

Redstone Rocket

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August 16, 2000

Redstone Arsenal is top blood donor in Alabama

Blood drive coordinators recognized in ceremony

By SANDY RIEBELING
Staff writer

What's the old saying that you can't get blood from a stone? Maybe not, unless your talking about Redstone.

The people of Redstone Arsenal donated more than



Photo by Sandy Riebeling

VOLUNTEER CORPS— Redstone blood drive awards were presented to various federal agencies and organizations in a ceremony at the Bob Jones Auditorium Aug. 9. Huntsville Center Corps of Engineers award recipients Donna Smiley and John Baggett talk with Jim Wilson, also from the Corps of Engineers, after the ceremony.

4,700 units of blood last year, making it the top donor group in Alabama. Anniston Army Depot ranked second with just over 1,100 units collected.

"When you give blood, you make a difference in another person's life," Barry Porter, chapter manager, Madison/Marshall County Red Cross Chapter, said. "When you offer this critical, vital fluid, you are giving someone the gift of life."

Porter, along with guest speaker Terri Bryson from Huntsville Hospital, offered words of thanks and encouragement during the Redstone Arsenal Blood Services Awards Ceremony Aug. 9 in the Bob Jones Auditorium. Certificates were presented to blood drive coordinators and building representatives for their blood collection efforts.

"We use 50 units a day at Huntsville Hospital," Bryson, public relations and marketing representative, said. "I'm not a blood donor, but I do see the fruits of your labor. I'm the one who gets called in when something really bad happens-- a bus load of kids are injured, terrible car accidents. I'm called to take care of the media and because I'm there, I see what happens. Blood saves lives. Blood buys time for a doctor to close a wound. It creates hope."

Three years ago Bryson was diagnosed with thyroid cancer. Earlier this year she was given a clean bill of health but she has to do "five years clean" before she can donate again.

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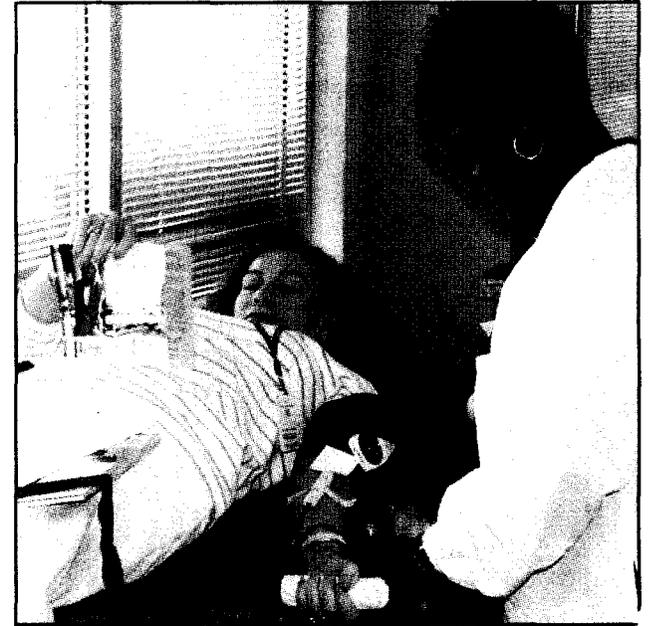


Photo by Skip Vaughn

IT'S PAINLESS— Connie Popp, a computer programmer analyst with Logistics Support Activity, reads a book while giving blood Thursday in the aerobics room at Sparkman Fitness Center. "I do that to take my mind off of it," she said. Assisting her is Karla Watkins, a phlebotomist technician with American Red Cross. "She's really good," Popp said. "She makes it painless."

Crazy car hobby keeps heads turning

Fisher turns discarded parts into classic cars, aircraft

By SANDY RIEBELING
Staff writer

Give Jim Fisher a couple of junk cars, a tape measure, a blow torch, some fiberglass and epoxy and you might be surprised by what he'll create.

He crossed a Honda 750 cc motorcycle with a 1968 Volkswagen and came out with the VW Trike, a three wheeled motorcycle carriage.

"My best work is when I go with original ideas rather than plans," Fisher, a secu-

rity receptionist for building 5300, said. "But I have built three hover crafts from plans."

Building cars and boats and airplanes isn't a cheap hobby but it's one that has kept him turning heads for nearly 20 years. The attention is one of the reasons Fisher keeps going.

"It feels good to create something with your own hands," he said. "But the real reward comes when I see the amazement on people's faces— the joy they get from something I've done."

Fisher's hobby was birthed more by economics than needing something to do.

See Hobby on page 4



Photo by Sandy Riebeling

HONDA HOTROD— Creating the unusual in transportation is what Jim Fisher, security receptionist for building 5300, does best. This VW Trike is a combination of a 1975 Honda 750 and a 1968 Volkswagen.

Deputy CG gets history lesson

No sure bet

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Retiring firefighter born here

Native son

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Redstone home to varied wildlife

Wild things

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Letters to the editor

Union president invites input

The Army combined two commands into one during BRAC: the Aviation and Troop Command at St. Louis and the Missile Command at Redstone Arsenal. The National Federation of Federal Employees represented 1,384 employees that transferred to Redstone Arsenal from ATCOM, and the American Federation of Government Employees represented 4,711 employees at MICOM.

The combined command became the Aviation and Missile Command at Redstone Arsenal. From the time of the merger there was a competitive environment between the two unions at AMCOM. Both NFFE and AFGE each wanted to be the newly formed command's exclusive representative. Both unions filed with the Federal Labor Relations Authority for exclusive representation of the Redstone Arsenal employees. In addition, both unions started campaigning to be the exclusive representative. AFGE Local 1858 representatives worked very hard during the campaign to win over the employees from St. Louis. An election was actually held so those employees could vote on which union could represent the Redstone employees. Those votes were impounded, however, until the FLRA could make some sort of ruling on the cases filed by each union.

The FLRA looked at the question of

whether a vote was necessary since 77 percent of the new command's employees had previously been represented by AFGE Local 1858. The FLRA decision Feb. 29 stated, "A union that represents more than 70 percent of the employees in a newly combined unit formerly represented by two or more unions is sufficiently predominant to render an election unnecessary because such an election would be a useless exercise."

NFFE appealed the decision; however, the final appeal was denied.

Today, many of the NFFE members have become members of AFGE and have begun to work with AFGE to improve working conditions and support all employees of the new command. AFGE has formed a negotiating team composed of AFGE members, former NFFE members who have now joined AFGE and employees of AFGE Local 1858 who are negotiating a new labor agreement for all AMCOM bargaining unit employees. Input from all AMCOM bargaining unit employees has been requested by the negotiating team and is being utilized continuously as the negotiating process continues. If any AMCOM bargaining unit employee has an issue or idea that they want considered during the negotiations, please contact the AFGE office at 876-4880.

James Brothers
president, AFGE Local 1858

Women's Equality Day celebrated Aug. 28

Several local organizations are joining hands to celebrate this year's Women's Equality Day, Aug. 28 at 10 a.m. in the Bob Jones Auditorium. Everybody is invited, and the event is free of charge.

Involved in the event are: Missile and Space Intelligence Center; Marshall Space Flight Center; Office of Personnel Management; Aviation and Missile Command; Army Engineering and Support

Center, Huntsville; and Space and Missile Defense Command.

Iris Bulls, principal deputy assistant secretary of the Army for manpower and Reserve affairs, is the scheduled speaker.

Bulls earned a bachelor of arts degree from Virginia State University and a master's in education from Tufts University. She is also a graduate of the Command

See Celebration on page 3

Commissary shopper concerned with find

On Saturday, Aug. 5, I was grilling out with my family with meat that I purchased from the commissary earlier that week. Everything was going great until I noticed something shiny piercing from my pork steak. It appeared to be metal so I pulled it out and was appalled and disgusted to find that it was a broken off hypodermic needle. The meat is now being tested and this incident is under investigation. I just want to inform commissary shoppers to be very cautious and check your meat very carefully, especially meat purchased during this time period.

Shelia Stewart

Editor's note: The Defense Commissary Agency provided the following response. "We regret this customer's unfortunate experience; however, this is a highly unusual and isolated incident.

"Commissaries are an extremely reliable source of wholesome and safe food-stuffs. Commissaries must adhere to very high sanitation and quality standards and

are inspected frequently by military food inspectors. Because the health of our military members and their families has a direct bearing on military readiness, commissaries are required to comply with much higher standards than commercial retail establishments.

"As in any case such as this, the customer was offered a full refund for the returned product. We notified the supplier, and the commissary filed a report of the incident so that we could investigate the matter further and determine the source of the problem. In this incident the customer did not want a refund and chose to keep the meat and the needle, which limits the extent of investigation possible.

"We highly value our customers and take our responsibility of serving our military members very seriously. Customers who have any questions or concerns about the quality of products they have purchased in the commissary should return them to us so that we can file a report for investigation and provide a full refund."



Photo by Margaret Banish-Donaldson

Scholarship award

Bob Smith, left, watches as Col. Bob Birmingham, president of the Army Aviation Association of America's Tennessee Valley Chapter, presents a \$2,000 scholarship award to Smith's daughter Christina, who will attend the University of Georgia this year as a freshman majoring in broadcast news.

Redstone Rocket

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Battalion command sergeant major no stranger to Redstone

By SKIP VAUGHN
Rocket editor

Jennie Larder knew what she was getting into when she arrived for her new assignment as command sergeant major for 832nd Ordnance Battalion.

CSM Larder had served at Redstone Arsenal from 1991-93 as first sergeant for Echo Company, 832nd. She returns from Taegu, Korea where she served as chief

ammunition NCO for 19th TAACOM.

Larder, who was the first female 1st Sgt. in the Ordnance community here, has become the first female Ordnance (Ammunition) CSM

"I'm very proud and very happy to be back here," she said. "I had a wonderful relationship with the community and all the support services here at Redstone. I look forward to working with the people in the

community here. And I look forward to being a part of training the initial entry soldiers to become great Ordnance soldiers."

Her parents, retired 1st Sgt. Robert and Marge Larder, traveled from Penn Yan, N.Y., to attend the 832nd Ordnance Battalion's welcoming ceremony for Larder on Aug. 9.

Larder, 44, is originally from Penn Yan. She entered military service in May 1977

and attended basic training at Fort McClellan and advanced individual training at Redstone. She is an ammunition storage specialist (55 Bravo).

Her overseas assignments include Kaiserslautern, Garlstedt and Hanau, Germany; and Taegu. Her stateside assignments include Fort Jackson, S.C., Fort Lee, Va., Redstone, Los Angeles, and Fort Bliss, Texas.

Celebration

continued from page 2

and General Staff College at Fort Leavenworth, Kan.

Upon graduation from the Ordnance Officer Basic Course at Aberdeen Proving Ground, Md., in 1979, she served in assignments at the Basic and Advanced Individual Training Command at Fort Dix, N.J. Then she was assigned as chief, Management Analysis Division in Seoul, Korea. From 1988-89, she served as admissions officer at the U.S. Military Academy at West Point.

From 1989-90, Bulls served as chief of Administrative Services Division for the Armed Forces Inaugural Committee and chief of the Military Personnel Division at the Army Laboratory Command in Adelphi, Md. Until 1999, she was a program



File photo

IRIS BULLS

manager in the Office of the Assistant Secretary of Defense, Force Management.

For more information on this year's celebration, call Mary Peoples at 955-4275.



Photo by Skip Vaughn

TOP NCO— CSM Jennie Larder is the command sergeant major for 832nd Ordnance Battalion.

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Commanding general's deputy loses bet with Historical Office

Clipping proves website was nationally recognized

By SKIP VAUGHN
Rocket editor

It seemed like a winnable bet. At least that's what Jim Flinn, deputy to the AMCOM commanding general, figured any way.

Flinn was talking with Mike Baker, the command historian, and historian Claus Martel a month ago when Martel mentioned that the historical office's website was recognized by the Washington Post as one of the finest military websites.

"I'll believe it when I see it," Flinn said. But the historians insisted, and the bet was on. Winner gets a free lunch.

The historians pulled out a clipping that proved their website had in fact been recognized by the Post last April. So, Flinn treated the historical function to a pizza lunch in his office Aug. 9. Attendees included Baker, Martel, historian Dr. Kaylene Hughes, and Sam Glover, Flinn's secretary.

It turned out that Flinn didn't really lose a thing: The delivery man was late so the three pizzas were free.

"That's unreal," Baker said.
"It figures," said Martel.



Photo by Skip Vaughn

FULL SERVICE— Jim Flinn, standing, deputy to the commanding general, offers pizza to command historian Mike Baker. Flinn treated the historical office staffers to pizza lunch after losing a bet about their website.

They can take solace in the fact that the historical function's website had 15 million hits as of July 31. And it was the only government website cited by the Post last April. The address is www.redstone.army.mil/history.

"I'm glad we did this," Flinn said after the meal. "I've got to find some other people to lose bets with."

■ Another man's junk becomes Fisher's treasure

Hobby

continued from page 1

"When I was a teen-ager and got my first car, I didn't have money to fix it when something went wrong. I had to learn how to do it myself."

His first paint job was quite a feat, considering he used a ladies powder puff to apply the paint and a stick of butter to protect the chrome. "You couldn't even see the strokes when it dried. It worked great."

Over the years Fisher advanced in both skill and equipment. He currently works out of a shop at his Cullman County home, which has a lighted paint booth to put the finishing touches on his automotive originals.

"One time I built a car out of wood, foam and fiberglass, put a Honda motorcycle motor on the back with a propeller," he said, shuffling through photos of his work until he found the picture. "It was neat because of its shape. And who would have thought to put a big propeller on the back of a car?"

His cars and crafts have won trophies and awards at professional car shows around the region. He has, on occasion, sold a vehicle but says he'll never part with his VW Trike.

"You don't just drive it up to the sta-

*"It feels good to create something with your own hands. But the real reward comes when I see the amazement on people's faces - the joy they get from something I've done."
- Jim Fisher*

tion for gas and expect to be home in a few minutes," he said. "People see it and come over, asking questions."

