

KENNY LETTER



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INSIDE THIS ISSUE:

AMCOM IMMC 3
visits **LEAD**

LEAD Woman of 3
the Year named

Chambersburg 4
Cardinals visit

Understanding 10
Heat Advisory
Emails

Town Hall 20
Questions
Answered

REGULAR FEATURES

Commander's 2
Desk

Take the Higher 6
Road

Comings & 7
Goings

Military Moment 8

Letterkenny 13
Connects

Chaplain's 17
Corner

Letterkenny receives 7th Shingo Award

by LEAD PAO

Col. Cheri Provancha, Letterkenny Commander, informed the workforce on Tuesday, August 9 that the Aviation Ground Power Unit (AGPU) rebuild program was selected to receive the Shingo prize for Excellence in Manufacturing, Bronze Medallion.

Provancha visited various buildings across the depot and personally thanked and congratulated the employees that had a direct hand in bringing the prestigious recognition to the depot.

"You guys did it. You pulled it off," she said. "The one thing they [Shingo auditors] walked away with was the heart and soul that was demonstrated down here."

The award is the first Shingo prize in which the cost center owned the entire process. Employees briefed the review team about their role in AGPU's continuous improvement process.

James Ehrenreich, Electrical Equipment Repairer, demonstrated the AGPU harness test in Building 51.

"This test used to take four to five hours to run," Ehrenreich said. "Now the entire process is completed in less than three minutes."

The AGPU Rebuild program was established in 2005 and has undergone various improvements and transitions to meet increasing production numbers.



Jeremy Crouse, Power Support System Mechanic Leader said the AGPU line has undergone restructuring approximately six times in order to accommodate production at the current area of 23,374 sq. ft.

The auditors were impressed by LEAD employees' alignment with the Soldier, the flexibility and adaptability of the workforce and the workforce's pride in workmanship.

"What an amazing commitment at all levels. Very impressive," Paul Terry, Shingo examiner, said.

Provancha commended the employees on a job well done and encouraged them to go for a gold in the future.

The audit to examine the depot's AGPU submission was conducted on July 26-27.

Four individuals from Utah State University's Jon M. Huntsman School of Business evaluated the depot on

See Shingo on page 17



From the Commander's Desk

by COL Cheri A. Provanča, Depot Commander

Hello Letterkenny. I was reading Coach Dean Smith's book "The Carolina Way" and wanted to share one of his messages, "play hard, play together, play smart," and how it relates to us—work hard, work together, work smart.

In Coach Smith's world, "hard" equates to effort, determination, and courage. Together means unselfish, trusting your

teammates, and doing everything possible not to let them down. Smart equals good execution and poise, treating each possession as if it were the only one in the game.

So what does this translate into in the business of supporting our nation's mission? Working hard means staying focused during the hours you work and manage your time and priorities effectively and efficiently while you work. Make sure you give a pure, self-disciplined effort and concentrate on your task at hand.

Working together simply means it is all about we, not me. Every independent act or task you execute is intertwined with others across the depot. You

depend on someone else so you can complete your task as much as others depend on you to complete your task with precision and excellence. Don't let your teammate down.

Working smart ensures you are putting all your effort towards productive actions. If it seems you don't have enough hours in the day, work on getting the wasteful activities out of your process and your day. Take an active role in getting the waste out of the depot processes too.

Until next time, stay safe and stay focused. Remember to work hard, work together and work smart. Thank you for all you do in support of our Warfighters.

ARMY CORE VALUE FOR SEPTEMBER/OCTOBER:

RESPECT

TREAT PEOPLE AS THEY SHOULD BE TREATED.

“Every human being, of whatever origin, of whatever station, deserves respect. We must each respect others even as we respect ourselves.”

~ U Thant, former Secretary-General,
United Nations, 1909-1974

Depot Red Cross Blood Drive Success

The American Red Cross held their quarterly blood drive for LEAD employees on Aug. 16-19. The Red Cross received 269 units of blood from LEAD personnel. Those donations will help 807 people in the Greater Allegheny Region of the American Red Cross. The next blood drive will be held **Oct. 18-19** and all Depot employees are encouraged to donate.

Letterkenny hosts AMCOM IMMC Executive Director

by LEAD PAO

The AMCOM-Integrated Materiel Management Center's Executive Director visited Letterkenny Army Depot (LEAD) on Thursday, August 4.

Keith Roberson and John B. Smith, Chief of Depot Maintenance, took a tour of key depot facilities and attended briefs with depot staff.

Smith said Roberson had the chance to see the outstanding contributions of Letterkenny Army Depot and the Letterkenny team to the Soldier and the mission.

"I think it was an excellent opportunity for Roberson to see firsthand the exceptional quality and productivity of the Depot and the Letterkenny employee."

Roberson and Smith toured the Maintenance Facility where they became familiar with machine capabilities, the Electronic Composite Component Repair (ECCR) Shelter line, the Patriot program as well as the Route Clearance Vehicle program.

While touring the Patriot reset line, Roberson stated that he has received positive feedback regarding Letterkenny's management of this program and that LEAD "has set the example for how a program should be managed."



Lonie Bender, Manufacturing and Fabrication Division Chief, explains the use of the Upper Positioner for an Antennae Mask Group (AMG), part of the Patriot system, to Roberson.

Roberson and Smith also toured the Tactical Missile Repair Center where they reviewed Letterkenny's Patriot Systems, the High-Mobility Artillery Rocket System (HIMARS) program, Aviation Ground Power Unit (AGPU) area and Rhino.

DRSK's Maxwell named Letterkenny Woman of the Year

by Kim Raley, Equal Employment Opportunity Office

A Directorate of Risk Management Firefighter, Emergency Medical Technician and Hazardous Materials Technician was named the 2011 Woman of the Year in conjunction with Women's Equality Day.

Lindy Maxwell received her recognition at the Aug. 25 awards ceremony held at the Burt J. Asper Post 46 American Legion. Maxwell was nominated by her peers for her hard work and dedication to the depot and its employees.

Maxwell performs a variety of tasks as a DRSK employee including establishing and maintaining the depot CPR/AED program, administering medical care, and

performing fire inspections.

According to her biography, Maxwell is a top-notch employee who does more than what is required of her.

"Lindy goes above and beyond to learn new skills and knowledge that can be valuable to the department...[she] leads by example and takes the added step of trying to keep up morale even when times are tough."

Depot Commander, Col. Cheri A. Provancha, was also honored at the luncheon. Provancha was recognized as the first female Commander of Letterkenny Army Depot. She received a plaque depicting her roles and life at



LEAD.

