

# *The* **IMPACT**

*Vol. 1 Number 4*

*“The Army’s Face to the World”*

*September 2004*



# Do you know your neighbors?

By Charles Taylor  
USASAC PAO

How well do you know your neighbors? There used to be a time when our familiarity with the people in our community was as natural as the rising sun. Not only did we know the parents and children next door, but in some cases we actually knew the grandparents, the milk man and the postman.

Much of that has changed today. Living in a fast-paced society, where sound bites influence our assessment of almost everything, we tend to be somewhat resistant when it comes to letting strangers through our thick, security barriers.

The media tells us we should be concerned about everything, and the result has been the development of advanced personal security systems that dictate how we operate in all facets of our day-to-day lives.

A colleague recently shared his community's latest crime report. Apparently his neighborhood is experiencing a 100 percent increase in crime. It was a shocking tale, riddled with gory details of breaking and entry, gangland recon and identity theft. The graphic, horrific picture he painted sent warning signals rippling through my mind, causing me to think, "Could we be next?"

As my colleague continued, he finally disclosed that this new neighborhood crime wave stemmed from a single incident involving an automobile break in and the theft of two identification badges; and the victim – a member of the United States' FBI.

While some in the community celebrated the benefits of conscious isolation, others undoubtedly saw the importance of knowing the people



around them. They realized that collectively they could be very affective in controlling or reducing crime. Some discovered, as we've learned in the past, that knowledge of our neighbors help eliminate speculation and often paves a path for inclusion on critical matters affecting our environment.

When people are welcomed into a new environment they generally develop a certain amount of comfort with others, which ultimately enhances their contribution to the community and in USASAC's case, the mission. A comfortable workplace contributes to the free-flow exchange of information and ideas.

There are a number of new employees floating around USASAC. Some aggressively seek out relationships with fellow employees and others are not so aggressive. However, some veteran employees, who can remember when USASAC was a security assistance team of two, are among those who are reaching out to embrace our newcomers.

No, they don't suggest we put on a love-they-neighbor happy face, but rather, we extend ourselves to offer a

positive and appropriate reception. They understand what it is like to be an outsider adjusting to the climate, culture and personalities of a new community. They believe the better we know one another, the more productive we can become as a team.

Maybe it's an introduction, it might be a word of professional advice or a simple welcome to USASAC, but the value of making new employees feel if though they are a part of the organization is priceless.

It is true that many of our daily duties can be accomplished through a host of informal mediums, but our success is tied to the inclusion and motivation of everyone in the USASAC community. Reaching out to welcome new team members to an organization can help their adjustment to this unique and awesome mission.

So turn off the personal security systems and introduce yourself and your staff members to our new employees. It may keep them from embracing attitudes like indifference, exclusion and isolation. And who knows, a simple welcome or personal greeting might be just enough to fuel a new employee's positive, productive experience in our USASAC community.



Commander.....Maj. Gen. Craig Hackett  
Public Affairs Officer.....Charles Taylor  
Photographer.....Joe Jackson

The Impact is an Army Authorized, monthly web-based publication for members of the United States Army Security Assistance Command. The contents are not necessarily the official views of, or endorsed by, the U.S. government, the Department of Defense or the Department of the Army. Story ideas are solicited from readers and the responsibility for determining material used is delegated to the Public Affairs Officer. News may be submitted to the Impact electronically by sending correspondence to [charles.taylor@usasac.army.mil](mailto:charles.taylor@usasac.army.mil) or calling commercial 703-806-2352 or DSN 656-2352. Visit the USASAC web site at <http://www.usasac.army.mil/>

# WHAT'S HOT

## Hackett escorts Allawi to Arlington

On September 24, Maj. Gen. Craig Hackett, commander, United States Army Security Assistance Command, escorted Iraqi Prime Minister Ayad Allawi, to the Arlington National Cemetery where he laid a wreath on the Tomb of the Unknowns in honor of those service members who died in Iraq.

Allawi then stopped by the Pentagon where he met with more than a dozen service members who had returned to the Washington, D.C., area after serving in Iraq and 10 Army spouses whose husbands are currently in Iraq.

