Prostate cancer seminar Sept. 11

September is Prostate Cancer Awareness Month.

Representatives of the Pennsylvania Cancer Education Network of the Northeast Regional Cancer Institute will present a prostate cancer seminar at noon on Thursday in the Keystone Room, third floor, Building 11.

Due to limited seating, preregistration is required by calling X57069.

Fish for prizes at derby

The 12th annual Children’s Fishing Derby will be held Sept. 20 at Barney’s Lake.

Registration begins at 7 a.m. and the derby runs from 8 to 11 a.m. Prizes will be awarded in several categories and age groups. Children 15 years and younger are eligible.

The Fire Safety House and Laser Tag will also be available.

The lake will reopen for public fishing at noon. You must have a Pennsylvania fishing license, trout stamp and $5 permit.

For more information, call Jackie Vass, X57584.

Be fit in time for snow shoveling

Child and Youth Services is offering a Fitness and Functional Program for adults 18 years and older. The 10-week program of exercises, aerobics, body resistance movements and weights will be conducted Mondays and Wednesdays, from Oct. 6 through Dec. 10, 4:45 to 5:45 p.m.

Cost is $50 for the entire program.

For registration information, contact the Child Development Center, X56559, X56148 or X57069.

Retirees breakfast reminder

The next Tobyhanna Mount Pocono Retirees Breakfast Get Together is Nov. 4 at 9 a.m. Breakfast will be held in the rear room of the Pioneer Diner in Mount Pocono.

All Tobyhanna retirees are welcome. For more information, call Tom Shea, 570-839-6355.

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Communication can strengthen relationships

This week I was reading some of the information on the Internet about the depot’s corporate philosophy. The importance of communication and structure was what stood out to me. Prior to the current structure, lack of communication at most levels was seen to be a weakness within the organization. A number of structures and programs were instituted to facilitate communication which most of you know and practice far more than my limited exposure can comprehend at this point. So, my early perception is that what was considered once to be a weakness has been deliberately, and maybe sometimes painfully, made into a real strength within the organization.

On a very practical level, I have experienced the effect of good communication in the welcome which I have received from so many of you. By the time this article is printed, I will have been at Tobyhanna Army Depot one month. Originally, I am from Charleston, S.C.—well known for its southern hospitality. However, I will have to admit in return, we gain relationships that are much more solid—true lasting relationships that are much stronger and much more mutually fulfilling.

Corporate philosophy and home philosophy—perhaps one common thread of the two is the importance of good communication.

SHINGO from Page 1
reduce the Repair Cycle Time for all of the systems.

Work Leader Marty Binceton related the Lean tools, plus the more efficient work space, are what made the difference in their efficiency.

“The RFID tags allowed us to track items much faster,” Appel said. “They save us time when we need to locate items. Our workload is increasing.”

“Tobyhanna Army Depot and Chris Simko of the Productivity Improvement and Innovation Directorate also assisted in the development of standard work documents. “We worked with Sharon and Chris on a daily basis,” Laffair said.

“They were a great team to work with,” Simko commented. “They have good leadership.”

With the Lean improvements, 21 technicians can now complete a system in 115 days for an Air Force System and 90 days for a Marine Corps system as opposed to 150 days and 90 days before Lean. This translates to about 11 systems per year, up from three per year.

Appel said they applied Lean techniques to other workloads in the branch, including Common Hardware Software systems, the AN/TSC-147 Joint Tactical Information Data System, the Battleon Video Teleconference System and the AN/TYQ-232 Air-Defense and Airspace Management Cell system. There are 40 employees in the branch.

“During our Lean events, we never lost production,” she noted. “We’re still making changes to improve our processes.”

For example, a power tester may be moved to eliminate transferring power supplies between the branch’s two locations, from Building 5-1, and Building 4-2, for testing. “This will smooth out our work flow further,” Appel said. “We were also burning in (testing) power supplies in a mock up in 5-1. So we’re going to reduce three trips each to test 15 power supplies per system to one trip."

