

THE OUTPOST

U.S. Army Yuma Proving Ground, Yuma, Arizona 85365

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Robotics in YPG future

Yuma Proving Ground commander Col. Reed Young enjoys a relaxing conversation with Dr. Devendra Garg from Duke University, during his visit to YPG last month to see test facilities and discuss the future of robotics testing.

PHOTO BY CHUCK WULLENJOHN

By Chuck Wullenjohn

Mankind has been involved in armed conflict since well before the dawn of civilization, a situation that promises to continue long into the future. There have been thousands of technological improvements in warfare over the centuries, but mankind is currently in the early stages of one that has typically existed only on the pages of science fiction — robots.

Robots of various sizes meant to accomplish many

missions are actively studied today by nations around the world, including the United States. Some robots are meant to fly, while others operate on sea or land. Some robotic vehicles are already in use by American forces, such as remotely-operated tracked vehicles that dismantle explosives, unmanned aircraft and small robots that can be tossed over walls and maneuver into areas troops cannot see. These small robots are controlled by and transmit images to Soldiers a

see **ROBOTICS** page 9

2012 Safety Awareness Week April 9 - 12

Course topics will include a wide-array of safety related training and workshops specific to our mission at YPG. Based on Army-wide initiatives, courses focusing on healthy living and off-duty hazardous activities have been added. The YPG Safety Office is taking a holistic approach to accident prevention this year and hopes you will take advantage of the variety

being provided.

Supervisors must ensure employees attend a minimum of eight hours of safety training and approve course selections. Your collateral duty safety officer will input your class registration. Registration is open and personnel are encouraged to check their assigned class schedule on the Safety Awareness Week website: <http://67.63.231.136/Ywp>.

Please make sure that you only attend courses for which you have registered. If a class exceeds the maximum attendance, roll call will be

administered and those not registered will be asked to leave and give up their seat to a registered employee.

A Safety and Wellness Expo will be held in the Fitness Center on Tuesday, April 10, from 9 a.m. to 3 p.m. Stop by and take advantage of safety vendor exhibits, wellness exhibits, free blood pressure checks, blood glucose and health screenings, child DNA & fingerprinting kits, chair massages, and much more!

For more information, contact the Safety Office at 328-2660.



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Weapons operator Phil Hansen (left), assists a visitor at the 2012 MCAS Air Show. Thousands visited the static displays in the Yuma Proving Ground exhibit area. For more photos, see page 3.

PHOTO BY MARK SCHAUER

LAV undergoing testing at YPG Page 8



Viewpoints: What's your favorite Yuma restaurant? Page 6



Syrian-born proudly serves Page 4



Arizona military commanders make beeline to Yuma Proving Ground



Col. Reed Young (left), Yuma Proving Ground commander, poses for a group photo with military commanders from throughout Arizona at the recent Commander's Summit held at YPG's Palm Garden Conference Center.

PHOTO BY CHUCK WULLENJOHN

By Chuck Wullenjohn

The commanders of military installations within Arizona formally meet twice each year at a base within the state. Last month they convened at Yuma Proving Ground's Palm Garden Conference Center, with a number flying aircraft to and from Laguna Army Airfield.

Arizona is unique among the 50 states for the commonality that exists between the various military organizations within the state. Issues such as encroachment affect all the

bases, making forums like this great venues to share information and express opinions.

"When you consider systems such as unmanned aircraft and the utilization of available airspace, it makes a great deal of sense for the various commanders to cooperate closely," said YPG Commander Col. Reed Young. "This forum allows us to leverage the robustness of the various ranges to everyone's benefit."

One of the first presenters at the meeting discussed DoD's energy clearinghouse, which facilitates the

development of solar energy projects around the nation. Young found the message particularly relevant, as YPG is currently in the process of developing new solar energy facilities.