Guest speaker Deborah Eyer, Equal Employment Officer at Ft. Detrick, Md., discussed the rights of women and current conditions

See Woman, page 11

Cardinals visit Letterkenny Summer Youth Camp

by the Tieman Child Development Center

Letterkenny Summer Youth Camp participants celebrated football week with a visit from the Chambersburg Cardinals on Tuesday, Aug. 9.

Eight semi-pro football players and eight members of the Lady Cardinals Dance and Student Team visited the camp to share their experiences and have some fun with the children at the Tieman Child Development Center.

Cardinal's coach, Chad Fauson said the Cardinals are always looking for opportunities to be active in the community. He said that they try to get involved in community programs especially those that involve kids and encourage them to be active.

The members of the football squad conducted drills with the camp youth and played a four quarter game with the children. Josh Finafrock, Cardinals quarterback, and Ottis Lewis, wide receiver, led the teams.

"The kids loved it. They asked the guys questions and they had a blast," Fauson said. "The guys showed them how to catch the football and their time with them will definitely make a lasting impression."

The Lady Cardinals demonstrated stunts and dance routines, taught the children dance routines and socialized with the camp youth.

Letterkenny's other youth camp activities have included field trips to the recycling and landfill programs at Waste Management in Greencastle, hikes and swimming at Cowan's Gap and Caledonia Park exploration, which included hiking and studying the creek.

Other field trips include journeys to locations that were used in the Underground Railroad system, trekking to the Army Heritage Center in Carlisle, and an upcoming visit to an Alpaca Farm!

Camp attendees have a cookout with parents each week, learn a variety of martial arts exercises with our combatant instructor, and discover healthy eating through innovative and fun games.

The children have decorated cakes, made grilled personal pizzas, kayaked, learned archery, played numerous sports and made a variety of crafts while at camp. Everyone continues to improve fitness, have fun and develop summer camp friendships.

The Summer Youth Camp is open to youth ages six through twelve. Active Duty military, Active Reserve members, DoD Civilians and Contractors are eligible to utilize the program. The camp ran for eleven weeks, from June 13 to August 26.



Cardinals wide receiver, Ottis Lewis, talks strategy with a youth camper during youth camp

"Schooling" your kids in back-to-school safety

by Frank McClanahan, U.S. Army Combat Readiness Center, Fort Rucker, Ala.

As summer draws to an end, children are beginning to switch their focus from swimming, camping and other fun outdoor recreational activities to heading back to school.

This is a crucial time for parents to think about the well-being of their children and develop strategies to get them back and forth to school safely each day. The following are some tips to make your children's trips to and from

school safe whether they walk, bicycle, ride the school bus or travel by automobile.

Walking. Children should never walk by themselves. We are frequently bombarded with media accounts of attacks or abductions of children by predators. Because of that, it's particularly important to walk with your child or, when you decide they're old enough and mature enough to safely do so, al-

low them to travel with friends.

Instruct your child to stay away from parks, vacant lots and other places where they might become isolated and an easy target for a predator.

Carefully research the route your child will travel to school, looking for well-trained adult crossing guards at each intersection. The route should be the most

See Kids, page 11

LEAD Commander receives Chapel of Four Chaplains Honor

by Tracey Killinger, Administrative Assistant, Directorate of Maintenance

Depot Commander, Col. Cheri A. Provancha received the Chapel of Four Chaplains Legion of Honor at the Department of Pennsylvania Marine Corps League and Auxiliary State Convention on June 24.

According to the nomination statement, “as the first female commander of Letterkenny Army Depot, Colonel Cheri A. Provancha has gone above and beyond the call of duty in order to assist the Landis-McCleaf Detachment of the Marine Corps League.”

Provancha’s service to the community was also considered. She supported toy collection at LEAD to assist the Chambersburg Toys-for-Tots and assisted the Landis-McCleaf Detachment and Auxiliary in the collection, sorting, bagging and distribution of toys to the Franklin County Toys-for-Tots program.

The Chapel of Four Chaplains is a not-for-profit organization that promotes religious and cultural harmony. The organization also advises in the development and construction of inter-faith memorials and chapels across the country.

According to the Chapel of Four Chaplains, the Legion of Honor award is given to individuals “whose lives reflect selfless service to community, nation or humanity without regard to race, religion or creed.”

“It is truly an honor to be included in such a prestig-



Depot Commander, Col. Cheri A. Provancha, accepts the Chapel of Four Chaplains Legion of Honor award from Leanna Detrich, Chapel of Four Chaplains Past Department Commandant, Marine Corps League of Pa.

ious group as the Four Chaplains—the true servant leaders of the greatest generation,” said Provancha.

Distinguished recipients of the award include Presidents Dwight D. Eisenhower, James Carter and Ronald Reagan. Notable luminaries include Bob Hope.

Resource Management keeps the lights on at LEAD

by Paul Stoddard, Directorate of Resource Management

The mission of Letterkenny is well known to all who are privileged to work on the Depot.

Countless lives of Soldiers, Airmen, Marines and Sailors have been saved because of innovations manufactured here at Letterkenny.

Yet there is an unsung group of LEAD employees who sometimes go unnoticed. They labor in a work environment as demanding as any, albeit in a quiet way.

Resource Management (RM) is a group of always cheerful and energetic employees who are just as essential as the wrench turners and crane operators. RM tracks, monitors, and pays LEAD’s bills.

Like any other customer, if bills are not paid in a timely manner, it affects expenses and revenue.

If you have ever wondered who pays the bills, who makes sure funds are available to keep buildings in a good state of repair, who plans and tracks base support services, wonder no more.

The men and women of RM take care of such seemingly mundane, yet important, aspects of LEAD’s ongoing mission. Without their continued diligence, the mission at Letterkenny would falter.

From Budget and Manpower Analysts to the Continuous Im-

provement Program Manager, the many accounting support staff as well as all of the managers and other important roles in RM, each supports the Warfighter.

The Budget Analysts plan and track the execution of expenses for the entire depot to ensure all depot requirements are identified and met.

LEAD has evolved to meet mission requirements as well as customers’ workload. At the same time, this requires additional effort in RM; from establishment of new orders and tracking and reporting expenses to hiring necessary

See *Lights*, page 11

TAKING THE HIGHER ROAD

Facing Ethical Dilemmas on the Job

by Kevin Phillips, Legal Office

Working for the Federal Government, sometimes we can be placed in what we perceive to be difficult ethical positions. Eddie Bennett, Melinda Knarr and I act as ethics counselors for the Depot. We get requests for ethics opinions.

Lately I have been getting requests for opinions concerning employees who have previously signed an agreement with a Non-Federal Entity. The employee's boss is then telling the employee to take an action within the scope of their Federal employment that is in apparent violation of that signed agreement. The employee then calls, stressed over the conflict between the signed agreement and the requirements imposed by the supervisor.