Technicians repair and test power supplies and other individual AN/TYQ-23 components sent from the field, not just entire systems.

The Bronze Medallion is part of the Shingo Prize for Public Sector Excellence in Manufacturing category. The prize recognizes U.S. organizations that have demonstrated outstanding achievements in Lean manufacturing (including maintenance, repair and overhaul) and the supporting business processes leading to outstanding quality, cost, delivery, and business financial results.

TOBYHANNA REPORTER

Defense Distribution Depot Tobyhanna hosts open house

Officials and guests from the Defense Distribution Center (DDC), Defense Distribution Depot Tobyhanna (DDTP), and Tobyhanna Army Depot cut the ribbon to open DDTP’s renovated storage facility. The ceremony was part of DDTP’s open house, held August 19-20. The open house provided the DDC (part of the Army’s Defense Logistics Center) commanding general, Brig. Gen. Peter J. Talleri, DDC staff, DDTP customers and partners, and program and item managers an overview of operations, capabilities and future goals. More than 50 people participated: Depot commander Col. Ron Alberto and Col. Brian Leonard; 315th Area Support Group, Pennsylvania Army National Guard, also attended and were presented with DDC Certificates of Appreciation and Commander’s Coins by Talleri. John Sylva (deposit maintenance inspector) and Larry Fetterhoof (DDTP distribution process worker) were also recognized by Talleri for outstanding duty performance. The event also included DDTP and Tobyhanna command perspectives, tours of the industrial areas, and presentations such as the DLA/DDC Strategic Plan and Concept of Support. From left: Tom Griffin (DDTP distribution process worker), Ray Gianmondi (DDTP Public Works), Penny Graff (DDTP customer service representative), Matt Jensen (Oyedepoye Contracting Corp.), George Brocket (DDTP facilities manager). Talleri, Lt. Col. Michael J. Talley (commander, DDTP), Walter Rosati (former DDTP accountable officer). Ed Kozoloski (engineer, Tobyhanna Public Works Directorate), Mayank Shah (DDC installation management officer), and John Hubes (DDTP environmental safety and security management officer). (Photo by Tony Medici)
Recognizing depression key to suicide prevention

by Anthony Ricchiazzi
Editor

(Editors' Note: In observance of Suicide Prevention Week Sept. 7-13, the Tobyhanna Reporter interviewed Jeffrey Whitesell, the depot’s Employee Assistance Program Manager.)

Jeffrey Whitesell is blunt about it. If you are depressed and it’s worsening, or just not getting better, don’t try to tough it out. GET HELP!

Whitesell says depression, which ranges from mild to Major Depressive Disorder (the most prevalent mental health disorder), can be alleviated just by talking about it.

“Some people think they can handle it or deny that they need help,” he said. “And if you have major depression, it leads to suicide. Some people just need someone to talk to. The key here is to get help, from a friend, a clergy or a professional if your depression is severe.”

Whitesell provides Employee Assistance Program screening, referral and follow-up services to depot employees and their family members. He also oversees the Drug Free Workplace Drug Testing and Prevention Program.

He is a Certified Employee Assistance Professional and Senior Prevention Professional, and is the Installation Biochemical Testing Coordinator.

Whitesell said employees can talk to him, or they can see Chaplain Tammy Creus, who is a licensed therapist, in complete confidentiality.

“We can refer him to a psychiatrist, a psychologist or a family counselor if necessary, and there are many treatment agencies in the area,” he said. “We can help employees with other mental health issues, substance abuse, family or financial crises.”

He emphasized that pastoral counseling is an important treatment to people of faith. “A strong spiritual focus provides hope,” he said. “The main thing is to talk about whatever is causing the depression. The brain can heal itself.”

Depression has a biological component, he explained. There is some evidence that genetics may play a role, but the major biological component of depression is lowered chemicals in the brain called neurotransmitters, especially a neurotransmitter known as serotonin.

