

Redstone Rocket

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March 14, 2001

Tactical missiles program executive office changes for future

Major reorganization planned as instructed by Army level

By SKIP VAUGHN
Rocket editor

The program executive office for tactical missiles won't be the same after this year.

Last November, Army acquisition executive Paul Hoepfer directed that the PEO merge functions within some of its project offices to establish three new projects. Now the PEO is making those changes.

"We were directed to establish three new projects: one

for Fire Support, one for Ground Maneuver Missiles, and one for a new project, Common Missile," Brig. Gen. John Holly, the PEO, said. "In order to accomplish this, we will disestablish ATACMS/Bat, MLRS, CCAWS and Javelin and establish three new project offices."

The program executive office is to provisionally reorganize in July and August, with an effective date Oct. 1. A

town hall meeting to brief its work force was held Monday at Rocket Auditorium.

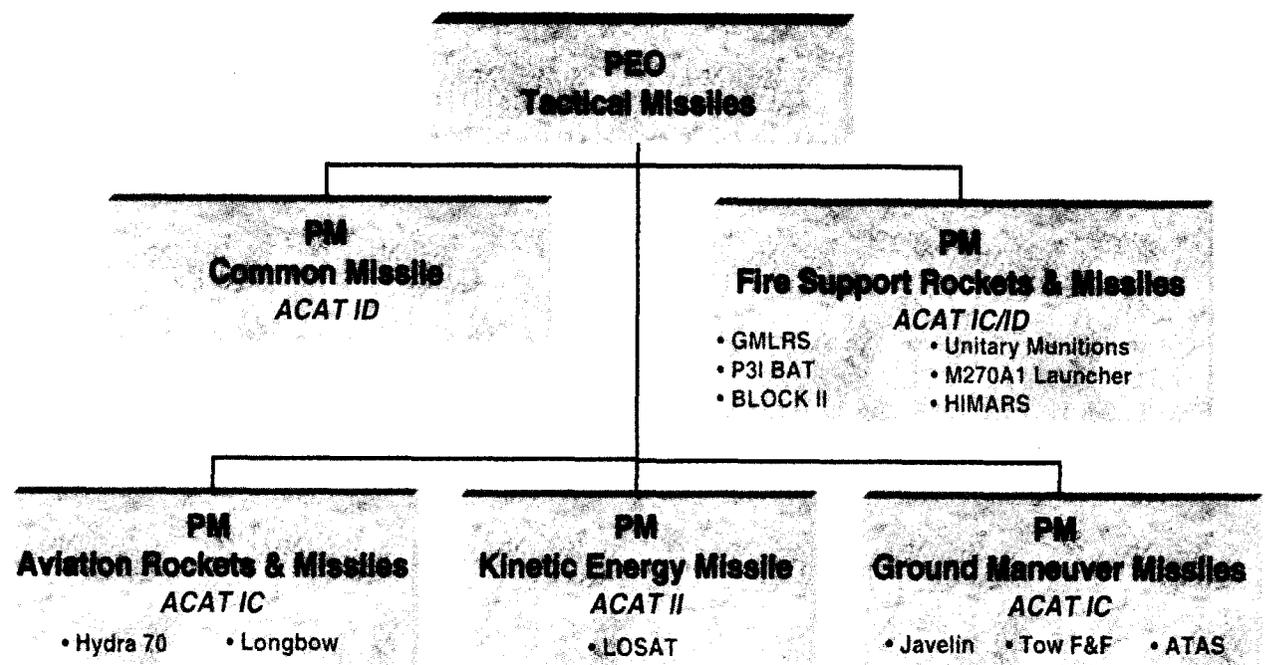
"Our projects have moved into different phases of the acquisition process, potentially requiring different organizational structures," Holly said of the reasons for the

See Future on page 14



Photo by Skip Vaughn

OFFICE TALK— Brig. Gen. John Holly, program executive officer for tactical missiles, and Don Barker, deputy PEO, discuss their organization's transformation.



Courtesy graphic

RESULTING ORGANIZATION— This is how the Program Executive Office for Tactical Missiles will look with its new structure.

Jobs reserved for 300 surplus employees at command

Cross leveling part of efforts to avoid reduction in force

By BETH SKARUPA
Staff writer

About 300 employees whose jobs are considered surplus at the Aviation and Missile Command will receive a letter in April about cross leveling.

Cross leveling is a term used to describe the process of identifying as many surplus employees as possible whose qualifications match up with current job vacancies within

the command. Many employees have expressed concern about the process.

"Most of the concern is based on the fact that the employees don't understand what we're trying to do," Don Dixon, chief of Customer Support B, said. "They think management is not treating them properly, when actually what we're trying to do is take care of them."

"What we're trying to do is reserve jobs for surplus employees should the worst case occur - we're not allowing management to fill those jobs permanently, through a competitive process, in case we need the jobs to fill should we have a worst

case scenario."

Most of the employees affected by the cross leveling effort work within the Redstone Arsenal Support Activity or the Integrated Materiel Management Center. Their jobs have been designated as surplus jobs. A worst case scenario would mean that all their jobs would be eliminated.

One reason their jobs may be eliminated is that some of the command's jobs are under A76 studies. These studies are contract studies where the government has taken a function and allowed a contractor to bid competitively on doing the work. If a contractor wins a study, some govern-

ment jobs will no longer be necessary.

The command also had to take some budget cuts and had to make reductions in certain areas or work functions because of the Quadrennial Defense Review, Dixon said.

At the same time, the command has asked higher headquarters for additional resources in certain work areas. Some surplus jobs could be reauthorized if those resources are approved.

"We don't expect a decision on that until later in the fiscal year - in July or August. But we can't wait until July or August to

See Jobs on page 6

Marrow donor takes opportunity
Cheerful giver 8

Tournament rolls into Redstone
Special bowling 10

Product workers learn first aid
Lifesaving class 14

Letters to the editor

Earlier gate opening requested

Now that the Four Mile Post Road has been reopened, are there any plans to open up the Martin Road gate at 5 a.m.? There can be quite a line there at 5:30 a.m., and it seems to me an earlier opening may now be justified with the new road opening up. Thanks.

Dean Barten

Editor's note: Redstone Arsenal Support Activity provided the following response. "The Provost Marshal Office would like to thank the concerned citizen for bringing the gate hours of operation to our attention. As the sole law enforcement agency for the Team Redstone com-

munity, we strive to provide the best service possible to all who work and live here on the installation.

"The Provost Marshal Office opens the Martin Road Gate at 6 a.m. specifically to accommodate flex time hours, which begin at 6:30. In order to accommodate that 6 a.m. opening, night shift patrols, whose tour of duty ends at 6:15 are reassigned from their primary duties to man Gates 1, 3 and 7 at 5:30. Consequently, earlier gate openings would require that we compromise the physical security inspections of critical facilities or require manpower levels above those currently authorized."

Patton Road resurfacing scheduled to start soon

A roadway repair and resurfacing project will begin soon to provide some much needed maintenance throughout Redstone Arsenal.

Major areas of work are included on the following sections of roadway: Patton Road will be resurfaced from its extreme southern end at Raiford Road to the newly constructed Gate 4. The work along Patton Road is scheduled to be completed in phases. The initial phase will be the section of roadway south of Huntsville Spring Branch. The second phase will be between Gate 4 and Huntsville Spring Branch. Resurfacing work will also be accomplished on Gray Road, Ajax Road, ATACM Road and the northern end of Patton Road.

The requirements of this work were competitively bid at year-end FY '00. The project was awarded to Shelby Contracting Co. Inc. of Huntsville for \$864,133.82. Construction was delayed

for several reasons. Shelby Contracting was unable to begin the project last fall in a timely manner and inclement winter weather precluded construction of the project through the winter months. The paving requirements are sensitive to weather and temperature conditions; therefore, it was prudent to delay start of the construction until more favorable weather conditions would be expected this time of the year.

Work on south Patton Road should begin within a week and is expected to last several months. The construction procedures will include milling of old pavement and placing bituminous plant mix wearing surface. The remaining sections of roads will be completed incrementally after that with construction continuing through the summer. Construction on Patton Road between Gate 10 and Gate 4 will be accomplished last.

Soldier gives Constitution lesson

Lt. Col. William Gavora of the Aviation and Missile Command took time Feb. 23 to conduct a seminar on the American Revolution and U.S. Constitution to approximately 100 fifth-graders at Monrovia Middle School.

The students chronologically reviewed the important events leading up to the Revolution; some of the important military campaigns, and the formulation of our Constitution with its major tenets.

Included among those tenets were a basic overview of our national command structure and the constitutional basis for having a military. At the conclusion of the seminar, the students asked many thoughtful questions, and were each given a personal, pocket-sized version of the U.S. Constitution. Fifth-grade teacher Melissa Christ of Hazel Green arranged the session.

Jack Lundy

Army's advertising slogan addresses 'me' generation

By Sgt. SHARON McBRIDE
Staff writer

This is an Army of change: new berets, new uniforms, a new streamlined force for the new millennium, and now a new advertising slogan.

Commentary

It's no surprise that the old slogan "Be All You Can Be" has been replaced by "An Army of One."

What surprises me is the controversy and the debate that the new slogan has inspired across the Army.

We ought to know by now that the chain of command doesn't come to these types of decisions overnight. Extensive research was conducted before the new campaign was created.

The Department of the Army made a yearlong study before formally implementing the new advertising. The study concluded that while most American youth recognized the Army's "Be All You Can Be" slogan, it did not strike a chord in them to find out more about the Army.

That study was validated by an independent marketing survey of more than 500 youth conducted by Leo Burnett, USA, this past year. Leo Burnett was selected as the Army's lead advertising agency last June.

Listen folks... this new slogan isn't for those of us that are already in the Army. We've already been recruited. It's aimed at those young people who are

going to replace us when we retire.

CSM Cynthia Pritchett, the command sergeant major for the Combined Arms Center and Fort Leavenworth, Kan.,

summed it up best while she was here visiting during the Drill Sergeant of the Year luncheon recently.

"The youth of today are a 'me' generation," Pritchett said. "They want to know what's in it for them. And they worry about getting lost in a sea of green."

The new campaign is about retaining individualism while making significant contributions to something larger than self, she said. It speaks to the individual strengths of each soldier and his or her part within the overall Army force.

"'Army of One' does not mean the end of teamwork," Pritchett said. Even before the new ads hit the street, each soldier brought individual strengths to the table in any mission, in any situation.

For example, commanders, first sergeants, platoon sergeants, and squad leaders, all the way down through the chain of command, have always put their best people in charge of the areas where they have their greatest strengths and talents.

Everyone is different. Everyone has weaknesses and strengths. Our leaders put the best people in the places where their talents suit them best, especially when the success of the mission dictated it.

The new campaign just highlights that aspect of Army life.

Correction on photo caption

A helicopter photo on page 10 of the March 7 issue was incorrect. The caption described a UH-1 Huey, but the photo

depicted an OH-58D Kiowa Warrior. Both are manufactured by Bell Helicopter.

Redstone Rocket

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email: redstone-rocket@redstone.army.mil

Rocket Staff

Public Affairs Officer: Al Schwartz

Editor: Skip Vaughn

Reporters: Sandy Riebeling

Beth Skarupa

Sgt. Sharon McBride

Copy Editor: Scott Seeley

Advertising Sales: Jennifer Rodgers

Aletha Pardue

Paulakay Lane

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Professional group gives outstanding award to AMCOM engineer

Bishop credits mentor for successful career

By SANDY RIEBELING
Staff writer

For chief engineer William "Buddy" Bishop, being named Outstanding Engineer by the Institute of Electronics and Electrical Engineering society was "about like being named coach of the year in the SEC."

"It was a real honor," said Bishop, an Aviation and Missile Command engineer working at the NATO Medium Extended Air Defense System Management Agency in Research Park. "I know a lot of the people who've received the IEEE award in the past. They're quality people."

One person in particular stands out for Bishop.

"Myron Cole was the best engineer I ever worked with," he said. "I worked a couple of summers here for him while I was going to Auburn. He was a Citadel graduate, retired Marine and a great mentor. And this was in the days before we used the word 'mentor.' I remember thinking, 'I wouldn't mind being like ol' Myron.' He won this award. That means something to me."

Bishop received the award at a luncheon during National Engineers Week, Feb. 18-24. He was nominated by two people he worked with prior to moving over to NAMEADSMA in 1999. Bishop worked in the Javelin Project Office from the mid-1980s until 1999, serving as chief engineer for his last eight years there.

"I worked it from start to full rate production," he said. "That was a privilege. Not many people get to work on something all the way through. After that, I was looking for a place to get back into research and development. This job opened up and I've loved it."

NAMEADSMA is an international co-development program for the Medium Extended Air Defense System and the first NATO organization on U.S. soil. The first phase of the program was completed several years ago. Bishop is working on

the risk reduction activity.

"This is a great place to work," he said. "This is a joint program between the U.S., Germany and Italy. It's nice being able to associate with people from different backgrounds and cultures."

Bishop, a native of Arab, has lived most of his life in Alabama. He has a bachelor's degree from Auburn and has earned two master's degrees from University of Alabama-Huntsville. His studies were interrupted for a short time, courtesy of the Army.

"I graduated in December 1968," he said. "It was a bad time to be finishing college for a man who could breathe. I got drafted. I did basic at Fort Benning (Ga.). I really lucked out when they sent me to Aberdeen Proving Ground (Md.) for the science and engineering program. The best job I ever had was in the Army. My group was involved in infrared night vision in helicopters. That's common now but it was pretty far out stuff in 1970."

In the early 1970s, while going to UAH for his master's degree through VA benefits, Bishop began his career at Redstone in the Product Assurance Directorate performing failure analysis work on the Hawk and TOW systems.

Through the years Bishop has taught part-time undergraduate classes at UAH, calling it a hobby. He also enjoys deep sea fishing and watching soccer. He and his wife, Rosemarie, attended two World Cup games, one in Detroit, the other in Paris.

"I guess I picked up the love of soccer from my son, Charlie," Bishop said. "He started playing when he was 4. He's now finishing at Athens State. He's going to be a soccer coach."

But to look around his office, it's easy to see that his favorite hobby is photography. Prints he took while traveling the world decorate the walls of his office, along with a wooden sculpture of himself, done by former co-worker Bob Kimbrough.

"I love it," Bishop said. "He's a great carver. It really reflects me— holding a Javelin with drawings and a slide rule tucked up under my arm, Auburn cap on, wearing a funny tie. That's me all right."

