Local commemoration:

Lt. Col. Craig McIlwain, commander of the Anniston Munitions Center, will speak at an event honoring Maj. Dwayne Williams and other victims of the Sept. 11, 2001, attacks on the World Trade Center and Pentagon as well as those who perished in the crash in Pennsylvania.

The event is held annually at the Jacksonville Cemetery and is open to the public.

This year, the event is scheduled to begin at 9 a.m.
Schedule use or lose leave by November 25

from Staff Reports
Anniston CPAC Office

We are approaching that time of year when employees need to begin scheduling excess, or “use or lose,” annual leave.

All use or lose annual leave must be scheduled and approved in writing on the Request for Leave or Approved Absence (OPM Form 71) prior to the beginning of the third pay period prior to the end of the leave year.

The current leave year ends, for most ANAD employees, on Jan. 6, 2018.

Employees subject to the maximum carryover of 30 days should be aware that the deadline for scheduling use or lose leave is Nov. 25, in order to meet the statutory requirement.

There is a two-step process for having use or lose leave restored which could not be used due to a work exigency.

In accordance with Public Law 93-181, enacted Dec. 14, 1973, commanders/directors are responsible for approving exigencies within their organizations. In that capacity, commanders/directors should only be requested to approve exigencies in rare circumstances.

This expectation applies to all employees regardless of grade. Ensure your managers and supervisors are working with employees to properly schedule and use their excess leave.

If an exigency does occur which precludes an employee from using scheduled and approved use or lose annual leave, the manager/supervisor must process a request for restoration of that forfeited annual leave.

Leave restoration requests should not be initiated until after the beginning of the next leave year – Jan. 7, 2018.

Once approved, a written request must be submitted along with:

• Originals or copies of the OPM Form 71 showing that the annual leave was scheduled, approved in advance of Nov. 25, 2017, and dis-approved with justification and date.

• A written request to the Commander for authorization to restore annual leave previously denied.

The request for restoration must be submitted through your chain of command to include your commander prior to submission to the Anniston Civilian Personnel Advisory Center.

Scheduled use or lose annual leave which could not be used due to illness can also qualify for restoration.

In this situation, the procedures for leave restoration cited above should be followed.

Each leave year, hundreds of hours of leave are “lost” due primarily to miscalculations. Those hours represent valuable resources in time and money.

No civilian should lose leave unless unforeseen mission-related emergencies occur.

The Voluntary Leave Transfer Program offers a viable alternative for those individuals who wish to donate excess annual leave to eligible federal employees. Your generosity for those donations is sincerely appreciated by all recipients.

For additional information about donation procedures, contact or visit the local Civilian Personnel Advisory Center in the Headquarters Building.

If additional information is required, please contact Kelly M. Smith-O’Hara at Ext. 5219 in the Civilian Personnel Advisory Center or via e-mail at kelly.m.smith-ohara.civ@mail.mil.

Assessing risks of daily jobs

by Melissa Lloyd
ANAD Safety Office

Every day we take risks.

In a way, everything we do on a daily basis has some sort of risk involved. There are plenty of things we do without thinking twice about them.

We walk, we sit, we talk, we eat, we breathe...

Many of the tasks we do on a regular basis have multiple steps associated with them and are quite complex. But, we’ve done them so many times we conduct internal risk assessments in our minds while doing them without realizing it.

You most likely drove your vehicle to work this morning.

That means you arrived at your car, started it, put on your seat belt, checked the mirrors, checked your surroundings, put your car in reverse, continued to monitor your surroundings while reversing, put your car in drive and drove to work. During the drive you conducted assessments of your situation, followed traffic laws (hopefully) and got to work without damaging yourself, your vehicle or anything else (hopefully).

Driving your vehicle is something that you’ve done many times and, without realizing it, have assessed risks of what you are doing as you perform that job.

When you arrive at work, you assess risks all throughout your day as well. You use the stairs, walk, eat, etc. etc.

Some of us may even perform routine tasks at work in this way. However, the work we do can be much more dangerous.

Anytime you perform a routine task, you should understand the risks associated with that task.

We receive safety training, procedures and job hazard analyses for the processes we do regularly, as we should.