“If you have too little serotonin, you get depressed; too much, you become abnormally elated,” he said. “Drugs like Ecstasy raise serotonin levels. We don’t know what causes serotonin to fall. It could be the combination of a negative situation and genetics, or genetics and drug abuse or a combination of all of these factors.”

Whitesell pointed out that there are several types of depression: Depression can be caused by a long-term negative situation, such as family strife or conflict at work, and clinical depression, which is caused by biochemical imbalance in the brain. Many times when a person who is depressed resolves stressful situations they are experiencing, the depression will subside. Often medical doctors will prescribe medication to assist in the brain to return to normal mood.

Depression can be also caused by drug abuse or dependency. “Drug abuse is not necessarily someone drinking heavily, snorting cocaine or shooting heroin,” he noted. “People in chronic pain can also become addicted to the narcotics that are prescribed by their doctor. Chronic pain is one major cause of depression. Again, the key is to get help.”

“People many times don’t seek help because they are ashamed, are in denial or minimize the situation. They sink into depression and become customers when dealing with each other to get the job done. The ICE program is another example of work together toward a common goal.

“People are starting to realize they have a voice,” Williams said. “Everyone has an opinion and this is a way to get it out there.”

For more information, call X56347 or X56988.

Customers speak out using online service

by Jacqueline Boucher
Assistant Editor

A Department of Defense Web-based program gives voice to customer comments, complaints and compliments regarding service received at Tobyhanna Army Depot.

The program, called Interactive Customer Evaluation (ICE), allows internal and external customers to rate products and services provided by depot personnel here. ICE is an online comment card that individuals can fill out whenever they have received service from a participating organization. After the customer submits the comment, it is automatically forwarded to a point of contact within the indicated organization.

ICE: comment card ratings are used to improve products and services.

ICE will help the installation determine how satisfied customers are with its services, identify any issues the organization may have, compile the information and decide where improvements are needed and act on them.

“Depot employees want to know what customers think about our products and services,” said Michele Yeager, customer satisfaction specialist, Business Management Directorate. “This program is a quick and easy way for customers to provide feedback to service provider managers.”

Tobyhanna’s ICE program went live July 21, receiving numerous responses from customers. Individuals can access the system by visiting the depot’s Internet site and clicking on the customer service icon, then the ICE link; or log on to http://lce.dla.mil and click on “Tobyhanna Army Depot.” Not to be confused with other customer satisfaction programs, ICE is strictly a feedback system.

Customers have the option of submitting information anonymously or providing contact information, such as name, phone number or email address, to help resolve the issue. As the program evolves, Williams and Yeager will be able to provide statistics and analysis report and metrics.

Common Symptoms of Depression are:

- Depressed mood (feeling sad or empty)
- Lack of interest in previously enjoyable activities
- Significant weight loss or gain, or decrease or increase in appetite
- Increasing alcohol or drug use
- Insomnia or hypersomnia
- Agitation, restlessness or irritability
- Fatigue or loss of energy
- Feelings of worthlessness, hopelessness or guilt
- Inability to think or concentrate, or indecisiveness
- Recurrent thoughts of death, recurrent suicidal ideation, suicide attempt or plan for completing suicide.

State officials congratulate depot on maintenance award

Ben Franklin Technology Partners Northeastern Pennsylvania

Dear Col. Alberto:

I congratulate you and the men and women of Tobyhanna Army Depot for receiving the 2008 Army Chief of Staff Maintenance Excellence Award for Depot Maintenance. The Tobyhanna Army Depot community can take great pride in the receipt of such a prestigious award for the excellent work performed in a variety of complex and demanding systems.

Tobyhanna Army Depot continues its tradition of proven excellence. This award is another example that supports the depot’s tradition of excellence. This award is another example of the depot’s commitment to excellence. To win this award, the depot has worked together toward a common goal.

“People are starting to realize they have a voice,” Williams said. “Everyone has an opinion and this is a way to get it out there.”

For more information, call X56347 or X56988.

