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Volume 42 No. 1 January 7, 2013

White Sands Missile Range Commander visits Yuma Proving Ground

By Mark Schauer

Stars shone on YPG in late December when the proving ground hosted Brig. Gen. Gwendolyn Bingham, commander of White Sands Missile Range, for a whirlwind tour.

Accompanied by Col. James Winbush and Capt. Dwight Howell and escorted by YPG commander Col. Reed Young, Bingham started her day at the proving ground with extensive briefings of YPG capabilities and Science of Test programs and initiatives that lasted through a working lunch.

"I'm fascinated with all of the initiatives that are going on here at Yuma, as well as at White Sands and the other test centers I've had the opportunity to visit with," said Bingham. "What you do here is incredibly important because it saves lives downrange. I commend the team here for all that they are doing to play a big role in developmental testing, as well as operational testing."

The group then took an overflight of YPG's vast ranges, making stops at one of YPG's unmanned aircraft facilities, a gun position with a conditioning chamber, and the countermine facility.

"You have quite a capability," said Bingham. "They call White Sands a national treasure, and I would say YPG is likewise a unique asset. You should be very proud of what you do here."



PHOTO BY MARK SCHAU

Brig. Gen. Gwendolyn Bingham, Commander of White Sands Missile Range, listens attentively as Adrian Groggette explains one of numerous robots used at the Mine-Countermine Demolition Complex.

Army helps Soldiers achieve civilian success /Page 2



Paladin Integrated
Management system
testing in full swing/
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Hairstylist now offering services at Yuma Proving Ground/Page 8



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Army helps Soldiers achieve civilian success

The U.S. Army is committed to assisting Soldiers and families transition smoothly into civilian employment and America's communities. In response to the President's emphasis on a career-ready military, the Army is highlighting job fairs, expanding transition services, and focusing on identifying employment opportunities within the Army, as well as business and industry.

"Our Soldiers deserve the best we can offer them, including the best opportunities for the future," said Lt. Gen. Mike Ferriter, commanding general, U.S. Army Installation Management Command (IMCOM). "We're making sure Soldiers can't slip through the cracks. We will do everything we can to help prepare them for civilian life as thoroughly as we equip them for battle," he said. "We owe that to our veterans in exchange for their life of service and sacrifice to this nation."

All transitioning Soldiers, from those retiring to first term enlistees, have a wealth of opportunity at their fingertips thanks in large part to the Veterans Opportunity to Work (VOW)Act, which Congress approved in October 2011. The VOW Act is the driving force behind the completely revamped transition program, according to Kenric Echols, IMCOM's chief of military personnel.

"Changes went into effect on November 21," Echols said, "but we're already getting lots of phone calls and inquiries about the new transition program. The intent is to better prepare transitioning Soldiers and their families and get them in touch with potential employershopefully resulting in job offers."

That's good news for Soldiers, the Army and the nation, according to Ferriter.

What does the new program look like? Soldiers transitioning this fiscal year will receive mandatory preseparation counseling that includes in depth discussion of veterans

benefits, financial planning, civilian employment readiness training, and a heavy emphasis on individualized transition plans over a longer time period. Transitioning Soldiers can also expect more individual attention and counseling on resume writing and practice interviews. And depending on a Soldier's preference, the program will include a detailed workshop focusing on one of three areas - education, technical skills or small business ownership. Spouses are highly encouraged to participate in the five day transition program as well, according to Echols.

"We highly encourage spouses to attend the entire session alongside their Soldier," Echols said. "They can attend all sessions or some sessions and we have resources to help them in their search for employment as well." The Army has already found that engaged and educated spouses are a key enabler to a successful transition from military service.

Job fairs are a critical part of the process. Echols emphasized that they provide a meeting place for military members and employers to connect, provide valuable networking opportunities, and give Soldiers better insight into the pay available within the private and public sectors. Garrisons around the globe are now required to host a minimum of two employment events, such as community job fairs, each fiscal year. Many garrisons are exceeding that goal by partnering with other agencies such as the U.S. Chamber of Commerce which has a proven track record for connecting business to our talented Soldiers. "We are also expanding the use of job fairs, allowing Soldiers to engage potential employers remotely, even from overseas," he said.

