

WELCOME GUIDE



Welcome from the Commander

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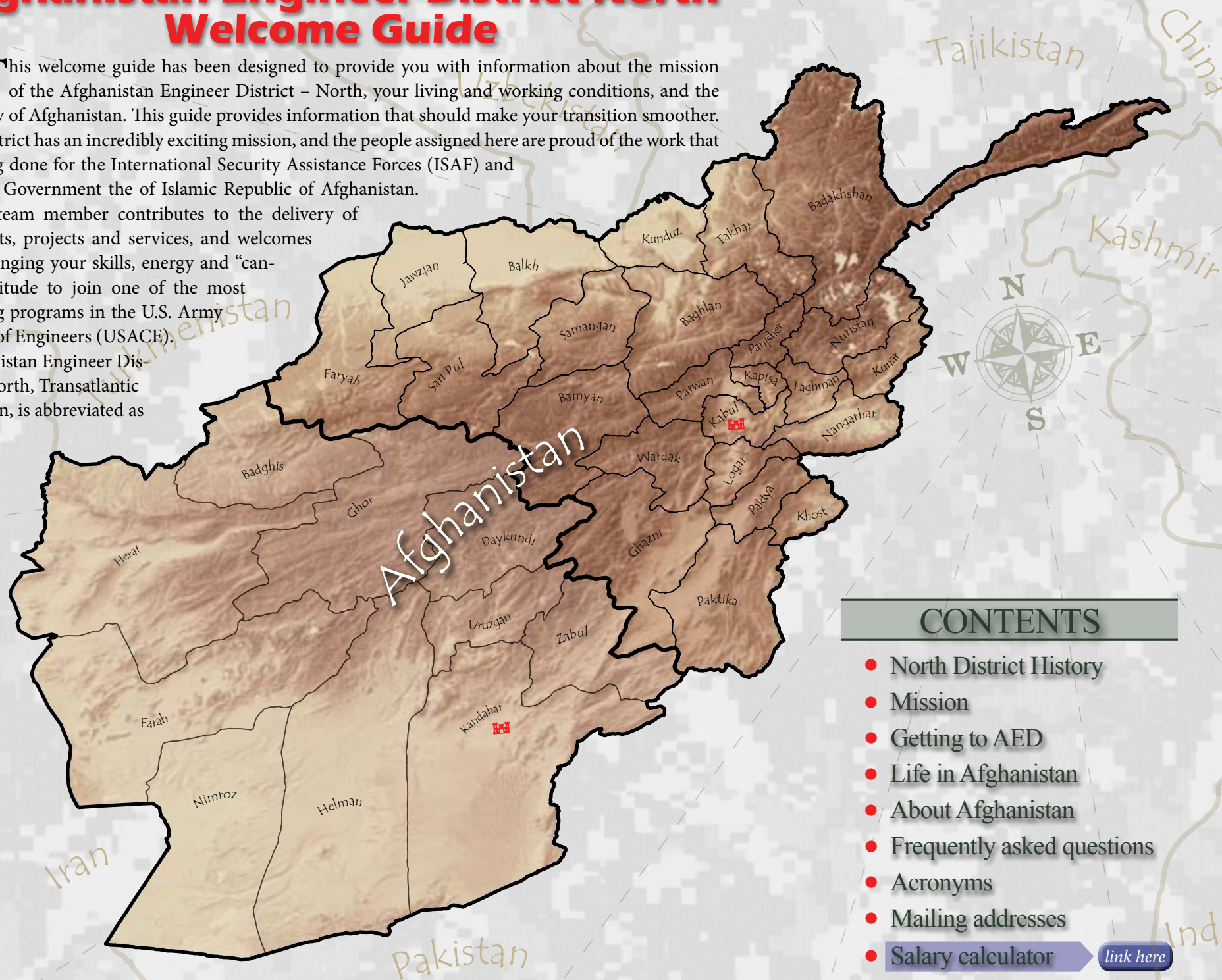


Afghanistan Engineer District-North Welcome Guide

This welcome guide has been designed to provide you with information about the mission of the Afghanistan Engineer District – North, your living and working conditions, and the country of Afghanistan. This guide provides information that should make your transition smoother. The district has an incredibly exciting mission, and the people assigned here are proud of the work that is being done for the International Security Assistance Forces (ISAF) and for the Government of the Islamic Republic of Afghanistan.

Every team member contributes to the delivery of products, projects and services, and welcomes you bringing your skills, energy and “can-do” attitude to join one of the most exciting programs in the U.S. Army Corps of Engineers (USACE).

Afghanistan Engineer District-North, Transatlantic Division, is abbreviated as “TAN”



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USACE History in Afghanistan

In October 2001, the United States and its coalition partners sent military forces into Afghanistan in support of Operation Enduring Freedom with the goal of displacing the Al-Qaeda terrorist organization, ousting the Taliban government and establishing a new Afghan central government. A six-person Forward Engineer Support Team (FEST) from USACE deployed with the Army's XVIII Airborne Corps and worked with that unit's engineers during combat operations. The USACE team provided the XVIII Airborne Corps with engineering, construction, planning, contracting and real estate services.

In a country racked by decades of war, the fledgling government needed a national army to secure internal peace and stability. But the new Afghanistan National Army (ANA) needed adequate facilities to support its new fighting force, and by Fall 2002, it became clear that the renovation and construction of support facilities would be the pacing factor in the ANA's expansion. The Office of Military Cooperation – Afghanistan asked USACE to manage the renovation and construction of facilities for the new national army.

To manage this program, the U.S. Army Corps of Engineers Transatlantic Programs Center (TAC, now the Middle East District) in Winchester, Va. established the Afghanistan Area Office in Kabul in September 2002. With the help of the FEST already in place, TAC planners completed the ANA facilities master plan and awarded the first ANA construction contracts by the end of 2002. Initially, those contracts were to renovate existing facilities to house the first soldiers graduating from the ANA training program.

ANA facility requirements expanded as the numbers of soldiers increased, with new brigade facilities identified for construction throughout Afghanistan. Concurrently, the U.S. and coalition forces military construction (MILCON) workload increased during 2003,

primarily because the growing number of forces at Bagram Airfield (north of Kabul) and Kandahar Airfield (in southern Afghanistan) required housing and operational facilities. Additionally, USACE entered into an agreement with the U.S. Agency for International Development (USAID) to provide design review, construction management and quality assurance services for its projects.

The growth in mission and the long-term commitment to Afghanistan prompted USACE to convert the area office to a district.

On March 1, 2004, the Afghanistan Engineer District (AED), reporting directly to USACE headquarters, assumed command and control of the Corps of Engineers assets in Afghanistan and the bordering countries. While no longer reporting to TAC, AED continued to receive the majority of its reach-back support from the Winchester organization.

Five years after AED's creation, USACE enacted another organizational change to meet the engineering requirements in Afghanistan. With the

increasing mission to provide facilities for more than 30,000 U.S. troops to support the surge ordered by President Barack Obama, USACE created South District from the existing Kandahar Area Office, with North District in Kabul. Both districts report to the Transatlantic Division (TAD) in Winchester, which was established Sept. 29, 2009. In theater, U.S. Forces – Afghanistan (USFOR-A) positioned over both North District and South District. TAD assumed operation control from TAD-Afghanistan as a forward element based in Kabul, which will direct and coordinate the efforts of both Districts in theater.

The USACE mission in Afghanistan plays a vital role in the international efforts to establish a secure and stable environment in this republic.



In July 2004 AED leased Qalaa House, the former Iraqi Embassy for its new headquarters.

