



TRACKS

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October 23, 2014

GAP, workload, safety discussed in Commander's town hall

by Jennifer Bacchus

ANAD PAO

Col. Brent Bolander gave the Anniston Army Depot workforce a look back, a glimpse forward and some good news during his town hall meeting, broadcast live from the Training Building yesterday.

Group Award Program payout

A total Group Award Program payout of \$1,300 is slated to be received by eligible depot employees Nov. 13.

The payout amount was increased by \$100 over the projected total by Bolander after he reviewed the metrics and achievements of the workforce.

"We beefed up the payout a little bit in areas where we didn't meet standard," said Bolander, adding that in all three areas where the payout was increased, the workforce did well.

- Indirect labor hours in productive yield - the projected payout was \$75. This was increased to \$108.

"I put a little money back in there because we didn't have the metrics quite right," said Bolander, adding that snow days in January and February led to the installation missing the mark.

- Inventory turns - the projected payout was \$75. This was increased to \$108.

Bolander credited this increase to his belief that employees should not be held accountable for issues affected by external factors.

- Lost time rate - the workforce met this metric - ending the fiscal year with a lost time rate of 0.6. This meant the projected payout was \$150, which was increased to \$184 by Bolander.

"We did pretty well with our lost time rate," he said. "As a matter of fact, I think we are leading the pack."

The installation also fell short of its goal in the other safety metric - recordable injuries. However, with a recordable injury rate



Photo by Jennifer Bacchus

Anniston Army Depot Commander Col. Brent Bolander speaks to the workforce during his Oct. 22 town hall session. Bolander updated the workforce on the Group Award Payout amount as well as workload for FY15.

of 5.3, higher than most, if not all other depots and arsenals, the commander chose not to increase the payout.

For a full rundown of the final metrics, see page 4.

Workload

Bolander updated employees on the final workload numbers of fiscal year 2014 and gave the current forecast for FY15.

During FY14, employees worked 3.1 million direct labor hours.

"It was a very turbulent year," said Bolander, detailing the challenges of seques-

tration and hiring. "But, at the end, it was a very successful year."

Currently, the workload for FY15 is projected to be 2.8 million direct labor hours.

Bolander said if the funding continues as expected, temporary and term employees will remain on the installation through FY15.

Bolander said overtime is projected to be between 12 and 20 percent, in comparison to 20 percent overtime in FY14.

• See TOWN HALL, page 4

Inside TRACKS

Personnel info

Is your personnel information up-to-date? Find out which forms need to be updated and how to do it.

See article on page 2.

Vendor Day

More than 80 individuals from small and large businesses toured the depot Oct. 15 and 16 to view potential business opportunities.

See article on page 3.

Health Benefits Fair planned

The annual Health Benefits Open Season is quickly approaching. View options during the FEHB Fair Oct. 30.

See article on page 4.

Halloween safety

As Halloween approaches, put safety first at home and while trick-or-treating.

See information on page 8.

FY14 a busy year for LBDO

from Staff Reports

ANAD LBDO

Over the past year, the Logistics and Business Development Office has been bustling with activity.

LBDO is an Anniston Army Depot command staff office made up of the former Business Office and the Integrated Logistics Support Office with Phillip Dean at the helm, serving as chief.

The office establishes public-private partnerships and provides centralized management of life cycle logistics associated with organic sustainment for new or product-improved weapon systems through pilot overhaul.

The organization also plans, coordinates and implements a sound marketing and business strategy, targeting private industry, major commands and other government organizations to bring new workload to the depot, in accordance with the installation's business plan.

Throughout fiscal year 2014, LBDO was involved in several major activities around the depot, from writing award-winning packages to hosting milestone achievement ceremonies.

LBDO was instrumental in the depot being designated the Center for Industrial and Technical Excellence for Locomotives, Rail Equipment and Non-Tactical Generators by the Secretary of the Army.

The Defense Non-Tactical Generator and Rail Equipment Center, better known as DGRC, located at Hill Air Force Base in Ogden, Utah, falls under the leadership and direction of ANAD.

DGRC is the organic source for locomotive inspection and overhaul, rail equipment inspection and repair, and overhaul of large, non-tactical generators. This designation recognizes ANAD's core mission execution achievements and authorizes partnership opportunities.

