

Redstone Rocket

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November 28, 2001

Annual Combined Federal Campaign rolls past goal

Gifts still accepted through Dec. 31

By SKIP VAUGHN
Rocket editor

A trying year for the Tennessee Valley Combined Federal Campaign is ending on a high note.

By Nov. 21, the sixth week of charity contributions, the overall campaign had collected \$1,661,830 to surpass the \$1.55 million goal. Aviation and Missile Command workers had contributed \$591,432 to exceed AMCOM's \$582,110 goal. Two weeks remained for official turn-ins and donations will be accepted through Dec. 31.

"We've had our ups and downs this year in this campaign, but people have really been generous and I'm thrilled to death,"

Gay Money, chairman of CFC's Local Federal Coordinating Committee, said.

How difficult was it? Well, for starters there was of course the terrorist attack on this nation Sept. 11. As a result, security increased at military posts throughout the world including Redstone. Because of the heightened security, CFC couldn't conduct its usual training for keyworkers from outside the gates or its usual bus tours of recipient agencies.

"It was just difficult," Money said. "Things were just not done like they were in the past because of the situation we're in."

Then there was the matter of CFC's office location. Building 3338, former home for the Directorate of Logistics, is undergoing renovations. Money and the rest of the staff planned to leave early Nov. 21 because the water was turned off.

'It's just been a team effort and I'm proud to have been a part of it.'

Gay Money
CFC coordinator

But through everything, the Team Redstone family and the federal community pulled together. And another goal was surpassed.

"I'm just real proud of all the organizations. They've worked so hard," Money said. "It's just been a team effort and I'm proud to have been a part of it."

The campaign's Silent Auction was still getting bids up until the midnight Nov. 19 deadline. Claus Martel, assistant to the committee chairman, and Money had an auction goal of \$7,000. Final collections totaled about \$8,000.

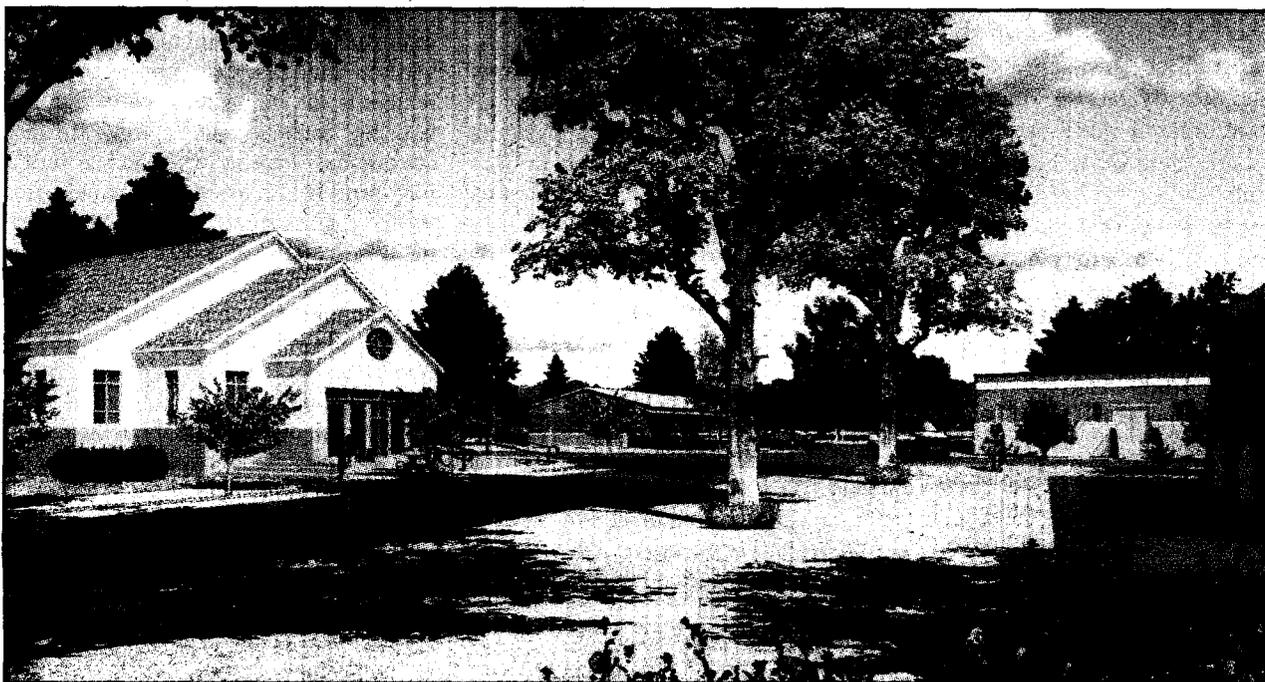
With the security constraints, Phyllis Henley conducted the loaned executive training on post and Melinda Seigler did the training at United Way for the federal participants.

Also worthy of mention were two auction items closely connected to a certain football game played annually between two bitter rivals in this state. On the day before the traditional Iron Bowl, an Auburn ball had a bid of \$100 and an Alabama ball had a bid of \$95.

After Alabama beat host Auburn 31-7 on Nov. 17, the Auburn ball was still at \$100. The Alabama ball was up to \$170.

As Money, an Auburn fan, sat in the stands during the game with her husband, Charles, an Alabama fan, she correctly predicted that the Bama ball would skyrocket in value. At least she could smile about that.

Hazardous Devices School to receive up to \$25M facility



Courtesy graphic

TRAINING SCENARIO — This is an artist's rendering of a church and school that will be among the training scenarios for the new hazardous devices training site. The Hazardous Devices School within the Ordnance Missile and Munitions Center and School is to receive up to \$25 million for a facility that will include 14 village sites where public safety bomb technicians from across the nation will receive training and certification.

Site should enhance training for bomb technicians in U.S.

By Sgt. SHARON McBRIDE
Staff writer

The FBI and the Ordnance Missile and Munitions Center and School have announced plans for a construction project of up to \$25 million for the Hazardous Devices School facility here.

The Hazardous Devices School within OMMCS trains approximately 288 public safety bomb technicians in a basic course on an annual basis from across the country. Currently most of the training takes place in an open field, but now technicians will be able to receive up-to-date training in a more realistic environment.

It's a welcome addition that is taking hazardous device training on the Arsenal into the new millennium. Some 421 accredited bomb safety squads in the U.S. will come to the Arsenal to get this unique training, Special Agent David Heaven, FBI program administrator for the Hazardous Devices School, said.

"The new facility will include 14 village sites where practical training will have more realism," Heaven said.

Apartments, a bank, a bus/airline terminal, a church, a

Please see Training on page 9

Schools superintendent signs pact
In agreement 5

Engineer gets citizenship award
Model citizen 8

Cafeteria offers late carry-outs
Orders to go 17

Letters to the editor

Don't trust everything on Internet

We have all heard of the unfortunate incident at a state university purporting an incident of racial hatred. The facts are just emerging, but it appears that it was all a cruel hoax. Someone put some false information on the Internet, and it spread from there.

Please remember:

— Not everything you see on the Internet or even in print is always true. Even pictures can be modified on a com-

puter to create a lie.

— Judge people for what they are, not how they appear.

— Just as most Muslims condemn the cowardly acts of Sept. 11, most Americans do not hate members of races other than their own. Let's stop the name-calling and focus on our true enemies — the criminals of the world.

Morton Archibald
AMCOM Energy Team

HHC AMCOM appreciates generosity

The soldiers of HHC AMCOM would like to sincerely thank the following organizations for their generous donations during the HHC AMCOM annual Thanksgiving Food Drive:

- ACS
- Acquisition Center
- Commissary
- MILPO
- MSIC
- JAG

• LOGSA
• PEO Aviation
• PEO Tactical Missiles
• Soldiers of HHC AMCOM
Through these organizations' kindness and generosity, 15 deserving soldiers were able to celebrate a special and joyous Thanksgiving holiday. Again thank you for your donations.

Sgt. Latoya V. Parker
PAC NCO

DoD's new top doc urges flu shots for all

By SFC KATHLEEN RHEM
American Forces Press Service

WASHINGTON — DoD's top doc got his flu shot Nov. 14 and quipped that he felt better already.

Dr. Bill Winkenwerder, the recently confirmed assistant secretary of defense for health affairs, urged everyone in the DoD family to get a flu shot this year.

Getting a flu shot is important for everybody to do every year, especially the elderly and people with chronic illness, Winkenwerder said. He noted these groups are more at risk of serious illness sometimes caused by the influenza virus. He said DoD's supply of flu vaccine is "looking pretty good."

He expects all military installations to have their supplies by late November. The department ordered 3 million doses this year, he said, "And we're hoping to use them all up."

Winkenwerder noted that the public generally thinks of flu as a mild disease, but in fact it can be serious. "About 20,000 people in the United States die every year of influenza," he said. "That's a bit of a frightening thought." The best way to counter that risk is to get a flu shot, he added.

"I'm a big believer in prevention and preventive health," he said. "Getting a flu shot is one of the very best and easiest ways to prevent illness."

Another look at history revisited

Reference letter titled "Another look at history of U.S. wars," from Jim Keebler, in the Nov. 14 *Redstone Rocket*: I would like to take umbrage with your comments about "War Between the States." First, your use of this term (War Between the States) very much brands you as a Southerner and tells me much about why you think the war was not about slavery.

You are correct in your assumption that Southern states could not get legislation passed. The Northern politicians had no interest in assisting the continuation/expansion of slavery. The reason that the C.S.A. came into existence was the Southerners' fear that slavery would be legislated into oblivion. This would have happened with the addition of non-slave states, and Southern politicians knew this. They were helpless to change it in the existing federal constitution.

If the war was not fought over slavery, why did the Constitution of the C.S.A. only hold three differences from

the existing federal constitution? They were, a single six-year term for the president, a line item veto of legislation and the right to own slaves written into the constitution.

This does not sound like a legislative problem to me.

It is my personal opinion that the Southern politician/planter class did not want a peaceful solution to the slavery problem. Any solution short of war did not provide them the "honor" their lifestyle required. One must look much deeper at the moral and financial lifestyle they cultivated for themselves. Yes, it was financial; the value of the slaves in the South was worth more than the value of all the land combined. Not about slavery?

I'll not continue to discuss this in this forum, but I thought it was important for the *Rocket* readers to know some truths and not revisionist history.

Bob Smith
SAM

Flu vaccine available at Redstone Arsenal

Fox Army Health Center announces the following schedule for the flu vaccine; and officials ask that you have your immunization record with you when getting the vaccine:

Today, from 4:30-7 p.m., at Fox Army Health Center; active duty, military ID card holders age 12 and older, and current DoD civilians with their ID badge.

Thursday, from 4:30-7 p.m., at Fox Army Health Center; active duty, military ID card holders age 12 and older, and current DoD civilians with their ID badge.

Friday, from 6:30-10:30 a.m., Bob Jones Auditorium; active duty, military ID card holders ages 17 and older, and current DoD civilians with their ID badge.

Monday, Dec. 3, from 8 a.m. to noon, at the old post theater; active duty and all military ID card holders ages 17 and older.

Friday, Dec. 7, from 8-11 a.m., SMDC at 106 Wynn Drive; active duty, military ID card holders ages 17 and older, and

current DoD civilians with their ID badge.

Children under 12 should see their health care provider to get the vaccination.

The Centers for Disease Control recommends the following persons get a flu vaccine annually: everyone over age 50; residents of long-term care facilities housing persons with chronic medical conditions; anyone who has a serious long-term health problem; anyone with a weakened immune system; anyone 6 months to 18 years old on long-term aspirin treatment; women who will be past the third month of pregnancy during the flu season; and anyone that comes into close contact with people at risk of serious influenza.

For more information about the flu vaccine at Redstone Arsenal, call the Public Health and Education Center at 842-0196. For more information about the vaccine, visit the National Immunization Program's web site at <http://www.cdc.gov/nip>.

Redstone Rocket

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Former soldier becomes Civilian Instructor of the Year

Sharing electronics training offers personal fulfillment

By Sgt. SHARON McBRIDE
Staff writer

He spent 22 years in the military so he knows how tough training can be.

Now, Robert Lewis, a retired master sergeant and a civilian instructor with Electronics Technology Training Department at the Ordnance Missile and Munitions Center and School, helps soldiers do better in the classroom.

It's a job he enjoys and happens to do well — so well that he was named the 2001 Civilian Instructor of the Year on Nov. 2.

But he wasn't always interested in electronics.

"At first I was a field artilleryman (in the Army)," he said. "I didn't like my job. So I switched to electronics." He became a 26H or radar repairman.

"At first I was totally lost," Lewis said. While growing up in Demopolis, he said, there weren't many opportunities for young people in his neighborhood to learn any type of vocational trade.

"So everything I learned about electronics in the Army

I had to learn from scratch," he said. "I had no base of knowledge to draw upon."

Lewis said that if it weren't for two instructors that personally took the time to help him understand his new military occupational specialty, he might not be where he is today.

"I was slow, I had a hard time understanding," he explained. "But they gave me a chance." That's why he decided to become an instructor.

"I see soldiers now that are in the same boat I was in," he said. "I take personal pride in helping marginal soldiers become exceptional ones. I'm a soldier person. I would go the last mile to help a soldier. I could teach all day, every day — for fun and for free. I love it so much."

Lewis was honored for his dedication and passion as an OMMCS instructor during a luncheon Nov. 2 at the Officers and Civilians Club. It was there he learned he was the Civilian Instructor of the Year.

"First and foremost I give God the credit," he said. "I am also thankful for Mr. (William) Napier and Ms. (Elizabeth) Mullins here at ETTD for giving me the opportunity to teach and compete this year.

"And all the supporting cast of instructors here at Electronics Technology Training Department. There's 60 years of experience here. If I fall short on anything there's a wealth of resources and information among my fellow staff members that I can tap into.

"I would also like to thank my wife, Brenda," he said. "She has supported me from the very first. She was my high school sweetheart. I can't appreciate her enough."

Besides teaching Lewis enjoys hunting and fishing. He also works part time in security for the Huntsville



Photo by Sgt. Sharon McBride

CLASS INSTRUCTOR— Robert Lewis takes time out to explain something to a soldier in his basic electronics class. Lewis, a former soldier himself, was named the 2001 Civilian Instructor of the Year.