Federal employment is another great avenue available to Soldiers. It's estimated that as much as 60 percent of the federal civilian workforce will be retiring in the next decade. This opens a wide variety of see **ACHIEVE** page 9



THEOUTPOST

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Update on Voluntary Leave Transfer program

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 must 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:

- Castello, TerRee, Garrison MWR, left ankle

- Lemme, Audra, Mission RM. son continues to suffer from ongoing health complications; care and death of terminally ill father
- Packham, Ursula, Mission Plans & Ops, birth of child
- Padilla, Carlos, YTC, environmental allergy and bilateral lung densities
- Robinson, James, YTC, cancer surgery with followup radiation and chemotherapy
 - Saladin, Christine (Kya),

SEE **LEAVE**/8

COULD YOU BE YPG'S "BIGGEST LOSER" FOR 2013?

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Social Security Column

How 'Ticket to work' works

The summer of 2007 felt like a bad dream for Terry Anderson. Reeling from a recent cancer diagnosis, she was downsized from the company where she'd worked for 11 years. "There was no severance. I had no insurance," she said. "I was terrified." Terry began receiving Social Security disability benefits and took an extended period of time away from work. Later, Terry learned about 'onestop career centers' that provide free employment-related support services through Social Security's Ticket to Work program to people receiving Social Security benefits. She decided to see what the Iowa Workforce Development Center, her local onestop, had to offer. There are more than a thousand one-stop career centers across the nation.

The one-stop staff explained that the Ticket program is designed for

people who receive Social Security disability benefits and are committed to achieving self-sufficiency through eventual full-time employment. Through this program, the Iowa workforce helped Terry coordinate her career preparation and job hunt. She updated her computer skills and built confidence in her prospects for long-term success.

While Terry was eager to move on, she was apprehensive about finding work and losing her benefits. Terry learned about special Social Security rules called 'work incentives,' that help people who receive disability benefits transition to the workforce and become financially self-sufficient.

For example, people receiving disability benefits can keep their Medicare coverage and their cash benefits while gaining work experience during the trial work

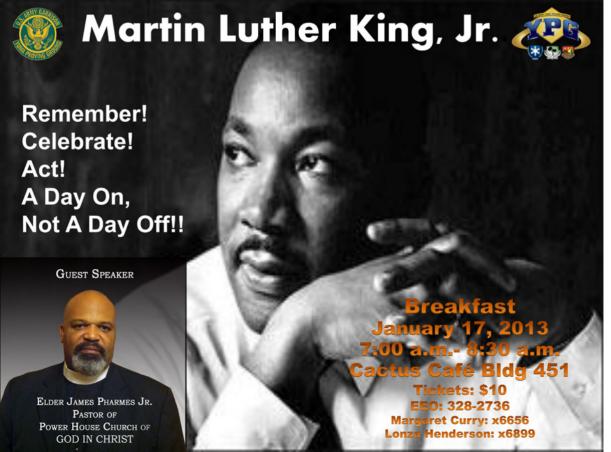
period. Terry was relieved to learn about another work incentive called 'expedited reinstatement,' allowing her Social Security cash benefits to restart without a new application if she has to stop work within five years because of her disability.

Another helpful work incentive,

known as a Plan to Achieve Self-Support (PASS), allows Social Security disability recipients who meet the income rules for Supplemental Security Income (SSI) to set aside money to pay for items or services they need to reach a specific work goal. These can include educational expenses, training, job-related transportation, business startup costs, tools and equipment, child-care costs and even the cost of job interview clothes. By approving a PASS, Social Security agrees to exclude certain income that would normally lower

an SSI payment amount. At the same time, the person agrees to go to work, with the goal of eventually leaving disability benefits behind and becoming financially self-sufficient.

In 2009, Terry found work as a loan servicing specialist and a second job in retail where she trains cashiers and enjoys interacting with customers. Terry was grateful that Social Security helped her "get through the storm." She built a better life through work. She no longer receives Social Security disability benefits. With support from Ticket to Work and Iowa Workforce Development Center, Terry found her path to self-sufficiency. To learn more about the Ticket to Work program, call the Ticket to Work helpline at 1-866-968-7842 (TTY/TTD, 1-866-833-2967) or visit www.socialsecurity.gov/ work.



