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Requested:
P.O. Box 2285
Anniston, AL 36202

Volume 27, Number 20105

Anniston, Alabama

December 19, 2013



Photo by Jennifer Bacchus

Depot and Calhoun County Department of Human Resources employees unload the trucks of gifts for children in protective custody of DHR. This year, the depot sponsored 146 children.

Serving the community

Depot employees sponsor 146 DHR children

by Jennifer Bacchus
ANAD PAO

Depot employees are looking a lot like Santa's elves lately.

Wednesday, the installation's annual Christmas Cheer program culminated in the delivery of 2,820 pounds of gifts and 30 bicycles and tricycles to the Calhoun County Department of Human Resources.

The depot's 30-year history with the Christmas Cheer program began through assistance

to depot employees - providing food for the holidays. The program teamed up with DHR in 1997, supporting 58 children that year. This year, the installation will make the holidays happier for 146 children in DHR protective custody.

DHR case workers will deliver the wrapped gifts to sponsored children before Christmas Day.

For each child, employees were able to give gifts valued between \$150 and \$175. This means, depot and tenant employ-

ees gave over \$21,600 in support of the children.

Depot employees also sponsor installation families each year.

Coworkers who experienced hardships this year are nominated by supervisors and approved for the program through depot leadership.

Installation families are anonymous to contributors - only identified by a number and the family's situation. This year, one depot family was sponsored by coworkers.

Workload, hiring among town hall topics

by Jennifer Bacchus
ANAD PAO

Depot Commander Col. Brent Bolander spoke to the workforce Dec. 11 in a town hall meeting before an audience in the Training Office and broadcast live on the installation's LAN channel.

"Thanks again for the last year's efforts," said Bolander. "There was a lot of turmoil, a lot of uncertainty and, mixed in with that a bit of furlough and a bit of sacrifice on folks' part."

Bolander asked the audience to maintain a good attitude and remember the reason the depot is here.

"What we do is in support of our warfighters. The folks who are out there, each and every day, using that piece of equipment your hands have touched and expecting it to work every time," said Bolander.

He said that, personally, he took the equipment for granted before he came to Anniston. But, since seeing the operations which ensure each weapon, tank and piece of artillery are repaired or rebuilt properly, he said he no longer takes the job of the depots for granted. "And I won't when I leave here."

Fiscal Year 2014

"I wish I could say there was a little more certainty, but there is not. There is still uncertainty out there," said Bolander. "But, here is what I do know. Our workload is declining and it probably will continue to decline."

However, Bolander added that the depot has more work-

load in FY14 than it did in FY13.

"If you look at the number of hours, we actually have more hours this year than we did last year. Part of that is because of the movement, the pushing of workload from last year to this year," said Bolander.

During FY13, due to a declining workforce and the furlough, the depot transferred some of its workload to FY14.

To assist with this effort, the installation recently began recruitment for 294 temporary employees. However, Bolander cautioned the workforce that FY15 and FY16 workloads are still down.

"It doesn't look as good the year after that or the year after that," he said. "Our Army is reducing and when our Army reduces it means less work."

RIF

Bolander told the workforce at the March town hall that paperwork for a potential reduction in force in FY14 was being submitted. He said that paperwork has since been withdrawn and there is no need for a RIF in FY14. However, the future is less bright.

"It is more than likely we will submit another reduction in force packet for FY15, based on workload," said Bolander. "Part of that is an administrative requirement."

He said he didn't know if the reduction in force would be implemented, but, he called it a tool of last resort.

• See TOWN HALL, page 5

SEASON'S GREETINGS FROM DEPOT, TENANT COMMANDERS

Thank you for your generosity during the year

As we make our way through the holiday season, we reflect on the many blessings and good will that has occurred right here at Anniston Army Depot. I am honored to serve as your installation commander, which continuously affords me the opportunity to learn and observe at every juncture.



COL. BRENT BOLANDER
ANAD Commander

This is my second Christmas with you all and I'm still amazed at the depth of your commitment and compassion. Despite this year's challenges, you've not lost focus of the reason the depot has existed for more than 72 years.

From meeting our customer demands and deadlines in a safe and efficient manner to the top-quality work you do day in and day out in support of the Soldiers, Marines, Sailors, and Airmen remains so very important. These war fighters deserve the very best equipment and weaponry possible and it is no secret that Anniston's reputation is renowned in making that happen.

Both near and far, you touch the lives

of many people.

Within the community, you remembered those who are less fortunate. There are countless charitable organizations whose survival is contingent on your generosity. While this year's Combined Federal Campaign has not ended, donations have already exceeded \$115,000. I have no doubt the number will continue to increase.