Fisher's wife, Loyce, a contract specialist in the Aviation, Rockets and Missiles Project Office, isn't bothered by the time Fisher spends on his cars. "Everybody has to have their own space. Loyce understands that."

Fisher said that nothing he does surprises his three grown daughters.

Building cars isn't Fisher's only hobby. For as long as he's been tinkering with cars, he's been playing music in bands around Huntsville. He spends a couple of nights a week playing drums for a local group in Cullman.

Several projects are in the works for Fisher. He's putting a 440 engine, motor and transmission out of a New Yorker into the body of a 1972 Dodge Swinger. He's also combining a Volkswagen shell and the running gear of a Plymouth Duster. Oh, and let's not forget the single-seat airplane he's building in the garage.

"I don't have a license to fly, yet," he said. "I suppose I'll take a lesson or two before I take her up."

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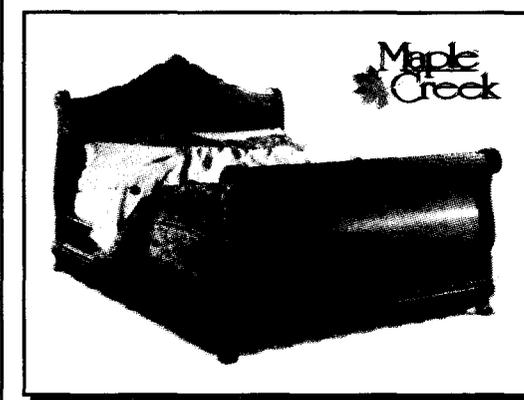
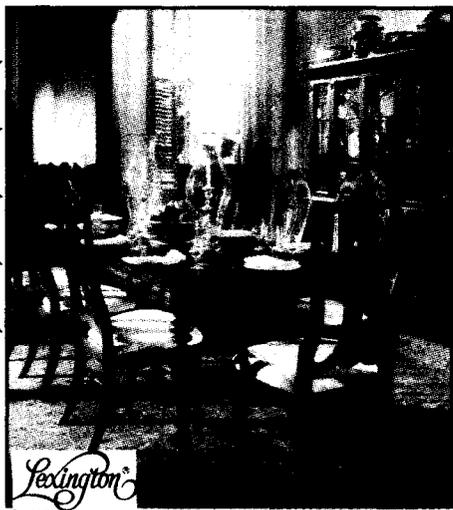
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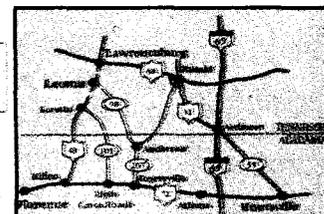
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MEDDAC, Gators battle for troop softball championship

By SKIP VAUGHN
Rocket editor

Headquarters & Alpha Company EOD would not have an easy time defending its softball championship from last year.

After recording a league best 10-2 record in the regular season, the Gators stumbled in the tournament and found themselves in the losers bracket for the final. The Gators would have to beat MEDDAC twice to defend last year's title.

MEDDAC, 6-5 in the regular season,

got hot in the tournament and was 3-0 entering the final. The Gators were 4-1 going into the showdown.

In the regular season, EOD finished atop the Eastern Conference while MEDDAC was second in the Western Conference. The Marines, who finished atop the Western Conference, were eliminated by the Gators in the double-elimination tournament.

The championship showdown, originally set for last Thursday night, was postponed due to a thunderstorm and resched-

uled for 6 p.m. Tuesday, Aug. 15.

Final standings for the regular season included: Eastern Conference— EOD (10-2), Bravo Company (8-4), HHC 59th (7-5) and Delta Company (5-7); Western Conference— Marines (9-2), MEDDAC (6-5), Charlie Company (5-6) and Headquarters & Alpha (2-9).

The Gators included first baseman Timothy Rodriguez, second baseman Kent Hamann, shortstop David Thompson, third baseman Timothy Whittaker, pitcher Brent Bailey, catcher Luis Ortiz,

left fielder John Bobich, left-center fielder Randy Garmon, right-center fielder Bill Leech and right fielder Joseph Read.

MEDDAC players included left fielder Joe Cox, shortstop Stephen Billman, pitcher Wilfredo Rodriguez, left-center fielder Keith Kennedy, third baseman Tony Denkins, right-center fielder Mario Gallardo, catcher Demarco Newton, first baseman Johnathon Wendtlandt, second baseman David Blackwell, right fielder Chuck Griffin and substitute outfielder Carlos Guerra.

Extreme skating park coming soon to Redstone Arsenal

By SKIP VAUGHN
Rocket editor

You've seen them. The youngsters buzzing the parking lots on their skates, doing their daredevil jumps. Their gravity-defying leaps at night and whenever else they feel like it.

It's called in-line skating and it is the rage, or the bomb, as they say these days. But there's no place available here for these talented youths to practice their craft.

Well, that's going to change within the next few years.

Redstone Arsenal will provide an in-line skating rink and extreme skate park just for kids.

"It came about because we have a whole group of kids here at Redstone Arsenal that are extreme skaters or in-line skaters," Myra Garriott, child and youth services coordinator, said. "There really was no place for them."

Plans are in place to convert an unused softball field, off Goss Road, into an in-line skating rink. "It's like a hockey rink," Garriott said.

Ramps and rails have already been purchased for \$10,000 for an extreme skate park which will be located by the Youth Center. The money came out of Youth Services funding. Safety gear, including knee pads, elbow pads and helmets, will also be provided for the youngsters.

Garriott expects the skating rink and park to be available in 2001, but she admits she's an optimist. The project of course depends on money.

"It's going to take a while. This isn't going to happen overnight," she said.

Maj. Gen. Al Sullivan, commander of the Aviation and Missile Command and Redstone Arsenal, approved the plan in early June.

"I think it's a great opportunity for our kids on post," youth sports director Missy Richards said, "because it's becoming such a popular sport for so many. It just gets them some area of their own where they can take ownership of their own facility or park and keep them off the street hopefully and out of the parking lot."



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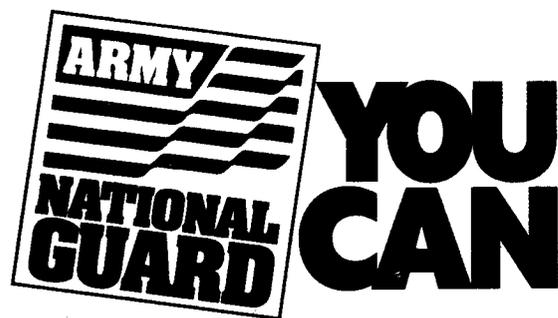
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Logistics assistance rep honored by higher headquarters

By DAN O'BOYLE
For the Rocket

Gary Wade, formerly the AMCOM Multiple Launch Rocket System logistics assistance representative at Fort Bragg, N.C., has been named by Gen. John Coburn as the Army Materiel Command's LAR of the year.

Wade is now assigned to Logistics Assistance Office in Saudi Arabia, and supports all AMCOM missile-related matters in Southwest Asia.

"Gary Wade has consistently demonstrated outstanding initiative, leadership and performance in carrying out our mission of providing readiness assistance to supported units," Norb Lutz, LAR supervisor in Integrated Materiel Management Center, said.

Wade most recently served with the XVIII Airborne Corps MLRS battalion,

where the units he supported were able to achieve a 95 percent readiness rate. More specifically, he is being honored as AMC's LAR of the year for making sure that critical diagnostic and missile repair spare parts were ready and available when and where needed.

"Mr. Wade has all the attributes that allow him to 'think outside the box,'" Lt. Col. Christopher Wallace, Fort Bragg, said.

"This gives Mr. Wade's customers proactive support. He provides first-rate performance. It is obvious that he loves his work."

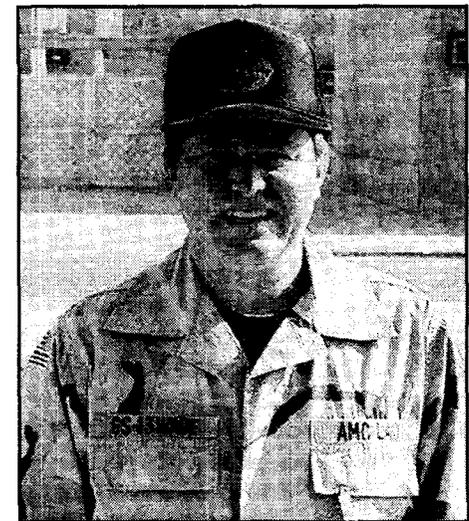
Wade also has been able to improve the readiness of his assigned units and their personnel by conducting extensive training in the MLRS motor pool and on the Integrated Family Test Equipment van.

Similarly, his LAR of the year honors were based on the smooth transition -

with no interruption in the support to the soldiers in the field - during the deactivation of a unit and the transfer of its mission to another unit. Not only did Wade accomplish the timely distribution of unit assets, but also he provided key unit personnel with support system training in their new mission.

Lastly, Wade's efforts over the last year drew AMC recognition for saving money. Specifically, Wade's fault isolation initiatives have resulted in replacing correctly identified components, thereby preventing maintenance personnel from turning in parts that, in fact, do not need repairing.

"Mr. Wade is a highly versatile LAR with multiple talents supporting a wide range of systems," Lutz said. "He has allowed the command to save money by deploying as a single LAR covering multiple systems."



Courtesy photo

ON THE SCENE— Gary Wade was recognized as LAR of the year by the Army Materiel Command.

Higher headquarters revises logistics business practices

From the Computer Sciences Corporation

A revolution in logistics business processes is central to preparing for future military operations and is also the fulcrum of Army Materiel Command's efforts to balance readiness and modernization. The WLMP is the program to modernize the Army's wholesale logistics business

processes and practices.

The current Wholesale Logistics Management System is composed primarily of the Commodity Command Standard System (CCSS), and the Standard Depot System (SDS), both of which support Army Materiel Command functions. CCSS is used to manage wholesale inventory including making the repair/buy decision,

inventory control, planning, and budgeting. SDS is used to manage depot and arsenal and ammunition plant operations including inventory accountability, maintenance management, equipment management, ammunition management, and facilities management.

The WLMP vision states: "WLMP will provide agile, reliable, and responsive

services by leveraging best practices and technology that enable AMC to deliver world-class logistics and readiness to the war fighter, and will advance with the challenges in the Army vision." The objectives of the WLMP are:

- Improve readiness and weapon system support

See Practices on page 10

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Command and Payload Multiplexer/Demultiplexer Officer - develop procedures, documentation, requirements, and console tools (displays and software) for managing the on-board payload Command and Control System (on-board processors, networks, and software).

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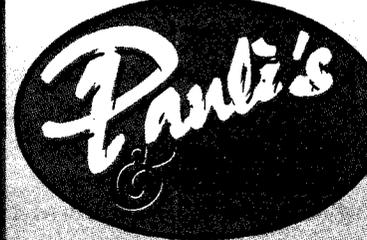
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■ Headquarters revises logistics system

Practices

continued from page 8

• Take care of people – both those transitioned to the contractor and those personnel whose jobs will evolve with implementation of the WLMP

• Adopt best business practices – market driven, initially and continuously

• Perform business process reengineering while leveraging information technologies

• Integrate with Global Combat Support System – Army/Single Stock Fund milestones

• Provide information, education, and training as needed to help AMC/Army adapt to new ways of doing business with minimal disruption.

The WLMP contract was awarded to the Computer Sciences Corporation (CSC) on Dec. 29, 1999. The WLMP Program Office, AMC, Team CSC (CSC and their subcontractors) and other DoD participants have formed integrated product teams to assure a true “partnering” approach in order to achieve the WLMP vision and objectives. While the Modernization Integrated Product Team is in the business process re-engineering phase, the Transition and Sustainment IPT has completed a seamless transition of the software sustainment mission to Team CSC.

Effective July 1, the software sustainment of the Army’s wholesale logistics management systems was transferred to

Team CSC. On this date, the government employees from the Central Design Activities (CDAs) at the Industrial Logistics Systems Center (ILSC), Chambersburg, Pa., and the Logistics Systems Support Center (LSSC), St. Louis, Mo., came off the government rolls. Their expertise in the performance of the wholesale mission is assured and their job security is certain, however, since CSC offered all displaced government employees guaranteed employment for three years with comparable pay and benefits within their current geographic area. Each employee also received a \$15,000 signing bonus. In addition, various skill areas have been augmented by CSC with the addition of other employees, including retirees from the CDAs at ILSC and LSSC. Furthermore, CSC has hired support contractors who have experience with the skill sets that support the system.

The WLMP is stressing a web-based approach for the modernization of the Army’s wholesale logistics business practices and enabling technology. This approach includes the incorporation of best commercial business practices as well as the ability to continually refresh them. In order to ensure that best commercial practices and technology are adopted effectively, WLMP is employing extensive user involvement through a Solution Demonstration Lab. This Lab provides the pre-deployment capability for early and continual evaluation of the modernized business practices.

Javelin joint venture receives second multiyear contract

By DAVID EASTERLING
Javelin Project Office

The Aviation and Missile Command and the Raytheon/Lockheed-Martin Joint Venture signed a second Javelin multiyear contract Aug. 7. The contract, which covers four years, is worth over \$1.2 billion and procures 11,805 rounds and 2,968 command launch units for both the Army and Marine Corps.

The Javelin Program, a joint Army/Marine Corps effort, delivers to the soldier the world’s finest fire-and-forget anti-armor weapon system. Javelin’s features include a range of over 2,500 meters, selectable top/direct attack modes, and the capability to defeat current and future armor during day and night engagements.

Javelin’s value has been proven during training rotations at the National Training Center, Fort Irwin, Calif. During these rotations, Javelin’s effectiveness and versatility have led to the development of new doctrine, tactics, techniques and pro-

cedures to exploit the limitless potential of the Javelin system.

Javelin fieldings began in June 1996 with the 75th Rangers at Fort Benning, Ga., and is projected to end in 2006 by which time every infantry unit in the Army, Reserves, and National Guard will have Javelin at their disposal. The most recent fieldings have equipped the 2ID (Korea) and the 1-508 IN (Italy) with the Javelin weapon system.