The CITE designation also fosters cooperation between the armed forces and private industry, leverages private sector investments and reduces DoD costs of products produced and services provided.

ANAD had the privilege of hosting two major program milestone ceremonies this year. The first was a ceremony held May 14, along with BAE Systems, for the induction of M109A6 Self-Propelled Howitzers. This induction into disassembly will lead to the production of the new M109A7 SPH vehicle by BAE Systems

in York, Penn., and Elgin, Okla., during the first quarter of 2015.

Congressman Mike Rogers, former Armored Brigade Combat Team Program Manager Col. William Sheehy, Depot Commander Col. Brent Bolander and Vice President of BAE Systems Mark Signorelli addressed the crowd of about 250 ANAD, BAE, PM and media attendees. To read more about the ceremony visit: <http://www.army.mil/article/126146>.

During the second ceremony, hosted on Aug. 28, ANAD and General Dynamics Land Systems recognized the 'first' delivery of the restarted Stryker Double V Hull Exchange Program.

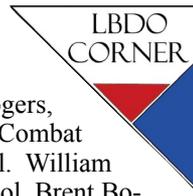
Participants included Bolander, GDLS President Gary Whited and Rogers. More than 250 depot and GDLS employees, Calhoun County Chamber of Commerce representatives, PM Stryker officials, Defense Contract Management Agency staff and GDLS senior leadership were in attendance.

Some coverage of the ceremony may be viewed here: <http://www.stripes.com/news/army/depot-celebrates-restart-of-stryker-upgrade-program-1.300553>.

In September, Bolander visited the Pentagon to receive the Robert T. Mason Award for Depot Maintenance Excellence for ANAD's work on the Assault Breacher Vehicle.

As stated in the Army.mil news article, dated Sept. 10, "The Assault Breacher Vehicle, or ABV, is an M1 Abrams tank chassis outfitted with a mine plow and specially designed turret system created on the installation. Warfighters know the ABV as the 'Shredder' since it clears pathways through minefields, roadside bombs and improvised explosive devices. The ABV provides warfighters protection and allows them to clear a safe pathway for tanks and other vehicles through dangerous ground. Thanks to the outstanding support provided by the depot, the Army maintained a 95-percent readiness rate for the ABV while deployed to Afghanistan. The depot also demonstrated it had the ability to produce a reliable high-quality product in support of national security."

To read more about the award ceremony and other winners, visit http://www.army.mil/article/133463/Army_recognizes_logistics_units_for_excellence/.



Keep personnel info current

from Staff Reports

ANAD CPAC

All employees should ask themselves the following questions:

- Is your personnel information current?
- Are your beneficiary forms up-to-date?
- Did you know there are four designations of beneficiary forms?
- Have you moved recently?
- Is your emergency contact information up-to-date?

Why is it important to keep your personnel information up-to-date?

A completed and witnessed designation of beneficiary form, with rare exception, may override any designation of beneficiary stated in a will.

It is very important, therefore, for employees to periodically review records to validate whether or not a completed designations of beneficiary form is on file and, of course, to determine whether or not the designation should be canceled or changed.

This is even more important in the case of divorce, legal separation, death of a family member, etc. A new form will automatically supersede any prior form completed.

In the case of an employee who resigns or otherwise leaves government work and does not withdraw retirement contributions, it is important to have a designation of beneficiary form completed for any refund of retirement contributions in the event of death prior to electing a deferred annuity.

In this situation, Civil Service Retirement System or Federal Employees Retirement System contributions will be refunded as a lump-sum death benefit.

If designations of beneficiary forms are up-to-date, the Office of Personnel Management will be able to contact the individual(s) identified regarding death benefits.

If a designated beneficiary is not listed for your Thrift Savings Program, Federal Employees' Group Life Insurance, unpaid compensation or the lump sum payment of retirement contributions, by law those benefits will automatically be paid in the following order of precedence:

- To the widow or widower
- To a child or children in equal shares, with the share of any deceased child distributed among the descendants of that child
- To the employee's parents (or parent)
- To the executor or administrator of the estate
- If none of the above, to the next of kin who may be entitled under the laws of the state at the time of death

If this order of precedence is acceptable, you do not have to fill out any designations of beneficiary forms.

Everyone, at some point in time, is touched by a tragic event(s). In that situation, emergency contact information is crucial in order for the depot to check on your safety and well being.