MISSION

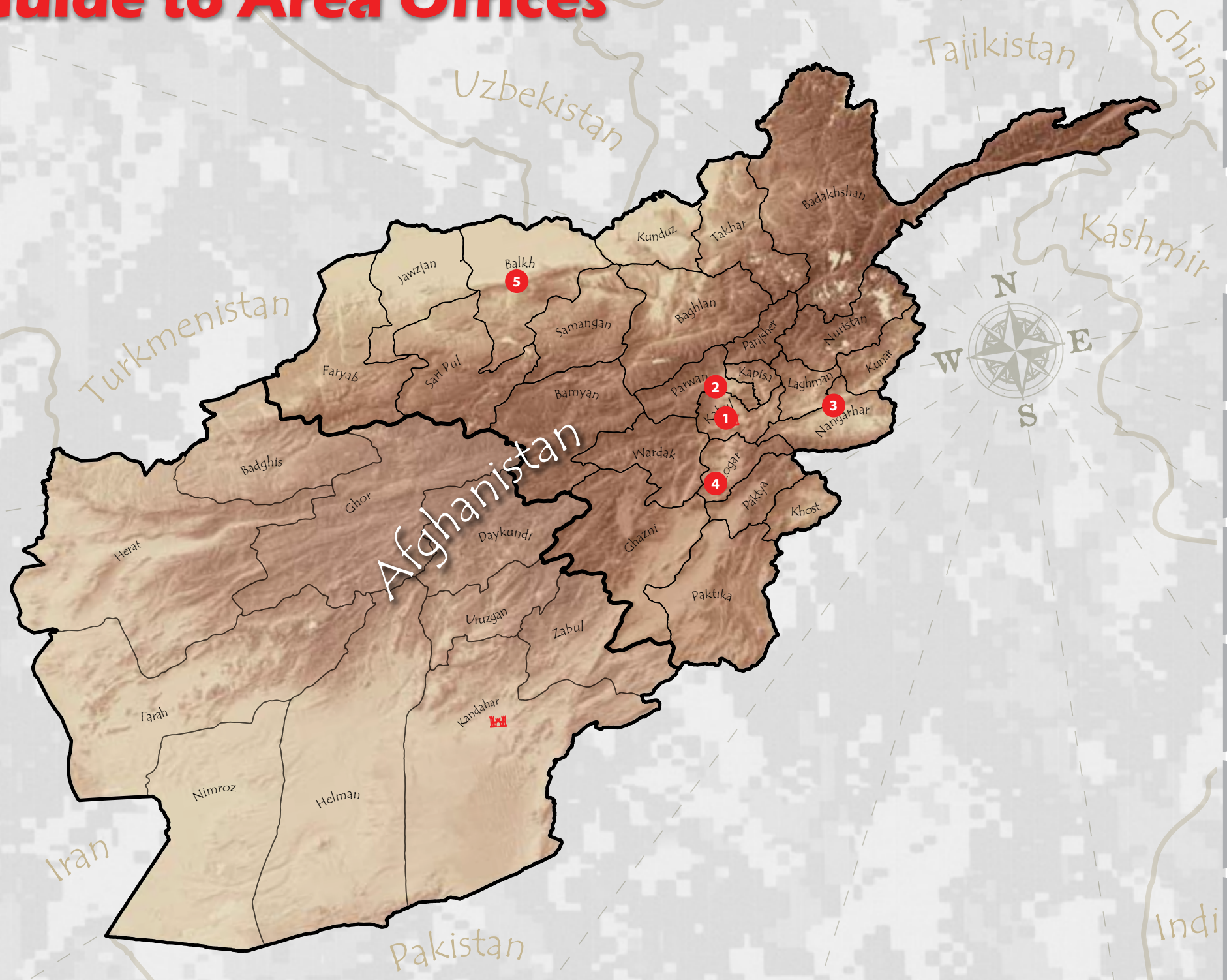
Executes ANSF and MILCON construction projects and provides oversight of the Operations and Maintenance mission for ANSF facilities in the Regional Command-East (RC-East), RC-North, and RC-Capital regions of Afghanistan in support of United States Forces-Afghanistan(USFOR-A) and NATO Training Mission-Afghanistan(NTM-A). On order, transitions program to Government of the Islamic Republic of Afghanistan (GIROA).

TAN Mission

The designation North District came with the establishment of South District at Kandahar on Aug. 3, 2009. The North District headquarters is located at Qalaa House in Kabul. It is comprised of area and resident offices located throughout the ISAF Regional Commands North, Capital and East.



Guide to Area Offices



Iran

Turkmenistan

Uzbekistan

Tajikistan

China

Kashmir

Afghanistan

India

Pakistan

Herat

Farah

Nimroz

Helmand

Kandahar

Uruzgan

Zabul

Daykundi

Ghor

Badghis

Faryab

Jawzjan

Balkh

Sari Pul

Bamyan

Samangan

Wardak

Ghazni

Paktika

Paktiya

Khost

Logar

Parwan

Baghlan

Kunduz

Takhar

Badakhshan

Laghman

Nangarhar

Kapisa

Panjshir

Nuristan

Kunar



District's mission is to design and construct projects in 3 broad areas:

Facilities that support Afghanistan National Security Forces (ANSF) – comprised of the national army and national police – and the operations and maintenance (O&M) of those enduring sites and facilities. Projects include complete operating bases, training ranges, hospitals and police headquarter compounds.

Projects under the Afghan Sustainable Development Program – such as roads, potable water supply and distribution and power production – accomplished primarily through the Commander's Emergency Response Program (CERP).

MILCON projects that support USFOR-A operations, such as airfields, cargo handling areas, utilities infrastructure, fuel systems, entry control points, warehouses and medical facilities.

North District has approximately 1,200 people – military, civilian and contractors including Afghan citizens. They are based in the headquarters at Qalaa House and in 5 area Office shaving 24 resident Offices located throughout northern Afghanistan. The headquarters is commanded by a Colonel (O6), deputy commander (O5), command sergeant major/chief master sergeant (E9), chief of staff, (GS-14-15) chief of engineering & construction, and directors for programs and project management (GS-15).

North District Headquarters, Qalaa House, Kabul

The North District headquarters compound, is located in the Green Zone in the Afghanistan capital city, Kabul. The Green Zone is home to ISAF and USFOR-A headquarters, as well as a number of foreign embassies. Kabul is located in the eastern portion of Afghanistan and straddles the Kabul River.

The Qalaa House compound is the site of the former Iraqi Embassy and is about a half mile from the U.S. Embassy. It's been transformed into business and living quarters for civilian and military personnel. Qalaa House is a walled compound guarded by our Afghan Security Force. The security force is on duty 24/7/365 and is overseen by our force protection personnel. Camp Eggers' reactionary mobile forces, which are across the street, can be summoned through the Base Defense Operations Center. The North District headquarters and remote Offices communicate with

one another as well as to the U.S. via satellite.

Due to the rapid expansion of district programs, new arrivals may be required to live in transient quarters or a bunkhouse, until permanent quarters are available.

The majority of the permanent resident rooms contain two beds, two wall lockers that provide a limited amount of storage and a desk.

All rooms have high-speed internet through a satellite uplink, telephones linked back through Winchester, Va. and dorm sized refrigerators. Internet speeds consistently range from 150 kbps to 250 kbps. The rooms have a desktop computer with DVD software already installed. Employees can enjoy watching DVDs, sending e-mails, surfing on the Internet or watching Qalaa TV in their spare time. Rooms at Qalaa House are equipped with individual heating and air-conditioning units.

Electricity

Most facilities in North District have 240-volt electricity.

- Bring an adapter plug if you have dual-voltage appliances, or
- Use the transformers that are available in most of the living quarters.

Always have your coffee pot, refrigerator and microwave on separate outlets. Never overload power strips; make sure they have the CE or UL approval. Never "daisy chain" power strips.

Housing at Qalaa House

Managing expectations for housing is important to the North District leadership. If you are assigned to Qalaa House, single rooms are limited and are assigned based on a housing policy.

- Single rooms are assigned to persons occupying certain leadership positions
- Remaining single rooms are assigned based on "boots on ground."

If you are assigned to Qalaa, most likely you will have a roommate. Sign up with J-4 Logistics for single billeting after you arrive. The waiting list is currently ten months.

Most housing areas have shared lavatory facilities that are cleaned daily. There is a dining facility and well-equipped gym on the compound. All locations are powered by generators. Electrical connections are 110v and/or 220v volts.

Laundry service varies by location. At Qalaa House you can do your own laundry in the residence facilities or use the free laundry service.

The service picks up dirty laundry and returns it clean and folded the next day. The housekeeping staff irons clothes and uniforms for \$2 per set. Depending on the security situation, Camp Eggers hosts a bazaar on Fridays. Local Afghan vendors are allowed to set up and sell their wares to coalition forces. The more popular goods include traditional wool and silk rugs, leather and fur goods, jewelry, scarves and DVDs. It is customary to haggle over the cost of goods at bazaars. It helps negotiations when you have the exact amount offered.

North District J-1 (Human Resources) makes daily runs to pick up mail. Average time to receive packages is 2 to 3 weeks; letters take 7 to 10 days. During the Christmas season, it may take even longer. You can mail standard letters free of charge. Larger packages are assessed at standard U.S. postal rates. Additional information is provided later in this guide.

Presently there are five offices: Kabul, Bagram Airfield, Jalalabad, Shank and Mazar-e Sharif and 24 resident offices. There are also opportunities to work and live with U.S. Forces at individual Provincial Reconstruction Team(PRT) sites located throughout Afghanistan. Most of the outlying sites have separate billeting for North District personnel. However, some may share austere facilities with U.S. military personnel.

Personnel may find themselves living in a variety of facilities. Generally, our regional offices provide similar work and living amenities as those provided at North District. Personnel requirements change rapidly as projects are completed and new projects begin, sometimes necessitating reassignment to a different location.

begin, sometimes necessitating reassignment to a different location. North District employees put in long hours. the typical work week schedule is 64 hours. Additional overtime may be authorized by your supervisor, but should not be assumed. there are no regularly scheduled days off. Friday is a low battle rhythm day, with 4 hours of work required. Employees have five holidays off each year – Memorial Day, July 4, Thanksgiving, Christmas and New Year's.

Bagram Area Office



Working Conditions / Hours of Work

Hours

Sunday - Thursday: 10-hour days

Friday: 4-hour day

Total scheduled work week:

- 40 hours of regular time, of which 8 are Sunday premium pay
- 24 hours of overtime
- 64 hours on average per week

North District strives to provide an adequate working environment for all personnel. You may find yourself working in a wide range of facilities. Generally, the area offices provide similar work amenities as those provided at Qalaa House, but conditions do vary by location. Personnel requirements may change rapidly, as projects are completed and new projects

The Bagram Area Office (BAO) has five resident offices co-located on Bagram Air Field (BAF). Four offices focus on projects on BAF and one office focuses on off-base projects in the provinces of Parwan, Kapisa, Panjshir, and Bamyan. BAO has 60 personnel currently assigned. This site assessment is intended to provide inbound personnel a brief view of the work and life support conditions BAO.