The Javelin Joint Venture contractors include Raytheon, Tucson, Ariz., and Lockheed-Martin, Orlando, Fla. Lockheed-Martin builds the Javelin round in their all-up-round facility located in Troy, Ala. The Javelin command launch unit is built in Raytheon’s Tucson facility.

The Javelin Project Office is under the Program Executive Office for Tactical Missiles. The project manager is Col. Bill Knox.

(Editor’s note: Easterling is an industrial engineer in cost review and analysis branch, Javelin Project Office.)



Mary Petty/ Photo Lab

SIGNING CEREMONY— Seated from left are Howard Weaver, vice president of the Joint Venture; Kim Cashmer, contracting manager for Lockheed-Martin; Sara Kerry, contracting officer, Bill O’Keeffe, contracting manager for Raytheon; and Paul Walker, president of the Joint Venture. Standing behind Kerry is Col. Bill Knox, Javelin project manager.

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Military retiree families invited to annual event just for them

By MARGARET BANISH-DONALDSON
For the Rocket

Estate planning can be boring and tedious, and it forces a person to confront his or her own mortality. But this is exactly what one must do to prevent Uncle Sam from taking a huge chunk of the assets a person worked so hard to accumulate.

Military retirees from all branches of the service and their families will have a chance to hear more about estate planning, protecting their assets, and providing for the security of their loved ones at Redstone Arsenal's Military Retiree Appreciation Day, Sept. 9. Phil Fredrich, retirement services officer, has already sent out 22,000 invitations to military retirees north of Birmingham.

Guest speakers and a panel of Redstone Arsenal Service representatives will be on hand to brief and answer medical. See Retirees on page 15

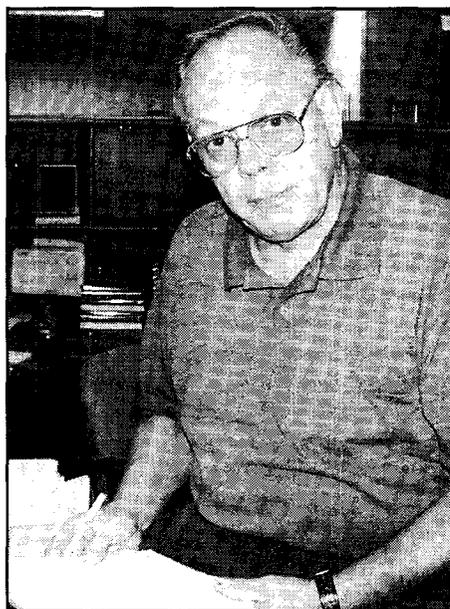


Photo by Margaret Banish-Donaldson

PLANNING AGENDA— Phil Fredrich checks over the sequence of events for Military Retiree Appreciation Day, Sept. 9 in the Bob Jones Auditorium.

Redstone blood donors cited for making difference

Blood

continued from page 1

"You're here today because you're doing hard work. I hope it makes you feel good here," she said, placing her hand over her heart. "I hope you feel really good. And please, go out and get us new blood. Some of us can't give anymore. Your blood sweat and tears will really make a difference. Thank you for all your hard work."

Maj. Gen. Al Sullivan, commander, Aviation and Missile Command and Redstone Arsenal, called the collection of 4,727 units a "big HOO-AH in my book" and asked for a redoubling of effort.

"It's too late after the fact to give blood," he said. "It has to be there at the critical time. On behalf of all those who are using the blood you have provided, thank you."

Sullivan was also presented an award from the Red Cross, which he accepted on behalf of Team Redstone.

Blood drive coordinator award recipients were: from the Sparkman Center, Joe Benson, Robert Benson, Sue Bolding, Milton Bone, Dan Byrd, Lynne Campbell, Edna Dye, Joe Eason, Michele Fortner, Maxine Goff, Jean Hicks, Glen Hutchinson, Aileen Jacques, Kim Jean, Deanna King, Pam Lee, Helena Moore, Rickey Moore, Patricia Motes, Betty Mountain, Pat Moyers, Glenda Parker, Vivian Paschel, Beverly Sanders, John Sands, Zakiyyah Shakoor, Keith Sidwell, Diane Stephens, Melodie Thomas, David Willis and Russey Yarbrough; from Security Assistance Management Directorate, Cathy Brown; from the Software Engi-

neering Directorate, Jennifer Feemster; from 832nd. Ordnance Battalion, Charlie Company, 1st. Sgt. Aubrey Fencher and Bravo Company, 1st. Sgt. Thomas Lettis; from the Missile and Space Intelligence Center, Linda Keel; from the Acquisition Center, Fran King; from the Space and Missile Defense Command, Al Longhi; from the Post Exchange, Kathie Lyons; from the Research, Development and Engineering Center, Jan Martin; from the Corps of Engineers, Donna Smiley; from NASA, Nancy Jane Spears; from the Redstone Arsenal Support Activity, Lisa Wright; and from PEO Aviation, Susan Zimmerly.

Organizational award recipients were: Post Exchange, Linda Parks, 19 units collected; 832nd. Ordnance Battalion, Delta Company, SFC Mark May, 71 units collected; Acquisition Center, Col. Scott Wilson, 95 units collected; Security Assistance Management Directorate, Cathy Brown, 102 units collected; Corps of Engineers, John Baggett, 123 units collected; Software Engineering Directorate, Bill Craig, 137 units collected; 832nd. Ordnance Battalion, Charlie Company, 1st. Sgt. Aubrey Fencher, 182 units collected; PEO Aviation, Susan Zimmerly, 239 units collected; Missile and Space Intelligence Center, Richard Stamps, 250 units collected; 832nd. Ordnance Battalion, Bravo Company, Capt. Mary Walsh, 252 units collected; Research, Development and Engineering Center, Sarah Mills, 297 units collected; Space and Missile Defense Command, Col. Ed Martin, 518 units collected; NASA, Edwina Bressette, 821 units collected; and Sparkman Center, Edna Dye, 1,128 units collected.

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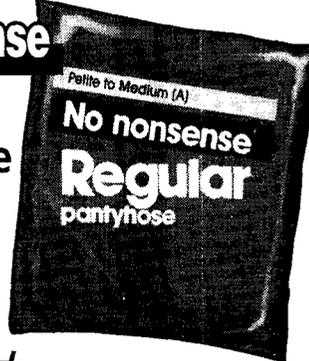
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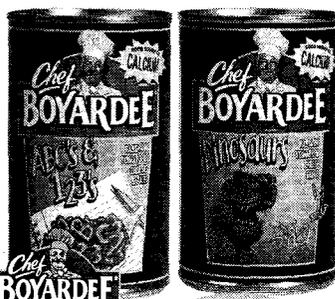


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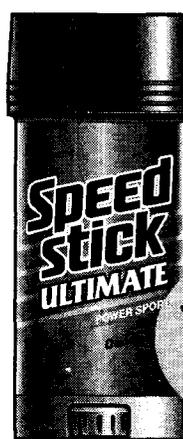
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The Huntsville Times

High Tech

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TIMES DESIGN: DARYL W. MARTIN



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HI-TECH CAREER FAIR

How to sell yourself during your job interview

Here are some ideas for preparing, presenting your personal sales pitch

Knight Ridder News Service

Your No. 1 goal in a job interview is simple: Sell yourself.

And there's no better way to do just that than by going in well prepared.

"Selling yourself is a learned skill," said Bea Ludwig, human resources coordinator for Kaiser Permanente. "The more you practice it, the better you get at it."

Here are ideas for preparing and presenting your personal sales pitch,

according to area experts:

■ Get samples of your work product in front of the interviewer. Ahead of time, pack them up to go in with you. And think about how to pull them out at the first lull in the conversation.

"Samples can prove something about your writing skills or thought processes," said Jay Meschke, senior vice president for EFL Associates/Transearch, an executive search firm. "If there's confidential information in your samples, just black that out."

■ Distinguish yourself by giving your future employer something others won't.

"It's appropriate to ask, 'Is there

something I can do to distinguish my candidacy from others you've interviewed?'" Meschke said.

If the employer doesn't know what you can do, volunteer an idea. "What if I wrote a paper about how the Internet might affect your business?" Meschke suggested.

■ Be prepared to tell why you really want to work there.

"Why is that company your first choice?" said Lisa Farr, human resources manager/risk manager for the seven Kansas City area facilities of Prime Health Medical Group, a subsidiary of Family Practice Associates. "Saying you saw their ad and need a job

is honest, but it doesn't show much enthusiasm."

■ Be ready for testing.

If it's a clerical position, you probably can count on getting one that will check your skills in areas such as number recognition, matching and alphabetizing.

There are also PC tests to see if you can use different computer programs and sometimes psychological testing at a higher level, Farr said.

■ Practice, practice, practice those interview questions.

Find out what is commonly asked by checking out books with interviewing tips. What you don't say is just as important as what you do say.

Job interviewing tips

■ Maintain good eye contact during your conversations. Typically, you should look at the other party at least 65 percent of the time.

■ Always give a firm handshake. This says you are confident, honest and professional.

■ Remember the names of the people you meet, and use their names during your conversation with them.

■ Collect business cards from the company representatives you meet. If someone interviews you on the spot or spends a good deal of time speaking with you, send them a personal thank-you note within one week.

■ Present yourself with confidence — but not arrogance. In today's competitive job market, you must be able to "sell" yourself.

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Puffing up resume unnecessary

There's no way around it, fudging your work experience is lying

The Associated Press

WOOSTER, Ohio — Oh, it's so easy to make yourself look better to a potential employer. Just a smidge of window-dressing on your resume, for example.

Ahem. That's called lying, points out Lisa Kastor, director of career services at the College of Wooster. But it's easier than ever to get away with, she admits, since fear of defamation lawsuits has caused many companies to confirm only job titles and dates of employment of former workers during reference checks.

"So work experience — especially if a job is 10 or more years in the past — is often inflated by people who think they can enhance their job prospects with a fib and get away with it, because their former employers give out only the

most basic data when someone contacts them about a former worker."

There's no part of a standard resume that's immune from tampering by a dishonest job seeker, says Kastor.

"People who fabricate items on their resumes don't think they have the right stuff to get the job, so they bulk up on their resumes. Some individuals will lie about their education. Other people will enhance the roles they've played in social service volunteer activities or will make minor awards they've received seem more important than they really are. Another all-too-common practice is to inflate salary history in hopes of getting a larger salary offer from the prospective employer."

Kastor thinks that people are more likely to lie on resumes than during face-to-face interviews. It's easier to put a fib on paper than say it out loud, she says, and a good interviewer usually can detect when the candidate is less than truthful.

The worst of it is that resume

liars don't think too much about the consequences of their dishonesty, she says. "There's an arrogance and an ignorance that is common to all the people who practice this form of deceit to get a job."

Kastor thinks it's all so unnecessary. Candidates can improve the effectiveness of their resumes honestly.

"First of all, I'm really a straight arrow," she says. "You don't ever lie on your resume. You don't put anything on it that's not true."

She repeats classic advice: Learn the needs of the potential employer and organize your resume to address those needs. Emphasize useful skills, experience and academic preparation that will make you a good candidate for the position. Rewrite your resume for each job opening that interests you so that each employer can see how you fit their hiring criteria. Don't expect the same resume format to fit each place you may apply. Do your homework in detail about the hiring organization.

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HI-TECH CAREER FAIR

Rapid turnover is becoming the workplace norm

High-tech employees leaving after months minus send-off cakes

By JUDY HEVRDEJS
Chicago Tribune

Did your office say farewell to a co-worker this week?

Chances are you did, considering the rapid turnover hitting workplaces these days. Number crunchers at the Bureau of National Affairs Inc. in Washington, D.C., found employee turnover is at its highest rate in nearly 20 years.

Sure, a good number of those cake-and-coffee departures may celebrate retiring employees who have clocked 25 years of 9-to-5 workdays. But more and more workers — lured by signing bonuses, stock options, maybe a new BMW or the dot-com buzz — are jumping ship after only a few months.

"It is really tough on managers," said San Francisco's Geri Vahey, who worked for a Silicon Valley software company for 10 years before becoming director of marketing at ActiveSpace.com, an Internet start-up. "I met a manager who hired an employee three weeks ago, and (the employee) wanted to double his options before he was hired. One friend of mine was given \$25,000 to refer a friend. . . . Everyone is trying to recruit everyone else."

With the rate of employee departures relatively high in some industries, how are those co-workers left behind meant to deal with all these exits? Does someone who barely warmed his or her desk chair deserve the same fanfare as someone who has gone through a dozen yearly desk planners?

"Five years ago, it was a little more celebratory when someone went off to another venture," Vahey said. "Now it doesn't get as announced across the compa-

ny. I think companies are being a little more low-key about departures to keep morale up."

"There is a certain amount of jealousy, but it is more of a good-natured thing," said Carl Molinari, a computer consultant in Kansas City, Mo., who spent 10 years in Silicon Valley at two companies.

"Usually, in the companies I worked for, (the celebration) was more informal." A manager would decide a departing person was a good employee and would authorize a friend to set up lunch, said Molinari, and the company would cover it.

At one Internet organization, so many employees were departing for other dot-com organizations that the remaining employees found themselves chipping in for a goodbye cake a week. What's right?

Human relations executives and etiquette experts seem to agree that something should be done for employees departing on good terms, but a range of factors — from corporate policies to an employee's tenure at a job, as well as that employee's investment in the company — come into play. Good-bye lunches. Cake and coffee. One big greeting card. All such ceremonies are prefaced with a big "it depends."

"How you handle someone leaving would be different for every company and for every department in the company," said Kristin Accipiter, spokeswoman for the Society for Human Resource Management in Alexandria, Va. "I think a lot of the etiquette things — cakes, lunches, cards — are more a reflection of the personality of the supervisor of the department as well as the co-workers. Someone always seems to emerge as the leader in doing this sort of thing."

Added Peggy Post, who co-authored "The Etiquette Advan-

tage in Business" with brother-in-law Peter Post, "I do think it really depends on the circumstances and the employee's contribution to the workplace."

If the departing employee handles his or her exit with respect for the former place of employment, Accipiter believes former employers and employees would think a cake and a card is appropriate.