There is an excellent Field Manual that discusses over-arching principals that can be applied to these difficult situations, FM 6-22, *Army Leadership: Competent, Confident and Agile*.

The Army recognizes seven core values: Loyalty, Duty, Respect, Selfless Service, Honor, Integrity and Personal Courage. One principle that I feel is most applicable to the situation described above. "Honor provides the moral compass for character and personal conduct for all members of the Army."

When faced with an ethical dilemma, making the right choice can be stressful. That means that if you as the employee have ethical concerns, it may mean disagreeing with your boss.

If you perceive that your boss' instructions are illegal, you should step back to reflect and determine the details of the order and the original intent. You may have misunderstood the instructions. You should immediately seek clarification. Effective supervisors do not "require their (employees) to violate their beliefs by ordering or encouraging illegal or unethical actions."

There is a risk when an Army civilian disobeys what is perceived to be an illegal order. What is taught in the LEAD New Employee Orientation by Human Resources is that an employee should only fail to follow an order if safety is an issue. Otherwise, if you refuse to follow the instructions of a

supervisor, you could be charged with insubordination or other violations. The penalty for a first time offense of insubordination can be a written reprimand to removal from Federal Service. So what should you do? If you seek clarification, and the your supervisor's instruction still seems unethical or illegal, work your chain of command.

Letterkenny Depot's Commander has an open door policy, but one of the first questions she will ask you is if you have used your chain of command. Even if you are not a union member, you can ask for help from the applicable union steward in your building. You could call the AMCOM Inspector General or ask for the opinion of an ethics counselor.

Standing firm to a supervisor concerning perceived unethical or illegal instructions can be one of the most difficult decisions that an employee can make. It can cause stress, which can lead to sleepless nights and lack of concentration at work.

As Army civilians, we have access to an Employee Assistance Program, which offers free and confidential counseling in many areas, to include "job stress." Another resource could be the AMCOM Chaplain. He is stationed at Redstone Arsenal in Alabama, but is only a phone call or e-mail away.

As Army civilians, we are an integral part of the Army team. We relieve the war fighter by filling key staff positions and sustaining depot operations. Whereas Soldiers rotate duty stations or leave the service with regularity, Army Civilians provide stability and continuity during war and peace. As Army civilians, we will encounter ethical and legal dilemmas but these challenges can be overcome, not as individuals, but as an Army Team.



HRP System makes reporting safety concerns easier

by Mike Kirkpatrick, VPP Advisory Board Chair

Just a few months ago, employees would submit safety suggestions or reports of hazards into a safety suggestion box and would never hear of their suggestion again. This has now changed. With the new electronic Hazard Reporting Process (HRP) system in place, employees are receiving real time feedback on their safety suggestions and reported safety hazards.

By tapping into the expertise of Directorate of Information Management (DOIM), the safety office, and VPP committees, the HRP system was created and has become an effective tool for addressing identified hazards on the depot.

The system has brought to life a process that provides employees real time status updates on their reports, assigns a responsible party for correcting the identified hazard, and elevates delinquent corrective actions.

How does it work? Anytime a safety hazard, suggestion, or near miss has been identified, it is input into the HRP system by an employee, supervisor or the safety office. The HRP system walks the submitting employee through the process of submitting their safety report and once it has been submitted, the HRP system automatically emails the employee thanking them for their report, the Area Supervisor responsible for taking action and the safety office for tracking.

Once the Area Supervisor has verified that an appropriate corrective action has been taken, the HRP system notifies the employee and the safety office of the re-

port's updated status. As a final check and balance, the safety office reviews the report and corrective action to ensure that the hazard has been sufficiently abated. Only after the hazard has been sufficiently addressed will the safety office close out the report to be filed for future reference.

What happens if my suggestion gets ignored? If for some reason the hazard goes delinquent, the reporting employee, area supervisor, safety office, and the director are notified through email to help draw attention to the uncorrected hazard. If further action is not taken, then hazard report is elevated to the command level for action on overdue hazard reports.

What can be reported?

1. Safety Suggestions
2. Near Misses
3. Safety or Health Hazard Report
4. Quarterly Safety Inspections
5. Directorate Safety Committee Inspections
6. Safety Office Monthly Inspections
7. Other (PFI/Commander Inspection Reports)

All safety suggestion boxes will remain in place. A safety team has been assigned to collect them on a weekly basis and input the paper forms into the new electronic HRP system.

By creating accountability, visibility, and feedback of identified safety hazards, LEAD is improving employee awareness and emphasizes the responsibility we all have to each other in making LEAD a safer place to work.

LEAD MILITARY MOMENT

Soldiers bring a piece of 9/11 history to LEAD

by LEAD PAO

Depot Soldiers have brought three pieces of steel beams, salvaged from the World Trade Center, to the Depot for temporary storage.

Depot Sgt. Maj., 1st Sgt. Gregory Stevens, Master Sgt. Todd Black, Master Sgt. James Wood and Sgt. Dimitry Schwartz traveled to New York City on Aug. 9 to retrieve the artifact.

“These artifacts represent not only the 3000 + lives that were lost but also the strength and resiliency of this nation,” said Black.

“It’s normal to be afraid when faced with your enemies, but these artifacts stand for a nation that harnessed fear and defended its



Lonie Bender, Manufacturing and Fabrication Division Chief, and Depot Sgt. Maj., 1st Sgt. Gregory Stevens, talk about potential plans for a temporary 9/11 artifact memorial with the Letterkenny Chapel Memorial Committee.

freedom and way of life,” stated Black.

For Schwartz, the artifact represents the spirit of Americans.

“Seeing these massive beams of steel all twisted up.....I couldn’t help but think that while they could

See 9/11, page 12



Soldiers visit Patriot Fielding Team in S. Korea

Depot Sgt. Maj., 1st Sgt. Gregory Stevens, and Maintenance Operations Officer for Patriot Reset, Maj. Eric Burkholder, visited Suwon and Osan AB, Korea June 13-23 to support LEAD’s civilian workforce and the Patriot Recapitalization Fielding process. Stevens and Burkholder presented awards to the civilian workforce in Korea for their efforts. Pictured from left to right, Stevens, Mike Menear, John Krytusa, Dobby Gaiski, Richard Schaeffer, Bobby Small, Don Redinger, Zach Kennedy, Nickey Lightner, and Burkholder.

Military hunting licenses expanded

by The Office of Senator Richard Alloway, III

Harrisburg, Pa. – A new state law will make it easier for members of the military and National Guard to receive reduced-fee hunting licenses, according to Sen. Richard Alloway II (R-33).