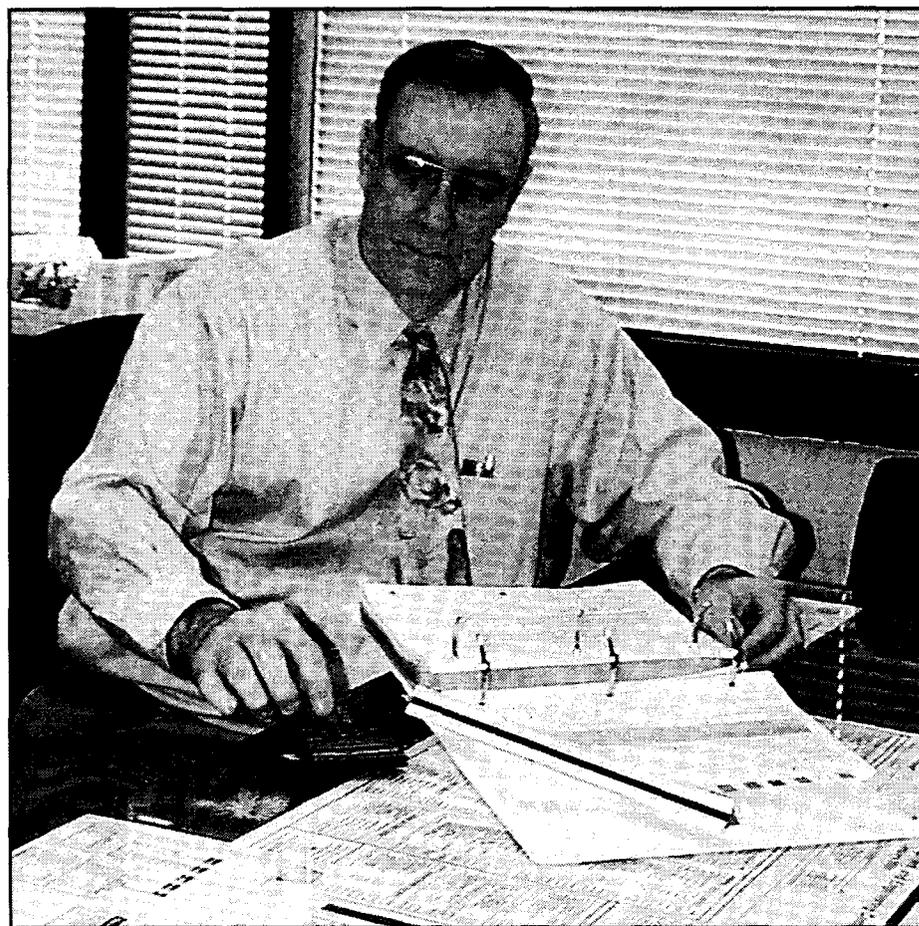
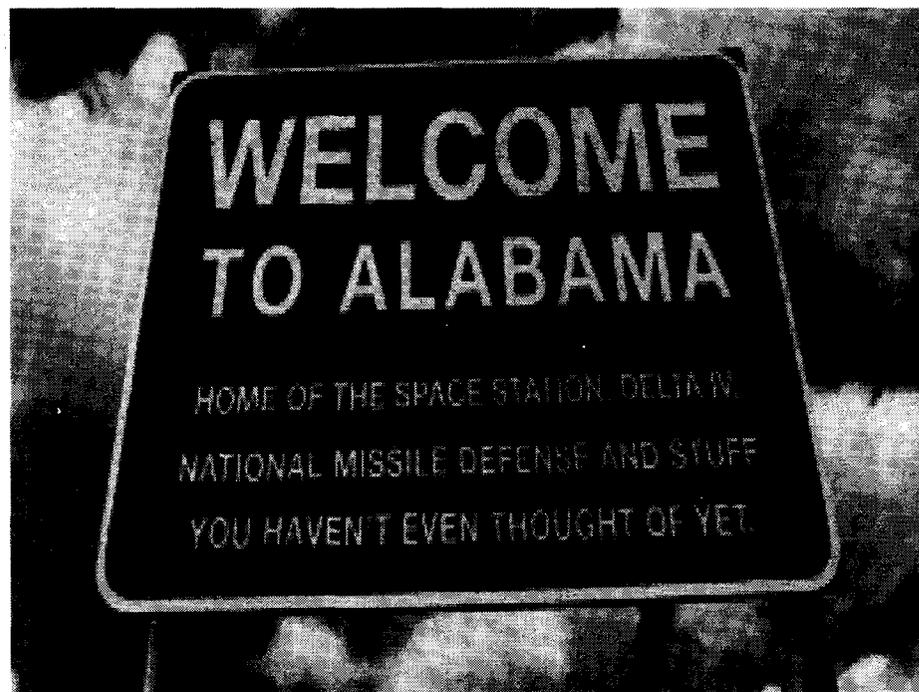


Photo by Sandy Riebeling

HAIL TO THE CHIEF— William "Buddy" Bishop, chief engineer, NAMEADSMA, was named Outstanding Engineer in 2001 by the Institute of Electronics and Electrical Engineering, a national professional engineering organization, Feb. 24.



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Soldier learned to make difference in America's Army



Photo by Sgt. Sharon McBride

TOP NCO— CSM Jennie Larder serves as command sergeant major for 832nd Ordnance Battalion. Women's History Month honors women like Larder who have contributed to the Army and their communities.

She enlisted to see world, still serving 24 years later

By Sgt. SHARON McBRIDE
Staff writer

Look around. "Women of Courage and Vision" are everywhere.

They live next door, work down the hall, wear military uniforms...

March is Women's History Month, an annual Department of Defense observance honoring women who have made a difference in our country both past and present.

This year's theme, "Women of Courage and Vision," recognizes the contributions and achievements of women from all backgrounds of American culture. Women of every race, class and ethnic background who have contributed to the development of our country in countless ways.

Today, female members of the military are protecting the freedom of people all around the world. And we have quite a few stationed at the Arsenal.

Take for example CSM Jennie Larder, the command sergeant major of 832nd Ordnance Battalion.

"I graduated from high school in 1973 and I worked for Eastman Kodak," she said. "The money was good. But I decided after seeing the factory environment, and the people who worked there, that I wanted something different.

"I wanted to see the world while I was young," she explained. "So many of my co-workers said I'm going to see this or go there after I retire. Most were eligible to retire at age 65, but I didn't want to wait that long.

"So I joined the Army to see the world."

And indeed she has. Past assignments include Germany, Korea, California, South Carolina, Texas, Virginia and Alabama. Past visits have included most of Europe, China, Thailand, Africa and Hawaii.

Larder joined the Army in 1977. It was a time where many changes took place in the Army, including how women in the military were viewed.

"When I joined it was still the Women's Army Corps," Larder said. "We took a different PT test, we didn't have to qualify with a rifle, and we didn't have gas masks or receive MOPP (chemical) training."

At one point the women's uniform consisted of skirts and bobby socks.

"The skirts we were required to wear had just gone away after I joined," she said.

Army women's history Part one of three-part series

For Larder, joining the military was also continuing a family tradition.

"My dad was in the Army for 12 years and then he joined the Reserves," she said. "After I joined he said, 'It's time for me to retire, we can't have two Larders in the U.S. Army.'" He retired as a first sergeant.

So she picked up where her father left off.

Most notably Larder was the first female to become a first sergeant at Redstone for the ammunition side of the Ordnance Corps.

But she looks at her success not just as her own, but
See Larder on page 5

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O BROTHER, WHERE ARE THOU? (PG-13)	(1:25 4:25) 7:25 9:55		
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■ Female NCO sees value of education, mentors

Larder

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as belonging to others she has been fortunate enough to come into contact with throughout her career.

"I have had super NCOs that have mentored my career, and me," she said. "I've had help getting to where I am now. The Army has been wonderful to me and for me. I've seen most of the world and have gotten an education."

Larder has a bachelor's degree in psychology.

"I'm from a very small town in New York," she said. "If I hadn't left that town when I did, I'd probably still be there. I have a lot of friends who didn't. They have no idea what's it's like to experience different people and different cultures. They don't realize what a great Army America has."

Larder has been in for 24 years now.

"Never in my wildest dreams did I imagine I'd be in the Army for 24 years and counting," she said.

One of her most memorable moments in her career comes from when she was on the trail as a new drill sergeant.

"I was on Tank Hill at Fort Jackson (S.C.)," she said. "There were rows and rows of barracks that all looked alike. I was marching my platoon back to the barracks.

"I jumped up on the steps leading to the barracks and I started to chew them out. Their barracks weren't clean that morning. They were not up to standard. And of course I wanted the best barracks award. After I was done chewing, I told them to go inside and get to cleaning.

"A soldier, one I like to think of as my

'challenge' or 'special' soldier, raised his hand and asked, 'Do you want us to clean this barracks or our barracks?' Sure enough I looked behind me and we were at another platoon's barracks.

"It wasn't my barracks. I wanted to die," she said. "It's funny now, but believe me it wasn't back then."

Another memorable time was when Larder was assigned to a unit in Santa Monica, Calif.

"I saw a lot of movie stars while I was there," she said. From seeing them on the streets to attending book signings, Larder collected many autographs.

"Walter Cronkite, Sarah Ferguson, Roddy McDowall, Muhammad Ali, Jay Leno, to name just a few," she said. "That was really neat."

Larder says that the best part of being in the Army is, "the people I've met and worked with. And the places I've been have been really been great.

"Sure I've gone through phases where I've said, 'this is it, and I'm getting out.' But once you get past 10 years... well... it changes your focus. And another thing that has helped me go the distance is I've always been able to get the assignments or the job I've wanted."

She gives credit to her mentors, like retired CSM Larry Cothren. "He still comes around to mentor me," she said.

Larder doesn't believe that her situation in the Army is unique. She believes that every female can achieve as much or more than she.

"The only limits you have are the limits that you put on yourself. Everything you want is achievable. Get a good mentor, get those tough jobs, volunteer for everything and most importantly... go to school."

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Office, the AER jail is scheduled March 29 from 8 a.m. to 4 p.m. on the first floor of building 5300.

Just complete a blank warrant form and send it to the Provost Marshal Office, Attn. SFC Todd Hokanson or Sgt. Jeffrey Exferd, AMSAM-RA-PM-OP, building 3453. They can be reached at 842-2440,

876-4135 or fax 842-2439.

The fee is \$5 for the first five minutes and \$1 for each additional minute. The warrant fee must be received from the issuing person prior to pick up of the "criminal."

The person arrested may post bail without going to jail, by paying a dollar

for each minute the "criminal" has left to serve. Those arrested can also have their picture taken for \$5 in the jail or with the arresting officers.

"Remember that it's all in fun and for a good cause," the Provost Marshal Office said in a prepared release. "No one will be forced to participate."

■ Cross leveling letters go out in April

Jobs

continued from page 1

reserve these jobs should the worst case occur," Dixon said. "Just for planning purposes, we're assuming the worst case scenario. We're trying to find permanent positions for surplus employees. If the best case occurs, a lot of the actions will be canceled and the employees will get to stay where they're at."

He stressed that the cross leveling effort is not a reduction in force at this point, although it could turn into one "way down the road" if the surplus employees cannot be accommodated.

"We've been very successful over the past 10 years. We haven't RIFed in over 10 years, yet we've had massive downsizing," he said. "Really we're just continuing to try to do that - to take care of people by slotting them in different jobs."

"We have a 10-year trend of taking care of our people and we hope we can do it again

'Employees see us slotting them in different positions and they get concerned because they want to stay where they're at - but it's better to have them go somewhere than to leave them without a job.'

— Don Dixon
chief of Customer Support B

this year. But we don't know what relief the command will get from higher headquarters or what the A76 studies will show."

Most employees who are slotted for new positions will have an effective date in August, although some will be earlier. Those employees in occupations that are being eliminated entirely may have earlier dates so they can be retrained for new positions.

"Employees see us slotting them in different positions and they get concerned because they want to stay where they're at - but it's better to have them go somewhere than to leave them without a job," Dixon said.

He cautioned employees who voluntarily said they were willing to retrain to think hard before they decline an opportunity "because if they decline it, then where can they go?"

Some surplus employees will receive letters notifying them that they have been tentatively slotted into new positions. Others will receive letters notifying them that although they have not been matched with a position yet, management will continue to look for positions for them.

There are still a number of tools that management can use to try to help find new positions for surplus employees, Dixon said. These tools include finding available jobs through the promotion process as well as through targeted Voluntary Early Retirement Authority or Voluntary Separation Incentive Pay.

"The focus is to take care of these employees and that's the focus from the commanding general on down," Dixon said.

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Peaceful protest slated at Rideout Road gate

An organization called the "Global Network Against Weapons & Nuclear Power in Space" plans to hold a conference in Huntsville, Friday through Sunday.

As part of its agenda, it plans to hold one protest from 4-5:30 p.m. Friday outside the Rideout Road gate and a second protest from 10 a.m. to 1 p.m. Sunday at the Space and Rocket Center.

Arsenal law enforcement officials are working closely with local and state law enforcement authorities to minimize any disruption to traffic.

"We have two primary objectives,"

Maj. Dave Dunn, provost marshal, said. "One is to ensure the safety of residents, employees, travelers and protestors. The second goal is to keep traffic problems to a minimum."

Dunn said traffic would be rerouted if necessary.

Huntsville police indicated that the organization has filed for permits. They expect about 40 protestors at Rideout Road gate Friday and about 60 protestors at the Space and Rocket Center on Sunday. All indications are the organizers plan a peaceful protest.

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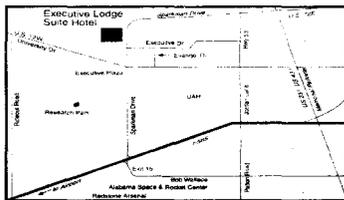
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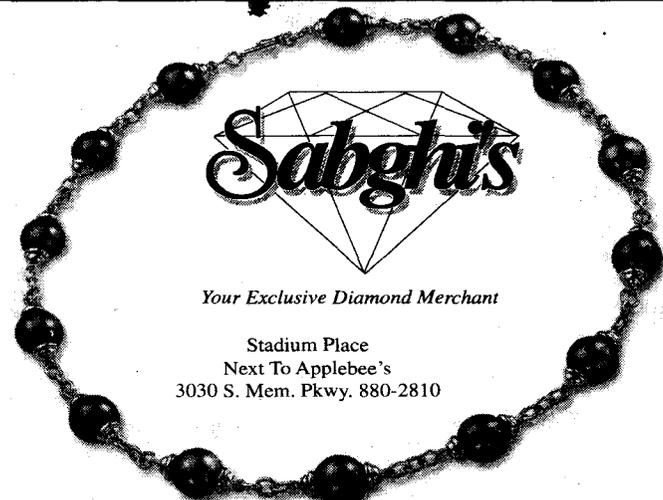
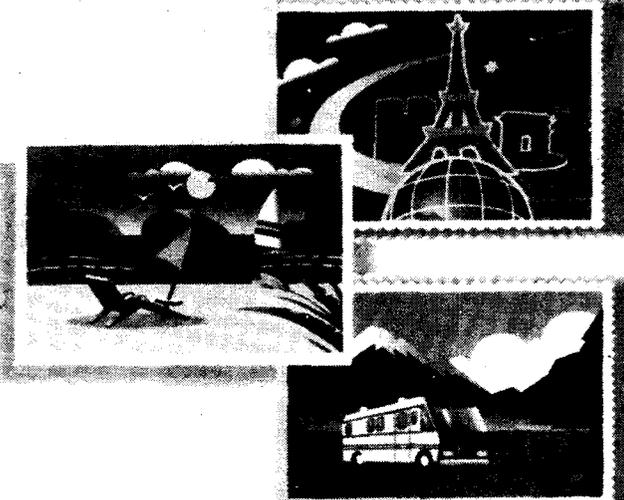


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227231

Worker takes opportunity to help someone she doesn't know

Kim Marr giving bone marrow in hope that others will follow

By SKIP VAUGHN
Rocket editor

Kim Marr knows the helpless feeling of watching a loved one die from a lengthy illness. She knows how it feels to be the daughter of a woman fighting a losing battle against cancer and can imagine how a parent must feel to see a child suffer a similar fate.

She saw a chance to make a difference in someone's life, someone she doesn't even know; and she took that opportunity.

Marr, a logistics management specialist in the Integrated Materiel Management Center, is a bone marrow donor.

It's her way of giving something back. It's her way of honoring her mother, Daphene Clark, who died from cancer in April 1999. Maybe, just maybe, she can help someone else beat the odds.