Stars. He is very active in his church. He also enjoys spending time with his four grandchildren who range from ages 1 to 7. "All my spare time I give to them," Lewis said. "What little spare time I do have."



Photo by Todd Hutto

Historical visit

Retired Brig. Gen. Robert Gildart, second from left, visits the Sparkman Center. He fielded the first Redstone Rocket unit to Germany in the late 1950s. From left are Col. Ed Stone, AMCOM chief of staff; Gildart; Sandra Moon, member of Huntsville City Council, and her husband, John.

Party pros ready to dance night away at Redstone holiday bash at club

Ticket sales continue for annual Dec. 7 event

By JIM BOWNE
For the Rocket

Rudy Greer, the owner of America's Party Pros, will be playing the music you love to listen and dance to at this year's Redstone Holiday Party. The party is Dec. 7 from 6 p.m. to midnight at the Officers and Civilians Club.

Maj. Gen. Larry Dodgen, commander of AMCOM and Redstone Arsenal, is encouraging everyone to attend this year's holiday event. The party is open to all

AMCOM and Team Redstone employees, including contractors; and all are invited to attend.

The dress for the occasion is "coat and tie," including members of the military. For men this means a sport coat and tie, or suit and tie. For women this means anything from a nice "Sunday dress" to evening cocktail attire.

Tickets are \$20 per person. The cost includes a great steak and chicken dinner with all the trimmings, the opportunity to share an evening of fun with your friends, great entertainment, and dancing. Ticket sales will continue through Dec. 3. Be sure to get your tickets before

See Party on page 4

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BONES (R) DTS	1:00 3:05 5:20 7:30 9:45
SHALLOW HAL (PG13) THX	1:00 4:00 7:00 9:45
K-PAX (PG13) DTS	12:30 3:30 6:30 9:20
*HARRY POTTER (PG) THX/DOLBY THX/DTS	(10:15 AM Fri. & Sat. only) 12:30 1:00 1:30 3:45 4:15 4:45 7:00 7:30 8:00 10:15 10:45
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7:35 9:55 10:25 DIG

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* SHALLOW HALL (PG-13) (1:30 4:10) 7:10 9:40 DIG
LIFE AS A HOUSE (R)-ID REQUIRED 7:00 9:40 DIG
MONSTERS, INC (G) (1:00 2:00 3:00 4:00 4:30 5:00)
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DOMESTIC DISTURBANCE (PG-13) (1:05 4:05) 7:15 9:50 DIG
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*BLACK KNIGHT (PG-13) (1:20 4:20) 7:20 10:00 STR
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LIFE AS A HOUSE (R)-ID REQUIRED (1:05 4:05) 7:05 9:35 STR
THE ONE (PG-13) (1:00 4:00) 7:00 9:30 DIG
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DON'T SAY A WORD (R)-ID REQUIRED (4:30) 9:50 STR

NOW HIRING AT BOTH LOCATIONS

All Times After 10:30 p.m. are Friday/Sat. Only

Space Camp 2002 planning under way for local youngsters

Scholarship award applications available beginning in March

For the 18th year, military children will have the opportunity to compete for scholarships to Space Camp, Space Academy, and Aviation Challenge.

Applications will be available beginning March 1 at Army Community Service, the Commissary, Post Exchange and local schools.

Children of active duty and retired military who live within a 50-mile radius of Redstone Arsenal are eligible to participate — provided they have at least a C average verifiable by the school counselor or principal. In order “to boldly go where some have gone before,” applicants must also submit a handwritten essay, 1-2 pages in length, titled “Why I want to go to Space Camp/Space Academy/Aviation Challenge.”

Campers will report to the Space and Rocket Center in early June. Fourth through sixth graders will attend Space

Camp; seventh and eighth graders, Space Academy; and students who have completed seventh, eighth or ninth grades will attend Aviation Challenge. Previous award winners will not be eligible for another scholarship.

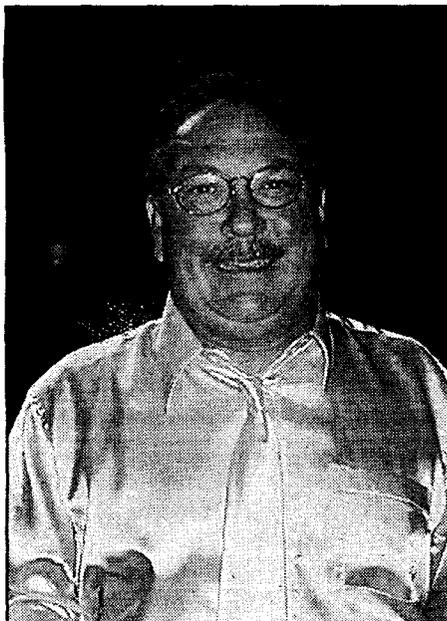
Donations from the following organizations have made this program possible in the past: Association of the U.S. Army, Air Defense Artillery Association, Enlisted Spouses Club, Officer and Civilian Women’s Club, Sergeants Major Association, the Thrift Shop, and First Command Financial Planning (formerly the United Services Planning Association and Independent Research Agency).

After obtained in March, completed applications must be returned to Army Community Service, building 3491, by noon March 15. For more information call Phyllis Montgomery or Susan Carr, co-chairmen for the ACS Volunteer Program Space Camp Scholarship Committee, at 876-2859 or Debra Jefferson of ACS at 876-5397.



Photo by Skip Vaughn

MISSION CONTROL— Discussing the 18th annual Space Camp scholarship program are, from left, Susan Carr and Phyllis Montgomery, co-chairmen for the ACS Volunteer Program Space Camp Scholarship Committee; and Debra Jefferson of Army Community Service.



Courtesy photo

MISTER DJ— Local disc jockey Rudy Greer of America’s Party Pros will be playing requests and spinning the tunes at the 2001 Holiday Party.

Disc jockey to spin tunes at holiday party

Party

continued from page 3

time runs out, and reserve a table, or tables, for you and your friends.

Attendees will also be able to have their portraits taken while at the party. The prices of pre-paid packages range from \$17 to \$33, including wallet size, 5-by-7, and 8-by-10 photographs. You can also add items to the various packages, if you wish.

And something new has been added this year — a web page with information regarding the Holiday Party. You can reach this page through the Redstone Arsenal intranet at the following URL: <https://intranet2.redstone.army.mil/party/>.

Several options are available, including Reservations, Portraits, Past Events, and Song Requests. You can complete your reservations on line, browse through

photos of previous holiday parties, and even put in your own requests for the songs you’d like to hear.

Greer, the disc jockey for the evening, likes to play what people want to hear. Of course, he will be glad to take requests during the party, but it helps to know in advance what type of music people like.

Greer’s career in entertainment began in 1974 at Alabama’s first disco, “Café Plaka,” located in Huntsville on Memorial Parkway. A year later, he started doing Mobile disc jockeying for private parties, weddings and clubs, including the club system on Redstone Arsenal.

After working in restaurant management for a time, Greer joined a group of investors who constructed and operated a franchise they named “2001/VIP.” Located throughout North Carolina and South Carolina, “2001/VIP” was known as the “McDonalds of Disco” and was featured in the hit movie “Saturday Night Fever.”

Greer eventually returned to Huntsville in 1990 and, in 1993, restarted his disc jockey entertainment business, Alabama Party Pros. He later renamed it America’s Party Pros, which employs a number of DJs who continue to be popular with partygoers.

Greer is also active in the Huntsville

community. He works with both the Huntsville and Madison Chambers of Commerce; and he helps produce the annual Small Business Awards. Greer donates his time and services for several charities, including United Cerebral Palsy and the American Heart Association. Party Pros can also be seen every year at Panoply and Big Spring Jam.

“What I like best about being a DJ,” said Greer, “is that I have a lot of fun getting everyone up on the floor dancing and having a great time.”

So, plan on having fun at this year’s Redstone Holiday Party.

If you’ve not yet purchased tickets, call one of the following Holiday Party Committee representatives: Acquisition Center, Debra Kelley Long 876-4153; Corporate Information Center, Kelly Miller 955-7111, Pat McCrary 842-9161 and DJ Roberts 876-9079; Command Analysis Directorate, Glenda Waters 876-4414; Command Group, Sarah Brazzel 876-7136 and Brenda Dunn 876-7503; Integrated Materiel Management Center, Pat Carter 876-1735; Internal Review and Audit Compliance, Eura Reaves 842-6949; Lead AMC Integration Support Office, Annie Powers 955-8868; Legal Office, Capt. John Faris 876-9911; Public Affairs Office, Jim Bowne 955-9173; and Redstone Arsenal Support Activity, Sue Paddock 876-6299.

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Military students gain a friend in Huntsville school system

Superintendent agrees to assist military children in transition

By SKIP VAUGHN
Rocket editor

The Huntsville school system has pledged to meet the needs of military children as identified by a national study.

Dr. Ann Roy Moore, superintendent of city schools, signed Nov. 20 a national memorandum of agreement developed by the Military Child Education Coalition on behalf of the Department of Army.

The Army asked the MCEC to conduct a two-year research project into the educational impact of transition experienced by military-connected students in grades 9-12. The result, released Oct. 17, 2000, was the "Secondary Education Transition Study."

"Military students are faced with numerous transitions during the formative years," the memorandum of agreement states in part. "Moves during the high school years provide special challenges to learning and future achievement.

"There are some 175,000 secondary school-aged students of military personnel. The Army's Secondary Education Transition Study revealed that the average military-connected student transitions more than two times during their high school years."



Russell Moore/ Photo Lab

IN AGREEMENT— Dr. Ann Roy Moore, superintendent of Huntsville schools, signs a national memorandum of agreement developed by the Military Child Education Coalition on behalf of the Department of Army. Looking on is Col. Brent Swart, deputy post commander.

Moore agreed to do the following:

- Improve the timely transfer of records.
- Develop systems to ease student transition during the first two weeks of enrollment.
- Promote practices which foster access to extracurricular programs.
- Establish procedures to lessen the adverse impact of moves from the end of the junior year, as well as before, and during the senior year.
- Communicate variations in the school calendars and schedules.
- Create and implement professional development systems.

• Continue strong, child-centered partnerships between the installation and the supporting school.

• Provide information concerning graduation requirements.

• Provide specialized services for transitioning students when applying to and finding funding for post secondary study.

The installations and school systems reviewed during the two-year study included Fort Benning (Ga.), Fort Bliss (Texas), Fort Bragg (N.C.), Fort Hood (Texas), Fort Lewis (Wash.), Fort Sill (Okla.); and Department of Defense education activity school systems at Fort Campbell (Ky.), Baumholder (Germany), Kaiserslautern (Germany), Taegu (Korea) and Seoul (Korea).

"This MOU is strictly signed by the superintendent of the local school district where they agree to support military children and understand some of the difficulties of military children," Myra Garriott, child and youth services coordinator, said.

Those instrumental in the signature ceremony effort included Pamela Berry, youth education support services director, and Capt. James Bamburg, chairman of the Child and Youth Services Education Committee.

Moore signed the memorandum in the Challenger Club in a ceremony attended by school board members, principals, teachers and staff.

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Photo by Skip Vaughn

Patriotic tree

Members of Resource Management trimmed their directorate's tree in red, white and blue. Budget analyst Renate Woods adjusts a bow on the tree Friday in the front office on the fifth floor at building 5300. Those who did the decorations included Cherry Hovik, Lisa Rushing, Becky Clanton and Tina Nickles.

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Vermont school trains troops for Afghanistan terrain

By SSgt. MARCIA TRIGGS
 Army News Service

WASHINGTON — The concern about whether U.S. troops are trained to fight during Afghanistan's harsh winter was put to rest when officials from the Army's Mountain Warfare School briefed media at the Pentagon Nov. 20.

The Mountain Warfare School in Jericho, Vt., — run by the Vermont Army National Guard — trains soldiers in cold-weather operations, specifically mountain mobility, said Lt. Col. Lambert, the school commander. Many of the students are Special Forces or Rangers, Lambert said. The school is not restricted to combat arms, but most of the students are from combat arms units, he added.

The school trains several hundred troops a year, but Pentagon officials said that the school is unable to say if all the soldiers involved in Operation Enduring Freedom are Mountain Warfare trained.

"The school's responsibility is to train soldiers, they have no way of monitoring school-trained students on deployments," said Army spokesman Col. Tom Begines. "I can say that I'm very confident that whatever soldiers have been deployed, they have been very well trained for whatever missions and whatever environment they're in."

Currently soldiers from the 10th Mountain Division, Fort Drum, N.Y., are in Uzbekistan. The 10th Mountain Division and the Mountain Warfare School work together closely, Lambert said. Soldiers from the division train with the school annually and also assist with operations, he added.

"When the school first opened in 1983, most of our first students were from the 10th Mountain Division, and we have a fantastic ongoing relationship," said Col. Gary Varney, deputy chief of staff for operations at the Mountain Warfare School.

Mountaineer training is a grueling two weeks with 15-hour days, Lambert said. Trainers teach soldiers how to use adverse terrain and weather conditions to their advantage, and trainers specialize in how to operate in mountainous terrain, under all climatic conditions, he said.

The school also teaches preventive measures, Lambert said, adding that's critical because Afghanistan gets large amounts of snow, and has a significant amount of varying terrain.

"We train soldiers to be able to take care of themselves and prevent cold-weather injuries, while maintaining the ability to contribute to the mission," Begines said. "Historically many casualties are not from enemy fire, but from the cold weather."

The two-week course is held in the summer and winter. Each season has a different curriculum.

Some of the training held in the summer course is: cliff evacuation; mountain river crossing and balance climbing. During winter training some of the instruction goes over effects of cold weather on weapons, avalanche hazards and rescue, glacial movement operations and bivouac considerations.

Besides the two weeks training troops get when they visit Vermont, installations can request mobile training teams tailored to meet their special needs, Lambert said. Since Operation Enduring Freedom, the requests for the mobile teams have increased, but Lambert did not say how large the increase has been.