Under current law, qualified members of the military can only receive the \$1 hunting licenses through a county treasurer or the Pennsylvania Game Commission.

Act 64 of 2011 will allow all Commonwealth hunting license-issuing agents to sell reduced-fee hunting licenses to members of the U.S. Armed Forces and Pennsylvania National Guard when the legislation takes effect September 7, 2011.

“Reduced-fee licenses were designed to be a small token of our appreciation for the brave men and women who are fighting for our safety and freedom, but the application process was too time-consuming for many applicants,” said Alloway, who sponsored the legislation.

The legislation was signed into law by Governor Corbett on July 7.

Locked Up: Ensure your home is really secure

by Marc Weber Tobias, Engadget.com, (Aug. 24, 2006); article provided by Directorate of Risk Management

The mechanical lock is by far the most popular lock in the world. Simple to use and inexpensive to manufacture, this concept was developed centuries ago and is currently installed on almost every front door in the US.

These locks are generally accepted as a reliable form of security. Most people believe that the only way to defeat these locks is through one of the following methods:

- 1) James Bond picks the lock
- 2) Police use a battering ram

The truth is that there is a relatively easy method out there to defeat your household lock that leaves no trace of the intruder. The method of lock bumping is of special concern as the technique is easy to learn, requires no specialized tools and often leaves no permanent damage to the lock.

All that this method requires is a blunt object and a specially cut key blank. The method involves insert-

ing the "bump key" into the lock and hitting the key with the blunt object while turning it. The key pins inside the lock essentially bounce into the correct position, allowing the key blank to open the lock. Besides the intruder gaining easy access into your house, this method poses problems with the investigating and prosecuting process, as the lock is often not damaged. When the intruder is finished with his "work" in your house, he politely locks and closes your door on his way out. If a thief is selective enough, you may not even notice that anyone has been in your house for some time.

Choosing the right lock

Expensive locks may not be the best option. Expensive locks considered to be bump proof in the past have all been defeated by lock picking groups. Most all mechanical locks are susceptible to lock bumping; however, each requires a



The "bump" key (above left) allows burglars easy access to homes with standard, tumbling locking systems.

slightly different touch. Several companies produce lock models that are marketed as "bump proof".

See *Locked*, page 17

Nondestructive Test Area looks for flaws in metal

by Gary Heckman, DPA Quality Control Division Chief & Jeff Eichenlaub, DPA Quality Control Division/Process Support Branch Supervisor

What does NDT mean to you, the LEAD workforce? Let the Quality Control Division introduce you to the Nondestructive Test area and its capabilities. DPA's certified NDT Inspectors perform Magnetic Particle and Dye Penetrant Inspections on a variety of ferrous and nonferrous metal parts and assemblies, looking to identify cracks or flaws in the base metal and/or welds.

These inspections determine the serviceability of the item with regard to the customer's requirements set forth in the Scope of Work and/or drawing requirements. These cracks or indications may not be seen without the use of our special equipment, and following specific established guidelines. There are two primary ways to look for these indications.

Magnetic Particle Inspection can only be performed on ferrous material. This inspection magnetizes the material and allows particles from a solution to be drawn

into the crack. An ultraviolet black light is used to inspect parts for indications or cracks. After the part inspection is done, the inspector then demagnetizes the part. The NDT area does have the ability to be mobile with this process by using a Portable Contour Probe.

Dye Penetrant Inspection can be used on ferrous and nonferrous material. This inspection is more time consuming than Magnetic particle Inspection, but necessary in many applications. The main steps for this procedure are Pre-Cleaning, Application of Penetrant, Excess Penetrant Removal, Application of Developer, and Inspection. We usually use fluorescent penetrant with an ultraviolet black light to view the part. LEAD has just recently purchased a new dye penetrant system that will make our inspection processes more efficient and effective.

The NDT area supports many of LEAD's programs including PATRIOT, AGPU and the RCV Mission.

Is it too hot to work?? The bulb knows the answer.

by Annette Feie, Industrial Hygiene office

Have you ever wondered about the temperature related emails Letterkenny employees receive during the hottest months of the year?

Those temperature readings, provided by the Industrial Hygiene office with the use of wet bulb globe temperature readings, are taken at regular intervals throughout the work day and determine heat index and humidity levels, which in turn can affect work and rest cycles for employees.

The Industrial Hygiene Office uses an instrument that collects data that is then used to calculate the results that are sent out periodically throughout the day to employees.

Wet Bulb readings take into consideration humidity, air flow and sun as well as the actual temperature. It provides the best indication of weather conditions and our body's ability to remove heat.

When the Industrial Hygiene office sends the readings out, a Heat



Annette Feie takes a reading of the Wet Bulb Globe Temperature Heat/Stress Monitor after it has calculated the temperature. Two meters are set up to ensure a more accurate reading.

Prevention Guide is attached. Supervisors are asked to ensure personnel stay hydrated and use the guidelines for the level of work recommended.

Heat related illness, caused by the body's inability to properly cool the body when exposed to extreme

temperatures, can involve a wide variety of mild to severe problems. Heat rash (prickly heat), muscle cramping, fainting, appendage swelling, heat exhaustion and heat stroke can all result from exposure to high temperatures.



LEAD Employees in Afghanistan honor Maintenance Directorate

Directorate of Maintenance employees accept a flag sent to DOM from Letterkenny employees at the Army Materiel Compound in Bagram, Afghanistan for the DOM's continued support. *From left to right, Steve Miller, Vicky Logue, Jason Harris, Lonie Bender, Wayne Brensinger, Mike Gossard, Edgar Wright, Wayne Eichenlaub, Gary Rosenberry, Dale McClanahan, Greg Gress, and Kate Williams.*

...from *Lights*, page 5

personnel.

In addition, RM negotiates values of reimbursement for specific services rendered to all tenant activities that reside on the depot such as LEMC, DISA, DRMO, TMDE, and the PATRIOT project offices as well as support given to tenants who reside off depot in places such as New Cumberland.

In addition, RM manages partnerships such as the partnership with BAE in York, Pa.

Financial planning for the depot typically extends out three to four years. Manpower Analysts build the budget for civilian personnel.

There is a critical function because without just the right blend of engineers, technicians, supply clerks, drivers, managers, and supervisors LEAD cannot accomplish the mission of restoring all of the equipment in the shops.

LEAD is justifiably proud of its role in restoring equipment and vehicles so necessary to the war effort to zero hours and zero mileage condition. RM helps make this happen.

...from *Woman*, page 3

of women outside the U.S. Eyer asked the audience to honor the efforts of women of the past by giving back, and said that women should embrace their freedoms and rights.