BAF is a large military establishment within Parwan Province in northeastern Afghanistan. It is about 35 miles (60 km) north of Kabul, in a flat area surrounded by scenic mountains. There are approximately 30,000 military, civilian, and contractor personnel who live and work at BAF.

The military units on BAF come from all over the world, to include France, Romania, Egypt, Poland, New Zealand, the United Arab Emirates

and Australia. BAF is a busy place, with lots of pedestrian and vehicular traffic and building construction.

All North District employees at BAF are assigned billets in district housing facilities. Single-room billets are assigned per North District policy. Each room has a heat pump unit that is adequate to keep the living space warm or cool. Container buildings are insulated for noise from aircraft on the adjacent airfield. Each room has a single bed, a telephone with direct dial to the United States and a desktop computer with internet access.

The West Life Support Area (LSA) contains 28 rooms that are a 2-story metal container housing facility across from the BAO building. Each billeting room is approximately 7 feet by 15 feet and each floor contains at least four bathrooms with a shower unit, sink, mirror, and a toilet. USACE employees are responsible for cleaning the bathrooms. The billets are intended as single rooms, but due to personnel strengths, several rooms house two employees. The East LSA contains 20 rooms with another 20 under construction.

The East-side billeting has single occupancy rooms and private bathrooms. You must have a vehicle or carpool to travel to the East LSA. Bring twin bed sheets with extra pillow cases, shower shoes, bath robe, a lockable box, sunglasses, digital camera and a small flashlight. Other recommend items to bring include an IPOD or external hard drive with your favorite music or movies.

PX shopping: Bagram has four stores (Main, North, Tower and Warrior). The Main PX is open 9a.m. to 9p.m. daily and is the largest exchange in Afghanistan. There are numerous locally run shops offering a wide range of Afghan products.

You can cash a \$300 check every month at the base finance office. There are also three ATM machines on BAF which allow you to withdraw up to \$500. AAFES offers the Eagle Cash (debit) Card.

Laundry service is available. Clothes may be dropped off anytime and are laundered and available for pick up in 72 hours. Bed linens can

be dropped off only on Sundays and are available by Wednesday. There are two washers and dryers in the West LSA. There is also a Laundromat. There are several gym facilities; the largest is located inside a large clamshell tent across from the Base Operations building. The gym has treadmills, elliptical, stationary bikes, and a large selection of free weights and weight lifting equipment.

There are numerous other smaller gyms located throughout BAF. Moral welfare and recreation (MWR) operates three movie theaters on post, the "8-ball", "Dragon", and "Vultures Nest". There are three, 24/7 computer centers with many PCs available for internet access. There are also two, 24/7 phone centers for calling the U.S. MWR operates dance and exercise

nights in a large clamshell building next to the gym. In addition,

MWR and Base Operations coordinate volleyball and basketball leagues with teams composed of military, civilian, and contractors. MWR and USO partner to bring a variety of talent to Bagram (comedians, singers, music groups, sports/pro athletes and special show such as models, cheerleaders, etc., and hosting some big names (e.g., Toby Keith, Robin Williams, and Darrel Worley).

The summer months bring multiple organized running events (5K, 10K, 10 milers and half marathon).

Local USO – for active-duty military personnel, the USO utilizes a

large screen TV to show movies, a bar where a variety of soft drinks and popcorn are served, DSN telephones, and computers with internet access that can be used for 30-60 minutes.

BAF has many dining facilities. On the west side close to the BAO, there are four regular dining facilities plus a barbeque tent offering U.S. personnel three meals a day (plus a midnight meal) at no charge. Menu entrees are rotated and salads, fresh fruits, juices, etc., are offered. A Subway sandwich shop is located in Camp Warrior. Bottled drinking water is staged and provided all over the installation.

BAF has the largest military hospital in Afghanistan. USACE civilians



Just one in the multitude of MilCon projects being completed at Bagram airfield. This hanger was successfully completed in 2010.

can use the facility for medical care and prescriptions. The brigade also has a surgeon/physician in-house.

BAF has the Enduring Faith Chapel, which offers a variety of religious services, Bible studies, and other activities.

A large post office is open seven days a week to serve the installation. Bagram has the benefit of being the entry and exit point for all incoming and outgoing mail shipments in the country.

Mazar-e Sharif (MeS) Area Office

The Mazar-e-Sharif (MES) Area Office covers nine northern provinces (Faryab, Jawzjan, Sari Pul, Balkh, Samangan, Kunduz, Baghlan, Takhar, Badakshan), the largest geographical area of responsibility in North District and includes five resident offices. The Area Office is situated 60km south of the border with Uzbekistan and 400km north of Kabul. The MeS Resident Office is co-located with the area office at Camp Mike Spann. The Marmal Resident Office is co-located with the Regional Command – North Headquarters at Camp Marmal. The Kunduz Resident Office is collocated with a German Provincial Reconstruction Team in Kunduz Province,



the Feyzabad Resident Office is co-located with a German Provincial Reconstruction Team in the city of Feyzabad, Badakshan Province, and the Maymanah Resident Office is located with a Norwegian PRT in Faryab Province.

Over 80 percent of our work is in support of the Afghan National Security

Forces, including police and army units. The remainder of our work is MILCON and other contingency projects. Our projects enable the Coalition to field Soldiers and policemen in sustainable facilities to continue their growth into a self-sufficient security force. Typical project sizes range from \$2 million to over \$30 million, and our employees often manage several projects at once. Employees must be eager to engage daily with Afghan contractors, Afghan National Army and Police representatives, and US and Coalition military members.

Depending on assignment location, your housing can vary, but most individuals should expect to share a room with another USACE employee. Amenities vary drastically from location to location as well. Camp Marmal is the most developed camp in the North, complete with paved roads, several eateries and retail outlets. Some other locations offer a minimal amount of amenities; however, every location serves three hot meals per day, and has MWR facilities. In addition, USACE living and work facilities are generally superior to our Coalition partners, to include access to relatively-quick internet, phones to a US exchange, laundry facilities, and private living quarters. Those assigned to offices co-located with PRTs can expect a multi-cultural experience with many of the partnered Coalition nations. Also depending on location, you may be able to visit construction sites on a daily basis with minimal force protection, and at other offices you may be limited to site visits once per month with Coalition of private security escort. In all cases, your safety is paramount to anything that we do.

Due to the wide range of living and work conditions in this area, it is highly encouraged to contact a sponsor at the resident office early to receive any specific information you require. Climate, terrain, base policies, travel methods, and welfare facilities vary office to office.



ANA military cadet students, march in formation during the grand opening of the new engineering university located in Mazar-e Sharif.

Kabul Area Office

The Kabul Area Office (KAO). KAO has three resident offices (North, Central and South) that cover Kabul Province: KAO and its three resident offices are located at Camp Integrity, which is located just north of Kabul International Airport. There is currently one field office located at Camp Morehead with personnel supporting Camp Commando and monitoring projects at Darulaman. The Area Office Engineering and Construction (E&C) element has 40 engineering professionals, 40 Afghan employees who serve as quality control professionals on project sites and 24 security personnel. In addition, there are four Operations & Maintenance (O&M) engineering professionals.



Within Camp Integrity the work space is located in the main building, separate from the living quarters. Office space, conference room and support facilities are first rate. Camp Integrity has a gym that is open 24/7, MWR facility, dining facility with excellent food, daily laundry service, free internet, and a small local Afghan shop.

Camp Integrity is protected by the United States Training Center (USTC) personnel, (approved by the Afghanistan Ministry of Interior). Each resident office has a Resident Engineer, project engineers, quality assurance representatives, and construction representatives.

Currently, KAO has over 70 active projects throughout the province for the Afghan National Security Forces (ANSF), NATO Training Mission – Afghanistan (NTM-A) and USFOR-A. Every day, personnel accompanied by their security team, travel to job sites throughout the Kabul Province.

Kabul is the largest city in Afghanistan (over five million residents) and has its share of traffic issues. While assigned to the Kabul Area Office, you will experience a city with deep traditions and history. At the Kabul Area Office we play a role in making Kabul City and Afghanistan a better place. The area office is always working to maintain a responsive and supportive

atmosphere which enables the resident offices to complete their missions. This leadership philosophy is guaranteed to make your tour a professional and personally rewarding experience.

Jalalabad Area Office

The Jalalabad Area Office (JAO). Our area office team is located at Forward Operating Base Fenty on the Jalalabad Airfield in Nangahar Province. The entire area office has approximately 50 USACE civilians, military and contractors delivering quality infrastructure to the Afghan National Security Forces at four remote residence offices supporting Nangarhar, Nuristan, Kunar, Laghman, and Badakhshan Provinces. Even though we are one of the smaller area offices, we are not short on engineering and operational challenges requiring innovative solutions to finish projects. Your assignment may provide the opportunity to build a large ANA installation or join a small project delivery team building remote uniformed or border police stations for the Afghanistan National Police. Wherever you are utilized at Jalalabad, we guarantee a challenging and highly rewarding assignment partnering with a capable and engaged workforce comprised of our local national employees, contractors, and the North District team.

The JAO is collocated on FOB Fenty with Task Force Bronco, the 3rd BCT, 25th ID Headquarters. People who live and work within FOB Fenty have access to the Post Exchange, USO facility, fitness centers, (MWR) Center, education center, dining facility, and various different shops operated by Afghan nationals. The Asadabad, Gamberi, and Jalalabad residence offices are close enough to FOB Fenty to allow for regular PX and post office runs.