"Based on what I've been told and read, the chances of a patient finding a match (for bone marrow) outside of their immediate family is basically slim to none," Marr said. "So basically they always go look to the immediate family first. And I believe within the family it's only a 30 percent chance."

She became a donor in May 2000 after



Photo by Skip Vaughn

FAMILY TIES— Kim Marr shows her many family photos on her desk in the Integrated Materiel Management Center. She has agreed to serve as a bone marrow donor in honor of her mother who died from cancer in 1999.

reading an article in the *Redstone Rocket* about a local family's son who needed a bone marrow transplant. She wasn't a match for that patient, but agreed to join the National Marrow Donor Registry.

To her surprise, Marr received a call in February from the bone marrow program. She was told that she was a possible match and was asked if she was still interested in being a donor. Marr gave a definite yes.

Arrangements were made for her to give more blood samples, to further test the match. Marr had blood drawn at Fox Army Health Center. She said it seemed like a lot of blood, 12 tubes in all. The test confirmed her as the best possible match.

"I had to ask when I found out this was a definite match, whether it was a child or an adult. And you can't find out for one year from the transplant because it takes a while for them to find out whether it took

in a positive way," Marr said.

The National Marrow Donor Program is making arrangements to fly her and her husband, Brian, to Washington, D.C., for donor surgery. Marr will undergo the two-hour procedure at Georgetown University. Bone marrow will be extracted from her hip; and her recovery will take a week or two.

"I was thinking I've had three C-sections. This can't be that bad, I don't think," Marr quipped.

She's on standby until the trip. The program had to get her availability for the next month while the patient undergoes chemotherapy and radiation to kill the bad cells in preparation for good marrow.

"I have to sign a statement that I am going to definitely do this because if I change my mind at any point, the patient will die because they will have gone through all of these steps," Marr said. "That's kind of a heavy burden there."

But it's a burden that Marr, 37, of New Hope, fully accepts. She watched her mother battle cancer from 1994-99. Had things not taken a turn for the worse, her mother would have undergone a bone marrow transplant.

Marr and her sister would take her mother to Birmingham or to Huntsville for treatments. They would see a lot during those hospital visits. The sights that

See Donor on page 9

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UNION RESPONSE TO COMMENTS IN THE FEBRUARY 28 REDSTONE ROCKET

The contention by CPAC that "The U.S. Army Aviation & Missile Command provided information about the Cross-Leveling effort that was about to begin in accordance with 5 United States Code 7117 and the Negotiated Agreements" is NOT exactly correct. I quote the following from each of our labor agreements with AMCOM:

1. Article 6, Paragraph A of the Labor Agreement between MICOM and AFGE Local 1858, dated June 19, 1981 for non-professional employees states, "Consultation as used in this Agreement shall be defined as a face-to-face meeting between the Commander or his designee and the Union President or his designee to deliberate together in an attempt to reach a mutual agreement."
2. Definitions on page 59, paragraph C of the Labor Agreement between MICOM and AFGE Local 1858, dated July 1, 1983 for professional employees states, "Consultation as used in this Agreement, shall be defined as a face-to-face meeting between the Commander or his designee and the Union President or his designee to deliberate together in an attempt to reach a mutual agreement."

If CPAC's transmission of information by mail to the Union about the AMCOM Cross-Leveling was intended to satisfy the consultation requirement, it is obvious that it violated both AMCOM labor agreements. If the transmission by mail was NOT intended to satisfy the consultation requirement and AMCOM proceeded to cross-level employees without consulting the Union, then AMCOM has again violated both Labor Agreements. In either case, CPAC caused AMCOM to violate our Labor Agreements, caused great harm to our Union, and we are seriously considering filing a Union/Employer Grievance, which is a 1-step grievance, and if not resolved to AFGE Local 1858's satisfaction, will go to arbitration very quickly.

When Mr. Bill Clemons, AFGE Local 1858 Assistant President, and I met with MG Sullivan, Mr. Flinn, and Col. Stone on Wednesday February 28, 2001, we came away with the distinct impression that they want to take care of their employees and have full intentions of doing so. It appears that at least some of their problems lie in the execution of their plan. There are some AMCOM management officials who are more interested in blaming things on the Union than they are in following the guidance of their Commander and top AMCOM management. AFGE Local 1858 intends to keep the pressure on through the filing of grievances and Unfair Labor Practices (ULP's) until the supervisors and mid-level managers get it right.

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Tactical conference

Brig. Gen. John Holly, program executive officer for tactical missiles, is briefed on plans for the third annual AUSA Conference on Tactical Missiles, March 20-21 in Huntsville. With Holly are Ray Baker, of Dynetics Inc., and Emily Vandiver, AMRDEC, who are co-chairing the conference for the Association of the United States Army, Redstone-Huntsville Chapter.

Marr makes difference as marrow donor

Donor

continued from page 8

bothered Marr the most were of the children battling cancer, bald and smiling.

She and Brian, a retired major who works for a local contractor, have a combined family of six children. Married two years, they each had three children from a previous marriage. Brian, who expressed his pride in his wife's donor effort, calls it a "Brady Bunch" union. It brought together his sons, Chet, 17, Chris, 14, and

daughter, Morgan, 9; and Kim's daughters Lauren Pence, 15, Tiffany Pence, 12, and Morgan Pence, 7.

Marr, who began working at Redstone in 1981 after graduating from New Hope High, thinks of her children and her mother and sees every reason for enduring the pain and inconvenience of giving bone marrow.

"I have three girls and I hope if they're ever in this position, there's someone out there that'll be willing to do what I'm doing," she said. "You never know."

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Striking up friendships

Soldiers serve as coaches for annual event on post

By SANDY RIEBELING
Staff writer

I love it. We love it. They love it. No matter who was asked, students, soldiers, teachers or event coordinators the answer was the same in one form or another, about the annual Special Athletes Bowling Tournament held at Rocket Lanes March 6.

"In our words, the way we young people say it— it's tight," said Antwone Fletcher, sophomore at Lee High School. "It's great to be here with friends and meet the soldiers. I love it."

The tournament is a coordinated effort between the Arsenal and Huntsville City Schools to provide an athletic outing to physically and mentally challenged students in the area. This year, 35 soldiers from various units on post acted as coaches for the 44 students from Challenger elementary and middle schools and Lee High School participating in the event.

"We've been doing this for eight years now," Virginia Dempsey, event coordinator and Family Advocacy program man-



Photo by Sandy Riebeling

HAVING A BALL— It was all smiles for the soldiers and special athletes participating in the bowling tournament. Pvt. Marc Rojas, B Company, had a great time with Lee High School students, Kayla Beard, center, and Antwone Fletcher.

er, Army Community Service, said. "It's a great opportunity for the special needs students to get out and have an athletic event just for them. The schools are easy to work with and John Howard, the man-

ager of Rocket Lanes, has been just wonderful. He supplies the drinks and the students from Lee High School bring big platters of chocolate chip cookies. It's a great day for everyone."

The outing serves as more than just a recreational activity. The students are taught a functional skills curriculum that encompasses daily life skills, reinforced through events like this.

"They bake the cookies themselves, which teaches homemaking skills," Mary Kay White, special education teacher, Lee High School, said. "And they must learn how to interact with society and coming here and meeting the soldiers and spending time with each other gives them opportunities. Not to mention, it's just plain fun. They look forward to this every year."

It was like old home week for Sgt. Mallory Ivy, HHC AMCOM, who has worked at several similar events since coming to Redstone.

"I love to come and watch the kids have a good time," she said. "I know a lot of them and it's fun to see them year after year. I really look forward to it."

Special athlete Isiah Roberts feels the same way, chatting with his old friend Ivy. "I just got a strike a few minutes ago," Roberts said. "This woman brings me luck."

The bowling tournament has become a tradition for Rocket Lanes, one manager John Howard hopes will continue. Howard, who in the past had to borrow bowling ball ramps for the event, had sev-



Photo by Sandy Riebeling

READY TO LAUNCH— This one went right down the middle of the lane for Tiffani Davis, junior, Lee High School, and her soldier coach, Spec. Tracie Steed, B Company.



Photo by Sandy Riebeling

OLD BUDDIES— Isiah Roberts, left, sophomore, Lee High School, spent his time between frames chatting with Sgt. Mallory Ivy, HHC AMCOM. "This woman brings me luck," he said.

eral made this year.

"They're about \$400 a piece if you order them out of a catalog," he said. "I went downtown and got the materials and had some made. It only cost about \$300 for eight of them. And now we have them available to loan out to other establishments when they need them or for kids to use when they come here."

The success of the event is like a chain reaction. The schools need the Arsenal's support and cooperation. The Arsenal depends on soldiers volunteering, coordination efforts and the services such as free use of the bowling center. It's a partnering success story between Redstone and the Huntsville community.

"I can't thank the Arsenal or the soldiers enough for what they do for our kids," Linda Lykins, Huntsville City Schools special education director, said. "It helps our children become active in their community. I'm so grateful for the positive support we've received. A million thank yous to everyone who works so hard to make this happen."

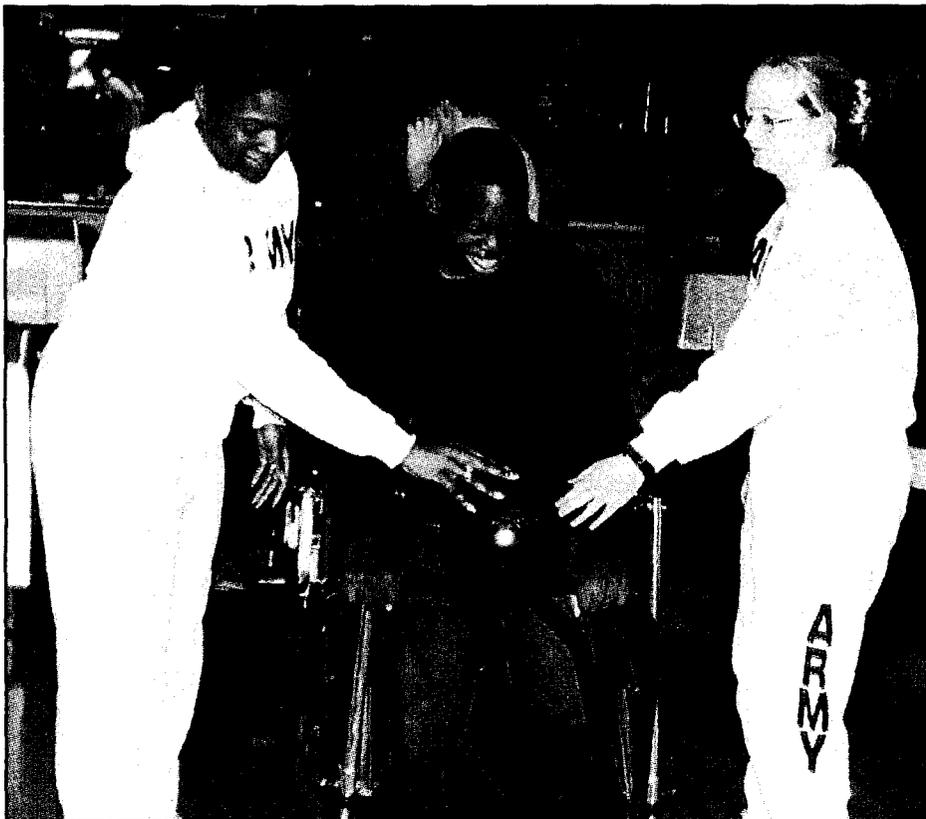


Photo by Sandy Riebeling

A LITTLE HELP FROM FRIENDS— Soldier coaches assisted special athletes during a bowling tournament at Rocket Lanes March 6. Sgt. Todossii Short, left, D Company, and Pvt. Brandy Cleere, C Company, lend a hand to Tony Faison, Lee High School student, during the event.

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TIMES DESIGN / DARYL W. MARTIN

The Times Career Fair widens its job offering perspective this Tuesday

Career

Continued from page J1

coming open in the next month or two that we are interviewing people for right now."

The Nissan operation, located in Decherd, Tenn., near Winchester, recruits frequently out of the Huntsville area, Kane says.

"There is such a diversified group of engineering and technical people in Huntsville looking for employment opportunities," he says. "The technical side of our facility — the engineering segment — is where we need to hire and we can find quite a few candidates in the Huntsville area that have a wide variety of manufacturing experience. We can find quality engineers and technologists in the Huntsville area."

Kane expects to obtain 200 to 300 resumes at the career fair. These resumes will be screened at the fair and then given to Nissan managers in Decherd for review.

"I will go over resumes with people at the career fair," Kane says. "I will set up interviews with some of those candidates to bring them up here to interview with managers."

With the company literature that Kane will have available at his fair booth will be a map that shows where Decherd, Tenn., is located.

"Nobody knows where we are," he says. "Even people in Huntsville don't know where we are. And that's one thing we work to overcome at the career fairs."

Not all companies at *The Times* career fair are from out of town. Mike Tinney, director of human resources for locally based VMIC, is a frequent participant in local career fairs.

"We like to do what we call proactive recruiting," he says. "Right now we have six openings in manufacturing engineer-

ing and design engineering, and some production positions. But we also like to look at other types of candidates very closely and if we see someone that is promising, we will pass those resumes on to our managers to see if a position can be created to fit that candidate's capabilities."

For VMIC, the fair is also a source of resumes "for future growth and to provide to our managers when openings are available," he says.

Out of the upwards of 300 resumes that Tinney expects from the career fair, he will also be looking for candidates to fill software and design engineer slots specific to the embedded computer products industry.

"We don't have any competition in Huntsville as far as our products are concerned," he says. "But there are a lot of skilled engineers and technical people here who have skills that they have developed that we could put to work for us here. We are always looking for passive job seekers who are employed but who are thinking about changing their employment."

Tinney will talk with candidates briefly about his company's job openings and benefits, and he may also have a few of VMIC's engineers at the fair to "talk technical" with job applicants.

"It is always a good idea to have someone there who understands the technical challenges and opportunities that our company offers," Tinney says.

The career fair is the first step in the applicant screening process for VMIC's Tinney.

"When we get back from the fair, we will sort through our resumes and place them in different categories," Tinney says. "The managers will review them and we will let them decide who they want to interview."

CAREER FAIR

More employees now get stock options

Today, an estimated 10 million employees receive this benefit

By MITCHELL SCHNURMAN
Knight Ridder News Service

Five years ago, when Norwest Corp. gave stock options to all its bank employees, Gary Pitcock wasn't exactly bowled over.

"It was nice," said the Grapevine resident, "but it didn't seem like it would amount to much."

The initial benefit was followed by two more rounds of options, and the stock price got a boost when Norwest merged with Wells Fargo in 1998. Today Pitcock is sitting on a paper gain of more than \$18,000.

He and his colleagues received more options in November. If the stock hits the target price that triggers full vesting, which has occurred with each earlier offer, his Wells Fargo options will generate more than \$50,000 in profits.

"I'm hoping to use them to send my girls to college," Pitcock said, referring to his daughters, ages 3 and 1.

A decade ago, when stock options were typically limited to the most senior executives, Pitcock's hopes would have been a pipe dream. Fewer than one in 100 workers got a piece of that action then, according to the National Center for Employee Ownership (NCEO), a private research group in Oakland, Calif.

Today, an estimated 10 million employees receive stock options, double the number of five years ago and 10 times more than in 1990. The value of the options has also grown sharply, helped by Wall Street's bull run, a tight labor market and a new philosophy among many companies.

