



TRACKS

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December 18, 2015

Commander addresses workforce

by Staff Reports

ANAD PAO

With topics ranging from safety to social media, Anniston Army Depot Commander Col. Martine Kidd addressed the workforce during her first town hall meeting Dec. 17.

"I've been in command for only four months," she said. "And I am thrilled to be here."

"One of the key things that we will focus on are the results of the Command Climate Survey," she added.

The survey is a regulatory requirement for each new commander. It contains questions to gauge the incidence of discrimination and sexual harassment in the workplace during the past 12 months, access equal opportunity and organizational effectiveness climate factors, and characterize the organization's sexual assault prevention and response climate.

"We have much to be proud of, but much work to do," she said. Results were received from 447 employees, equating to 16 percent of the population.

Several strengths were reported, to include a positive safety culture on depot, strong processes for reporting incidents of sexual harassment or assault, and employees being comfortable approaching their immediate supervisors with work-related topics.

"There are areas, weaknesses, that we can all become more active in," said Kidd.

While a lack of privacy, fear of reprisal, lack of support for the chain of command and lack of training opportunities were identified as perceived barriers, strong emphasis was placed on the lack of communication from the senior leadership to all levels with-



Photo by Mark Cleghorn

Depot Commander, Col. Martine Kidd addresses the workforce on Dec. 17 during her first quarterly town hall meeting.

in the organization.

The commander reminded the workforce about the depot leadership catalog, which is available to every employee.

"If you don't know about it, ask your first line supervisor and continue up the chain until you get an answer," she said. "There is a host of training available and we want each employee to be a part of the solution for their professional development."

The commander has asked the sergeant

major to stand up a new Leader Development Council, which will be in place soon for a Leader Development Program.

"When problems arise, we fail to communicate," she added. "Leaders have been charged to communicate with each member of their organization. We owe that to our employees. I want to assure you that every incident is taken seriously and we will look into it."

The commander emphasized the Army's top priority, Sexual Harassment/Assault Response Program.

"There is no place in our work environment for inappropriate comments or actions," she said. "Disciplinary action will be taken, to include removal."

Kidd provided an update to the first quarter and reminded the workforce of important priorities – schedule, quality, and cost. Our future depends on it, she added.

"In approximately six months, LMP Phase 2 will be implemented. I encourage each employee to become involved. There will be numerous training opportunities," said Kidd.

Other depot news included the depot's 10 megawatt solar project, which develops effective energy solutions and meets the Army's energy program goals.

The depot will celebrate its diamond anniversary, 75 years of historic existence, in 2016. This will be a large scale event, with support from AFGE Local 1945. Everyone is encouraged to participate..

In addition to a brief question and answer session, the commander presented an award to an employee in the Directorate of Public Works followed by 16 Length of Service Awards to employees with 35 years or more of civilian service, for a total of 700 years of service.

Be careful what you post online

The U.S. Army Criminal Investigation Command encourages Army personnel to take the following steps to reduce the risk of being targeted by crooks in the virtual world:

- Update your privacy setting on social media sites before leaving for vacation.
- Do not "check in" to airports or your holiday destination on social media sites. And don't geotag posts or tweets. GPS information tells would-be burglars the home is likely to be vacant until the user announces their arrival at the airport for their return flight.
- Do not post in "real-time." Posting information about your location while you are there is equivalent to telling a would-be burglar that you are not home.
- Remove GPS data from pictures. When posted in real-time, the GPS coordinates gives a would-be burglar your exact location.
- Monitor what family members post. Speak to all members of the family about what they post online.

Reminder: The Combined Federal Campaign has been extended to Dec. 31.

Christmas Cheer info and photos pages 4 and 5.



CO wishes everyone a happy, safe holiday

by Col. Martine Kidd

ANAD Commander

The holidays are a wonderful time of year.

They provide a well-deserved opportunity to relax, spend some time together with friends and family, and, most importantly, reflect on the true meaning of this season.

As is always the case, the entire team at Anniston Army Depot is making a lasting difference through your individual and collective efforts. You should feel very proud of this fact.

As is proven time and time again, the depth of your commitment and compassion is remarkable.