COMMONWEALTH OF PENNSYLVANIA
OFFICE OF THE GOVERNOR
HARRISBURG

Dear Colonel Alberto:

I congratulate you and the men and women of Tobyhanna Army Depot for receiving the 2008 Army Chief of Staff Maintenance Excellence Award for Depot Maintenance. This is certainly a truly outstanding achievement, and you are to be commended for your leadership and your extremely talented staff.

Ben Franklin Technology Partners has been a partner with Tobyhanna on various projects, and looks forward to working together on future programs. Please let us know how we can be of assistance.

Once again, best wishes on your fine accomplishments.

Yours truly,

Gerald A. Ephault, Regional Manager
Pocono Northeast Region
The employee payout award is based on performance in four areas rather than just the depot’s financial performance as defined by the annual Net Operating Result (NOR). The amounts depicted in the charts represent a “projected payout” based on the depot’s standing against the stretch goals. Each of the four metrics has a payout potential of $500 for a potential maximum of $2,000. The final award amount will be determined by the cumulative status in each of the four areas at the end of the fiscal year. Monthly updates will be published in the Tobyhanna Reporter to show the current status of the award.

**SCEP GRADUATES**

Col. Ron Alberto, depot commander, attended graduation ceremonies for 58 Tobyhanna employees completing the Student Career Experience Program. The program gives students the opportunity to train for potential jobs with the depot upon graduation. If students complete the academic training and 640 hours of work at the depot, they may be offered full-time, career-conditional employment with benefits and advancement opportunities.

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<th>Name</th>
<th>School</th>
<th>Career</th>
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See SCEP GRADUATE LIST on Page 6
Equipment Specs

Radios are used for ground to air communication between pilots and air traffic control personnel. The radios are also used in other systems such as the AN/TYQ-23 Tactical Air Operation Module, AN/MPN-14 Precision Approach Radar System, and AN/TPN-19 Precision Approach Radar System.

EXCELLENCE IN ELECTRONICS

AROUND THE DEPOT

Andrey Guydik, electronics mechanic, repairs an AN/GRR-23 VHF receiver.

John Newman, electronics mechanic, performs electrical testing, repair and alignment on an AN/GRR-23 VHF receiver.

Greg Guziewicz, electronics mechanic, repairs an AM-7399/UR kilowatt amplifier, which is part of the AN/TYQ-23.

Ground Radio Branch
Communications Systems Directorate

The branch’s 29 employees repair and overhaul high frequency (HF), very high frequency (VHF), and ultra high frequency (UHF) radios for the Air Force. In addition to overhauling the end item radios, the branch also repairs numerous modules that comprise the radio sets. Employees return over 1,500 modules per year from F to A stock to keep communications equipment functioning properly. Branch members also repair and return modules for the Navy’s AN/GRC-171 family of UHF radios and the 10 kilowatt transmitter that is used for worldwide communication.

Robert Miscavage, electronics mechanic, replaces a meter select wafer switch on an AN/GRT-21 transmitter.

Ground radio personnel assemble and test AN/GRR-23 and AN/GRR-24 receivers, and AN/GRT-21 and AN/GRT-22 transmitters.

Photos by Steve Grzedzinski
VAN/CAR POOLS

• Wilkes Barre: 1 opening, van, 7 a.m.-3:30 p.m., pick up/drop off at Sam’s Club in Wilkes Barre Township, call Rosanne Mosh, X57285 or Arlene Soboleski, X58008.
• Stroudsburg: 2 openings, van, 7 passengers, 5/4/9, runs both Fridays, shared driving, call Phil or John, X56270.
• Nanticoke, Sugar Notch: 1 opening beginning Oct. 1, 7 a.m.-3:30 p.m. shift, “A” placard, pickup points are the Nanticoke National Guard Armory and Sugar Notch park and ride, call John Biencik, X57646.
• Stroudsburg: openings, car pool, second shift, send e-mail to John.kulp@us.army.mil.
• Mountain Top: 1 opening, van, 7:30 a.m.-4 p.m., leaves Mr. Z’s at 5:45 a.m., travels through White Haven and Route 940, leaves depot between 4:30 and 5 p.m., call Dale, X57245.
• Blakely: new van pool, 7 passengers, 7 a.m.-3:30 p.m., valley area, call, Kevin, X9415.
• Dickson City: 1 opening, van, 15 passengers, 5/4/9, nonsmoking, runs every Friday; leaves Giant parking lot, call Joe Edil, X56227.
• Factoryville, Dalton, Clarks Summit: 1 opening, van, 5/4/9, 7 a.m.-4:30 p.m., rent Friday; A placard, handicap, call Richard Pomietz, X59343.
• Hazleton, Drums, Mountain Top: 1 opening, van, 7 passengers, 7:30 a.m.-4 p.m., nonsmoking, “A” placard, call Don Cook, X58636.