Jalalabad Resident Office

The Jalalabad Resident Office (JRO) is located in the Eastern border province of Nangarhar near the city of Jalalabad. The JRO is part of FOB Hughie, a small U.S. base which lies inside the Afghanistan National Army's Nangarhar Garrison. The Nangarhar Garrison is also home to 2nd Brigade of the 201st ANA Corps and adjacent to the Provincial Operations Coordination Center and U.S. FOB Finley-Shields. FOB Finley-Shields

is home to the Nangarhar PRT, Provincial Agriculture Development Team, and the nearest helicopter landing zone. Because of its small size, FOB Hughie does not have a PX, restaurants, or a large bazaar. It does have a couple shops run by local nationals, a one chair barber shop, small gym and post office where you can receive packages. The small dining facility serves three hot meals a day to accommodate the nearly 465 residents. The JRO was established in December 2007 and completely

renovated in August 2010, providing living quarters and work space for eight permanent USACE team members and has temporary lodging for four visitors. In addition, the JRO serves as a base of operations for 10 local national quality assurance representatives. JRO residents use the FOB's bath and shower facilities but, have their own laundry facility. The JRO manages more than \$150 million in Afghan National Security Forces construction projects more than 20 active projects sites throughout Eastern Afghanistan. The Area Office MRAP team facilitates project site visits about twice a week.



Feyzabad Resident Office

The Feyzabad Resident Office (FRO) is located in Badakhshan, the Northeastern most province of Afghanistan on the German PRT Feyzabad. FRO currently manages 20 projects throughout the province. The office has six USACE personnel and 13 local national employees.

PRT Feyzabad hosts approximately 400 German, Mongolian, and EUPOL personnel. The U.S. contingent at PRT Feyzabad consists of the USACE office, two personnel, and two Soldiers from RC-North. The office has single room living quarters and work space for seven personnel with expected expansion planned for an additional four people.

PRT Feyzabad has a small PX, MWR facility, gym, and dining hall. Because of the relatively stable security situation, USACE members are able to augment their otherwise fine German cuisine with food from the local bazaar. On Thursdays, when the Germans have MREs (E-pods), we often cook dinner and host our American and German colleagues.

We have a unique opportunity to partner with our coalition forces and Afghan partners. We often join on German Patrols, USAID site visits, and meet frequently with Afghan government officials. Our ability to work closely with the Afghans, help us overcome some very difficult building conditions.

The Feyzabad PRT is focused on the mission of building Afghan National

Police and Afghan Border Police stations in Badakhshan Province. We are pioneering some unique solutions in austere design, material procurement, power and water, all while mentoring new Afghan contractors. It is an exciting and rewarding challenge.

Asadabad Project Office

The Asadabad Project Office (APO). The APO is located in the eastern border province of Kunar in the city of Asadabad. The APO is part of U.S. FOB Wright, a small base which is home to the Kunar PRT and Provincial Agriculture Development Team. Because of its small size and remote location, FOB Wright does not have a PX, or a post office. It does have a couple shops run by local nationals, to include two barber shops, and an Afghan restaurant. It also has two small gyms, one with weights and the other with



cardio equipment. The small dining facility serves three hot meals a day to accommodate the camp's nearly 400 residents, and is open 24 hours a day.

The APO was completely renovated in February 2011 and provides living quarters and work space for three permanent USACE team members and has temporary lodging for four visitors. In addition, the APO serves as a base of operations for eight local national quality assurance representatives. APO residents use the FOB's shower and laundry facilities. The APO manages over \$50 million in Afghanistan National Security Forces construction projects and has seven active projects sites throughout eastern Afghanistan with future FY12 projections of over \$100 million in upcoming contract awards.

Gamberi Resident Office

The Gamberi Resident Office (GRO) is located approximately 10 kilometers north, northwest of JAO in the Laghman Province. Gamberi is located a few kilometers north of the Darunta Dam where the Alishing and Alingar Rivers from the north and the Kabul River from the west join.

The GRO building is located inside the U.S. portion of the garrison. facilities include gym equipment in three separate structures, an MWR facility with computer access, games, ping pong, and small movie theater and two dining facilities.

The Garrison itself is only three years old. The first two phases have already been completed. Phases 3 and 4 are currently under construction with a 5th phase programmed. Some of the non "phased" construction projects include a training range, an Interim 201st Corps Headquarters, a Regional Military Training Center, a Commando Kandack, and a 100 bed hospital. When complete, Gamberi garrison will house, and provide support



facilities for up to 13,500 Afghan soldiers. The GRO is located in a valley among beautiful mountains in Laghman Province. Our staff manages 11 projects completed or in progress with a cumulative total of \$233.8 million. There are five future projects planned totaling an additional \$121.5 million. Site visits to projects outside the FOB are supported by highly skilled and well equipped security teams. Safety and security of USACE employees are our most important concern. Utilization at the GRO will guarantee a fast-

paced construction office with numerous engineering challenges centered around building long-term military capabilities on the ANA Gamberi Garrison.

Gamberi is a beautiful place. There are high snow covered mountains to the North and South. However, with an elevation averaging 3,500 feet, temperatures remain mild most of the year. The skies are clear most of the year allowing spectacular views of sunsets, sunrises, and stars.

Shank Area Office

The Shank Area Office has three resident offices located in three provinces in far eastern Afghanistan: The Logar Resident Office is collocated at FOB Shank with the Area Office in Logar Province. The Wardak Resident Office is located at FOB Airborne and the Ghazni Project Office is located at FOB Ghazni. The Area Office has 38 engineering professionals and 13 Afghan employees who serve as quality control professionals. The area currently has 27 active projects.

Collocated on FOB Shank, the 1,800-acre complex housing the Shank Area and the Logar Resident Offices have some of the finest living and working conditions in Afghanistan for USACE employees. Everyone has work space separate from their living quarters. Office spaces, a conference room and support facilities are more than adequate. The Logar Resident Office building is newly constructed and was occupied in August 2010. The buildings were dedicated as “Sapper Hall” in honor of 17 Engineer Soldiers from the 20th Engineer Brigade who served with USACE on FOB Shank during Operation Enduring Freedom(OEF) 10. The Logar Resident building has 12 new private bedrooms, each named in honor of a fallen engineer hero.

FOB Shank is surrounded by picturesque mountains and contains excellent facilities for the approximately 4,500 military, civilian and private contractors. Several gymnasiums are available 24/7 and dining facilities generally serve four hot meals each day. During the off hours, cold food, snacks and drinks are always available. There are two civilian operated restaurants on the FOB. The Oasis serves American-style food. The FOB is well secured and protected by U.S., coalition forces and private security. The Wardak Resident Office is located in a valley among mountains in Wardak Province. The Wardak RO manages the largest project in the North District, a \$95 million training facility for the Afghan National police. Site visits to projects outside the FOB are supported by highly skilled and well equipped

professional MRAP teams. Safety and security of USACE employees are most important concern.



Khost Resident Office

The Khost resident office has approximately 10 active projects averaging \$5 million each. The typical project is a self-contained walled compound to support ANP operations. Besides the expected office work, an above average amount of time can be expected off the installation to adequately manage projects. The office on site consists of a Non-Commissioned Offer in Charge(NCOIC), Resident Engineer(RE), Project Engineer(PE), Operations and Maintenance(O & M) representative, and a Construction Representative(CONREP). The USACE compound sits within a US FOB at 3,000 ft elevation.

Gardez Resident Office

The Gardez resident office has approximately 10 active projects ranging from \$5 million to \$40 million. Projects range in scope from those similar to the Khost RO to large complexes with significant infrastructure construction. Manning includes real estate and construction representatives, professional engineers and Mine Resistant Ambush Protected crews. The Gardez RO has a mix of projects, varying transportation methods and billeting accommodations that often require double occupancy due to construction buildings with individual bathrooms. Offices in this medium-capacity limitations. At 7,600 feet, the Gardez RO is at the highest altitude sized U.S. installation are appealing and installation amenities meet the and has associated cooler weather and sits within a U.S. FOB located on an residents basic needs to include well-equipped clinics. The weather is very ANA installation. temperate with its elevation at a “mere” 3,500 feet.



North District Provincial Reconstruction Team (PRT) Support Program

If you are looking for a real challenge in the hinterlands of Afghanistan, you'll find working with the PRTs fun and always exciting. PRTs are where the rubber meets the road in building and nurturing relationships with the Afghans. PRT engineers will practice some of the most rewarding work as they build roads, schools, clinics and other facilities identified by the local villagers. While the work is rewarding, living conditions can be rather austere and primitive.

Members provide technical engineering expertise, including initial area assessments, project identification and scoping, statements of work, minor project design, proposal evaluations, design documentation review and resolution of construction technical issues. Additionally, members provide mentoring for PRT personnel and contractors on proper construction techniques to enhance the team's overall capability and help with counterinsurgency operations in northern Afghanistan.

This program has yielded positive feedback from both PRT team leadership and Battle Space Owners.

Sharana Resident Office

The Sharana resident office has the typical 10 projects; however, half are larger MILCON projects and the highest dollar value within the AO. These larger projects are typically located on ANP compounds and managed PRTs. Manning includes real estate and construction representatives, professional engineers and Mine Resistant Ambush Protected vehicle crews and others key mission contributors. The USACE compound is within a large U.S. base with an airfield which is a hub for many of the surrounding provinces. The compound, at 7,250 feet elevation, consists of newer structures, and has a full range of supporting accommodations is available.