Earlier this week, you responded to the needs of others by contributions to 210 children in Department of Human Resources protective custody.

All the while, you didn't forget about your depot family; your kindness was extended to 10 depot employees and their families who are experiencing difficult times this year.

We are also still in the Combined Federal Campaign season and you continue to make substantial contributions to a wide variety of charitable organizations.

Team Anniston – your generosity has touched the lives of many people, both near and far. To say thank you just does not express the sincere gratitude each of those families you are reaching out to will feel this holiday season.

Mr. Burke, SGM Buie, Mr. Trued and I sincerely appreciate the long hours you work in support of our Soldiers, Sailors, Airmen, Marines and Coast Guardsmen.

They deserve the very best equip-

ment, weapons and ammunition we can provide and you make all of that possible!

Your personal commitment is what generates Anniston's renowned reputation!

That said, we remain focused on the future and know there is much to accomplish.

The year ahead promises to be one of transitions and new beginnings. We must seize on the many opportunities that exist and build upon the progress we have achieved thus far.

As you gather with your family and friends over the next several weeks of this wonderful season, we ask you to remember the men and women, military and civilian, who are standing on point for us each day – especially those serving in harm's way.

These brave sentinels, many of whom will be without the comfort of home or the company of family and friends, are stationed and deployed around the world. Please take a moment to remember them and the sacrifices they are making for all of us.

Our freedoms as Americans are a precious gift, and it is our military and civilian volunteers who sacrifice to provide them. We must remain ever grateful.

Please enjoy all this season offers, but be safe above all.

Let us all return to work ready to kick off the New Year reinvigorated, focused and continually dedicated to excellence in all we do.

Again, thank you all for your hard work, your tremendous enthusiasm and for your incredible commitment to the mission and to our team.

Justin and I wish you and your families a very safe and enjoyable holiday.



COL. MARTINE KIDD
ANAD Commander



Photo by Mark Cleghorn

Maj. Gen. Bryan Watson speaks with the Boy Scouts, Girl Scouts, Young Marines, 4H Green Team members and members of Trail Life USA prior to the Wreaths Across America ceremony Dec. 12.

Honor for the holidays

by Jennifer Bacchus

ANAD PAO

For the fifth year in a row, members of the community gathered at the military cemetery on McClellan to honor those interred there with symbols of the holiday season.

Evergreen wreaths were placed on 353 of the 355 grave sites with Jewish prayer stones marking the remaining two.

From the beginning of the Wreaths Across America program in Calhoun County, the leaders of the program's non-profit committee have had a goal of including children in each ceremony.

As Maj. Gen. (retired) Gerald Watson told the crowd gathered Dec. 12 for the annual event, they have succeeded.

Troops of Boy Scouts, Girl Scouts and a contingency of 4H Green Team members, Young Marines and Trail Life USA participants were assigned rows in

the cemetery and each took a moment to honor, with a salute, the service member buried in each grave.

"We know everyone who comes to support the mission of helping place wreaths will leave with a special memory of today's ceremony," said Anniston Army Depot Commander Col. Martine Kidd during the ceremony.

Kidd went on to remark those memories may come from talking to fellow participants or from watching the young people as they place the wreaths and stones on each headstone.

Maj. Gen. Bryan Watson, the director of operations for U.S. Africa Command, remarked that, through the laying of wreaths, the participants were, in essence, extending their family traditions to the service members.

"It's just like decorating. So, to me, the ceremony is about treating service members like family," he said.



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SEASONS GREETINGS FROM TENANT COMMANDERS

We did it... another phenomenal year!

by Lt. Col. Hattie Richardson

DLA Distribution Anniston

The holiday season is one of the most joyous times of the year - a time filled with celebrations and gift giving. It's a time spent with family and friends to indulge in the holiday spirit of good food, decorative lights and the mere wonder of Christmas.

It is also a time to show appreciation to our employees for their continued support and loyalty throughout the year.

I remain humbled and honored to serve as the commander of DLA Distribution Anniston. I could not be more delighted to work with such a distinct and awesome team.

Defense Logistics Agency is blessed to have dedicated employees and I thank you for what you do each and every day for our warfighters.