Yesterday, we traveled to the Department of Human Resources with contributions for 146 children in protective custody. And you didn't stop there. Your charity was also shown at home by reaching out to one of our depot families who had experi-

enced difficult times.

During this season, I ask you to remember the men and women, both military and civilian, who stand in harm's way. Around the world, many of them may be without the comfort of home or the company of family and friends.

I also ask each of you to take some time to unwind and spend quality time with your family and friends. But, make safety a part of all that you do.

Let's return next year with more of the same dedication.

From the Bolander Family to yours - we wish each of you the happiest of holidays and a most prosperous New Year!

This season is a time for friends, family

Team DLA Anniston, I wish you and your family a safe and joyful holiday season.

I am extremely proud of all your efforts this past year. Production, quality and safety have exacted tremendous results in mission support!

These efforts clearly have the attention of the DLA director and our Distribution headquarters.

Please take time to enjoy this season with your loved ones, make memories and reflect on the blessings bestowed on you.

Many of our service men and women are still in harm's

way this holiday season, continue to keep them in your thoughts and prayers.

I would like extend a special thanks to the Christmas Party Committee for the phenomenal planning and execution of our Organizational Christmas Party.

You truly rocked the house!!

Many thanks for all you do daily to support Anniston Army Depot and our DoD warfighters.

May you have a safe and memorable holiday season and a Happy New Year.

May the Lord continue to bless you and your family.



LT. COL. ROBERT ROUSE
DLA Dist. Commander

Take safety with you throughout the holiday season

As the 2013 holiday season approaches, I would like to wish the employees and families of the Anniston Munitions Center and Anniston Army Depot the happiest of holidays.

The holiday season is a special time and an occasion to spend time with family and friends reflecting on the past year and looking forward to the year to come.

I would also like to express my gratitude for the hard work and dedication ANMC showed this past year in support of joint warfighters around the world. I would especially like to thank you for your focus on quality. ANMC has received numerous notes of praise from our customers over the last few months detailing the quality of your

work and your responsiveness to our customers' requirements. I am proud to be part of this winning team.



LT. COL. DAVID SCHMITT
ANMC Commander

Please keep our deployed employees in your thoughts and prayers this holiday season as well as the thousands of deployed servicemembers and civilians who won't be able to spend this time in the company of friends and family.

Regardless of whether you are staying home or travelling, I encourage you to keep safety in mind. Get plenty of rest if you are travelling and don't drink and drive.

Finally, from the ANMC leadership and the Schmitt family, have a safe and enjoyable holiday season and a prosperous New Year!

Happy Holidays from the TRACKS and Morning Show staffs!



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ment of the Army, or Anniston Army Depot.

TRACKS is published biweekly using desktop publishing on recycled paper and on the Internet by the Commander, Anniston Army Depot.

The editorial office is located in the Abrams Building, Room 358, telephone 256-235-6281 (DSN prefix 571) or FAX 256-235-4695. TRACKS invites

comments and contributions from its readers. Address e-mail to: usarmy.anad.tacom.list.publicaffairs@mail.mil and mail to: Editor, TRACKS, TAAN-SCD, 7 Frankford Avenue, Anniston, AL 36201-4199. DEADLINE days are Thursdays preceding date of publication. Circulation: 5,900. Postmaster: Send address changes to TRACKS,

PO Box 2285, Anniston, AL 36202.

Commanding Officer.....Col. Brent Bolander
Public Affairs Officer.....Clester Burdell
Editor.....Jennifer Bacchus
Photographer.....Mark Cleghorn

Quick thinking, equipment, training save employee's life

by Jennifer Bacchus

ANAD PAO

On Sept. 30, the employees of the Automotive Component Repair Branch were just beginning their work day when, suddenly, Danny Hammock collapsed.

"I was standing there and then I woke up in the hospital," said Hammock.

Fortunately for Hammock, his coworkers immediately sprang into action, calling 9-1-1, beginning cardio pulmonary respiration and using an automated external defibrillator.

"I was in the right place at the right time to have that happen to me," he said.

Eric Hardy, one of Hammock's coworkers was nearby and had served as a combat medic in the Army. He assessed Hammock and started CPR while others went to the breakroom for the AED and began clearing a path for emergency personnel.

The shop had received training on the AED when it was first installed and quick-thinking employees remembered the device was hanging on the wall of the breakroom.

"It's like a picture on the wall. You don't think about it until some-

thing like this happens," said Lloyd "Bubba" Hughes.

Hardy and Duane Cox used the AED to shock Hammock two or three times, checking for pulse and respiration between each shock and continuing to administer CPR.