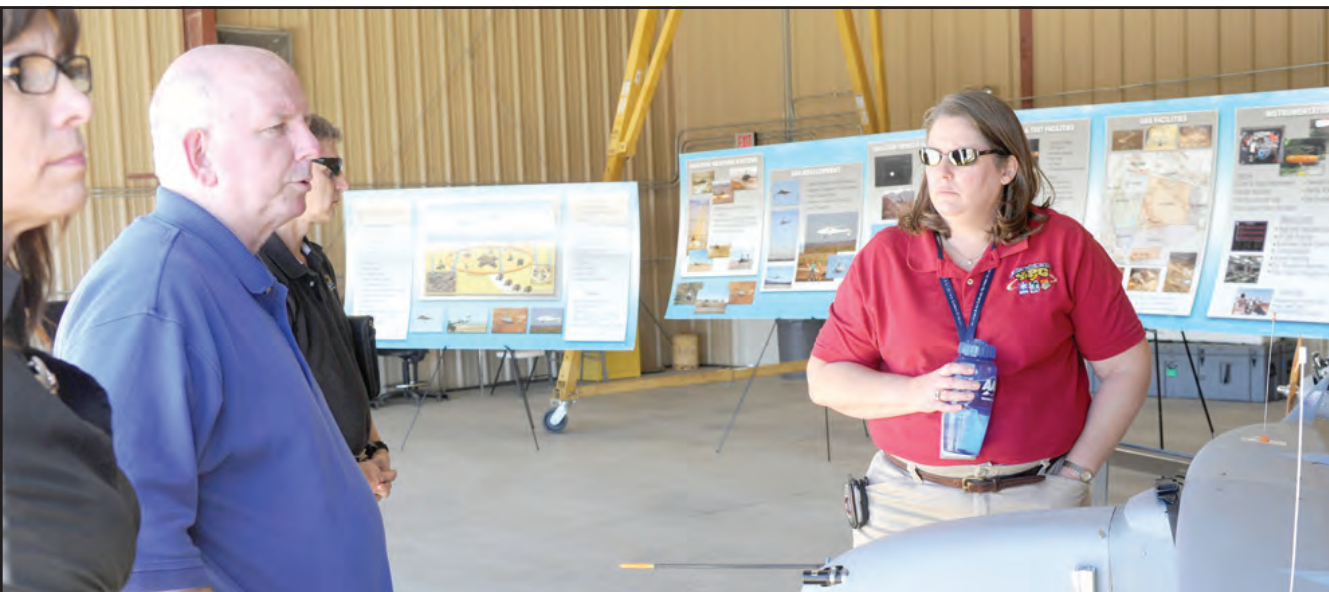
"That organization can help us navigate federal law and DoD policy, so they can help us do our jobs easier, quicker and better," he said.

Arizona Governor Jan Brewer's Military Advisor, Ryan Owens, placed a priority on attending the summit and spent the entire day at YPG. He has served in the

governor's office since 2010 and became military policy advisor about one year ago.

"We have great military installations in Arizona along with great commanders," he said, "and my role is to help them. I've been particularly impressed by how much individual commanders get involved with their local communities. They go out of their way and want to make an impact."

The next Arizona Commander's Summit will take place in September.



Visitors get an inside look at UAS facilities

Mary Beth Weaver, lead tester for unmanned aerial systems (UAS) at YPG's Air Combat Test Directorate, explains UAS testing capabilities to visitors from the Yuma Airport Authority and the Greater Yuma Economic Development Corporation. Officials from the airport authority hope to increase Yuma County's role in the growing area of general UAS testing. The visit took place last month.

PHOTO BY CHUCK WULLENJOHN

2012 air show attracts over 60,000 people



The air show attracted visitors of all ages. In this photo, Staff Sgt. David Minnis from YPG's Airborne Test Force assists two young boys as they try on parachute gear on display for people to get a 'hands-on' experience.

PHOTOS BY MARK SCHAUER



YPG Commander Col. Reed Young and wife, Norma, pose for a photo with former commander of YPG Rob Filbey and wife, Nancy.



The M109A6 Self-Propelled 155mm howitzer drew thousands of visitors throughout the day. Many took photos as keepsakes while others had numerous of questions for subject matter experts about the artillery platform.

Military freefall instructor Jose Reyes, had the honors of delivering the U.S. flag prior to kickoff the 2012 MCAS Air Show.

Next Outpost Deadline is noon April 5th

Report Domestic Violence :
328-2720 or 328-3224

Sexual Assault Hotline :
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Syrian-born Soldier proud to serve

by Mark Schauer

Among the ideals defended by our forces is that of the American Dream, which holds that hard work and sacrifice will result in rewards for both the individual and the greater good. This ideal sustains natural-born citizens and attracts people from all over the world seeking a better life.

Given this, it isn't surprising that more than 65,000 active duty Soldiers are immigrants to the United States. As of 2008, Sgt. Fadi Tami of the YPG Health Clinic was one of 13 who hail from the Middle Eastern nation of Syria.

Born to an architect father and school teacher mother, Tami spent his first 11 years in Al Hasakah, a northeastern province of Syria. When he was in 6th grade, the family followed Tami's grandparents,

who had immigrated to the Los Angeles area decades earlier. When the family flew to Los Angeles, Tami couldn't speak English.