But, what if there is a one-time event? How do we make sure the work we are doing is going to be safe and effective?

In those moments, we must, mindfully, complete a risk assessment of the tasks we have been assigned.

When we approach new tasks, it only takes a moment to conduct a quick, but thorough, risk assessment.

It’s a simple plan, but it is effective:

1. Identify the hazards
2. Decide how the hazard might harm you or someone else
3. Evaluate the risks and decide on precautions

It’s truly up to each one of us to keep ourselves out of harm’s way.

Every single day, while doing your work, mindfully be aware of the tasks you are performing and your surroundings.

If something is out of place, such as a missing machine guard, do not perform the task until all safety precautions are in place.

Take a moment when performing unfamiliar tasks and be aware of what could harm you and how it can be prevented.

It’s up to all of us to have a safe and effective workforce.
Taking a minute could save a life

Suicide is preventable.
Most people contemplating suicide want to live, they are just unable to see alternatives to their problems.
They often view their situation as hopeless.
Most often, suicidal people are temporarily overwhelmed with real life events. These include interpersonal relationship or marital difficulties, separation, divorce, financial problems, pending legal actions, work problems, loss of employment, loss of a loved one and illness.
Suicide cuts across all ranks and ages as well as economic, social, religious and ethnic boundaries.
Many suicidal people give warnings of their suicidal intentions, but we are often unaware of the significance or do not know how to respond.
Anyone could need help at some time in their life.

Recognize the warning signs, such as:

- Major life transitions
- Severe, prolonged or unmanageable stress
- History of abuse
- Feel sad, “blue” or in a depressed mood
- Experiencing relationship/family problems
- Financial concerns
- Have trouble eating or sleeping
- Losing interest in hobbies, work or school
- Lost interest in appearance
- Increased use of alcohol or drugs
- Significant weight gain or loss
- Can’t think clearly, make decisions or get control
- Withdrawing from friends, loved ones or social activities
- Can’t see things as worthwhile or a future without pain
- Recent or severe loss (job, death of friend, major illness, academic failure)
- Have family, marital or sexual problems

Suicide is sometimes misunderstood. As a result, it has stigma that not only hinders the grieving process, but can keep people from seeking the help they need in the first place.

Here are some facts you may or may not have known about suicide:

Suicide, or ending one’s own life, is a tragic event with strong emotional repercussions for survivors and for families of its victims.

More than 44,000 people in the U.S. killed themselves in 2015, according to the Centers for Disease Control and Prevention, making it the 10th leading cause of death overall.

Men are especially at risk, with a suicide rate approximately four times higher than women.

According to the American Foundation for Suicide Prevention, suicide is the third leading cause of death for those between the ages of 15-24 in the state of Alabama.

In Alabama, it is the fourth leading cause of death for ages 10-14 and 24-44 and it is the sixth leading for ages 45-54.

Take a minute, save a life. If you find someone in crisis, help or get them help.

There is help on the depot: contact the Community Counseling Center at 256-235-6294. The National Suicide Prevention Crisis line is 800-273-8255. This hotline is available seven days a week, 24 hours a day.
Hispanic and Latinos have long history in U.S.

by Thanita Wiggins
ANAD EEO Office

Anniston Army Depot has 20 employees of Hispanic descent serving in its various directorates and staff offices. In September, we honor them and all other Hispanic and Latino Americans for their service to the country and their communities.

Latino and Hispanic history in the United States consists of more than four hundred years. Hispanics were the first American citizens in the newly acquired Southwest territory after the Mexican–American War and remained a majority in several states until the 20th century.

Hispanic and Latino Americans are citizens of the United States who are descendants of the Spanish-speaking and Portuguese-speaking countries of Latin America and Spain.

As late as 1783, at the end of the American Revolutionary War, Spain claimed roughly half of today’s continental United States. From 1819 to 1848, the United States and its army increased the nation’s area by roughly a third at the expense of Spain and Mexico, gaining, among others, three of today’s four most populated states: California, Texas and Florida.