"At my part time job, we are required to be CPR qualified," said Cox, who set up the AED.

Saving Hammock's life became a shop-wide mission as employees stationed themselves at either end of the building, ready to tell emergency personnel where he was as soon as they arrived.

"The immediate life-saving measures of CPR and the employment of the AED by coworkers and the follow-on advanced care by the fire department personnel were credited by the hospital staff for saving the victim's life," said Fire and Emergency Services Chief Donald Heard.

Hammock was hospitalized for about a week, during which time he had a pacemaker installed. After six weeks of recovery time, he returned to work the week of Nov. 18.

Hammock's astute coworkers and the first responders from the fire department were honored by depot leadership at the Dec. 3 staff meeting.



Photo by Mark Cleghorn

Emergency services personnel and coworkers of Danny Hammock were recognized for their life-saving actions at the Dec. 3 staff meeting. Those recognized were (left-right, front to back) Brandon Luckado, Greg Warren, Danny Hammock, Mark San Nicolas, Jody Brown, Eric Hardy, Lee Batey, Duane Cox and Jimmy Bain. Not pictured is Sam Hazel.

Parris earns Black Belt certification

by Jennifer Bacchus

ANAD PAO

Aaron Parris, a process improvement specialist in the depot's Directorate of Engineering and Quality was recently awarded Black Belt certification, the highest level of Lean training.

Parris began his career with the depot as a cooperative education student in 2001 while attending Gadsden State Community College. He soon began hearing about Lean in the shops and wanted to get involved.

"I had an opportunity to participate in a Value Stream Analysis and saw a lot of opportunities to improve people's work," said Parris.

In 2009, after serving on various Lean teams throughout the year and expanding his knowledge of it, Parris was selected as a facilitator of Lean events by DEQ.

At the time, Black Belt certification felt like an unattainable dream. Then, a project came along that could help him achieve it - quantifying the interopera-

tion times for the Logistics Management Program.

LMP has six designations used to record the time a part spends being repaired or overhauled - three are operational times and three are interoperational times such as queue, wait and move.

The operational times could be determined and entered easily, but the lack of designated interoperational time was causing scheduling problems for overhaul and repair programs throughout the installation.

"It was decided we couldn't take every vehicle and determine interoperational times, so, we took one of the smaller programs, the M9 Armored Combat Earthmover," said Parris.

The first phase of the project focused on the time that parts were outside of buildings. Parris' next project, "Improvement of Logistic Modernization Program's Scheduling Aspect for M9ACE Generation 2", will focus on time within the individual buildings associated with M9ACE work. The finale to all of this work is to apply the lessons learned on the M9ACE to other vehicle programs.



Photo by Jennifer Bacchus

Aaron Parris reviews information on a process improvement project in the Lean Office of the Directorate of Engineering and Quality. Parris recently received his Lean Black Belt certification.

Same mission, new name: SARET becomes USAR

by Jennifer Bacchus

ANAD PAO

Anniston Army Depot's Small Arms Repair and Evaluation Team has a new name, but the same mission - to repair weapons, on site, for military units preparing to deploy or returning from deployment.

SARET is now known as U.S. Army Special Operations Command Small Arms Repair, or USAR.

Two teams were recently sent to Fort Benning to assist with weapons returning from overseas.

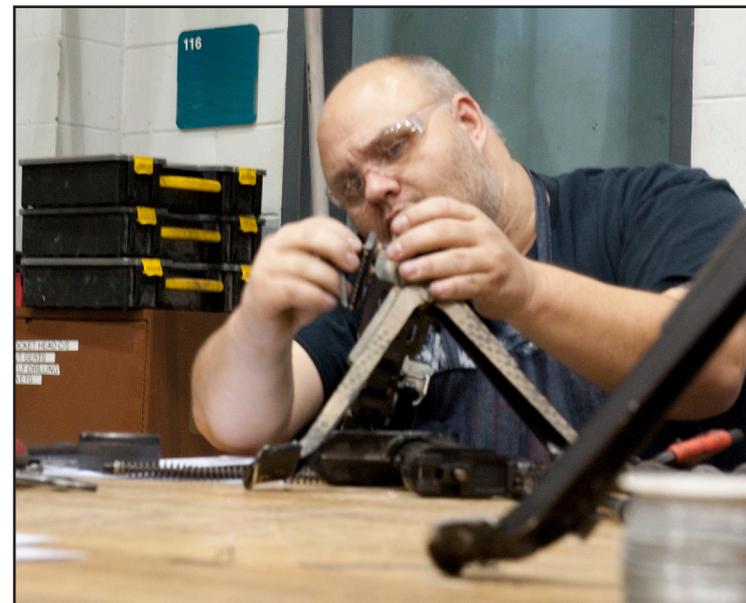
The teams split into sections - inspection, repair and final inspection. Two employees from the Directorate of Material Management accompanied the team to supply them with parts needed for the repairs.