TSP contributions, catch-up update

Thrift Savings Plan (TSP) maximum contribution amounts for regular/Roth TSP is \$17,500 and \$5,500 for TSP catch-up. It is important to remember that TSP contributions are based on the calendar year in which the pay is received.

The first 2013 contribution will be on pay date January 10. Therefore, those wishing to spread their contributions over the full 26 pay periods, should make TSP and TSP catchup elections during the pay period that begins on December 2.

TSP catch-up elections must be renewed each year. Eligibility for TSP catch-up are: 1) age 50 or older during the calendar year; 2) currently employed and in pay status and; 3) regular contributions to civilian or military TSP account or equivalent employer plan that will equal the maximum allowed by the Internal Revenue Code (\$17,500 for 2013).

Charts to assist with planning the amount of TSP contributions to reach the maximum for 2013 are available on the ABC-C website.

THE OUTPOST JANUARY 7, 2013 **5**

Updates for 2012 tax season

The office of the Judge Advocate announces that 2012 tax season runs from January 22 to April 15.

The JAG Office will be serving active duty service members, retirees and dependents. Services will continue for all returning and new clients. The following services will be provided once again this year:

- ** A drop off service.
- ** All completed tax packets will be date stamped and all incomplete tax packets, will be returned to the sender.
- ** Appointments will only be scheduled for review and signing. You will be contacted to schedule an appointment.
 - ** A survey will be included this

vear to better serve you in the years to come!

Services not being provided this year are as follows:

- ** Small businesses
- ** Non-cash donations over \$500
- ** Foreclosures
- ** Cancelled debt
- ** Railroad retirement

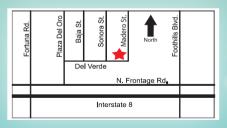
For more information, please email the Tax Center at: usarmy.ypg.hqdaotjag.mbx.tax-center-ypg@mail.mil or you may leave a message at the Tax Center Message Hotline: (928) 328-3041. Leave a detailed message with a phone number for the tax preparer to return your call.



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system improvement testing in full swing

The most capable platform of its type in the world

By Mark Schauer

Soldiers depend on self-propelled howitzers for mobility and punishing firepower, and soon Yuma Proving Ground testing will bring a bigger and better exemplar of both to the Armv's arsenal

After nearly 20 years since its last upgrade, testers in the Munitions and Weapons Division and the Ground Combat Automotive Directorate are busy conducting the Paladin Integrated Management (PIM) system, a massive effort verifying the effectiveness of a host of improvements to the venerable platform. The M109 Paladin 155mm self-propelled howitzer remains the most common platform of its type in the world, with variants in the inventories of the United States and more than 20 friendly foreign nations. While the similarity of Yuma Proving Ground's terrain to that of Afghanistan is a significant reason for testing the PIM here, the presence of skilled mechanics capable of rapidly repairing combat vehicles in large, modern facilities and the significant institutional knowledge YPG testers have of both the Bradley and Paladin

are additional draws. With a wider stance than its predecessor, the PIM is more stable and adept at absorbing the howitzer's powerful recoil. Beneath the skin, a new engine identical to that found in the Bradley Fighting Vehicle puts out nearly 200 more horsepower than the engine in the last version of the Paladin, and delivers power to its tracks via a transmission that also comes to the platform from



YPG will conduct lot acceptance tests on the PIM once it has entered production. PIMs are slated to begin rolling off the production line in January 2015, provided a decision to proceed with production is made in the middle of 2013.

the Bradley, an interchangeability of components will help field mechanics. The platform's stowage capacity for artillery shells has been increased and sophisticated digital communications, fire control, and navigation systems have been improved. While previous incarnations of the Paladin used a hydraulic system to operate such components as the cab and ammunition rammer, the PIM uses an electrical generator that pushes out a whopping 35 kilowatts of electricity per second, enough power to run an entire 40 house neighborhood block.

All YPG personnel involved in the PIM project underwent extensive safety training prior to testing the new platform.

At YPG, the PIM has been fired by Soldiers on-board utilizing a range that supports the test firing of two PIM vehicles simultaneously and was specifically constructed to support realistic tests of 'shoot and scoot' missions, where Soldiers fire a volley of artillery shells, then quickly move to a different location lest they be the victims of return fire from the enemy, which can utilize trajectories of the incoming shells to determine

the Paladin's former position. Most of the components of the evaluation, however, are performed by civilian test officers, though Soldiers participated in a Limited User Test (LUT) held at YPG in November.