"We want employees to think like owners," said John Gavin, president and chief executive of Wells Fargo for Dallas-Fort Worth. "This is not the kindly Dutch uncle handing out dimes. We recognize that when people have a vested interest, they're more involved. We can see it reflected in their work."

Other employers cited a similar rationale in offering options. In the past year, Sabre Holdings Corp., Inspire Insurance Solutions and Knight Ridder unveiled stock option plans for all their employees.

Ameritrade and GTE, now a part of Verizon, continued programs by giving most employees additional shares. And for at least three years, from 1996 through

"The whole stock options phenomenon got the attention of the Old Economy companies."

Jay Kizer, Ray & Berndtson managing partner

1999, RadioShack gave options or stock grants to more than 5,000 store managers.

Companies say that stock options align the interests of workers and shareholders, leading to higher morale and greater productivity. They also help with retention: As the value of the options rises, they become "golden handcuffs," discouraging employees from taking another job and possibly leaving serious money on the table.

Right to buy

Stock options give employees the right to buy company stock at a set price. If the market price rises, employees can exercise the option to buy the shares and then sell them, netting a profit.

The options often last for up to 10 years, so there is ample opportunity for upward movement in the stock. If the price doesn't rise, employees don't really lose anything, because they never have to buy the shares.

There is a catch: Because options are long-term incentives, the plans usually have a vesting period, which means that people must wait before they can make their move.

When workers leave a company, they usually must exercise their options within a month or two. But in many cases, the options are not fully vested and by departing the company, they sacrifice the benefit.

On average, companies require that employees wait four years before they fully own their options; in some cases, as with Wells Fargo, the options vest earlier if the stock price hits a benchmark.

Most companies let employees exercise their options and sell their shares in a "cashless transaction," requiring a single phone call. The gains are usually taxed as ordinary income.

Workers are eager to reap these additional rewards, having seen others do so. But they often have limited knowledge about how options work.

In a survey last year by Oppenheimer Funds, nearly 40 percent of workers said they knew little or nothing about options.

Eleven percent said they let "in-the-money" options expire — the equivalent of throwing away cash.

Managing stock options can be complex, because each plan has different rules. And like investing in stocks, there is no sure way to maximize returns. Pitcock, a manager of business banking for Wells Fargo's operations in Dallas, has done well by doing nothing: He has let his options pile up, and the value has climbed.

Workers at other companies would have been wiser to sell their shares, if they were vested, before last year's market decline. In a survey by iQuantic, a San Francisco compensation firm, more than 80 percent of companies reported that some of their options were "underwater" — meaning that the company's stock is trading below the option price offered to employees.

That means the options are worthless right now.

"You've got to study the (options) plan itself, and then focus on what the company is doing," said Brent Lipschultz, a senior manager in financial planning for KPMG, one of the largest accounting firms. "Ultimately, you have to weigh the prospects for appreciation in the stock price. You have to decide when to exercise (the option) and when to sell."

Stock options were all the rage a year ago, when dot-com companies seemed to be minting paper millionaires. The start-ups were short on cash, so they depended on the lure of options to recruit top talent and motivate workers to put in long hours.

Much of the air is gone from the Internet bubble, but its effect on compensation and corporate strategies appears to be longer lasting.

"The whole stock options phenomenon got the attention of the Old Economy companies," said Jay Kizer, a managing partner at Ray & Berndtson, an executive recruiting firm in Fort Worth. "They saw how well people performed when they got equity, so they decided to push it down further."

Options are being extended across all employee groups and in a wide array of industries, but the practice remains more widespread in the technology sector.

About 4,000 companies now offer stock option plans to at least half their full-time employees, the NCEO estimates. And the group says that nearly 10 percent of workers nationwide have the benefit.



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CAREER FAIR

Maybe independent types should use that as a career asset

Window washer makes a point about making our own job breaks

By **AMY LINDGREN**
Knight Ridder News Service

What can you do for a living when nothing suits you? If you're independent and you struggle with a checkered past, you can do what Rich Hershaw does: Wash windows.

I met Hershaw a few weeks ago, when he popped into my storefront office and offered to wash the outside windows. That minute. For \$7. When I said the

price seemed low for three large, plate-glass windows, he respectfully told me, "I've been doing this for 11 years, and I know how to make a bid."

So I agreed, although I had a fleeting moment of discomfort thinking of all the car windows I've had smeared up by Chicago "entrepreneurs" while waiting for the lights to change under the El. But our windows were so winter-weary that even a smear would have been better.

I didn't have to worry. Hershaw zipped back out the door and seconds later was squeegeeing the first window clean. Within minutes he had finished all the windows and the glass

door, too. For another \$7, he agreed to do the inside panes as well. It was quite a revelation to look outside and actually see the businesses across the street.

How does Hershaw keep his prices so low? My question brought a look of surprise. "It's not many people who can make \$7 in 10 minutes," he said.

What about overhead? It turns out that his materials are a squeegee, a pole that extends and a pickle bucket filled with isopropyl and soap. "I used to use a professional bucket," he explained, "but I can get the pickle buckets for free."

Advertising is not an issue, either. When he wants to work,

Hershaw fills his bucket, grabs his squeegee and takes a bus to a neighborhood full of storefront windows. Then he simply asks for work until he has made enough for the day. Or he visits his regular customers. When he is done, he might go fishing, again using the bus system, or return to his St. Paul, Minn., home to watch TV or read the Bible.

Mark Mastel, general manager at Midway Ford in Roseville, Minn., is one of Hershaw's regular customers. With a showroom floor full of windows, Mastel appreciates Hershaw's work ethic as well as his price.

"Sometimes something as in-

significant as clean windows means a lot," Mastel said. "Especially when the guy who does it is so dependable. He doesn't give the windows a chance to get dirty."

It would be easy and patronizing to make a modern-day parable out of Hershaw: Simple man leads a simple life. Unfortunately, it would be 10 times easier to dismiss him. He doesn't drive, he doesn't dress up for work and he drags a pickle bucket around on the bus.

Hershaw says he had a hard time getting a regular job because he didn't have references and also because he is "too independent." So, 11 years ago, he

went to Project for Pride in Living, a Minneapolis-based social service agency, and asked for help. A counselor helped him choose the window-washing business idea and arranged for a small grant to get him started. He has been on his own since.

Which is good, because, as he notes, he might never be a prime candidate for a regular job. "Nobody would want to hire me after all the years doing this," he says. "Society doesn't consider this a job. It isn't steady, the way people think you ought to be working." My point in writing about Hershaw isn't to

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EXPLORE NEW HORIZONS WITH

CAREER FAIR

A self-employed window washer makes a point about making our own career breaks

Asset

Continued from page 13

say that we should all become window washers. But his example is hard to ignore. Hershaw needed a change in his life, so he made it. I wonder what would happen if you thought you wanted to start a business and then just did it. Just figured out something to do, looked at the problems and came up with solutions. And got started.

Or what if the next time you needed new work, you picked a target job, figured out who had

those jobs and then contacted them. Just like that.

Or what if you took the job you wanted, regardless of what others thought about it?

Here's my favorite of these questions: What would happen if the next time someone makes it hard for you to move forward in your career, you stopped thinking about how you can never get a break and started to make your own breaks?

Amy Lindgren is president of Prototype Career Services, a St. Paul, Minn., firm specializing in career transition and job-search strategy.

'Resilience' new buzz word among trainers

Companies start focusing on programs to help their workers get better at bouncing back

By CASEY SELIX
Knight Ridder News Service

In the past year, 3M employee Deb Helget has been going through a divorce and adjusting to a new job within the company. Helping her manage these two major life changes is a "resilience" program offered by 3M.

"Resilience means being capable to bounce back, whether you're going through stressful situations or not," said Helget, curriculum manager for information technology education at 3M.

In Helget's case, building resilience has

meant taking advantage of 3M's lunchtime programs on resilience, financial planning, parenting and getting organized at home. It's meant improving her physical health by losing 75 pounds. It means balancing her work and family life, says the mother of two.

Get used to the latest buzzword in business psychology. More managers are starting to consider resilience as a key skill for workers.

Demand for resilience training is growing. 3M and others say they are recognizing that resilience is critical in times of change, the one constant in today's workplace. To recruit and retain top talent, companies also realize they need to provide training and environments that encourage a healthy balance between the workplace and the places of the heart, such as family and

friends.

The resilience efforts come none too soon, said Rex Gatto, a Pittsburgh psychologist, leadership trainer and author of "The Smart Manager's FAQ Guide — A Survival Handbook for Today's Workplace."

Gatto says a "perfect storm" is brewing as managers and workers deal with various pressures.

"You know how in that movie, all the elements came together at precisely the right time to create the 'perfect storm?' Well, that's what's taking place in business today," he said. "A lot of major changes are happening all at the same time, and that's causing widespread emotional overload."

"Global competition, the technology explosion, the tight labor market, the advent

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CAREER FAIR

Resilience training helps managers and workers deal with various pressures

Buzz

Continued from page J4

of the educated — read, demanding — customer, the frantic pace of business; all these variables together are creating an emotional perfect storm. And professionals everywhere are struggling to keep their heads above water.”

In an age of anxiety about shareholder value, mergers and layoffs, resilience may not be just another r-word joining the restructuring and re-engineering vocabulary because its roots reside in child development.

“Resilience is not just getting over it (change), it’s getting on it,” said Nancy Burke, a vice president at the Bloomington office of the Lee Hecht Harrison outplacement and career development agency.

Taking action

Here’s what some companies are doing to build resiliency:

■ Burke and colleague Richard Dodson have developed a “Resilience at Work” training program that is being used at several companies, including Fortis in Woodbury, Minn., which recently announced it will be acquired by The Hartford, and at Honeywell in Minneapolis, which is about to undergo its second purchase (this time by General Electric) in less than two years. Resilience “tool kits,” developed to help shepherd a local company through a change of ownership, also are being used nationwide and were recently translated into Spanish for South American countries.

■ As General Mills prepares to complete its acquisition of Pillsbury, LeaderSource of Minneapolis has conducted a dozen resiliency workshops at the headquarters for both Twin Cities corporations.

“We’ve gone to the areas where there will be the greatest impact” on employees, said Kevin Wilde, General Mills’ corporate director of learning and organizational effectiveness.

“But it’s a day-in, day-out ef-

“Resilience training needs to be incorporated with managers and employers being more flexible and supportive.”

Susan Seitel, Work & Family Connection

fort, all year long. You don’t just superficially stick it in,” said Wilde. “It’s what you do every day and how you feel about what you do . . . it’s how is your boss treating you day in, day out. That’s where the real resiliency builds.”

■ At Medtronic in Fridley, Minn., the focus is on treating workers as “whole beings” and offering several options in a program called “resources for growth — mind, body, heart and spirit,” said Mary Ann Donahue, vice president of human development.

The resilience trend reflects a more “holistic approach” to employees, Donahue said. “We’ve always known that people are complex human beings and that you don’t just come to work and leave the rest of yourself at home.”

The bottom line for Medtronic, Donahue said, is to help employees take care of life’s challenges so that they can be fully engaged and creative when they’re at work. Medtronic is building an on-site child-care center, for example.

■ At 3M’s headquarters in Maplewood, Minn., resiliency in all facets of life is being encouraged and woven into the culture, said Sheryl Niebuhr, manager of the Employee Assistance Resource Center. About half of 3M’s 90-plus lunch-and-learn programs in the last year have featured speakers on resilience, including how to build it in children.

Last year, 7,000 employees attended the voluntary lunch-time programs. The corporation

provides employees a “3M Coping Kit,” which includes a how-to book and a cassette of breathing and relaxation techniques. There’s also a card game designed to help families feel more connected by answering questions such as: “If your house was on fire and you could retrieve just one thing besides your pictures, what would it be?”

“We’re thinking about all those things that contribute to what it feels like to spend several hours a day in a particular environment,” said Niebuhr. “Does it feel like Singapore in July or San Diego in May? The overall wash of the experience really comes down to the small exchanges in a day — whether you feel uplifted, empowered or engaged, or whether you feel down.”

Weathering the storm

The good news, Niebuhr, Gatto and others say, is that people can learn to be resilient and thus weather the emotional perfect storm. But it takes a partnership between workers and management.

“I think we need to be mindful that the reaction of employees may be, ‘You’re not going to change things around here, but you want me to bounce back from the stress,’” said Susan Seitel, president of Work & Family Connection in Minnetonka, Minn. “Resilience training needs to be incorporated with managers and employers being more flexible and supportive.”

Since the early 1990s, Fortis has emphasized “personal effectiveness” in its training programs, said Peter Germann, vice president of human resources development. The financial services company primarily relies on the concepts in Stephen Covey’s “The 7 Habits of Highly Effective People,” which include proactive behavior and empathic listening.

“We’re not trying to get people to just be effective here but everywhere in their lives,” Germann said. “Ten years ago we believed that people should behave one way at work and one way at home. What we’ve found

is that people lead healthier, happier lives when their entire life is integrated.”

Richard Dodson of Lee Hecht Harrison said Fortis’ training program over the years has provided solid groundwork for its workers to deal with the sale to The Hartford and a “new parenting style.” In late January, Dodson and Burke took employees through the first phase of initial resilience training, which includes venting about the sale.

Though some Fortis employees have expressed shock at the sale, Germann said, they have impressed him with their attitude. “I’ve had people saying, ‘Tell me what to do — I want to be part of the solution.’”

For the \$1.1 billion transaction to be ultimately successful, Germann said, “the people side needs to be handled well. It’s

going to be our attitude and the things we can control that we focus on.”

Ever-changing world

3M is trying to prepare workers for the ever-changing competitive world, said Niebuhr, who developed the resilience program for 3M.

She said it’s still too early to quantify the impact of resilience training on 3M’s bottom line, but anecdotal evidence suggests it’s working. She cited as examples two work groups that set “very aggressive goals.” The group that went through resilience training succeeded in meeting and/or surpassing its goals. The group that didn’t learn resilience skills didn’t meet its objectives, she said.

To develop a resilient work force, a company first needs to emphasize the importance of

leadership, said Kevin Cashman, CEO of LeaderSource and author of “Leadership from the Inside Out: Becoming a Leader for Life.”

Leadership does not necessarily hinge on whether a worker is a supervisor or is supervised, said Cashman.

“Our role, regardless of our role in an organization, is that we are ultimately the CEOs of our lives,” Cashman said.

A next step for a company undergoing traumatic change is to help people “get connected to what’s really important to them” such as their values, family and purpose in life, he said. “It sounds very simple but it’s very profound. When we’re in stressful situations, we start to lose ourselves in the situation. We start feeling very insecure.”



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CAREER FAIR

Recruiters advise job seekers to ask questions, dress the part

Candidates should know the companies and get to the point

By **CRAYTON HARRISON**
The Dallas Morning News

DALLAS — Sheila Pollacia and Judy Reynolds have one message for workers who approach their booth at a job fair: Come prepared.

The recruiters for Alcatel SA, a French telecommunications company with its U.S. headquarters in Plano, Texas, are preparing for a busy season of job fairs.

Many companies have new

budgets and hire more workers in the early part of the year, and recent layoffs at some area telecom companies have sweetened the pot of available workers.

But job seekers still have to impress the two recruiters because they control where all the resumes go.

Pollacia and Reynolds want candidates who do their homework before they approach the booth.

"One of the things you shouldn't say to a recruiter is, 'What does your company do?' It shows you're really not serious about your career," Reynolds said. "People who approach the booth knowing that we're heavily

involved in the optics space, even if they don't have experience in optics, are a lot more attractive candidates."

