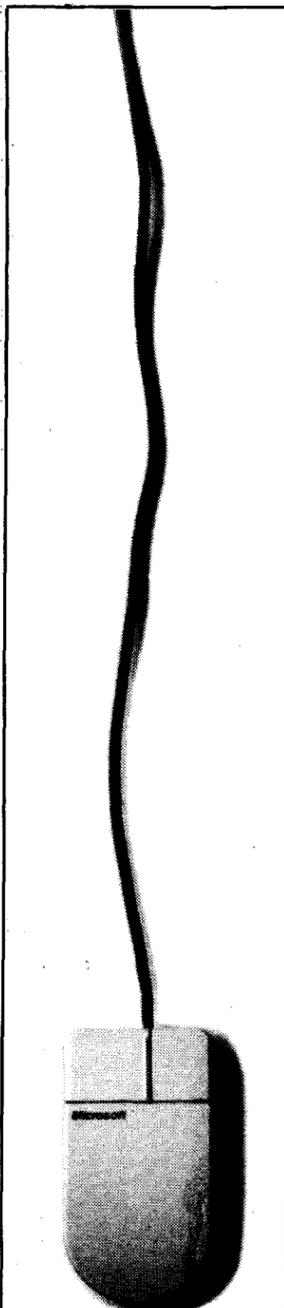
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Down Payments
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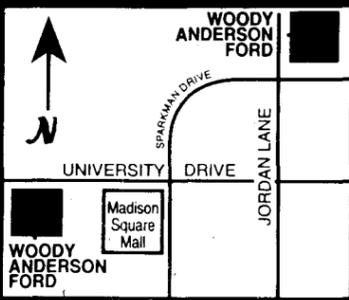
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