Salerno Resident Office

The Salerno resident office oversees a number of the Khost RO projects, as some mobility resources are more attainable from Salerno. Manning requirements are larger at the SAO. Quarters are a mixture of older CMU construction buildings with individual bathrooms. Offices in this medium-sized U.S. installation are appealing and installation amenities meet the residents basic needs to include well-equipped clinics. The weather is very temperate with its elevation at a "mere" 3,500 feet.

How You Will Get to North District Pre-deployment

Civilians use the Administrative Personnel Processing Office (APPO) at the USACE Deployment Center (UDC) for information such as the required paperwork, medical and dental examinations, security clearances and passports necessary before deployment. Direct questions to your APPO representative, review the UDC website [www.tam.usace.army.mil/UDC/index.asp], or check with the Civilian Personnel Advisory Center specialists who extended your job offer. North District J-1 will assign a sponsor to you once your deployment tasker is issued.

Military personnel receive information from the North District J-1. Depending on the type of orders, military members will receive information from either the Personnel Force Innovation staff, Reserve Component Mobilization Team or North District J-1. In all cases, the North District J-1 staff will contact you with a welcome package, assign a sponsor and track your progress through the pre-deployment cycle.

USACE Deployment Center (UDC)/ CONUS Readiness Center (CRC) (or Equivalent)

In accordance with U.S. Central Command guidance, each person deploying to North District must process through a deployment center. Civilians process through the UDC located at the Middle East District in Winchester, Va, and Army military members process through the CRC at Fort Benning, Ga. Other services have combat skills training and mobilization processing sites at various locations.

The deployment process usually takes about 5 days for most deploying civilian personnel. You will attend a series of deployment preparation and training classes, plus receive a clothing and equipment issue for your tour of duty. The UDC sets the deployment schedule, arranges transportation for your departure to Afghanistan and provides notification to North District J-1 of your arrival information. The UDC will also provide you with contacts and telephone numbers if you have questions or problems during

travel. For military, the experience will vary depending on your billeting requirements, active duty or reserve affiliation, and service. Active duty members can generally expect a short week of mobilization in-processing and Rapid Fielding Initiative gear issue, followed by a 3-week combat skills training period. Army Reserve members have a much shorter 1-week processing period at CRC prior to deployment. Army members will use the CRC who coordinates your travel to Camp Ali Al Salem, Kuwait. A USACE



Reception, Staging, Onward Movement and Integration (RSOI) team will meet you and coordinate your remaining travel to Kabul. Navy members will pass through Camp Virginia, Kuwait, while Air Force members will pass through the Transit Center at Manas, Kyrgyzstan, before arriving in Kabul.

When processing through the UDC or CRC, you will be advised concerning the mandatory documents that you must bring with you. Always carry your common access card (CAC) and your passports with you during travel to Afghanistan. Once deployed, you must always carry your CAC. Military members should bring a copy of all pre-deployment training, several copies of orders, a copy of the last military evaluation and summary record (ORB/2A), and have them readily available upon arrival at North District.

Security/Force Protection



Afghanistan is designated a combat zone by the Department of Defense. U.S. and coalition forces regularly engage remnants of extremist organizations. The intensity of fighting may fluctuate based on regional or local conditions. Threats of indirect fire, rockets and improvised explosive devices (IED) are always possible. If Qalaa House, or any of the outlying locations, experience any sort of attack, residents must take shelter in a bunker or bunker building until the “all clear” message sounds.

The North District commander and staff work with the Battle Space Owners to mitigate the risks to employees. However, USACE employees have sustained injuries because of such attacks. Since this is a combat zone, it is vitally important that you maintain situational awareness at all times.

In addition, law and order are not observed everywhere in the manner that you are accustomed to in the United States. The Government of the Islamic Republic of Afghanistan and its partners are working to establish the rule of law, so the environment is changing gradually. If you observe something suspicious, please report it. You just might save a life.

The Security/Force Protection staff has strong working relationships with military organizations throughout the North District area of responsibility. They keep abreast of the latest threat and intelligence information which may impact movement of personnel. When North District personnel travel outside secure areas, they are integrated into the security plans of the regional military commands or are accompanied by military and/or contracted security personnel.

You must follow all requirements for travel in and around Kabul and around field offices. You must abide by any established travel restrictions, and you must wear a fire-retardant uniform, body armor, helmet and other required items in unsecured locations or while traveling. These restrictions and requirements are necessary to ensure your safety, which is our primary concern.

Personal Readiness

Working in North District requires individuals to be vigilant in maintaining their health, wearing personal protective equipment and follow established protocols and driving responsibly.

Emergency care is available, but transitional health care is limited. Unique medical and dental problems must be resolved prior to deploying. Incoming employees must be in good physical condition, able to climb stairs and walk on rough terrain. Maintaining a regular fitness routine helps you feel better and manage stress. Plan to include working out in your daily schedule.

Medical facilities in-theater provide malaria prevention medication, but you should obtain this medication in the pre-deployment cycle. Unless you are under written doctor’s orders not to take this medication, you should take it as prescribed since Afghanistan is at high risk for malaria.

The sun is intense so be sure to wear sunscreen and a hat. Dust is intense in most locations within the North District area of operations. If you have or have had asthma, perhaps this isn’t the deployment location for you.

Working in a war zone for long hours on fast-paced programs is stressful. Plan for this and set realistic goals. Be flexible and accept that you can’t control everything. Keep a sense of humor where appropriate; it helps.

Uniforms

North District has a detailed uniform policy. In short:

Military personnel:

- Must wear the Army Combat Uniform (ACU), MultiCam or joint service equivalent during the course of a normal duty day. The Fire Retardant Army Combat Uniform (FRACU) is worn for “outside the wire” or flight operations.
- must wear the physical fitness uniform in compliance with service regulations.

- May wear civilian workout clothes, in good taste, only in the North District compound gym.
- Are not authorized to wear civilian clothing except under special circumstances.
- Bring civilian clothes for travel.

Department of the Army (DA) civilians may wear:

- Desert Camouflage Uniform (DCU).
- Army Combat Uniform (ACU).
- Optional Civilian Uniform(OCU)
- The Nomex Flight Suit or the FRACU is required, with other personal protection items, for travel in unsecured locations.

Civilian Attire

Civilians may wear civilian attire during off-duty hours only. Clothing should be conservative and in good condition. Except for the OCU's civilians are not authorized to wear civilian attire during the normal duty day from 0700-1730 and during the four-hour "low battle rhythm" workday; they must comply with the uniform policy.

Dressing conservatively means you cannot wear halter or tank tops, muscle shirts, see-through shirts or blouses. Other inappropriate clothing includes clothing that is sexually provocative or suggestive; tight-fitting pants, shirts or blouses; sleeveless or strapless blouses; and clothing with racial slurs or clothing that promotes violence or anything illegal.

Open-toe shoes, including sandals and flip flops, are not permitted in the workplace or dining facility. They may be worn after duty hours.

Bags or packages are never permitted in the dining facilities.

Communications

You will be issued a local mobile phone for local interaction and as a force protection measure. For calling back to the United States and intra-theater business, we use voice over internet protocol (VOIP) capability. The phone uses a stateside number (540-xxx-xxxx Winchester, Va. phone number) so calls can be made without incurring an international rate. This will allow you to make morale calls back to your families, as well as conduct

personal and professional business while deployed. In addition, access to the Internet and popular social networking sites is also available through the .mil network.

If you want a television and/or DVD player, you will need to provide them. The Armed Forces Network (AFN) is available for viewing on in-room computers via the Internet for those assigned to Qalaa House and most other FOBs. Many people use their personal laptop to play movies and listen to music.

Dining Facilities (DFAC)

Depending on your location, conditions and life support: amenities may vary drastically. For most North District personnel daily food service consists of three meals: breakfast,

lunch and dinner.

Some locations support 24 hour operations and

serve a midnight meal, either at a DFAC or prepared by

employees themselves from pre-packaged MREs, on-

hand groceries, or

ingredients provided to employees via care packages. Regular shipments of

groceries ensure our kitchens remain stocked with a variety of food, usually including bread, ice cream, snack cakes, energy bars, tea, juice, and soft drinks. Bottled water is always available.

Because of the remote and austere nature of the FOBs, eating establishments other than a DFAC may be limited or nonexistent.



Finances

Army Finance offices are located throughout the North District area and have monthly check-cashing restrictions. Check with your local finance office for limits and restrictions.

Most exchanges accept debit/credit card. Customers may receive up to \$20

over your purchase amount at AAFES outlets. Those exchanges operated by other nations may carry a transaction fee.

Additionally, most locations accept the Eagle Cash card - a debit-type card used in lieu of cash to save on the cost of doing business. More information is available as volunteers process through the USACE Deployment Center in Winchester, Va.

Gyms



Exercise options are available at every North District location in some form, be it North District equipment or a FOB weight room. In addition, military installations have exercise programs and MWR classes are offered to help you keep fit.

Laundry

Laundry service is available at some locations. Additionally, common-use washers and dryers are provided in residential areas at most installations. You will need to provide your own laundry supplies.