Ensure your supervisor has your current address, phone number and emergency contact information.

Make it a priority to ensure information is up-to-date. Employees may view beneficiary forms in their electronic Official Personnel Folder at <https://eopf.nbc.gov/opm/>.



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Commanding Officer.....Col. Brent Bolander
Public Affairs Officer.....Clester Burdell
Editor.....Jennifer Bacchus
Photographers.....Mark Cleghorn
Ben Williams

Depot hosts potential vendors

from the ANAD Office of Small Business Programs

Anniston Army Depot's Office of Small Business Programs hosted its first Vendor Day Oct. 15 and 16. More than 80 representatives from 46 small and large businesses providing supplies, services and equipment which may be useful to the depot visited the installation.

The purpose of this event is to help businesses better understand the depot's production and manufacturing operations and provide opportunities to match commercial products and services to depot operations with the goal of finding ways to increase efficiency, cut costs and improve productivity.

Vendor Day is another way ANAD is working toward a secure and prosperous future.

Vendors toured production areas, speaking with depot employees and managers to learn more about how their companies may help the installation build on quality and process improvement accomplishments.

Photo by Mark Cleghorn

Chris Williams, far right, division chief for the depot's Turbine Drive Train Division, showcases components of the AGT1500 engine to vendors who toured the installation as part of Vendor Day Oct. 16.



Photo by Ben Williams

Jody Owens, far right, discusses Stryker reset and repair operations with potential vendors in the Combat Vehicle Repair Facility Oct. 15.



Photo by Jennifer Bacchus

Jack Timmons, left, and Wendell Moss play a game of corn hole during ANMC's Organizational Day at Oxford Lake Oct. 16.

ANMC holds Organizational Day

Anniston Munitions Center celebrated its employees and the successes achieved during fiscal year 2014 during its Organizational Day Oct. 16 at Oxford Lake.

The day began with a town hall meeting, providing Sexual Harassment/Assault Response and Prevention training and a kickoff for the organization's Combined Federal Campaign.

Lt. Col. Shayne Moore, ANMC's commander, thanked the group for their support and hard work during FY14, capping off the town hall with the announcement that employees would receive a \$1,000 Group Award Program payout.

"Congratulations to you," he told employees, commenting on the numerous hours of hard work which went into making the GAP possible.

Moore also reiterated key points of the SHARP training to employees, reminding them to have respect for their coworkers.

"If we treat everyone with dignity and respect, we will not have any problems," said Moore.

As the employees departed at the end of the two-hour town hall meeting, Moore reiterated the day was a celebration of them and their accomplishments.

"This is a job that gets me excited to come to work every day and it is because of the people," said Moore.

Have an article idea for TRACKS?

Call Public Affairs at Ext. 6281!

From TOWN HALL, page 1

Safety

“Even though we have done a little better in our accident and injury rate, there is still room for improvement,” said Bolander.

The commander introduced the workforce to the new safety chief, Drew Ramsey, and discussed the future of safety programs, including Target Zero.

Bolander said Target Zero would continue to be an important aspect of the safety program for the foreseeable future with elements, such as the Safety Office’s new facility inspections, augmenting the program.

The most important aspect of the safety program, however, remains the employees. Bolander encouraged the workforce to correct each other as well as visitors to the shop whenever they are seen doing anything unsafe.

“We have to hold ourselves accountable and we have to hold each other accountable. We still don’t do a good job with that,” he said.

Accomplishments

Bolander outlined several accomplishments which occurred in FY14, including the Stryker Double V Hull program, M4 Conversion program, the U.S. Army Security Assistance Command reset program for small arms, DGRC’s Center of Industrial and Technical Excellence designation and the Combined Logistics Excellence Award for Maintenance Excellence (Depot Level).

Regarding the CLEA for Maintenance Excellence, Bolander said it was his privilege to go to the Pentagon Sept. 10 and accept the award on behalf of all depot employees.

“It was your blood, sweat and tears and your hard work which was recognized at the Department of the Army level,” said Bolander.

Climate survey

Communication, supervisory engagement, non-performer accountability and perception of favoritism were the top issues noted in the climate survey, which was conducted earlier this year.

Regarding communication, Bolander asked everyone to take a little extra time to ensure each message is appropriately relayed and understood.