A heartfelt thanks to my senior leaders for your remarkable leadership; once again leading this awesome team to yet another great and successful year. Our productivity and quality of on-time performance continue to peak, and I have you and your supervisory team to thank for that; as I could not do this alone.

I greatly appreciate your dedication to the organization's vision and mission and your leadership in guiding your team to mission accomplishment as we face upcoming challenges of the 100 percent wall-to-wall weapons inventory, foreign military sales support, audit readiness and the increasing demands of our daily mission.

I know it will be extremely busy; but I have no doubt that in these, too, we will achieve victory.

I pray you have time to reflect upon the goodness of the things you already have in those memorable moments with family and friends during this Christmas season and that you enjoy the simple blessings that matter most at Christmas and throughout the year.

I ask you to remember our men and women serving in the Armed Forces here at home and the many who are serving away from their loved ones. It is their service, their sacrifice and their willingness to give of themselves so that we can enjoy the tidings of comfort and joy during this Christmas that we must never forget.

Lastly, please place an extra present under the Christmas tree for a safe and secure holiday season. A blithe attitude can quickly result in a serious, if not fatal, calamity.

Your safety and security remain my top concern. Celebrate and enjoy your holidays, responsibly, with family and loved ones; and I look forward to seeing you all in the New 2016 Year!

From the Richardson family to you and your family, we wish you a joyous Christmas and a blessed and prosperous New Year!



LT. COL. HATTIE RICHARDSON
DLA Dist. Commander

ANMC excelled in service throughout 2015

by Lt. Col. Shayne Moore

ANMC Commander

As 2015 comes to an end, I want extend my gratitude and appreciation to each and every employee of the Anniston Munitions Center.

Your dedication, selfless service and personal commitment ensures extremely vital missions are accomplished every day.

Our customers demand the best and you deliver it, on time, every time.

This was a busy year and 2016 will be even busier, but, for now, our focus will



LT. COL. SHAYNE MOORE
ANMC Commander

be to enjoy Christmas and the holiday season with family and friends.

Take time off, travel and relax, but stay vigilant and be safe as you continue your holiday traditions or start new ones.

Whether you remain in the area or travel during this season, please, drive defensively and don't drink or text and drive.

During this holiday season, remember our service members and civilians who are serving in harm's way and can't be with family and friends during the holiday season. Keep all of them in your thoughts and prayers.

Also, remember your teammates. While this is a time of joy for many, it is not for everyone. Take a moment to check on your coworkers.

From the Moore family to yours - Happy Holidays!

Have a healthy holiday and New Year

by Maj. Aatif Hayat

Dear Clinic Medical Director

As the year comes to a close, I want to take this opportunity to thank the employees of the Dear Clinic.

Whether involved in patient care or industrial hygiene, the staff has always been dedicated, courteous and enthusiastic.

The job of supporting the health and wellness of the employees of Anniston Army Depot, the Anniston Munitions Center and DLA Distribution Anniston is no small task and the staff has always exceeded my expectations.

It's also great to see the employees of the depot and tenant commands have such positive attitudes, which makes our jobs so much easier!

The holiday season is a unique opportunity for people of

all faiths to not only spend time with loved ones, but also help those who are less fortunate.

The generosity of the workforce here at ANAD has been very impressive - from the large turnout at the blood drives, contributions to the Combined Federal Campaign and participation in the Christmas Cheer program for children in protective custody of the Department of Human Resources.

The employees of the depot have continuously shown a dedication to their jobs, the warfighters and their community.

Although this time of year is joyful, it can also be difficult for people who do not have a support system.

It's important to take this opportunity to check in with your friends, family and coworkers to make sure they are doing well.

During this holiday season,

there also remains a dedicated group of men and women who are serving overseas - whether as military members or part of the civilian workforce. We must remember that these brave individuals are away from their families, as many of us have been, during a particularly special time of the year.

Finally, I know many of you will be deciding on New Year's resolutions.

Remember the Army Surgeon General's initiative to improve readiness and increase resilience through the Performance Triad.

The focus of the Performance Triad is on sleep, activity and nutrition, key actions influencing health through informed choices.

