



APRIL 2008

AAFES RETIRED EMPLOYEES ASSOCIATION

NEWSLETTER

SUPPORTING THE INTERESTS OF AAFES, ITS RETIREES AND THE PEOPLE IT SERVES

ROMEIO, O' ROMEIO,
meet us for coffee

*RAC—ROMEIO and Auxiliary Club—
flourishes for 15 years in DFW cafe*

By Linda Dean

Everyone always asks, "What are you going to do when you retire?" As we all know, AAFES gets into your blood. You are part of a family when you work for AAFES, and over the years you've made many close friends. So, how can you possibly leave your AAFES family and still find ways to fill all those empty hours?

Well, you might want to form a local chapter of the ROMEIO and Auxiliary Club, or RAC. Now before your mind takes you in the wrong direction, let me explain the ROMEIO part of the Club. ROMEIO stands for Retired Old Men Eating Out. Not quite what you expected is it? The Auxiliary was included as spouses usually get a retirement check, also, and ROMEIOs are very pragmatic about that.

Roy Dean and Gary Conroy started the club in 1993.

They had just retired but continued discussing AAFES strategies and politics. I think the official term is called, "Monday morning quarterbacking". They started meeting twice a week at la Madeleine's restaurant in Arlington, Texas for coffee. Soon Roy and Gary got involved in second careers and had to cut back their morning meetings to once a week, every Friday



Coffee, conversation, books and AAFES retirees and spouses come together every Friday morning for a two-hour meeting of the ROMEIO and Auxiliary Club (RAC) in Arlington, TX. Tom Minton, left, and John Liczbinski, center, listen the "RAC talk."

at 8:00 a.m. They contacted other AAFES friends and retirees to join them, and that's when it became a regular weekly event.

Tom Minton gets credit—or blame—for the ROMEIO name. Like everything else in AAFES, the coffee club had to come up with an acronym to name the group. They may still like to think of themselves as ROMEIOs, but we now know it's only an acronym. That name also seemed to settle well with their wives.

Some of the wives have retired now and they also joined the RAC Club just to make sure the fish stories don't get too big. However, a number of the wives are still working, and the ROMEIOs plan frequent "outings" so the working wives can join in on the fun. It's amazing how this progressively thinking group of men doesn't seem to mind being called "kept men". They have adjusted quite

nice to retirement while their working wives support their coffee habit.

The regulars include Linda and Roy Dean, Judy and Terry Hanson, Buddy Harrington, John Liczbinski, Betty and Bruce

Continued on page 15



CHUCK POFFENBARGER, PRESIDENT

AREA & Chapter Goings On

Bit O' This
Bit O' That

Welcome to the April 2008 edition of AREA's Newsletter, and the first month of Spring.

**I love spring anywhere, but if I could choose
I would always greet it in a garden.**

- Ruth Stout

We have been busy this past month or so working the Scholarship and Community Service Award programs. As you may recall from the January Newsletter, the Community Service Award program now recognizes people who make contributions to their community on a quarterly basis, so the next close-out date for submitting a nomination is on/before June 30th. Give someone a pat on the back for their community efforts - submit a nomination so we can recognize them for their good works.

The scholarship program occupies most of our efforts this time of year. Finalists have not yet been determined for the 2008/2009 academic year - it will be another month or six weeks before that's done. We'll print a scholarship program booklet as we did last year, with a bio on each of the recipients, and send copies to the recipients themselves, AREA board members and chapter presidents, AAFES senior management personnel and program sponsors. Copies will also be available in the vendor room at Hq, AAFES.

You would be surprised at the number of sponsors we have for the scholarship program. Last year, total donations were \$195,491, of which \$157,700 came from the Townsend Trust that Tom Harmon wrote about in the January Newsletter. AREA and chapter members contributed \$6,291, a significant contribution to the \$36,500 that we have budgeted for this year's program. (We might make additional awards, as we did last year; however, that depends on the number of applications we receive.) These businesses also contributed to the program:

- ✓ Dallas/Fort Worth Chapter, ALA
- ✓ Hampton Roads Chapter, ALA
- ✓ Empower IT (Specializes in market analysis)
- ✓ ASICS America Corp. (Specialty Sales)

- ✓ *Nikon
- ✓ Exchange & Commissary News
- ✓ New Balance
- ✓ Agility (Supply Chain Solutions)
- ✓ Specialized Marketing, Inc. (Military Broker)
- ✓ Whirlpool
- ✓ Watt/Spohn Universal (Military Broker)
- ✓ Military Sales & Service (Military Broker)
- ✓ BIC Consumer Products
- ✓ Lowepro* (Camera cases and bags)
- ✓ *N.E.W (Extended warranties)
- ✓ JWIN Electronics (Consumer electronics)
- ✓ YUM Brands (Fast food restaurants)
- ✓ *Goody Products (Hair accessories)
- ✓ ATT
- ✓ Manchu Wok (Chinese cuisine restaurants)
- ✓ *Every Man Jack (Men's grooming products)
- ✓ *Bookstone (Specialty retailer on aafes.com)
- ✓ *Natural Life Pet Products
- ✓ **MeadWestvaco Office Products
- ✓ Captain D's
- ✓ Burger King
- ✓ Subway
- ✓ Provo Craft
- *Represented by Watt/Spohn Universal
- **Represented by MSS (Military Sales & Service)

Wow! That's a whole lot of support. On behalf of high school senior year dependents of AAFES and assigned military personnel who are going to college this Fall, and have applied for one of our scholarships - Thank You!

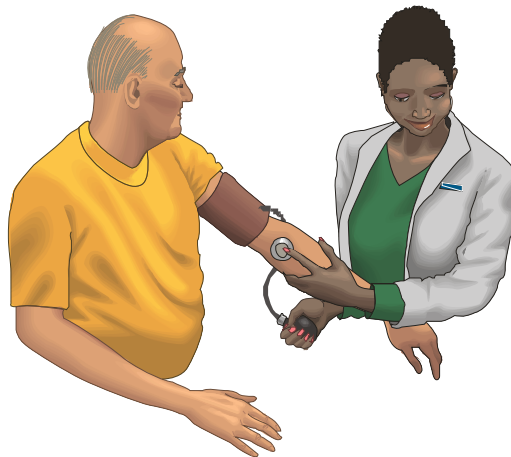
Chuck

YOUR AAFES BENEFITS...

Don't wait to become ill—take advantage of preventive care...at no cost to you!

You don't have to wait until you are ill or diagnosed with a health condition to use your medical benefits. The medical plan offers many valuable health benefits, and one exceptional benefit is **Preventive Care**. Preventive services are available through the Aetna PPO network providers and the Aetna Traditional Choice plan to help detect and prevent illnesses, at **NO COST** to you! The following services (one per calendar year) are covered at 100 % by your benefit plan and **DO NOT** require a copay or deductible:

- Routine physical exams
- Well-child exams up to age 7
- Routine gynecological exam
- Routine mammogram
- Routine prostate screening
- Routine eye exam
- Routine hearing exam



These exams are an important inclusion to the health plan, because early detection and prevention services save lives and reduce health plan costs.

Take a great benefit and put it to good use, make an appointment today with a physician to receive your preventive-care check-up. Remember, these services are provided by the Aetna PPO network providers and Traditional Choice plan and they **DO NOT** require any **copay** or **deductible**.

The HMO medical plans also offer preventive care services that assist with the early detection of illnesses. Review your HMO medical plan for preventive care services that are available and the cost of the services.