“Just because you’ve got it, doesn’t mean the person you are communicating with has got it,” he said.

Supervisory training is an ongoing process and Bolander said courses are continuously evaluated for improvements.

The depot commander requested the workforce’s assistance in holding non-performing members accountable.

“Just because someone doesn’t work for you, doesn’t mean you shouldn’t do something to bring that individual’s performance back in line,” said Bolander.

Addressing the topic of favoritism in the work-



Photo by Jennifer Bacchus

Employees, supervisors and directors from throughout the installation were present for the commander’s town hall meeting Oct. 22

place, Bolander said the depot is a community within a community.

“Everybody knows everybody, or we think we do,” he said, asking that everyone treat each other fairly.

Additional topics

Employees were asked to remember their sexual harassment and suicide prevention training and to speak to their coworkers, supervisors or the appropriate points of contact if an issue arises.

During the question period, the following topics were addressed:

- Conversion of Veteran employees from term appointments to permanent positions will be done based on funding and available positions. Employees were encouraged to ensure their personnel files were up-to-date. Additional information on this topic will be available on CPAC’s Intranet portal soon.

- Voluntary Early Retirement Authority and Voluntary Separation Incentive Payment are not authorized at this time.

- A 4/10 work schedule or flexible work schedule are not practical for the installation at this time.

- Phased retirement - information has not been disseminated yet to installations. When it is received, it will be relayed to the workforce.

- Hiring is done methodically with the most qualified person receiving the position.

- Hardware issues on the Stryker line are being addressed. The depot is working to gain control of this issue.

- Employees who do not have computers at their work stations have computer access through the depot’s Hard Drive Café, located in the Nichols Industrial Complex.

Group Award Program payout

from ANAD DRM

Measurement for Anniston Army Depot’s Group Award Program payout included five areas - productive yield, performance to promise, quality defect improvement, safety efficiencies and material/excess inventory.

For employee eligibility requirements to receive the full payout amount, please reference the April 24, 2014 issue of TRACKS, which is available online and on the Intranet.

Productive yield

Direct labor hours \$150
Maximum payout achieved.

Indirect labor hours projected \$75
Indirect labor hours (adjusted per commander) \$108
For the full payout, the desired indirect hour range had to be between 1,670-1,702 hours per person. Final indirect hours were 1,665. Commander increased payout amount.

Performance to promise \$300
Maximum payout achieved.

Quality defect improvement

ISO certification \$150
Maximum payout achieved.

Quality improvement \$75
For the full payout, the quality goal was a 25 percent increase in EMIDAS input above FY13. The final data showed a 19 percent increase.

Safety efficiencies

Recordable injury rate \$75
For the full payout, the goal was a recordable injury rate at or below 4.2. The final rate was 5.3.

Lost time rate projected \$150
Lost time rate (adjusted per commander) \$184
Maximum payout achieved. Commander increased payout amount.

Material/excess inventory

Inventory turns projected \$75
Inventory turns (adjusted per commander) \$108
For the full payout, a goal of more than three inventory turns was required. The final data showed 2.5 turns. Commander increased payout amount.

Excess material \$150
Maximum payout achieved.

Projected total \$1,200

**Final total (adjusted by commander)
\$1,300**



Courtesy photo

On Sunday, Oct. 12, Anniston Army Depot's Directorate of Emergency Services' firefighters participated in flag ceremonies on the installation in honor of the National Fallen Firefighters Memorial Service. These flag ceremonies were held in front of the Headquarters Building at 6 a.m. and 5 p.m.

Fallen firefighters honored at Anniston Army Depot

from Staff Reports, DES

In accordance with Public Law 107-51, the flag of the United States was flown at half-staff at all federal office buildings in honor of the National Fallen Firefighters Memorial Service on Oct. 12.

This was the 33rd Annual Fallen Firefighter Memorial Weekend.

This year, Congress began a new tradition for this memorial event by flying 107 flags above the Capitol Dome to honor the lives of 98 firefighters who died in the line of duty in 2013 and nine who died in previous years.

On Oct. 12, those flags were presented to the survivors of the 107 brave men and women whose names will be added to the memorial.

The 107 names added this year include 19 Arizona firefighters killed in a 2013 canyon fire, the largest loss of life for U.S. firefighters since the Sept. 11 terrorist attacks; and 10 first responders who were among the 15 people killed in a fertilizer plant explosion in Central Texas last year.