"If, however, you've not been there long enough to make an important contribution," she adds, "and if you've been spending the last three or four months on company time searching for a job, and if, as soon as you get one, you're out the door without a look backward to your former employer, then I think feelings are going to be a little different. How are you going feel happy for someone who's left you in the lurch?"

At Spyglass Inc., a 10-year-old Internet product and service company in Naperville, Ill., "anything we do is on an informal basis," said Sue Kizman, the company's director of human resources. "Employees get together rather than have the company fund a lunch or activity."

Added Kizman, "I can understand rewarding for retirement, but we're too young to have anyone retire, which is typical in high tech. It would be nice to give a gift for reaching anniversary dates, though."

Judith "Miss Manners" Martin wrote in a recent column: "Job comings and goings require the control of manners over natural anxiety and hostility. No one — employer, prospective employee, or about-to-be-former employee — should try to get through such ordeals without a stiff dose of etiquette."

"There is no perfect one set of rules of what to do," Post said. "A lot depends on the corporate culture. Is the company a place where there is camaraderie and there is a history of having par-

ties? Some places have birthday parties. Others don't recognize them. And there is the in-between. . . . It depends on what works and what feels right."

And that means considering a lot of circumstances.

"There are a lot of different reasons people leave," said Post, who conducts business etiquette seminars. "They leave because they find another job."

"When jobs are eliminated, it can be awkward. When somebody has been laid off, I'd say don't ignore the situation or them. Job losses aren't that unusual. A sincere but sensible attempt can be thoughtful. 'Heard

you are leaving. It sounds like a great opportunity.' Don't pry. Acknowledge they are leaving and wish the person well. . . . Maybe (there is) a group card. I think it is sad not to do anything."

"We still desperately need ritual to mark the milestones of life, filled as they are with difficult and contradictory emotions," wrote Martin.

"We haven't been stripped of our humanness," said Post. "You can have the competitive workplace and still have human elements and respect for others."

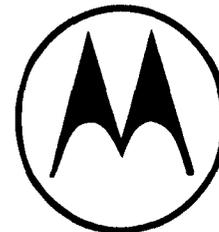
But there are apparently mixed feelings about job hop-

pers.

According to a joint poll by the Society for Human Resource Management and careers.wsj.com, a Wall Street Journal Web site, 49 percent of HR professionals and 44 percent of job seekers agree that "the pursuit of higher compensation elsewhere is the primary reason people change jobs frequently."

HR pros — 51 percent of responding, at least — defined a job hopper as someone who changes jobs once a year. Job seekers (45 percent) say a job hopper is someone who changes jobs as often as every two years.

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HI-TECH CAREER FAIR

Loss of worker loyalty is a sea change in attitude

It's getting rare to find employees identifying with their companies

The Associated Press

ST. LOUIS — You probably wouldn't go the extra mile for the company these days, considering that it would cut you in a minute if it wanted to.

But the loss of loyalty among employers and the employed may have less to do with corporate downsizing and other economic conditions than with a sea change in the attitudes of these two groups, argues Dr. John J.

Clancy, professor in the American culture studies program in arts and sciences at Washington University.

And these changes are marked along generational lines, he's found through research presented in his book, "The Old Dispensation: Loyalty in Business" (Fairleigh Dickinson University Press).

"Employee loyalty has waned partially as a result of managerial practices, but the roots lie in a much more profound social change — a change tied to new attitudes held by both a new generation of employees and a new generation of managers," he

says.

Clancy says he's not talking about the simple work-for-money bargain which dominates low-level manufacturing and service sector employment. His focus is on long-term, professional attachments in which employees "come to identify with the company's goals and values."

"Today, the common view of loyalty is predicated almost exclusively on the bargain model. But the species of loyalty that is most beneficial to both an individual and an organization is more usefully thought of as an emotion than as an act of will. It's often irrational, like falling

in love. And like love, it takes a lot of abuse before you truly lose it."

Clancy, a classic company man with a 25-year career at McDonnell Douglas (now Boeing), identifies himself with the older workers who expected to spend their entire careers with one company. Younger workers today, he says, look at the job as a more limited, transactional relationship.

"I was not unique in having taken many mundane and even treacherous assignments, just because management asked me to," he recalls. His research found that young workers are less willing to do the same.

"Older workers tend to display more loyalty to their companies. Sometimes the company can't do anything bad enough to shake them," Clancy says. "When IBM made their first layoffs in the late 1980s — which they'd never done before — some downsized workers nevertheless remained loyal, rational-

izing their own job loss and making excuses for the company."

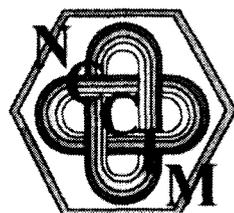
"The youngest cohort simply don't expect loyalty. They tend to see employment in purely transactional terms. They hope to learn something, and they trust the company will gain something as well, but it's a very impersonal, rational connection — worlds away from the emotional attachment we see with older subjects. They take it for granted that companies would act solely in the companies' own economic interest.

"It's the middle group, the baby boom generation, which displays the most ambivalence. Older workers, with a strong foundation of loyal attitudes, survived events like layoffs and restructurings with loyalty largely intact. But the middle group, socialized in a different time, lost their faith under pressure of these events. They're the ones who feel most betrayed by downsizing."

Some observers of the corporate scene see the end of institutional loyalty as good, allowing workers to exercise greater autonomy, Clancy admits. But there's a price for it, he says.

"People have an innate need for loyalty. Companies need loyal employees to function efficiently, and the economy needs large corporations built on some type of loyalty. I believe that celebrating the passing of corporate loyalty fails to recognize the peril we face with its disappearance."

One of those perils is downsizing itself. If employees no longer "mate for life," so to speak, the companies no longer feel an obligation to them when times are good. Conversely, when times are not as good, companies won't have a reserve of employee experience and goodwill to rely on to get them through; managers "lose long-term perspective and a certain amount of initiative and risk taking."



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Being 'married' to your job is not practical in the '90s

Linking your identity to your job can lead to personal devastation

The Associated Press

Never forget you're not married to the company you're working for now, warn career experts.

The era of lifetime company loyalty is over.

Above all, don't merge your identity with your job, says Patrick Lennehan, director of career services at Roger Williams

University in Bristol, R.I. It can be pretty awful if you're downsized.

"My own research shows that employees who link their jobs with their self-image have their self-identities shattered when they lose their jobs," he says.

"Working for the same company or even doing the same job for 20 or more years is not going to happen anymore," adds Linden M. Petrin, assistant dean of students and director of the career resource center at Purdue University in West Lafayette, Ind.

"A large percentage of the

jobs we know today won't even exist in 30 years."

Petrin, who counsels students about career choices, says she advises them not to pick majors based on jobs available now — they could be gone by graduation time.

It once was true that people wanting to rise in their companies stayed put, notes Lee J. Svete, career services director at Colgate University in Hamilton, N.Y.

"While that's no longer the case, you should not change career fields too often," Svete says.



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HI-TECH CAREER FAIR

Companies are getting more flexible about leaves of absence

Tight labor pool, less employee burnout are to motivations behind move

By **ELIZABETH AGUILERA**
The Orange County Register

Monica Milstead took a year off work to volunteer for ARK Services for Abused Children in Orange, Calif., but still got paid by the Xerox Corp.

Bob Mehr spent three months pedaling across the United States and eight months traveling abroad, with no worries about his job security at the law firm Berger Kahn Shafston Moss Figler Simon & Gladstone.

Kay Hardy, a consultant at Watson

Wyatt in Irvine, Calif., took three months off last year and dedicated the time to her children and home-improvement projects. She combined company pay with vacation pay to earn a full salary while on leave. How did Milstead, Mehr and Hardy get this much time off work and keep their jobs?

They asked for it.

Their employers said yes, in part to avoid losing them forever.

That's a smart move given today's high demand and limited supply of talent, says John Challenger, chief executive officer of Challenger, Gray and Christmas Inc., an international outplacement firm.

"This is the kind of flexible benefit that smart companies are institutionalizing and offering to their employees,"

he said.

The most important reason for management to grant a leave of absence is to keep the employee, Challenger said.

"People have options now that at other times did not exist," he said. "People took fewer risks like this when there was a potential they may be out of work for a year. In this environment people are less worried about that eventuality."

Workers today have a bit more leeway in requesting time off for travel, education and personal reasons. And it's usually the most accomplished employees who are the most willing to take the leap, Challenger said.

"If you're a star, there isn't much risk. You can just go somewhere else," he said.

Mehr, 38, was willing to take that chance in 1989 when he informed Berger Kahn in Irvine he was resigning to take an 11-month trip. He had planned to travel and then relocate to Northern California and look for a new job.

Mehr's boss offered him a leave of absence and a transfer to the firm's San Francisco office instead. Mehr had been at the firm two years at that time.

"I think having that experience is going to lengthen my career and prevent burnout," said Mehr, who is still in the San Francisco office. "It also made me more loyal to the firm for giving me that opportunity."

Employees should first assess what their supervisor might be concerned about, experts say. Who is going to do your job? How will it get done? How

much will it cost for you to be gone?

Employees who want time off should answer those questions before they are posed to them, said Gail Bentley, president of Working Weekly.

That's what Todd Sedmak, 34, did when he approached his boss at American University in Washington, D.C., about a three-month unpaid leave from his media-relations job.

Sedmak planned to spend the fall of 1998 traveling the world with his wife, Beth.

Sedmak's staff was strong and he could use the Internet and e-mail for updates on what was going on back at the office. He talked to his supervisor about it and followed up with a letter

Please see **FLEXIBLE** on J6

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HI-TECH CAREER FAIR

Leaves of absence are becoming easier to get these days

Flexible

Continued from page 15

outlining the plan a few days later.

"We got to see what was going on in the world," he said. "It was do it now or do it when you're 65."

Experts say more down time is a big reason people opt to go into business for themselves, take up consulting or do contract work.

"You're just more in control that way," Challenger said. "If you build a work style where you determine when and where you work, you can also build in periods where you go do other

things."

Taking extended leave can reduce stress, ease long-term burnout and allow employees to lead more whole lives, say those who have done it.

Along with official paid time-off programs, companies are offering sabbaticals that permit employees to go back to school or explore other activities they enjoy, said Tom Grass, consultant at Watson Wyatt Worldwide in Irvine.

The consulting firm started a program in 1997 that allows employees who have 10 years with the company to take a leave. The company pays participants two-thirds of their regular salary and employees

can add vacation pay to earn a full salary while they're gone.

Other employers have joined the trend and implemented policies about sabbaticals, including American Express, Hallmark Cards, McDonald's, Wells Fargo, Microsoft and Xerox, Challenger said.

Xerox employees who have completed three years of service can apply for the Social Services Leave Program. It allows eight to 15 employees to work for a nonprofit organization for six to 12 months, said Christa Carone, Xerox spokeswoman.

The employees receive full pay and the same benefits as if they were working, she said.

Definition of business casual is still evolving in workplaces

Baby-boomer CEOs, younger workers lead the casual charge

By GREGG FIELDS
Knight Ridder News Service

Go to the main dining room of Miami's Bankers Club, and you'll see business careerists well-suited for success: jackets and ties are de rigeur.

But tread over to the other side of the club — the one with the buffet lines — and it's hard to avoid making casual observations. It's a khaki-colored crowd, not given to the ties that bind the button-down world of big-time executive suites.

What's going on? John Collier, general manager of the club, says it's simply addressing the new realities of work-force culture. Plenty of people suit up for work each morning, but growing numbers are making Casual Friday a daily event.

"One of the big problems is, how do we define business casual?" Collier said. But while he may not know what it is, he knows what it isn't. "We still don't allow jeans," he says.

Tradition-bound enclaves like the Bankers Club aren't the only ones grappling with a fashion exception that has become the rule in record time. There is no longer a uniform uniform for the business world. Where men and women once had to consider little more than whether to wear the blue or black suit to work, today they must grapple with an unwritten dress code whose encryption can be tough to crack.

Certainly, there have always been professions, such as engineering, where casual wear was acceptable. And Citrix Systems, the Fort Lauderdale software company, has been strictly casual from day one, according to a

company spokesman.

But what's different today is that virtually all professions are embracing it, from law to investment banking to consulting.

Arthur Andersen, the professional services firm, just changed to every-day casual.

"We're just basically changing to dress the way our clients are," said W. Byron Traynor, a manager in the Miami office.

That statement speaks to how reality has changed in today's virtual economy. In the year 2000, a well-fitting suit may tag you as a respectful professional — or a dinosaur who's a couple keys short of a PC.

Contrarily, a polo shirt and jacket could peg you as a young entrepreneur type — or somebody who's way too casual to be trusted with a multimillion-dollar contract.

"There are a lot of guys my age, in their early 50s, who are really stuck on this," says Miami public relations man Bruce Rubin. Rubin prefers suits, but acknowledges he sometimes feels out of place.

"If I'm seeing lawyers in the morning and Internet people in the afternoon, what am I supposed to do?"

Being prepared

For a growing number of office workers, it means having a jacket or suit stored at the office, with a tie in the desk drawer if you're a man, and a dressy outfit and matching shoes in the closet if you're a woman.

Indeed, at times it seems that not since Clark Kent have there been so many identity-altering quick changes incorporated into the workday.

"I tend to have a suit and pantyhose in the closet," says Thomasina Williams, a Miami lawyer who, because she runs a small office, allows casual dress

to be the rule.

The growing dominance of business casual is surprising for a couple of reasons. One, more people work in offices than ever before, as the manufacturing economy was long ago eclipsed by services.

Secondly, higher incomes and the nation's longest economic expansion in history means that more people could splurge on things like custom-tailored suits, which greatly improve the comfort level of traditional business wear.

So what happened?

Sociologists say that, quite simply, the world changed — and fashion followed suitless.

Historically, the industrial economy produced sharp distinctions between white-collar management and blue-collar laborers. In a technology-driven economy, those distinctions aren't terribly useful anymore. Is a Web page designer a white-collar or blue-collar worker? Does a software engineer who's a team leader belong to labor or management?

Accompanying the technological shift has been a generational transformation. Today's CEOs are typically baby boomers, managing workers who grew up on grunge, a look that Brooks Brothers and Donna Karan were never known for.