"The bottom line is that these skills have always existed widely in the Army," Begines said. "So there is not a shortfall that needs to be met. It's a matter of maintenance and ensuring that the installation continues to train the trainer on a recurring basis."

Cold-weather training is done mainly at the installation level, Lambert said. The school then reinforces unit-level training or trains soldiers to go back to their unit and give the instruction, he said.

What is the Ultimate Gift?



I read an article about an older couple who appealed to their family to not give the typical Christmas gift, but rather to consider doing something meaningful for another person and to then just let the older couple know of the kind deed — and assured them that that would be the ultimate gift. After a few decades of Christmas giving, we began to wonder just where it all began and when the madness should end. Have you ever considered giving a family member a ticket to pain relief or to better health possibilities? What do you think of the idea of helping a family member who has been suffering, by sending them into us for a check-up of their condition? Instead of having another potential garage sale item, they could have some probable pain relief, some preventive health care or maybe the answer to their problem that keeps them awake at night. Look around your own home and ask yourself if the things that are collecting dust are making you as happy as pain relief or good health would. Put better health and chiropractic care from our office at the top of your list for that spouse, neighbor or favorite aunt who has had enough of the knick-knacks, trinkets and chocolates. And what better gift could you give yourself for the new year? Call us today for a gift certificate that will provide decades of usefulness and appreciation by those you love most.

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Engineer earns citizenship award for community service



Photo by Sandy Riebeling

CHANGING THE WORLD— Janice Isbell, engineer in the Apache Project Office, holds the Citizen of the Year award presented to her Nov. 3 for her outstanding work and commitment to her community.

Isbell started private school for struggling young students

By SANDY RIEBELING
Staff writer

Janice Mitchell Isbell still doesn't know who nominated her for the Citizen of the Year Award but that doesn't diminish her pride in receiving it.

In a ceremony Nov. 3 at the Huntsville Hilton, Isbell received the plaque from the Xi Omicron Chapter of the Omega Psi Phi Fraternity at Alabama A&M University.

When Isbell first got the call from E. C. Rentz at the fraternity, she wasn't sure what was happening.

"At first I thought he said I was in the running," she said. "He explained about the award and that it recognized a citizen who has done a lot in the community. Then he said I won."

Her response?

"Get out of here." Isbell said in amazement. Then, "Are you serious?"

Isbell's shock was partly because she didn't even know she'd been nominated and partly because she'd only been in Huntsville four years. The MICOM-ATCOM merger brought her from St. Louis to Huntsville in 1997. Isbell is a test evaluation engineer assigned to the Apache Project Office.

Arriving in Huntsville with her husband, Irvin, and son, Irvin Jr., in tow, Isbell didn't waste any time getting involved.

"When we came here, my son was 14," she said. "I thought it would be traumatic for him but now he loves it here. He's a senior at Johnson High School. He's a great wrestler, ranked No. 2 in the state and last year in football he was named all-city, all-region and honorable mention all-state."

If it sounds like his mother is his biggest fan, that's because she is. In fact, she's the Johnson pep squad sponsor. But that's only a portion of her involvement with the community. She first became a volunteer parent at Holy Family School where her son spent his first year of school in Huntsville.

"I was driver, chaperone, cleanup crew, concession sales and champion," Isbell said. When Irvin Jr. transferred to Johnson as a freshman, Isbell became the volunteer parent coordinator at the school, working to get more parents involved. She also saw some educational needs that she thought needed to be filled.

"I was a tutor back in St. Louis for years and years," said Isbell, who has a bachelor's in chemical engineering from Washington University (Mo.) and a master's in engineering management from the University of Missouri-Rolla. "I really saw the need for tutoring at the school. So I went to my boss, asked to change my work schedule so that I could come in later and began tutoring students at Johnson from 7:15 to 7:45 every morning."

That was the beginning.

In 2000, Isbell created a tutorial firm, the Math and Science Academy, to offer students, affordable tutoring during the

school year as well as summer enrichment sessions. This past summer her firm assisted 35 students with tutoring. She continues to tutor at Johnson in the mornings.

"What I saw from the beginning was that these kids were missing the basics," Isbell said. "Once you gave them the basic steps they needed, like in math, they could go on and do the rest of it. Somewhere along the line they missed it and no one caught it. How can you be in 10th or 11th grade and not know this stuff? It bothered me."

So, she did something about it. She started a school.

"We need to get to these kids early," Isbell said. "Most of them aren't doing poorly in every subject. Usually it's just one or two subjects where they're below grade level but that affects everything."

On Aug. 14, the Janice Mitchell Isbell Academy opened for students with learning disabilities and those working under grade level. It's a K-5 non-profit, private school with five students currently.

"My school is strictly for kids who are struggling," she said. "And they're really excelling. We work to get them up to grade level and able to be competitive in a regular classroom. Once they're up there, they return to their regular school."

Isbell has no plans to leave the government to work at her school but she is always looking for opportunities to improve her community. She's proof that one person can make a difference.

"I have a vision of what things can be," Isbell said. "My husband is always telling me I'm a dreamer. But it feels good knowing you're doing the right thing. I'm just paying back for those times someone was there for me. And I'm not finished yet."

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Army to realign, cut weapons to fund warfighting force

By JOE BURLAS
Army News Service

WASHINGTON — The Army will soon move to realign the Department of the Army headquarters staff and cut a number of weapons systems from the drawing board in order to better support Transformation and the warfighting force, according to the Army's top civilian leader.

Secretary of the Army Thomas E. White made those observations during an Association of the U.S. Army symposium held in Washington Nov. 8-9.

"Being at war is no excuse for not implementing business reform — we should not assume that we're going to be granted an unlimited budget as a result of 11 September," White said. "The reality is that we're under fiscal constraints as a consequence of the enormous investment our nation is making in recovering from the attacks and pursuing the war against terrorism. Thus, transformation of our business practices cannot wait, and we're going to start at the top."

White, a retired Army brigadier and former chief executive officer of a Fortune 500 company, directed a task force last June to examine all functions of the Army and Secretariat staffs. The goal was to make realignment recommendations that reduce redundancy, maximize the use of technology and incorporate other successful better business practices from the corporate world.

"No successful corporate headquarters

in the world today is organized the way we are in Headquarters, Department of the Army," White said when he initiated the staff review last summer. "We currently have two separate staffs, often performing some of the same or similar functions."

The recommendations are now in, but the Army will wait until Senate Armed Services Committee leaders and select budget representatives are briefed before releasing the results. However, White did say that the recommendations will allow the Army to move realigned military manpower slots from HQDA "to the tooth end of our warfighting capabilities" when incorporated.

The Army expects to complete the HQDA realignment by next spring, he said.

Two additional realignments are planned: one for the Army's field operating agencies and another for its major military commands.

The Army will recommend the elimination of a number of weapons systems under development, including the fire-and-forget Tube-launched, Optically tracked, Wire-guided missile system, in order to fund higher priority programs, White told reporters during the AUSA symposium. A list of those systems will not be available until it clears the Senate Armed Services Committee, according to Army officials.

"We have made difficult choices to focus the money where we think it needs to be," White said.

■ Bomb technician training expected to gain realism

Training

continued from page 1

school, residential houses, a strip mall, warehouses, oil tanks, and a gas pipeline are among the scenarios that will be included in the new facility. "It will simulate places where hazardous devices can and have been found," Heaven said.

The facility will occupy 295 acres on the Arsenal and will be funded by the FBI. Construction is anticipated to begin around March with completion in August 2003.

"The villages will be just like real buildings out in the community," Bobby Nye, HDS supervisory instructor, said.

"Instead of pretending while training (like they do currently in the open field), those who attend the school will have a real hands-on environment."

Curbs, tight places, windows and streets are among the obstacles that technicians encounter in responding to a potential hazard. These can pose a problem, especially when robots are used.

"There's no training challenge with a robot in an open field," Heaven said. "The new construction will allow HDS to better meet the needs of the accredited public safety bomb squads in the U.S."

The new facility will also allow HDS to accommodate more training and classes per year.

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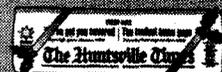
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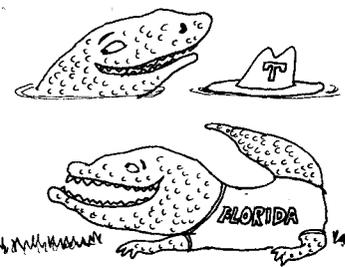


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Skip's picks

BEWARE OF GATORS



Gators prove too tough for Vols in the Swamp

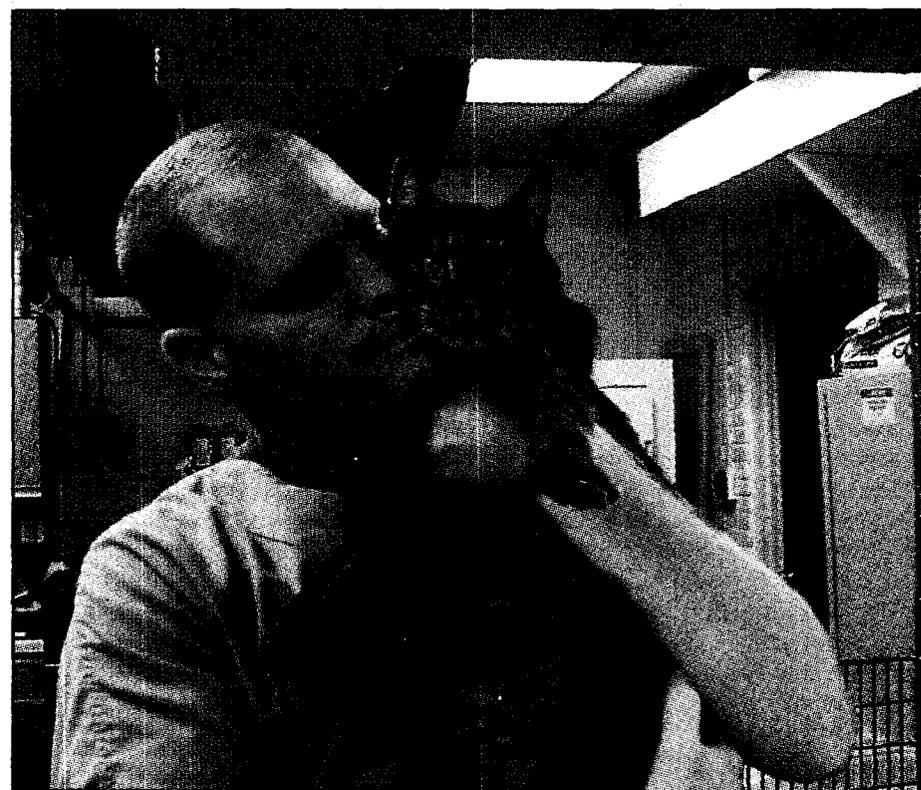
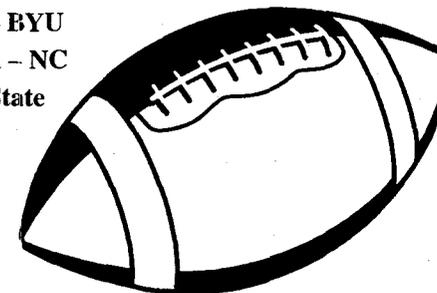
By SKIP VAUGHN
 Rocket editor

Here are my predictions (record 230-77) for selected games this week in major college football:

- Tennessee at Florida - **Florida**
- Southern Miss at Alabama - **Bama**
- Auburn at Louisiana State - **LSU**
- Navy at Army - **Army**
- Kentucky at Indiana - **Indiana**
- Vanderbilt at Ole Miss - **Ole Miss**

- Missouri at Michigan State - **Michigan State**
- Brigham Young at Mississippi State - **BYU**
- Southern Methodist at North Carolina - **NC**
- Utah State at Fresno State - **Fresno State**

- Houston at Georgia - **Georgia**
- Duke at Clemson - **Clemson**
- Georgia Tech at Florida State - **FSU**
- Penn State at Virginia - **Penn State**
- Notre Dame at Purdue - **Purdue**
- Miami at Virginia Tech - **Miami**
- UAB at Pittsburgh - **Pittsburgh**
- Utah at Air Force - **Utah**
- Arizona State at UCLA - **UCLA**
- Oregon State at Oregon - **Oregon**
- Stanford at San Jose State - **Stanford**



Furry friend

Photo by Carol Corpuz

This brown Tabby, with veterinary technician Sgt. Christopher Kleefisch, is the latest addition to the stray facility. If interested in adopting a pet, call the Veterinary Treatment Facility at 876-2441.

Traveler's nightmare strikes at high noon in Atlanta Airport

Army worker returning home gets bogged down in delay

By ARLEAN FONTENOT
Integrated Materiel Management Center

Redstone worker Ed Grimble was on his way home from a temporary duty trip when the unthinkable happened.

He was delayed indefinitely at a major airport because of a security breach by a fellow traveler.

But everything turned out fine at the Atlanta Airport, Nov. 16. And Grimble finally arrived home and could reflect on being part of an incident that made headlines nationally.

The day turned into an early nightmare around noon, causing long delays and the airline industry billions of flight dollars.

"The first announcement stated that everyone remain in your concourse and please remain patient due to the computer system being down which caused the transportation to be ceased," recalled Grimble, target acquisition designation sight/pilot night vision sensor supply team leader for the Apache aircraft.

"Shortly afterwards, Delta announced that we were under a Code Orange Alert. Nothing else was reported, but I immediately knew we were in danger.

"I called my wife Rose, here in Huntsville, to see if anything was being reported on the news." She checked and said no. Doors were being shut and different security people were checking underneath chairs, certain people's tickets and identification. The same announcement kept being aired with no additional information being passed on. Security people went from counter to counter telling employees something. Pilots were being pulled from aircrafts and sat among the

travelers only to say they did not know what was the problem. I knew with the pilots sitting amongst us that the flights would be greatly delayed.

"The man sitting near me was searched three times. After the third time, I became concerned and walked to the ticket counter and asked the attendant about my flight. She said no one would be flying soon because there had been a breach in security. All of this was happening for about an hour. Delta's next announcement said for all employees and passengers to report at Concourse C. Needless to say, I am sitting there thinking a bomb must be in this concourse. The panic began and I called my wife for an update, but there was still no news being reported in Huntsville.