TRADING POST

• Drum set: 2007 Yamaha Stage Custom Advantage, 5-piece, natural wood colored kit, Remo Ebony heads, Zildjian hi-hats, 5 Zildjian cymbals, 2 Wahman cymbals and bag, stands, hardware, throne, extra Remo heads; played about 30 times, mint condition, $1,200 takes all, negotiable, pictures available, call Vini, 401-1655 or 722-9193 after 5 p.m.
• Camper: 1997 pop-up, Palomino Yearling, sleeps 6, twin queen mattresses and 2 drop-down tables for more sleeping space, 14-foot tow length/20-foot extended, tongue-mounted propane tank/battery; sink, 10-gallon water tank, 3-burner propane stove mounts inside or out, 8x10-foot awning, 110/125 volt AC/30 amp hookup or 12 volt DC, 2-inch hitch, flat 4-prong trailer connector, 12-inch tires, spare with cover, storage space, asking $1,600, call Ron, 780-6641.
• Furniture: Contemporary living room set; red sofa and loveseat, black chair & ottoman, chrome legs, round glass and chrome coffee table and 2 end tables, good condition, asking $750, call Peggy 388-2007.
• House: West Pittston, move-in condition, 1,300 sq. ft., family neighborhood, 3 bedroom, 1 bath, garage, close to many van pools, $85,000, call Chris, 484-868-1190.
• NASCAR Collectibles: Dale Earnhardt Jr Sr, Jeff Gordon, Harvick and others, mostly winners circle, some transporters and special items, sold in sets/parted out, prices start at $2.50, call Walter, 499-4219.
• Exercise equipment: Stepper exerciser, like new, paid $800, asking $450 negotiable; a woman’s bike, new, paid $600, asking $350 negotiable, call Denise, 582-4838 or e-mail Handybache@gmail.com.
• Condo: 3 bedrooms, 2 baths, end unit, new paint, great condition, near shopping/highway/new casino, in Mount Pocono, $79,996, call 424-8211.
• Computer: 2001 iBook, Mac OS operating system installed, has imacs, imovie, iPhoto, DVD player, Appleworks, needs new battery, does not connect to the Internet, call Terry at 839-9428.

COMMUNITY BULLETIN

Welcome to the Depot

Career Milestone

From left, James Serfass, Robert Palchanis, Chief of Staff Ron Cappellini, Aleida Sharp and Leslie Sharp attended the Aug. 20 Length of Service ceremony.

Four Tobyhanna employees were recognized for their years of government service during the Aug. 20 Length of Service ceremony.
• James Serfass—35 years, firefighter, Fire and Emergency Services Division, Industrial Risk Management Directorate.
• Leslie Sharp—35 years, electronics mechanic, Avionics Division, Command, Control and Computers/Avionics Directorate.
• Aleida Sharp—35 years, electronics mechanic, Satellite Communications Division, Communications Systems (CS) Directorate.
• Robert Palchanis—30 years, electronic integrated systems mechanic, Satellite Communications Division, CS Directorate.

In addition to service certificates and pies, employees with 35 years receive an engraved mallet clock and 30-year honorees receive a framed American Flag that includes a photo of the depot. Honorees who attend their ceremony also receive a four-hour time-off award. Depot Chief of Staff Ron Cappellini presented the awards.