Twelve other depot women were nominated for the honor: Melinda Knarr, Command Group; Vicky Logue, Kim Shauf, Deborah Witherspoon, Jackie Meckley, and Serina Henke, Directorate of Maintenance; Ashley Summers-Duvall, Peggy Ott, and Kim Raley, Directorate of Resource Management; Katherine Mann, Theatre Readiness Monitoring Directorate; Dianne Eichelberger and Gladys Hager, LEMC.

The Letterkenny Woman of the Year program is sponsored by the Federal Women's Program, which is a part of Letterkenny's Special Emphasis Program Committee. Each year, nominations are submitted by the LEAD work force to select a "Woman of the Year" based on the woman's accomplishments and support to the depot. The selection is decided by a committee of volunteers.

Women's Equality Day, Aug. 26, commemorates the 1920 passage of the 19th Amendment to the Constitution, which granted women the right to vote. The luncheon and the Woman of the Year program commemorate this historic event.

...from *Kids*, page 11

direct one from home to school. Make sure your child understands the importance of obeying all traffic signals and following the instructions of the crossing guards.

Instruct your child to avoid strangers and never accept rides or engage in conversation with people unknown to your family. Ensure your child wears brightly colored clothing to help motorists see them.

Bicycling. The majority of rules regarding walking also apply to children who ride their bikes to school. Always ensure your child always wears a bicycle helmet that meets U.S. Consumer Product Safety Commission, Snell, American National Standards Institute or American Society for Testing and Materials safety standards. Make sure your child's clothing is appropriate for biking. Avoid ill-fitting clothing that can become tangled in spokes or pedals or inhibit the child's movement while riding.

Riding the bus. Ensure your child arrives at the bus stop early and instruct them not to play in the street while waiting for the bus to arrive. Your child should understand the importance of waiting for the bus to come to a complete stop before approaching the street. Also, warn them to watch for other vehicles near the bus stop.

Once aboard, children should remain seated at all times and keep their head and arms inside the bus. When exiting, they should use the handrail to avoid falling.

Wait for a signal from the bus driver before crossing the street. Walk at least 10 steps away from the front of the bus so the driver can see you. Never cross the street or play behind the school bus.

After getting off the bus, move immediately onto the sidewalk and out of traffic. If there is no sidewalk, try to stay as far to the side of the road as possible.

Another important consideration is protecting children who will be by themselves when they arrive at home each day. Establish a check-in time; the first thing they should do is phone a parent and let them know they're at home and everything is okay. Children should be instructed to keep doors shut and locked at all times. They should also be given clear guidelines of what they can and can't do while at home alone. For instance, whether or not they can use the stove while home alone.

A final consideration is for those children wearing backpacks to school. Recent studies show that backpacks are often overloaded, causing an unnatural compression of the spine as the child compensates for the weight by bending forward or walking with an arched back. This can result in injuries that can last a lifetime. Lighten the load or consider a backpack equipped with wheels and towing handles for convenience.

DS&T Box Shop keeps LEAD moving

by Spc. 1st Class Stephen T. Burger and Staff Sgt. Eric Pry, Directorate of Supply & Transportation

The Directorate of Supply and Transportation (DS&T) Box Shop's primary mission is to ensure the protection and safe movement of military equipment. This provides our Warfighters with undamaged assets to achieve their mission.

Historically, the Box Shop has provided thousands of Skid Boxes, Crates, Pallets, Generator Skids, Hutments, Engine Stands, Transmission Stands, Cribbing, Chock Blocks and other Bulk Lumber items for assets shipping to CONUS and OCONUS locations. Currently, we have expanded our services with a series of special projects.

The Box Shop produces various items to include Patriot Missile System Wood Sills, RCV Crates, Mobile Kitchen Trailer (MKT) Table Tops, refurbished Maintenance Section Multifunctional (MSM) Shelter Counter Tops and Rhino Hot Boxes, which help defeat roadside bombs in both Afghanistan and Iraq.

As an added bonus, the wooden items we have provided have been used to build Chapels and Church pews for deployed Soldiers. We continue to provide technical guidance and custom-built items to ensure our customers are provided the highest quality products.

The Box Shop's workforce team is comprised of military, civilian and contractor personnel all working together to ensure our missions are met. We continue to streamline our operations with newer implementations to increase our production capabilities.

Currently, we are updating older equipment with safer, more efficient models. These updates will further increase production, reduce the risks involved with material handling, reduce waste and provide our customers with quality products.

As part of our quality control efforts, we established a system of validation to ensure our work is met by the highest standards demanded. The system consists of each member of the team having an identification stamp and putting it on their completed products.

The Box Shop's motto truly speaks to its mission: "Supporting our Warfighters, fighting terrorism and rebuilding America one box at a time."



LEAD Employees Recognized for AFD work

Depot Sgt. Maj., 1st Sgt. Gregory Stevens (*far left*) and Depot Commander, Col. Cheri A. Provancha (*far right*), present awards to (*left to right*) Chip Piper, Gary Frieze, Joe Shines and Lonie Bender for their work and volunteerism on Armed Forces Day, May 2011.

...from 9/11, page 8

bring down our buildings and bend hardened steel, they cannot bend our spirit or our resolve to hunt these perpetrators down and prevent further atrocities of this kind in the future."

Each of the soldiers expressed their pride and honor in being a part of such a historical project.

"It's such a historical moment. The artifact represents the loss of life but it also represents how a nation can come together as one to respond to such an attack," said Wood. "I was honored to be asked to help bring the artifact back to Chambersburg."

Currently, Letterkenny employees are designing a mobile memorial to pay homage to the artifact, which will be on display beginning approximately mid-September.

For about nine months, the WTC steel and 9/11 artifacts donated by LEAD employees, will be on display in rotation at buildings throughout the depot and in the community. Once work on the permanent memorial is complete, the artifact will be on display at the Letterkenny Chapel.

Employees are encouraged to donate items such as pictures, pamphlets, souvenirs, tickets and other memorabilia from the World Trade Center, Pentagon or Flight 93. Employees should contact Lonie Bender for more information.

Bringing the steel to the greater Chambersburg area was a joint effort of community leaders and the United Churches of the Chambersburg area.

The metal will be unveiled to the community on Sept. 11 in downtown Chambersburg. The permanent memorial is set to be unveiled May of 2012.

Letterkenny Connects

DPA Employee's Grandchild accepts 40 yr. flag

by Gary Snyder, Directorate of Product Assurance

I am an employee of the Directorate of Product Assurance, Quality Control Division. The picture is from my Length of Service Ceremony in April and I am holding my granddaughter, Morgen Johnson.

I asked that Morgen accept my 40-year service award flag, as I feel she has endured more than any four-year old should have to. As you can see, she won over the heart of COL Provancha, along with many others.