"I am very proud of your sacrifice to defend freedom, (to) protect human rights," Allawi told the group. "On behalf of Iraq, I salute you for (your) bravery and commitment and look forward to a brighter future without evil and terrorism. That is something each of you has contributed to."

The Pentagon visit was personal for Lt. Col. Fareed Betros and his wife Joan who both worked in Baghdad during the past year. Fareed worked with the Coalition Provisional Authority and Joan, with a contractor that produced children's and women's TV programs for the Iraqi people.

"I'm seeing the person who is responsible for Iraq and he's giving



Photo by Leroy Council

Iraqi Interim Prime Minister Ayad Allawi, accompanied by USASAC Commander, Maj. Gen. Craig Hackett, lays a wreath at the Tomb of the Unknowns, Arlington National Cemetery, in honor of those killed in Iraq.

us a report on what's going on there and what is planned for the future, said Fareed who helped establish the stipend program that makes monthly payments to members of the disbanded Iraqi Army during his May 2003 to July 2004 tour with Central Command.

Maj. Daniel Schnock served with the 3rd Infantry Division when it crossed into Iraq in January 2003.

"I'm looking at a man who has gone through as much, if not more,

than the rest of us in the military — he represents all the good things coming out of Iraq and its freedom," said Schnock, currently working as a staff officer, Army G4. "Since crossing the border going into Iraq 18 months ago, who would have thought I would be looking at the prime minister of Iraq (face to face.)"

Schnock viewed Allawi address a joint session of Congress with other Soldiers from the public gallery on Sept. 23. (Army News Service)

### USASAC hosts Israeli General

Maj. Gen. Craig Hackett hosted a meeting at USASAC headquarters, on September 10, with the Chief of Staff of the Israeli Air Force, Brig. Gen. Ido Nehushtan.

The primary issue discussed during the meeting dealt with the Israeli Air Force acquiring AH-64D Apache Longbow Helicopters.

During the meeting, Hackett acknowledged receipt of the recent Letter of Request for the AH-64Ds and told Nehushtan that USASAC is looking forward to facilitating the requirement.

Under Foreign Military Sales (FMS), the Israeli government also purchased three Stryker vehicles recently. The vehicles left Anniston Army Depot and were transported to Israel in August 2004. Depending on the final test results, Israel may be interested in an additional purchase.

### Desk officers briefed on technical aspects of Night Vision Devices

As part of USASAC's ongoing efforts to provide Country Program Managers with technical information on items sold to USASAC Foreign Military Sales (FMS) customers, Gary Keller, Night Vision Labs, briefed USASAC desk officers on technical aspects of Night Vision Devices recently.

He explained figure of merit,

grated power supply and other technical concepts and provided a hands-on demonstration of the PVS-7 and PVS-14 Night Vision Goggles.

The session helped explain the rationale used in making export determinations. The attendees reported that they benefited from the information.

# 'Lean' sweeping Army like cyclone

## Best practices achieve savings, optimize productivity

By Charles Taylor  
USASAC PAO

Many have heard the stories, but few have actually witnessed the impact. It's called Lean, Six Sigma, and it is sweeping the logistic community and everything in its path like a tropical cyclone.

The U.S. Army Materiel Command and its Industrial Base use Lean Six Sigma to provide critical support to the Soldier. They incorporate commercial best practices to achieve unprecedented savings, optimize production capability, improve quality and increase customer buying power. Their focus is operational readiness.

Now AMC has established a Lean Team to examine the United States Army Security Assistance business processes.

Anticipated cuts in USASAC's FY06 admin budget, makes it imperative that the organization continue fine tuning its current business processes, according to Terry Ratcliff, TACOM-RI. Ratcliff, who will be working directly for Rick Alpaugh, the AMCSA Lean Champion, has been chartered to lead the AMCSA Lean Team. Ratcliff will provide leadership and administrative support for the AMC team as the contractor, Simpler Consulting, Inc., facilitates team analysis of its four major core functions (Pre-

LOR through Case Closure).