Legal Assistance

Legal assistance is limited in Afghanistan and dependent upon available resources. You are strongly encouraged to take care of all legal matters before you deploy. The North District Office of Counsel will, by necessity, refer you to other resources in theater, which include USFOR-A or Regional Command-Capital Army attorneys.

Please note that the availability of in-theater attorneys is determined by the supervising attorney, and they will provide assistance only for those matters that relate to processing for employment or deployment. These services are limited to notarization, power of attorney and simple will

preparation. More extensive and complicated legal services – such as estate planning, forming trusts and representation in matters that involve civil proceedings – extend beyond the intent of these provisions.

Service members, both Active duty (and their family members) and Reserve Component, may receive services in-theater and continuing legal services upon redeployment.

Legal assistance will not be denied or delayed on the basis of the command, area office or military department in which a client is assigned to or with which a client is affiliated except for individuals who are affiliated with a military department that does not routinely provide such legal assistance services. For example, if the Air Force, as a matter of its legal assistance policy, does not routinely provide separation agreements to its domestic relations clients, then an Army commander may direct that such agreements not be drafted by Army legal assistance attorneys for Air Force clients. The servicing USFOR-A or Regional Command Capital commanding general may delegate this authority to his or her staff judge advocate.

Mail

Mailing letters and post cards weighing up to 13 ounces is free. Larger items or boxes need to be mailed from a post office at the sender's expense.

Incoming mail normally takes from one to three weeks to arrive from the United States. Mail is received in theater seven days a week, but may have a limited delivery schedule. Please note that area post offices accept cash and the Eagle Cash card only. Additionally, all boxes will be inspected by customs officials before being shipped to ensure you are not sending prohibited items home. A list of prohibited items for mailing back to the United States is provided by J-1 (Human Resources).

Outgoing packages mailed to the United States are limited to 60 pounds.

Incoming package sent from the U.S. to Afghanistan cannot exceed 130 inches total dimension or 70 pounds.

Medical

Troop medical clinics are available for all deployed personnel – military and civilian, and are staffed by trained Medical Corps service members. Hours are established at the individual locations for sick call and for other appointments. Services include vaccinations, emergencies and outpatient visits. Emergencies (life, limb or eyesight) are seen 24 hours per day, seven

days per week. Only emergency dental care is available in theater.

Bring enough prescription medication for your entire stay. Taking malaria medication is a Central Command requirement, since malaria is prevalent in Afghanistan and 100 percent preventable. For military members, contracting malaria is a Uniform Code of Military Justice offense and is dealt with harshly. Take your meds!

Post Exchange

Most locations have an AAFES or Post/Base Exchange of some type. There is a PX on Camp Eggers located adjacent to Qalaa House and outlying sites have exchanges operated by the United States, Canada, Britain, Germany and the Netherlands. You should be able to find most of what you need, but you may not be able to find specific brands. Arrange to have specific items shipped to you or plan to order them on line.

Sometimes there are shortages of even the most basic supplies because of in-theater shipping priorities. Plan appropriately and keep a stock. The PX carries clothing, military gear, boots, food and snacks, laundry and cleaning supplies, some toiletries and paper products, bedding and towels, electronics, movies, and music.

Religious Service

Religious services are available on most of the compounds with limited religious services available at remote sites. Religious education (i.e., Bible study) is also available in some areas.

Friday is the Muslim holy day. Most North District operations run limited hours with minimal crews and staffing. The commander encourages employees to take advantage of the reduced Friday workload.

Souvenir Shopping

Many North District installations have approved vendor-run shops or bazaars that offer Afghan wares for sale. The more popular goods include traditional wool and silk rugs, leather, jewelry, gem stones scarves, handbags, brass statues, and DVDs. It is customary to haggle over the cost of goods at bazaars. Many of the shops take U.S. dollars, the Eagle Cash card



and some will take U.S. credit cards for payment. Bazaar vendors typically take Afghan currency only, commonly called "Afghani".

Personal Fitness

The District commander supports and promotes the overall health and wellness for all North District employees. This is especially important in this dynamic, fast-paced, challenging and sometimes austere environment.

There are a number of components to the district Health and Wellness Program. The foundation is an identification of personal fitness goals, encompassing any component of physical fitness and health. Employees are encouraged to set measurable goals and to reach them. Whether it's smoking cessation, weight-loss, strength training or cardio workouts, you'll find plenty of moral support and encouragement from your fellow employees.

Personal Items You May Want to Bring

- Your passwords *
- Twin-sized sheets, blanket, pillow
- Small flashlight with batteries*
- Bath robe / pajamas
- Athletic workout attire / sturdy shoes
- Over-the-counter medications *
- Adhesive hooks
- At least 2 sets of civilian attire
- Personal hygiene items *
- Shower shoes *
- Laptop
- Prescription medication
- Small sewing kit
- Battery operated alarm clock *
- Checkbook/credit / debit ATM card *
- Sunglasses / extra prescription glasses*
- Dual-voltage appliances, adapter plug or transformer
- Skin and hair products, lip balm
- Towels (2), washcloths (2) *
- Reading material
- Ipod / music / headphones

*Recommended

Web Resources

AED - <http://www.aed.usace.army.mil/>

TAC - <http://www.tam.usace.army.mil/UDC/index.asp>

CRC - <https://www.benning.army.mil/>

CRC/index.htm State Dept. - <http://www.state.gov/r/pa/ei/bgn/5380.htm>

CIA Fact Book - <https://www.cia.gov/library/publications/the-world-factbook/index.html>

USAID - http://www.usaid.gov/locations/asia_near_east/afghanistan/

CENTCOM - <http://www.centcom.mil/>

CSTC-A - <http://www.cfc-a.centcom.mil/>

FACEBOOK - <http://www.facebook.com/AEDNorth>

TWITTER - <http://twitter.com/AEDNorth>

Afghanistan Info <http://www.afghan-web.com/index.html>

About Afghanistan

Afghanistan was founded in 1747 by Ahmad Shah Durrani, who originally created a kingdom of Afghans or Pashtuns that he later unified. The Afghan kingdom breaks down into three principalities: Kabul, Kandahar and Herat. In 1837, Iran, with the support of the Soviets, invaded Herat. Together, the Afghan army along with British advisors defeated the Soviet forces. For the next 70-plus years, the country served as a buffer between the British and Russian Empires until it won independence from national British control on Aug. 19, 1919. This date is celebrated as National Independence Day.

Brief experiments in democracy ended in a 1973 coup and a 1978 Communist counter-coup. On Christmas Day 1979, the Soviet Union invaded to support the tottering Afghan Communist regime, touching off a long and destructive war.

The Soviet Union withdrew in 1989 under relentless pressure by internationally supported anti-Communist mujahedin rebels.

A series of subsequent civil wars saw Kabul finally fall in 1996 to the Taliban, a hard-line Pakistani-sponsored movement that emerged in 1994 to end the country's civil war and anarchy. Following the Sept. 11, 2001, terrorist attacks in New York City, Washington, D.C., and Pennsylvania, a United

States/allied/anti-Taliban Northern Alliance military action toppled the Taliban for sheltering Osama Bin Ladin.

The U.N. sponsored Bonn Conference in 2001 established a process for political reconstruction that included the adoption of a new constitution on Jan. 4, 2004, a presidential election in 2004, and National Assembly elections in 2005. In December 2004, Hamid Karzai became the first democratically elected president of Afghanistan, and the National Assembly was inaugurated the following December. President Karzai was re-elected in August 2009 for a second term.

U.S.-Afghan Relations

The first extensive American contact with Afghanistan was made by Josiah Harlan, an adventurer from Pennsylvania who was an adviser in Afghan politics in the 1830s and reputedly inspired Rudyard Kipling's story "The Man Who Would be King." After establishing diplomatic relations in 1934, the U.S. policy of helping developing nations raise their standard of living was an important factor in maintaining and improving U.S.-Afghan ties.

From 1950 to 1979, U.S. foreign assistance provided Afghanistan with more than \$500 million in loans, grants, and surplus agricultural commodities to

develop transportation facilities, increase agricultural production, expand the educational system, stimulate industry, and improve government administration. In the 1950s, the U.S. declined Afghanistan's request for defense cooperation but extended an economic assistance program focused on the development of Afghanistan's physical infrastructure; roads, dams, and power plants.

Later, U.S. aid shifted from infrastructure projects to technical assistance programs to help develop the skills needed

to build a modern economy. The Peace Corps was active in Afghanistan between 1962 and 1979. After the April 1978 coup, relations between the two countries deteriorated. In February 1979, U.S. Ambassador Adolph "Spike" Dubs was murdered in Kabul after Afghan security forces burst in on his kidnappers. The U.S. then reduced bilateral assistance and terminated a small military training program. All remaining assistance agreements ended after the December 1979 Soviet invasion. Following the Soviet invasion, the United States supported diplomatic efforts to achieve a Soviet withdrawal. U.S. contributions to the refugee program in Pakistan



Graduating students from the AEN-N intern program on March 17th 2011

played a major part in efforts to assist Afghans in need. This cross-border humanitarian assistance program aimed to increase Afghan self-sufficiency and help Afghans resist Soviet attempts to drive civilians out of the rebel-dominated countryside.

During the period of Soviet occupation of Afghanistan, the U.S. provided about \$3 billion in military and economic assistance to Afghans and the resistance movement. The U.S. supports the emergence of a broad-based government, representative of all Afghans and actively encourages a U.N. role in the national reconciliation process in Afghanistan.