"The announcement kept going and the panic increased. The security people were there to assist people and tried to make for a better transition. Special care was being given to people with medical conditions and people who were just simply exhausted from the long walk.

"The Sept. 11th tragedy popped into my mind during the transition. We were panicking I thought, but the people of New York were dealing with the actual bombing or the effects of it while trying to move about. Once we arrived at the concourse, we were directed by the National Guard to go outside. There was much pushing to get out of the building which caused the doors to be blocked and jammed which caused a problem for the fire control people to enter the building.

"The dropoff and pickup area was jammed packed with about 12,000 people which included the news media. We were tired and hungry and many of us resorted to squatting and sitting on the pavement still with no word. Finally, I overheard a newsperson reporting live that a passen-

'The man sitting near me was searched three times. After the third time, I became concerned and walked to the ticket counter and asked the attendant about my flight. She said no one would be flying soon because there had been a breach in security.'

— Ed Grimble
Integrated Materiel Management Center

ger had tried to go through security with a gun and he was wearing a white shirt with blue jeans. It then dawned on me that the man who had been searched three times earlier was wearing an outfit like that.

"We had been out there for several hours without bathroom, water and food, then finally a breath of fresh air with celebration to follow began when four planes resumed flying. People, as well as myself, were clapping, dancing, cheering and waving at the beautiful sight.

"We all proceeded back into the airport which was a long and tedious effort. People were rushing and hoping to still catch connecting flights, eat, bathroom runs and

some even attempted to rent cars for further transportation," he said.

Grimble said the security line seemed like two football fields. Determined to get home, he called Rose and was unable to get through due to busy circuits. He then tried several lines to get a rental car but was told they were out after hours of standing.

Finally, there was a ray of sunshine when he approached National and was told he could get the last car although the sign said completely out of cars. He thanked God for he knew he was on his way home to his family.

What was his biggest mistake of that day and does he have advice for future passengers? "I did not eat breakfast and did not get a meal until 7 p.m.," Grimble said. His advice was for passengers to travel as lightly as possible, but to be sure and pack snacks, aspirins, water and to always eat a meal before traveling.

Fortunately, he did not have any problems receiving his luggage — which happened to be the first off the ramp after the flight attendant said it probably wouldn't be there.

Grimble said he won't fly again anytime soon.

Editor's note: Arlean Fontenot works in inventory management for the target acquisition designation sight/pilot night vision sensor system.



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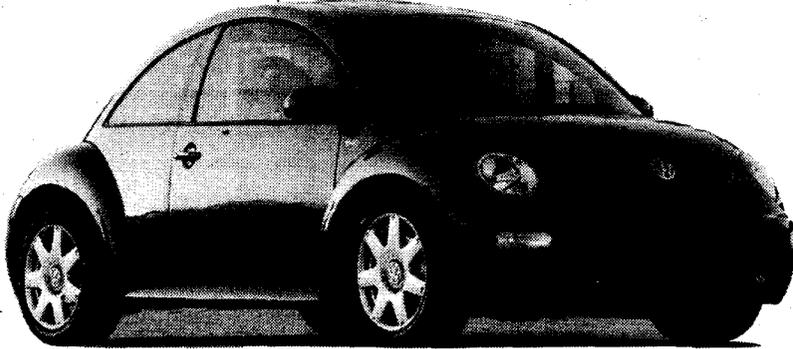
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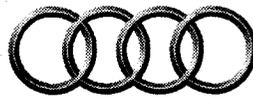
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Employment opportunities at command cross bridge to equality



Retiring EEO officer satisfied with progress

By SANDY RIEBELING
Staff writer

Charles Ray's early years working for equal employment opportunities didn't afford him the comforts of office hours, benefits and a vacation package. He got his on-the-job training on the front lines during the civil rights movement at marches, demonstrations, sit-ins and on occasion, the joy of a little jail time.

"I was there in Selma in 1965 when John Lewis crossed the (Edmund Pettus) bridge," Ray, retiring AMCOM Equal Employment Opportunity officer, said. "As the first chairperson of the Atlanta chapter of the Student Non-violent Coordinating Committee, he (Lewis) was obligated to be up front, leading the line to cross that bridge. When he did, they beat him almost to death. It was scary. Once you live through that, nothing much scares you."

Ray spent more than a decade traveling the country, working closely with the great leaders of the civil rights movement, most notably, Dr. Martin Luther King Jr., making changes from the outside in. Then in the late '60s, he decided to return to Huntsville and work for change in the community he called home.

He began his government service in 1971 at the Safeguard Logistics Command in research park. With a work force of about 500 people, he was the fourth black person to be employed there. Of course, one of his jobs was to change that statistic.

"In 1972 the State of Alabama was sued by black

Alabamians because they'd never hired any (black officers) at the Alabama Highway Patrol," Ray said, explaining the sudden push for change among the federal work force population. "The judge ruled that it wasn't a specialty job and that discrimination had occurred and ordered that for every white hire, they had to have a black hire until they reached the 26 percent quota. That judgment scared the pants off the Department of Defense."

During that first year at SAFLOG, Ray was able to increase the black population by 900 percent.

"It wasn't all that difficult," he said. "We put a system in place to check every personnel action taken related to hiring. We documented the list that went to managers for selection. CPAC would say, 'I sent the list,' and the managers would say, 'There were no blacks on it.' EEO checked every list for minorities before it went to the managers so the commander would know who was to blame if things didn't change."

Success brought Ray the opportunity to work at the then Missile Command, which offered a much bigger challenge, namely a work force of about 9,000 people.

"We were lucky enough to have commanders who knew change had to occur," Ray said. "Because if it didn't, there could be bigger problems. Alabama Highway Patrol already had that judgment against them. So we implemented the same monitoring procedures and things started to change."

Simultaneously, a strenuous training program was implemented that forced managers to think about the race issue, confront their own bigotry and commit to making changes.

Courtesy photo

REALLY RETIRING— Charles Ray, AMCOM Equal Employment Opportunity officer, has no plans to look for another job after his December retirement.

See Ray on page 13

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HIGH-TECH ENGINEERING AND TECHNOLOGY CAREER FAIR

Preparing to interview at the fair

■ Determine which exhibitors you want to visit. Research these companies by visiting their home pages on the World Wide Web. This research may help you prepare questions to ask at the fair.

■ Make sure your resume is error-free and printed on high-quality bond paper. Good color choices are white, ivory and gray. Your resume should use active verbs, highlight skills and accomplishments and list your experience in reverse chronological order.

■ If you have strong references, attach a list of references (a minimum of three) to your resume. Make sure that your references know you've listed them

as a reference and that they have a current copy of your resume.

■ Keep in mind that gray, navy and camel are good, conservative colors for women to wear for interviews. Navy or medium to dark gray suits are good color choices for men.

Interviewing tips

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

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

■ Remember the names of the people you meet, and use

their names during your conversation with them.

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

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

■ Smile enough to convey your enthusiasm and good attitude, but don't overdo it or you might not be taken seriously.



Huntsville Times file

Bring plenty of resumes and be prepared to be interviewed on the spot at the High-Tech Engineering and Technology Career Fair.

Fourteen local and national companies will provide information Job

Continued from page 1
able to all companies.

Large employers like Boeing will be joined at the job fair by smaller companies such as Holeman Scientific Corp., a military contractor that is not only looking for potential employees but also avenues through which to get information out about the company's projects.

"We hope to add some new employees by the end of the year or early next year," says Marilyn Holeman, the company's vice president. "We hope to build on that in the next few years."

Holeman Scientific is seeking

electrical engineers and computer scientists with radio frequency experience.

"We're working in kind of a broad area," Holeman says. "We need people who can provide engineering services that fit a broad range of work."

New at the career fair will be an exhibit by Prudential Securities, which will have representatives available to discuss financial and retirement planning.

"We thought that it would be good to have a career-related business there like Prudential Securities to provide financial information for people who have been laid off or who may be changing jobs," Rannels says. "Particularly when people

are laid off they are unsure of what to do with their 401(k), and they need advice and ideas for long-term planning."

Despite the changes in the national and local economies, the career fair continues to be a successful community service that *The Times* provides its employment advertisers and job seekers.

"*The Times*' classified section is the No. 1 way many employers will recruit new employees," Rannels says. "And, for job seekers, *The Times* is the No. 1 source for job information."

"It makes sense for *The Times* to be involved in a career fair that brings the potential job candidates together with the potential employer."

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HIGH-TECH ENGINEERING AND TECHNOLOGY CAREER FAIR

Interviews becoming more important in job search

How you do in your meeting is more crucial now than in go-go '90s

By TIFFINI THEISEN
The Orlando Sentinel

Ah, 1999 — how we miss you. Those were the days when workers ruled, when the labor market was so tight that companies were willing to overlook lack of experience, glaring resume gaps, even weird personalities, just to fill openings.

No more.

For job-seekers, it's back to the old school of pressed suits, stiff competition and struggling to impress interviewers.

"When companies have an opening, they're being very particular," said Larry Cinco, president of Management Recruiters of Melbourne, Fla. "They want somebody who's going to come in and hit the ground running, who can demonstrate that they have the skills needed by the company. There's a lot more competition than there was a year and a half ago."

Cinco and other workplace experts say acing the job interview is now more crucial than ever. So here's a refresher for the resumed ranks.

Advice for everyone

By the way, the advice isn't just for those who have interviews set up. In today's workplace, everyone should know how to research companies and make contacts, even if you're happy where you are now. Your future career success could hinge on it.

First assignment: Disavow yourself of any notion that interviewing is as easy as ironing a shirt, popping an Altoid and rattling off rehearsed action phrases like "I am detail-oriented" or "I get along well with others."

"Preparation is 95 percent," said Lisa Maile, who gives frequent lectures and seminars on

interviewing and professional image as owner of Lisa Maile Image, Modeling & Acting of Winter Park, Fla. "You have to do 19 times as much work to prepare as you do during the interview. The interview is your payoff."

Arriving unprepared is the biggest mistake job-seekers make, Cinco said. "They go in knowing very little about the company, very little about the job. They don't know what the company's looking for."

How do you find out? The Internet is a great place to start. Most companies have home pages that include corporate news, financial results and mission statements. If not, the local chamber of commerce may have business information.

Dig up information not only about the company, but about the entire industry.

With good research, you'll get insight into the types of people the company wants to hire and can even anticipate what kinds of questions an interviewer may ask.

For instance, if a company's mission statement emphasizes pride in customer service, you may be asked questions like "How would you deal with an unhappy customer?"

"Interviewers are asking more and more behavioral and theoretical questions," said Karen Battoe, president of Personal Success Systems in Longwood, Fla.

Bring your questions

If your research still leaves you with questions about the company, by all means bring them to the interview. "It's impressive to the interviewer when you take a list of questions out of your pocket or purse," said Shana Spooner, an Orlando, Fla., career coach. "It shows you are taking the interview seriously."

You'll have even more of a competitive edge if — thanks to your cache of information —

With good research, you'll get insight into the types of people the company wants to hire and can even anticipate what kinds of questions an interviewer may ask.

you're able to propose a money-making or money-saving opportunity for the company.

"A new product line, a joint venture with another company, a new technology or process that would streamline operations — demonstrate how you would implement it," advised Eddie Marmol, a professional coach in Melbourne. "You could even create a new role for yourself within the organization, describe what they could expect from you in the first 30, 60, and 90 days, and point out the potential return."

Next, put yourself under the microscope. Make a list of every job you've ever had, what duties they entailed and what skills you needed to perform those duties.

"This is absolutely crucial to being able to talk about your skills and accomplishments," Cinco said. "Most people have never taken the time to examine the components of the jobs they've had until asked in an interview. That's the wrong time to start a self-assessment."

Analyze your successes

Spend a few hours analyzing your past job successes and deciding what about you made them possible.

Perhaps you never realized it, but you may be an excellent communicator or innovator. You

may be a smooth-talking extrovert or a tactful diplomat. Maybe you're a genius at motivating others or juggling multiple projects.

The key is not to have these handy phrases tucked away, ready to pull out like glittering jewels to wow the interviewer. The key is to have stories to back them up.

Let's say your friends tell you about a wonderful woman they want you to meet. "She's so creative and caring," they gush. Sounds great, but wouldn't you be more intrigued if they described how she designs and builds her own furniture? Or how she spends three hours ev-

ery Saturday tutoring junior-high students in algebra?

Adjectives are nice, but visual pictures are better.

Have stories to tell your interviewer. Don't just say, "I am a detail-oriented problem-solver." Say, "Let me tell you about the time I created a company-wide network of supplier contacts using a new software program I found."

Don't just say, "I'm a hard worker." Say, "When my boss' mother became ill, I volunteered to run the store 10 hours a day, seven days a week until he returned to town."

Marmol suggests taking it a step further.

"Bring something in for show and tell," he said. "In my 15-year career as an engineer and project manager, I had the opportunity to interview hundreds of candidates. I was always impressed by the new grads who placed their senior projects on my desk — a hand-held computer, a robot, or even a photo album of their projects — and then described for me how they went about conceptualizing, designing, building and testing their products."

Even negative anecdotes can be turned into positives.

"I once interviewed a job can-

Please see **SEARCH** on 4

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HIGH-TECH ENGINEERING AND TECHNOLOGY CAREER FAIR

Education will still show you the money in your career

Usually the higher the pay, then the higher the degree that is required

By **CAROL KLEIMAN**
Chicago Tribune

Here are some insights into where the money is:

■ To what degree does education matter? A lot: The *Occupational Outlook Quarterly* (fall 2001) reports that the "highest paying occupations usually require at least a bachelor's degree."

Based on annual earnings for 1998, the study also shows that while "a bachelor's degree is sufficient for entry into such fields as materials engineer (\$57,970 annually) and aircraft pilot and flight engineer (\$91,700), most

other occupations, such as advertising and sales (\$57,300) require experience in addition to the degree." And physicians (\$124,820), dentists (\$110,160) and lawyers (\$78,170) "require substantial additional education beyond a bachelor's degree," proving again that education pays off.

■ Money and MBAs: With the dot-com frenzy gone, new graduates with master of business administration (MBA) degrees may not find work in startups, but there still are well-paying jobs for them.