Vanessa Glascoe, USASAC Strategic Analysis Group, is appointed the AMCSA Fort Belvoir Core Team Member. She said her role is to act as primary point of contact and team leader for Fort Belvoir. Sam Rhoads is the Core Team Member/Leader at New Cumberland.

"My role is to keep everyone abreast of what is

**"My role is to keep everyone abreast of what is going on at a macro level and communicate team progress to the work force..." --Glascoe**

going on at a macro level and communicate team progress to the work force," said Glascoe. She said she will act as Lean "cheerleader" and ensure USASAC has the right people attending Lean events, such as the Value Stream Analysis (VSA) and the Rapid Improvement Events (RIEs) and key meetings for the Core Team like Quarterly Alignment Reviews.

Although Glascoe will not attend all meetings, she will remain informed of team progress by monitoring the minutes and viewing the recently established Lean Team intranet site as well as obtaining feedback from Fort Belvoir attendees. Her goal is to communicate all progress to the USASAC work force.

Dottie Lake, USASAC, will serve as the Fort Belvoir Site Co-Leader. She will act as alternate for the Fort Belvoir Core Member and provide updates to the USASAC staff. According to Glascoe, the Site Co-Leader may or may not participate in the Value Stream Analysis (VSA) or Rapid Improvement Events (RIE). The Site Co-Leader for New Cumberland is Terry Brightbill.

individuals will be the Subject Matter Experts who actually perform the work being analyzed.

"We can send more than one individual to the various RIEs, depending on the topic and who is the best person to represent Fort Belvoir," she added. "When the time comes, Mike Freeman will represent us, but we may ask for additional participation over time and depending on the topic."

Jacqueline Williams will be the Fort Belvoir VSA Representative and will attend the first Lean meeting in St. Louis. As a VSA rep she will serve as the Fort Belvoir Subject Matter Expert who understands the core functions, involving Fort Belvoir, at a macro (50,000 foot) level.

This may be a one-time thing for her or she may be selected to participate in an RIE later on explained Glascoe. Dee Briner has accepted to serve as the New Cumberland's VSA rep.

"Although Ratcliff has not asked for reps for RIE, USASAC will require RIE Representatives as soon as the VSA is complete and the group narrows down which processes to work on," said Glascoe. "These

John Neil is acting as the USASAC Lean Chief Financial Officer.

His primary role is keeping track of team metrics.

"In our case, the metrics are Cost (Identifying savings toward a target number of \$15M); Delivery (Improving timeliness of whatever processes we end up selecting during the VSA by 25 percent) and Quality (Improving quality of selected processes by 25 percent)," explained Glascoe. "We will have to establish a baseline for each and then Neil will keep track of our progress as we do our Rapid Improvement Events and work toward implementation of the process improvements." **continued on page 5, see "Lean"**

# Lean Six Sigma principles explained

Compiled by Steve Coster  
USASAC Ops Officer

Lean 6 Sigma is the combination of two improvement processes for the purpose of measuring success criteria. Initially it was designed for the service sector, but the principles of measuring success can be applied in any environment. The two improvement processes are the Lean Principle and the 6 Sigma Principle.

## Lean Principle

The Lean Principle is the concept that value is added to the customer by driving out waste from a process. Waste can be measured by improving efficiency through time saving techniques such as automation or lowering costs. The end result is that the Customer Value is realized through faster response times, higher quality products with a reduced cost.

## Six Sigma Principle

The Six Sigma principle is derived from the statistical representation of 6 Sigma, which describes through statistical calculations the performance of a certain process.

In order to achieve a Six Sigma, the process cannot result in greater than 3.4 defects per million opportunities. A defect could be anything that is outside the customer's specifications. In this context, the 6 Sigma principle is the elimination of variation in the process, which will result in a reduction of errors, and an improvement in quality.

## Lean

### Continued from 4

She said, "This will also entail computing/validating cost savings and tracking them until the initiatives are fully implemented; the same is true with the quality and timeliness improvements. Neil will

## Key concepts of Lean

Lean focuses on the process time and the elimination of non-value added steps to improve cycle time. Cycle time is defined as the measurement of the start of a process to the completion of the process. Each process is comprised of value added and non value added steps. These steps are defined as follows:  
Value Added Step – An enhanced product or service that is worth a higher cost to the customer. Information concerning what these enhancements could be can be obtained through various sources such as the use of surveys, direct contact with the customer or through customer complaints.