After the Mexican–American War, in 1848, Hispanic people were incorporated into the U.S. territories. This was followed by the Treaty of Guadalupe-Hidalgo in 1848 and the Gadsden Purchase in 1853, which extended U.S. control over a wide range of territory once held by Spain and, later, Mexico, including the present day states of New Mexico, Colorado, Utah, Nevada, Arizona and California.

The majority of the Hispanic population in the new territories chose to stay and become full U.S. citizens. The treaty promised landowners protection of their property as if they were citizens of the United States. However, the treaty was not upheld by all and many Hispanics lost their land in lawsuits while fighting for their property.

The loss of property rights in New Mexico created a population resentful of those who had taken their land. A group known as Las Gorras Blancas tore down fences or burned invaders’ farm buildings. The political struggle caused an armed conflict in which the Tejano majority briefly forced the surrender of the Texas Rangers. As a result of the conflict, they lost much of their previous influence, offices and economic opportunities.

In California, the Hispanic residents were overwhelmed by the large number of settlers resulting from the California Gold Rush.

During the California Gold Rush, Mexicans, Chicanos, Peruvians and other Latin Americans immigrated to California. Many were experienced miners and had success mining gold in California.

Some significant events in Hispanic and Latino history:

Cabeza De Vaca – Hispanics, including mestizos, indigenous and Afro-descended people from the area today known as Mexico, explored North America almost a century before the British first founded Jamestown. Hispanics aren’t foreigners in this country. Latinos, particularly those with Mesoamerican ancestry, have deeper roots in North America than those with other European backgrounds.

Los Angeles – The city was founded in 1781 by a group of Spaniards, Afro-Latinos and indigenous people who left from Mexico and to California. As of July 2014, Los Angeles is the city with the country’s largest Hispanic population, at nearly 5 million.

Puerto Rico – In 1917, the U.S. extended citizenship and military enlistment to Puerto Ricans. Hispanics and Latinos have participated in the U.S. military in every major military conflict since the American Revolution. Currently, 43 Hispanics and Latinos have been awarded the Medal of Honor, the nation’s highest military distinction.

Octaviano Larrazolo – He became the first Hispanic elected to the U.S. Senate. As a politician, he pushed to boost Hispanic representation so that the political system would reflect the state of New Mexico’s population.

José Martí – This poet, revolutionary and Cuban nationalist spent four years in New York City, where he wrote for both English and Spanish-language newspapers, developing ideas which influenced his thoughts on the ofen tense relationship between the U.S. and Latin America. Martí was one of Latin America’s greatest intellectuals, which earned him a statue in his honor in front of Central Park in Manhattan.

Private Felix Longoria – Killed in the Philippines in World War II, when his body was brought back to his hometown of Three Rivers, Texas, the funeral director forbid the family from using the chapel because he feared white residents would disapprove. The G.I. Forum, a civil rights organization led by Hector P. Garcia, organized a campaign that caught the attention of U.S. Sen. Lyndon Johnson. Johnson arranged for Longoria to be buried at Arlington National Cemetery. This rejection of anti-Mexican-American attitude stood as a milestone in the movement for Latino civil rights.

National Hispanic Month is observed to celebrate the history and contributions that have occurred within these cultures. Hispanic Americans are the second fastest-growing ethnic group in the United States. They are also the second oldest ethnic group to inhabit much of what is today the United States.

Sources:
https://en.wikipedia.org/wiki/History_of_Hispanic_and_Latino_Americans_in_the_United_States
http://www.huffingtonpost.com/entry/18-major-moments-hispanic_history_us_55f70275e4b042295e370d3c
https://en.wikipedia.org/wiki/Hispanic_and_Latino_Americans

Pubill to speak at luncheon

by Jennifer Bacchus
ANAD PAO

Chief Warrant Officer 3 Adrian Pubill, the deputy mission manager for ANAD’s Directorate of Production, discusses engine components with a supervisor in one of the depot’s support shops. Pubill will speak at the Sept. 19 Hispanic Heritage Month luncheon.

Pubill was born in Wurzburg, Germany, where his mother, an Army officer, was stationed.

“I come from a long line of service in the military,” he said, detailing the chain extending from his great-great-grandfather to him.

His heritage is Puerto Rican, though he proudly details how diverse his immediate and extended families are.