"MBA students with New Economy know-how still will be in demand at traditional companies that have integrated the Internet and other technologies into their business," according to

The number of current workers needed to support each retiree has fallen to three, compared to 42 in 1940.

Lynne O'Shea, accountancy professor at DePaul University in Chicago. O'Shea, who teaches e-business courses for MBA students, came to that conclusion after surveying 50 Chicago-area business and Internet CEOs.

■ Cost of drug testing: Workforce drug testing is a \$5.9 billion industry, says Ian Alexander

of KnowledgePoint, a developer of knowledge-based human resource management software and Internet services.

The company, based in Petaluma, Calif., surveyed 4,125 human resource professionals and reports that 62 percent of them conduct drug and alcohol testing of their employees.

The average employer spends up to \$50 a year to test each employee, Alexander said.

■ Social Security costs: The number of current workers needed to support each retiree has fallen to three, compared to 42 in 1940, according to L. Randall Wray, senior visiting scholar at the Levy Economics Institute of Bard College in Annandale-

on-Hudson, N.Y. And Wray, also professor of economics at the University of Missouri in Kansas City, points out that the percent of the gross domestic product devoted to Social Security benefits is at 5 today, compared to zero in 1940.

Writing in the nonprofit institute's *Policy Note*, Wray emphasizes there is no crisis in Social Security.

"Let us reserve that word for serious and immediate economic problems," the economist said, "such as the crumbling infrastructure in the nation's cities, falling living standards among the poor, an inadequate supply of decent jobs for low-skilled high school dropouts, and more

than 2 million inmates — half of them African American males — in the nation's prisons and jails." And Sept. 11.

■ That persistent wage gap: "Working families lose a staggering \$200 billion of income annually to the wage gap (the difference in salary between equally qualified women and men in the same jobs)," concludes a newly published book, "Raise the Floor: Wages and policies that work for all of us" (Ms. Foundation for Women, \$9.95).

"Raising the minimum wage (of \$5.15 an hour) is a crucial tool in helping women and their families escape poverty."

Even negative anecdotes can be turned into positives

Search

Continued from page 3

candidate who had written as reason for leaving a job that he had been fired, with an asterisk and a note saying, "Ask me about this," said Peggy Isaacson, a human-resources management and staff trainer who owns The Portable Personnel Office in Ocoee, Fla.

"So of course, I asked him about it. The job had been early in his career. He said he had assumed he had more authority than he actually had, and he'd misused it, but he'd learned from that experience that he should find out more about his job and work relationships and internal politics before he threw around weight that he didn't have."

No, he didn't get the job after all, because he lacked the technical qualifications, but Isaacson and her colleagues respected him for his candor and maturity.

Another crucial factor in impressing interviewers is your image, which includes everything from hairstyle to clothing to tone of voice.

There's not enough room here to detail appropriate interview

candidates," Maile said. "The only time you should lose your smile in an interview is if you're discussing something tragic."

Most job candidates do a fairly good job of selling their skills, said Jim Ferruzzi, vice president of professional services with Right Management Consultants in Maitland, Fla.

"Most, however, forget or don't know how to sell their interest," Ferruzzi said. "You can sell your interest by the quality of your answers, taking notes, doing research, asking questions, body language and personal appearance."

A smile and a positive, energetic attitude are two keystones of good interview manners. But remember to be gracious to everyone you meet, not just the interviewer.

Job applicants at a corporate headquarters of a company in Massachusetts used to wonder about the elderly gentleman in slippers and a patched sweater who would pad around chatting with people, Isaacson recalls. Some blew him off; some chatted amiably with him.

"The candidates who blew him off goofed — he was the retired chairman of the board of the company that was named for his family," she said. "And

As the interview winds to a close, don't be in a hurry to leave just because you're nervous or relieved it's over. Remember, you're thrilled to be there. Of course, don't be a nuisance, either, and cement yourself to the chair. The interviewer will control the length of the meeting.

Make sure you have a response to the dreaded, "Do you have any more questions?" Some good closing questions involve acting as though you're already in the job: "How will my performance be evaluated?" "What is the first project you would want me to tackle?" "How can I make an immediate contribution?"

Some workplace experts advise an even bolder strategy: Ask for the job directly.

Your wording can range from "Thanks so much for seeing me today; I know I can do the job well and I hope you hire me" to "I'd love this job — when do you want me to start?"

"While it's a tough thing to do for many people, it significantly increases your shot at getting (the job)," Cinco said. "Employers want to know that you are eager to work for them."

But the approach can backfire, others warn.



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available, including the Chic Simple series (www.chic-simple.com). The better you're dressed, the better you'll be perceived. In general, the darker and more conservative your clothing, the more powerful you will appear. Keep hair, makeup and jewelry low-key.

Use your hands

A word about hands: Use them. Folding your hands in your lap is a big mistake, Maile said, because nervous energy gets recycled back into your body. Gesture, but slowly. Fast gestures make you look excitable. Practice in front of a mirror or with a video camera.

Your clothing and demeanor say more about you than your words do. Walk and sit like you're royalty, look the interviewer in the eye at all times, smile till your face hurts, and make it clear that you're thrilled to be there.

"If I spend all day interviewing people, I'll probably remember the most smiling, positive, enthusiastic, energetic

yes, he did let HR know which of the waiting-room candidates he thought ought to be hired."

Don't bad-mouth

Another etiquette tip, in case anyone needs reminding: Don't bad-mouth your former company.

"If you didn't get along with a boss, didn't like a co-worker, hated parts of your job description, got laid off — don't gripe or look for sympathy in the interview," Isaacson said. "Expressing negative attitudes just makes the prospective employer wonder if you'll be a malcontent."

Finally, never ask how much a job pays. The interviewer will bring up salary when it's clear you're a finalist. Even then, a smart negotiator will avoid throwing out the first number.

"Instead of saying how much you expect to be paid, ask, 'What are you planning to pay the best candidate for this position?'" advises Sandy Anderson, owner of Lighthouse Coach in Orlando, Fla.

"You run the risk of someone perceiving your question as 'too pushy, arrogant or assertive,'" Ferruzzi said.

Either way, send a handwritten thank-you note that also reiterates why you are the perfect candidate. Call to follow up in a few days.

Every day advice

Again, most of the experts' interviewing advice can be applied to every day of your professional career — even if you're not looking for a job.

After all, how can it hurt to stay on top of industry trends, to keep your resume current and to be confident and gracious?

"Our philosophy is that you are being interviewed every day, wherever you go," said Beverly Hill, president of Hill & Associates, a career coaching and development firm in Altamonte Springs, Fla. "People are evaluating you. Some of the best job offers come from people who have admired seeing you in action."



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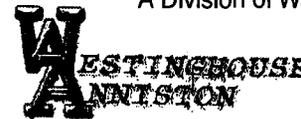
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HOW ABOUT WRAPPING UP A NEW JOB FOR THE HOLIDAYS?

Some companies at Times career fair are ready to hire new employees on the spot

By KARI HAWKINS
For The Times

Have you gotten that new VCR yet and tucked it safely under the Christmas tree? Have you already put bows on a new doll for your daughter and a shiny train set for your son? Have you gotten yourself a new little something for the holidays — perhaps a new sweater, a new computer, a new job?

That's right. *The Huntsville Times* is wrapping up its year of supplying the best of classified job hunting and career development with a High-Tech Engineering and Technology Career Fair Tuesday at the Huntsville Marriott from 10 a.m. to 1 p.m. and from 3 to 7 p.m.

Fourteen local and national companies will provide information about job opportunities during the newspaper's third career fair of the year. Between

1,200 and 1,400 technical job seekers — both those who are actively seeking employment and those who are employed but may be interested in improving their employment position — are expected to attend the December event.

"Huntsville is one of the best markets for technology career fairs," says Carrie Dunham, vice president of Expo Expert, which coordinates the fair for *The Times*.

"Compared to a lot of markets that we go into, Huntsville is actually better as far as the response we get from Huntsville industry and employees. Huntsville has a lot of assets."

One element of the High-Tech Engineering and Technology Career Fair that makes it a popular event for both unemployed and employed technical people alike is its location.

"The Huntsville Marriott has really turned out to be a good location for us because it is close to a lot of the technical companies in Huntsville, and it has convenient parking and easy entry. That makes it a convenient location for those who are attending," says Sheila Runnels, *Times* classified advertising

Career Fair exhibitors

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SCI Systems
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Sverdrup Technologies Inc.
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TRW Avionics Engineering Centers (Warner Robins, Ga.)
United Space Alliance
Westinghouse (Anniston)

manager. "We've also extended our hours so that we open the morning session an hour earlier than at previous career fairs."

The recent downturns in the national economy have had some affect on the local market, Runnels says. But negative changes in the employment picture for some companies have been offset in the local market by other companies that are hiring.

"There's been a lot of cutbacks and a lot of layoffs. We saw some of these at the August career fair," Runnels says. "But there are also a lot of companies in the growth mode who are still recruiting. There are companies that are still hiring locally."

Those companies include Boeing, which has an immediate need for engineers to fill more than 150 openings on the Ground Based Midcourse Defense Segment Program (formerly known as National Missile Defense).

"We have employment opportunities in Huntsville," says Lea Gradford, a recruitment specialist with Boeing. "We have a number of openings that we are trying to fill and we like to tap into the local market first."

Gradford says her company's exhibit will be staffed with both representatives of Boeing's human resources department and managers from the program.

"We will interview qualified candidates on the spot and make offers," she says. "We will have representatives available to answer any benefits questions. We have an immediate need for engineers and we will make every ef-

fort during the career fair to meet with qualified candidates interested in employment with Boeing."

Specific qualifications for positions will be available at the career fair or they can be reviewed by visiting the Boeing Website at joinboeinghs.com. Gradford says that besides an engineering degree, candidates should also be in a position to qualify for a security clearance.

With exhibitors such as Boeing ready to hire, Runnels says technical job seekers should come to the career fair prepared to be interviewed.

"Job seekers can always find information about job openings on the Internet or in the classified section of the paper. But you cannot beat the face-to-face interaction that a job seeker can have with an employer at a career fair," Runnels says. "The Web serves a lot of purposes, but one-on-one interviews are always more effective if you want to be hired on the spot."

To make the interview and hiring process easier at the career fair, there will be private interview booths avail-

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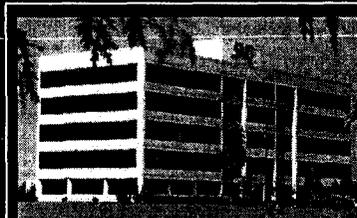
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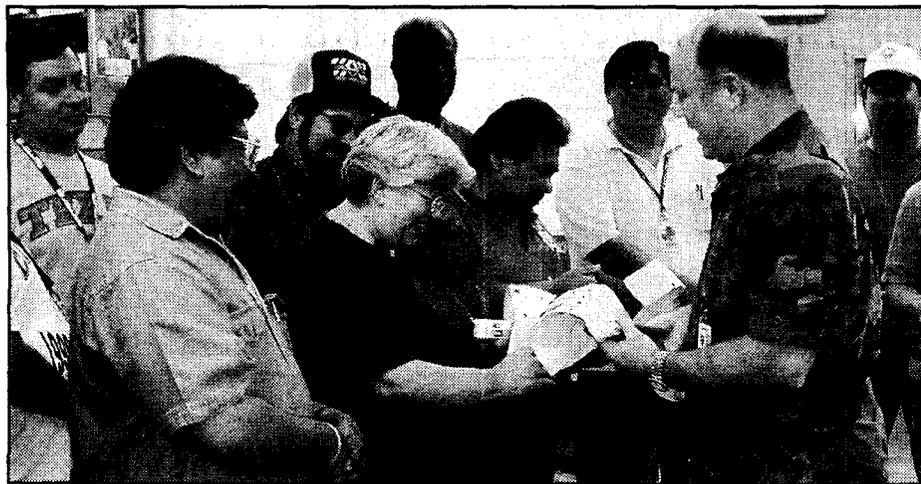
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Courtesy photo

Col. James Budney, commander of Corpus Christi Army Depot, Texas, expresses his appreciation Nov. 19 to the employees of Hydraulic Section 2, work center 5SBD0, first and second shift employees by presenting them with baseball caps commemorating Sept. 11. The caps have the CCAD logo; and under the logo are the words, "Remember 11 Sept. 2001." The caps, funded and provided by the CCAD Wellness Center, also state that CCAD is a drug free workplace.

Ray makes difference in community

Ray

continued from page 12

"There was a large reservoir of black people fully qualified to fill the positions," Ray said. "Things began to change across the board. At first, we didn't care that much about grade level. We just wanted to get them in the work force. They knew their actions on the job would determine whether they moved up, stayed on or got fired."

Although changes were taking place, the work force was so large it didn't make a dent in the statistics percentage-wise for years. It took a decade to get to the point that the percentage of blacks in the federal work force mirrored the civilian work force.

"There were pockets of resistance," Ray said. "We had meetings weekly with managers to address those problems and simply put, if it didn't change, we elevated the problem until it got to the commander."

It was a job with personal costs as well. Ray recalls the commonality of racial slurs bantered back and forth as well as getting tossed his way from time to time. And even if things weren't said aloud the message was clear.

Ray recalled a specific incident during union negotiations in which the union wanted to add an article to the contract in support of equal employment opportunities.

"I went to the personnel office to aid in negotiating the article. There were a bunch of guys from RASA sitting around the table and every time we would argue about the article, those guys would pull away from the table, lean back in their chairs so that their KKK belt buckles would show. They were trying to intimidate me," he said with a wry smile. "The good news is that one of them became a tremendous EEO supporter."

Another job challenge was handling

EEO complaints. In the early years, according to Ray, about 60 percent of the complaints were won by the complainant. Another 20 percent, he said, brought about change within the process and were resolved.

"The difficulty now is that we almost never get decent complaints," Ray said. "It's usually that a person didn't get promoted. They tell you what management did to them but they don't tell you what they did. There's two sides to every story and both sides come out during the investigation. As a general rule, evidence doesn't support a complaining party's position."