Non-Value Added Step – A non-value added step is an additional step in the process which may be mandated through regulations or management or a disruption in the process or ineffectual employees performing the process.

### Five Lean Principles

- The primary goal is the reduction of Work In Progress (WIP)
- Eliminate variation in Lead Time (defined below) through "pull" not "push" work flow
- Identify and eliminate the 20% of activities that cause 80% of the delay
- Map all steps of the process – invisible work can not be improved
- Improve Process Cycle Efficiency

also work closely with the USASAC resource management team so the cost savings can be translated to the budget and budget reductions can be allocated based on Lean savings."

Glascoc hopes information regarding AMCSA Lean Team and its

objectives have been shared with each directorate. "This is vital," she said. "When specific expertise and participation is required, all of USASAC should be aware of the Lean Team initiatives and the role of each group member. Changes that the team identify and

implement will impact current business processes and we cannot afford to have the work force caught off guard."

Anyone desiring more information on the AMCSA Lean Team can review the USASAC intranet at <http://intranet.usasac.army.mil>.

## Lean Terms

Lead Time Equation  
Lead Time = Amount of Work in Process (number of units)

Average Completion Rate (time/days)

### Example:

The supply technician has 100 rejected requisitions. The average time required to research one reject is 10 minutes.

100 requisitions= 16.6 Hours or 2.07 days  
6 per hour (10 min each)

The lead-time to complete the process of reviewing 100 requisitions is 2.07 days.

## Process Cycle Efficiency Equation

Process Cycle Efficiency = Value Added Time

## Total Lead Time

Process Cycle Efficiency is the amount of time that is spent in value added activities. To determine how much time is being spent on value added and non value added activities, the evaluation team needs to map out the process through observation and recordation to include measurement of the time of each of the steps. Most processes have a Process Cycle Efficiency (PCE) of less than 10 percent.

# USASAC welcomes, bids farewell to employees

As some employees take advantage of DoD retirement initiatives and positions with other agencies, new faces are popping up in various USASAC directorates. This month's IMPACT offers a brief snap shot of some of the employees moving in, out and around the organization. USASAC welcomes Col. Kevin Davis and Tim Rogers to the European directorate; Raymond Stephenson to the Middle East directorate, and David W. Nicola II to the Asia and Special Programs Case Mgmt Branch. USASAC also welcomes the Information Management Office's new helpdesk representative, John Mooney.



Juan Madrid O'Neill (Left) will be leaving the information management directorate and moving to Fort Meade, Md. to become the Army Substance Abuse Program Prevention Coordinator. He says he enjoyed his short stay here, but the new position puts him back on track with his career field.



Linda Edozie (Left), who has worked for USASAC since 1993, has accepted a position at the Financial Management Office (DRM), U.S. Army Garrison, Fort Belvoir. Linda said she is leaving the best co-workers and supervisors a person could ever ask for and they will be dearly missed.



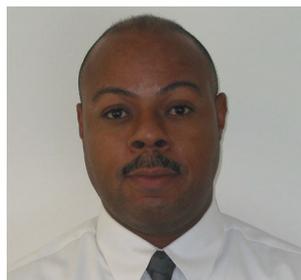
Col. Kevin Davis is the new director of the European directorate. Davis, who comes to USASAC following a tour Afghanistan, brings a wealth of knowledge and international experience to the organization.



Timothy Rogers comes to the European directorate from the AMC. Tim's diverse professional background fits perfectly into USASAC. He enjoys working with people around the world and brings and has the contacts, knowledge and experience to make a difference in USASAC.



Delana Salley has taken on new challenges in the Middle East/Africa/Central Asia directorate as a country program manager. As a focused and talented professional, she brings to USASAC a passion for international relations, a hunger to exchange ideas and a love for fitness and music.