That diversity, as well as Pubill’s own innate thirst for knowledge has led him on a life-long journey that shows the theme for this year’s Hispanic Heritage event - Embracing, Enriching and Enabling.

The household he grew up in was a welcoming one, often filled with friends and family.

“I like being close to people. That’s big for me and my family,” said Pubill.

Embracing such a large number of friends and family has led him to continuously wanting to help others as well - teaching them the lessons he has learned along the way to enrich their lives.

Throughout his 19-year career in the military, Pubill has mentored other Soldiers.

He sees enriching their lives as supporting the future of the military.

In his view, those below him in the chain of command should always be trained to step into a leadership role, should they be called upon.
Hispanic Heritage Luncheon

The Hispanic Heritage Month Luncheon is scheduled for Sept. 19 at 11:30 a.m. at the DeSoto Pastime Center. It is scheduled to conclude at 12:30 p.m.

All depot employees are encouraged to support this event.

The speaker will be Chief Warrant Officer 3 Adrian Pubill, the deputy mission manager for ANAD’s Directorate of Production.

Menu

- Chicken or beef fajita
- Flour tortilla
- Grilled peppers, onions, lettuce, tomatoes, sour cream, shredded cheese, salsa and guacamole
- Chips
- Black beans and corn
- Spanish rice
- Vanilla crème cake
- Tea and water

Tickets are $10 and are available through directorate secretaries.

Bus schedule

Shown below are the bus schedules for the Hispanic Heritage Luncheon Sept. 19 at the DeSoto Pastime Center.

The bus will return employees to their pick-up points upon conclusion of the event.

East Area

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<td>Bldg. 143 and 411</td>
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<td></td>
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<tr>
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West Area

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<td>Bldg. 7</td>
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<tr>
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<td>Bldg. 362 - Door 3</td>
</tr>
</tbody>
</table>

ANAD is certified Storm Ready

The National Weather Service once again recognized Anniston Army Depot as a Storm Ready installation for a period of three years. ANAD was previously certified for fiscal years 2014-2017.

Are you prepared for a disaster?

September is National Preparedness Month. This year, the Federal Emergency Management Agency’s theme for National Preparedness Month is “Disasters Don’t Plan Ahead. You Can.”

The Army encourages everyone to join in the America’s Prepareathon campaign by visiting the Ready Army website at www.acsim.army.mil/readyarmy.

The following information will help you take action, be counted and spread the word to support the Army’s Emergency Management program and promote National Preparedness Month.

The Army’s four preparedness tenets are:

- Be informed – You should be familiar with the spectrum of possible dangers in your geographic area and in areas you and your family frequent. Understand local mass warning systems and know how you will be notified about emergencies.
- Know your evacuation routes and the locations of civilian shelters or safe havens. If you need to shelter in place, identify the challenges, limitations and specific needs of each family member.
- Make a plan – Plan for emergency situations early and update existing plans with lessons learned after every incident.
- Be informed – You should be familiar with the spectrum of possible dangers in your geographic area and in areas you and your family frequent.

Incorporate the geographic hazards and common local emergencies into the plan. Establish family communications procedures.

Practice your plan at least twice a year.

- Build a kit – Emergency kits are essential to ensure your family’s well-being during a crisis. Prepare for emergencies by assembling at least one emergency kit for your home, including basic household items such as water, food, batteries and a radio.
- Ensure you have enough supplies to last 72 hours.
- Keep an emergency kit in your car.
- Personnel stationed abroad should consider additional essential items.
- Get involved – Make a difference in your community.

Resources:

www.ready.gov
www.acsim.army.mil/readyarmy
Constitution Day observed September 17

by Chris Hempel
ANAD Legal Office

Constitution Day and Citizenship Day are observances recognizing the adoption of the United States Constitution and those who have become U.S. citizens.

They are observed each year on Sept. 17, the day the U.S. Constitutional Convention signed the Constitution in 1787 in Philadelphia.

The Need for a New Constitution

America’s first constitution was the Articles of Confederation. It was ratified in 1781 at a time when the nation was a loose confederation of states, each operating like independent countries.

The national government was comprised of a single legislature and there was no executive or judicial branch.