The two eight-person teams averaged 300 weapons repaired each day.

"These teams perform a 30-level repair," said Jason Crook, TACOM Life Cycle Management Command equipment specialist assigned to the USAR teams. "As soon as the weapon leaves, it is ready to go back into combat."

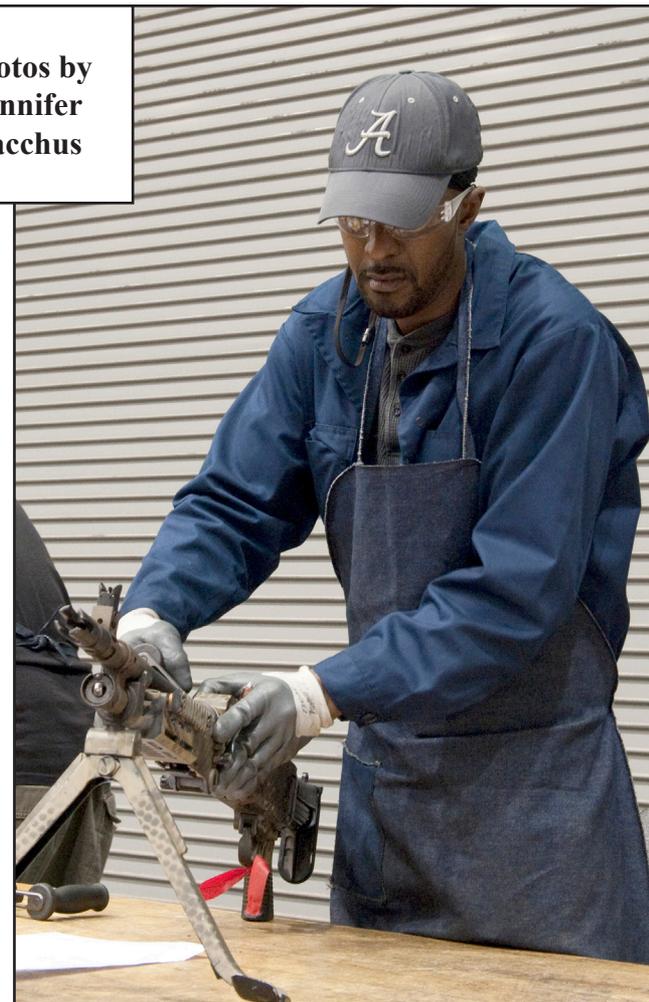
Lee Franklin, a logistics management specialist for Army Materiel Command assigned to Fort Benning said the USAR program is vital to the Army.

"This is a very important program and we couldn't survive without it," he said.



Rex Brown repairs a machine gun stand using new components.

Photos by
Jennifer
Bacchus



Reginald Barclay performs a final inspection on a M240B machine gun.



Brenda Bell inspects weapons to determine what repairs are needed.



William Beavers installs replacement parts in a M240B machine gun.



Tunica Kidd, foreground, and Nutosha Curry pull replacement parts for M240B machine guns being repaired at Fort Benning.

From TOWN HALL, page 1

“Will VERA/VSIP be out there? It’s a possibility. We are going to use all the human resources tools in the toolkit to address our challenges and identify ways to work through them,” he said, mentioning the Voluntary Early Retirement Authority and Voluntary Separation Incentive Program.

Bolander asked employees to curtail the rumor mill as much as possible, adding that he will relay information through his channels – management, TRACKS and The Morning Show – as information is available.

“If you don’t hear it from me or the command, stand by. I will tell you everything I know when I know it,” said Bolander, adding that he will always relay the facts he has to the workforce.

MWR Programs

Bolander encouraged the workforce to take advantage of the programs provided by the Morale, Welfare and Recreation Division, such as the upcoming Choose to Lose program for weight loss.

“That one person who takes a stab at that competition may add a few years to their life and feel better about themselves,” said Bolander.

The second Wounded Warrior Hunt is also coming up in January.

“I think this program will continue to grow,” said Bolander. “I think it is a good opportunity for the depot to recognize those wounded warriors and provide them with an opportunity they may not have.”

The Wounded Warrior Hunt has also prompted the installation to review its policies regarding hunting, particularly in the realms of hunting areas and weapons that can be used.



Photo by Jennifer Bacchus

Depot Commander Col. Brent Bolander answers an employee question during the Dec. 11 Town Hall Meeting.