"They teach Arabic and French in Syria," said Tami.

"I only knew a few words of English that were the same or similar in different languages, like telephone."



Sgt. Fadi Tami (left) draws blood from Sgt. 1st Class Edwin Soto during a routine physical exam. Tami, a medic at the YPG Health Clinic, immigrated to the United States from Syria at age 11 and has been a Soldier since 2008.

PHOTOS BY MARK SCHAUER

The language difference was only the culture shock. As the family departed Los Angeles International Airport, young Tami was amazed by the city's notorious traffic.

"When I saw all the cars on the freeway, I thought there had been a disaster," said Tami. "I asked what was going on, and my uncle said it was normal traffic."

Tami adapted quickly to his new homeland, though. He and his family lived in Burbank, Calif. for two years, then moved to nearby Santa Clarita,

where his father opened a cigar shop. Tami graduated from Golden Valley High School in 2008, and joined the Army immediately thereafter.

"I wanted to do something different," Tami said. "At 17 or 18, I saw health care as a good option for after the military."

Following basic and advanced training, Tami was stationed with the 3rd infantry at Fort Stewart, Ga. He was deployed as a medic in the Kirkuk area of Iraq for 12 months as a medic before coming to YPG about one year ago. He now supports the bustling health clinic and has earned plaudits along the way.

"He is trustworthy and a good performer," said Capt. Nickolas Pacella, officer in charge of the YPG health clinic. "He's worked hard and achieved every goal and milestone we set for him, and has been promoted. My expectation is that he'll continue to do that in the future."

Tami is YPG's current Soldier of the Quarter. See **PROUD** page 13

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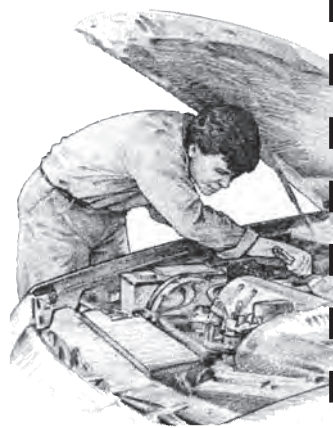
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Prior to his promotion to Sgt., Tami was named YPG's Soldier of the Quarter. Here, he accepts his award from YPG commander Col. Reed Young.

Children recognized in April during 'Month of the Military Child'

By William Bradner
IMCOM Public Affairs

The "Month of the Military Child" begins April 1. This year's theme, developed by the Army Teen Panel, is "Military Kids: Heroes for the Future."

More than 1.7 million children have at least one parent serving in the military. An estimated 900,000 children have had one or both parents deployed multiple times over the last 10 years.

"Now that troop strength in combat is being drawn down, there's a tendency to just breathe a sigh of relief and think things will all go back to normal," said Lisa Hamlin, Child, Youth and School Services Director at the Installation Management

Command.

However, many child development and mental health experts believe military children may need support now, more than ever. Many are now dealing with a new reality; often added to their burden is adjustment to a parent who's returned home with severe wounds, post-traumatic stress, or other medical issues.

"In many cases, the simple fact that mom or dad is now home, and the family dynamic has changed, can have a big impact in a child's life," Hamlin said.

Taking a moment to thank military kids for their service, and the sacrifices they've made during 10 years of conflict, Hamlin said, is a simple way to remind everyone that as resilient as they've proven to be,

our military children still need our support.

Garrisons around the world are developing events and celebrations designed to recognize the sacrifices military children make and the support they provide to their Soldier-parent(s) and families.

The celebrations vary on each installation based on resources, deployment status of installation units, and other factors. They can be as simple as Child Development Center events where parents are invited to share why their children are their heroes at assemblies, or as complex as a day of parades, carnivals and youth activities. In many cases, garrisons combine spring festivals or other planned events to coincide with MOMC activities.

The Month of the Military Child creates awareness of the service—and sacrifices—of our military's

children. It is an opportunity to thank children for their support to our nation's war fighters, and recognize the important role they play in the strength of our nation by contributing to the strength of the Army Family.

The Army recognizes and appreciates the sacrifices our children make daily, and is committed to maintaining excellence in schools, youth services and childcare to support our children and their families.



Yuma County Science Expo needs your help

Each year the Yuma County Superintendent's Office is the sponsoring agency for the Yuma County Science Expo.