SCEP GRADUATE LIST from Page 4

From left, James Serfass, Robert Palchanis, Chief of Staff Ron Cappellini, Aleida Sharp and Leslie Sharp attended the Aug. 20 Length of Service ceremony.

Four Tobyhanna employees were recognized for their years of government service during the Aug. 20 Length of Service ceremony.

Name Organization

Christopher Stalfer  Johnson College  D/SIS
Joshua Telesco  Johnstown College  D/SIS
William Brodhen  Johnson College  D/SIS
Nathaniel Issac  Johnson College  D/SIS
Robert Jones  Johnstown College  D/SIS
Chris Van Orden  Johnson College  D/SIS
Joseph Bikotta  Johnson College  D/SIS
Kathie Casaola  Johnson College  D/SIS
William Martin  Johnson College  D/SIS
Michael Pinaza  Materials expeditor  D/C3/Avionics
Rose Rinehart  Secretary  D/SIS
Maria Robertson  Contract Administrator  D/SIS
Francis Scott  Materials handler  D/SIS
Mark Sgobba  Electronics engineer  D/PID

Name Title Organization

Danielle Benson  Secretary  D/CS
Carrie Freeze  Secretary  D/RM
Dustin Dees  Equipment specialist  D/C3/Avionics
Francis Scott  Secretary  D/ISR
Michael Pinaza  Materials expeditor  D/CS
Rose Rinehart  Secretary  D/SIS
Maria Robertson  Contract Administrator  D/SIS
Mark Sgobba  Electronics engineer  D/PID

Name School Organization Career

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06 TOBYHANNA REPORTER SEPTEMBER 9, 2008
Robert Abromavage is the chief of the Quality Improvement Division, Productivity Improvement and Innovation Directorate. He supervises 37 people who inspect products to ensure accurate specifications are achieved according to customer requirements, conduct in-process and final product inspections, observe the progress of production along with ensuring information management, and monitor and validate test sets and test equipment. Prior to his current position, Abromavage was a sheet metal supervisor for the Industrial Services Division. He began his depot career in September 1974. Abromavage is a 1973 graduate of Coughlin High School in Wilkes-Barre. He resides in Daleville with his wife, Bonnie. They are the parents of Justin, Heather and Maggie. Abromavage’s hobbies include reading, working around the house and staying active. Donald Engel is the chief of the Process Engineering Division, Productivity Improvement and Innovation Directorate.

Christopher Hunsinger is chief of the Tactical Missile Scheduling Branch, Production Management Directorate. He supervises 12 people responsible for the scheduling of maintenance efforts in three work centers: command, control and computers, field repair activity and tactical missile. Hunsinger began his depot career in May 2008 after serving a 20-year career in the U.S. Navy. The retired chief petty officer entered service in 1987 as an aircraft/instrument technician at Naval Air Station (NAS) Parris Island, S.C. He later became a flight engineer on the P-3 Orion and later an instructor/evaluator at NAS Brunswick and NAS Jacksonville in Florida. He also participated in the Personnel Exchange Program Royal Netherlands Navy. Hunsinger retired in December 2007. His awards and decorations include the Air Medal, Navy and Marine Corps Commendation and Achievement medals, each with gold star, Navy Unit Commendation with bronze star, Meritorious Unit Commendation with bronze star, and National Defense Medal with one bronze star. Hunsinger is a 1983 graduate of Hazleton High School and the Hazleton Area Vocational Technical School. He also earned a Bachelor of Science degree in Aviation Management from Southern Illinois University, Carbondale, Ill. in 1999.

Janelle Marchione is the chief of the Transmitter Branch, Intelligence, Surveillance and Reconnaissance Directorate. She supervises 25 people who overhaul and repair transmitters on the AN/MSQ-77(V) Multi Purpose Threat Emitter System (MUTES) and AN/MST-1A(V) MUTES. Prior to her current position, Marchione was a leader in the Command, Control and Computer/Autonies Directorate’s Aircraft Survivability Equipment Branch. She began her depot career in October 1999. Marchione is a 1986 graduate of Wallenpaupack High School. She also attended classes at the Fayetteville, Community College, Fayetteville, N.C. She lives in Greentown and is a parent to Amanda, 19, and Adrienne, 3. Marchione’s hobbies include hiking, reading, painting and woodworking.