Morgen was diagnosed with Wilms tumor, a juvenile kidney cancer late in December of 2009 and was admitted to Hershey Medical Center just before her 3rd

birthday. This condition is found in preschool aged children and is believed to develop from immature kidney cells, affecting one out of approximately 225,000 children.

Morgen has undergone radiation and chemo therapy, emergency open heart surgery, surgery to remove the tumor, and kidney dialysis. She needed kidney dialysis due to the fact that her remaining kidney wasn't functioning properly.

Currently, Morgen's kidney and liver began functioning normally. She is now doing very well, after



many doctor visits and check-up appointments at Hershey Medical Center. Morgen turned four this past January.

For Morgen and many other American children, this is why we at Letterkenny do what we do, so we can live in peace and be free.

DRM Employee and daughter make Veteran Team

by LEAD PAO

Lori Varner has faithfully served her country twice, once while serving in the Air Force and second in her civilian capacity at Letterkenny.

Now, her daughter, Jessica Greene, will follow in her Air Force footsteps by joining the same unit Varner was once a member.

"I met some of the best people I have ever known in the Air Force," said Varner. "I'm so glad that she can have those same types of experiences too."

Varner joined the active duty Air Force in July of 1987 and served three years at Tinker Air Force Base, Ok. She then served three years in the Pennsylvania Air National Guard, a year and a half of which was spent at the 193rd Spe-

cial Operations Wing, Middletown, Pa., the unit Green has now joined.

"The military will give her self-discipline, a sense of team work and pride in the military," said Varner.

Varner also believes the chance to travel will be great for her daughter, as it was for her.

"I had these great opportunities to travel and see the world. I want her to have those same opportunities; that is something most people don't ever get."

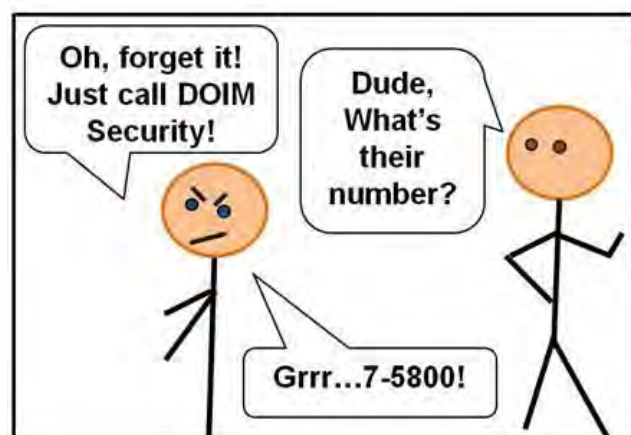
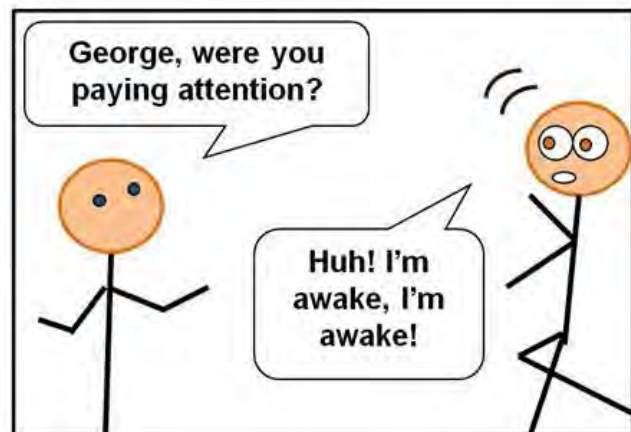
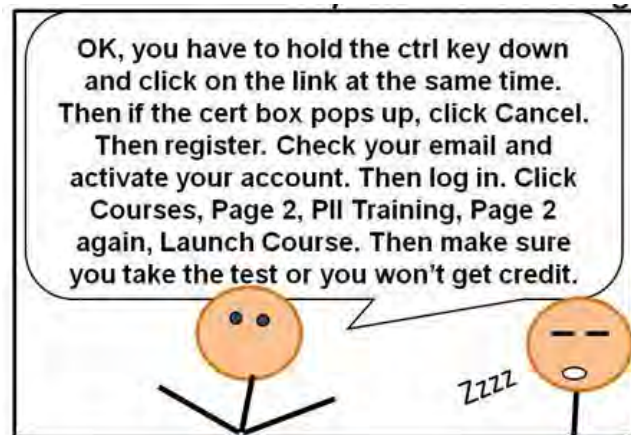
Greene left for basic training at Lackland AFB, Tx. in July and then will continue on to complete technical and survival schools.

Varner serves as the Management and Program Assistant of Budget and Manpower as well as



the Letterkenny Army Stationing and Installation Plan Manager in the Directorate of Resource Management.

A Little Info is... by Dawn M. Hamsher
"The Joys of On-line Training"



DOIM encourages stopping "Orphaned" Processes

by LEAD PAO

Computer programs are run on your computer in many small pieces called processes. Each process is allotted a certain amount of computer processor (CPU) time and memory (RAM).

When a program is closed improperly some "orphaned" processes may continue running, taking up valuable CPU time and RAM. The result is your computer starts to run slower. Restarting your computer will stop orphaned processes.

Log-off daily (don't just pull your CAC) and restart your computer once a week; this will help keep your computer running at peak performance.

GAO Investigates Potential Workers' Comp Fraud Cases

By the U.S. Government Accountability Office

WASHINGTON, DC – The U.S. Government Accountability Office (GAO) is investigating fraud and abuse in the Federal Employees' Compensation Act (FECA) program. Specifically, GAO is looking for information on cases in which federal employees are currently abusing workers compensation benefits.

For example, fraud schemes might include a beneficiary working a second job, overstating their workers' compensation claim, or collecting benefits for a deceased individual.

Anyone with information regarding fraud or abuse of the FECA program by federal employees is encouraged to contact us at workerscompfraud@gao.gov. All information about individuals who contact us will be kept confidential.

The Government Accountability Office, known as the investigative arm of Congress, exists to support Congress in meeting its constitutional responsibilities.

GAO also works to improve the performance of the federal government and ensure its accountability to the American people.

The agency examines the use of public funds; evaluates federal programs and policies; and provides analyses, recommendations and other assistance to help Congress make informed oversight, policy and funding decisions.

GAO's commitment to good government is reflected in its core values of accountability, integrity and reliability.