There are a couple of new changes this year to the Yuma County Science Expo. The Expo will be held in the newly built area at AWC. The Schoening Conference Center will be the location for science displays and judging. There will be only one day: April 27, for judging this year and the only day judges are needed.

This year we have over 24 schools participating including Price Elementary School, who will be sending students to this year's fair.

Last year, there were approximately 460 students participating and we needed to change our location this year to accommodate the number of students who want to show projects. Students prepare their projects and are interviewed by judges who determine the top projects in seven categories. Some of the categories include: Engineering, medicine, botany,

physics, and earth science.

There are three different grade levels that compete: Elementary-fourth grade through sixth, middle school-seventh through eighth, and high school. We expect to have our largest number of high school students this year.

Each year we depend on our judges who volunteer their time and expertise to listen and evaluate the work done by our students. The time our judges spend listening and encouraging students makes a difference in their lives. We need your help.

Please consider taking part in the Yuma County Science Expo this year. Contact: Debbie Weber at scienceexpo@roadrunner.com to reserve your spot. You may also visit our website and check out the judges information page. <http://ymsrtc.apsc.k12.az.us/> Most information will be posted by the end of March. A link will be included to an AWC campus map.

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VIEWPOINTS

YPG draws more than 26,000 visitors per year, with the vast majority coming to support tests. With these visitors often staying weeks at a time, restaurant recommendations are a must. We asked members of the workforce, "What is your favorite restaurant in Yuma?"



Bonnie Bowen
Computer Support Technician

My favorite Yuma restaurant is Mi Rancho. They have really good food there, and I think they have the best salsa in town. I like their Sonoran-style tacos, and they always have good beans and rice.



Amanda Perkins
Computer Support Technician

It will be Chipotle. I discovered one in Phoenix by accident, and they have monster burritos. They're building one at the Yuma Palms Mall right now, and I'm counting the days for it to open.

Rod Pike
Optical Tracking Lead



Chilli's. They serve the best margaritas and have really good salmon. They cook it just right, and it is great with the broccoli and loaded mashed potatoes.

John Hopper
Vehicle Registration Clerk



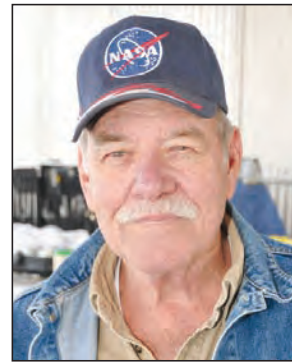
Chile Pepper. They've been in business for 60 years and have great food. I've been going there since I was in high school. My favorite is their machaca, refried beans and Spanish rice.

Lupe Loreda
Medical Support Assistant



I like the Wine Bar Bistro at the Radisson hotel. My husband loves the osso buco - braised beef, and I love that the chef uses local produce in their dishes - like the tomatoes from Hillside Farms. It is a great place for fine dining.

Bill Treadway
BAE Systems Consultant



Da Boyz Pizza. Their location in downtown Yuma is pretty nice, and they have great pizza and lasagna.

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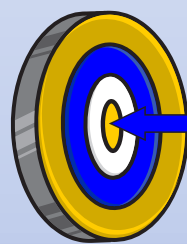
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For more information contact: 928-328-2323/2249

Disclaimer: United States Army Yuma Proving Ground does not endorse any one organization or provide preferential treatment to any non-federal entity. The Army is not responsible in any way for the actions of the private sector individuals or entities. Any gifts and/or prizes should be less than \$20 in accordance with federal law. A federal employee may not accept any combination of items or services from any non-federal entity where the total commercial value exceeds \$20.00 (including aggregate value "gifts" to their spouse and children).



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Light Armored Vehicle tested for foreign nation

By Mark Schauer

YPG is the busiest test center in the Army, and for nearly a decade the majority of the proving ground's workload has centered on the extensive evaluation of virtually every ground combat vehicle currently in use.

Variants of the Light Armored Vehicle (LAV) have served in the American armed forces since the early 1980s, and are used for a wide variety of duties, from reconnaissance to troop transport. The LAV-25 amphibious variant is well-known for its long years of service to the Marine Corps. Versions of the platform are also used by a number of friendly foreign nations and one of these is currently at YPG undergoing rigorous testing of a new engine and transmission.

"Each endurance vehicle will undergo 20,000 miles of operation," said Jason Green, YPG test officer. "This is a production verification test to ensure it meets the specifications the manufacturer says it will."