Recruiters can normally spend only about three or four minutes on each candidate at a job fair, so a candidate who has not researched a company is wasting valuable time, Reynolds said. Normally, she'll go into a quick summary of Alcatel's business, hand the candidate a brochure and move on to the next candidate.

"You get all types at job fairs," she said. "Some people are there just looking to see what's going on, and some are very targeted, know three com-

panies will be at the job fair and want to work at one of those three."

It's easy to know which candidates are really interested and which are just playing the game, said Paige Klatt, human resources director for Springbok Technologies, a Dallas public relations firm specializing in technology clients.

Before going to a job fair, a candidate should look at the list of companies represented and pick some that seem the most attractive. Then they should check the companies' Web sites to learn about their lines of business and their plans for the future, Pollacia said.

Other ways job seekers can impress recruiters:

■ Dress the part, said Michelle Justiss, corporate trainer for Springbok. "If for some reason candidates don't take care of their appearance prior to meeting us, they may not do it with clients," Justiss said.

Present an outgoing, confident image, Klatt said. "Shake the recruiter's hand, maintain eye contact and smile pleasantly."

■ Don't ask too many questions about what recruiters will do with your resume after the job fair, Pollacia said. "That can come off really negatively, because they need to understand that this takes time, and we're

not going to release managers' names."

■ As a rule of thumb, don't call a recruiter to follow up on a meeting at a job fair. Wait about six months and send an updated resume to the recruiter so the company knows about any skills you've added, Pollacia said.

■ Don't discuss compensation, Klatt said. Wait until you have an interview with the company, she said.

■ Don't take it personally if a company doesn't call you, Reynolds said. "We try to be up-front about whether we have something that fits a candidate, and we prefer that they leave the situation in our hands."



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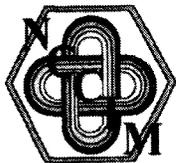
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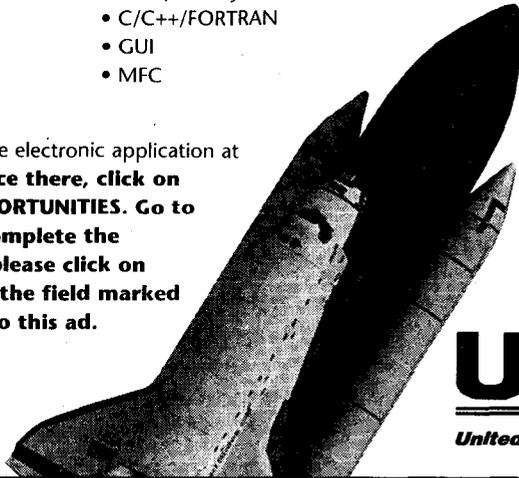
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Career fair takes two tracks this time around

Other firms join with high-tech companies to recruit workers Tuesday

By KARI HAWKINS
For The Times

There will be more than high-tech jargon traded at *The Huntsville Times* Career Fair Tuesday.

Among the engineers, technicians and software specialists vying for interviews with more than a dozen high-tech companies, there will also be nontechnical companies with job opportunities for business professionals who attend the career fair.

"We've been doing a Career Fair three times a year geared for high-tech professionals and they have been very successful," says Sheila Runnels, *Times* classified advertising manager. "We were looking for some fresh ideas for this career fair and we wanted to do something for nontechnical people who are in the job market. So we decided to divide this career fair actually into two fairs — the High-Tech Career Fair and the General/Professional Career Fair."

Besides the new format, *The Times* career fair is also changing locations and hours. The fair will be held at the Huntsville Marriott from 11 a.m. to 1 p.m. and from 3 to 7 p.m.

"The Marriott is closer to research park and that will make it more convenient for engineers and professionals who work in that area," Runnels says. "The Marriott also offers easier access and fewer parking issues."

The Times is working with Expo Experts of Cincinnati, Ohio, to coordinate the fair, which is one of three career fairs hosted annually by *The Times*. "They have done independent career fairs in this market before, so they know Huntsville," Runnels says. "They have a lot of good ideas to make this event worthwhile for both employers and potential employees."

One of those ideas is the addition of Alabama Live services on the Internet to augment the fair's recruiting capabilities. Beginning the Sunday before the career fair, *The Times* will sponsor a virtual job fair on Alabama Live at al.com/careers which will continue for 30 days after the fair.

"Every company participating in this career fair will have their job openings listed on Alabama Live," Runnels says. "Even though the actual career fair offers many opportunities for employment, some potential employees may not attend the fair for fear that their current employer will learn that they are looking in the job market. The vir-



Huntsville Times file

Job seekers meet recruiters at a recent Huntsville Times Career Fair.

tual career fair will allow them to learn about possible employment opportunities without jeopardizing their current employment."

High-tech companies participating in the fair include General Dynamics, Lockheed Martin Missiles & Fire Control, NCCM, Nissan, Northrup Grumman, Raytheon Co., Rockwell Collins, Sanmina, SCI Systems, United Space Alliance, VMIC, Inc., Xon Tech, Inc. and ZI Imaging. General/Professional companies participating in the fair include Adecco, Express Professional Services and Liberty National.

Based on attendance at previous career fairs, Runnels says between 1,200 and 1,500 potential employees will attend this fair.

"The career fairs that we've done have been very popular in this community," she says. "The companies that come in to recruit employees always comment on the quality and the quantity of our applicants. And the people who attend our fairs looking for em-

ployment opportunities are not disappointed. We like to do the fairs fairly often so that we continue to build on the reputation for sponsoring a quality career fair."

The frequency of the career fairs also takes advantage of a changing marketplace where employers are constantly recruiting to fill new job openings as companies expand or locate to the area.

"When an exhibitor looks at our show on a cost-per-hire basis, a career fair is a good way to reach a lot of job applicants without spending a lot of money in various recruitment activities," Runnels says. "And people who are looking for jobs really like the career fair because they get to meet with human resource representatives from various companies, and get an idea of where they want to be in their career."

Potential employees attending either the High-Tech Career Fair or the General/Professional Career Fair should be prepared to complete applications, sub-

mit resumes and conduct interviews, Runnels says.

"As always, you should treat this career fair as a job interview," she says. "You should come ready to answer questions. You should have plenty of resumes and be dressed to impress. And you should be able to talk about your capabilities."

Job searchers should also be ready to consider moving outside the area to take on some of the positions that will be interviewed for at the job fair.

A few of the companies that will be at the career fair — such as General Dynamics — don't have offices in Huntsville, but would like to recruit from Huntsville's highly qualified employment pool.

"Huntsville has always been a good source of talent for us," says Gregory Stein, senior human resources representative at General Dynamics. "We've recruited in Huntsville before and we've always found a lot of good engineering talent in this city."

Career fair companies:

Some companies planning to attend the career fair:

General Dynamics
Lockheed Martin Missiles & Fire Control
NCCM
Nissan
Northrup Grumman
Raytheon Co.
Rockwell Collins
Sanmina
SCI Systems
United Space Alliance
VMIC Inc.
Xon Tech Inc.
ZI Imaging
Adecco
Express Professional Services
Liberty National

Stein says his company is looking to fill engineering positions at its Anniston facility and at facilities in Virginia, Michigan and Florida.

"We take a broad-brush approach to our recruiting," he says. "But those people who have the basic attributes we're interested in will be in a position to be offered a job."

The ideal engineering candidate for General Dynamics has some experience on the job and at least a Bachelor of Science degree in an engineering field. Senior engineering positions require 15 years of experience along with a degree.

"Our representative to the fair will be doing interviewing there for positions that are hot on our hit list," Stein says. "If the candidate looks promising, then we will grill them beyond reproach, have them fill out an application for employment and ask them when they can start working for us."

Process engineers with a Bachelor of Science degree in mechanical or electrical engineering and three years of experience in an industrial or manufacturing environment are topping the list for Nissan human resources representative Edgar Kane. So are multi-craft industrial maintenance technicians with a journeyman certificate in industrial electronics, industrial machine maintenance or electricity and three years of experience.

"We will be hiring 10 process engineers over the next two to three years and we will be hiring 60 industrial maintenance technicians over the next four years," he says. "We've got slots

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Marines race past Bravo-1 in postseason troop hoops*

By SKIP VAUGHN
Rocket editor

The Marines got off to a fast start in March Madness at Redstone.

They raced to an 11-0 lead against Bravo-1 on opening night in the postseason basketball tournament. Bulldog-1 never recovered.

Seeded third, the Marines beat Bravo-1 by 56-38 on March 5 at the Fitness Center. The Marines improved to 11-3 while Bravo-1 fell to 8-6.

"We hustled, started out with the press and set the tempo," said shooting guard Ryan Stewart, who had nine points and three steals

for the Marines. "That was our goal right there, kind of set the tempo on them."

Rico Williams led the Marines with 15 points and three 3-pointers. Jerald Johnson had 12 points, including a resounding dunk in the final seconds, and blocked three shots.

"It was a good first game for us, good first playoff game to break the ice," said Williams, a 5-foot-9 point guard. "We're playing pretty good. I think we're starting to peak now. We've been playing together enough now. We know how each other plays."

Bravo-1, on the other hand, is not the same team it was during the season. Bulldog-1 lost point guard Humberto Zamora

who graduated and left Feb. 28 for Germany. He was the league's leading scorer, averaging 26 points per game.

Shawn Wright, another guard, was also missed after going to the night shift.

"We lost half our team last week," Bravo-1 coach Thomas Lettis said.

With 19 turnovers, Bulldog-1 could have used more ball-handlers. The Marines led 31-23 at halftime and never trailed. Williams' layup pushed the lead to 52-32 with 6:03 left.

"We're just going to practice a little pressing and hold off on the fouls and we should be right for the next one," Williams said.

The Marines outrebounded Bravo-1 by 31-25. Williams, Johnson and Bobby McCowan pulled down five rebounds apiece.

Demonique Walker had 17 points and six boards for Bravo-1. Michael Bogan added 10 points, three steals and two blocks.

In other opening night action in the double-elimination tournament, NCO Academy beat HHC 59th 53-45 while ROTC defeated Bravo-2 by 40-31. NCO Academy, the second seed, improved to 11-3.

AMCOM, 11-2 in the regular season, entered as the top seed. The championship game was scheduled March 13.

Program pays full college tuition for servicemembers

TOP-UP supplements traditional assistance

By Sgt. SHARON McBRIDE
Staff writer

Active duty members: Do you want to go to school but don't know how you are going to pay for it? Now is your chance to go to school almost expense free by taking advantage of traditional Tuition Assistance and a new program called Tuition Assistance TOP-UP.

With the passing of Public Law 106-398, servicemembers can use their Montgomery GI Bill benefits to supplement the tuition assistance the Army pays.

"The Army is going overboard to make sure that soldiers can go to school with little or no finance out of their pockets," Sam Whitaker, Redstone Education Services specialist, said.

And this is evident with the new TOP-UP program that the Veterans Administration recently announced. This program picks up where the 75 percent tuition assistance leaves off, enabling soldiers to

have 100 percent of their education funded by the Army while on active duty.

The soldier who wants to take advantage of this program must be eligible for Montgomery GI Bill benefits. This means that a person on active duty must have paid into the GI Bill program and must have been on active duty for at least two years.

"Any course for which tuition assistance is approved by a military department is approved for TOP-UP payments," Whitaker said.

This is how it works. You are a student

who has signed up for two, three-semester hours courses at Acme University. Tuition for the two courses is \$1,085 each, and one course has a lab fee of \$50, making the total cost to you \$2,220. The tuition assistance authorized is \$1,665. Traditionally, the student would have to pay the remaining \$555. That is no longer the case. By using TOP-UP, the \$555 will be paid at no expense to the student.

However, those that remain on active duty and choose to use this program will

See Tuition on page 15

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Colorectal cancer preventable with early screening

Risk increases with age, so testing encouraged

By EILEEN BAILEY
Community health nurse,
Fox Army Health Center

Colorectal cancer — cancer of the colon and rectum — is the second leading cause of cancer-related deaths in the United States for both men and women combined.

The disease surpasses both breast and prostate cancer in mortality, and is second only to lung cancer in numbers of cancer deaths. Despite the fact that it is highly preventable, approximately 135,400 new cases of colorectal cancer (98,000 colon cancer, 37,200 rectal cancer) will be diagnosed this year and 56,700 people will die from colorectal cancer (48,100 from colon cancer, 8,600 from rectal cancer).

Colorectal cancer screening tests are important because they can catch colorectal cancer in its earliest, most curable stages. When discovered early, the disease is up to 90 percent curable. Yet today, only a small percentage of people are taking advantage of these screening tests. It is estimated that approximately 30,000 lives a year could be saved through widespread adoption of colorectal cancer screening in men and women. The risk of developing

colorectal cancer increases with age. All men and women over the age of 50 should be tested regularly for the disease.

Colorectal cancer can affect anyone — men and women alike — and your risk increases as you age. Other factors put people at a greater risk for the disease. These include a personal or family history of benign colorectal polyps, colorectal cancer, inflammatory bowel disease (ulcerative colitis or Crohn's), and/or ovarian, endometrial or breast cancer.

Because many people are embarrassed to talk about this disease, there are many myths about colorectal cancer that need to be refuted. These include:

- Myth— There is nothing I can do about getting colorectal cancer. Reality— Few Americans know that colorectal cancer may be preventable. Exercise may help reduce your risk for colorectal cancer. A low-fat diet, high in vegetables and fruits, and exercise may help. Take a multivitamin with folic acid, calcium and vitamin D. Don't smoke, and drink only in moderation— if at all. After age 50, get screened — screening methods can detect colorectal cancer early and remove polyps before they become cancerous.

- Myth— Colorectal cancer is usually fatal. Reality— Colorectal cancer is usually curable when detected early. Ninety-one

percent of patients with localized colorectal cancer (confined to the colon or rectum) are alive five years after diagnosis. But only 37 percent of all colorectal cancers are diagnosed at this stage. The remaining 63 percent of patients come to the health care provider when the disease has spread regionally or to distant parts of the body.

- Myth— Screening is necessary only for people who have symptoms. Reality— Since symptoms of colorectal cancer are often silent, it is important to obtain regular screenings. Screening is testing for a disease even if the patient has no symptoms. Men and women who are 50 or older should get screened regularly for colorectal cancer. About 75 percent of all new cases of colorectal cancer occur in individuals with no known risk factors for the disease, other than being 50 or older.

- Myth— Colorectal cancer is a disease of only older, white men. Reality— An equal number of women and men get colorectal cancer. African Americans and Hispanics are also diagnosed with colorectal cancer, generally in its advanced stages.

- Myth— Colorectal cancer screening is not covered under most health plans. Reality— The Health Care Financing Administration expanded Medicare coverage in 1998 to include colorectal cancer screenings. Many commercial health plans also cover the cost of screening. Tricare

prime patients and standard Tricare (old Champus) are covered with physician referral for colonoscopy every five years beginning at age 40 and for a sigmoidoscopy every one to three years at age 50.

Colorectal cancer is easily treated and often curable when detected early. These are the recommended screening tests starting at age 50:

- Fecal occult blood test yearly.
- Sigmoidoscopy, colonoscopy or double contrast barium enema every five years.
- Removal of all non-cancerous polyps to help prevent colorectal cancer before it starts.
- Digital rectal exam at the time of each screening sigmoidoscopy, colonoscopy or barium enema.

If you have a personal or family history of colorectal cancer, benign colorectal polyps, inflammatory bowel disease, or breast, ovarian or endometrial cancer, talk with your health care provider about earlier screening.