In that regard, Ruth Rubinstein, a sociologist at the Fashion Institute of Technology in New York, said the transformation in office wear is far more profound than it's perhaps given credit for. Not since the 1800s, when the growing power of corporations produced a look distinct from the wigs-and-ropes of the governing class that previously directed the economy, has the style of the ruling class had such a substantial shift.

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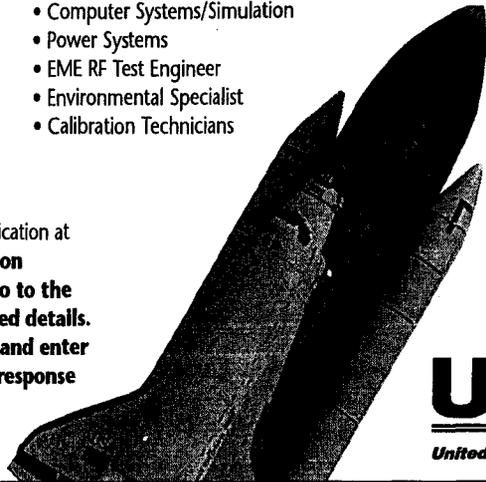
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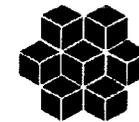
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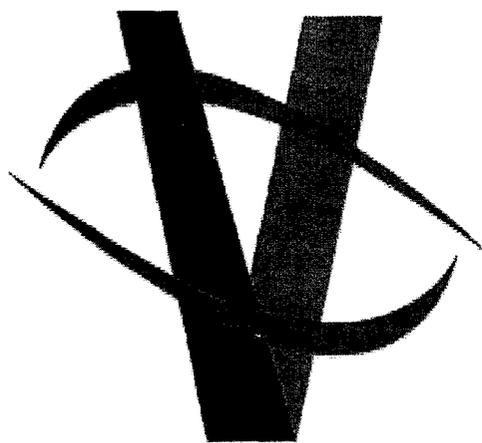
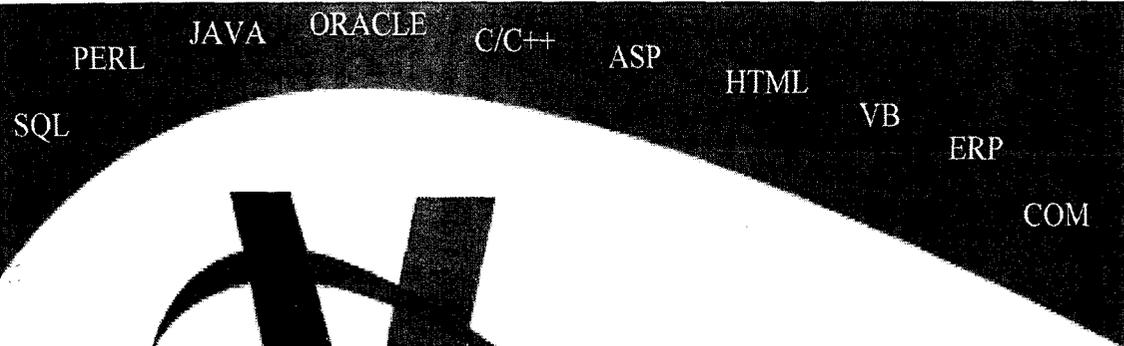
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199021

Can you get ready for a new career

Fair gives job seekers opportunity to meet with a lot of companies all at once

By KARI HAWKINS
For The Times

For local high-technology job seekers, Tuesday's *Huntsville Times* High Tech Career Fair will be much like walking into the Help Wanted section of the newspaper.

But instead of scanning through the classified ads in hopes of finding a promising career opportunity, job seekers will get a chance to talk with the employers who may very well be seeking someone with their qualifications.

High-tech forum

Set for 10 a.m. to 2 p.m. and 4 p.m. to 7 p.m. in the Von Braun Center Exhibit Hall, *The Times*' High Tech Career Fair creates a forum where employers with high-tech job openings can meet and talk with high-tech job seekers who are either in the job market or are employed but looking for new career opportunities. This is the fourth year for the fair, which is held three times each year.

"This is an opportunity for folks who are looking for employment to come to one spot and meet with representatives of different companies in the community who are looking for employees," says Sheila Runnels, *Times* classified advertising manager. "*The Times* is by far the No. 1 source for recruitment information. So it makes sense to help bring the public and these advertisers together in one venue."

The career fair is coordinated for *The Times* by Premier Show Management of California, will feature 17 companies and is expected to draw between 600 and 1,200 potential employees.

"All exhibitors will have their own booths," says Willa Ogletree, *Times* na-

tional recruitment representative. "If job seekers are looking for particular companies, they can go straight to those booths. Or they can go through the career fair from booth to booth."

Huntsville-based career fairs are important to the recruiting efforts of local companies because they are cost effective ways to find new employees, says Jamie Jones, human resources specialist for Colsa Corp.

"It's better if we can find someone in Huntsville with the skills we need than to have to recruit and move employees here from somewhere else," she says. "The skills we need are in Huntsville, so we would like to recruit those skills to Colsa. *The Times*' career fair offers a dynamic amount of return for the investment we put into it."

Jones says Colsa would like to hire some high-tech employees now and obtain resumes of potential employees who will be able to staff big projects that the company has coming up in the near future.

"We expect at least 300 qualified resumes from this fair," she says. "And we will have hiring managers there to interview."

SAIC's Joan Arnold hopes to obtain 400 to 500 good resumes from the career fair for her managers to review.

"We get a lot of good candidates from this career fair," says Arnold, who is SAIC's senior human resources administrator. "It's one of the best fairs for us. There is really good flow-through of potential employees."

Arnold is specifically looking for employees to fill about 40 positions within her company.

"Our managers will review the resumes we collect at the career fair and they will select the candidates they want to interview," she says.

PEI Electronics will be searching for candidates to fill about 30 jobs in the fields of electrical engineering, design, test program sets and software pro-

Companies attending

The companies that will be recruiting at the fair include:

- Benchmark Electronics
- Butler Telecom Inc.
- Colsa Corp.
- CSC
- Jabil Circuit
- Maxim Group Inc.
- Mesa Solutions
- Microsoft Corp.
- Motorola
- NCCIM LLC
- PEI Electronics
- Rapid Design Service Inc.
- Raytheon Co.
- SAIC
- SCI Systems
- Scientific Research Corp.
- Sverdrup Technology Inc.
- Total Systems Services Inc.
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- Westinghouse Anniston

gramming, says Larry Wright, the company's human resources manager.

"Even if we don't hire a candidate for an immediate opening, we keep the resumes we get at the career fair and we often pull those from our files when we have new openings," he says. "We expect about 400 qualified resumes from the career fair and we expect to get some good candidates from those. We get very good results from this career fair."

The event's day and evening shifts have been purposely scheduled to attract both unemployed job seekers and those who are actively employed but interested in pursuing career opportunities, Runnels says.

"Research says these are the hours you want to be there meeting and greeting potential employees," she says.

The hours were chosen to attract the unemployed as well as the employed.

"The job market is tight and most employers are looking for passive seekers (those who are employed, but interested in other opportunities) as well as those who are available right now. The Newspaper Association of America reports that the labor market will remain tight for the next 10 years. And, given the high-tech specialty of our market in Huntsville, finding qualified employees is a real issue. Many companies here are in a growth mode and they want to fill existing jobs as well as plan for the future."

Although the career fair is geared to high-technology employees, most companies will also be open to receiving non-technical resumes, she says.

"The force of this career fair is high-tech in every way," Runnels says. "But many times we will have human resource representatives who also know of other opportunities within their company."

Companies like Colsa are interested in talking with educated and experienced job seekers whether they are in a high-tech field or not, Jones says.

"I will take resumes for support groups," she says. "We may not have an opening in their area, but the career fair is a good way to meet them and get a feeling of what they can offer. Then, we are more likely to remember them when we do have an opening."

Wright says PEI is interested in talking to any potential employees who visit their booth, regardless of their high-tech background.

"We take all comers for potential openings," he says. "Anybody we meet at the career fair, we will take their resume."

Some companies will actually conduct interviews at the career fair, so job seekers should come prepared as though they were actually going to an interview, she says.

"They should dress appropriately and bring plenty of resumes," Runnels says.

"They should be able to ask the right questions, give answers to questions they may be asked and generally prepare themselves to meet a potential employer. We have had companies in the past that will hire the day of the fair or schedule an interview at the fair. Job seekers need to treat this like it is an interview."

Besides dressing for an interview, job seekers should bring high-quality copies of resumes that highlight skills and accomplishments, and list experiences in reverse chronological order. A list of three references should be attached.

Prepare for questions

If interviewed at the career fair, job seekers should be prepared to respond to questions that focus on what they can offer the company, how well they understand a company's goals and products, and how well they work with others. Career fair participants should expect to spend one to two hours visiting the exhibitors.

Although it is difficult to conduct a complete interview at the career fair, Wright says he does try to talk briefly to everyone who gives him a resume.

"We try to find out as much as we can in the little bit of time we have with everyone that comes up to our booth," he says. "It's hard to learn a lot about each candidate when the line is four or five people deep. But we do try to make notes on each resume so that our managers have some insight into each candidate when they review their resumes."

Runnels and Ogletree say the career fair is a good way for high-tech professionals to meet representatives from various local companies. The employment networks established at career fairs between these professionals and employers could be beneficial to both parties in the near term and the future.

Be proactive and express an interest during your job interview

Ask about what the company needs, how you can be of service

The Associated Press

NEW YORK — Next time you're in a job interview, don't just sit there. You might even express some interest in what

the company is looking for.

"My corporate contacts beg me for employees who are proactive, questioning, thinking and engaged with life around them," says Barry Miller, associate director of career services at Pace University.

But, says Miller, only 5 to 10 percent of young college graduates today are truly proactive.

"Can you imagine bowling blind? Young job applicants do it all the time by going into interviews unprepared. Then they wonder why they didn't get the job."

He blames a narcissistic culture for the lack of creative, entrepreneurial young people. "Television was their baby sitter. They became passive learn-

ers.

"The biggest problem is that today's young men and women talk too much about themselves without asking the prospective employer what he or she needs."

Miller says he sometimes recommends acting lessons for job hunters. "It teaches how to have an objective, look for cues, use body language, develop conver-

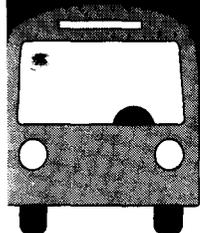
sational skills, be present, and it builds self-confidence."

He also points to the standards in interview prepping: Research the company and the industry. Show interest in the company. Talk to people who work there. Find out about the company's culture — how their people dress, communicate, and how it presents its image. Find

out about the person who will be interviewing you. Pay attention to how the interviewer reacts, to pick up cues about what you should be talking about. Demonstrate to your interviewer that you have goals, that you think strategically, that you're not random in your approach. And think positively.

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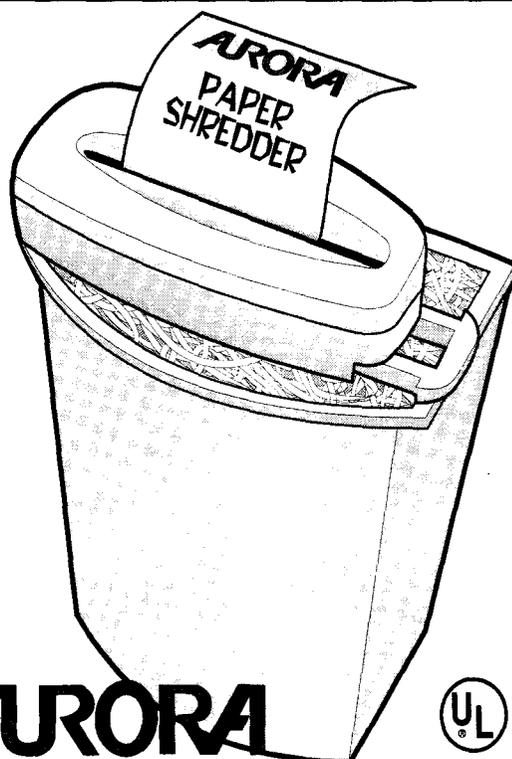
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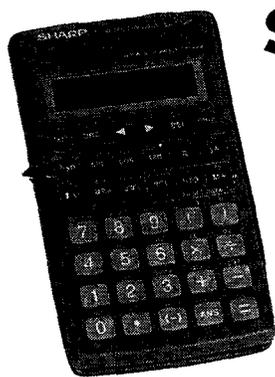
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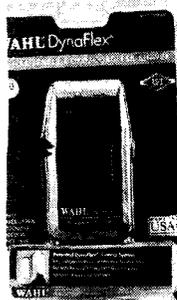
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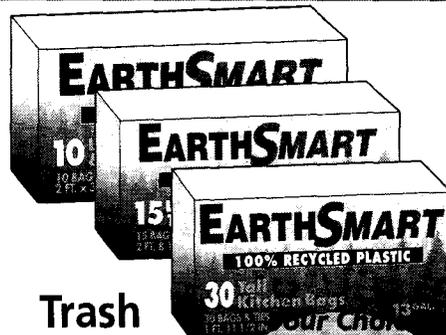


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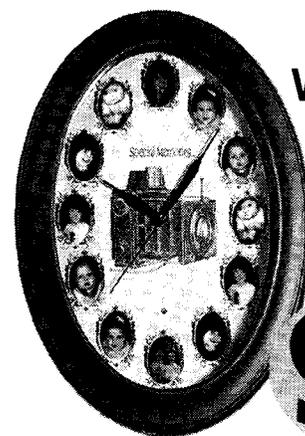


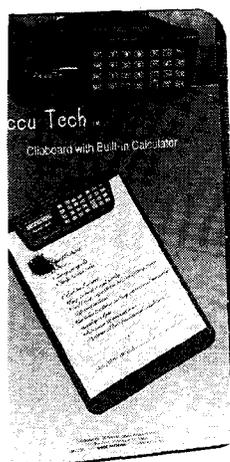
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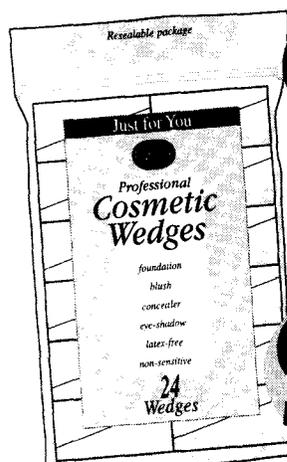
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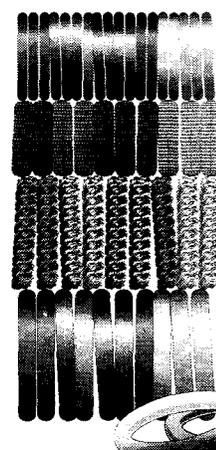
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Back to school physicals covered under Tricare

Those lazy, hazy, summer days are flying by, and school will be starting again before you know it. Now is the time to begin preparations for the children's return to school, and that includes planning for student immunizations and physical examinations.