"A program of this magnitude requires several test directors, especially when it is as active as it is now," said Ramon Moreno, test officer.

Throughout the course of the evaluation, YPG testers will fire thousands of rounds at multiple angles and with varying propelling

Paladin Integrated Managem ent self-propelled howitzer





The Paladin Integrated Management (PIM) system (above) is a massive effort to verify the effectiveness of a host of improvements to the venerable M109 Paladin. Among other tests, the PIM is put through its paces across Yuma Proving Ground's punishing road courses, all while sophisticated instrumentation monitors the vehicle's internal components. Throughout (left) the course of the evaluation, YPG testers will fire thousands of rounds at multiple angles and with varying propelling charges, even utilizing rocketassisted rounds. Here, the PIM is backed into position for another cycle of test fires.

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Hairstylist on board!

The YPG Barber shop is pleased to announce the opening of the beauty shop and introduce hairstvlist Lana Cantrell. a 20 year veteran in cosmetology and trained at the Paul Mitchell School of Beauty. Lana, who says, cosmetology is her "passion," is now taking appointments for most of the beauty services she offers at the shop. Appointments can be made, Monday through Friday, 10 a.m. to 5 p.m. and on a special request, Saturday or Sunday. "I would like to invite everyone to come in and allow me to work on their hair. My beauty services range from hair cuts to color, weaves, braids, to include manicures and pedicures," said Lana, adding, "I apologize but I don't do acrylics." For appointments, call 328-2888. PHOTO BY YOUF CANALES

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LEAVE

FROM PAGE 3

Garrison DPW, shattered bone in left arm requiring reconstruction

- Smith, Nathan, NEC, family member medical emergency

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. We'll see the donation gets to the appropriate recipient. Please note, CPAC can only accept donations that indicate to whom the hours are to be given - please indicate who should be given your hours. 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, that leftover leave is divided up among donors and returned to them.



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Chaplain's Corner

The 'Simple Things' By Chaplain (Maj.) Loren Hutsell

here is an ancient Chinese legend on how to find happiness in life. The legend tells of a group of cultured elderly gentlemen who regularly met to drink tea and exchange wisdom. Whoever hosted, tried to find the finest and most costly varieties of tea in order to create exotic blends. The goal was to earn the admiration and approval of the guests.

When the most respected gentleman of the group hosted the event, he served his tea with unprecedented

ceremony. He carefully measured the tea leaves from a golden box. The assembled guests praised and greatly enjoyed his exquisite tea. After they had all enjoyed the tea, the host smiled and said, "The tea vou have found so delightful is actually one of the most common teas. I hope the tea will be a reminder to us that the good things in life are not necessarily the rarest or the most costly."

This story is a great lesson about how we find contentment in our lives. Often we are tempted to

think that happiness is found in extravagance or cost. But contentment is within arm's reach of all. It doesn't take a lot of money, it only requires an attitude of thankfulness and wonder. What are some simple things in your life that you can rediscover today? In this New Year, I encourage everyone to look for the riches that can be found in life's simplest offerings. Author Laura Ingalls Wilder said it best: "I am beginning to learn that it is the sweet, simple things of life which are the real ones after all.



Yuma Proving Ground Chaplain (Maj.) Loren Hutsell.

Cloud Supreme

ACHIEVE

federal jobs, and few people will be more qualified to fill those positions than today's Soldiers. Those who have served in combat, have been decorated for valor, or have combat related injuries or disabilities, may find entry into federal service easier due to veterans' preferences and streamlined hiring practices.

The Army relies heavily on Army civilians everyday. Army civilians write contracts, deliver goods, manage networks, and provide support functions that would otherwise present distractions to training and wartime operations. Civilians man the training ranges, run the finance offices, and in some cases, cook the meals and manage the personnel actions. From the sound of reveille to when a Soldier turns out the lights in the barracks at the end of the day, Soldiers are supported by their civilian counterparts.

"There's not much difference in

how you feel about your job and how you conduct business in and out of uniform," said Command Sgt. Maj. (Ret.) Willie Wilson, who today runs the Army's World Class Athlete Program for the Installation Management Command. "And in most Army civilian positions, you're still taking care of Soldiers and their families. I'm glad that's still part of my job description."