Kevin J. Campbell comes to the Middle East/Africa/Central Asia directorate with a solid grasp of military and government relations. Kevin has a love for Japanese culture, passion for Jazz music and a flare for social science. He comes to USASAC with years of active military experience and a hunger and commitment to international programs.



Sharon Matthews has settled into the resource management division just in time to help with Year-End. She comes to the organization from South Carolina. Sharon has 18 years of budget experience. She enjoys reading, music and mentoring today's youth.



Linda C. Clark brings tremendous insight to the Middle East/Africa/Central Asia division. She enjoys exploring new cultures and experiences. Having served as a foreign area officer, Linda brings a wealth of knowledge and experience to the directorate.



### Big-load transporter

Heavy Equipment Transporter Systems (HET) were recently shipped to the Middle East. A three-man USASAC Quality Assurance Team (QAT) delivered 50 each M1070 HETS and semitrailers to Jordan last month. All of the trucks and trailers arrived within the last 30 days. A field service representative from the HETS contractor provided quality assurance during delivery.

## HMMWVs shipped to Polish forces

In support of Operation Iraqi Freedom, USASAC coordinated the shipment of 219 HMMWVs in various configurations to Poland last month. The initial shipment of vehicles were three each M1093A5 (2-Litter, Soft Top Ambulances) and one M1097A2 (Heavy Variant Cargo/Troop Carrier).

A port visit was performed at the time of vessel loading to verify the condition of the vehicles as they were stowed on board.

Mr. Rolf Van Hellens, Product Assurance Division, Directorate for Operations and Logistics, USASAC, was on hand to perform all the duties associated with verifying the operational capabilities of the HMMWVs for the delivery.

The Polish military conducted a "roll-out" of these four vehicles during their recent Kielce International Military Exhibition.

The remaining vehicles in this FMS case will be shipped incrementally during the next few months.

## Dutch interested in satellite communication

In November 2002, the U.S. Army and The Netherlands signed a Cooperative Memorandum of Understanding regarding the development, documentation, production and initial fielding of Advanced Extremely High Frequency (AEHF) Military Satellite Communications.

In May 2004, the Government of The Netherlands transmitted a Letter of Request for provisions of seven each AEHF transportable type Secure Mobile Anti-Jam Reliable Tactical satellite terminals (SMART-T), spares, installation, training publications and

support equipment through FMS procedures.

Total anticipate value is estimated at \$55M. These terminals will provide unattended, robust, worldwide, low probability of detection, jam resistant, multichannel communications in support of the field commanders.

Currently, because the requested items meet the Arms Export Control Act Congressional dollar threshold, the Statutory Notification to Congress under Section 36(B)(1) has been transmitted to the U.S. Congress for approval.

# Command Posts delivered to Cairo

## M577s improve Egyptian land force capability

By Charles Taylor  
USASAC PAO

The United States Army Security Assistance Product Assurance team out of New Cumberland, Pa., recently concluded the delivery of M577A2 command posts to the Egyptian Artillery Department in Cairo.

The delivery is part of a 30 M577 incremental delivery designed to assist the country in developing Multiple Launch Rocket System capability.

“The command posts were refurbished over the last year at Anniston Army Depot in Alabama,” said Adam Wysocki, USASAC product assurance specialist.

Wysocki is part of a team of four product assurance specialist and one security assistance technical program specialist responsible for ensuring products reach the intended destination.

According to Wysocki, the overall acquisition consisted of forklifts, launchers, trucks and other support vehicles.

“This is an on-going process,” he said. “This portion was a major component of the overall sale.”

Once the items are shipped from the United States, the product assurance specialist then travel to the receiving country to close out the delivery.



M577s find their place on a shipment bound for Egypt.



Photos by Adam Wysocki

A bull dozer is loaded for shipment out of Charleston, S.C. bound for the Middle East.

“On any one case delivery, we frequently support multiple vehicles types and mixes,” Wysocki said. “We deliver and service everything USASAC sells from commercial automobiles, construction equipment, trucks, motorcycles, and industrial warehouse equipment to the entire range of military equipment in the current Army inventory as well as items declared surplus and obsolete.”

The product assurance team routinely works on multiple deliveries.