Tammie Crews is the installation chaplain. As chaplain, she advises the commander on matters of religion, morals, ethics and morale as affected by religion. Crews advises the commander and staff on outside community concerns and provides worship opportunities, pastoral care, and counseling for Soldiers, civilian employees and all family members. She also provides periodic evaluations on the spiritual and moral health of the depot. The chaplain’s responsibilities include planning, coordinating and executing the Command Master Religious Program with respect to the freedom of religion for all Soldiers and civilian employees.

Crews is a 1977 graduate of First Baptist Church School, Charleston, S.C. She earned a Bachelor’s degree from Trevecca Nazarene University, Nashville, Tenn., in 1980, and a Master of Divinity degree from Nazarene Theological Seminary, Kansas City, Mo., in 1983. She also earned a master of science degree from Columbus State University, Columbus, Ga., in 2005.

Prior to entering the Army, she served as the minister of two churches and resided in the north of England for 14 years.

Crews entered the Army Reserve Component in March 1991. After completing the Chaplain Officer Basic course in 1993, she served two deployments with Southern European Task Force under the Link-Up program. In 1996, she was assigned as the deputy post chaplain and community chaplain under a presidential call-up for Operation Joint Endeavor.

The chaplain’s active duty career began in May 1997. She served as a battalion chaplain at Fort Bragg, N.C., until 1999. Following a deployment to Haiti as the Joint Task Force Chaplain, Crews became the battalion chaplain for a unit in Hanau, Germany.

She deployed to Macedonia in 2000, and Iraq in 2003 and 2004. The chaplain was assigned to the National Training Center at Fort Irwin, Calif., as the Installation Family Chaplain from August 2005–August 2008.

Her awards and decorations include the Meritorious Service Medal, Army Commendation Medal with 1 oak leaf cluster, Army Achievement Medal with 1 oak leaf cluster, Army Service Medal, Kosovo Medal, Armed Forces Service Medal with one star, and the Armed Forces Reserve Medal with the “M” device.

She resides on the depot with her husband, Ottmar Schmidt. Crews’ hobbies include alpine and cross country skiing, gardening, music and reading.

She is a member of the National Association of Counselors, California Association of Marriage and Family Therapists and the United Methodist Church.

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Employees voice opinions in 2008 depot survey

by Anthony Richiazzoli
Editor

Employees are invited to state their opinions about working at Tobyhanna the week of Sept. 22.
Caliper Associates, an ICF International Company, located in Fairfax, Va., is a leader in military survey research. They are assisting Tobyhanna with this effort.

Caliper will provide the survey, send out the request, and track the results. They will call people for follow-up surveys if appropriate.

Caliper will consolidate the responses, analyze the data and present it to the Primary Team. Following presentation to depot managers and union officials, employees will receive a cascade briefing with a summary of overall survey results, as well as any results that pertain to their specific work area.

Survey results will include various demographic latitudes, such as by organization, job series, and years of service. Survey respondents will be asked to rate their level of satisfaction, either overall or by organizational level.

Some of the potential topics employees may be asked to rate include:

1. How happy are you with the way things are going at the depot?
2. How happy are you with your job duties and responsibilities?
3. How happy are you with the size of your work unit?
4. How happy are you with the facilities?
5. How happy are you with the work environment?
6. How happy are you with the camaraderie of your work unit?
7. How happy are you with the way you are treated by your supervisor?
8. How happy are you with the way you are treated by co-workers?
9. How happy are you with the way you are treated by management?
10. How happy are you with the way you are treated by subordinates?
11. How happy are you with the way you are treated by customers?
12. How happy are you with the way you are treated by suppliers?
13. How happy are you with the way you are treated by vendors?
14. How happy are you with the way you are treated by government agencies?
15. How happy are you with the way you are treated by military customers?
16. How happy are you with the way you are treated by civilians?
17. How happy are you with the way you are treated by veterans?
18. How happy are you with the way you are treated by the general public?
19. How happy are you with the way you are treated by the press?
20. How happy are you with the way you are treated by the community?