Green, a West Point graduate and former tank platoon officer, is particularly aware of the importance of getting top notch equipment to troops. Under his guidance, testers are putting the vehicle through its paces across punishing road courses and ensuring not only that vital accessories like the platform's .50 caliber machine gun and smoke grenade launcher function exactly as designed, but that Soldiers can operate them in harsh conditions.

"We want to find out if anything in the design is hindering the successful operation of the vehicle," said Green. "It is one thing to design something at a desk, but it has to be proven in the real world before it can be fielded to Soldiers."

One example is several different tests that detect noise levels emitted by the vehicle that are audible within the crew compartment. Such evaluations help determine the type of hearing protection the crew needs, and also gives insights into the stealthiness of the platform. For example, will excessive noise give away the vehicle's location to an adversary? Will insufficient insulation allow radio communications inside the vehicle to be audible to the enemy during a silent watch?

A portion of the testing has utilized the test track operated by General Motors on land leased from YPG. Testers also have used the facility's 1,000 foot by 1,000 foot vehicle dynamics pad to conduct a cornering test, which ensures the vehicle can safely negotiate corners without tipping over.

During its time at the proving ground, testers will also confirm more common performance characteristics like acceleration, braking power, and fuel consumption. At the conclusion of the current endurance test, YPG expects to conduct similar testing on assault gun, anti-tank, and mortar carrier variants of the same platform.

YPG evaluators use a crane to verify a LAV's center of gravity as part of a physical characteristics inspection that takes place prior to tests in the field. Each LAV currently under test is expected to rack up 20,000 miles on YPG's punishing road courses.



The Light Armored Vehicle (LAV) and its variants have served the US Marine Corps and friendly foreign nations for more than 25 years. Here, a LAV under test for a foreign customer is tested on one of YPG's 60 percent grades as part of a comprehensive endurance evaluation.

LOANED PHOTOS



ROBOTICS

FROM PAGE 1



A Soldier at Fort Bliss, Texas, prepares to use an unmanned ground vehicle to search a tunnel. The tunnel could hold unseen dangers and it's better to lose a piece of machinery than a human life.

U.S. ARMY PHOTO

safe distance away.

The first robot vehicles were developed as far back as World War II. German forces deployed the diminutive "Goliath" tank that operated by control cables and carried explosives to destroy fortifications or armored vehicles. The Russian army developed the "teletank," an armored vehicle that operated by radio transmission. Both were expensive and unreliable.

We are now in a highly technical age, however, with the idea of autonomous robots well within our range of knowledge. And U.S. Army Yuma Proving Ground is one of the locations at which robotics are tested, a mission area that promises to grow significantly.

Two premier robotic researchers, Dr. Devendra Garg from Duke

University and Dr. Manish Kumar from the University of Cincinnati, visited YPG late last month to see test facilities for themselves and discuss the future.

"YPG is one of the largest test facilities in the world and we've heard great things about it," said Garg as his day at the proving ground began. "We are designing systems of multiple robots working together. The idea is to develop robots for use on the battlefield to take Soldiers out of harm's way."

Garg pointed out that the natural world contains excellent examples of data gathering and communication systems that work well in coordinating large scale activities. Bees, for instance, live in huge colonies and communicate to each other by dancing. Ants communicate

by use of pheromones.

"Nature includes excellent design systems from which we can learn," Garg said.

Testing the robotics of the future is a significant challenge, for as "autonomous" systems able to make individual decisions and react to data, test technologies must be accurate, reliable and repeatable.

Mike Davis, director of YPG's Network Enterprise Center, who deals daily in technological matters, says the visit was both informative and stimulating.

"Robotics is becoming more and more a part of everyday life," he said. "But keep in mind that robots and computers perform only tasks we program them to do. With increasing numbers of systems talking to one another amid complex environments,

it's truly complicated."

Davis says trends show increasing interest in unmanned systems. "The challenge for testers at YPG is to figure out ways to fully test and accommodate these systems."

Science, technology, electronics and mathematics education will become increasingly important in future years to ensure YPG and the nation has a domestic workforce capable of handling the coming test workload.

"Using robotics, the things that can be accomplished are limitless, almost anything your imagination can come up with," said Davis. "I encourage young people to educate themselves and develop the proper skills."

SAFETY CORNER

Why respiratory protection?

An estimated five million workers wear respirators in well over one million workplaces throughout the nation each day. Respirators protect people from insufficient oxygen environments, harmful dust, smoke, gas, and more. These hazards may cause cancer, lung problems or even death.

There are two types of respirator hazards: Oxygen deficiency and contamination. Oxygen deficiency is when the oxygen content falls below 19.5 percent. This is most likely to happen in confined spaces like tanks or sewers. If you are working in an oxygen deficient area, respirators are a must.