After the fall of the Taliban, the United States supported the emergence of a broad-based government, representative of all Afghans, and actively encouraged a United Nations role in the national reconciliation process in Afghanistan. The United States has made a long-term commitment to help Afghanistan rebuild itself after years of war. The United States and others in the international community currently provide resources and expertise to Afghanistan in a variety of areas, including humanitarian relief and assistance, capacity building, security needs, counternarcotics programs, and infrastructure projects.

During his Dec. 1, 2009 speech at West Point, President Barack Obama laid down the core of U.S. goals in Afghanistan, which are to disrupt, dismantle and defeat al-Qaeda and its safe havens in Pakistan, and to prevent their return to Afghanistan. While the U.S. combat mission in Afghanistan is not open-ended, the United States plans to remain politically, diplomatically, and economically engaged in Afghanistan.

The United States is willing to fully support the agenda set out by President Karzai, focusing on reintegration, economic development, improving relations with Afghanistan's regional partners, and steadily increasing the security responsibilities of Afghan security forces. Rapid progress on this agenda is important and requires international support. Toward this end, the United States is encouraging the Afghan government to take strong actions to combat corruption, improve governance and provide better

services for the people of Afghanistan, while maintaining and expanding the democratic reforms and advances in women's rights that have been made since 2001.

Today, the U.S. is assisting the Afghan people as they rebuild their country and establish a representative government that contributes to regional stability, is market friendly, and respects human rights.

Government and Political Conditions

Afghanistan's constitution was signed on Jan. 16, 2004. Afghanistan's president serves as both chief of state and head of government. The president and two vice presidents are directly elected. They serve five-year terms. Under the constitution, the president may only serve two terms and appoint 27 cabinet members with ratification by the National Assembly.

On Oct. 9, 2004, Afghanistan held its first national democratic presidential election. More than eight million Afghans voted, and 41 percent were women. Hamid Karzai was announced as the official winner on Nov. 3 and inaugurated on Dec. 7 for a five-year term as Afghanistan's first democratically elected president.

The country's bicameral National Assembly consists of the Wolesi Jirga (House of the People) directly elected for five-year terms; and the Meshrano

Jirga (House of Elders with 102 seats) with a third elected from provincial councils for four-year terms, a third elected from local districts for three-year terms, and a third appointed by the president for five-year terms. Half of the presidential appointees must be women. The first democratically elected National Assembly since 1969 was inaugurated on Dec. 19, 2005.

The second national democratic presidential and provincial council elections were held in Aug. 2009, and National Assembly elections were held in Sept. 2010. On Nov. 2, 2009, officials of the Independent Election Commission (IEC) declared Hamid Karzai president of Afghanistan for another five-year term. Unlike previous election cycles, the elections were



coordinated by the IEC, with assistance from the United Nations. NATO officials announced in March 2009 that 15.6 million voters had registered to vote, roughly half of the country’s population, and that 35-38 percent of registered voters were women.

The government’s authority is growing, although its ability to deliver necessary social services remains largely dependent on funds from the international donor community. Overall, the international community has made multi-year reconstruction and security assistance pledges to Afghanistan and continues to assist GIRA.

With international community support, including more than 40 countries participating in Operation Enduring Freedom and the NATO-led ISAF, the government’s capacity to secure Afghanistan’s borders and maintain internal order is increasing. The ANSF continues to grow, which consists of Afghanistan National Army soldiers and Afghanistan National Police officers, including border and civil order police. Reform of the army and police, to include training, is an extensive and ongoing process, and the U.S. is working with NATO and international partners to further develop the ANSF.



departmental offices in provincial centers, as do some national independent agencies and offices.

Each province is divided into small districts. There are approximately 364 districts although this number fluctuates. Afghanistan also has approximately 150 municipalities, with this number fluctuating as well.

“Afghan” is used in reference to the country, such as Afghan National Army.

People

Afghanistan’s ethnically and linguistically mixed population reflects its location astride historic trade and invasion routes leading from Central Asia into North and Northwest Asia. While population data is somewhat unreliable for Afghanistan – estimated at 29 million people – Pashtuns make up the largest ethnic group at 42 percent of the population, followed by Tajiks (27 percent), Hazaras (9 percent), Uzbek (9 percent), Aimaq, Turkmen, Baluch, and other small groups.

Dari (Afghan Farsi) and Pashto are official languages. Dari is spoken by more than one third of the population as a first language and serves as a lingua franca for most Afghans,

though Pashto is spoken throughout the Pashtun areas of eastern and southern Afghanistan. Tajik and Turkic languages are spoken widely in the north. Smaller groups throughout the country also speak more than 70 other languages and numerous dialects.

Afghanistan is an Islamic country. An estimated 80 percent of the

Country Information

While commonly referred to as “Afghanistan,” the conventional long form of the country’s name is Islamic Republic of Afghanistan. The government is referred to as the Government of the Islamic Republic of Afghanistan (GIRA).

Its capital is Kabul. Other major cities include Kandahar, Herat, Mazar-e Sharif, Jalalabad and Kunduz.

Each of Afghanistan’s provincial governments has a provincial governor, a provincial council, a provincial development committee and a provincial administrative assembly. Provincial governors are generally nominated by the Independent Directorate of Local Governance and appointed by the president. Additionally, most national line ministries responsible for the delivery of government services, such as health and education, maintain

Provinces

Badakhshan	Badghis	Baghlan	Balkh
Bamian	Daykundi	Farah	Faryab
Ghazni	Ghawr	Helmand	Herat
Jowzjan	Kabul	Kandahar	Kapisa
Khost	Kunar	Kunduz	Laghman
Logar	Meymaneh	Nangarhar	Nimruz
Nuristan	Paktika	Paktiya	Panjsher
Parwan	Samangan	Sar-e Pul	Takhar
Uruzgan	Wardak	Zabul	

NATO International Security Assistance Force (ISAF)

ISAF was created in accordance with the Bonn Conference in December 2001. Afghan opposition leaders attending the conference began the process of reconstructing their country by setting up a new government structure – the Afghan Transitional Authority. The concept of a United Nations-mandated international force to assist the newly established Afghan Transitional Authority was also launched at this occasion to create a secure environment in and around Kabul and support the reconstruction of Afghanistan.

These agreements paved the way for the creation of a 3-way partnership between the Afghan Transitional Authority, the United Nations Assistance Mission in Afghanistan (UNAMA), and ISAF.

On Aug. 11, 2003, NATO assumed leadership of the ISAF operation, ending the 6-month national rotations. The Alliance became responsible for the command, coordination and planning of the force, including the provision of a force commander and headquarters on the ground in Afghanistan.

In support of the Afghan government, ISAF conducts operations in Afghanistan to reduce the capability and will of the insurgency, support the growth in capacity and capability of the ANSF, and facilitate improvements

in governance and socio-economic development to provide a secure environment for sustainable stability that is observable to the population.

Security: In accordance with relevant Security Council Resolutions, ISAF's main role is to assist the Afghan government in establishing a secure and stable environment. To this end, ISAF forces conduct security and stability operations throughout the country, together with the ANSF, and are directly involved in developing the ANSF through mentoring, training and equipping.

Reconstruction and Development: Through its PRTs, ISAF supports reconstruction and development in Afghanistan, securing areas where reconstruction work is conducted by other national and international agencies.

Governance: Through its PRTs, ISAF helps Afghan authorities strengthen the institutions required to fully establish good governance and the rule of law necessary to promote human rights. In this respect, PRTs help build capacity, support the growth of governance structures and promote an environment within which governance can improve.

USFOR-A is the functioning command and control headquarters for U.S. forces operating in Afghanistan and was activated Oct. 6, 2008. USFOR-A headquarters provides command and control of U.S. Forces in Afghanistan and provides integration and coordination between U.S. and coalition forces operating under NATO ISAF.



Frequently Asked Questions

Do I need a passport?

As a civilian, you will need both an official and a tourist passport for travel to Afghanistan. Follow the instructions from the UDC. Comply with the directions they provide about which passport you should use when you travel to Afghanistan. As a military member, a passport is not required for duty; you can travel on your orders and common access card. However, if you want to travel other than military air for your rest and recuperation leave; you will need a tourist passport.

Will I need a visa?

Yes. Civilians will work through the UDC to get an Afghanistan visa. Civilians traveling to North District can travel through Bagram using a tourist passport.

How will I travel?

Most civilians fly from Washington Dulles International to Dubai and from Dubai to Kabul via commercial airlines. Military travel varies, depending on the respective service. The Army and Navy fly through Kuwait while the Air Force travels through Kyrgyzstan. Use your tourist passport when traveling through Dubai.

Where will I eat?

There are no-cost dining facilities (DFAC) at every location. Meal times may vary. Many locations also offer fast food vendors and concessions, which you will pay for.

What is the voltage?

Electricity is 220 volts/50 cycles on North District compounds and at most other locations. If you bring an electrical appliance from the United States, bring a plug converter or look for dual voltage items to bring with you, along with an adapter plug. Electronic devices that have input voltage on their transformers reading AC 100-240 volts and 50/60 Hz will work without any problems. Batteries are available through the (PX) and stand-alone transformers are available in most residential facilities.

How do I pay for things?