The story of each fallen firefighter is available at <http://media.firehero.org>. The service

may be viewed or downloaded online at <http://www.firehero.org/events/memorial-weekend/attending-memorial-weekend/ways-honor-fallen/watch-live>.

"We owe a great debt to our brave first responders and firefighters who run toward the scene of a disaster to fight fires. They are heroes who demonstrate courage, determination, and professionalism every day as they battle flames and smoke and teach their neighbors how to protect themselves. During Fire Prevention Week, we recognize our duty to be vigilant and take action to avert fires, and we remember the sacrifices of those who gave their lives so others might live. I call on all Americans to participate in this observance with appropriate programs and activities and by renewing their efforts to prevent fires and their tragic consequences," said President Barack Obama in a proclamation regarding the memorial.

Sources:

Presidential proclamation: <http://www.whitehouse.gov/the-press-office/2014/10/03/presidential-proclamation-fire>

FEMA: <http://www.fema.gov/news-release/2014/10/10/107-fallen-firefighters>

ANAD hosts Veterans Day Ceremony

Anniston Army Depot employs more than 770 Veterans who have served through decades of war and peace in each of the different branches of service.

In honor of these unsung heroes, the installation is hosting a Veterans Day Ceremony at 10 a.m. on Nov. 6 in the installation's Physical Fitness Center.

The ceremony will feature the Jacksonville State University Reserve Officer Training Corps, the Gadsden High School Junior Reserve Officer Training Corps and several ANAD Veterans.

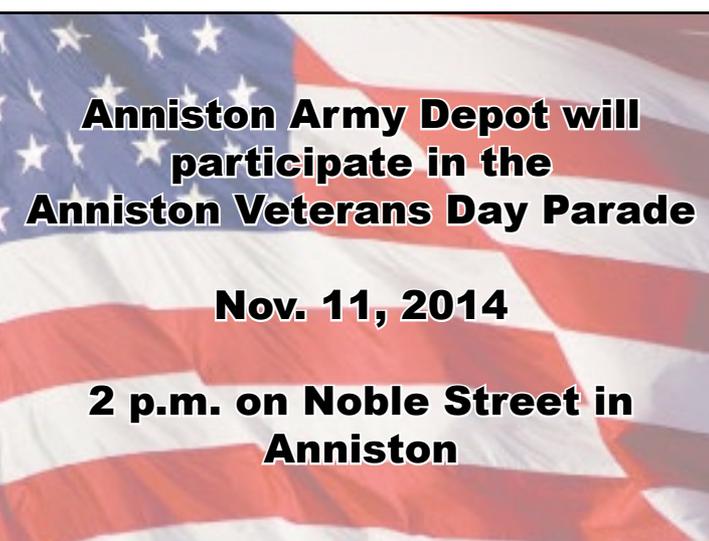
Speaking at the event will be Lt. Col. Shayne Moore, the commander of the Anniston Munitions Center. ANMC is a tenant organization on the installation with approximately 110 government civilians. ANMC has been in existence in its current state since 1998, when it stood up operations for the first time as a major tenant activity under the name Anniston Defense Munitions Center. Before then, the same operations were conducted under the installation commander in the depot's Directorate of Ammunition.

Below is the bus schedule, which will be in effect for the Veteran's Day Ceremony:

East area pick up points	Pick up time
Bldg. 474	8:45 a.m.
Bldg. 13 East end	8:50 a.m.
Bldg. 409 West end	8:55 a.m.
Bldg. 128 Middle	9:00 a.m.
Bldg. 143 and 411 West end	9:05 a.m.
Bldg. 106 West end	9:10 a.m.
Bldg. 111	9:15 a.m.

West area pick up points	Pick up time
Bldg. 5	8:55 a.m.
Bldg. 1	9:00 a.m.
Bldg. 7	9:05 a.m.
Bldg. 362, Door 3	9:10 a.m.

The buses will return employees to the pick up locations following the ceremony.



FEHB fair, open season coming up

from the Anniston CPAC Office

Know when you can enroll for health insurance

As a reminder, newly hired and newly eligible employees have 60 days from the date of hire to enroll in health insurance under the Federal Employees Health Benefits Program.