The skills sets and training Soldiers receive during active duty, whether they serve for four years or 20, directly translate to the Army civilian workforce. Making the switch from uniformed to civilian service is easier than ever.

"I'm certain that in the coming decades our Soldiers will give this country as much as they have in the past 10 years of war," Ferriter said. "While it's important to do all we can to support them no matter what path they choose after separating or retiring, we're also positioning the Army of 2020 to retain their knowledge, skills, enthusiasm, patriotism and willingness to serve."



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December Go-Getters





Congratulations to Alexander Ramos and Natalie Heller from Mrs. Emerson's Kindergarten class, for being selected Price Elementary School "Go-Getters" for the month of December.

Next Outpost deadline is noon January 10th Sexual Assault Hotline: 920-3104 or 328-3224 Report Domestic Violence: 328-2720 or 328-3224

- SAFETY CORNER -

Controlling ergonomic hazards in the workplace

Modern assembly-line production and today's office jobs have one thing in common: both require employees to work in the same position while performing the same task over extended periods of time. Such repetition can create health problems known as ergonomic disorders. These disorders are the most rapidly growing category of reported work-related illnesses.

Ergonomics, also known as human factors engineering, is a science that deals with the design and arrangement of work tools so people can use them efficiently. Some illnesses associated with ergonomics are back pain, carpal

tunnel syndrome, tendinitis and Raynaud's syndrome.

Contributing factors to these illnesses are improper sitting and standing; bending and twisting of the trunk while lifting; improper work space design; and, the natural aging process.

Most ergonomic illnesses, including carpel tunnel syndrome and Raynaud's Syndrome, involve health problems with the hands, wrists and arms.

Engineering controls include positioning tools and furniture to fit the worker. Machinery should be at the proper elbow height to accommodate the person using it.

Tools should be designed to

prevent the worker from bending the wrists and elbows in awkward positions that can lead to serious illnesses, in addition, they should be maintained to reduce vibration.

The worker's chair should be adjustable so it can be altered to support the individual's back.

Supervisors, if possible, please provide job rotation and frequent breaks for workers whose jobs entail repetitive motion. Moreover, supervisors if you and/or your collateral duty safety officer believe you have an issue and need help, contact Anne Fisher, YPG's Ergonomics Safety Specialist for a work site assessment.

SWING

FROM PAGE 6

charges, even utilizing rocketassisted rounds. The firing tests are not meant as gentle use, but to simulate the kind of rapid firing that Soldiers in combat will depend on for survival. Durability isn't the only thing Soldiers need from a selfpropelled howitzer, however.

"In addition to testing for reliability, deliverability, and maintainability, we are testing accuracy," said Moreno. "There is plenty of testing left to be done."

The PIM is also being put through its paces across Yuma Proving Ground's punishing road courses, all while sophisticated instrumentation monitors the vehicle's internal components. The challenges the PIM faces in this phase of testing include a ride on a massive tilt table and driving over steps and narrow trenches, as well as tests of whether it can remain virtually watertight when sitting in three-and-a-half feet of water for 15 minutes. All mechanical problems and even minor irregularities like a slightly elevated engine temperature or oil pressure are meticulously recorded.

YPG will conduct further testing of follow-on fixes from the LUT, and will also conduct lot acceptance tests on the PIM once it has entered production. PIMs are slated to begin rolling off the production line in January 2015, provided a decision to proceed with production is made in the middle of 2013.

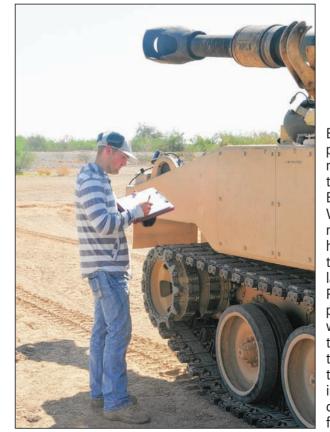


PHOTO BY MARK SCHAUER Beneath the platform's skin, a new engine identical to that found in the Bradley Fighting Vehicle puts out nearly 200 more horsepower than the engine in the last version of the Paladin, and delivers power to its tracks via a transmission that also comes to the platform from the Bradley, an interchangeability of components will help field mechanics.

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