Many installation (PX) accept cash, debit or credit cards and the Eagle Cash card. Some exchanges and finance offices will cash checks (some limits apply); you may use an ATM in certain locations.

Must I wear my uniform to work every day?

Yes. You must comply with the North District Uniform Policy. Military personnel have specific requirements. Civilian personnel generally may choose between various authorized uniforms. No matter what uniform you wear, it must be worn professionally and correctly. For civilians head gear is mandatory when wearing a uniform and traveling outside of the Qalaa House compound.

Are there religious services on the installations?

Yes, military chaplains conduct services. Service times vary from place to place. Many locations offer Bible studies and outreach programs.

How can I buy souvenirs?

Many installations have approved vendor-run shops or bazaars offering a variety of souvenirs, rugs, custom-made clothing, jewelry and unique gifts to send home. Most shops accept U.S. dollars, debit/credit cards and the Eagle Cash card for payment. Bazaar vendors typically take Afghan currency known as Afghani.

How long does it take to receive a letter or package?

Depending on the location, it can take from one to three weeks to receive both incoming and outgoing mail – letters and packages to be received.

Will I have email access?

Yes. Once you get to your assigned work area, you will likely have daily access. Sometimes there are outages, usually due to weather or line interruption.

How can I make calls from Afghanistan?

North District phones use Voice Over Internet Protocol (VOIP) technology with Winchester, VA. phone numbers to make and receive calls to the United States using commercial and DSN lines.

Will my personal cell phone work in Afghanistan?

Most do not. If you want to use your personal cell phone in Afghanistan, check with your provider to see if they will unlock the phone for you (some will, some will not). This way, you can use the Roshan or AWCC (the local networks) chips in your cell phone. Some U.S.-based cell phone providers offer international service, but it is usually very expensive. Our VOIP phones have a Winchester number so that your family and friends can call you without incurring an international rate.

What are the weather extremes in Northern Afghanistan?

In Kabul, summer days may reach up to 110 degrees Fahrenheit, with nights providing some relief. Winters are relatively mild, but can dip to 15 degrees Fahrenheit. The rainy season occurs in February-March and heavy rains can cause flooding. Average temperatures across North District vary depending on elevation. Mazar-e Sharif's and Kabul have similar climates through the hot dry summer and may reach 122 degrees Fahrenheit. Winter temps may drop well below freezing. A quick online weather resource to find temperature averages in your deployment area check out <http://www.climatetemp.info>.

Am I authorized leave during my deployment?

Civilians serving a six-month tour are authorized one, 21-day Rest and Recuperation (R&R) leave, inclusive of travel time. Civilians serving a 12-month tour are authorized up to three, 21-day R&R leaves. No R&R leave is authorized for serving less than 6 months.

Military members receive 1, R&R leave consisting of 15 days of leave for tours longer than 270 days. R&R leave is privilege, not a right. R&Rs may be moved or canceled due to mission requirements. North District has specific requirements for taking R&R leave.

Will I carry a weapon?

If you are a civilian, no; however, there will be a few exceptions. Our mission is to construct projects in support of the ISAF mission to help Afghanistan with security and governance. Personal security where you live, work, and travel will always be provided by assigned military members, contracted security forces or the BSO. As a civilian, you are a noncombatant, and your uniform will signify that status.

Acronyms and Abbreviations

ACU Army Combat Uniform
 AED Afghanistan Engineer District
 AED – N Afghanistan Engineer District – North
 AED – S Afghanistan Engineer District – South
 AEN A shortened form of North District
 AES A shortened form of AED-S
 AFFES Army and Air Force Exchange Service
 AFN Armed Forces Network
 ANA Afghanistan National Army
 ANP Afghanistan National Police
 ANSF Afghanistan National Security Forces
 APO Administrative Personnel Processing Office

BSO Battle Space Owner
 BAF Bagram Airfield
 BAO Bagram Area Office

CAC Common Access Card
 CERP Commander’s Emergency Response Program
 COIN Counterinsurgency
 CONUS Continental United States
 CRC CONUS Readiness Center
 CSM Command Sergeant Major
 CSTC-A Combined Security Transition Command-Afghanistan

DCU Desert Camouflage Uniform
 DFAC Dining Facility

E9 Army Sergeant Major/Air Force Chief Master Sergeant

FEST Forward Engineer Support Team
 FOB Forward Operating Base
 FRACU Fire Retardant Army Combat Uniform
 GIROA Government of the Islamic Republic of Afghanistan
 IEC Independent Election Commission
 ISAF International Security Assistance Forces

J-1 Human Resources
 J-2 Intelligence/Security
 J-3 Operations
 J-4 Logistics and Supply
 J-6 Information Technology
 JAO Jalalabad Area Office

KAF Kandahar Airfield

KIA Kabul International Airport
 KOA Kabul Area Office

MED Middle East District
 MeS Mazar-e Sharif (Area Office)
 MILCON Military Construction
 MPS Military Postal System
 MWR Morale, Welfare and Recreation

NATO North Atlantic Treaty Organization
 NCOIC Noncommissioned Officer in Charge
 NTM-A NATO Training Mission – Afghanistan

O&M Operations and Maintenance
 OIC Officer in Charge
 O5 Lieutenant Colonel
 O6 Colonel
 OCONUS Outside the Continental United States
 OCU Optional Civilian Uniform

PRT Provincial Reconstruction Team
 PX Post Exchange
 R&R Rest and Recuperation
 RC - North Regional Command North
 RC – Capital Regional Command Northwest
 RC - East Regional Command East
 RSOI Reception, Staging, Onward Movement and Integration

TAC Transatlantic Programs Center
 TAD Transatlantic Division (Gulf Region, Middle East, North District
 and AED-South districts)

TAN A derivative of North District’s office symbol
 TAM A derivative of Middle East District
 TAS A derivative of AED-South’s office symbol

UDC USACE Deployment Center
 UN United Nations
 UNAMA United Nations Assistance Mission in Afghanistan
 USACE U.S. Army Corps of Engineers
 USAID U.S. Agency for International Development
 USFOR – A U.S. Forces – Afghanistan

VOIP Voice Over Internet Protocol

Mailing addresses

ASADABAD Resident Office

(Your Name)
AED ABAD RO
FOB WRIGHT
APO, AE 09310

BAGRAM

(Your Name)
USACE-North District
BAGRAM
APO, AE 09354

CAMP INTEGRITY

(Your Name)
USACE AED
ATTN: QALAA HOUSE
APO AE 09356

FEYZABAD

(Your Name)
USACE
Feyzabad PRT
APO, AE 09368

GARDEZ

(Your Name)
USACE
FOB Lightning
APO, AE 09364

GHAZNI

(Your Name)
USACE
FOB Ghazni
APO AE 09364

JALALABAD Area Office

(Your Name)
USACE
FOB Fenty
APO, AE 09310

JALALABAD Resident Office

(Your Name)
USACE
FOB Hughie
APO, AE 09310

KABUL North District District Office

(Your Name)
USACE AED
ATTN: QALAA HOUSE
APO AE 09356

KABUL Area Office

(Your Name)
USACE AED
ATTN: QALAA HOUSE
APO AE 09356

KHOST

(Your Name)
USACE-AED
Camp Clark
APO, AE 09314

KUNDUZ

(Your Name)
U.S. Army Corps of Engineers
German PRT Kunduz

APO, AE 09368

MARMAL

(Your Name)
USACE Resident Office
Camp Marmal
APO, AE 09368

MAZAR-E-SHARIF

(Your Name)
USACE
Camp Spann
APO, AE 09368

METHERLAM

(Your Name)
Metherlam-PRT
FOB Metherlam
APO, AE 09354

MEYMANEH

(Your Name)
USACE / AED
PRT Meymaneh
APO, AE 09368

ORGUN-E

(Your Name)
PRT Paktika
FOB Orgun-E
APO, AE 09311

SALERNO

(Your Name)
USACE-AED
FOB Salerno

APO, AE 09314

SHANK

(Your Name)
USACE-AED
FOB SHANK
APO, AE 09364

SHARANA

(Your Name)
USACE-AED
FOB Sharana
APO, AE 09311

WARDAK

(Your Name)
USACE / North District
FOB Airborne
APO, AE 09364

Mail Tip

Mailing an envelope weighing 13 oz. or less is FREE

Just write "Free" in place of a stamp in the upper right hand corner.

SALARY CALCULATOR

HOME

Current salary and wage information can be found at:
<http://www.opm.gov/oca/10tables/indexGS.asp>

Only include locality pay if electing to deploy under TDY orders; TCS deployees do not receive locality pay

Enter annual salary at deployed grade and step*:

Enter your homestation locality pay (if applicable)**:

example: for 25.25% you must fill in as .2525

Incentive bonus:

25%

Post differential:

35%

Danger pay:

35%

Scheduled overtime per year (depends on grade):

Annual total:

Per pay period:

Enter number of months deployed:

Total for deployment (gross):***

* Current salaries can be found at: <http://www.opm.gov/oca/10tables/indexGS.asp>

**Current locality pay amounts can be found at: <http://www.opm.gov/oca/10tables/indexGS.asp>

***This calculator is provided for estimation purposes only. All amounts are gross and may or may not provide an accurate representation of your actual salary. Other factors include number of R&Rs taken during the deployment as danger pay is not paid when the individual is out of the country. Not all employees are awarded a relocation incentive. Check with your HR or APPO rep for details.