The legislature had the power to govern foreign affairs, conduct war and regulate currency; however, these powers were sharply limited because it had no authority to enforce its requests to the states for money or troops.

Soon after America’s 1783 victory in the American Revolution, it became increasingly evident that the young republic needed a stronger central government in order to remain stable.

In 1786, Alexander Hamilton, a lawyer and politician from New York, called for a constitutional convention, and the Confederation Congress invited all 13 states to send delegates to a meeting in Philadelphia.

Forming a More Perfect Union

On May 25, 1787, the Constitutional Convention opened in Philadelphia at Independence Hall where the Declaration of Independence had been adopted 11 years earlier.

There were 55 delegates in attendance, representing 12 states, since Rhode Island refused to send representatives because it did not want a powerful central government interfering in its economic business.

Revolutionary War hero George Washington was selected as president of the convention by unanimous vote.

The delegates included merchants, farmers, bankers and lawyers. Many had served in the Continental Army, colonial legislatures or the Continental Congress.

In terms of religious affiliation, most were Protestants.

Ratifying the Constitution

On Sept. 17, 1787, George Washington was the first to sign the new document.

Of the 55 delegates, a total of 39 signed. Some had already left Philadelphia and three – George Mason and Edmund Randolph of Virginia, and Elbridge Gerry of Massachusetts – refused to approve the document.

In order for the Constitution to become law, it then had to be ratified by nine of the 13 states.

James Madison and Alexander Hamilton, with assistance from John Jay, wrote a series of essays to persuade people to ratify the Constitution.

The 85 essays, known collectively as The Federalist Papers, detailed how the new government would work and were instrumental in achieving ratification.


However, other States opposed the document as it failed to reserve undegagated powers to the states and lacked constitutional protection of basic political rights, such as freedom of speech, religion and the press.

In February 1788, a compromise was reached under which Massachussetts and other states would agree to ratify the document with the assurance that amendments (what we know as the Bill of Rights) would be immediately proposed.

The Constitution was thus narrowly ratified in Massachusetts, followed by Maryland, South Carolina and the ninth state, New Hampshire.

On April 30, 1789, George Washington was inaugurated as America’s first president.

In June of that same year, Virginia ratified the Constitution and New York followed in July.

On Feb. 2, 1790, the U.S. Supreme Court held its first session, marking the date when the government was fully operative.

Rhode Island, the last holdout of the original 13 states, finally ratified the Constitution on May 29, 1790.

As we celebrate Constitution Day and Citizenship Day on Sept. 17, let us, as federal employees, remember the Oath of Office we took when we became government employees: “I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same...”

The same dedication and hard work which led to ratification of the Constitution is required of us today.

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Heard around the depot...

TRACKS asks:
“How did you spend the Labor Day weekend?”

“I pressure washed my deck, scraped paint and repainted it. Then, I put three slabs of ribs on my grill.”

Willie Sanders
Mechanic
Dir. of Production

“I went to see my son’s football game and spent time with family and friends.”

Hilda McClellan
Secretary
Dir. of Production

“I helped my daughter this weekend. I had to make sure she was okay. Of course, we also cooked ribs.”

Jerry Boan
Material Parts Tech
Dir. of Prod. Mgmt.

“I replaced the fascia boards on the house, rode a boat at Weiss Lake, cooked out and watched Alabama football.”

Tyler Martin
Mechanic
Dir. of Production
Johnson graduates GSCC

Congratulations to Christyona Woolverton Johnson. She received her associate’s degree in applied science in office administration-health information technology management at Gadsden State Community College Aug. 10.

Johnson will be pursuing a bachelor’s degree in health information care management at the University of Alabama at Birmingham.

She is the daughter of Kim Moore (DP) and Christopher E. Woolverton.