If you don't make an election, you are considered to have declined coverage and you must wait until the next Federal Benefits Open Season to enroll, unless you experience a qualifying life event which allows you to enroll.

A qualifying life event is an event outside of regular Federal Benefits Open Season that will allow you to make changes to your FEHB plan.

To see examples of time limits and events which allow you to make an FEHB change outside of the annual Federal Benefits Open Season, visit <http://www.opm.gov/healthcare-insurance/healthcare/reference-materials/reference/federal-employees-receiv->

ing-premium-conversion-tax-benefits/.

Qualifying life events may also, in certain instances, allow the employee to make changes to their Federal Employees Group Life Insurance plan.

For further information or assistance, contact the Civilian Personnel Advisory Center Office at 256-235-7860.

FEHB open season

The 2014 appropriated funds federal benefits open season for Federal Employees Health Benefits, Flexible Spending Accounts and Federal Employees Dental and Vision Insurance Program will be Nov. 10 to Dec. 8.

Changes and/or additions for FEHB will not be effective until the first pay period in January 2015.

Note: There is no regularly scheduled open season for the Federal Employees Group Life Insurance Program.

The Anniston Army Depot Approp-

riated Fund Health Fair will be held Oct. 30 from 8:30-11:30 a.m. in Bldg. 411 on the East Side of depot and from 1-2 p.m. in the DeSoto Pastime Center on the West Side of depot.

The Health Fair is a time for employees to ask questions of the providers before open season begins.

During open season, employees will be able to make changes to their health insurance without evidence of insurability or a qualifying event.

The 2014 non-appropriated fund open season enrollment period is Nov. 3-28. Changes and/or additions will not be effective until the first NAF pay period in January 2015.

NAF employees should contact Patricia Bedford at Ext. 4545 and request an appointment for any NAF open season changes to be made by the employee.

For further information or assistance, contact the Civilian Personnel Advisory Center Office at 256-235-7860.

Beware of deceptive marketing

from the Anniston CPAC Office

The Office of Personnel Management recently issued Benefits Administration Letter 14-206, which addresses an increase in complaints regarding private life insurance companies marketing their products to Federal employees and referencing the Federal Employees' Group Life Insurance program.

This has led to confusion about whether these private policies and companies are affiliated with or endorsed by the OPM or the Office of Federal Employees' Group Life Insurance.

Employees who receive inquiries from these companies and/or policies should be aware that neither OPM nor OFEGLI use sales agents to market their product or program.

Employees are asked to save any marketing product or brochures utilizing the terms "FEGLI" or "Federal Employees' Group Life Insurance" and to send it to the Civilian Personnel Advisory Center. This marketing material will be forwarded to FEGLI@opm.gov.

notes from around the TRACK

Ellison-Lasseter

Hunter Ashleigh Ellison, daughter of Anthony K. Ellison (DPM) and Lesley Poe Bollendorf, married Jeremy Wayne Lasseter in an evening ceremony at the home of Johnny and Vicki Grant, the groom's grandparents, in Hokes Bluff Oct. 4.

The bride is the granddaughter of Maj. (Ret) Ralph and Vickey Ellison of Ohatchee and Tommy Poe and the late Donna Snider Poe of Anniston.

She is a graduate of Alexandria High School and is enrolled at Gadsden State studying nursing. She is employed at Riverview Medical Center.

The groom is the son of Fred Lasseter and the late



Courtesy photo

April Lasseter of Hokes Bluff.

He is a graduate of Glencoe High School and is employed as a deputy sheriff with the Etowah County Sheriff's Department.

The couple resides in Hokes Bluff.



Have you filled out your CFC contribution form?

The depot's Combined Federal Campaign is underway. The 2014 goal is \$250,000.

If you haven't received a printed CFC campaign brochure, you may go to the depot's Intranet to download a copy or obtain a copy from your keyperson.

If you do not know which keyperson represents your organization, call Scott Kay at Ext. 6077 or Kim Smoot at Ext. 7785.



Watch The Morning Show

The Morning Show airs live every other Wednesday at 7:05 a.m. on Local Area Network channel 21.

If you have a topic or content you would like to see shared on The Morning Show, contact the Public Affairs Office at Ext. 6281.

If you are unable to catch the live broadcast, there are two ways you can tune in.

Computer users may view the show on IPTV.