AAFES RETIRED EMPLOYEES ASSOCIATION
 The AREA Newsletter is published in January, April, July and October

MAILING ADDRESS:
 AREA
 P. O Box 380614
 Duncanville, TX 75138-0614
 FAX: (972) 283-6948

PRESIDENT:
 Chuck Poffenbarger
cpoffen@yahoo.com
 Tel: (972) 296-0388
 FAX: (972) 692-5176

MEMBERSHIP
 Send your newsletter ADDRESS and MEMBERSHIP changes to the Membership Director Pat Weaver.
ken-pat@sbcglobal.net
 FAX & Tel: (972) 780-9810

NEWSLETTER
 Submit articles for the newsletter to the editor by e-mail or use the newsbrief form in this issue. Newsletter Editor: Larry E. Phillips
AREA-Newsletter@tx.rr.com
 Tel: (972) 224-8116

AREA Web address:
<http://www.aafes.com/area>

Thank you from the membership director

I just wanted to say, in big bold letters, a big **THANK YOU TO ALL OF THOSE MEMBERS WHO MAILED IN EXTRA POSTAGE WITH THEIR MEMBERSHIP CHECK. AREA REALLY APPRECIATES THE EFFORTS BY OUR OVERSEAS MEMBERS.**

—Pat Weaver

YOUR AAFES BENEFITS...

What Legal Services are available for retirees ?

The Employee Assistance Program (EAP) provides some legal services for Retirees, and this information is currently posted to the AREA website.

“Magellan Behavioral Health, the company that provides AAFES Employee Assistance Program (EAP) services, has enhanced its ability to provide access to legal services. You or your eligible dependents may call the dedicated EAP toll-free number and ask for legal assistance. When you do, you will be transferred to a LawPhone representative who will help you in one of two ways:

Telephone Consultation

“If you would like to speak with a lawyer by phone, your call will be routed to one in your state. The lawyer will work with you to resolve your legal issue. There is no charge to you for this telephone consultation however there is only a 30 minute initial consultation per issue. If you need to call back on the same or a different issue, you may speak with the same lawyer if you wish to do so. Should the lawyer with whom you speak indicate that your issue needs a face-to-face meeting, you will be referred to another lawyer who provides the type of legal services you need, as described below.

Face to Face Consultation

“If you need a face-to-face meeting with a lawyer, LawPhone will refer you to one who is part of its legal services network. LawPhone maintains a network of over 5,000 law firms, with more than 12,000 lawyers. Your referral will be made according to your location, language, and the nature of the legal issue. LawPhone will even search outside its network for an appropriate lawyer, if necessary. When you meet with this lawyer, your initial half-hour session is provided at no cost to you. Any additional services are discounted 25% of the usual fee.

“Lawyers who provide either telephone or face-to-face consultations are prohibited from providing legal advice to you and your covered dependents on employment issues, personal business issues, second opinions on legal advice given by another lawyer who is handling your legal matters, or third party advice (e.g. "my mother's landlord," "my brother's arrest").

Legal Forms

“Available on their website (example: living will, power of attorney) www.MagellanHealth.com.”

Aetna Life Essentials program also provides some legal services, some are free and others are offered for a fee. The website for Aetna Life Essentials is www.aetna.com/group/aetna_life_essentials_2/.

Please note, the AAFES Benefits Office is not involved in the administration of these programs.

YOUR AAFES BENEFITS...

How does Medicare work with AAFES health coverage ?

If you qualified to keep your health coverage after retirement from AAFES, you'll still have the coverage, even when you become Medicare eligible at age 65. However, your health coverage from AAFES will become secondary to Medicare.

When you have Medicare it is your primary coverage; therefore, when you go to the doctor, show your Medicare card **first**. Medicare will pay first and then your plan either Preferred Provider Organization (PPO) or Traditional Choice which pays 80% (*after the deductible*) on the balance remaining for **Physician visit for an illness** and 100% (*no co-pay or deductible*) if an In Network Doctor is utilized for **Preventive Care**.

Examples of how Medicare Coordinates with PPO Plan /Traditional Choice Plan to pay your claims:

Physician Visit for Illness - Traditional Choice Plan		
Doctor Charges	\$100	
Medicare Pays	\$ 80	
Balance after Medicare payment		\$20
Assuming Deductible is satisfied		
Payment by Traditional Choice Plan (\$20 x 80%)		\$16
What member pays		\$ 4

What happens to life insurance as retirees reach ages 66-68?

Your Life Insurance from AAFES changes as you get older.

Here's an example, using a retiree who had a final salary of \$50,000, or \$50k.

If you qualified to keep free Life Insurance after you retired, **re-member:**

The life insurance value at retirement is 2-times-final salary (Example: 2 x \$50k = \$100k).

There are three (3) times when the value of retiree life insurance

will DECREASE. This is covered in our plan document and in your retirement letter:

1. When you turn age 66, the value reduces 25 percent (leaving 75%, or \$75k in our example).
2. When you turn 67 it reduces another 25 percent (leaving 50%, or \$50k in example).
3. When you turn 68 it reduces a final 25 percent (leaving 25%, or \$25k in example).
4. You'll keep the final 25 percent the rest of your life.

Each time retiree life coverage decreases, you CAN **buy** ('convert') the reduced amount into an individual policy within 31 days of your birthday . A medical exam is NOT required. Please contact the AAFES HQ Benefits office at 1-800-519-3381 or at Benefits@AAFES.com to obtain the appropriate form to convert the reduced amount to an individual policy.

Social Security Admin warns: WATCH OUT FOR SCAMS

By Tom Clark
Social Security Public Affairs Specialist

It seems there are scams all over the place these days. They may tell you that you've won the lottery of some obscure country or a needy millionaire in Europe is seeking your help transferring funds to the United States. These kinds of scams can be upsetting, particularly when you realize the reason they exist — because so many people fall for them.

Especially upsetting are the scams that target people who depend on Social Security benefits — and use Social Security's name in their shady dealings. Recently, we have heard of a number of scams where individuals posing as Social Security employees call and ask for personal information like your name, Social Security number and bank account information. The caller alleges that we need this information so we can issue you additional funds or rebates or they allege that because of a

computer glitch your personal information has been lost.

Another scam used an email that was designed to look like it came from Social Security. It provided information about the annual cost-of-living-adjustment and directed readers to a website designed to look like Social Security's site so people could "update their information" — valuable information to identity thieves and criminals.

YOUR AAFES BENEFITS...

What is the Surviving Spouse Benefit?

Pension for your Spouse if You Die After Retirement

If you were married when you retired, your pension was reduced automatically by 10% in order to provide an annuity for your spouse, in the event that he or she lives longer than you do; unless, you elected not to have the reduction apply, in which case no annuity will be payable to your spouse from the Retirement Plan upon your death.

You may have elected to have the reduction apply to only part of your benefit, in which case the benefit for your spouse will be reduced. In the case of disability retirement, a reduction can not be applied; benefit must be 100% of the base.

Divorce / Death of Spouse

If you have a spousal benefit, your pension will be *restored to the full amount as of the first of the month following:

- Divorce/Annulment
- Spouse's Death

*Before the adjustment in your pension is discontinued, proof of the dissolution of your marriage or your spouse's death is required.

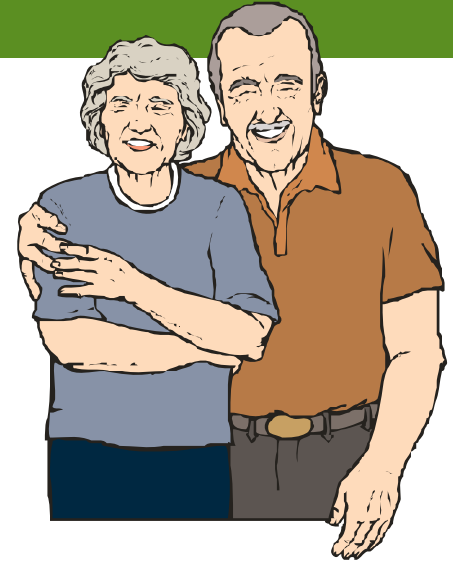
Marry / Remarry After Retirement

If you marry or remarry after retirement you can *voluntarily elect, **within one year** of your marriage, to have a reduction in your pension. This is to provide your new spouse with a future annuity from the plan if he or she lives longer than you do. If you were married at the time of retirement you can do this for a subsequent spouse only in the same percentage that you elected for the first spouse.

When is the Benefit Payable?

Your spouse's benefit is payable starting the first of the month following the date of your death (or if you die on the first of the month, that date) and continuing for the remainder of your spouse's life.