These don't have to be drastic changes, but a simple resolution to get quality sleep, engage in physical fitness and activity, and improve nutritional choices can make 2016 an even better year!

The Hayat family wishes everyone Happy Holidays and joyful New Year!



MAJ. AATIF HAYAT
Medical Director

Giving from the heart for the holidays

210 DHR children receive gifts from employees

from Staff Reports

ANAD PAO

Anniston Army Depot employees delivered three truckloads of gifts and bicycles to Calhoun County's Department of Human Resources office in Anniston Dec. 16. It was the culmination of the 2015 Christmas Cheer program.

The depot's 32-year history with Christmas Cheer began with assistance to depot employees - providing food for the holidays. But, employees quickly began to look outside the installation's gates.

In 1997, the program teamed up with DHR, supporting 58 children that year. This year, the installation will make the holidays happier for 210 children in DHR protective custody.

"It's wonderful how the workforce comes together to help the Department of Human Resources and the local community," said Maj. Aatif Hayat, the medical director for the Dear Occupational Health Clinic, a tenant organization at Anniston Army Depot.

Hayat, who came to ANAD in 2014, personally participated in Christmas Cheer for the first time this year. He and his wife purchased gifts for an eight year old boy.

"Being in the military, we move around a lot. It's important, therefore, to be a part of the community and this is a good way to be involved in this area," said Hayat.

For each child, employees gave gifts valued between \$150 and \$175. This means depot and tenant employees gave over \$31,000 in support of the children.

Department of Human Resources case workers will ensure the wrapped gifts make it to the homes of sponsored children before Christmas Day.

"This is a great expression of love and kindness shown to children who may not experience a merry Christmas," said Sam Smith, DHR director. "Some of these children are in situations where the finances don't allow extras. We can't thank the depot enough for their generosity."

Christmas Cheer also allows depot employees to sponsor installation families. Coworkers who experienced hardships this year and have financial needs are approved through depot leadership for participation in this program.

These installation families are anonymous to contributors - only identified by a number and the family's situation.

This year, 10 depot families were sponsored by coworkers, who provided money or purchased gifts for the family members.



Photo by Mark Cleghorn

Upon arrival at the Department of Human Resources, one of Santa's elves, Jeanette Baxter, accepts the first bicycle from the truck while others stand by.



CHRISTMAS CHEER DELIVERY TO DHR



Photos by Mark Cleghorn

Sam Smith, left, director of the Calhoun County Department of Human Resources, and Maj. Aatif Hayat, the spokesperson representing Anniston Army Depot, thank the DHR and ANAD employees and volunteers.



Anniston Army Depot volunteers ensure the tractor trailer full of bicycles and tricycles is secure before delivering the items to the Department of Human Resources Dec. 16.



Angela Durant checks the donations twice as the volunteers prepare the bicycles for loading.



Volunteers begin an assembly line to store gifts for the 210 children who are in DHR protective custody.

Reservist assists Museum Support Center

by Jennifer Bacchus

ANAD PAO

The Museum Support Center, a tenant at Anniston Army Depot, recently received some assistance - from the west coast.

Lt. Col. Alicia Hamel will be stationed in Anniston for a year helping to sort, organize and consolidate the exhibits stored at the MSC.

Hamel, who arrived at ANAD in late October, will lead of team of five employees, four contractors and five term or temporary employees. Their job revolves around a push to consolidate museum storage nationwide.

"We have over 1,000 M1 Carbines in addition to M1 Garands and other weapons here and we need to keep about 10 percent of them," she said. "We are getting rid of all the excess, so we can bring in the collection storage of all the other Army museums."

Hamel is a Soldier with the U.S. Army Reserve. During her time in the Oregon National Guard, she developed an interest in military history and worked as a command historian for the Oregon National

Guard.

Her journey to Anniston began during her time as a recruiter. She was asked to assist with a Lewis and Clark bicentennial project, where details of their exploration was taught to school kids.

As the program grew in popularity, Hamel's interest in history and museums grew as well.

When not serving in the military, she works for a non-profit organization, raising money for the Oregon Military Museum.

"I've done a lot of work raising money for museum construction projects and building exhibits. So, it wasn't a stretch for me to work in a museum," said Hamel.