It can also be seen on LAN channel 21 during these rebroadcast times:

Wednesday: 10:30 a.m., noon, 2 p.m., 4:30 p.m., 10 p.m., midnight and 2 a.m. (Wed. night/

Thurs. morning)

Thursday/Friday: noon and 10 p.m.

Be sure to tune in for these upcoming shows:

Next show: Oct. 29: Naomi Wade, a nurse practitioner with Regional Medical Center, will discuss infectious diseases, including colds and the flu.

Nov. 12: A chill is in the air, so it must be time to start talking about Christmas - or, at least Christmas Cheer.

Donna Bolander will join DCFA's Boyd Scoggins and Amanda Mullinax on The Morning Show to give details for this year's event.

fmwr happenings

from DCFA

Why does the victim stay?

from Tim Rolfe, ANAD FAP

The most frequently asked question concerning a domestic violence situation is, "Why does the victim stay?"

While a variety of reasons exist, it is possible the victim may be locked into a cycle of violence.

This cycle includes romance and intimacy at the beginning stages of the relationship, but eventually leads to a repeated pattern of tension building, acute battering and then remorse.

Some of the most common reasons victims stay with an abusive partner involve a sense of commitment to the family and children, despite their personal safety.

Domestic violence victims are often threatened, isolated from outside sources of support, financially dependent, do not trust law enforcement and will, often, rationalize the abuse.

To prevent domestic violence, there are several important factors to consider.

Early intervention and couples counseling is critical. If violence is already a component within the relationship, victims must ensure they develop a safety plan, which may include the collection of important contact information, building a network of support, becoming knowledgeable of community resources, storage of important medications and other necessities, consideration as to when it would be safe to leave and gaining access to financial means if possible.

Most community resources offer shelter and financial aid programs to assist victims and their children. For more information and assistance, the National Domestic Violence Hotline may be contacted 24-hours a day, toll-free, at 1-800-799-SAFE (7233), or you may contact Anniston Army Depot's Family Advocacy Program at 256-624-8510.



Soldiers Helping Soldiers for 72 Years

Did you know...

Army Emergency Relief has provided more than \$1.5 billion in assistance to Soldiers and Families since 1942?

That assistance has been provided to more than 3.5 million Soldiers and Families in the form of no-interest loans and grants, as well as scholarships to children and spouses of Soldiers.

Each case is evaluated on its own merits and there is no "boiler-plate" answer. AER should be the first stop when a Soldier is confronted with a financial emergency.

Please contact AER at 256-741-5247 for further information! Let them know how they can be of assistance or visit www.aerhq.org.

Christmas Cheer program kicks off

It's that time of year again!

This year, the depot will sponsor more than 200 children from the Department of Human Resources. Let's work together and do our part to meet this goal and make it a Christmas to remember for these children.



To make Christmas Cheer drop-offs as efficient as possible, key people are asked to call and schedule a drop-off time with Jeanette Baxter at Ext. 5246 or 7616 between Dec. 1 and Dec. 16.

The Christmas Cheer kickoff/training was held Oct. 14. If you missed it and need information about Christmas Cheer, contact Boyd Scoggins at Ext. 3182.

Important dates for Christmas Cheer:

- Dec. 16 - Last date to turn in gifts for DHR children
- Dec. 17 - Delivery of gifts to DHR
- Dec. 17 - Last date to turn in gifts for installation families

Nominations are being accepted for installation families who have experienced a recent tragedy or adversity in the past year. Nominations should be made through the immediate supervisor. Contact Boyd Scoggins at Ext. 3182 for nomination criteria.

SHARP creates healthy, respectful work environment

The primary goal of the Sexual Harassment Assault Response and Prevention Program is to create an environment where all Soldiers, Family members and civilian employees are treated with dignity and respect.

SHARP aims to eliminate sexual harassment and assault from within the ranks and reinforces the Army's core values of loyalty, duty, respect, selfless service, honor, integrity and personal courage.

All reports of sexual harassment and assault will be taken seriously, victim's privacy will be protected, offenders will be held accountable, and bystanders are encouraged to intervene to prevent these behaviors before they occur.

There are several different forms of sexual harassment including verbal, nonverbal and physical contact and sexual harassment is considered to be a form of gender discrimination.

Reporting sexual harassment behaviors at the lowest level is critical to prevention of future occurrences and may avoid a situation which could escalate to sexual assault.