Team Hitless wins Letterkenny Softball Championship

Eight teams, composed of LEAD employees, contractors and military competed for three months in the Letterkenny Softball League. Team Hitless won the championship by a score of 12-4. Front Row (Left to Right): Donna Lightner, Chelsea Carson, Michelle Jeffcoat, Michael Boychak, Rodney Swope, Matt Knarr. Back Row (Left to Right): Scott Yeager, Rich Felix, Jaime Negley, Eric Chamberlin, Cameron Weller, Jason Yeager, Kevin Scholly, Ron Burke, Ryan Green, Eric Smith, and Softball Coach, Andrew Burke.

Lean Learning

by Janet Gardner, Office of Continuous Improvement

“We are too busy mopping the floor to turn off the faucet.”

~ Author unknown

A more truism there could never be. The Office of Continuous Improvement here at Letterkenny Army Depot is focused on helping employees recognize this truism in their respective work areas and empower them with the tools and skills to turn off that faucet.

Often times the ‘floor mopping’ has become so ingrained into our daily routine that we forget why Letterkenny exists, to be the Soldier’s depot of choice. Warfighters need air defense weapons to find their target, armored vehicles to protect the Soldier in the field while offering logistical support on time, all the time.

Implementing Lean tools such as mapping out current processes to identify non-value added steps, implementing one-piece flow and first-in, first out concepts, and Six Sigma can help employees gain back use of their true skills and talents.

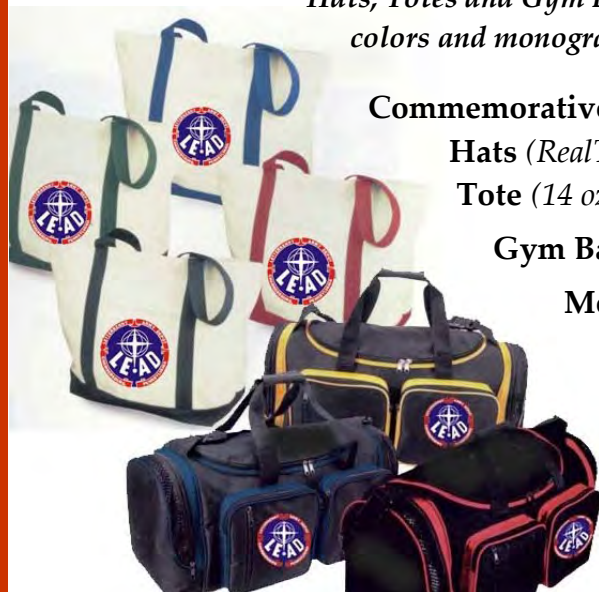
Letterkenny’s skills in electronic system integration, mechanical and manufacturing talents are what the Warfighter depends on. Our skills in turning off that faucet of waste is essential to keeping Letterkenny number one in support of our Soldiers.

Kickoff Letterkenny's 70th Anniversary in style!

Order your LEAD tote, gym bag, hat or throw

See samples of totes, duffles, hats and commemorative throws on the Portal or on Letterkenny’s Facebook Page.

Hats, Totes and Gym Bags come in a choice of colors and monogramming!



Commemorative Throw: \$45

Hats (RealTree®, adjustable): \$15

Tote (14 oz canvas, 20x14x7): \$20

Gym Bag (24x11x10): \$30

Monogramming: \$5

All profits support Letterkenny's 70th Anniversary . Contact

LEADPAO@us.army.mil to order yours today!





Chaplain's Corner

by LTC Leon Kircher,
Chaplain, AMCOM

The name "Chaplain" came from a legend of a 4th Century Soldier named Martin of Tours. It relates that he severed his cloak with his sword to provide a shivering beggar warmth. That night Martin had a vision of Christ wearing the half cloak he gave to the beggar. The experience resulted in Martin's conversion and the devoting of his life to the church.

In later years Martin became the Patron Saint of France and the cloak was considered a sacred relic, carried into battle by French Kings. The officer in charge of the "cappa" or "capella" as the cloak was called in Latin, was given the title "chapelain" from which derived the English "Chaplain." The place where the cloak was kept was called the "Chapel." While the story of Martin's cloak may be legendary, the fact of his compassion was not.

Today, United States Army Chaplains represent numerous faith groups in America. After extended college, seminary and pastoral experience, they enter the Army to minister to Soldiers.

The Army Chaplain Corps has three core doctrines written—Nurture the Living. Care for the Wounded and Honor the Fallen.

These three doctrines dictate the day to day ministries of the Chaplain. But there is one principle duty that is critical to the Chaplaincy—Chaplains ensure the first amendment right of America's military is respected. And while a chaplain may be of one denomination and his Soldier is another, he/she must still see to the needs of every unit member.

That sets us apart from local religious leaders. Our Church is in the combat zone, on convoys, at the aid stations or hospitals, in the motor pool, in the field, counseling (we provide "absolute" confidentiality) and sometimes in the chapel. But it is our mission to care for the Soldier, the DA Civilian and their family members.



Col. Cheri Provancha (far right), Depot Commander, congratulates the Aviation and Ground Power Unit team on their reception of the Shingo Prize for Operational Excellence, Bronze Medallion, on Tuesday, August 9, 2011.

from Shingo, page 1

criteria such as proving a lean business systems model with an emphasis on customer satisfaction and profitability; quality; cost and delivery; lean core operations as well as leadership and empowerment enablers.

The Shingo prize was established in 1988 to educate, assess and recognize world-class organizations for creating a culture of continuous improvement through employee-empowerment and effective leadership.

LEAD has received six Shingos in the past, the Silver Shingo in 2005 for the Patriot Launcher, the Silver Shingo in 2006 for the HMMWV Recap, the Bronze Shingo in 2007 for Power Generation and a Silver Shingo for HMMWV, a Bronze Shingo in 2008 for Biological Integrated Detection Systems and a Bronze Shingo in 2010 for the PATRIOT Value Stream.

A ceremony for the AGPU Bronze Shingo is scheduled for later in the year.

...from Locked, page 9

These locks are not bump proof; rather they have features that cause them to be resistant to bumping. Ensure that locks you purchase are labeled as "bump proof". In the US, Sclage, Medeco, Assa, Mul-T-Lock, and Kaba are the most popular manufacturers that offer "bump resistant" locks.

Additional Measures

If the lock doesn't accept a key, then lock bumping is not an option. Consider installing dead bolts that do not accept a key in all side and rear doors to your residence. If an aggressor intends to lock bump his way into your house and the only door susceptible to lock bumping faces the street, he will have to lock bump your front door where witnesses are more likely to see him. This may cause him to skip your house and move on to the next!

Your TOWN HALL QUESTIONS Answered

Due to time constraints and other concerns, some questions submitted to the Town Hall on March 15th were not included. In an effort to ensure every employee's voice is heard, additional questions are answered here in the Kenny Letter.