She said the MSC staff has been a joy to work with - professional and passionate about their jobs.

"I am beyond lucky that I get to work with a good team," said Hamel.

Hamel said she knows the work needed will likely not be completed during her time in Anniston. But, she hopes to see dramatic progress, giving her and the other employees knowledge that artifacts will be properly preserved for future generations.



Photo by Jennifer Bacchus

Lt. Col. Alicia Hamel inspects a M1 Garand at the Museum Support Center, a tenant of Anniston Army Depot. Hamel is assigned to the MSC for one year.

Buzzed driving is drunk driving

from NHTSA.gov

If you plan on celebrating with alcohol this holiday season, plan on a sober driver.

Even if you've had just a little bit to drink, you can still get a DUI and be involved in a crash.

Too many people wait until they've been drinking to figure out their ride home. By then, it's too late to make a clear-headed decision. You might think you're just "buzzed" and that you're "okay to drive," but remember this: Buzzed Driving Is Drunk Driving.

With the holidays coming up, there will be an increase in social events that involve alcohol. Data from the National Highway Traffic Safety Administration (NHTSA) shows this results in an increase in DUIs and fatal drunk-driving crashes around the holidays.

From Dec. 18-31, 2013, there were 1,180 people killed in crashes on our nation's roads. Almost a third (30 percent) of those fatalities were in drunk-driving crashes.

Over the entire month of December 2013, a staggering 733 people lost their lives in crashes involving a drunk driver.

Drunk driving is an epidemic in our country year-round. According to the NHTSA, 32,719

people were killed in motor vehicle traffic crashes in 2013, and 10,076 of those fatalities occurred in drunk-driving-related crashes.

People wrongly think they can calculate their own blood alcohol concentration based on the number of drinks they've had or the length of time between drinks.

There's no easy formula that applies to everyone equally. Many variable factors, such as body weight, alcohol content and the amount of food eaten before drinking, contribute to a person's BAC. You're only okay to drive if you haven't been drinking. Period.

Planning ahead is the key to avoiding a DUI or a deadly drunk driving crash.

A sober driver is an essential part of any plan that includes drinking.

Help others be responsible, too.

If someone you know is drinking, do not let that person get behind the wheel. Remind others: Buzzed Driving Is Drunk Driving.

If you see someone driving drunk, call the police when it is safe to do so. It is your business. Getting drunk drivers off the roads saves lives.

Walking while impaired can be just as dangerous as drunk driving.

Designate a sober friend to walk you home.



When he tried to drive drunk, his friends took matters into their own hands

DON'T WRECK THE HOLIDAYS.

buzzed driving is drunk driving

notes from around the TRACK

Needs Assessment Survey

What programs or services would you like to see Army Community Service provide?

Are your expectations with ACS offerings being met?

What services have been the most beneficial to you?

Make your opinions count by taking a brief ACS Needs Assessment Survey, facilitated by the Directorate of Family and Morale, Welfare and Recreation and Installation Management Command.

The online survey is available to the military community surrounding Anniston Army Depot.



This confidential survey will be available at www.armymwr.com/ACS-survey from Dec. 8, 2015- Feb. 8, 2016.

The ACS Needs Assessment Survey provides a unique opportunity to measure usage and helpfulness of individual ACS programs and services while identifying emerging needs related to the Army way of life.

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 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 may 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.

Upcoming show:

Jan. 6 - Gerrad Slaton will walk The Morning Show staff through exercises which can be performed no matter your fitness level.

**Have an article
for TRACKS**

Call PAO at Ext. 6281!

Current GAP status

Measurement for Anniston Army Depot's fiscal year 2016 Group Award Program payout includes six areas.

For eligible personnel to receive the maximum GAP payout, all metrics must be met. Everyone must do their part each day to achieve these goals, which are attainable and important in executing ANAD's mission. Current status indicates a payout of \$907.50.