“Our goal is to save customer dollars and maximize the efficient

use of USASAC manpower and resources,” said Wysocki. “There are challenges, but we come together as a team to overcome them.

The Egyptians recently completed their first live-fire of the MLRS, according to Wysocki. He said this was a major portion of the deliver, but more items will be exported within the next few months.

So far this year, the team has delivered over 300 vehicles and 40 pieces of ancillary equipment to Egypt and Jordan, and the initial increment of a 219 HMMWV sale to Poland.

# SIPRNET processes classified data

## Command plugs into DoD's communication backbone

By Garnetta Beal  
USASAC CIO

**W**hat does "SIPRNET" mean? "Secret Internet Protocol Router Network." What does "NIPRNET" mean? "Unclassified But Sensitive Internet Protocol Network." What's the difference?

SIPRNET is the Defense Department's communications backbone used for transmitting tactical and operational information at the secret classification level. SIPRNET is a worldwide router-based network separated both *physically* and *logically* from unclassified networks such as NIPRNET and the World Wide Web (AKA "The Internet").

Whew! That's a handful. In other words, the SIPRNET network is completely separate from all other computer systems. It is separated from other networks by using dedicated high-speed telephone lines and satellite uplinks. In addition, SIPRNET data, as it travels on dedicated high-speed telephone lines and satellite uplinks, is *encrypted*.

This means that SIPRNET data, as it travels around the planet, is scrambled into undecipherable bits which are unscrambled when the data reaches its destination. In addition to computers, the SIPRNET is the means by which the STU-III telephone transmits voice messages.

OK, enough on that technical stuff. The main thing to take away from this is that SIPRNET is not supposed to interface with nonclassified networks.

Why upgrade? Two reasons: capacity and proximity. SIPRNET is being used at USASAC more often than in the past. The Command's original SIPRNET network, which was installed when the Command

moved to Fort Belvoir in Spring 2002, had reached its capacity — we had too many users for the number of workstations in place. When the Command's SIPRNET network was installed, at the time only a small number of staff required access to classified data. Since Spring 2002, however, more users have needed access to SIPRNET. The Command's IM Staff evaluated the SIPRNET workload and determined that additional SIPRNET workstations were needed. In addition to capacity issues, staff were having to visit the Emergency Operations Center (EOC) and Network Operations Center (NOC) to process classified data. This made the Command's staff less productive than if they were working closer to their normal work stations. By placing SIPRNET workstations and printers in close proximity to the users who process classified information, the Command's staff can work in a more efficient manner and be less dependent on staffing in the EOC and NOC.

**A**s you can see by walking around Building 216 at USASAC-Fort. Belvoir, the Command's IM Staff has recently completed an expansion of the Command's SIPRNET network. The evidence? Additional wires running throughout the building and additional red-sticker workstations and printers.

The expansion took several months to complete, replete with lots of drilling (our ears are still ringing), the laying of thousands of feet of fiber and Ethernet cabling, the installation of switches and security boxes, and the procuring and configuring of a dozen new workstations and printers. Glenda Coleman was the lead on this project, and Rick Vitek did a lot of the heavy lifting (physically and mentally).

Setting up the Command's new SIPRNET network was a team effort between the Command's IM Staff, contractors (for the cabling portion of the upgrade) and the Ft. Belvoir DOIM. The effort took many months of planning, procuring and configuring. In addition, the accreditation process for a SIPRNET network is typically a difficult and time-consuming process.

**S**o, why does an upgrade of this nature take so long? Many reasons. The cost of a project such as this requires that labor and hardware go out for bid. Once the cabling work began, the new network had to be physically separate from the Command's unclassified network. We were not able to merely add to our existing network. And at all times during the process physical security issues had to be evaluated.

The Command's SIPRNET workstation capacity has increased by 350 percent (from only four SIPRNET workstations to 14 SIPRNET workstations). Workstations and printers have been installed in close proximity to the users who process classified data.

In addition to the workstations, the IM Staff was able to simplify its SIPRNET network backbone by collapsing the network from four Internetworking Protocol (IP) subnets to one subnet.