Bottom line is: Screening tests for colorectal cancer can save 30,000 lives each year. These tests not only detect colorectal cancer early, but can prevent colorectal cancer. For more information on National Colorectal Cancer Awareness Month, visit www.preventcancer.org/colorectal.cfm.

(Editor's note: March is National Colorectal Cancer Awareness Month.)



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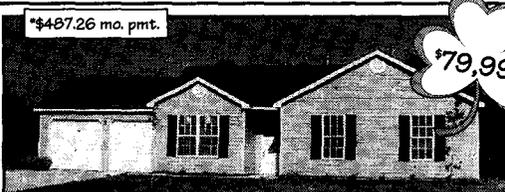
Joyce Still
Realtor
830-5503 Home
509-7046 Cell



Dee Watt
Realtor
772-7744 Home
508-3111 Cell
dwatt61145@aol.com

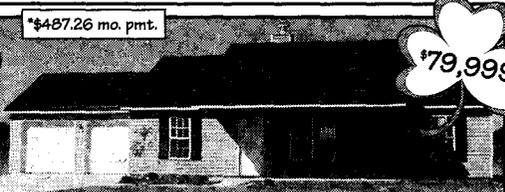
*Payments are based on 1st yr 5.03%, 2nd yr 6.03%, 3rd - 30th yr 7.03% fixed, 0% down, FmHa/Bond Loan. Taxes and Insurance included in payment.

\$487.26 mo. pmt. **\$79,999**



Beautiful Country Setting. Wonderful floor plan with sep. eating area. Can be formal or informal. Bright kitchen w/opening to great room. Elegant wood entry foyer. GR features cathedral ceiling & tiled FP. Isolated master has spacious bath & large walk-in closet PLUS atrium door to oversized patio. Large vanities in baths. Very light house. Must see.

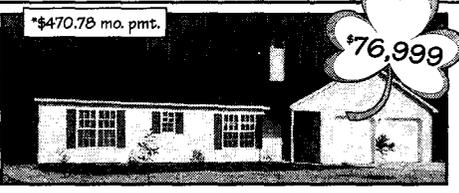
\$487.26 mo. pmt. **\$79,999**



Isolated master plan with walk-in closet and spacious bath. Bedrooms are large. 2 full baths. Upgraded oak cabinets, self-clean oven, dishwasher and pantry. Mini blinds on all windows. Cathedral ceiling and tile surround fireplace in great room. Exterior vinyl siding. 1/2 acre lot. Builder pays closing. Call Terry 679-8006.

Henry Taylor
Hazel Green
\$79,999

\$470.78 mo. pmt. **\$76,999**



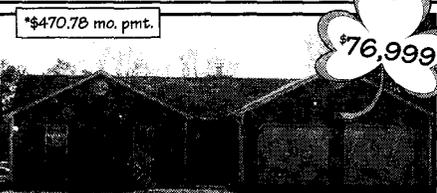
This plan has a wonderful U-shaped kitchen and island. Cherry stained cabinets. Kitchen includes self-clean oven & dishwasher. 3 bedrooms, 2 full baths, cathedral ceiling and tiled fireplace in great room. Double paned windows, R-30 insulation in ceiling, metal insulated exterior doors makes this home energy efficient. Vinyl exterior siding, 10 year warranty. Builder pays closing. Call Terry 679-8006.

\$481.77 mo. pmt. **\$78,999**



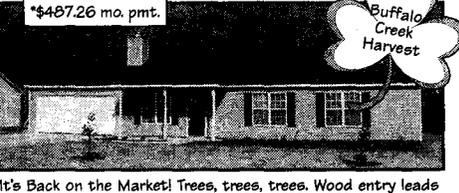
Best selling plan with oversized kitchen, Elegant wood foyer. Great room features cathedral ceiling, tiled fireplace and atrium door to patio. Master BR offers a large walk-in closet and spacious bath, plus an atrium door leading to patio. 1/2 lot. Convenient to Moores Mill side of Huntsville & N. Parkway. 10 year warranty. Builder pays closing. Call Terry 679-8006.

\$470.78 mo. pmt. **\$76,999**



Elm floor plan. Oversized greatroom with cathedral ceiling and marble fireplace. Lots of light in kitchen. Upgraded oak cabinets, self-cleaning oven and pantry. Large master bedroom w/walk-in closet, two full baths. Wonderful starter home. Call Terry 679-8006.

\$487.26 mo. pmt. **\$79,999**



It's Back on the Market! Trees, trees, trees. Wood entry leads to spacious GR w/marble FP & cathedral ceiling. Family sized kitchen overlooks wooded backyard. Cherry stained cabinets and upgraded appliances. Huge utility room. Master has large walk-in closet and BA. All BRs spacious. Vinyl siding, 10 year warranty, Builder pays 3% closing. Call Terry 679-8006.

Meridianville **\$79,999**



New on market! 2-yr old home with 1270 sq.ft. Extremely large Great room, master has bath and walk-in closet, open, airy kitchen with oak cabinets and pantry. Cul de sac lot. Vinyl siding. Call Terry 679-8006.

Southwest **\$68,999**



Sherwood Park. Immaculate home with 3 bedrooms, large Living Room, Dining Room, remodeled kitchen and utility. Peaceful rear yard with 22x12 screened porch & fenced. Reasonably priced. CALL Terry 679-8006.

Product office members get practical training in lifesaving

Fox Army Health Center instructors hold session for Air Traffic Control

By SKIP VAUGHN
Rocket editor

Three medical incidents within two years in building 5308. That was enough to alarm Lt. Col. Cory Mahanna.

Mahanna, product manager for Air Traffic Control, wanted his people to be prepared for such emergencies in the future. So he asked Fox Army Health Center for help.

The health center responded by training his workers in cardiopulmonary resuscitation.

"Fox is doing this for free to help us out," Mahanna said at the training conducted Thursday morning. His 62-member

organization includes 21 Army civilians, two soldiers and 39 contractors.

They were trained from 8:30 a.m. to noon by Sgt. Gary Whittle and SSgt. Peter Perkins, both of Fox, in the American Heart Association Heartsaver Course.

"They're the real heroes here," Mahanna said of the trainers.

The health center has 10 instructors, according to Perkins, the training NCO. They do the CPR training monthly for the health center staffers, and on a case-by-case basis for members of the military

community upon request.

"During most heart attacks, there isn't going to be an (emergency medical technician) or medic there when it happens," Perkins said. "So the more people we train, the more people that'll know CPR when this happens."

Whittle, a licensed practical nurse, explained the lifesaving technique then let the students try with partial mannequins of a table in the classroom at building 3459.

"Repetition is always the best way to learn something," he said.

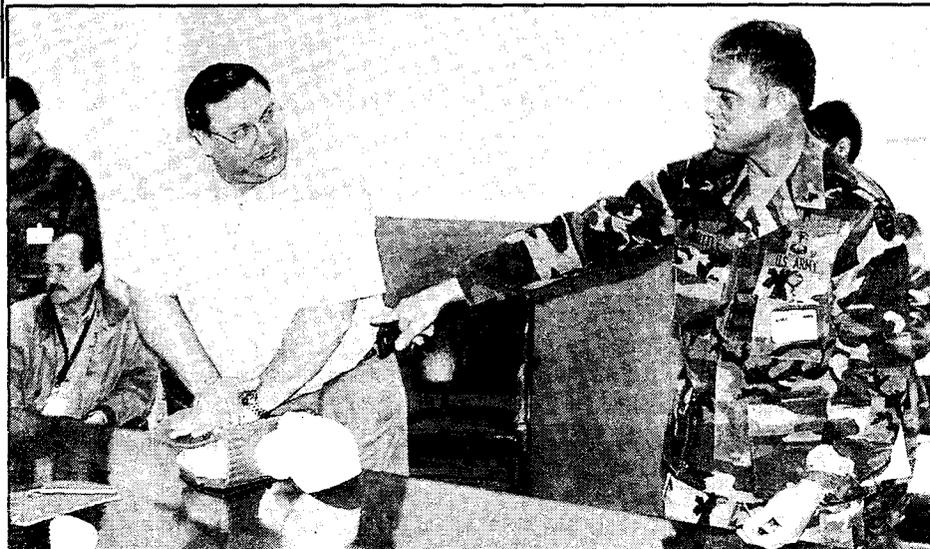


Photo by Skip Vaughn

HANDS-ON TRAINING— Mike Tesi, chief of logistics division at Air Traffic Control Product Office, learns CPR from instructor Sgt. Gary Whittle of Fox Army Health Center.

Teams established to form future organization

Future

continued from page 1

changes. "Additionally, in order to establish the new Common Missile Project Office, we had to generate spaces for that project from within our existing organization."

The program executive office has 296 core civilians and 573 people in the collocated matrix support provided by Aviation and Missile Command. It also has 35 military core and seven military matrix members.

"It is a substantial reorganization within our PEO that reflects the requirements of our programs and postures us to continue delivering the world's finest tactical missiles during the first part of the 21st century," Holly said.

Four teams within the program executive office have been established to look at the office's future structure and make recommendations for the most efficient and effective organization. The teams are to report to Holly during the first week of April.

"It potentially means office changes, and in some cases different jobs, and new opportunities," Holly said. "But today it's somewhat premature to address any of the specifics."

How many people are affected will be determined by the recommendations from the teams.

"Some of the people who are currently working on a specific aspect within a project today might well do that exact same job within the new organizational structure tomorrow," Holly said. "Two of our projects, specifically Aviation Rockets & Missiles and Kinetic Energy Missile Systems, most likely will not be significantly impacted since both of those projects were recently established within the last six months."

Besides the creation of those two project offices, the program executive office's last major reorganization occurred in 1994 when Army Tactical Missile System merged with Bat.

"This should be viewed as a normal evolution of the organizational structure to ensure we accomplish our mission," Holly said.

"I think people should view this as an opportunity to potentially expand their horizons, get involved in activities they were previously not involved in, and for career growth," Don Barker, deputy program executive officer, said. "It is our intent that at the conclusion of this reorganization that anyone within the PEO family that wants a job will have a job."

Ready for a better way of life . . . then get ready for a change.

Strictly Business is an established technology consulting firm serving Fortune 1000 companies and the federal government. We are looking for qualified professionals to join our software engineering team in Fairmont, WV. This office has recently won a major NASA IV&V support subcontract. We are positioned for significant growth and looking for qualified candidates.

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Announcements

Sports & Recreation

Basketball league

The Civilian Welfare Fund Council is planning a 35 and over, 4-on-4, "short court" basketball league. The league is tentatively scheduled to begin April 3 with games being played on post one night per week. The team fee has not been established, but will be approximately \$100. The following are eligible to participate: military personnel/spouses, civilian personnel/spouses, and contractor personnel with Redstone badge. Deadline for registering is March 19. Team fee will be collected prior to first game. If you are interested in playing or forming a team, call Mark Sweeney 876-3052.

Baseball camp

Huntsville National League will serve as host for the Doyle Baseball School on March 24 for pitchers and catchers, and March 24-26 for all other positions. This is for ages 6-12. To register call Jeff Johnson 881-0898. For a free Doyle Baseball brochure, call 1-863-439-1000.

Bowling center

Stop by Rocket Lanes for a Betty Burger lunch, a snack or the new Thursday and Friday bowling hours. The center is now open Thursday from 9 a.m. to 10:30 p.m. and Friday from 9 a.m. to midnight. There's open bowling all day for \$1.25 per game and lunch from 11 a.m. to 1 p.m. Call 876-6634 or stop by building 3707 for more information.

See Announcements on page 16

Program adds to tuition assistance

Tuition

continued from page 12

experience a slight reduction in Montgomery GI Bill monetary benefits. TOP-UP is basically an advance on future Montgomery GI Bill benefits. There is a 36-month window of eligibility for TOP-UP enrollees which does not affect the 36 months of eligibility for the Montgomery GI Bill.

Both Tuition Assistance and TOP-UP can be used for undergraduate and graduate programs. Courses must qualify for tuition assistance before TOP-UP can be applied. All branches of military service are eligible if they participate in the Montgomery GI Bill program within their service.

Call the education center at 876-9761 for application information, eligibility information, and to determine if TOP-UP is best for you.



Frito Lay

food for the fun of it!



CAREER FAIR

Saturday, March 17, 2001, Frito-Lay is having a Career Fair at its Fayetteville Plant located at 101 Industrial Blvd. in Fayetteville, TN from 8:00 a.m.-12:00 noon

Frito-Lay, the recognized leader in the snack food industry has openings for FULL-TIME positions at its facility in Fayetteville, TN. Excellent pay starting at \$10.63 per hour increasing to \$11.13 per hour after 90 days with comprehensive benefits plan including Medical, Dental, Vision, Life and Disability insurance, 401(k), stock options and much more.

You must be available for shift work and excel in a high performance work team environment. Come by and talk with the recognized leaders in the Salty Snacks Industry and to apply for immediate consideration at their expanding Fayetteville site.

If you are not available to come by Saturday, drop by your local State Employment Service and inquire about opportunities with Frito-Lay. you must be 18 years old or older.

Frito-Lay, Inc. is an Equal Opportunity Employer M/F/D/V

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First Donation

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New donors receive a total of \$100 for the first 4 donations. New donors must donate four times within 14 days. You will be paid after each donation. 1st and 3rd donation, \$20. 2nd and 4th donation, \$30. Please, a photo ID and SSN Required.

Thank You For Saving A Life.



For More Information Call
722-2050 or Walk In
Sera-Tec Plasma Center
2420 Jordan Lane
Jordan Mart
Huntsville, AL.

217350

Announcements

Softball and baseball

Youth Services is registering children ages 5-12 for spring baseball/softball/T-ball leagues. Registration continues through March 23. Cost is \$15 per child or \$35 per family per year for Central Registration (CYS, building 1500). The baseball/softball/T-ball fee is \$35 per child. These activities are open to children of active duty and retired military personnel, DoD, DoA, contractor, and NASA. A birth certificate and current physical must be submitted for each child's registration (if not already on file and current). Anyone interested may register at building 1500 (Challenger), Monday through Friday from 7 a.m. to 5 p.m. Practices start the first week of April and opening day is April 28. League play runs annually from May through June. Volunteer coaches and assistant coaches are needed. For more information, call 876-5437.



Conferences & Meetings

Logistics support symposium

The Joint-Government/Industry Supportability Information Exchange Symposium 2001 will be held May 7-11 at the Bob Jones Auditorium and the Huntsville Hilton. Pre-registration is under way through April 9. Check and credit card payments are the only method of pre-reg-

istering for the \$75 fee. Cash payments will only be accepted at the door, and they will require the payment of a \$100 fee. For more information, call Emerson McAfee 955-0808.

Sergeants major

The Sergeants Major Association will hold its monthly meeting Thursday from 6:30-7:30 a.m. at the Radisson Suite hotel on South Memorial Parkway. For more information, call Sgt. Maj. Bob Furia 842-9770.

Tactical missiles conference

Redstone-Huntsville Chapter of the Association of the United States Army will conduct the third annual conference on "Tactical Missile Issues," March 20-21 at the Huntsville Hilton. The conference theme is "Missiles Supporting the Army Transformation." For more information, call 882-1234.

Pershing professionals

If you were a Pershing Missile System officer, warrant officer or enlisted, join the Pershing Professionals for lunch March 28 from 11 a.m. to 1 p.m. at the Red Lobster Restaurant, University Drive. RSVP by calling 895-7008/8638.