Each year, school children entering specified grades are required to have immunizations at the start of the school year. While immunization requirements may vary slightly from state to state, most of these immunizations will be covered by Tricare under the Clinical Preventive Services benefit. Covered immunizations include inoculations for diphtheria, pertussis and tetanus (DPT), measles, mumps, chicken pox, rubella, polio vac-

cine and hepatitis B.

As a Tricare Clinical Preventive Services benefit, these immunizations are available to all Tricare beneficiaries in age-appropriate doses and at specified age intervals.

Comprehensive physical examinations are also covered under the Clinical Preventive Services benefit at specified age intervals. One comprehensive disease prevention exam is covered in each of the following age ranges: 2-4, 5-11, 12-17, 18-39 and 40-64.

The following guidelines apply for immunizations given as part of the Tricare Prime Clinical Preventive Services Benefit:

- They are available to all Prime enrollees.

- They do not require an authorization.
- If performed by a network provider, they do not require a referral.
- If performed by a non-network provider, a referral is required.
- The immunizations must be administered in a physician's office.
- If the patient goes to the doctor for the immunizations only, no co-payment will be required at the time of service.
- One co-payment may be required if the immunizations are given along with a comprehensive disease prevention exam for which the age and frequency guidelines have been exceeded.

For Tricare Extra and Standard Beneficiaries: There is no prior authorization required; and there may be cost shares

associated with individual Tricare services.

Your child's school should be notifying you soon if your child is due to have immunizations. If you are notified, make an appointment right away with your child's doctor for the required immunizations, plus any other preventive services that may be due under the Clinical Preventive Services benefit. And remember, you can count on Tricare to provide for the wellness and preventive services that keep your family members healthy.

For more information about the Tricare Clinical Preventive Service, you may call the Beneficiary Service Line, 800-444-5445. The Tricare Service Center at Fox Army Health Center can be reached at 882-7404. (Tricare release)

Senior enlisted soldiers learn about Tricare health system

By SKIP VAUGHN
Rocket editor

The senior NCOs wanted to know more so they weren't shy with their questions.

The subject was the Tricare health services system. And the NCOs knew their soldiers would come to them for assistance with the program.

So they listened and they sought details from their two briefers from DoD Health Services Region IV, based at Keesler Air

Force Base, Miss. Coast Guard Lt. Cmdr. Guy Snyder and Air Force Chief MSgt. Billy "Mac" Sanders addressed the senior enlisted soldiers Aug. 8 in the executive dining room at the Sparkman Center.

"We're providing knowledge to senior enlisted trainers so they can provide assistance for the soldiers in using Tricare," Sanders said.

The two regional representatives are providing the senior enlisted training at major facilities within their region which

includes all of Alabama, Mississippi, parts of Louisiana, Florida, Georgia, Arkansas, and all of Tennessee.

"We're heading back home (to Keesler) but we have two more stops. One is the

Naval Air Station at Meridian, Miss., and at Fort Rucker, Ala.," Sanders said. "These are our last two senior enlisted stops, but we plan on continuing this education for other groups—targeted at other groups."

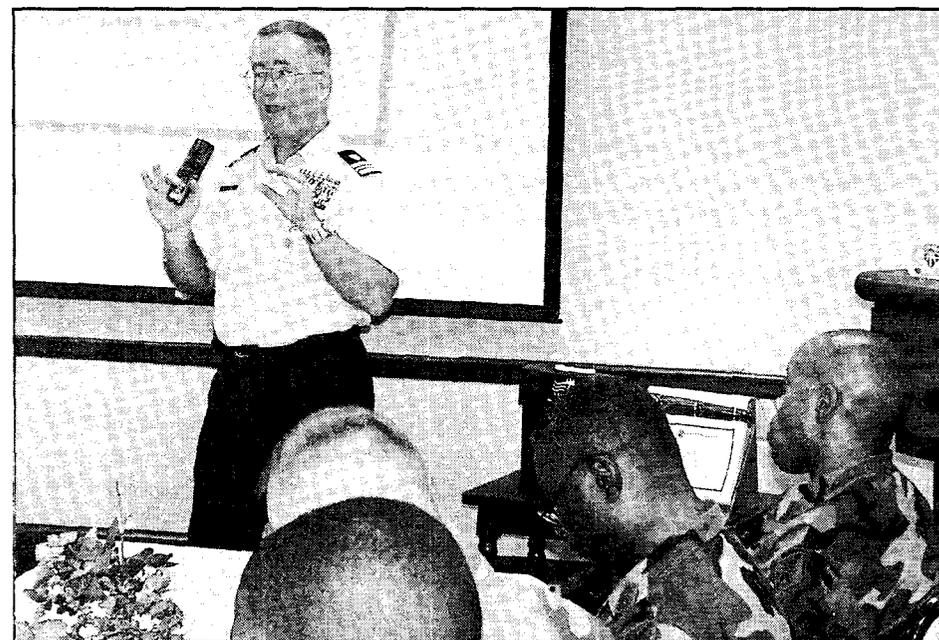


Photo by Skip Vaughn

LISTEN UP— Coast Guard Lt. Cmdr. Guy Snyder, from DoD Health Services Region IV, briefs senior enlisted soldiers on Tricare.

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Army to expand programs for sex-offense victims

Page 15 The Redstone Rocket August 16, 2000

WASHINGTON— The Army is working to improve how it investigates and prosecutes sexual misconduct crimes, and will expand victim services, as it adopts the recommendations of a recent study.

The study was completed earlier this year by a Process Action Team made up of both military and civilian experts from fields such as medicine and psychiatry, law, social services, criminal investigation and automation. At the direction of Secretary of the Army Louis Caldera, the team examined how the Army handles sexual misconduct cases, from sexual harassment to rape.

The team recently finished its report titled "Improving the Investigation, Prosecution, and Victim Services Concerning Sexual Offenses." The report recommends increased training and communication among medical, law enforcement, and legal personnel. It states the Army should assign and train more forensic investigative experts, as well as expand physician training relating to physical examination, documentation, handling of victims, and treating Post-Traumatic Stress Disorder.

The report also recommends that the Army implement a number of other victim services such as hire full-time regional-level victim coordinators, hold regional training conferences, and expand the Victim Information and Notification Everyday program called VINE.

"The Army is committed to treating

everyone with dignity and respect," Army Chief of Staff Gen. Eric Shinseki said. "We must treat every case seriously and do right for our soldiers, civilians and families.

"This report reviewed our programs and identified areas needing improvement. The Army will aggressively implement improvements to our system," Shinseki said.

The genesis of the study was a suggestion by Sen. Paul Sarbanes of Maryland, officials said.

"We are grateful to Senator Sarbanes for his interest and support. His suggestions have helped the Army make an already good system better," Caldera said.

The number of soldiers tried for non-consensual sexual offenses has dropped in the past two years. However, because of scientific advancements and other innovations in the multidisciplinary approach necessary to investigate sexual misconduct cases, the Army initiated the study seeking improvements in case processing and the treatment of victims.

The team of experts recommended various ways the Army can improve the processing of these cases from offense reporting through trial. Gregory Maggs, a professor at George Washington Law School and team consultant, said, "The Army does an excellent job investigating and prosecuting sexual offenses; however, improvement is still possible, particularly in the area of spe-

cialized training."

The study recommends using automation to improve distance learning and communication, as well as more frequent coordination for all involved, including commanders, medical personnel, investigators, prosecutors, and victim assistance liaisons.

"Enhanced training will ensure that a fundamentally solid system becomes even better," Maggs said. The potential for gaps in case processing will be filled and mistakes will be avoided."

Joseph Tauber, an attorney from Baltimore and consultant to the Process Action Team, lauded the work the Army had done in sexual misconduct cases. But he said the Army can further improve by drawing from civilian expertise and attending specialized civilian training programs.

The PAT recommendations include

establishing a special teaming program using Army Reserve Judge Advocates and criminal investigators who are experts in sexual offense cases, to train, mentor, and advise their active-duty counterparts.

The Army could improve training to even remote locations by expanding and establishing Internet distance-learning training programs, Tauber said, both for prosecutors and for victim assistance liaisons.

"The recommended actions, once implemented, will ensure that all parties involved are skilled, effective, focused, informed, and concerned," Maggs said.

The Army has already taken the next step toward implementing these initiatives, officials said, by funding them at \$1.3 million for the first year, and a total of more than \$5 million over five years. (Arnews)

Retirees

continued from page 11

insurance, prescription drug costs, geriatric care, commissary, post exchange, and morale, welfare and recreation fund questions. Additionally, representatives of 41 organizations will be on hand to distribute literature and answer questions about their services.

The free event will be held Saturday, Sept. 9 from 7:30 a.m. to 3 p.m. at the Bob

Jones Auditorium in the Sparkman Center. All of the gates to Redstone Arsenal will be open that day. Lunch will be served at a cost of \$6 for those pre-registered and \$6.30 at the door.

If a person cannot attend the affair and has a question, he or she can call Fredrich at 876-2022, or e-mail to fredrich-ph@redstone.army.mil. Fredrich will present the question at the event, and send back an answer in writing to the respondent. Registration deadline is Sept. 7.

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Redstone native retires as Redstone firefighter

Reed was born here, retires 55 year later

By SANDY RIEBELING
Staff writer

When Capt. Howard Reed talks about his history at the Arsenal, he's talking about more than the 29 years he's spent as a Redstone fireman.

His father, the late Howard Reed Sr., worked on the south end of the Arsenal back in the 1940s as a surveyor, before joining the Navy. His mother, Mary, worked a summer in the ammunition factory on post. And Reed, you could say, got his start at Redstone, not as a fireman, but as a newborn.

"Every time I go into building 112, it feels a little weird, probably because I was born there," he said.

Reed was born Aug. 7, 1945, at the Redstone Arsenal Army Hospital just one day after the bombing of Hiroshima. The building currently serves at the Redstone Arsenal Support Activity headquarters.

Some 55 years later, Reed has reached another milestone at Redstone. He is retiring.

"It's been great," he said. "But rules are rules and I can't say that I disagree with the mandatory retirement. I still feel young at 55 but it's a tough, physical job."

Federal firefighters who are 55 years old with at least 20 years of service are mandated to retire.

"I'll still work as a volunteer firefighter in Toney," he said, adding that his wife, Jan, also serves in Toney as a volunteer firefighter and emergency medical technician. "Even though I'm leaving here, I'm still going to work. I've put out some resumes around town, hoping to do some consulting, in safety or hazardous materials, safety preferably."

Reed spent his youth seeing the world, compliments of the Navy. His father retired in 1963 and settled the family back in Huntsville. He graduated in 1965 from Madison County High School then joined the Navy.

"That's really how I got started in firefighting," Reed said. "I never really thought about it as a kid. But when we finished boot camp, they told these guys to go here and those guys to go there and I was told I was going to be a firefighter."

He served a tour in Vietnam as a member of a crash crew on the aircraft carrier USS Oriskany. He received an honorable discharge in 1970 and came back to Huntsville.

"I put my application in with the city and while I was waiting for them to call, the job came open out here so I took it."

That was in 1971. He's been with the

fire department ever since.

Looking back over his career, one of his best moments at Redstone had nothing to do with his job. "I remember watching the space shuttle land here and getting to meet a few of the astronauts. That was exciting."

Reed does recall the scariest moment



Photo by Sandy Riebeling

FIREFIGHTER FAREWELL— Capt. Howard Reed served his last day as a Redstone firefighter Aug. 9, retiring after 29 years of service.

in his career.

"There was a fire in building 5400," he said. "It was in the high-bay, which was under construction at the time. We were searching for three trapped construction workers. The place was a mess because of all the construction. The smoke was so thick and black—we got disoriented. We didn't know where we were in the building and we were running out of air in the tanks. That was the scariest moment, afraid we would run out of air, that we wouldn't find the workers. God was looking out for us that day, though."

The workers were located and rescued from the building. Emergency lighting in a stairwell led the way out of the building. It was a day Reed has never forgotten.

Looking to the future, Reed would like to spend some time working on projects around the house while he waits for his next career to begin.

"I'm also hoping to give a lot of time to my church—sweat equity—with the addition of the new Family Life Center at the Hazel Green United Methodist Church."

He also likes to deer hunt when he has the time.

"I'll be a little sad about retiring," he said, "but I guess it's time to do something else. I'll have plenty to keep me busy until then."