The amount of the spouse's benefit is 55% of your pension (or 55% of the portion of your pension to which you elected to apply



the spouse's benefit, if you chose the base to be less than 100% of your pension).

If you recently married, payment is made to the new spouse only if:

- You were married at least 12 months before the date of your death,
- You were the parent of a child born of the current marriage

Remember, the **Surviving Spouse Benefit** gives our AAFES retirees an opportunity to provide an income for their spouse in the event that you predecease your spouse.

NOW HEAR THIS!!!

When the time comes the most important person in the room will not be you, it will be YOUR WIFE and other family members. They will mourn you as you go to the big ranch in the sky but, later, if you have not been wise and thoughtful, they may not be so kind with their thoughts.

Get ahead of the game and get your house in order by completing and maintaining a **SUPPORT PACKAGE WITH VITAL RECORDS REGISTER** available by contacting Mimi Hamel of the North Texas Chapter. Send her a request for the packet with a check made out to NTC-AREA, in the amount of \$5.00 to:

MIMI HAMEL
3424 BEVANN DRIVE
DALLAS TX 75234

You will have your documents in no time at all
and you will sleep better for doing it.

—Submitted by North Texas Chapter

CHAPTER HAPPENINGS

Central Texas Chapter--The Central Texas Chapter met at the International House of Pancakes (IHOP) in South Austin on February 4 for their first meeting of 2008 and to re-select **Frank Archer** as president who had taken a leave of absence due to medical problems.

Harold Robbins provided guidance and support to the Chapter and served admirably. Thirteen members attended with **Lydia Villagomez** and **Jeannette Stark** absent due to medical conditions. It was agreed that we should send get-well cards to absentees and to meet expenses by requesting each member donate \$5.00 per year to our new treasurer, **JoAnn Melvin**.

We also agreed to consider a Christmas party in December. Suggestions for suitable locations for the Christmas party are requested. Please contact **Frank Archer** or **Pat Callahan** for details. Our next luncheon is on Monday, May 5 at Johnnie Corio's at IH35 and William Cannon at 1 p.m.



Frank Archer, missing from the chair next to Harold and Pat Callahan, will again serve as the chapter president.



Southern Nevada —The Southern Nevada chapter has been busy with elections and community events.

Elections were held with **Don Jones** remaining as President. **Jerry Saperstein** was elected Vice-President, and **Lynn Jones** retained the office of Secretary and was also elected as Treasurer. **Sarah Borders** agreed to be the Sunshine chairperson. The chapter thanked **Sarah Borders** and **June Coleman** for their service, during the past term, as vice-president and treasurer respectfully.

We again supported the annual Shoes for Children Campaign sponsored by the Clark County Library District. The chapter purchased and donated 14 pairs of athletic shoes.

Our Ice Cream Socials at The Shade Tree Shelter for Women and Children and Child Haven were again headed by **Jerry Saperstein** and **June Coleman** with the help of our members and their friends. Women and children were served ice cream sundaes, cookies and soft drinks which provided a welcome opportunity to relax and have a good time in what can be a very difficult situation.

The Chapter donated \$50.00 to the Scholarship Fund in memory of **Ron Yafuso**, a longtime member who passed away in February. Ron donated much of his time as a Red Cross volunteer who traveled many places to help those in need. Ron was a kind gentleman who will be missed.

—Lynn Jones



Spring is here, and chapters are awakening from winter for exciting spring activities—golf, picnics, tours and other outings. So pack your cameras and enough digital memory to share with other AAFES retirees. Send in your photos and articles by June 1 for the July issue. Remember the e-mail address: area-newsletter@tx.rr.com.



CHAPTER HAPPENINGS



Left to right Jack Leavitt, JoAnn Leavitt, Winston Kavanaugh, Jeanne Streeter, Lina Poffenbarger, Dick Fregoe and Gisela Fregoe

North Texas Chapter, AAFES Retired Employees' Association held a luncheon on February 28, at Tachito's Mexicana Restaurant in Dallas, Texas. There were 31 who attended, and they were introduced to the incoming secretary/treasurer, **Jack Leavitt**.

Corinne McQueen, president announced that the Annual Meeting for the North Texas Chapter will be held on April 19 at the Skyline Club Headquarters at noon. Fidelity Investments will present a program and they have agreed to help sponsor the event. Reservations can be made by contacting **Ned Silva** 972-296-1013.

New officers who will be presented and begin their duties on June 1 are: **Winston Kavanaugh**, president; **Ned Silva**, vice president; **Jack Leavitt**, secretary/treasurer; **Gerald Cloud**, membership; and **Corinne McQueen**, member at large past president.

—Corinne McQueen

Pictures on this page were taken by North Texas Chapter member **John Liczbinski**.

L to R Lina Poffenbarger, Dick Fregoe, Gisela Fregoe, Mary Dominguez, Dick Murray in the foreground Chuck Poffenbarger, Don Streeter and Ned Silva



Front Row L to R Chuck Poffenbarger, Don Streeter and Ned Silva. Back row Christine Gehringer, Dennis Jones, Betty Daggett, Pinky Sullivan, Francis Sullivan, John Ellis, Gerald Peterson. Row behind Chuck - Else Horosko, Roy Dean, guest - Valerie Norder, Earl Norder, King Hazle and John Pulley (top of head only)



Mary Dominguez, Dick Murray, David Gow, Christine Gehringer, Dennis Jones and Betty Daggett. L to R, backs to the camera, are Valerie Norder, Earl Norder and King Hazle.



Southeastern Chapter—We celebrated our holiday party at the Honey Creek Country Club in Conyers, GA, with 20 members and guests attending. In addition to selling raffle tickets for a \$30 grand prize, a \$20 second prize, and several other wrapped gifts, everyone got a goody bag door-prize of AAFES sample products thanks to the Ft. Gillem store manager. Attendees buying raffle tickets, our auction of beautifully wrapped presents that everyone brought in, mail-in donations from **Bob and Barbara Jackson** and **Gary and Mary Beth Eckhardt**, and extra donations from **Bill and Marilyn Darmody**, **Wade and Fredda Raczyuski**, and **Leroy and Doris Davis** generated \$221 for our Scholarship Fund donation.



CHAPTER HAPPENINGS

Our annual business meeting was at the Piccadilly Cafeteria in Morrow, GA on January 17. Twenty-one members voted to keep our yearly chapter dues the same for 2008 at \$7.50 per person, with \$2.50 of it going as an automatic donation as part of our Scholarship Fund donations. Our get-togethers will remain on the third Thursday of the month, and we'll have nine again over the year. Our big change vote was to move our get-togethers from 6:30 p.m. to 1:00 p.m. luncheons in hopes of getting a bigger turn-out, in include those that don't usually drive after dark anymore. We voted to make our annual Scholarship Fund donation \$750.00, which is a new record for our chapter. This donation is being made in the memory of **Suzanne Boyd**, **Norma Hesson**, and **Connie Mahoney**, all long-time chapter members; **Buddy Cooper**, also a chapter member; and **Patty Ralieggh**, a long-time Atlanta Distribution Center employee.

We've got **Arlene Tolleson** with on-going cancer treatments, **Joyce and "Diamond Jim" Fleming**, **Mel Krasow**, **Nella-Ree Dunn** and **Charlie Pugh** hanging in there due to various ailments.

To end on more positive points, **Oscar Heyman**, at 92, is still going strong and attends every one of our get-togethers, and we set another new record last year with a total 71 dues paying members!

Our chapter officers are **James Mahoney**, president, **Georgia Heyman**, vice-president and **Joe Madding**, secretary/treasurer.

—**James Mahoney**

Columbia River Chapter—We met Monday, Feb. 25, at an Olive Garden in Vancouver, WA., for our regular lunch, and, as always, had a great time. Our unit is very small, so attendance is also small. But, we are mighty. Our discussions cover a wide range of topics from death to Koi. (Ain't that grand!)