There are three important groups of air contaminants: Particles, gases, and a combination of both. Particles can cause tissue damage, and the

smaller, invisible ones are the worst. Gases irritate and damage the body and toxic gases can damage the lungs or other vital organs. The combination of particles and gases pose sometimes greater hazards.

The bottom line rule of thumb is to try solutions such as engineering and work practice controls to combat these hazards. These are generally regarded as the most effective methods of controlling exposure. Respiratory equipment is designed to prevent or lessen the severity of injuries when engineering controls are not feasible or effective in reducing exposure.

Snake warning

By Tony Brockington

Many believe venomous creatures of the desert are only active when the weather is warm. Well, the weather has changed enough for snakes to be active. They are a natural part of our ecological system and have lived here for hundreds of thousands of years. Several have already been spotted.

Everyone is reminded to "dust off" plans of action and put them into place. Supervisors, ensure that your work areas are surveyed. Everyone remember to check under vehicles, tool boxes, etc.

If you need help, telephone ext. 3005 for removing a snake from your area. Experts there are trained to safely handle these creatures. After duty hours, contact the Directorate of Emergency Services at ext. 2720. They will make arrangement for removal.

Bottom line - always keep away from snakes and let an experienced professional take care of it.

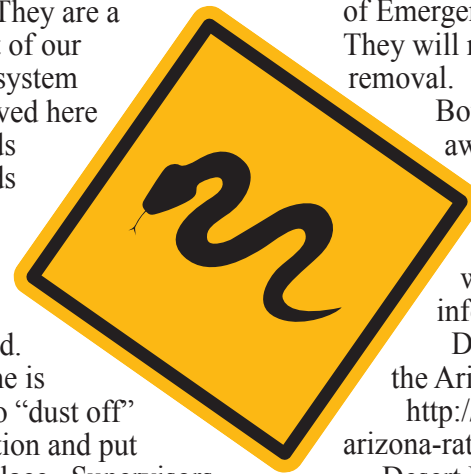
Check the following web sites for further information:

Desert USA, about snakes in the Arizona desert.

<http://www.azgfd.gov/w-c/arizona-rattlesnakes.shtml>

Desert USA - <http://www.desertusa.com/animal.html#repamph>

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CHAPLAIN'S CORNER

The grace of giving

By Chaplain Loren (Maj.) Hutsell

As I recall the early years of my life, there wasn't a birthday or Christmas celebration where I wasn't "reminded" by my parents to share my toys and gifts with my friends and family. Stinginess was not a characteristic my parents wanted me to develop. Chances are you also grew up being taught to have a sharing attitude with others.

A Dutch proverb teaches that "the generous man enriches himself by giving; the miser hoards himself poor." Our good-will and generosity positively affect the circumstances and well-being of others. The effect of our giving and generosity has a

wide sphere of influence because such actions create peace and well-being for society as a whole. In addition, because of the interconnectedness of our lives, those we have helped enrich our lives in return. There is a great parable called "Growing Good Corn" which illustrates this principle:

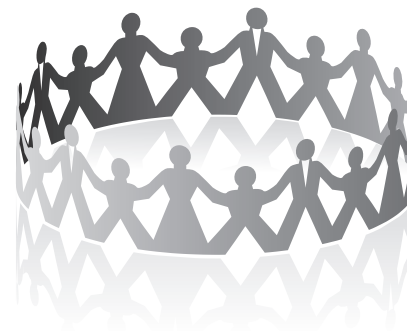
There once was a farmer who grew award-winning corn. Each year, he entered his corn in the state fair where it won a blue ribbon. One year, a newspaper reporter interviewed him and learned something interesting about how he grew his corn. The reporter discovered that the farmer shared his seed corn with his neighbors. "How can you afford to share your best seed corn with your

neighbors when they are entering corn in competition with yours each year?" the reporter asked. "Why sir," said the farmer, "didn't you know? The wind picks up pollen from the ripening corn and swirls it from field to field. If my neighbors grow inferior corn, cross-pollination will steadily degrade the quality of my corn. If I am to grow good corn, I must help my neighbors grow good corn."

So it is with our lives. Those who choose to live well must help others to live well, for the value of a life is measured by the lives it touches. And those who have experienced blessing must then bless others, for the welfare of each is bound up with the welfare of all. The lesson is clear, if we are to grow good "corn," we must help our

neighbors grow good "corn." How can you share the best of your life with others today?