Retired officers

The Retired Officers Association's monthly luncheon meeting will be held at 11 a.m. March 28 at the Officers and Civilians

Club. The scheduled speaker is Edgar Weldon, author. For more information, call retired Navy Cmdr. Matthew C.F. Boenker 885-4274.

Strategic speakers

Toastmasters is chartering a new club, the Strategic Speakers, at the Space and Missile Defense Command. The club will meet every Tuesday at 11:15 a.m. at the SMDC building, 106 Wynn Drive. Prospective new members and guests are encouraged to attend. For more information, call Melinda Still 955-2427.

Variability reduction workshop

The Aviation and Missile Command will sponsor the "Variability Reduction Workshop," April 18-19 at Bob Jones Auditorium. The workshop will provide an applications-oriented overview of the concepts and tools of variability reduction. There is no charge, and contractor participation is encouraged. Sponsorship for the workshop is provided by the Research Development and Engineering Center's Engineering Directorate. The overall administration of the workshop, including registration, is provided by the University of Alabama-Huntsville Systems Management and Production Laboratory. A tentative agenda and registration requirements are available on-line at the below website. You may call the workshop hotline 876-2628 or visit the workshop website at

<http://smaplalab.ri.uah.edu/vr/>.

Genealogy workshop

A workshop on genealogy, sponsored by the North Alabama Chapter of the Afro-American Historical and Genealogy Society and the State Black Archive, will be held April 21 at 9 a.m. at Alabama A&M University, School of Business, multi-purpose room. Scheduled speaker is author Millie McGee. Registration is \$15, payable to North Alabama Chapter, Afro-American Historical and Genealogy Society, P.O. Box 11754, Huntsville 35814. Deadline is April 15. For more information, call 852-3376 or 881-7999.

Air defenders

The Redstone-Huntsville Chapter of the Air Defense Artillery Association invites you to a luncheon with Col. Patrick O'Reilly, THAAD project manager. The luncheon will be held at 11:30 a.m. March 22 at the Officers and Civilians Club. For reservations call Jana Troiano 922-1512, extension 1341, by March 19.

Admin professionals

International Association of Administrative Professionals, Redstone Arsenal Chapter will hold its Impact meeting, March 20 from 11 a.m. to 1 p.m. at the Officers and Civilians Club. You are invited to meet the members of the chapter and

See Announcements on page 17

Redstone Rocket 4 Day 3 Night Resort Vacation Give-Away Contest

We're giving away a vacation
every week for 52 weeks!

Look through the pages of this weeks
Redstone Rocket for the entry form.

Please read rules below carefully.

RULES: NO PURCHASE NECESSARY.

Contest runs from March 7, 2001 until February 27, 2002. You do not have to be present to win. All you have to do is find the Rocket contest page located somewhere in this paper. Fill out the entry form and drop by any of the participating businesses found on that page. Contest will have one winner per week for 52 weeks. A winner will be randomly drawn each Wednesday from all entries received. Trips do not include transportation. Each 4 day/3 night vacation package includes accommodations, double occupancy for two adults. Approximate retail value is \$599.98. Thirty-five day notice required to reserve room. Some restrictions or black out dates may apply. Trip must be taken by May 31, 2002. You may enter as many times as you like, but only one vacation per family will be awarded throughout the duration of the contest. You must be 18 years or older as of date of entry and legal resident of Alabama or Tennessee. Employees and families of The Huntsville Times and participating merchants are not eligible. Income and other taxes, if any, are the sole responsibility of the winner. Odds of winning are based on the number of entries received. Subject to all federal, state, and local laws and regulations, void outside Alabama and Tennessee and where prohibited. No substitution for prize except by sponsor in case of unavailability in which case a prize of equal or greater value will be substituted. The Huntsville Times has no responsibility or liability to the winner or any participants, once a winner is determined, other than that which is set forth herein. Acceptance of prize constitutes permission to use winner's name and likeness for advertising and publicity purposes at the discretion of the sponsors without additional consent or compensation, except where prohibited. The winner may be required to execute an affidavit of eligibility and winner and guests may be required to execute a liability/publicity release which must be returned within 30 days of notification or an alternate winner may be selected. Decision of the judges is final. Mechanically reproduced entries will not be accepted. For the name of the prize winners send a self-addressed stamped envelope to Contest Winners List, c/o Huntsville Times, P.O. Box 1487 WS, Huntsville, AL 35807 after 3/6/2002.

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Time: 6:30-7:45 p.m.

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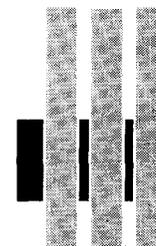
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Announcements

learn more about IAAP. For more information, call Wendy Mitchell 842-2991 or Ellen Mahathey 876-3322.

Asian Pacific committee

A meeting will be held at 1:30 p.m. Friday in the EEO Office conference room, building 5300, room 5130 to discuss plans for the Asian Pacific American Heritage Month Program celebration in May. Your support and ideas are needed to help plan this upcoming event. It is requested that committee members and interested employees plan to attend with their supervisor's approval. For more information call Clarenza Clark, Asian Pacific American program manager, 313-2825.

Union update

AFGE Local 1858 is to provide two monitors or advisers at each future meeting of the AMCOM Cross Leveling Integrated Process Team and the AMCOM Promotion Panels (both screening and selection, where used). AFGE Local 1858 has appointed three alternate advisers for the cross-leveling IPT meetings, according to president Jim Brothers. Regarding the advisers to the AMCOM promotion panels, it is expected that different advisers will have to be used for each panel since the promotions will be at varying grade levels. "It is very important that dues paying AMCOM members of AFGE Local 1858 at all grade levels volunteer to be

advisers for the AMCOM steering and selection panels as soon as possible by calling 876-4880 or 881-7430," Brothers said. "Keep in mind that AFGE advisers to the promotion panels must be of equal or greater grade to the grade of the vacancy being filled and should be in the same career field."

Chapter scholarships

The Redstone Arsenal Chapter, International Association of Administrative Professionals (IAAP) will award two \$500 scholarships, one to a local high school student and one to a college student majoring in business administration. The application may be picked up at your high school counselor's office or by contacting Arnita Lee, lee.arnita@redstone.army.mil or Susan Douglas 876-7806, susan.douglas@redstone.army.mil.

Miscellaneous

Charity campaign

The Tennessee Valley Combined Federal Campaign is accepting applications from non-profit organizations for participation in the 2001 fund-raising campaign. Under federal law, an organization must have 501 (c) (3) status, proof of human health and welfare services, an annual audit/IRS 990 Form, and a board of directors. The open

period for acceptance of application packages is March 1 through April 6. This fund-raising campaign encompasses federal, military, retired federal, and government contractors from Madison, Morgan, Marshall, Limestone, Cullman and Lawrence counties as well as Lincoln County, Tenn. Funds are allocated based on employee designations. For more information or to obtain an application, call Melinda Seigler, CFC director, United Way of Madison County, 536-0745, ext. 108.

Space camp scholarships

Active duty and retired military children living within a 50-mile radius of Redstone Arsenal have the opportunity to apply for a Space Camp (grades 4-6), Space Academy (grades 7-8), or Aviation Challenge (grades 7-9) scholarship to attend camp the week of June 10 - 15. Applications are available through Friday at Army Community Service, building 3491 Honest John Road, the Commissary, Post Exchange, Fox Army Health Center, and local schools. Completed applications containing a two-page handwritten essay describing why the applicant wishes to attend camp and a copy of the child's military ID card must be returned to ACS by noon Friday. For more information call the Space Camp Scholarship Committee co-chairmen Susan Carr or Phyllis Montgomery 876-2859, or Debra Jefferson 876-5397.

Sunday champagne brunch

The Officers and Civilians Club will hold a Sunday Champagne Brunch at 11 a.m. March 25. The menu includes a variety of breakfast foods, steamship round, peel and eat shrimp, pork and chicken entrees, assorted vegetables, salad with toppings, and assorted desserts. Those over 21 will receive a glass of complimentary champagne. The buffet will be open from 11 a.m. to 2 p.m. Ticket prices are as follows: adults, \$14.95; children 7-12, \$7.95; and 6 and under, free. Call 830-CLUB for details or reservations.

Jobs in Korea

A representative from the Eighth U.S. Army Civilian Recruiting Office (EUSACRO), Seattle, Wash., will be at Redstone Arsenal on Thursday to conduct two recruiting briefings for jobs in Korea. The briefings will be held at 9 a.m. and 1 p.m. in building 5250, room A-115 with each session lasting about 90 minutes. Interested candidates should be at least at the GS-9 level or eligible for GS-9. The most heavily recruited types of positions will be in the areas of, but not limited to: engineers (construction and public-works types to include environmental), construction representatives, logisticians, computer specialists and communications specialists. Family members whose spouse is

See Announcements on page 18

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00	Grand Am	Asst	\$11,400
00	Alero	Asst	\$11,800
00	Altima	Asst	\$12,900
00	Maxima	Asst	\$17,800

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Announcements

in Korea or on orders may also attend. Spaces in the briefings are on a first come, first served basis. As there is limited seating, and to facilitate the proper amount of recruitment materials to be shipped here, interested individuals are required to reserve a space by either e-mailing the EUSACRO at alice.kouchi@usace.army.mil or calling (206)764-3820/3623. Questions may also be directed to these numbers.

Birthday bash

The Officers and Civilians Club wants to honor its members on their special day. A dinner and dance party will be held Thursday. The Birthday Bash is free to members whose birthdays are in December, January, February, or March and could not attend the January party. There will be entertainment by Sentimental Journey from 7-10

p.m. The buffet will be open from 6-8 p.m. Ticket prices are as follows: adults \$12.95, children ages 7-12 \$7.95, and 6-and-under free. For reservations call 830-CLUB.

Thrift shop donations

The Thrift Shop is accepting letters of request for welfare donations. Letters must be submitted by close of business Friday. Mail letters to the Thrift Shop, building 3209 on Hercules Road, Redstone Arsenal, 35898, Attn.: Welfare Chairperson. For more information, call 881-6992.

U.S. marshal jobs

The U.S. Marshals Service is conducting an accelerated recruiting drive targeting personnel separating from the military no later than September 2001. Under a program called Operation Shining Star III,

applicants meeting qualification requirements are to be selected for positions as deputy U.S. marshals. The salary range is \$29,150- \$36,244 (GS-5) or \$33,175 - \$41,955 (GS-7) depending on experience level. Promotion potential reaches GS-11. Positions will be filled among 94 districts nationwide. For more information, call deputy Barbara Norris of the local Marshals Office 534-4529 extension 3.

Florida Tech

Florida Institute of Technology will begin registration for the summer 2001 semester March 19 at 9 a.m. in building 5304, room 4326. In addition FIT will offer a new Certificate in Information Technologies program. For more information, call 881-7878.

Women's history month

This year's theme for Women's History

Month is "Celebrating Women of Courage and Vision." A Women's History Celebration will be held 2-4 p.m. March 22 in Bob Jones Auditorium. Scheduled speaker is Marian Guidry, program analyst with Apache Project Office. For more information, call SFC Annie Bryant 876-8648.

Aviation scholarships

The Army Aviation Association of America's national scholarship foundation will award more than \$250,000 in scholarships, grants and interest-free loans for academic year 2001. AAAA members, their spouses, unmarried siblings, and unmarried children of current or deceased members are eligible. For an application kit or more information call AAAA National (203) 222-9863 or Jack Bertelkamp, chapter vice president for scholarship, at 964-8460 extension 103.

Chapel fun walk

The Protestant Women of the Chapel, Bicentennial Chapel will sponsor a Fun Walk, Saturday at 9 a.m. This free event is open to the entire community. The walk begins at the Bicentennial Chapel, Goss Road and will wind through the Arsenal housing area, ending at the chapel. Refreshments will be served at the end of the walk. A surprise will be given to all participants. For more information, call 883-2389.

Career development

Anyone interested in "Marketing Yourself for a Second Career"? Mark your calendar for March 19 and attend a free professional lecture from 9-11:30 a.m. at Toftoy Hall. Anyone can attend; call Tanzella Jackson 842-2721 to reserve a seat.

Flu shots

Fox Army Health Center has flu shots available. It isn't too late to be immunized. The Centers for Disease Control in Atlanta identifies the flu season as through April. It takes an average of 1-2 weeks for your body to build an immunity. Military beneficiaries may receive shots at the Immunization Clinic at Fox, 876-5595. Its hours of operation are Monday, Tuesday, Wednesday and Friday from 8-11 a.m., 1-3 p.m. and Thursdays from 8-11 a.m. Department of Defense employees may get their shots at Occupational Medicine at Fox, 876-8831. Hours of operation are 7 a.m. to 3:30 p.m. Active duty may check with the Troop Medical Clinic, 876-4990, for more information.

Nutrition program

Eligible military families will be able to pick up Women, Infant, and Child (WIC) vouchers on Redstone Arsenal on Wednesdays. The Alabama Department of Public Health will continue to conduct assessments for military families at the ChildWise Playhouse, 1413-A Nike St. Vouchers will be issued for individuals who have been qualified and issued an orange card. To pick up vouchers on post, call Army Community Service 876-5399.