The turn out was comprised of the "Usuals" plus an additional member, **Gary Jacques**. He recently re-retired and is now among the unemployed/retired. It was nice to see him there and listen to his "adjustment issues" that we retirees have all gone through.

As usual there was no formal structure to our get-together. People spoke of many things ranging from fish raising, painting, pond preparation, cards, income taxes, travel, to whatever. It was most enjoyable to attempt to recall people and events from our AAFES lives. However, many of us have gone on to other things and now find that AAFES is fondly recalled every month when the retirement retainer arrives but not too clearly otherwise.

In other words, AAFES was a great experience, but "Old Timer's disease is taking it's toll on some of us. Unfortunately, I can't remember the names of those afflicted.

—**Ron Clement**

Northern California Chapter—Thirty one chapter members descended on the Thunder Valley Casino in Lincoln, CA on February 13. The Chapter newsletter reported "with visions of the riches awaiting us on the gaming floor, we paused for awhile to enjoy a lavish spread (no pun intended) of gourmet foods at the casino's buffet." The article concluded that when the tour returned to Sacramento, "everyone was eager to return to the machines and start winning; however, no one shared any 'big win' stories. Thunder Valley is a hands down favorite place to eat and play locally."

INSIDE AAFES TODAY: Human Resources

In position to keep AAFES competitive!

By James E. Moore
Senior Vice President, Human Resources

As the Senior Vice President for Human Resources and a trustee of the AAFES retirement plan, I am fully committed to maintaining a strong, viable workforce dedicated to providing quality customer service. A team of diverse and motivated associates is the key to keeping customers satisfied and our financial results strong. The generous retirement benefits and healthy financial status of our retirement plan rely heavily on these two factors; keeping customers happy and good operating results. So how does HR make it happen? Our goal is to be a strategic partner and align human resource programs to help AAFES achieve and sustain business results. The four HR divisions are working on initiatives to strengthen these partnerships which ultimately protects the benefits of AAFES retirees, present and future.

Organizational Development and Career Management: Cape Bellamy's team of 27 "talent agents" assigns managers and executives around the globe by aligning business requirements with individual career aspirations and skill levels. The Career Assignment Team achieves this goal with a focus on matching internal associates to job vacancies; over 1,000 per year. The Organizational Development and Recruitment team focuses on identifying and matching external candidates to AAFES talent requirements, over 7,000 applicants per year. The Contingency Team assigns associates and new hires to deployed areas (OEF, OIF, etc.) through a completely volunteer system focusing on the enormous personal joy and career advantages gained by supporting the BEST CUSTOMERS IN THE WORLD in the global war on terrorism.

Corporate University: Gary Burton leads three teams of learning professionals dedicated to developing the talent of AAFES associates and managers.

Growing leaders and 'building the bench' with a competent pool of promotable executives are vital strategies to keep AAFES competitive and financially secure. The Core Business Team delivers retail, food, services and contingency training focused on improving skill levels by developing specific job competencies. The Learning Team manages 67 Learning Facilitators worldwide, who provide the first line of support for learning initiatives at exchange level. To develop associates to their full potential, the Leadership Team grows future leaders through leadership development programs, tuition reimbursement, formal course instruction and web based learning.

FIRST IN A SERIES

This is the first in a new series we've entitled "Inside AAFES"— articles written by AAFES senior management to acquaint you with the inner workings of AAFES directorates. We'll also continue with columns by the Commander, AAFES and the Chief Operating Officer.



James E. Moore
 Senior Vice President
 Human Resources Directorate

ning and solutions which enhance workforce productivity and improve associate satisfaction. HR Systems and HR Support Center branches continue to automate and centralize processes, thereby enabling HR Managers to focus on workforce strategies. The recent implementation of e-Recruitment Solutions includes applicant assessments, e-Performance Evaluations for hourly associates (scheduled in 2008), and centralization of manual HR processes as part of the HR-S strategy to better align HR with the business of AAFES. HR-S is committed to delivering the best customer service to our valued associates.

Operations Support: Under Bob Tompkins' leadership, the Operations and Support Division delivers global support and services from HQ HR and Field Support operations to Systems and centralized HR Support Centers. The Field Support and HQ HR Branches provide world-wide HR support by managing 118 HR offices through 72 Human Resources Managers. HR professionals function as business partners with the operators to create a competitive advantage for AAFES through its most valuable asset, its people. HR Managers provide practical workforce plan-

To ensure our associates make informed decisions about retirement, the Human Resources Offices provide comprehensive retirement briefings at the Exchanges and the Headquarters. On or before the retirement date, HR Offices provide AAFES Retiree ID Cards to those who have served more than 20 years and all retirees are provided with a one (1) year free membership to the AREA.. Upon retirement, the Benefits Branch becomes the servicing Human Resources Office. AAFES retirees needing assistance can contact the Benefits Office by calling 1-800-519-3381.

Policy, Compensation and Labor: In February 2008, Charlie Wells assumed supervision of the Labor Relations Branch along with his policy and compensation responsibilities. Charlie and his staff are actively reviewing current AAFES policies to ensure they reflect industry best practices and align with our corporate business strategies. Major reviews of our Performance Management Systems, Bonus/Incentive Programs, and Awards & Recognition Programs are currently underway.

Our aim is to provide an industry standard Total Rewards package, which will enable management to recruit, retain, and reward talented associates who are focused on meeting and exceeding corporate business goals. Along with the Finance and Accounting

Directorate (who is primarily responsible for the AAFES Retirement Plan), HR monitors DoD retirement policies and DoD initiatives: standardizing NAF retirement policies and other issues relevant to federal retirement plans.

Let me offer a big personal thank you to each and every retiree who helped shape AAFES into the strong retailer and military service provider we are today. With a good 2007 financial year now behind us, AAFES is pushing forward to move from good to great! How will we get those 'great' results? Having the solid foundation provided by those who served before them, today's associates can be focused on keeping AAFES competitive.

Keeping our competitive advantage not only helps the customers we serve, but protects the future of every associate: active or retired.

Our commitment to you, the retiree, is a Human Resources directorate actively engaged in recruiting and retaining the very best people! Proactive people. People who will improve our customer's in-store experience. People who know we exist because of our customers and will solve problems, not create them. People, like you, who provided years of dedicated and faithful service to the Best Customers in the World!

Get to Know James Moore...

James E. Moore is the Senior Vice President of the Human Resources Directorate. James is a native of Hardaway, Alabama and graduated from Alabama State University with a Bachelor of Science Degree in Business Management. He has also attended specialized executive education programs at Texas A&M, University of Arkansas, University of Santa Clara, and Fort Belvoir PME (Personnel Management for Executives).

James began his AAFES affiliation as a contracted custodial worker. He later joined AAFES as a college trainee in 1982. During his career with AAFES he has held various positions in the field, region and headquarters to include:

- College Trainee, Fort Bliss, El Paso, Texas
- Branch Manager, Offutt AFB, Omaha, Nebraska
- Combined Activities Manager, Fort Leonard Wood, St. Roberts, Missouri
- Asst. Retail Manager, McConnell AFB, Wichita, Kansas
- Exchange Manager Trainee, San Antonio, Texas
- Exchange Manager, Cannon AFB, Clovis, New Mexico
- General Manager, Tyndall AFB, Panama City, Florida
- General Manager, Caserma Ederle, Vicenza, Italy
- General Manager, Fort Gordon, Augusta, Georgia
- General Manager, Eglin/Hurlburt AFB, Fort Walton Beach, Florida
- General Manager, Heidelberg, Germany
- Area Manager, Heidelberg, Germany
- VP Marketing, Sales Directorates, HQ, AAFES, Dallas, Texas
- Area Manager, Kuwait/Qatar, South West Asia
- VP Central Region, HQ, Dallas, Texas



F.W. Jones Knives



Frank Jones forged a second career as a Journeyman Bladesmith handcrafting custom knives

By Frank Jones

My search for “something different” to do in retirement ended after watching a television program, and since 1996 I have been making custom knives for fun and profit.