Proverbs 11:24-25 Give freely and become more wealthy; be stingy and lose everything. The generous will prosper; those who refresh others will themselves be refreshed.



THE OUTPOST

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Experience the passion story.

You are invited to attend the following
Worship Services @ YPG Chapel:

Catholic

1 APR: Palm Sunday: 0930 Mass

5 APR: Holy Thursday: 1700 Mass

6 APR: Good Friday: 1700
Communion

8 APR: Easter Sunday: 0930 Mass

Protestant

1 APR: Palm Sunday: 1100 Service

6 APR: Good Friday: 1100
Communion

8 APR: Easter Sunday: 1100 Service

Ecumenical

8 APR: Easter Sunrise Service: 0615

(At the Cactus Cafe. Fellowship and breakfast buffet after the service. For breakfast planning purposes, please RSVP with teh chapel office by 03 APR.)

For more information please contact
YPG Chapel, 928-328-3465

PROUD

FROM PAGE 4

the Quarter, as well as Soldier of the Year for the hospital at Fort Irwin, Calif., which has jurisdiction over YPG's health clinic. The latter honor means Tami will soon participate in the Army Medical Command's "Best Warrior" competition at Fort Lewis, Wash., joining a long string of recent YPG Health Clinic Soldiers who have advanced to the prestigious and demanding competition.

"He has a great work ethic," said Pacella. "There were some things that didn't come naturally to him, but he didn't let that become a roadblock. He was self-aware enough of this and worked extra hard to compensate, which I think is the hallmark of a good leader."

Though fresh off a promotion, Tami isn't resting on his laurels. His current ambition is to get an officer's commission after completing his bachelor's degree at American Military University.

"It's really my pleasure to serve this flag," said Tami. "I'll absolutely make the Army a career. I don't think any other country in the world is as great as the United States."

Voluntary Leave Transfer Program adds new recipients

We have YPG family members in need of assistance. Leave donations as small as one hour are appreciated, however, CPAC can only accept donations from appropriated fund civil service employees.

The Voluntary Leave Transfer Program (VLTP) is a way to donate annual leave to co-workers who are experiencing a medical emergency (their own or a family member's emergency) and do not have enough leave to cover their absences. These employees have used or will use all sick and annual leave before being eligible to receive donations.

YPG currently has several employees on the VLTP recipient list:

- Dave Holbrook, JAG, deep brain stimulation surgery and recovery
- Audra Lemme, Mission RM, newborn son is suffering health complications
- Darrell Lewis, Mission, torn meniscus and cyst behind the right knee cap (ACL replacement)
- Alysha Miller, Mission Plans & Ops, maternity

- MJ Nance, YTC, care of elderly mother-in-law due to injury and illness resulting in death

- Carlos Padilla, YTC, environmental allergy and bilateral lung densities

- James Robinson, YTC, cancer surgery with follow-up radiation and Chemotherapy

- Sheila Slaughter, YTC, hospitalized since January with acute pulmonary distress

- Robert "Smokee" Trujillo, YTC, motorcycle accident and subsequent surgeries

Any donation will be appreciated by the recipient. You can donate as little as one hour of annual leave or as much as one half of what you accrue in a leave year, although you must be able to use "use or lose" annual leave before the end of the leave year.

If you are interested in donating annual leave to your co-worker, just complete Optional Form 630-A

and forward it back to the CPAC. Please note, the CPAC office can only accept donations that indicate to whom the hours are to be given - please indicate this information. You can split the donations, as long as donations are in full-hour increments.

Just to recap: The recipients must use all available sick and annual leave before they receive donations - donors aren't funding a new vacation plan for recipients. Donors can only donate annual leave; sick leave is not eligible to be donated. If the recipient doesn't use all leave donated, leftover leave is divided up among donors and returned to them.

Attention all YPG residents

EVENT: Army Family Action Plan focus group (2 groups of 10-16 people each).

WHEN: Tuesday, April 24

WHERE: Army Community Service, Bldg. 309

TIMES: Active duty: 7:30-8:30 a. m.

Family Members: 9-10 a. m.

Attendees needed from each unit: Four active duty personnel and spouses

Please provide nominee name; telephone number, and email. A follow-up will be made with nominees for further instructions.

Childcare may be provided. If childcare is required, nominees should inform AFAP manager at 328-2513. A total of 1 1/2 hours may be permitted.