See Announcements on page 19

ARMY POSITION VACANCY ANNOUNCEMENTS REDSTONE ARSENAL AND HUNTSVILLE, ALABAMA AREA

ANNOUNCEMENTS AS OF MAR 9 01	POSITION TITLE	CLOSING DATE	ORGANIZATION LOCATION	PAY PLAN & SERIES	GRADE LEVEL	POT GRD	PAY RANGE (FROM - TO)	WHO CAN APPLY?																				
								A	B	C	D	E	F	H	I	R	T	V	U									
THE FOLLOWING ARMY ANNOUNCEMENTS CAN BE FOUND ON THE WEB AT WWW.CPOL.ARMY.MIL																												
S01CE008991CM5	Computer Specialist	16-Mar-01	CofE Huntsville	GS-0334	12	12	53,045 - 68,955	X														X						
S01CE020949CM5	Lead General Engineer	16-Mar-01	CofE Huntsville	GS-0801	13	13	62,001 - 80,607	X														X						
01BK016918BR1	General Engineer	19-Mar-01	SMDC	GS-0801	14	14	70,747 - 91,967	X	X															X				
01BK023103JW1	Management Asst (OA)	19-Mar-01	Office Sec of Army	GS-0344	8	8	32,552 - 42,321	X																				
S01BK023709DF2	Medical Clerk (OA)	19-Mar-01	Fox	GS-0679	4	4	21,209 - 27,573																					
S01BK022788DF2	Medical Clerk (OA)	19-Mar-01	Fox	GS-0679	4	4	21,209 - 27,573	X	X													X	X	X				
S01BKCE021031LM5	Secretary (OA)	21-Mar-01	CofE Huntsville	GS-0318	5	6	23,729 - 34,380	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
01BK016916RAH-1	General Engineer	22-Mar-01	SMDC	GS-0801	14	14	73,268 - 95,249	X	X																			
01BK020868PO1	Program Support Assist	22-Mar-01	Command Group	GS-0303	7	7	29,392 - 38,209	X																				
S01CE021781CM5	Architect, Chem E, Cil E, Elec E, Envir E, Mech E,	23-Mar-01	CofE Huntsville	GS-0808-0893-0810-0850-0819-0830-	12	12	52,139 - 67,776	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
S01CE021794CM5	Architect, Chem E, Civ E, Elect E, Envir E, Mech E, Landscape Architect	23-Mar-01	CofE Huntsville	GS-0808-0893-0810-0850-0819-0830-0807	13	13	62,001 - 80,607	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
00BK0586532MW	Materials Engineer	26-Mar-01	RDEC	DB-0806	3	3	50,345 - 77,827	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
01BK014745RAH-1	General Engineer	27-Mar-01	SMDC	GS-0801	14	14	73,268 - 95,249	X	X																			
01BK016587RAH-1	General Engineer	28-Mar-01	SMDC	GS-0801	14	14	73,268 - 95,249	X	X																			
01BK016510RAH-1	Electronics Engineer	28-Mar-01	SMDC	GS-0855	14	14	73,268 - 95,249	X	X																			
00B0843FM	Materials Engineer	3-Apr-01	RDEC	DB-0806	3	3	50,345 - 77,827	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
S01CE022217CM5	Architect, Civ E, Mech E, Electrical E.	5-Apr-01	CofE Huntsville	GS-0808, 0810, 0830, 0850	13	13	57,345 - 74,553	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
00B0838OD	Aerospace Engineer	6-Apr-01	RDEC	DB-0861	3	3	50,345 - 77,827	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
AC-01-647	Personnel Mgmt Spec	28-Sep-01	Dept Army Intern	GS-0201	7	11	29,273 - 38,954	X														X						
EG-01-082	Aerospace Engineer	30-Sep-01	USATT	GS-0861	13	13	61,749 - 80,279	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
EG-01-0060X	Aerospace Engineer	30-Sep-01	USATT	GS-0861	13	13	61,749 - 80,279	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
S00CE043077CM5R2	Electrical Engineer	13-Dec-01	CofE Huntsville	GS-0850	9,11,12	12	42,091 - 65,735	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
S01CE004731CM5	Electrical Engineer	19-Dec-01	CofE Huntsville	GS-0850	9,11,12	12	42,091 - 63,769	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
S01CE018234CM5	Electrical Engineer	23-Jan-02	CofE Huntsville	GS-0850	12	12	53,044 - 67,507	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
THE FOLLOWING OPM/DEU ANNOUNCEMENTS CAN BE FOUND ON THE WEB AT WWW.USAJOB.SOPM.GOV																												
X-SP-01-2334-JB	Materials Engineer	15-Mar-01	RDEC	DB-0806	3	3	52,139 - 80,607	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
X-SL-01-2322-EL	Electrical Engineer	16-Mar-01	Office Sec of Army	GS-0850	12	12	53,004 - 67,776	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
X-SP-01-2355-JB	Engineering Psychologist	19-Mar-01	RDEC	DB-0180	3	3	52,139 - 80,607	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
X-SP-01-2345-JB	General Engineer	20-Mar-01	Office Sec of Army	GS-0801	13	13	62,001 - 80,607	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
X-NH-01-2354-JB	Secretary (OA)	20-Mar-01	Office Sec of Army	GS-0318	6	6	26,449 - 34,380	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
X-SL-01-2112-EL	Electrical Engineer	22-Mar-01	CofE Huntsville	GS-0850	9	12	42,091 - 65,735	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
X-SP-01-2341-JB	Electronics Engineer	28-Mar-01	RDEC	DB-0855	3	3	52,139 - 80,607	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
X-SP-01-2345-JB	Engineer General	30-Mar-01	Office Sec of Army	GS-0801	13	13	62,001 - 80,607	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
X-NH-01-2357-JB	Electronics Engineer	6-Apr-01	RDEC	DB-0855	2	2	23,729 - 56,552	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
EG-01-082	Aerospace Engineer	30-Sep-01	Office Sec of Army	GS-0861	13	13	61,749 - 80,279	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
WHO CAN APPLY CODE DEFINITIONS (Note: Only U.S. Citizens are eligible to apply for Army Positions)																												
A - Army permanent competitive service employees and certain Army excepted service employees serviced by Redstone CPAC.																												
B - All Army permanent competitive service employees and certain Army excepted service employees (SF-50 documenting service required).																												
C - Compensably Disabled Veterans receiving 30% or more compensation from a military service or the VA (SF-15 and other documentation required).																												
D - All Department of Defense competitive service employees and certain DOD excepted service employees (SF-50 documenting service required).																												
E - Executive Order 12721 eligibles. (Former overseas family member employees who meet eligibility requirements)																												
F - All Federal Employees																												
H - Severely handicapped persons (Documentation from State Vocational Rehabilitation Service required)																												
I - Interagency Career Transition Assist Plan (ICTAP). (Non-DOD Federal employees who have been displaced by RIF.)																												
R - Reinstatement eligibles (former competitive service Federal employees who meet eligibility requirement.)																												
T - Transfer eligibles (non-Army Federal competitive service employees) (SF-50 documenting service required)																												
V - Certain veterans and prior military members who meet the eligibility criteria under VRA or VEOA programs (DD-214s or proof of service required).																												
U - All U.S. citizens																												
NOTE: If you are interested, carefully read the announcement for the official area of consideration, qualification requirements, and application procedures.																												
NOTE: The Nonappropriated Fund (NAF) Personnel Office accepts applications for various types of positions. Please call their job vacancy line at 876-7772.																												
NOTE: Include Cashier, Food Service, Waiter, Bartender, Custodial Work, CDC, Youth Center, Flying Activity, and other MWR Activities POC: Judy 876-2496																												

Announcements

to make an appointment. Participants must bring the orange card and identification to pick up vouchers at the Playhouse. The process should take 10 to 15 minutes. Families who qualified for WIC may also sign up for the Farmers' Market Nutrition Program. Qualified WIC participants will receive \$20 coupons per qualified family member to shop at the Madison County Farmers' Market during the growing season from May to September. The program is a partnership between Alabama farmers' markets, the Alabama Extension Service, and the Alabama Department of Public Health. People interested in the Farmers' Market Nutrition Program may ask the WIC representative during the assessment or call the WIC office 539-3711. The WIC outreach program at the ChildWise Playhouse will be held today, March 21 and March 28. Assessments are from 8:30 a.m. to noon with vouchers being issued from 1-3 p.m. For more information or to make an appointment at the ChildWise Playhouse, call Mary Breeden or Virginia Dempsey 876-5397.

Parents seminar

"Helping Children Move," a seminar for parents, teachers and counselors, will be held 6-8 p.m. April 2 at ChildWise, 1413 Nike St. To register for free child-care, call Army Community Service 876-5397.

Motorcycle riders

The Redstone Riders Motorcycle Club will hold Run Sunday, March 18 from 10 a.m. to 5 p.m. at CD's Pub and Grill, Arlington Drive in Madison. All motorcyclists and clubs are welcome. CD's will sponsor a band, Skeleton Crew, for the event. Price is \$7 per rider or \$12 with co-rider. A portion of the proceeds will be donated to a local troop of the Boy Scouts of America. In case of severe weather, the event will be postponed until March 25. For information call 350-1276 after 6 p.m.

Quarterly retirement ceremony

The Quarterly Retirement Ceremony at 9 a.m. March 22 has changed locations. It will now be at the Youth Activity Center gymnasium, building 3148.

Firehouse pub

This week stop by the Firehouse pub for a St. Patrick's Day celebration. Guess the number of coins in Robert O'Schumann's "pot-o'-gold." See your friends, grill some burgers, and watch televised games on the big-screen TV. The "pot-o'-gold" winner will be announced at 10 p.m. Saturday. Call 842-0748 or 830-CLUB for details.

Military child's month

The MWR Child and Youth Services will hold the annual Month of the Military Child kickoff parade, April 2 at 10 a.m. The event will begin at the Child Development Center, building 3145. The parade route will go around Bicentennial Chapel to the Youth Services (building 3148) and back to CDC. All children of the CDC, staff, and the Redstone community are invited to participate. For information call Evelyn Carnes or Shellie McDonald 313-3699 or 313-3735.

Challenger bingo

Challenger Bingo has a new jackpot of \$8,000. Stop by 5-10 p.m. Tuesday through Friday or 12:15-5:15 p.m. Saturday and Sunday. For more information, call Connie 837-0750. Don't have time to sit down and play? Quick Shot Bingo is your answer. It's fast, easy, and only \$1 per game. Each card offers a chance to win up to \$1,000. Quick Shot bingo numbers are drawn every Tuesday at the Challenger, and each game runs from 9 a.m. Wednesdays to close of business the following Tuesday night at these MWR Activities: Golf Course, Bowling Center, Sparkman Center Cafeteria, all Post Restaurant cafeterias, Firehouse Pub, and Flying Activity. The entire Redstone community, family members, and bona fide guests can purchase Quick Shot bingo cards. Call Connie 837-0750 for more information.

★ AUTO/TRUCKS

2000 Pontiac Montana Mini Van. White with gray trim, 5K miles, V6, automatic, leather, loaded, like new, \$24.9K. 650-5100

1999 Honda Accord EX loaded, great condition, 30K miles, black currant pearl, 650-5134.

1999 Honda Accord EX. Loaded. Great condition 30K miles, black currant pearl 650-5134

1999 Chevy Silverado Ext cab, like new, 5.3L, auto, cruise, towing pkg, AC, new tires, 48K mi., \$17K. 858-9558

1998 Monte Carlo, 2-door, 26,700 miles. \$12,000. Call 885-2501

1996 FORD F-150 XL, Navy, 91K miles, bedliner, 4WD, AC, cruise, airbag. Excellent condition. \$8695. Call 852-6413

Wanted - Honda Civic, 95 or 96, low or average miles, automatic 883-2757

1995 Cadillac DeVille V8, leather seats, excellent condition, \$8995. 722-2884

1994 Jeep Cherokee, 4 door, 2WD, 6cyl, auto, 100K mi., Hunter Grn, luggage rack, exc cond., \$7K. 230-3810/232-4795

1993 S-10 PU. 5 speed, V6, Grey, PS, A/C, super shape \$3,495. 828-8831

1991 F150 4x4, 5LV8, PW, PL, CR, tilt, Air, AM/FM/Cass, 5spd, 8ft bed, 108K mi., \$6850 OBO. 882-3962

1987 Trans Am good condition, \$2000 / OBO. Must sell Call 837-9313

1981 VW truck, 4 cyl. gas engine, 4 sp a trans. \$1,200. 883-6115 after 5pm

1979 In-tenation AL Scout, great condition, little rust. 990-4744

Fridge, frost free, 12 cu ft, \$95. CALL 837-6649

★ BOATS/RV

76 Bayliner 25' Offshore, great winter project, finish engine install. & save \$2,200 under ins. value. \$3,300 obo. 776-9987

1970 Delcraft, 12', fiberglass, 18HP Evinrude & trlr, 36Lb minnkota trolling mtr, Eagle magna view fish finder, + many extras: \$850. 895-9289

★ MISCELLANEOUS

Beta Testers needed for a new web marketing tool which will offer the ability to market ideas, techniques, specialized knowledge to a worldwide market. Categories from Agriculture to Zoology. Contact us at TPSOL1@aol.com

BOSE 901 system 4 speakers, good condition, \$200. 990-4744

Charbroil Gas Grill Side - Back - 2 main burners, bottle cover call 714-5378

\$499 Computer system 333mhz 64MB RAM, 4MBHD, CD, USB, 15" monitor, color printer, boxes, documentation, delivery & set-up 721-2669

Craftsman 10HP riding mower w/bagger: \$300. Call 881-8638

Craftsman Table saw, extra blades, belt driven \$70. 864-0383

Delux W/D, by Kitchen-Aid, Almond, Approx 3yo, exc cond., \$425 OBO. 883-5122

Floral pattern Bryant 3 cushion couch, new; cream with green, hunter green, wine. \$275. 722-3063

Free Puppies Cocker/Chow mix Call 721-1529

Kenwood AM/FM Stereo Receiver, 80 Watts per channel, remote control, \$119. Kenwood 5 disc CD changer w/ disc exchanger, 8xsampling, \$119. 883-6951.

King size bed \$450 Sofa, Loveseat and Chair \$125. Aluminum truck box, mid size, \$125. 256-739-5627

2 matching walnut tables, nice: \$125. ● Antique solid wood gossip bench: \$150. Call 837-0805

Qn sz oak waterbed w/ non-waterbed mattress. Solid wood, stg type hdbd & 6 stg drawers underneath. \$195. obo Call 883-8395 eves.

Roller skates, girls size 8, white, custom wheels, exc cond, \$40. 430-5399

Sofa/loveseat & chair, tan/burg./ teal \$275. Microwave, \$25. Wood coffee table, \$10. 830-9740

Stereo system with am/fm cassette, turntable, and 8 track. \$95. 837-8331.

4 Tires, Fisk 195x70R-14, less than 1K mi., \$25ea. or all 4 \$80. 498-0200 After 5PM

Washer and Dryer, Maytag. Currently in use. \$200. 883-5778

★ REAL ESTATE

Beautiful 3BR home less than 1 year old. Tile kitchen, breakfast area, and baths. Greatroom with vaulted ceiling and fireplace. Only \$74,900. 232 Barberrry. The Victor Englert Team Rise 882-2241 or 316-0231.

★ REAL ESTATE

2 Beautiful new construction brick homes feature 3BR, 2BA, and greatroom with tray ceiling and fireplace. Isolated master. 400 and 408 Banyon. Only \$89,900. The Victor Englert Team Rise 882-2241 or 316-0231.

1 BR/1BA Condo. Near Arsenal Gate 8, Excellent condition. \$19,900. (256) 551-0223.

FSBO: Lakefront Home. 1035 Lakeview Lane, (Pine Lake) Ar-ab. 2025sqft, 3BR/2BA, 2 car gar., workshop bsment, \$136K. 256-586-8660.

Located across from new Riverton School- Isle Worth Sub-division. Beautiful new subdivision with 27 lots still available. 2000sf minimum, full brick, side garage, crawl space. Lots \$27,250- \$28,750 & up to ¾ acre. The Victor Englert Team Rise 882-2241 or 316-0231.

2000 sf: 3BR, 2½ BA brick ranch, 6 yrs, exc cond, priv fen, gas FP, \$113,500. 858-9196

2000 sf, 3BR/2.5BA, 2 level, SE HSV, MBR Down, spacious LR, screened-in porch, natural landscaping, ½ac lot, \$107,900. 885-0341

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★ SERVICES

Home Improvement: Painting interior, exterior, sundecks, windows, door replacement, facia repairs, soffit repairs, 837-6193 for FREE estimates.

Ride Dee's Winning Fun Bus to Tunica every Sat & Wed; \$20; It's the best! 536-0205.

TAXES PREPARED in my home at reasonable rates. Call 830-4927 for more info.

★ EMPLOYMENT

Child care workers needed, experienced toddler teachers full and part time positions. Competitive salary and excellent benefits. Apply in person @ 110 Green Cove Rd. Call 882-6007

Immediate need for solderers, SMT touch up, SMT operators, to work on printed circuit boards? All shifts, weekends, temp to hire. Let us pay you more--7-9 hr to start. Temp to hire 721-JOBS or 830-5466

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Spring into a new career this Spring! Office staff needed at several area companies, temp to hire, good pay. Data entry, reception, admin., customer service. Call 721-JOBS or 830-5466 or E-mail to: jobs@huntsvilleal.com expresspersonnel.com

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Decatur

Kroger Plaza
1101 Beltline Rd. SW
256-353-6202

Florence

Parkway Shopping Ctr.
2701 W. Mall Dr., Ste. 3
256-768-1840

Madison

Colonial Promenade
7830 Hwy. 72 West
256-837-8410

Muscle Shoals

Shoals Marketplace
4121 Sportsplex Dr.
256-386-7670

Gadsden

514 Broad Street
256-543-3910

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