After retiring from AAFES in Dallas, the only thing I knew for certain was that Norma, my wife, and I had decided to relocate to Columbus, GA.. During my career with AAFES I had been assigned to Ft. Benning twice. I had not planned to jump right back into a 9 to 5 job, and had thought about doing something different from what I’d been doing for the last 30 years, i.e., five years in the USAF as a Supply Management Officer and 25 years with AAFES in Human Resources. I just didn’t know what that “something different” was going to be. My assignments at Ft. Benning were as Personnel Manager in 1975 after returning from Thailand, and again after returning from the Republic of Panama in 1984. We had friends in Columbus, we both liked the area and I was anxious to return to pursue one of my favorite sports, whitetail deer hunting with my good friend, Earl Ferguson, who was also an AAFES retiree.

After arriving in Columbus, Norma and I were still in an apartment when about noon one day I was eating a sandwich and flipping through the TV channels. I stopped abruptly on Georgia Public Television when I saw a man beating on a piece of red hot metal with a hammer.....the program was, “Forge & Anvil”. In looking back on this, the only thing I can determine why this appealed to me was that it seemed rather therapeutic, after working at a desk for 30 years. It wasn’t long after this that I learned there was a resident blacksmith named David Cornett in the town of Pine Mountain which was about 30 miles north of Columbus. I got with Dave and took some basic blacksmithing lessons, and

soon learned that old time blacksmiths made knives using a hammer, anvil and fire.

My first step in becoming a bladesmith came when Dave told me about the Jim Batson Bladesmithing Symposium that was held once a year near Jim’s home in Madison, AL. Jim is a Master Blade-

Frank Jones uses a three-pound hammer and anvil to forge his custom knives. In photos above: (1) an impala horn knife; (2), hippo tooth knife.

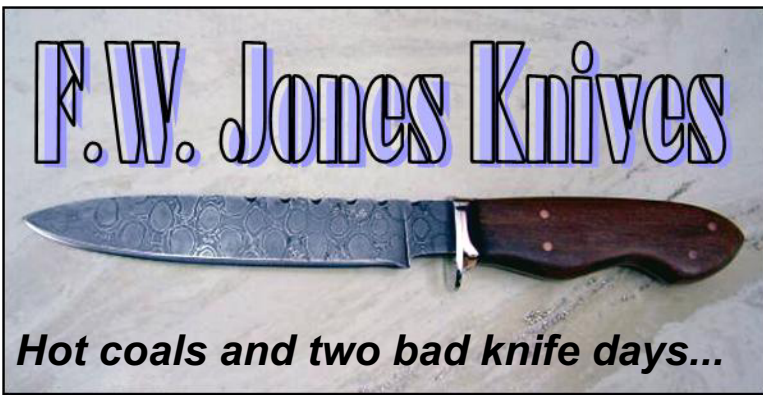


smith who annually invites other Master Smiths to his symposium to demonstrate knifemaking techniques to aspiring knifemakers. This symposium is also sponsored by the American Bladesmith Society (ABS) and the Alabama Forge Council. In April, 1996 I attended my first symposium where I hand forged my first knife blade, and even had the nerve to show it to Master Bladesmith Joe Keesler. Joe had demonstrated how to make this particular knife. I tried to copy what he had done,

and after completing it, I walked up to him and asked what he thought about it. Joe was an ex-Marine, so it must have taken a lot of restraint for him to simply say, “You’ve got to start somewhere.” It was also at the symposium where I met Larry Friedrich from Jackson, MO., who had recently retired from teaching art at a college in California. I learned later that Larry was insatiable in his quest to learn new ways to express himself in art—boat building, wood turning and jewelry making.

At the symposium I learned about the Bill Moran School of Bladesmithing in Washington, AR, which was affiliated with Texarkana College. Larry and I signed up for the Introduction to Bladesmithing class, a two-week class in June, 1996. There were 12 guys in the class and 6 forges, so everyone doubled up. The goal of the class was to learn how to hand forge a high carbon steel blade to within about 90% of a what the blade would look like as a finished blade, to grind the final 10% off and to heat treat the blade, and hand sand the blade to 800 grit.

I had never used a Bader 2”x72” grinder, and they insisted that we wear heavy gloves to protect our fingers. As it turned out, the heavy gloves hindered my progress....I couldn’t feel what I was doing, and by the way, haven’t worn gloves since then. I did manage to completely destroy several pairs of gloves on the grinder, and set one pair on fire at the forge. After taking off a pair of gloves while forging, a



girlfriends, I ing. My pride and joy was an air conditioner I included in the clean room.

In 1997 I obtained a business license, and State tax number, and started my business as "F.W. Jones Knives". In 1999 I received my journeyman certification from the American Bladesmith Society (ABS). Briefly, this certification is presented after successful completion of testing by the ABS. The rigorous testing is in two parts under the gaze of Master Bladesmiths. (Frank's account of the test appears as an "online extra" at the end of this edition .)

piece of hot coal popped out of the forge, landed on the gloves and the gloves caught fire. Larry hollered, I jumped, and dunked the gloves in the bucket of water we kept next to our anvils. You can see those same gloves today tacked to the wall of my shop as a reminder of the class, and a reminder never to wear heavy gloves like that again.

During the two-week period, I had one other bad knife day. I started out the day building a roaring coal fire. Once the fire reached it maximum temperature, somehow I managed to touch the backside of my left hand against something that was extremely hot. Yes, this would have been a good time to have been wearing those heavy gloves I've been badmouthing. As a macho bladesmith, I didn't even mention this to anyone, but at the end of the day, as I reached up to wipe something from my left eye, I deposited a sliver of metal from my hand to my eye. Not good!

While driving back to the hotel in Hope, AR, about eight miles from the school, I knew I had to have a doctor look at that eye. So I stopped by the hospital emergency room. To make a long story, not so long, they told me the metal had scratched my cornea, and that if I would wear the bandage they had to place on my eye for 24 hours, I'd be OK. Also, they not only put a little salve on my left hand, but wrapped it with a bandage the size of a boxing glove.

After leaving the hospital, I looked like someone who had just been in a serious car wreck. The next morning while getting ready for class, I knew there was no way I could go back into that class wearing all those bandages. I decided to leave the eye bandage. I must have picked the wrong bandage to discard because when I got to class everyone ran for their cameras. They said they wanted to take a few shots of me to show their wives/

completely change career fields. Fortunately, nothing like this has happened since then, and that's been almost 12 years ago.

In the summer of 1996 I took on the project of building my own shop. Consider the fact that I had never built anything larger than a dog house and that didn't turn out very well. With a lot of advice from friends, and some help I built an 18' X 24" shop with vinyl siding and barn doors. I later put up a wall in the shop to separate the clean area from the dirty area. The clean area was for finishing work on the handles and guards, and the dirty area was forging and grind-



Frank gave a knifemaking demonstration at FDR State Park in Pine Mountain, GA. In the top photo he shows a knife that he forged. Below he's over the anvil making a blade.

I primarily hand forge my blades with a three-pound hammer, a 500- pound anvil and either a coal forge or propane forge. Although, I mainly use high carbon steels, and hand sand the blades to about 800 grit. I have also made stainless steel knives with mirror finish blades, using the "stock removal" method of knifemaking. In this method, you take a bar of steel, draw the profile of the blade on the steel, and cut out the shape with a heavy band saw. Then, you grind the blade to shape, buff the blade to a mirror finish, and complete the handle. Although the stock removal stainless steel knives are excellent knives, I prefer the forging process. One advantage of a forged blade is the differentially heat-treated blade where the back of the blade is softer than the

cutting edge. This makes for a “tougher” knife—meaning that it will withstand more abuse.

I have several stainless M-16 rifle bayonet blades where the hidden tang has broken off, and rendered the knife useless. In forging a blade you also soften the tang of a blade so it won't break under stress. The tang of a knife is the part of the knife that accepts the handle. It's either “hidden” which means it goes into the handle material, or it's a “full” tang which means slabs of various materials are pinned to each side of the tang.