Q. When is telework going to begin?

A. Telework will begin when negotiations between management and organized labor are concluded. *(Answer provided by Civilian Personnel Advisory Center.)*

Q. Could we have both steak and chicken at the Employee Appreciation Day picnic?

A. Due to time constraints, both steak and chicken cannot be provided for EAD. However, a survey of depot employees revealed that 63% of employees would prefer steak for the picnic. *(Answer provided by the Post Restaurant.)*

Q. Why do supervisors push the limits for an employee on light duty?

A. Letterkenny is unable to respond to mere allegations. Management has a vested interest in assigning work within any temporary medical restrictions an employee may have; however, if an employee feels his or her light duty restrictions are being violated, he or she has the right to file a grievance in accordance with the negotiated grievance procedure or the administrative grievance procedure - whichever is applicable. *(Answer provided by Civilian Personnel Advisory Center.)*

Q. Why has no action been taken against a supervisor who has been accused of treating employees unjustly?

A. Letterkenny is unable to respond to mere allegations. Employees who believe they have been "treated unjustly" have the right to file a grievance in accordance with the negotiated grievance procedure or the administrative grievance procedure - whichever is applicable. *(Answer provided by Civilian Personnel Advisory Center.)*

Q. If employees are not allowed to have cameras on their cell phones in certain areas, why are some people (higher up on the ladder) allowed to have such devices if they work in the same building/area or may visit the areas where they are not allowed?

A. Cell phone and/or camera regulatory requirements apply to all personnel- management and employees. AR380-5, AR 25-2, and Letterkenny Army Depot Blackberry, PED, Cell Phone Acceptable Use Agreement prohibits the use of PEDs within restricted areas. An approved exception to policy can allow authorized personnel cell phone with camera capability in certain work areas. *(Answer provided by the Directorate of Risk Management.)*

Q. Rumor has it that if you go to a town hall and ask a question, you are put on a list to prevent you from being

promoted. Have there been any complaints of this nature?

A. There is no truth to the rumor if you ask a question at Town Hall you will be prevented from being promoted. Most of the questions we don't even know who submitted them. Preventing promotions in this fashion would be a prohibited personnel practice. Employees are free to express their opinions and questions without any interference in their employment activities. *(Answer provided by Civilian Personnel Advisory Center.)*

Q. Why did we spend so much money on the Safety Hawk but we can't buy water?

A. Bottled water is generally considered a personal expense of the Depot employee, much like breakfast, lunch, gas money, work clothes, etc. A Depot may use funds to purchase bottled water when the available water is considered unsuitable for drinking. The Franklin County General Authority has contracted with various operators to run the water treatment plant and distribution system. They test the water on an annual basis. These tests show that the water supplied to Letterkenny is potable and is safe to drink. DPW has these test results if you would like to review them. If you have concerns that your water isn't potable, or that your building is "dry" (without water,) then talk with your supervisor about your concerns.

The money spent on the Safety Hawk uniform was from the recycling funds. Part of the use of the recycling funds allow for their use for safety promotion. The Safety Hawk is part of our VPP and safety promotion efforts which is approved by the command for safety promotion. *(Answer provided by the Legal Office and Safety Office.)*

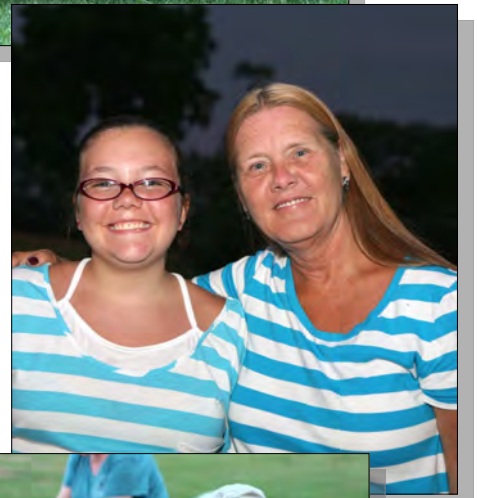
Q. Is there any truth to the reorganization rumor for a new logistics branch to happen this year?

A. There is a reorganization plan in process. When it is finalized, affected personnel will be informed before it is implemented. *(Answer provided by Civilian Personnel Advisory Center.)*

Q. Is it possible for LEAD (DOM) personnel to have access to AMCOM EDIS, instead of using LEAD's EDIS, which is not automatically fed with new and current Engineering Change proposals (ECP) from AMRDEC. LEAD'S system has outdated drawings that are not current and impact the reliability of information.

A. The problem that was identified was resolved by AMCOM last month. *(Answer provided by Directorate of Information Management.)*

Letterkenny Celebrates the 4th of July



Depot employees, contractors, tenants and military members gathered on the 4th of July to celebrate our Nation's independence. Employees enjoyed picnicking, roasting marshmallows and watching fireworks.



Mark Your Calendars!

- Sept. 1st
Employee Appreciation Day
- Sept. 5th Labor Day
- Sept. 11th Patriot Day
- Sept. 23rd Autumnal Equinox
- Oct. 8th Yom Kippur
- Oct. 10th Columbus Day
- Oct. 17th Boss' Day
- Oct. 29th Make a Difference Day
- Oct. 31st Halloween

ATTENTION

Depot Employees and Retirees: *Are You Ready to Make a Difference??*

Volunteer for one of these activities on
Saturday, Oct 22nd
to help make a difference in YOUR community.

- Letterkenny Cemetery Clean-up
- Home Visits to Veterans
- Fall Clean Up for Elderly
- HMMWV Rides/Tour for Make-A-Wish Kids
- Franklin County Animal Shelter Support

Scout Troops, Church groups or a gaggle of family and friends are encouraged to join in!



Volunteer your group by Oct. 1 by calling:
717-267-8217 or 717-267-5739.



U.S. Army

1 Overcash Avenue
Chambersburg, Pa. 17201

Phone: 717-267-9356
Website: www.letterkenny.army.mil
E-mail: LEADPAO@conus.army.mil
Facebook:
www.facebook.com/usarmy.letterkenny.army.depot

***If you no longer wish to receive the Kenny Letter please contact the PAO office at LEADPAO@conus.army.mil or 267-9356.**

****If you would like your family to receive the Kenny Letter via e-mail please contact the PAO office to be added to the e-mail list.**

Photos courtesy of LEAD photographers Don Bitner and Trent Shields. Images are from Google.

WANT MORE LEAD NEWS?

Log on to the Letterkenny Facebook page and www.lead.army.mil to get more up to the minute Letterkenny info!

This month you can find....

- A Safety Hawk video with Col. Provancha
- More Softball pictures
- More 4th of July pictures
- More AMCOM IMMC visit pictures