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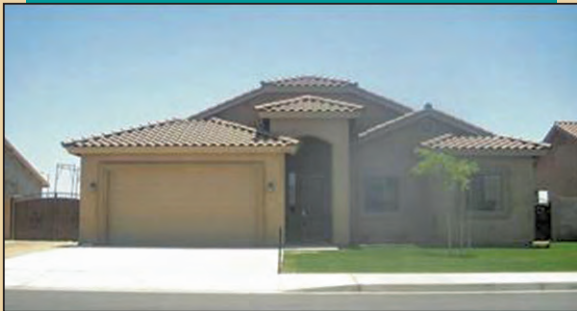
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How to stop workplace bullies

Submitted by Paul Kilanski

What's at stake?

Workplace bullying takes a toll on workplace morale and safety. Left unchallenged, bullying creates a dog pack mentality where others will add to the problem - by ignoring a victim or joining in on mean behavior.

What's the danger?

Bullying can lead to incidents of physical violence as victims retaliate against their tormentors or bullies escalate their actions. Everyone is entitled to a safe workplace. A workplace that tolerates bullying cannot be considered safe.

Example

In one bullying case, a transit worker returned to his former place of employment and fatally shot four former co-workers before taking his own life. In a suicide note, he wrote about having been teased about a speech impediment. His note named several individuals he wanted dead.

How to protect yourself

It would be nice if ignoring a bully would make the problem go away. In reality the unacceptable behavior likely will continue and escalate. You need to confront the bully.

It's best to take action right when harassment occurs.

Hold up your hand, say, "stop" and

tell the person that behavior is not acceptable and you will not tolerate it. If the person keeps harassing you, calmly repeat the same message, adding that if the person doesn't back off you'll be forced to report him/her to management. Then, turn to other co-workers in the area and tell them you may need their support as witnesses if the bullying continues.

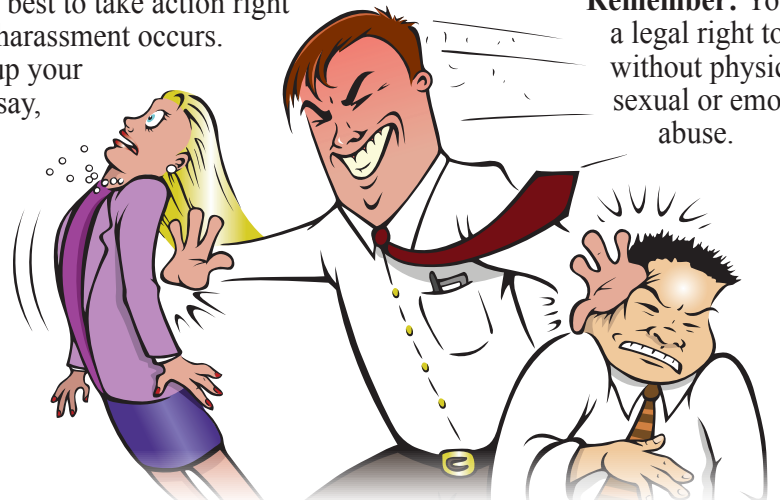
Carefully detail all incidents in writing. You may need to produce that information later.

If the bullying doesn't stop and you must report it to a manager, try to take someone with you as a supporting witness.

Final word

You can't possibly get along with everyone, but that doesn't mean you must put up with treatment that leaves you depressed, shaken and physically ill. Remember, it is not your fault. You have a legal right to work without physical, sexual or emotional abuse. And if this safety meeting causes you to wonder if you are a bully, you should talk to a professional counselor.

Remember: You have a legal right to work without physical, sexual or emotional abuse.



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About Dr. Aiello



Patrick D. Aiello, MD

Dr. Aiello received his MD degree from the University of Michigan. After completing both an Internship and Residency in Internal Medicine at the University of North Carolina, he finished a Residency in Ophthalmology at the world renowned Mayo Clinic in Rochester, Minnesota. He is board certified in both Internal Medicine and Ophthalmology.

In addition to caring for his patients at the Aiello Eye Institute, he is an examiner for the American Board of Ophthalmology, and a clinical instructor for the Midwestern School of Osteopathic Medicine in Phoenix. He is a Senior Flight Surgeon and State Air Surgeon for the Arizona National Guard.

Having performed more than 15,000 surgeries, he is regarded as one of the state's leading eye surgeons.

Aiello Eye Institute

Dr. Aiello organized the Aiello Eye Institute in Yuma in order to provide world-class eye care to the community. With a highly trained staff and associates utilizing only the latest technology and equipment, the Aiello Eye Institute provides the areas most comprehensive and patient-centered vision healthcare.



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