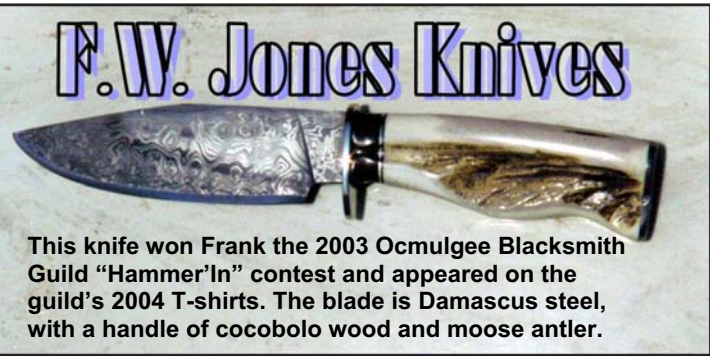
I have made various types of folding knives, but this is extremely difficult since I don't use a milling machine, nor a lathe. Consequently, I've even made fewer in recent years, and plan to continue focusing more on my straight knives. I also make my own custom sheaths for each blade. I've made all types of knives such as hunting knives, Bowie knives, kitchen knives, neck knives (small knife worn around the neck in leather sheath), tactical (combat) knives and art knives. In addition to high carbon steels, I have also made my own Damascus steel which is a blade made from high and low carbon steels, hand forged generally with a power hammer.

After acid etching, a pattern is visible on the blade.

I'm currently working on a project for a friend in Hawaii. He owns several Harley motorcycles, and he also restores old woody station wagons. He personally owns a 1948 woody, and has replaced the maple wood from the body. He sent me some Harley chains, and the wood from his woody, and asked me to make several knives for him. I've hand forged the Harley chains together to make a solid piece of steel, and I've had the old maple wood stabilized for handle material. After grinding, hand sanding, and heat treating the blades, I can get a pattern on the blade by acid etching it with ferric chloride.

The round designs on the blade are the pins in the original Harley chain. This is custom knifemaking at its best—meaning that the customer can have his own materials included in the making of his/her knife.

The Harley chain blade will definitely mean a lot to him since he's a Harley owner, and the handles made of his maple wood from his 1948 woody will always remind him of his love of the woody station wagon.



This knife won Frank the 2003 Ocmulgee Blacksmith Guild “Hammer'In” contest and appeared on the guild's 2004 T-shirts. The blade is Damascus steel, with a handle of cocobolo wood and moose antler.

consider knifemaking more of a hobby than a business. I will take some orders, but not at the volume I once did. I really enjoy making the knives I like to make, but still accept some custom work.

For example, a lady came to me ten days before Christmas last year and asked if I'd make her husband a knife for Christmas. She wanted me to use the horn from an impala he had shot in Africa for the handle. I wasn't able to do the knife in time for Christmas delivery, but I agreed to complete it for his birthday in January.

I plan to keep making knives as long as I enjoy it. It's definitely not a get rich quick scheme, so if you're primarily after money, don't choose knifemaking. Depending on materials used, my knives sell for as low as \$150 for a small neck knife with a custom leather sheath up to \$1,000 for a much larger, more elaborate knife. My average hunting knife sells for about \$250, but can go as high as \$450. Bowie knives with Damascus blades sell for \$650 to \$1,000. Some of these prices may sound high, but I've put in as much as a total of 30 hours over a 2-week period on a single knife.

A couple of years ago I dropped my business license, and state tax number, and currently

It's hard to believe I've been retired for over 12 years, but, as they say, time passes fast when you're having fun.

In photo (1) Frank and his dog, Elka, pose in front of his shop. (2) Chef's knife for a client whose son is a chef. (3) A “neck knife” and leather sheath that hangs from the neck. (4) Harley knife without handle—the round designs (inset) in the blade are the pins in the chain—and (5) the finished Harley knife with maple wood handle from a woody station wagon. (6) Hippo tooth knife with a walnut display stand.





Bruce Luedke, Terry Hanson, Betty Luedke and RAC Archivist Linda Dean



Gary Jacques, Chris Gehringer and Judy Hanson



RAC Archivist Linda Dean and Co-Founder Roy Dean

Continued from Page 1

Luedke, Tom Minton, Chuck Poffenbarger, and Don Streeter. Gary and Laura Conroy moved to Florida and Gary and Judy Jacques moved to Washington State, but they still manage to come for Friday morning coffee when they're in town. Russ Struyk was a member until he moved to Hawaii. Visitors like Mike Beverly, Mike Copes, Tom Harmon and Dennis Jones stop in to join the ROMEOS when they have free time.

The RAC promotes cultural and culinary events such as the recent trip to the Rahr and Sons Brewing Company for testing and tasting. What that really means is FREE beer. To satisfy their culinary palates they went on a quest to find the best chicken fried steak. That took RAC members to the Rockett Café in Rockett, Texas. For all you Foodies that may not be familiar with this cuisine, it's called biker's gourmet. RACs also specialize in locating and trying BYOB restaurants. Although the food is good, the wine selections are usually very cheap. Outings have also included Cirque du Soleil performances, local little theater, and they even took a four-day trip to Las Vegas just to do something different.

Speaking of travel, the group does a lot of world traveling - whether it is flying, RVing, cruising or road trips, the year is full of traveling adventures. With proper leave slip approval, ROMEIO members are free to travel about the world, and members always enjoy hearing about each other's travel experiences.

RAC members are also very generous with their volunteer time. Chuck Poffenbarger is AREA President and Board President/CEO of the Grand Prairie Wellness Center. Last year they provided \$407,000 in free health care. Tom Minton volunteers for the Dallas Suicide Crisis Center. Judy Hanson volunteers at Mission Arlington. Linda Dean volunteers for Action North

Crime Committee. Roy Dean is active in the Action North Arlington Committee. John Liczbinski volunteers as Chairman, Crime Watch and Prevention Committee, an auxiliary of the Dallas Police Department. Bruce Luedke volunteers at the Tarrant County AIDS Interfaith Network delivering medicine to clients/patients.

Forget about Google or Consumer's Reports for product information. RACs have more information and advice than you could ask for. Everyone is an expert... just ask them! They specialize in computers, cameras, cars, TVs, cell phones, repairs, remodeling, and shopping. Every time a member is interested in buying a new product, especially a new electronic gadget, the group goes into a frenzy of advice on what features to look for, where to locate the product or service, and who has the best price. Of course, a proper "show & tell" is expected to follow after the purchase has been made, especially when it's a new car.

Many of the RACs are heavy readers so the group does a lot of book exchanges. Magazines, DVDs and articles are also shared. This keeps the group well informed and up to date on current events. How else could they possibly solve the world's problems each and every week? Their current agenda is to settle the national war debt. They'll need all the help they can get.

The problem solving and coffee flows freely. The DFW Chapter of the ROMEIO & Auxiliary Club meets every Friday morning from 8-10 a.m. at la Madeleine's, 2101 N. Collins St, Arlington, TX. It's located north of I-30 at Lamar and Collins.

Hope to see you there.

(Thanks to Linda Dean, RAC Archivist, for writing this article to explain the history and activities of the RAC club. Linda's e-mail address is linda-dean@att.net.)

Jerry and Beverly Saperstein are coming to town

For years, Jerry Saperstein has announced by phone call or e-mail that he and Bev would be leaving Las Vegas to visit Dallas with several dozen of their AAFES friends at a restaurant in Big D. This December, Jerry and his entourage set up shop in Dunston's Steakhouse in Dallas. Tony Roberts came with his new camera, and the results are presented on this page.



- 1--Jerry Saperstein, Michelle Roberts, Beverly Saperstein and Hortense Salinas
- 2-- Jim Salinas, Norm Sereboff and Tom Saga
- 3-- Tom Minton and Dennis Jones share center stage on the dining table
- 4-- Marty Handel, Michelle Roberts and Bev Saperstein
- 5 --Joel and Brantlee Sontag
- 6-- Norm and Susan Sereboff
- 7-- Ken and Pat Weaver
- 8-- Norm Sereboff, Tom Saga, Jerry Johnson and Jim Salinas
- 9-- Dennis Jones, Uta Handel and Bev
- 10-- Michelle Roberts hugs Jerry Saperstein as Bev roars in laughter



IN REMEMBRANCE

MICHAEL DEGEORGE, 93 died Sept. 22, 2007 in Penngam TN. The former Fort Polk Associate retired in 1974.