Safety Efficiencies

EMPLOYEE SAFETY INDICATORS INSPECTIONS

Goal: Each building scores 80 percent or better on inspection

More than 75 percent of buildings - \$180

60-75 percent - \$118.80

50-59 percent - \$59.40

Less than 50 percent - \$0

Current percentage - 100

Current payout - \$180

SAFETY SUGGESTIONS

More than seven percent of employees submit safety idea - \$180

Four to seven percent of employees submit safety idea - \$90

Less than four percent of employees submit safety idea - \$0

Current percentage - 0

Current payout - \$0

RECORDABLE INJURIES

Less than or equal to eight per month - \$180

9-10 per month - \$135

More than 10 per month - \$0

Current rate - 8

Current payout - \$180

Productive Yield

DIRECT Goal: FY16 BES Plan 1,534 hours per person.

1,600-1,615 - \$150

1,567-1,599 - \$99

1,534-1,566 - \$49.50

Less than 1,534 - \$0

Current hrs. - 1,509

Current payout - \$0

INDIRECT Goal: FY16 BES Plan 1,702 hours per person

More than 1,702 - \$150

1,656-1,701 - \$99

1,643-1,655 - \$49.50

Less than 1,643 - \$0

Current hrs. - 1,603

Current payout - \$0

Quality Efficiencies

Goal: Increase first pass yield for vehicles, engines, transmissions and weapons programs

VEHICLES, ENGINES AND TRANSMISSIONS

95 percent or higher - \$75

90-94 percent - \$37.50

Less than 90 percent - \$0

Current percentage - 86

Current payout - \$0

WEAPONS

99 percent or higher - \$75

95-98 percent - \$37.50

Less than 95 percent - \$0

Current percentage - 98

Current payout - \$37.50

Performance to Promise

96-100 percent - \$180

91-95 percent - \$144

86-90 percent - \$108

81-85 percent - \$72

80 percent - \$36

Less than 80% - \$0

Current percentage - 101

Current payout - \$180

ISO Certifications

ISO 18001 - \$60

ISO 14001 - \$60

ISO 9001 - \$60

If all maintained - \$180

Current payout - \$180

Inventory

EXCESS MATERIAL

Excess of less than three percent average inventory value - \$150

Excess more than three, but less than five percent average inventory value - \$75

Excess more than five percent average inventory value - \$0

Current percentage - 0.2

Current payout - \$150

Report Suspicious Activity or Behavior



See Something

Say Something

If You See Something, Say Something

Report Suspicious Activity to ANAD Security Forces

256-235-6222

Choose to Lose begins January 6

The initial weigh-in for Anniston Army Depot's Choose to Lose program will be Jan. 6 at the Physical Fitness Center. The program is scheduled to end March 16.

Information on joining Choose to Lose can be found at various Morale, Welfare and Recreation facilities throughout the installation or eligible MWR patrons may contact the PFC at Ext. 6385.

Choose to Lose is an individual competition which gives participants the knowledge and tools necessary to lose weight through proper nutrition and exercise. The male and female winners of the competition will receive a prize of \$200.

For the second year, the competition has an additional competitive element - a Couch to 5K program. Participants have the option to progressively train for a 5K run and the winner of this competition will receive entry into the Making Tracks 5K, which is scheduled for April 23.



SEEN IN THE SHOPS AND OFFICES

Depot work areas showcase holiday spirit

Throughout the installation, trees, wreaths and other decorations are popping up in celebration of the holidays.

A tree in the Stryker division showcases the creativity of an employee, Veda East. Entirely made from scrap pieces of broken pallets, the tree stands over six feet tall.

The Civilian Personnel Advisory Center's tree is filled with holiday symbols, from snowflakes and ribbons to the Santa hat atop its branches.

The Legal Office decorated several trees this year. One, in the hallway of the Headquarters Building, honors all the members of the U.S. military.

In the Nichols Industrial Complex, a small tree in a machine shop breakroom glitters and shines.

Some of the offices in the Powertrain Flexible Maintenance Facility have even been visited by a decorating elf.

And in DLA Distribution Anniston's Weapons Division a tree holds a special place next to the gifts being wrapped for Christmas Cheer.



STRYKER DIVISION'S RECYCLED TREE



CIVILIAN PERSONNEL ADVISORY CENTER



DLA DISPOSITION WEAPONS DIVISION



MACHINE SHOP TREE



POWERTRAIN FACILITY



ANAD LEGAL OFFICE MILITARY TREE