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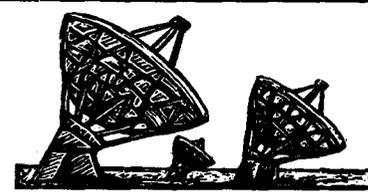
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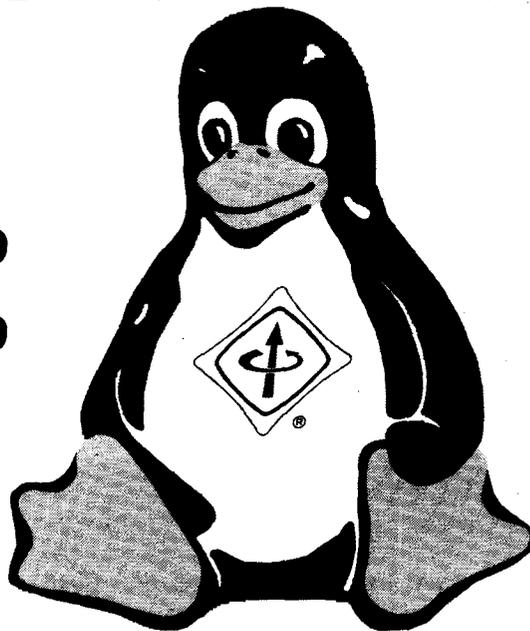
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- Building a Windows file & print server with Samba

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August 25 7:30a

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August 25 11:30a

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August 26

Cost: \$10 (limited seating)

Just look around: Redstone Arsenal has a wild side

Wildlife management goes with the territory

By BETH SKARUPA
Staff writer

Helicopters. Missiles. Rockets. Bobcats?

When you think of things found on Redstone Arsenal, wild animals rarely come to mind. Yet the Arsenal is filled with wildlife that must coexist with people and the high technology created by them.

"It really works well out here considering how much work is done with training and the ranges ... for the situation we're in, it works well," Cecil Winn, Redstone Arsenal's wildlife officer, said.

Bobcats, Whitetail deer, coyotes, turkey, quail, squirrels, rabbits, doves, raccoons, ducks, blue heron, songbirds, snakes - these are just a few of the animals that share the land with the soldiers who reside on the Arsenal.

Do the animals get in the way? Usually they do not. In fact, Winn said having wildlife contained within the Arsenal gives him a better chance of managing it in certain areas. The Arsenal provides the animals with breeding areas where they will not be disturbed and offers a refuge or resting area for the game.

Winn and David Nixon, the Arsenal's wildlife biologist, are primarily responsible for the implementation of the International Natural Resource Management Plan approved in 1996. Forester Jesse Horton works with them to protect and maintain the forestry, wildlife and fisheries on the Arsenal.

The plan includes habitat manipulation, and prescribed fire is part of its implementation. Not only does prescribed fire reduce fuel load, lessening the incidence of wild fires, but it also reduces the incidence of disease within the forest.

"Bugs, like Southern pine beetles, kill the trees. Even our best efforts haven't helped much. Due to the drought, we're seeing evidence of them now," Nixon said.

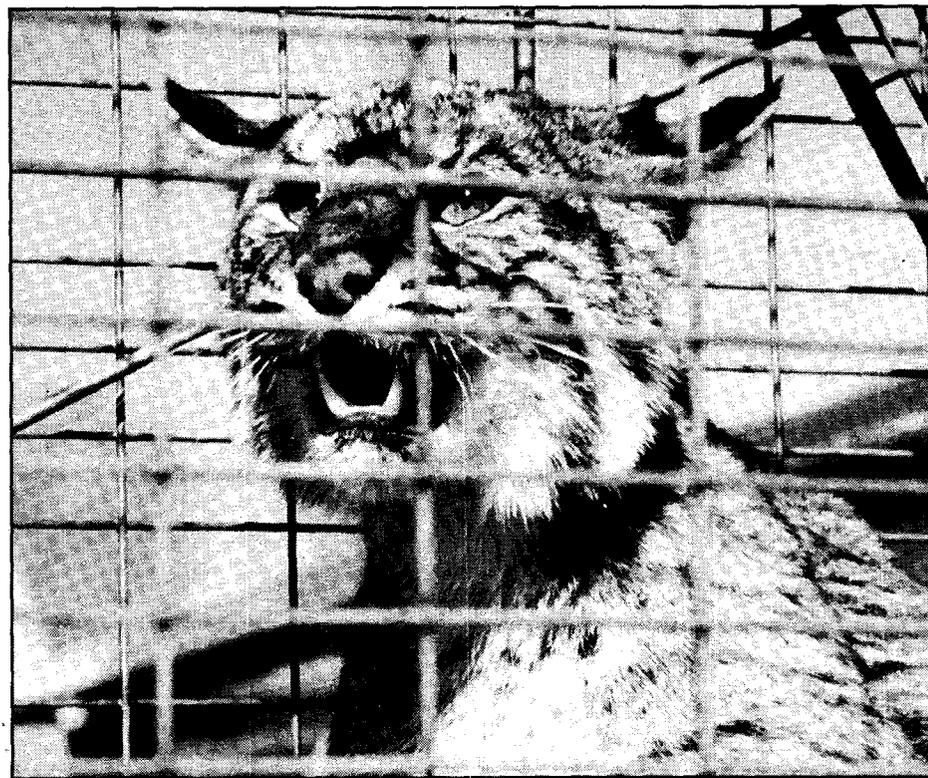


Photo by Cecil Winn

WILD THING— This bobcat was trapped and relocated by Cecil Winn, wildlife officer, on Redstone Arsenal a few years ago.

If an infestation occurs, an emergency timber sale may be scheduled to rid the forest of the beetles. In the early stages of infestation, the lumber can be salvaged. Two years ago, approximately 200 acres were infested and timber had to be sold.

The Arsenal is also involved in a Cooperative Deer Management Assistance Program. Winn and Nixon collect data and enter it into "Deer Tracks," an input program, so the state can keep track of the deer harvest. Through that program, the Arsenal keeps quotas for deer.

"We get a certain number of deer tags from the state. Based on the data we've collected, we'll get tags for 200 females and 50 males for the 2000-01 hunting season," Nixon said.

The Arsenal has a cooperative agreement with Wheeler Wildlife Refuge, which has approximately 6,000 acres of

federally protected land within the Arsenal, that allows hunting for deer as long as a 50-50 breakout is maintained between civilian and military hunters.

Hunting of small game - turkey, quail, squirrel, rabbit, dove, raccoons and duck - is restricted to military and their guests. Large game is Whitetail deer. Every animal killed is checked in at Outdoor Recreation.

"Hunters sign in and sign out. And they have a specific area they're allowed to go to, of their choosing, so we can make sure nobody gets lost or killed," Nixon said.

The U.S. Department of Agriculture runs a check station on Whitetail deer at Outdoor Recreation as a contractor. They collect jaw bones (to detect the age of deer), take measurements of antlers and determine whether does are lactating.

"They also weigh each animal. They do all this to get an idea of the herd condition - the age and body weight of our deer normally runs above the state average. It's an indication that they're healthy," Winn said.

The state has drastically increased the number of deer hunted this year, especially females, because the male-female deer ratio should ideally be 1 to 1. Nixon said he would be happy if it were 1 to 3. Right now the doe population is very high and they are mating until late in the season.

"We're an entity within a fence. We have to keep the population not too high, but at the same time conditions must allow for bucks to produce antlers through good nutrition and does produce fawns at the correct time," Nixon said.

"With so many vehicles here, we have

to maintain population so we'll have fewer road kills," Winn added.

The Arsenal also is involved in a 3-4 year study with the Forestry and Wildlife Research Center at Mississippi State University to provide population data on deer, turkey, quail and beaver as well as non-game species such as songbirds.

"Groundhogs have a habit of burrowing. If they burrow in igloos, they can cause the igloo to leak. If you have a \$1 million missile inside the igloo, that's not good."

— David Nixon
wildlife biologist

A program also is in place through the U.S. Department of Agriculture Wildlife Services to control nuisance wildlife, including beaver, coyote and groundhogs. A pest control contractor takes care of skunks.

The removal of excess beaver reduces damage to timber and allows training areas to be maintained. Groundhogs and coyotes cause other problems.

"Groundhogs have a habit of burrowing. If they burrow in igloos, they can cause the igloo to leak. If you have a \$1 million missile inside the igloo, that's not good," Nixon said. "So we reduce the damage to igloos through groundhog control."

He said the coyote population must be contained to the point that they do not go into housing areas and remove pets. He explained that he and Winn don't mind that coyotes live on the Arsenal because they have a specific purpose - they are predators of rats, mice, groundhogs and weak or sick animals.

"They're a very good tool if you don't let them get overpopulated," Winn said.

Although bobcats can be found on the Arsenal, Winn said they're not a problem. They usually stay in remote areas away from humans, although he trapped one a few years ago behind the Child Development Center. Raccoons, on the other hand, often get into garbage in the housing areas. So Winn traps and relocates them unless they are distempered.

"I can't remember ever seeing one with rabies, but I have seen distempered ones," Winn said. "They look like they're losing their hair, they're slow and lethargic, they have matted eyes and their body weight is off. They start coming out in the daytime and don't seem to be afraid of humans, but it's just because they're so sick."

Winn explained that seeing distempered animals is part of a natural cycle where they disease out to reduce the population. He said Arsenal residents should call the provost marshal's office to report problems with animals on post.

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Recreation volunteers

Outdoor Recreation is accepting applications for volunteers through Aug. 20. Eligible persons can apply at Outdoor Recreation, building 5132, from 9:30 a.m. to 5 p.m. Sunday through Saturday. For more information, call 876-4868 or 876-6854.

Basketball league

The Civilian Welfare Fund Council is planning a 35 and over, 4-on-4, "short court" basketball league. Games will be played at the Redstone Fitness Facility on Tuesday nights from Sept. 12 to Nov. 14. If you are interested in playing or forming a team, call Mark Sweeney 876-3052.

Friday night bowling

Friday Night Mixed Bowling League will have its first meeting Aug. 25 at 6:30 p.m. at Rocket Lanes. The signup sheet is at the bowling lanes. This league is open to everyone, including military and civilian. For information call Rocket Lanes 881-1780 or Naomi Hodges 883-2612 (home) or at work from 9:30 a.m. to 1 p.m. at 533-0915. The first night of bowling is Sept. 8.

Wednesday night bowling

The Wednesday Night Bowling League is forming for the 2000-01 season. It has openings for individuals as well as teams. The league bowls at 7:30 p.m. each Wednesday at Rocket Lanes. Each team uses four players and can carry up to four substitutes. The organizational meeting is scheduled for 6 p.m. Aug. 23 at Rocket Lanes. All present for the meeting will be able to practice bowling free afterwards. For more information, call Paul Weinberg 885-0089.

Women's volleyball

Women are wanted to play in recreational volleyball games on Wednesday nights. Tentative start date is Aug. 30 and play will continue through May from 7-9 p.m. at the Dublin Community Center Gym off Old Madison Pike Road. Cost is \$2. If interested call Kim McCandless 461-1295 evenings

Miscellaneous

Quarterly retirement ceremony

The Quarterly Post Retirement Ceremony will be held Thursday at 9 a.m. between buildings 5303 and 5304 at the Sparkman Center Parade Field. For more information call MSgt. Loew, RASA Support Operations, 876-2819.

Project office activation

PEO Tactical Missiles will hold an activation ceremony for the Kinetic Energy

Missiles Project Office at 10 a.m. Aug. 21 in the Bob Jones Auditorium. Program Executive Officer for Tactical Missiles, Brig. Gen. John Holly will present the project manager charter to the incoming project manager, Col. Tommie Newberry. A reception will follow the ceremony.

Prayer breakfast

The August Nondenominational Prayer Breakfast sponsored by the IMMC will be held at 7 a.m. Aug. 22 in the Sparkman Center, building 5308, room 8124 (conference room). Scheduled speaker is Russell Medley, founder and chairman of the board for Mustard Seed Ministries. The previously scheduled speaker, Chaplain (Lt. Col.) Aloysius Rodriguez of HHC 59th Ordnance Brigade, will speak at a later date. "No food or drinks will be served, but you may bring your own or come and feast on the spiritual food that will be served," a prepared release said. Everyone is welcome.

Women's equality day

OMMCS/59th Ordnance Brigade and AMCOM are celebrating Women's Equality Day, Aug. 28 with an essay contest and unit department static display contest. This year's theme is "The right is ours. Have it we must. Use it, we will." Fax or mail essays by COB Aug. 18 to the following: Commander, AMCOM, Attn.: AMSAM-EO (SFC Bryant), Redstone Arsenal 35897, fax 876-8947; or Com-

mandant, OMMCS, Attn.: ATSK-AE (SFC Quesenberry), Redstone Arsenal 35897, fax 842-6853. Plaques will be awarded for the top three essays. Static displays should be in place by COB Aug. 18 for the judging Aug. 21. Trophies will be awarded for the top three displays. For more information, call SFC Bryant 876-8648 or SFC Quesenberry 876-9224.

Computer fair

The Huntsville Section IEEE (Institute of Electrical and Electronic Engineers) will host the 19th annual Computer Fair, Aug. 25-26 in the South Hall of the Von Braun Center. Along with the theme of "Open Source Systems" featuring Linux operating systems, the 2000 Computer Fair features a re-direction to technology showcasing break-through innovations from companies throughout the U.S. The 2000 Computer Fair is free of charge and open to public for viewing from 9 a.m. to 7 p.m. Aug. 25, and from 9 a.m. to 5 p.m. Aug. 26. For more information, call 882-1234.

Ordnance brigade day

Soldiers and Marines of the OMMCS/59th Ordnance Brigade will coordinate, conduct and participate in the OMMCS/59th Ordnance Brigade Organizational Day, Aug. 22 from 8 a.m. to 4:30 p.m. at the Softball Fields and vicinity. In case of inclement weather, the alternate date will be Aug. 29.

See Announcements on page 21

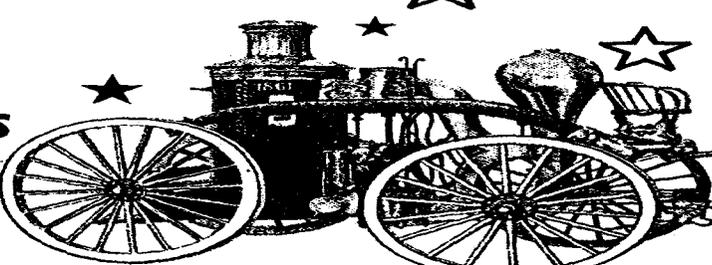
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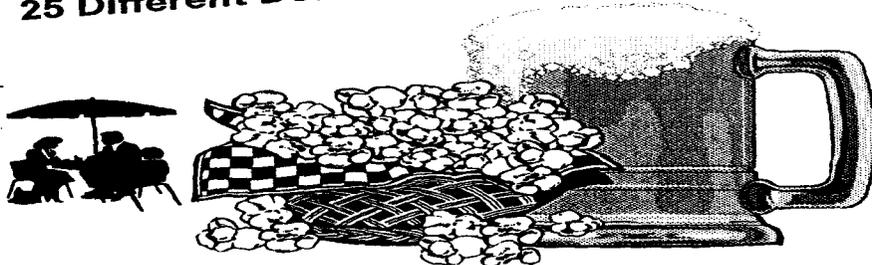
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Soldiers, Marines join firefight in western United States



American Forces Press Service
BLAZING TRAIL— Spec. Sean Collins from Fort Hood, Texas, battles a hot spot that has ignited a small log.