WALTER E. SCHULZ, 75, died Oct. 11, 2007 in DeSoto, TX. He was Chief, General Accounting Branch, Comptroller Division when he retired in 1989.

JOE B. WATSON, 67, died Oct. 4, 2007 in San Antonio TX. The former AAFES Associate retired in 1991.

JAMES W. BROCKHOFF, 69, died Dec. 15, 2007, in Malakoff, TX. The former Atlanta DC inbound/outbound manager retired in 1995.

WILLIAM G. CHAPMAN, 78, died Oct. 2, 2007, in Duvall, WA. The former Golden Gate contract specialist retired in 1984.

TONNIE FOSTER, 92, died Dec. 22, 2007, in San Antonio, TX. The former Fort Sam Houston associate retired in 1973.

GEORGE A. FRICKMANN, 86, died Jan. 5 in Santa Barbara, CA. The former HQ AAFES associate retired in 1973.

RALPH N. FUJIMOTO, 93, died Nov. 19 in Kaneohe, HA. The former Okinawa associate retired in 1981.

LESLIE S. HILL, 90, died Dec. 19 in Richardson, TX. The former HQ AAFES associate retired in 1973.

ARTHUR T. HIROSHIMA, 83, died Jan. 11 in Honolulu, HA. The former AAFES associate retired in 1974.

GRADY A. LIGHT, 68, died Dec. 26 in Stephenville, TX. The former Fort Sam Houston general manager retired in 1993.

LOUIS T. TAMBERELLI, 85, died Jan. 23 in Carrollton, TX. The former HQ AAFES associate retired in 1973.

WALLACE YANAGIDA, 83, died Dec. 11 in Wahiawa, HA. The former AAFES associate retired in 1975.

WILLIAM C. ZOELLER, 89, died in Greenville, WI, Sept. 24, 2006. He attended Central Catholic High School and St. Mary's University in San Antonio, TX., and served as a master sergeant in the Army Air Corps in World War II. Before joining AAFES he served as buyer, sales manager and secretary-treasurer for a lumber company. In 1959 he began his AAFES career as merchandise manager of the Amarillo AFB Exchange in Texas. He served as Civilian Exchange Officer at Lackland AFB and Laughlin AFB before transferring to the Pacific Exchange System in 1966 as stock assortment specialist. He was reassigned to Hq. AAFES in 1971 and retired in 1976.

In 1974 he was ordained a Permanent Deacon and became a certified hospital chaplain in the National Chaplains Association. He performed religious duties for people of all faiths. In the June 1976 Exchange Post, the article said "Mr. Zoeller was called upon to counsel many employees because of his belief in the individual as a person and that each person was special. This conviction has gained him the love and respect of people in all regions of the Exchange Service."

Bill and his wife, Lucia, moved to Clement Manor in Greenfield, WI, in 1986, where he continued his ministry until his death. (Submitted by Sister Dianne Zoeller, daughter.)

COL FRANK E. MAREK, Ret., 90, of Fort Worth, TX, died Dec 3, 2007. He was a former AAFES manager who was assigned to Germany and the United States, retired in 1986. Before coming to AAFES he was Air Force Base Commander at Anderson AFB, Guam; Bergstrom AFB and Carswell AFB, Bolling AFB, Washington DC; Kadena AFB Okinawa, Japan and Tan Son Nhut AB, Vietnam. He is survived by two sons, one daughter and two granddaughters.

GEORGE COLTER, died February 4, 2008 in Springfield, VA. with burial at Arlington Cemetery, VA. He was a founding member of Chapter One and (Frank's account of the test appears as an "online extra" at the end of this edition.)

Honoring the Visionaries

The other day when I heard that George Colter had died, I got to thinking about a conversation that I had with "someone" in the past during my AAFES career. I was told that George Colter, when he was a Personnel Executive at that time, along with others played a significant role in developing and implementing our retirement and health coverage benefits. These include our basic retirement plan, the EMP supplement, the annual leave payoff, our health care plan and our post retirement health care plan. The other executives who played the major leadership roles in the development of these benefits were Niels Ibsen, Comptroller, John Davis, Assistant Comptroller (Insurance), and Phelps Pond, AAFES Executive for Administration. These AAFES executives had a vision of what employee benefits were needed during active employment and what rewards should be in place to retain AAFES employees and executives over a long period of time. Thanks to them, many of us now enjoy a well-earned and comfortable retirement.

Tom Harmon
A Comfortable and Thankful Retiree



Community Service Award Nomination

For Community Service Accomplishments



Help us recognize people who support their communities...it's the right thing to do!

✓ Use this form to nominate AREA members, AAFES Associates and their spouses for AREA Community Service Awards for their commitment to their communities. You can submit this form any time throughout the year. Mail this completed form to: AREA, P.O. Box 380514, Duncanville, TX 75138-0614, or complete the form on the AREA web page, www.aafes.com/area, and submit your nomination online. (Program details are listed in the Community Service link on our website.) Award recipients are notified shortly after the completion of each quarter, i.e., just after March 31st, June 30th, September 30th and December 31st. Profiles will be featured in the follow-on editions of the AREA Newsletter and Exchange Post. They will also be posted to the AREA web site.

✓ Each award recipient receives a certificate, along with a letter signed by AREA, expressing appreciation for the contribution made toward making our communities a better place to live and work. For AAFES Associates: A copy of the AREA letter and certificate are forwarded to your servicing personnel office for file in your official personnel folder.

Form Rev 03/24/08

Individual/Group Nominated:	Address:
-----------------------------	----------

Period From:	To:	To _____	To _____
--------------	-----	----------	----------

Is this a one-time project?	Yes _____	No _____
-----------------------------	-----------	----------

If not a one-time project, what year did project start?

Details of work done (how, where, why, what): (Use additional sheets, if desired)

Estimated number of hours spent on project during this period?	_____ Hours
--	-------------

Funds raised to support project:	\$ _____ Given to:
----------------------------------	--------------------

Contributions made other than time:

Publicity received for this work (attach examples, if available):

Awards received for this work (attach examples, if available):

Additional information:

Submitted by: (Print name)	(Signature)	(Date)
----------------------------	-------------	--------

Phone #:	E-mail Address:
----------	-----------------

TO WHOM AND WHERE SHOULD WE MAIL THE COMMUNITY SVC AWARD CERTIFICATE AND LETTER?

Print Name:	Phone #:
Mail address:	City/State/Zip:
E-mail address:	Fax #:

AAFE Associates: Please provide the address of the HRM office where your official personnel folder is maintained.

Date Received/AREA Action / Comments:

AREA Committee Chairperson: Richard Fregoe	Date:
--	-------

Area President: Chuck Poffenbarger	Date:
------------------------------------	-------

USEFUL TELEPHONE NUMBERS

The following telephone numbers are provided as a convenience to members wishing to contact certain HQ AAFES offices and the AAFES Federal Credit Union.

HQ SWITCHBOARD
(214) 312-2011

FOR RETIREMENT and GROUP INSURANCE BENEFITS:
HQ. AAFES BENEFIT BRANCH REPRESENTATIVES (800) 519-3381

GENERAL COUNSEL:
COLONEL JOHN L. CLIFTON, USA (214) 312-3126

EXCHANGE POST:
BARBARA KIRSCH (214) 312 3831

SALES TABLOIDS:
DEBBIE WYLIE (800) 733-5142

ID CARD, PRIVILEGES
HR-L/H Servicing Personnel Office (214) 312-3330
ID Cards issued Monday, Wednesday, Thursday and Friday from 7:30-10 a.m.

DOD VEHICLE STICKERS:
DOD stickers are issued in AD from 7:30-11 a.m. on Monday, Wednesday, Thursday and Friday.