Overall Ray is satisfied with the progress AMCOM has made and continues to make. The work force is about 19 percent black, which is a greater percentage than in the civilian work force. The system, he said, is a good one. Now he's ready to pack it in and call it a career and perhaps do a little traveling.

Although Ray won't be looking for another job, he is the owner of Nelms Memorial Funeral Home. He's a licensed funeral director and embalmer and has owned the business since 1971. He began working at the funeral home when he was 14.

"When I came to work here I figured that with my outspokenness I'd be fired shortly, so I bought the business just in case."

As he looks back over his career, knowing that he's made changes, affected the lives of people all over Huntsville, gives him a good feeling.

"Every time you were able to get someone else in the gate, that expanded the reach, and you could see the effect in the community," he said. "You weren't just helping one person. Each one represented a family who was being helped, getting decent working conditions, benefits, health coverage. Having that gives people independence. It makes them better and that benefits us all."

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Rumsfeld says Afghan change of power 'not chaotic'

By SFC KATHLEEN RHEM
American Forces Press Service

FORT BRAGG, N.C.— Defense Secretary Donald Rumsfeld said recent events in Afghanistan might mean the most orderly change of power in that country in decades.

"It's not chaotic," Rumsfeld said aboard the plane en route to Fort Bragg, N.C. "In fact, it's really amazingly orderly."

He said historically changes of regime in Afghanistan have been messy affairs. "I suspect there's not been a change of power in that country in decades that has been as orderly and with (such) very limited loss of life," the secretary told reporters traveling with him.

He said there have been some serious battles between the Taliban and opposition groups. But much of the opposition progress has been through Taliban forces changing sides and Al Qaeda troops fleeing.

It helps that the Afghan people never wanted them there to begin with, the secre-

tary explained. "The Al Qaeda are not very popular," he said. "Afghans have never wanted foreign troops on the ground."

Rumsfeld didn't rule out "differences among the various tribes and elements among the Northern Alliance" as the groups try to hammer out a functioning government. He said these differences would likely revolve around "who ought to be where and who ought to do what and who ought to be in charge of what among themselves."

Representatives of the Northern Alliance and several other Afghan factions and tribes are set to meet under United Nations auspices in Berlin next week to try to set up an interim administration for the country.

A critical aspect of the opposition forces' success has been the Afghan people's faith that the American forces don't intend to occupy the country, Rumsfeld said. "We have no interest in that piece of real estate at all," he said. "We want the

Afghan people to have that country."

That confidence in American intentions paired with humanitarian relief the U.S. forces have been providing makes opposition forces a desirable alternative to the brutally repressive Taliban, Rumsfeld said.

He hopes that same good will eventually lead to someone turning in Osama Bin Laden or other members of the Al Qaeda or Taliban leadership.

"It seems to me that combination is what's creating the advances that have occurred thus far," he said.



Mary Petty/ Photo Lab

Personnel of year

Tom Reynolds, second from left, is among the Army Materiel Command's Ten Outstanding Personnel of the Year for 2000. He and three runners-up received their awards Nov. 19. From left are Brian Baeder, Reynolds and Jeffrey Carr, all of the Research Development and Engineering Center; and Randy Allen of the Acquisition Center.

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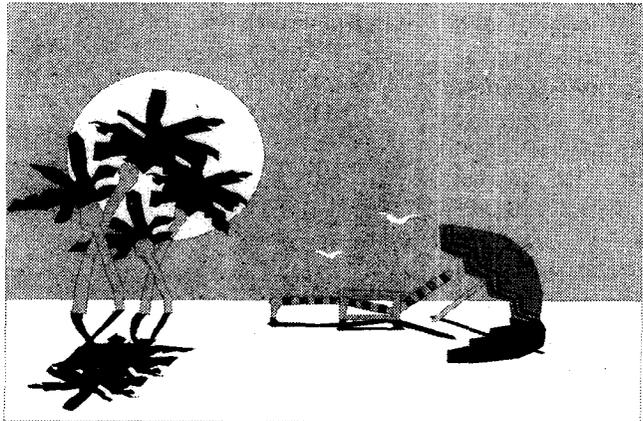
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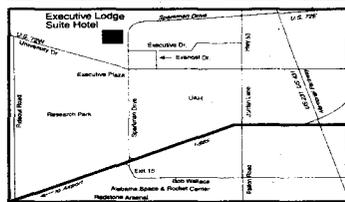
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Rumsfeld thanks special operators during Fort Bragg visit

November 28, 2001 The Redstone Rocket Page 16

Defense secretary tells troops he's thinking of their welfare

By SFC KATHLEEN RHEM
American Forces Press Service

FORT BRAGG, N.C. — Defense Secretary Donald Rumsfeld was a hit among servicemembers and their families here. The secretary wisecracked his way into their hearts — mostly at the expense of the media contingent present — during a pre-Thanksgiving visit.

Rumsfeld visited troops here and received operations and capabilities briefings and demonstrations. Troops who briefed the secretary had apparently been instructed to begin by thoroughly identifying themselves. Each soldier who spoke to Rumsfeld gave his name, job, age and hometown.

The secretary returned the favor when he finally took to the podium in the afternoon to speak to an assembled crowd. "I think I'd better do the same thing," he told the group. "I'm Don Rumsfeld; I'm 69 years old; I've been married 47 years, if you can believe that." To which he received a thunderous applause.

He called the Fort Bragg troops "some of the most outstanding young men and women in the armed forces of the United States of America."

Rumsfeld told the troops their welfare

is always on his mind. "I don't suppose there's a day goes by that I don't keep track of what you folks are doing in the north of Afghanistan (and) are doing in the south of Afghanistan," he said, "It gives me immense pride to be able to say to each of you how much respect I have for you and what you do."

Several hundred special operations servicemembers are with opposition groups in Afghanistan. Still others are working to track down Osama bin Laden, his Al Qaeda supporters and their Taliban supporters. Rumsfeld said that while the air strikes against the terror targets in Afghanistan were effective, they are "very difficult to do unless you've got troops on the ground."

He told the troops they have "well earned" their outstanding reputation. "The world knows why when the president dials 911 it rings right here in Fayetteville," Rumsfeld said.

He had a special Thanksgiving thank you for the servicemembers. "Tomorrow, families across America will sit down to Thanksgiving dinner (and will) give thanks for the blessings and benefits of freedom," Rumsfeld told them. "As sure as we are standing here today you can be certain that as they reflect they will be thanking God for all you do. You willingly put your lives at risk to defend our country and our freedom in far off places

all across the globe."

He then opened the floor to questions "from anybody, except maybe the press," he said. But the troops lived up to their "silent killers" reputation and when none of the soldiers had a question, Rumsfeld joked about that, too. "How long have you been sitting here?" he quipped. "That is amazing. This is the most unusual group I've ever met. I guess I will take questions from the press."

When a reporter asked for an update on actions in Afghanistan, Rumsfeld said: "If you're asking if I can talk about what's going on on the ground, the answer is 'I could,'" and left it at that. And when Rumsfeld was ready to take the last question, he told the chagrined television reporter he was going to let the crowd judge how good of a question it was. The crowd roared.

The secretary took every opportunity to tell the troops how much they're appreciated. "It is absolutely thrilling to be here to see these folks and to be able to look them in the eye and say thank you," he said.

Earlier in the day, Rumsfeld watched demonstrations and displays by special operations forces. The 3rd Special Forces Group, Army Rangers, Air Force combat controllers and Navy SEALs, among others, displayed their equipment, answered questions and displayed their prowess.



Photo by Spec. Jon Creese

MEETING THE TROOPS— Defense Secretary Donald Rumsfeld speaks with an Army Ranger during a Nov. 21 visit to Fort Bragg.

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219803

Sparkman Cafeteria caters to customers' desires

Take home meals, spiral hams, pies and holiday trays available

By BETH SKARUPA
Staff writer

Now that the hustle and bustle of the holiday season is upon us and we find ourselves shopping for presents, planning parties and celebrating with friends, who has time to cook?

Just in time for the holidays, the Sparkman Cafeteria is staying open until 5 p.m. and offering "take home" meals. You can choose from barbecue ribs, roasted chicken and the daily chef special. Side orders include mashed potatoes, green beans, baked beans, potato salad, cole slaw and chips. All items are available to take home in microwave containers.

If you're really in a hurry, you can phone or fax your dinner order in ahead of time and it will be ready for pickup. Are you having a small party or meeting at your home? Call the cafeteria a day in advance and they'll prepare a holiday tray or a large number of take home meals for you.

Why is this new service being offered? When customers talk, the people in the Sparkman Cafeteria listen. According to Bill Bullen, post restaurant fund manager, some customers were coming in after lunch and purchasing food for dinner. They suggested that the cafeteria start packaging entrees as take home meals.

"We thought it was a good idea, so we threw it out at some of our meetings," Bullen said. "We're always looking for ways to expand business."

Bullen expects the cafeteria to continue to offer take home meals indefinitely. The

cafeteria began staying open Nov. 1 and already has been drawing enough business to justify the new hours.

"We're thinking that it's always going to be a service that we offer. We'll also try to promote packages for purchase to take to the ballgame or a get-together or whatever people are doing that night. If the wife doesn't have time to cook enough food for dinner guests, or whatever reason, we'll fill that niche," Bullen said.

The cafeteria is also offering honey baked spiral hams and homemade pies for the holidays. Hams are \$29 and weigh about 7.5 pounds. Pumpkin, sweet potato, key lime, chocolate or coconut cream pies are \$6.50. Call 876-8741 to place an order. The cutoff date for all orders is Dec. 14 and pickup is Dec. 18-21.

If you're having a holiday party, conference, retirement party or other function at the Sparkman Center, the cafeteria can cater it for you. Functions at the Rustic Lodge or other buildings can also be catered if a minimum number of people are expected to attend.

The take home meals will be served at the grill side of the cafeteria. Quick Shot Bingo tickets are available for purchase until 5 p.m. Look for more Quick Shot specials advertised in December and January. People are also welcome to visit the cafeteria in the afternoons for a snack or a soda.

"We have mostly chips, ice cream, fruit, muffins, all sorts of snacks. If we have cold sandwiches left over we have those, if we have bacon left over we can do BLTS. We'll try to put anything together that we possibly can for a customer," Bullen said.

The cafeteria is open for breakfast



Photo by Beth Skarupa

WHAT'S COOKING?— Angie Black, left, and Wanda Cross, Sparkman Cafeteria food service workers, provide service with a smile.

6:30-10 a.m., for lunch 10:30 a.m. to 1:30 p.m., then transitions to offering the take home meals until 5 p.m. Food court hours are Monday through Thursday 10:30 a.m. to 1 p.m. and offer stuffed potatoes, Mexican food, sub sandwiches and pizza.



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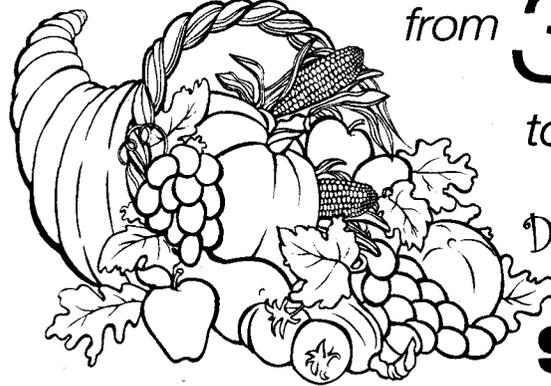
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Soldier students enjoy Thanksgiving in family environment

Traditional meal in dining facility, host families help celebrate day

By Sgt. SHARON McBRIDE
Staff writer

More than 800 soldiers from the 832nd Ordnance Battalion, retirees and their family members were treated to a Thanksgiving feast at the dining facility Thursday.

Crisped duck, turkey, mashed potatoes, gravy, and stuffing were just a few of the holiday treats awaiting soldiers in the chow line this year, but the best part, for many soldiers was seeing their first sergeant or company commander serving the holiday meal.

"It's in keeping with Army tradition," CWO 2 John Cage, dining facility manager, said. "Several of the leaders within the chain of command are here today serving the food."

"It's pretty cool," Spec. Steven Hill of B Company said. "For a lot of us this is our first time away from home. But it's good to have good friends around us to share it. And the fact that Capt. Sihra (B Company commander) served us is so cool."

"I have a big family," PFC Gabriel Gonzalez, also of B Company, said. "I'm used to big meals, and all of my family is at home waiting for me to call. But I'm lucky, I'm here with my friends that I have

been with since reception (Basic Training); they are my family away from home."

Some soldiers, like Sgt. Sonja Watson of D Company, came to the dining facility with their family in tow. This year was special for Watson because her mother flew all the way from Germany to be here for Thanksgiving.

"We decided to eat at the dining facility so I could give my mother a break from cooking," Watson said. Watson, a single mother of two, said it's been great to have her mother near to help her with her two boys, Avery, 12, and Malcolm, 13. "When I was in Germany we always ate Thanksgiving in the dining facility. So we decided to try it here. And it's great."

Other members of the 832nd who didn't have relatives here were adopted for the day by local families. More than 40 soldiers were able to spend Thanksgiving off post.

"It's just my husband and myself," Liz Kennedy of Huntsville said. The Kennedys were among several families who volunteered to have soldiers in their homes.

"We participated last year and had a lot of fun," she said. "It's so enjoyable to have soldiers with us. It's nice because we get to meet soldiers who have had different life experiences, and all who have different

Please see **Soldiers** on page 19



Photo by Sgt. Sharon McBride
GOOD FOOD, GOOD FRIENDS— Pvt. Santos Rivera and Pvt. Joel Etienne, both of C Company, enjoy the food and each other's company at the Thanksgiving meal held in the dining facility. More than 800 soldiers in training, retirees, and family members enjoyed the special meal.



Photo by Sgt. Sharon McBride
THANKS, SIR— Capt. Kevin Burke, far right, commander of C Company, Lt. Col. Craig Cotter, next to him, 832nd Ordnance Battalion commander, and other members of the chain of command serve soldiers the traditional way at the Thanksgiving meal in the dining facility.