Early reporting reduces the impacts and devastating effects on the individuals involved, units and work sections, the community at large, and even the overall mission.

Sexual assault is defined as rape, sodomy or attempts to commit these acts. Sexual assault typically involves some level of physical force, verbal and physical threats. In some cases, an abuse of authority can also be considered sexual assault.

The victim of sexual assault does not, or cannot, consent.

Sexual assault occurs without respect to gender, spousal relation or age.

If you have been the victim of a sexual assault, it is critical to remember evidence preservation is very important and medical treatment should be sought immediately.

For more information regarding SHARP or to report an incident, contact the SHARP Sexual Assault Response Coordinator at 256-624-8510.

DINING FACILITIES

Information and hours:

Nichols Dining Facility and West Station Diner

Breakfast: 8-9:30 a.m.

Lunch: 11 a.m.-12:30 p.m.

Menu Line: 256-235-6368

Nichols Phone: 256-235-7127

West Station Diner Phone: 256-235-6368

Java Café East

Hours: 7 a.m.-1 p.m.

Phone: 256-240-3526

Supermarket of Benefits

Anniston Army Depot will host a Supermarket of Benefits and Suicide Prevention Fair at the Anniston City Meeting Center Nov. 14.

The event, which will begin at 9 a.m. and end at 3 p.m., is intended as a way for Veterans, active duty military, military Families, survivors and federal employees to learn about benefits available to them.

Agencies from throughout the area and across the state will be on hand to assist eligible patrons.

For more information, contact Gloria Prince at Ext. 5814.

'Lucky 13' Tips for a Safe Halloween

from the U.S. Food and Drug Administration

Whether you are goblin or ghoul, vampire or witch, poor costume choices – including decorative contact lenses and flammable costumes – and face paint allergies can haunt you long after Halloween if they cause injury.

Enjoy a safe and happy Halloween by following the “lucky 13” guidelines from FDA, the Consumer Product Safety Commission and the Centers for Disease Control and Prevention:

1. Wear costumes made of fire-retardant materials. Look for “flame resistant” on the label. If you make your costume, use flame-resistant fabrics, such as polyester or nylon.



2. Wear bright, reflective costumes or add strips of reflective tape so you'll be more visible. Make sure the costumes aren't so long that you're in danger of tripping.



3. Wear makeup and hats, rather than masks that can obscure your vision.



4. Test the makeup you plan to use by putting a small amount on the arm of the person who will be wearing it a couple of days in advance. If a rash, redness, swelling or other signs of irritation develop where the makeup was applied, that's a sign of a possible allergy.



5. Check the FDA's list of color additives to see if makeup additives are FDA approved. If they aren't approved for their intended use, don't use it.



6. Don't wear decorative contact lenses unless you have seen an eye care professional and gotten a proper lens fitting and instructions for using the lenses.



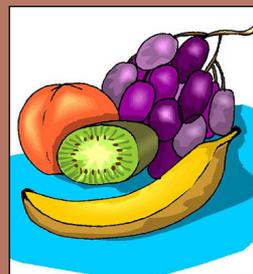
9. Tell children not to accept – or eat – anything that isn't commercially wrapped.



7. Don't eat candy until it has been inspected at home.



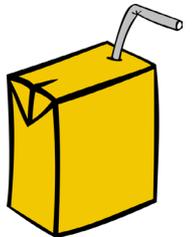
8. Trick-or-treaters should eat a snack before heading out, so they won't be tempted to nibble on treats that haven't been inspected.



11. Inspect commercially wrapped treats for signs of tampering, such as an unusual appearance or discoloration, tiny pinholes or tears in wrappers. Throw away anything that looks suspicious.



12. Avoid juice that hasn't been pasteurized or otherwise processed, especially packaged juice products that may have been made on site. When in doubt, ask! Always ask if you are unsure if a juice product is pasteurized or not. Normally, the juice found in your grocer's frozen food case, refrigerated section or on the shelf in boxes, bottles or cans is pasteurized.



13. Before bobbing for apples – a favorite Halloween game – reduce the amount of bacteria that might be on apples by thoroughly rinsing them under cool, running water. As an added precaution, use a produce brush to remove surface dirt.



10. Parents of very young children should remove any choking hazards such as gum, peanuts, hard candies or small toys.