AAFES FEDERAL CREDIT UNION: TOLL FREE SERVICE
NORTH AMERICA (800) 452-7333
UNITED KINGDOM 0800-89-7490
GERMANY 0130-81-1187

FOR OTHERS NOT LISTED:
PAT WEAVER (972) 780-9810

For other information, check out the AAFES Web site at: <http://www.aafes.com> and the AREA web site <http://www.aafes.com/area>

MEMBERSHIP UPDATE FORM

Type of Change (Check All Boxes Below That Apply)

Address <input type="checkbox"/>	Telephone <input type="checkbox"/>	FAX <input type="checkbox"/>
E-mail <input type="checkbox"/>	Marital Status <input type="checkbox"/>	Other <input type="checkbox"/>

Enter New Address in "Current Address" block BELOW and List Other Changes Here--

(Printed Name)	(Signature)	(Date)
----------------	-------------	--------

Check here if you would like to be put on the mailing list for future membership directories, which are published in even-numbered years and provide you a listing of names and addresses of AREA members.

TO: AREA (ATTN: Membership Director)
P.O. Box 380614
Duncanville, TX 75138-0614

CURRENT ADDRESS:

AREA SCHOLARSHIP FUND
DONATION FORM

To: AREA P.O. Box 380614 Duncanville, TX 75318-0614	From: Telephone
--	-------------------------------

This donation is (check one box below)

<input type="checkbox"/> In Honor of	(Name)
<input type="checkbox"/> In Memory Of	(Name)
<input type="checkbox"/> An Annual Pledge*	
<input type="checkbox"/> Other	

Send Card to:

NAME	
ADDRESS	
ADDRESS	
CITY, STATE, ZIP CODE	
TELEPHONE	

Amount of donation (check enclosed)	\$
-------------------------------------	----

* I wish to pledge \$ _____ each year to the AREA Scholarship Fund. My donation for the current year is enclosed.

Your donation will be acknowledged to both the donor and to the recipient or the survivor. All donations are income tax deductible.

DONOR NAME (Printed)	SIGNATURE

COMMENTS:

Contributing to the future.

Visit Our Web Site at www.aafes.com/area

We're starting three new series with this edition of the Newsletter. The first results from your response to the e-mail I sent out asking if you have any questions that you would like the AAFES Benefits Branch to address. Several responded, and the Benefits Branch on pages 4-6.



The other series we call *Inside AAFES Today*. AAFES continues to re-engineer itself to ensure that it remains a competitive force in the retail marketplace. Articles for this series will be written by the senior staff responsible for the directorate/division being featured. The first article, written by Jim Moore, Senior Vice President, Human Relations, appears on pages 10-11.

The third is the ROMEO & Auxiliary Club (RAC), with ROMEO being the acronym for Retired Old Men Eating Out. We included an auxiliary as spouses usually get a retirement check, also, and we're pragmatic about that. We feature RAC events in this edition by highlighting the DWF Chapter on pages 1 and 15. If you also have a group which similarly meets from time-to-time, let me know and we'll feature your version of a ROMEO & Auxiliary Club chapter in the future.

Chuck

DUES ALERT!

Please check the expiration date below. If it reads "March 2008 (or earlier) your dues are PAYABLE. Dues are \$15 per year (effective April 1, 2002)— Please make the check payable to AREA.



AAFES RETIRED EMPLOYEES ASSOCIATION
P.O. Box 380614
DUNCANVILLE, TX 75138-0614

PRSR STD
 US POSTAGE PAID
 DALLAS, TX
 PERMIT #1478

AREA NEWSLETTER

ONLINE EXTRA



FRANK JONES DESCRIBES JOURNEYMAN TEST

On page 2 of Frank Jones' article, he described the process of attaining his journeyman certification from the American Bladesmith Society (ABS). "Briefly, this certification is presented after successful completion of testing by the ABS," Frank wrote. "The rigorous testing is in two parts under the watchful eyes of Master Bladesmiths." There wasn't enough room in the print edition of the AREA Newsletter to include Frank's description of the test, but through the magic of the internet, we can tell, "the rest of the story" below. Also, Frank's knives deserve larger size photos so on the next two pages there are enlarged photos of the knives shown with the article.

Journeyman test part 1

First, you have to make a knife with a blade not longer than 10 inches, and the knife not totaling more than 15 inches long. The blade has to be differentially heat treated, meaning that the back of the blade has to be relatively softer than the edge of the blade. This allows the blade to bend, rather than to break. And, of course, the blade has to be properly heat treated, or it won't pass this test.

A Master bladesmith judges your knife by requiring you to perform the following:

- First, You first have to cut a hanging 1" thick rope with one swipe of the knife. Your target to cut is the bottom 6 inches of the rope.
- Second, you have to cut through 2 pieces of 2x4 boards, one at a time, and still be able to shave hair from your arm.
- Third, the tester places about 3 inches of the blade tip in a vise and you pull the blade over to 180 degrees. This has to be done without the blade breaking. The idea of this is that in a survival situation, it's better to have a slightly bent blade than one that has cleanly broken in half.

Journeyman test part 2

The second part of the Journeyman test is to make five knives, and to take them to the Blade Show in Atlanta, Ga., for judging by a panel of Master Bladesmiths. If your test blade passes the performance test, and your five blades measure up to standards, you're awarded your journeyman certification.

By now you know, Frank passed! Just call him a Journeyman Bladesmith.

F.W. Jones Knives



This knife won Frank the 2003 Ocmulgee Blacksmith Guild "Hammer'In" contest in Macon, GA., for forging the best knife and had the honor of a photo of the knife reproduced on the guild's 2004 T-shirts. The blade is Damascus steel, with a handle of cocobolo wood and moose antler.



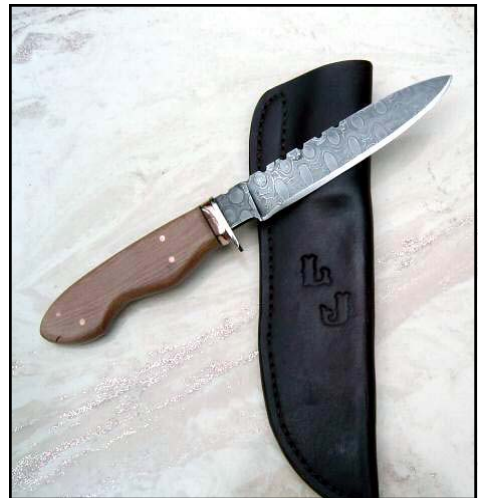
The Hippo tooth knife was shown on page 12 and page 14 of the newsletter. Photo at right shows the knife with a walnut display stand. Frank made the first knife for his dentist—who immediately fell in love with the idea of a knife made from a tooth. The dentist later purchased more knives for his father, also a dentist, and for other dentist friends! Frank said, "I'm fast running out of hippo teeth!"



Chef's knife for a client whose son is a chef. The knife is made of stainless steel damascus steel with a nickel silver bolster (that's the area in front of the wooden handle). The handle is stabilized burl maple with nickel silver pins in the handle. This knife sold for \$650.00. Shown on page 14 of the Newsletter.



The impala horn knife, left photo, was on page 12 of the Newsletter. This is the last knife Frank made for the client who first wanted Christmas delivery but settled for giving it to her husband for his January birthday. Right photo shows the "neck knife" and custom fit leather sheath that hangs from the neck. The knife is made with 52100 ball bearing steel with a stag handle.



Frank's Harley knife was shown in several photos in the Newsletter. In top left photo, the knife is shown without handle —the round designs (inset) in the blade are the pins in the chain. The top right photo contains the finished Harley knife with maple wood handle from a woody station wagon. Bottom photo of the Harley knife, also shown on page 14 of the Newsletter. Frank made one knife a friend in Hawaii, who gave it to his friend on the Big Island of Hawaii who helps him maintain his two Harley's. The handle, as I said in my article, is the maple wood from his 1948 woody stationwagon. The wood, of course, has been stabilized. That means that it has been placed under high pressure and resins have been forced into the pores of the wood making the old wood solid, waterproof and very stable.