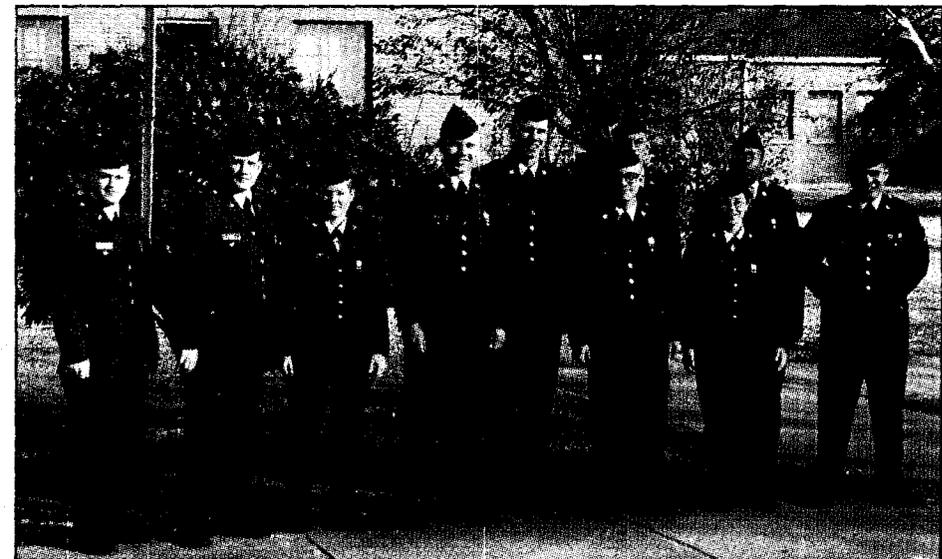


Photo by Sgt. Sharon McBride
HOLIDAY CHEER— Several soldiers from B Company await their sponsors on Thanksgiving. More than 40 soldiers from the 832nd were adopted for the day by families in the local community.

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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 35897 after 3/6/2002.

HHC 59th soldiers rise to the occasion for charity food

By Sgt. SHARON McBRIDE
Staff writer

Soldiers from Headquarters and Headquarters Company, 59th Ordnance Brigade spent part of their Thanksgiving holiday collecting food for the less fortunate.

"Although HHC 59th is small in numbers, we felt we could make a big impact this holiday season by collecting food for those who most need it," 1st Sgt. Robert Anderson said. "Our motto is 'Raise Up,' and indeed HHC 59th members rose to

the occasion."

"I think it's a good way to give back to the community," SSgt. Jerryl Yarbrough said. "As soldiers we wanted to give something to those who are less fortunate than ourselves."

HHC 59th donated the collected goods to the Huntsville Rescue Mission.

"This is one of many planned donations," Anderson said. "We are going to continue to collect and donate to other organizations throughout the community for the entire holiday season."



Photo by Sgt. Sharon McBride

BEST WISHES — Representatives from HHC 59th involved in the food collection effort include from left 1st Sgt. Robert Anderson, Pvt. Daniel Lopez, SSgt. Levon Green, SSgt. Jerryl Yarbrough, Sgt. Don Wilson (behind), SSgt. Tiwana Posey and SFC Lora Lopez.

Local families welcome soldiers for holiday

Soldiers

continued from page 18

reasons for joining the military. It's fascinating to spend time with them and hear about their families and learn about their goals."

"A lot of us haven't had the chance to get off post yet," Pvt. Patrick O'Daniel of B Company said. "It's good to get off post and be with civilians. We get to see some new smiling faces and get to help someone else have a good Thanksgiving."

"It's just my husband and I; we have no kids," Stephanie Buhler of Huntsville

said. "We saw the article about the program in the paper last year, and we thought about it all year long and decided to sponsor some soldiers this year."

"We know a lot of them are going to be shipped off soon to all over the world and we know that a lot of them are probably homesick and would really enjoy a home cooked meal in a family atmosphere."

"We couldn't stand the thought of anyone being alone at Thanksgiving," Connie Yeardley of Madison said. "Especially our soldiers. We don't have family here, and we thought it would be nice to include them in our family this year."

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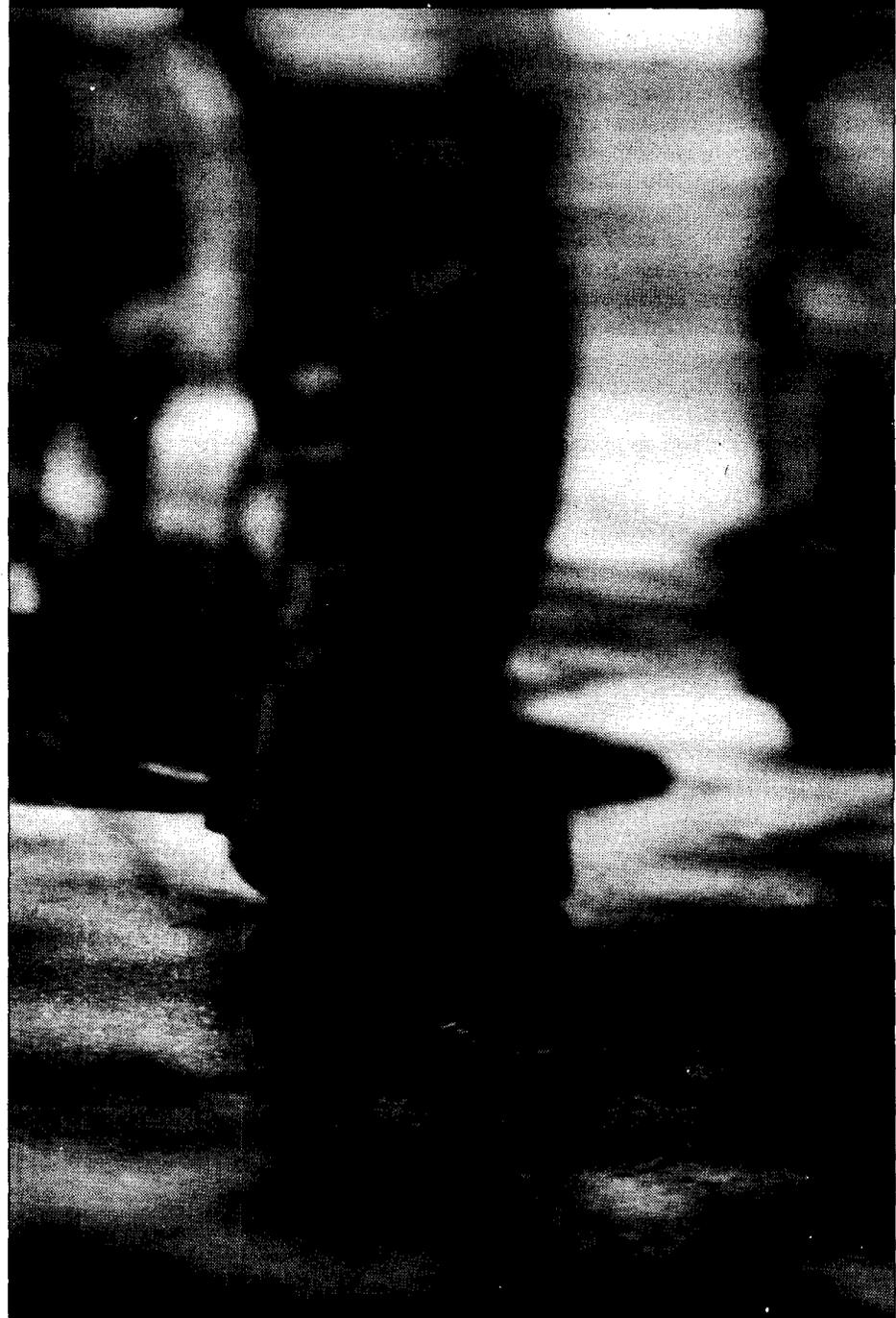


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Announcements

Sports & Recreation

Karate classes

The Wado Ryu Karate Association of Alabama is offering free karate classes to the soldiers and civilians (and families) of Redstone Arsenal. Classes are held Tuesdays and Thursdays from 5:30-7 p.m. at Highlands Baptist Church gym, near Jordan Lane and Sparkman Drive. For more information on the Wado Ryu style of karate, one of the four traditional Japanese styles, call Chris and David Button 851-8518.

Tae Kwon Do classes

Youth Services will host Tae Kwon Do master Jeffrey Davis every Tuesday and Thursday from 5-6 p.m. and 6-7 p.m., and Saturday from 7-8 a.m. or 8-9 a.m. Age limit is 5 years to adult. Class members may attend one to three classes per week. Classes will be held at the Youth Center, building 3148. Cost is \$40 per month for first family member, \$33 for second member, and \$28 for the third family member. Anyone interested must first register through Central Registration, building 1500, for \$15 per person or \$35 per family per year. For more information, call 876-3704 or 313-3699.

Hockey trip

Huntsville Area Youth Hockey will sponsor a bus trip to the Nashville Predator/Anaheim Mighty Ducks game Jan. 12. This trip is open to the entire community and the cost includes a ticket to the game and roundtrip coach transportation from Huntsville. For tickets/reservations call Debby or Mike Howell 880-9887.

Conferences & Meetings

Property managers

The National Property Management Association, Rocket City Chapter's fall 2001 training will be from 8 a.m. to 4 p.m. Dec. 5 in Morris Auditorium at Marshall Space Center. David Russ III, director of Auxil-

iary Services at Alabama A&M University will teach a course on University Property. Lawrence Worthy, consultant, specializing in Training and Implementation of Corrective Actions for Property Management Systems, will teach Liability and Progress Payment Inventory. To preregister or for more information, call Lori Hawkins 750-6523 or Bill DeMarco 772-2637; or for information only, call Debbie Grissom 544-6572. This training is open to both contractors and civil service employees associated with the National Contract Management Association, National Property Management Association, National Association of Purchasing Management, or the International Facility Management Association.

Warrant officers

The Redstone Arsenal Chapter of the Warrant Officer Association meets on the second Wednesday of each month. The next WOA meeting is Dec. 12 at 11 a.m. in the Officers and Civilians Club.

Miscellaneous

Apprentice program

The Department of Defense initiated the Science and Engineering Apprentice Program in 1980, at the direction of the Executive Office of the President, to involve academically talented high school students in hands-on research activities and student-mentor relationships during the summer. This program is designed for students who have demonstrated aptitude and interest in science and engineering courses and careers. A major benefit of the program is the pairing of students with university and professional research and engineering mentors. The high school program is designed for students who are U.S. citizens and 15 years old by the beginning date of the program, June 10, 2002. The College Apprentice Program is designed for undergraduate students who have completed the SEAP and are enrolled in a scientific or technical college

major. Other criteria are stated on the applications. Both programs are fast paced and require disciplined professional work habits. Junior and senior scientists and engineers gain additional experience by serving as mentors through the process of guiding first time students through interactive research processes. The points of contact for applications include the senior counselor at all public, private and parochial high schools and the college placement services. Possible career placement areas at the Aviation and Missile Command include physics, chemistry, computer science, engineering and mathematics. The deadline for postmarking applications is Jan. 31, 2002. If the student is unsuccessful in receiving an application from the high school senior counselor, or college placement service, call the Civilian Personnel Advisory Center, Customer Support C, Betty Duke located in building 5308, at 313-4790.

New Year's Eve gala

The Officers and Civilians Club will have a New Year's Eve Party, Dec. 31. You can choose between three different parties: One, the ROCC Gala will have dinner served 7-9 p.m. and live music by "The Usual Suspects," \$35 per person or \$65 per couple; ticket price includes dinner, entertainment, full breakfast, party favors, and champagne for toasting; limited seating of 336. Two, the Firehouse Pub will be in full swing from 8 p.m. to 2 a.m.; tickets are \$15; karaoke, hors d'oeuvres, and champagne for toasting; limited seating of 100. And three, the Challenger New Year's Party where doors open at 8 p.m.; continental breakfast 12:30-1:30 a.m.; \$15 per person ticket price includes DJ, cash bar, continental breakfast, party favors, and champagne for toasting; limited seating of 60. Plus there is an all inclusive lodging package which includes lodging on Redstone Arsenal in cottages or deluxe hotel rooms, transportation to and from the New Year's Eve Gala, dinner and dance, as well as a complimentary bottle of champagne in your room. There are 66 deluxe rooms for \$115.50 per couple and five cottages for \$135.50 per couple. For your tickets, call 830-CLUB or call Redstone Lodging 837-4130 or 876-5713 for the New Year's Eve Gala Package.

Angel tree at PX

Child and Youth Services is sponsoring the Redstone Arsenal Angel Tree program which began Nov. 10. The Angel Tree will be set up at the Post Exchange lobby (civilians and contractors can also participate by coming by the mall area to pick up an angel or star from the tree — no ID is required to get into the front mall area of the PX). Angels and stars on the tree will contain an age, sizes or wishes for a Christmas present that a child may not otherwise receive. Presents should be wrapped with the star attached to the out-

side. Turn the presents in to the PX or to Youth Services, building 3148, Nov. 19 through Dec. 14 after 12:30 p.m. For more information, call 313-3735.

Online auction

Redstone Arsenal MWR will be conducting an ongoing online auction of NAF property. This first sale will feature assorted trailers, but other items will be sold as they become available. Visit the web site at www.redstonemwr.com. For questions or assistance, go into "policies and procedures" for contact information.

Holiday party

Tickets are on sale for the Team Redstone Holiday Party, Dec. 7 from 6 p.m. to midnight at the Officers and Civilians Club. Dress is coat and tie (includes members of the military). Reserve a table, or tables, for you and your friends, have your photo taken, a great dinner, and dance away the evening. Tickets are \$20 per person. For tickets and reservations call Acquisition Center, Debra Kelley Long 876-4153; Corporate Information Center, Kelly Miller 955-7111, Pat McCrary 842-9161 and DJ Roberts 876-9079; Command Analysis Directorate, Glenda Waters 876-4414; Command Group, Sarah Brazzel 876-7136 and Brenda Dunn 876-7503; Integrated Materiel Management Center, Pat Carter 876-1735; Internal Review and Audit Compliance, Eura Reaves 842-6949; Lead AMC Integration Support Office, Annie Powers 955-8868; Legal Office, Capt. John Faris 876-9911; Public Affairs Office, Jim Bowne 955-9173; and Redstone Arsenal Support Activity, Sue Paddock 876-6299.