Cafeteria menus

**September 7**
- Fried catfish
- Coleslaw
- Baked beans
- French fries
- Hush puppies

**September 8**
- Snack line only

**September 11**
- Country fried steak
- Mashed potatoes and gravy
- Great Northern beans
- Turnip greens
- Cornbread

**September 12**
- Chicken wings
- Fries or onion rings
- Potato salad
- Grilled Texas toast

**September 13**
- Spaghetti with meat sauce
- Mixed vegetables
- Side salad
- Garlic knot

**September 14**
- Fried chicken
- Macaroni and cheese
- Black eyed peas
- Collard greens
- Cornbread

**September 18**
- Salisbury steak
- Mashed potatoes and gravy
- Green peas
- Vegetable sticks
- Yeast roll

**September 19**
- Beer battered cod
- Fries or onion rings
- Baked beans
- Coleslaw
- Hush puppies

**September 20**
- Chicken or beef soft taco
- Spanish rice
- Mexican corn
- Refried beans
- Taco salad bowl

**September 21**
- Brats and burgers

**September 22**
- Snack line only

**September 25**
- Hamburger steak
- Mashed potatoes and gravy
- Fried okra
- Yeast roll

**September 26**
- Chicken wings
- Fries or onion rings
- Potato salad
- Grilled Texas toast

**September 27**
- Baked ziti pasta
- Steamed broccoli
- Breaded zucchini
- Yeast roll

Look for October’s menus in the Sept. 28 issue of TRACKS.

CFC donations begin in October

The Combined Federal Campaign is the official workplace giving campaign of the federal government.

The mission of the CFC is to promote and support philanthropy through a program that is employee focused, cost-efficient and effective in providing federal employees the opportunity to improve the quality of life for all.

CFC is the world’s largest and most successful annual workplace charity campaign, with almost 200 CFC campaigns throughout the country and overseas raising millions of dollars each year.

Pledges made by federal civilian, postal and military donors during the campaign season support eligible nonprofit organizations which provide health and human service benefits throughout the world.

This year, the campaign is scheduled to begin Oct. 1, 2017, and go through Jan. 12, 2018.

The program will be completely electronic this year. Anniston Army Depot’s CFC leaders are awaiting final instructions from the Office of Personnel Management as to how employees will access the donation site.

As information is received, it will be passed to the various work areas through CFC key people as well as through the supervisory chain.

For additional information, contact Shynta Gray at Ext. 5493.

EFMP supports military, DOD civilian families

*from Staff Reports, Army Community Services*

The Exceptional Family Member Program is a mandatory enrollment program for active duty Soldiers.

The EFMP works with other military and civilian agencies to provide comprehensive and coordinated community support, respite care, housing, educational, medical and personnel services to families with special needs.

The EFMP also lends assistance and support to Department of Defense civilians who have special needs family members that relocate overseas to ensure needed resources are available.

Please contact the EFMP Manager, at 256-235-7971 for additional information and enrollment assistance.
Have concerns or suggestions?

**What is AFAP?**
The Army Family Action Plan is a program that gives everyone in the Army family the opportunity to influence his/her quality of life and standard of living at Anniston Army Depot.

**How is AFAP accomplished?**
ANAD hosts an annual AFAP Focus Group that brings together representatives of the Total Army Family throughout the ANAD installation. These representatives, serving as focus group delegates, evaluate, prioritize and make recommendations on issues affecting quality of life at ANAD and throughout the Army.

Issues are accepted by the AFAP Program Manager year-round. Issues may be submitted at the Army Community Service Building, by e-mail to amanda.c.mullinax.civ@mail.mil or online at www.myarmyonesource.com.

**What qualifies as an AFAP issue?**
Issues that affect everyone at ANAD or the Army at large are good AFAP issues.

The focus should be on improving facilities, changing policy or regulation issues which make things better for everyone.

**What is not an AFAP issue?**
Issues should focus on improving the quality of life for everyone and should not be an individual’s “pet rock.”

Individuals having problems with a facility or particular organization should report those issues to the manager of that facility. Another option for individual issues is to go online to http://ice.disa.mil/ to make a customer comment about any military installation and their services.

**How to write an AFAP issue**
*Issue Title:* What is the problem? A few words summarizing the problem or concern.

*Scope:* Why is this a problem? Describe one specific problem of concern in a paragraph form. Reference any laws/policies that impact the issue. Please be clear and to the point.

*Recommendation:* How would you fix this problem? Include only three recommendations related to the single issue described. Be specific with details.

The 2017 AFAP Focus Group is scheduled for Oct. 25 at the DeSoto Entertainment Center.