This simplified the network and increased data transmission speed on the network. At the same time the network's size was increased, the IM staff upgraded the network's operating system from a Microsoft Windows NT 4 domain to a Microsoft Windows 2003 Active Directory domain. This was done to increase security on the Command's SIPRNET network and to allow better management of same.

## DO YOU KNOW Buyouts for FY 05

On September 13, 2004, the Department of Defense allocated to the Department of the Army 8,135 VSIP buyouts to be used during FY 05. Distribution of the allocations will be made to the MACOMs once the requested requirements are received. For more information contact Beth Helmer/(703) 325-9974 or DSN 221;  
E-mail: [Beth.Helmer@us.army.mil](mailto:Beth.Helmer@us.army.mil)

## Hispanic Heritage

Celebrate Hispanic Heritage during lunch at the Fort Belvoir Officer's Club, 13 Oct. Dewitt Army Community Hospital will offer food sampling in their conference room 11a.m. -2 p.m. on 15 Oct. For more information about Hispanic Heritage events, please contact the Fort Belvoir EO Office, (703) 805-5383 or (703) 805-228

## Benefits and retirement

The OPM has issued Benefits Administration Letter (BAL) 04-208, dated September 8, 2004, which updates the policy on waivers for the FEHB participation requirements for employees who retire during a period of VSIP and VERA. This BAL sets new procedures for employees retiring with a VSIP or VERA to have pre-approved waivers of the 5-year participation requirement. Those retiring in conjunction with VSIP or VERA must have been covered under the FEHB program:

-For the last 5 years of their Federal civilian service in order to continue such coverage in retirement, or

-If less than 5 years, for all service since the employee was eligible for these benefits, unless these requirements are waived.

For more detailed information, go to <http://www.opm.gov/asd/htm/bal04.asp> to access BAL 04-208. (Juanita Benton/ (703) 325-8738 or DSN 221;  
E-mail: [Juanita.Benton@asamra.hoffman.army.mil](mailto:Juanita.Benton@asamra.hoffman.army.mil))



## Wine Anyone?

Mel Garcia, weapons integration and plans directorate, demonstrates his talents at the wine carrying competition during AMC's recent Organization Day. The wine carry was one of 10 "Outrageous Olympic" events where six teams competed for gold. Although they displayed style and grace, USASAC's "Hackett Hackers" took sixth place in the overall competition. The day kicked off with a General Officer-Senior Executive Service softball game and ended with plenty of food and fun.

## Fire Prevention Week

"It's Fire Prevention Week: Test Your Smoke Alarms" — that's the theme of Fire Prevention Week 2004. Testing smoke alarms may sound like basic advice, but this lesson can save lives. All too often the presence of a working smoke alarm can mean the difference between life and death. But despite the fact that smoke alarms are now widely popular, roughly 70 percent of home fire deaths result from fires in homes with no smoke alarms or no working smoke alarms. Because fire can spread through a home so quickly, it is essential that everyone in your family be able to recognize the sound of the alarm, and has a plan for getting out safely. Smoke alarms are the fire safety success story of the 20th century, but they can't save your life if they're not working. Test your smoke alarm today. It could make all the difference.

## Funded Courses

USASAC employees should prepare and submit FY05 requests (DD Form 1556s) for DISAM and centrally

funded courses, e.g., ALMC. Fort Belvoir employees please forward them to Steve Coster. New Cumberland and St. Louis employees please forward them to Ms. Enterline. Early submission will allow you to obtain enrollment into the preferred class session. For those at New Cumberland who wish to take the DISAM Logistics/Customer Support, it will be offered on-site 11-13 Jan.

## Training Events

Mid-Career Retirement (NC)  
25-27 Oct  
Pre-Retirement (NC)  
27-29 Oct  
Retirement Course (AMC)  
As Announced  
Ethics & Lean Mandatory Training (FB) 18 Oct  
Ethics & Lean Mandatory Training (NC) TBD  
Briefing and Presentation Skills(FB) 6 Dec  
Briefing and Presentation Skills (NC) 7 Dec  
Cultural Training (FB) Third Quarter