Florida Tech

Registration for the spring semester at Florida Tech, Redstone Arsenal Graduate Center, is under way in room 4326 of building 5304. For more information, call 881-7878.

Weather alert information

If inclement weather causes Redstone Arsenal to close or delay its opening, tune in to any of the following stations for the most current information: Radio — WAHR, 99.1FM; WDRM, 102FM; WEKR, 1240AM; WEUP, 1600AM; WGSV, 1270AM; WJAB, 90.9FM; WLRH, 89.3FM; WRAB, 1380AM; WRSA, 97FM; WTKI, 1450AM; WVNN, 770AM; WWIC, 1050AM; and WZYP, 104.3FM. Television — WAAY (Channel 31), WAFF (Channel 48) and WHNT (Channel 19). Two additional methods have been implemented to provide current information about delays or closures. You can call 955-8445 to hear a recorded announcement or you can log on to the Team Redstone Internet site (www.redstone.army.mil) and click the button for weather alert information.

See Announcements on page 21

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Videoconferencing seminar

AZ Technology will demonstrate videoconferencing systems in a seminar Thursday at its office, 7047 Old Madison Pike, Suite 300. The morning demonstration is 9-10:30 and the afternoon session is 1-2:30. There is no cost for the seminar. For reservations call Susan Light 837-9877, extension 109.

Gospel extravaganza

The Janice Mitchell Isbell Academy presents "A Blessing From God Gospel Extravaganza," Sunday at 5 p.m. at New Shiloh Church Ministries, 5101 Mastin Lake Road. All are invited. For more information, call Connie Jones 859-4850.

Merit awards

Officer and Civilian Women's Club dependents (high school seniors or college students), spouses, and members may compete for merit awards to pay for tuition, books and fees for undergraduate or graduate level studies. To be eligible to apply for merit awards, the club member must be an OCWC member in good standing as of Oct. 1, 2001. Applicants have four topics from which to choose an essay theme: How I See Myself in Ten Years, My Personal Ambitions and Goals, How Army Values Have Affected My Life, or My Personal Hero. The deadline for submissions is Feb. 5. Students receive

ing fully paid scholarships and previous OCWC award recipients are not eligible for these awards. The applicant's primary residence must be within a 50-mile radius of the Huntsville area. For an application, call Chris Swart 722-3087.

Retired officers

The Retired Officers Association's annual Christmas Dinner will be held Dec. 5 at 6 p.m. at the Officers and Civilians Club. Entertainment will be presented by "Audio Radiance" Barbershop Quartet. Reservations are required, and should be obtained by calling retired Col Henry B. Miller 881-2761 by Saturday.

Newcomers orientation

Learn about Redstone Arsenal by attending the Newcomers Orientation from 8:30 a.m. until noon Dec. 4 at building 3447. The orientation features speakers, information booths, and a bus tour of Redstone Arsenal. Attendees receive MWR bucks redeemable at any MWR activity. Attendance is mandatory for active duty personnel permanently assigned to Redstone Arsenal. Spouses are encouraged to attend. Free childcare is provided at the Child Development Center, building 3145. Child shot records are required. For more information call Mary Breeden, relocation assistance program manager at Army Community Service, 876-5397.

Ebony fashion fair

The Huntsville Alumnae Chapter of Delta Sigma Theta Sorority Inc. will sponsor the 44th Annual Ebony Fashion Fair, "The Changing Trends of Fashion," Jan. 16 at 8 p.m. at the Von Braun Center Concert Hall. Proceeds from the fashion show will benefit scholarships and other community projects. Ticket prices are reserved \$26, general \$21, and students (K-12) \$15. Persons purchasing general or reserved tickets are entitled to a one-year subscription to *Ebony* magazine or a six-month subscription to *Jet* magazine. Student ticket purchasers are entitled to a one-year subscription to *Ebony* magazine only. For tickets call 707-1212.

Parenting preschoolers

A free class for parents of children ages 1-4 will be held Dec. 12 from 10 a.m. to noon at the Neighborhood Center, 1413 Nike St. Learn discipline methods that work, how to prevent tantrums, and routines to make life easier. Free childcare is available for those who preregister. To register or for more information, call the ChildWise Program 876-2798.

Substance abuse class

December is Drug and Alcohol Abuse Awareness Month. Fox Army Health Center will offer a class titled "Substance

Abuse Awareness," Dec. 6 from 1-2 p.m. in the commander's conference room, first floor of building 4100. For more information, call the Public Health and Education Center 842-0196.

Toys benefit concert

The Rocket City Barbershop Chorus and the Sweet Adelines will perform a Christmas concert, Dec. 8 at 7 p.m. in Roberts Hall on the campus of University of Alabama-Huntsville to benefit Toys for Tots. Price of admission is a new toy. Marines will be on hand to accept your donations.

Master's degrees

Nova Southeastern University will hold an information and registration meeting on its Master of Business Administration program 6-8 p.m. Dec. 13 at Calhoun Community College, conference room 101-E at 102 Wynn Drive. For more information, call 800-672-7223.

Catholic community

Our Lady of the Valley Catholic community at Bicentennial Chapel invites all parishioners to "A Greening of the Chapel Celebration," Saturday at 8:30 a.m. Refreshments and food will be served. Christmas Around the World Celebration is 5 p.m. Dec. 9. Weekend mass is held 5 p.m. Saturday and 9:30 a.m. Sunday.

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		DATE	LOCATION	& SERIES	LEVEL	GIRD	(FROM - TO)	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																			
02BK0042952TM3	Log Mgmt Spec	28-Nov-01	IMMC	GS-0346	12	12	52,139 - 67,776	X											
02BK0042997TM3	Log Mgmt Spec	28-Nov-01	IMMC	GS-0346	12	12	52,139 - 67,776	X											
02BK0042966TM3	Log Mgmt Spec	28-Nov-01	IMMC	GS-0346	12	12	52,139 - 67,776	X											
01BK0023008AC2	Oper Research Analyst	28-Nov-01	PEO Tactical	GS-1515	14	14	73,268 - 95,249	X											
01BK0024318DC1	Procurement Technician	28-Nov-01	Acq Center	GS-1106	7	7	29,392 - 38,209	X											
01BK0024322DC1	Procurement Technician	28-Nov-01	Acq Center	GS-1106	7	7	29,392 - 38,209	X											
01BK0039711RC1	Procurement Analyst	29-Nov-01	Acq Center	GS-1102	13	13	62,001 - 80,607	X											
02BK0044229	Supv Log Mgmt Spec	30-Nov-01	IMMC	GS-0346	15	15	86,182 - 112,037	X											
050400JC2	Oper Research Analyst	30-Nov-01	ATEC, Oper Test CMD	GS-1515	13	13	61,749 - 80,279	X	X							X			X
01BK0019951BM1	IT Specialist (OS)	30-Nov-01	CIC	GS-2210	13	13	62,001 - 80,607	X									X		
AG02046150	Interdisciplinary, Supv Engr (Human Factors), Supv Indu Engr, Supv Engr Psyc.	30-Nov-01	ARL	DB-0000-0801-0896-0180	4	4	67,765 - 103,623	X	X	X	X	X	X	X	X	X	X	X	X
AGM1426759	Medical Officer	1-Dec-01	MEDCOM	GS-0602	11,12	14,15	50,964 - 114,251	X	X	X	X	X	X	X	X	X	X	X	X
01BK0032822PO1	Security Specialist	3-Dec-01	ISD	GG-0080	11	11	43,503 - 56,552	X									X		
01BK0035937PO1	Security Specialist	3-Dec-01	ISD	GG-0080	11	12	43,503 - 67,776	X									X		
01BK0037652ES2	Budget Analyst	3-Dec-01	RDEC	DE-0560	2	2	23,729 - 46,736	X											
01BK028214DB1	Electronics Engineer	4-Dec-01	STRICOM	GS-0855	13	13	62,001 - 80,607	X	X	X	X	X	X	X	X	X	X	X	X
01BK0031507AC2	Supv Program Analyst	5-Dec-01	PEO Aviation	GS-0343	14	14	73,268 - 95,249	X											
01BK0035677VW1	Electronics Engineer	6-Dec-01	SMDC	GS-0855	14	14	73,268 - 95,249	X									X		
AC-02-317	Log Mgmt Spec	7-Dec-01	Army Intern	GS-0346	7	11	29,273 - 38,053	X									X	X	X
S01CE0029629CM5	Mech Engr, Elec Engr.	10-Dec-01	CofE Huntsville	GS-0830-0850	15	15	86,182 - 112,037	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	42,091 - 65,735	X	X	X	X	X	X	X	X	X	X	X	X
S00CE043077CM5R2	Electrical Engineer	13-Dec-01	CofE Huntsville	GS-0850	12	12	51,650 - 65,735	X	X	X	X	X	X	X	X	X	X	X	X
01BK0040607VW1	General Engineer	14-Dec-01	SMDC	GS-0801	14	14	73,268 - 95,249	X									X		
01BK0036045BM1	IT Specialist (PLCYPLN)	20-Dec-01	CIC	GS-2210	14	14	73,268 - 95,249	X									X		
00BK032894ES2	General Engineer	31-Dec-01	AMRDEC	DB-0801	2	3	29,392 - 67,776	X	X	X	X	X	X	X	X	X	X	X	X
01BK0001385ES2	Aerospace Engineer	31-Dec-01	AMRDEC	DB-0861	2	3	29,382 - 67,776	X	X	X	X	X	X	X	X	X	X	X	X
AGM92700	Medical Technologist	12-Jan-02	Army Intern	GS-0644	5,7,9	11,12	23,633 - 73,330	X	X	X	X	X	X	X	X	X	X	X	X
01BK000012JH3	Equipment Spec (Air)	6-Feb-02	IMMC	GS-1670	12	12	48,223 - 62,686	X	X	X	X	X	X	X	X	X	X	X	X
01BK000002JH3	Equipment Spec (Gen)	6-Feb-02	IMMC	GS-1670	12	12	48,223 - 62,686	X	X	X	X	X	X	X	X	X	X	X	X
AGM1428029	Counseling Psychologist Social Worker	8-Mar-02	MEDCOM	GS-0180-0185	9,11	12	35,818 - 73,330	X	X	X	X	X	X	X	X	X	X	X	X
AGM93436	Pharmacist	26-Apr-02	Army Intern	GS-0660	9,11	12,13	35,808 - 80,279	X	X	X	X	X	X	X	X	X	X	X	X
AGM1427198	Nurse	30-Apr-02	MEDCOM	GS-0610	9-12	12	35,808 - 80,363	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-02-3303-JB	General Engineer	30-Nov-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-SP-02-3239-JB	General Engineer	30-Nov-01	Office Sec of Army	DB-0801	4	4	73,268 - 112,037	X	X	X	X	X	X	X	X	X	X	X	X
ACU101345	Interdisciplinary, Supv Engr (Human Factors), Supv Indu Engr, Supv Engr Psyc.	30-Nov-01	Office Sec of Army	DB-0000-0801-0896-0180	4	4	67,765 - 103,623	X	X	X	X	X	X	X	X	X	X	X	X
X-SP-02-3319-JB	Training Technician	3-Dec-01	Office Sec of Army	GS-1712	7	7	29,392 - 38,209	X	X	X	X	X	X	X	X	X	X	X	X
X-TM-02-3301-EL	Supv Electrical Engr	10-Dec-01	CofE Huntsville	GS-0850	15	15	86,182 - 112,037	X	X	X	X	X	X	X	X	X	X	X	X
X-TM-02-3301-EL	Supv Mechanical Engr	10-Dec-01	CofE Huntsville	GS-0830	15	15	86,182 - 112,037	X	X	X	X	X	X	X	X	X	X	X	X
X-BL-01-3022-JB	Electronics Engineer	31-Dec-01	Office Sec of Army	DB-0855	2	2	23,729 - 56,552	X	X	X	X	X	X	X	X	X	X	X	X
X-SP-02-3325-JB	Maintenance Mgmt Officer	21-Dec-02	Office Sec of Army	GS-0301	15	15	86,182 - 112,037	X	X	X	X	X	X	X	X	X	X	X	X
X-CP-01-Medical-JB	Medical Technician	28-Feb-02	Office Sec of Army	GS-0645	5	7	23,633 - 38,053	X	X	X	X	X	X	X	X	X	X	X	X
X-CP-01-Medical-JB	Pharmacy Technician	28-Feb-02	Office Sec of Army	GS-0661	5	5	23,633 - 38,053	X	X	X	X	X	X	X	X	X	X	X	X
X-CP-01-Medical-JB	Health Technician	28-Feb-02	Office Sec of Army	GS-0640	4	5	21,123 - 30,726	X	X	X	X	X	X	X	X	X	X	X	X
X-CP-01-Medical-JB	Medical Instrument Tech	28-Feb-02	Office Sec of Army	GS-0649	5	7	23,633 - 38,053	X	X	X	X	X	X	X	X	X	X	X	X
X-CP-01-Medical-JB	Diagnostic Radi Tech	28-Feb-02	Office Sec of Army	GS-0647	5	8	23,633 - 42,149	X	X	X	X	X	X	X	X	X	X	X	X
X-CP-01-Medical-JB	Dental Hygienist	28-Feb-02	Office Sec of Army	GS-0682	5	7	23,633 - 38,053	X	X	X	X	X	X	X	X	X	X	X	X
X-CP-01-NURSE	Clinical Nurse (PT)	28-Feb-02	Office Sec of Army	GS-0610	9	11	35,808 - 80,363	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 Worker, Bartender, Custodial Work, and CDC, Youth Center, Flying Activity, and other MWR Activities POC: Judy 876-2496																			

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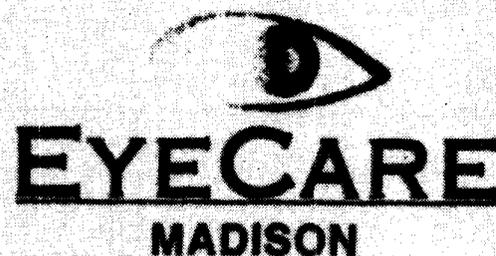
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