The survey is completely voluntary. It will be administered to all depot employees. Employees deployed worldwide will also be able to take the survey.

“Employee surveys are typically used by companies to determine employee satisfaction,” said Jeffrey Wood, Business Management Directorate. “Survey results will help us better meet customer needs and improve business performance and employee morale.”

The survey is similar to the survey offered in 2006, but will have more questions.

“The original questions will be used as a benchmark to compare with the survey results,” Wood said. “Expanding the questions allows for new measurement areas, such as Lean, Depot Growth, Forward Repair Activities, Army Values and our Corporate Philosophy. It should take about 30 minutes to complete the survey.”

The survey is completely voluntary. It will be administered to supervisors and employees at their regularly scheduled departmental, division, branch, and staff office team meetings.

“I want to emphasize two things,” said Terrance Hora, director of Business Management. “The survey is guaranteed anonymous and confidential, and results will be used by the Tobyhanna leadership to make strategic decisions regarding our employees and facilities. For example, the whole work schedule we now enjoy is a direct result of one of the 2004 survey findings.”

“One of the great things about commanding Tobyhanna is that I can help someone,” she says simply. Les also is a frequent donor, with about six gallons to his credit.

“I think the volunteering just comes from a desire to help people,” says her husband. “The time I spent in the Coast Guard Auxiliary grew out of a desire to be a safe boater, and I felt it was a good way to help others understand both the dangers and the pleasures of recreational boating. As far as volunteering here; and with the Patriot Guard Riders, I think it comes from being veterans ourselves, and while not really realizing what that meant back in ’78, the events of Sept. 11, 2001, and the current sacrifices being made by our military and their families in the war on terrorism, have really made it important to understand what some Americans are willing to do, for us, for our nation,” Les explained.

Over their long careers, they have seen many changes at Tobyhanna. Aleida started in the Drafting Section. “I saw the Drafting Section go from drafting tables, mechanical pencils and erasers, to using the CAD-CAM (computer-aided design, computer-aided manufacturing) system,” she says. Les believes the ongoing modernization of the physical plant best illustrates the changes he has seen. “Notable changes would include the modernization of the physical plant, getting away from the warehouse type environments,” Les notes. That is mirrored by the mission’s technological advancements. “We certainly have made the transition over the years from refurbishing really dated items, World War Two and Korean War-era equipment, to more modern, solid-state items.”

Working together at Tobyhanna solved one problem for a young couple with just one car. “When Aleida got hired here and I was working in Cresco, I would drop her off and go to Cresco, then pick her up around 5 p.m. It added about 20 miles to our commute, but gas wasn’t $3.50 a gallon either. With both of us working here, it was also much easier to raise our daughter, as we could alternate being off if she was sick, or had a snow day, but it was also good for supporting her in school activities and other things,” Les says.

Aleida jokes: “Working with your spouse is nice, especially in the winter. I don’t have to drive in the snow!” But she notes that the depot’s size and their positions keep them apart. “We work in different buildings, have different lunch breaks, so it’s not like we’re always together.”

With no plans for immediate retirement, they look to continue their careers and their voluntary service, together, in the years ahead. “Travel and the anticipated arrival of their first grandchild complete a full life for this special couple.”

PREVENTION from Page 3

• Help Line of NEPA, Wilkes-Barre. Toll free 1-888-829-1341
• Community Counseling Services of NEPA, Luzerne and Wyoming counties. 1-800-799-4TTY (4877). Catholics are welcome.
• U.S. National Suicide Hotline. Toll free 1-800-SUICIDE (1-800-784-2433). 1-800-TALK/1-800-273-8255. TTY 1-800-799-4TTY (4877)