Troops deploy to Idaho to battle record wildfires

By GERRY J. GILMORE
 American Forces Press Service

WASHINGTON— It is hot, dangerous and dirty duty, but soldiers and Marines deployed to Idaho to help combat record wildfires in the western United States say they are glad to be there.

"They see it as a challenge and they're working hard," said Army 1st Lt. Andre M. Brown. "We're not on the direct fire line, but we're putting out fires. It is dangerous business, but I have good troops. ... They're very motivated."

More than 2,200 troops have joined forces with civilian firefighters. About 500 soldiers from Fort Hood, Texas, including those from C Battery, 3rd Battalion, 16th Field Artillery Regiment, 4th Infantry Division, arrived in Boise Aug. 1; about 500 Marines from the 3rd Battalion, 5th Marine Regiment, 1st Division, Camp Pendleton, Calif., arrived at the Idaho Falls airport Aug. 5.

After two days of training, the soldiers took their place on fire lines Aug. 4 at Burgdorf Junction, about two hours north of Boise in Payette National Forest.

"We went to a fire line that had been

burned through ... to perform mop-up operations," said Brown, C Battery's 1st Platoon leader, as he and his troops prepared to assault the wildfires for a second day. "You try to put out any existing fires and prevent them from recurring."

Brown, 25, noted his 20-troop unit had been outfitted with equipment and tools such as heat-resistant fire suits, safety helmets, goggles, leather gloves, heavy-duty boots, shovels and pulaskis, an ax-like tool. The Huntsville, Ala., native said he was proud of his soldiers.

An additional Army battalion of 500 soldiers, the 20th Engineers, 1st Cavalry Division, Fort Hood, is scheduled to go to western Montana to battle wildfires there, according to Army officials.

In Idaho, the soldiers' day begins at 5 a.m., said Staff Sgt. Eric L. Horton, 29, from Boynton Beach, Fla. After breakfast and wash-up, said Horton, who noted the meals in camp are catered and very good, National Guard trucks transport the troops for the 90-minute ride to the worksite. The troops eat a sack lunch in the field. Around 6 p.m., he said, the soldiers are usually done for the day.

"We're used to deployments," said Horton, a section chief in C Battery's 2nd Platoon. "The difficult thing about this mission is the physical part. The air is thinner here. We're walking up and down mountains. The elevation is between 7,000 and 11,000 feet, so we're pretty tired at the end of a shift.

"I feel that the Army is doing a great deed in helping civilian, other (state and federal) agencies now."

At base camp, the soldiers are housed in Army-issue general-purpose medium canvas tents and "sack-out" in sleeping bags on cots, said Horton, who estimates his soldiers will be in Idaho "about a month," and then be relieved by another unit.

"They're treating us real well," said PFC Alexander L. Morales, 21, a C Battery, 1st Platoon artilleryman from Detroit. "We're doing a lot of hiking up mountains, smothering fires. Not many soldiers here have fought fires before, and that is why the training is important.

"This is something new," he said.

Army MSgt. Don Thomas, 5th U.S. Army public affairs liaison to the National Interagency Fire Center in Boise, met the Marines when they arrived in Idaho Falls Aug. 5. Fifth Army is the command and control element for all DoD forces deployed to the firefighting effort, he said.

"Great physical conditioning is among four reasons NIFC has called the partnership with the military a 'natural fit,'" said Thomas. "They (NIFC) also liked the fact the troops are used to structure and a chain of command, that they are mission-oriented and know and understand the importance of maintaining their equipment."

The Camp Pendleton Marines trained

for two days and then deployed to battle another Idaho fire in Salmon-Challis National Forest. Thomas asked Marines Aug. 5 if they were ready to join the fray. "It's the Marine Corps' job to protect our country in time of need, so that's why we're here," said 21-year-old Houstonian Sgt. Donald A. Hunt, I Company, 3rd Battalion, 5th Marine Regiment, 1st Marine Division. "We definitely want to help."

"From the classroom training I think we'll be digging fire breaks and clearing out some brush," said Marine Lance Cpl. Cody B. Brent of Jacksonville, Fla. "This is not out of the military's lane, because we're serving our country doing our job to help out the citizens."

The Idaho deployment is business as usual for Gunnery Sgt. Larry B. Robertson, a native New Yorker with 18 years in the Marine Corps.

"I enlisted to see the world and do everything that's ever needed ... whether in war or peace, this is what we're here for," Robertson said. "So, if we need the Marine Corps to come help the people of Idaho, that's all right.

"Normally we're infantry. Basically, we do the same thing going on lots of forced marches and a lot of physical training, so we're up to the task," he said.

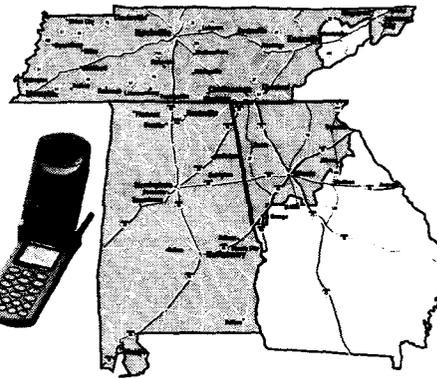
(Editor's note: Army MSgt. Don Thomas of 5th Army Public Affairs, contributed to this report.)



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Youth leader

Autumn Jennings, a senior at Brewer High School, attended the National Youth Leadership Forum on Medicine from July 23 through Aug. 2 in Houston, Texas. Autumn, 17, is the daughter of Marie Woolbright, a logistics management specialist on the Avenger Team, Air Defense Missile Directorate, Integrated Materiel Management Center.

Announcements

Tobacco cessation

Fox Army Health Center/ Public Health and Education Center is offering a tobacco cessation class which begins Aug. 24. The class will be offered at 11 a.m. Thursdays. It continues for 10 one-hour sessions over a 2 1/2 month period and is offered at Fox Army Health Center. These classes are limited to military eligible beneficiaries. The "pill" (Cuban) will be available for use. Recent research has shown this to be highly effective in helping reduce the craving for nicotine. The success rate increases to close to 50 percent when used with education and group support. To register call PHEC, Fox Army Health Center, 842-0196. For more information call Eileen Bailey, registered nurse, 842-0149. Space is limited.

Officer/civilian women

The Officer and Civilian Women's Club is holding its Newcomers' Coffee at 9:30 a.m. Aug. 22 at the home of Kathy Sullivan, 1 Wadsworth Drive. RSVP to Linda Leonard 890-0771. Child care will be available.

Catholic community

Our Lady of the Valley, Catholic community at Bicentennial Chapel announces the following: Rosary is recited daily at 11:30 a.m.; and mass or a communion service is held at noon Monday through Friday. Korean mass is Saturday at 6 p.m. Filipino mass is 6 p.m. Aug. 27. Weekly mass will be held at 5 p.m. Saturday and

9:15 a.m. Sunday. Annual parish registration will be held Aug. 26-27 following weekly mass.

Driver job

The Base Supply Center, under the Alabama Industries for the Blind, has a job opening for driver. Prior driving experience on a delivery route is preferred. Salary is \$9.32 to \$12.77 per hour. Today is the deadline for applications. Anyone interested in applying should go to the Alabama State Employment Office in Huntsville.

Aerospace conference

Marshall Space Flight Center will hold the fourth Conference on Aerospace Materials, Processes, and Environmental Technology (AMPET), formerly the Aerospace Environmental Technology Conference, on Sept. 18-20 in Huntsville. The program features the following speakers: Arthur Stephenson, director, Marshall Space Flight Center, "Advanced Space Flight and Environmental Concerns"; Dr. Charles Browning, director of the Materials Manufacturing Directorate, Air Force Material Command, "Materials Advancements in Aerospace"; and Sam Venneri, associate administrator for Aerospace Technology, NASA Headquarters, "Emerging Manufacturing Technologies." For exhibit and attendee information, call Jodi Weiner 533-5923.

See Announcements on page 22

Anthony, 29
Susan, 34
Bruce, 40
Engineers
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2000 Honda CBRF4 Silver & red, like brand new, 2500 miles, \$7,250 neg. Cell 506-9026 or 256-586-5189

1999 Mazda B3000 SE, CAB PLUS V6, auto., air, cruise, tilt, all power, bedliner, \$14,900. Call 534-6071.

1999 Chevy Cavalier, 4DR, auto., gold w/black int., exc cond., \$11,000. Call 430-1641.

1997 Chevrolet 1500 Ext. Cab, V8, 5sp., A/C, AM/FM/CASS, \$10,900. Call 256-233-3362.

1997 Dodge Intrepid, cranberry, Power Windows/Locks, 3.5V6, \$DR, 73K mi., \$7,500. Call 828-5498.

1997 Plymouth Neon Amethyst, 2DR, auto, A/C, 56K mi., espresso sports pkg., exc. cond., \$6,700. 864-0594.

1996 Saturn SL1, 4Dr, drk grn, auto., dual air bags, A/C, PS/PB/PL, keyless entry, \$6,500. Call 864-2044.

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1996 Cadillac Eldorado, leather/sport int, excellent condition, 48K mi., \$19,998. Call 883-1085.

1995 Honda Accord LX, perfect condition, 91K mi., \$9,500 Call 883-6894.

1994 Plymouth Voyager, Grand Conversion, loaded with extras, \$8,950. Call 461-7863.

1993 Grand Caravan, exc. cond., loaded, new brakes/tires, 97 Trans., built in car seats, 110 K mi., \$6,000. 882-1659 or 535-8834-p.

1993 Dodge Dakota Club Cab, w/new tires, excellent condition, 114k mi., \$5,500. 256-931-4517.

1992 Ford Taurus, 4DR, all power, AM/FM/CASS, 2 new tires, 130K mi., \$2,500. Call 233-7593 after 5pm.

1992 Toyota Celica GT Convertable, white, all power, cruise, CD, Tape, 76K mi., \$7,600. Call 464-5858.

1991 S-10 Blazer, 4WD, 106k miles, blue book \$7,015. Asking \$4,000. 830-6591.

1991 PLY. GRAND VOYAGER-V-6 SE, auto., A/C, 7-Pass Very Good Mech, 170K mi. Clean. \$1950. 533-1585.

1989 Chevy Silverado, 5.7 L V8, auto, PW/PL, Leer Topper, 126K, \$5,500. Call 837-0104.

1988 GMC Jimmy 4x4, auto., ac, CD Player, 94K mi., \$2500obo. 830-0895

1987 Honda Accord, 4 Dr, Whole/Parts for Sale. More information call 232-5982.

★ AUTO/TRUCKS

1987 Pontiac 6000 LE, gold, 110K mi., 4Dr, new engine, \$2,000. 721-2444 lve mess.

1985 Suzuki GS 450L, Black, recent tune-up, fair condition, runs great, 20K mi., \$700 OBO. Call 828-3616.

1978 Ford LTD. has been wrecked but drivable, runs good. Call 881-1722.

2000 Nissan CrewCab, 4x4, 7000 mi., all options, Blk/Creme Lthr, over \$28k invested. Must sell \$22,900. 883-6211

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Fireplace Screen, Wood with "Noah's Ark" painted on it, \$90. Call 864-0820.

For sale Clarinet Yamaha YCL34, excellent student instrument, \$500. 833-0874.

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Motor Cycle helmet, good condition, with face shield, \$40. 881-5790

Moving boxes, 125 boxes, incl. wardrobe, dish/kitchen, lg & sm, exc. cond., \$125. Call 883-5783

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Oreck Vacuum w/canister. Call 883-1550 Saturday and Sunday only.

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Queen water bed tube type like new oak, 931-433-6776.

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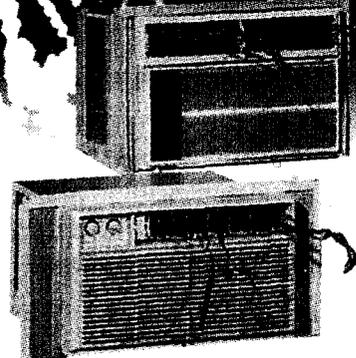
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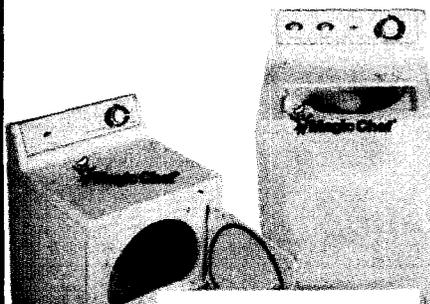


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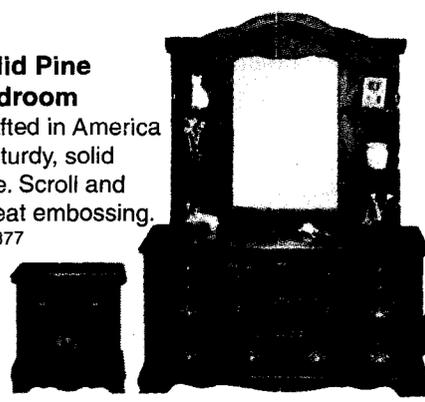
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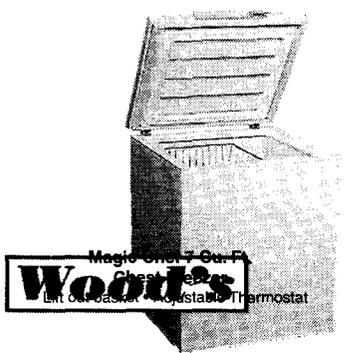


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