“We have look at it to make sure it makes sense and do it right,” said Bolander.

SHARP/Suicide Prevention

The eradication of sexual harassment and assault has become a top priority for the Army. Bolander told the workforce that the Sexual Harassment/Assault Response and Prevention, or SHARP, program means the Army has drawn a definite line when it comes to sexual harassment and assault.

“Even the hint of harassment and certainly assault is a direct report requirement from me to my two-star and from him to the four-star,” said Bolander.

Bolander said he was serious about prevention of sexual harassment and as-

sault before the recent Army mandates.

At this time of year, Bolander also asked employees to keep an eye on their coworkers for signs they are having difficulty.

“It takes courage to step up and say you need some help and it takes courage for the workforce to turn to their partner and say I see you are having some challenges,” said Bolander. “I just ask you to have a little more situational awareness and help people out this time of year.”

Hiring and Promotional Processes

The procedures for hiring and promotions are governed by the Office of Personnel Management’s regulations.

Because the hiring process is open to anyone qualified to apply for a federal

position, some of the temporary employees being hired will be former employees who were released from their temporary assignments last year and some will be new employees who have never worked at the installation before.

Promotions are also given based upon merit and following OPM’s guidance.

Fraud and Abuse

One submitted question to the town hall alleged fraud and abuse in the workplace. Bolander asked the workforce to gather facts and let the leadership know, through the chain of command when something inappropriate occurs.

“Show me,” said Bolander. “If you see me, flag me down. If someone is performing fraud, waste or abuse, I’m with you. I’m in your corner. But, I am not just going to take a statement. You have to come to me with something I can dig into.”

Improve for the future

Bolander told the audience he hopes to see the workforce and the installation improve over the next several years. Improvements in processes, procedures, safety and throughout the installation can be beneficial in attracting additional workload and potentially keeping the depot off future Base Realignment and Closure lists.

“There is a lot of rhetoric out there on BRAC,” said Bolander. “Will there be one or not? Your guess is as good as mine. The real question is how are we postured? And that is up to you all.”

He said the depot is postured well from an infrastructure perspective, but quality, safety and other factors weigh into the decision as well.

Choose to Lose 2014: Win the Battle

- The 2014 Choose to Lose Competition will begin Jan. 8, 2014.
- This will be an individual competition.
- Eligible participants include active military, retired military, reservists, National Guard, Department of Defense retirees, DoD civilians and DoD contractors.
- There will be a weekly weigh-in at the Physical Fitness Center each Wednesday during the competition.
- Points for the competition will be accumulated based on weight loss and weekly challenges.
- There will be two \$200 prizes awarded at the end of the competition - one each for the male and female participants with the most overall points.

For additional information, call the Physical Fitness Center at Ext. 6385.

Report Suspicious Activity or Behavior

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ARMY

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See Something Say Something

Photo by Mark Cleghorn

Spreading Christmas cheer

Anniston Army Depot held a tree-lighting ceremony Dec. 12 with children from the Child Development Center and Santa in attendance. The children sang carols beside the installation's gingerbread house then received goodies from Santa and Depot Commander Col. Brent Bolander. The depot's decorations - a sleigh pulled by a Stryker, the gingerbread house and a magnolia tree strung with lights - can be seen near the Headquarters Building. Employees are encouraged to drive by and view the sights as they enter or exit the installation.



Photo by Jennifer Bacchus

Pam Robertson, right, discusses a file with Jeannie Jones in the depot's Directorate of Resource Management. Robertson was recently named DRM's director.

New DRM director selected

by Jennifer Bacchus

ANAD PAO

Pam Robertson was named the depot's new Director of Resource Management Oct. 6.

Robertson's career began at AOD Federal Credit Union in 1978. For about a year she worked for AOD in their various branches throughout the depot.

The next year, she passed her civil service exam and was selected for a secretary/stenographer position at Fort McClellan.

There, she progressed to a role as an administrative assistant with the Foreign Student Office.

"I worked with students from Korea, Kuwait, Egypt - all the students who came here from our allied countries to train at the chemical school," said Robertson.

A move to Talladega in 1987 prompted a job change to the Federal Correctional Institute as an accounting technician, but a year later a job opportunity at Fort McClellan brought her back as a budget assistant.

In May 1999, the Anniston Chemical Activity selected Rob-

ertson as a budget analyst. Later that year, she transferred to the depot as a budget analyst for base operations.

She worked her way up the career ladder in the base operations section of the Directorate of Resource Management, eventually becoming budget officer.

In 2004, she became the chief of the Program Budget Division, a role she remained in until the retirement of Dennis Brooks earlier this year.

"It has been a varied journey," Robertson said of her career. "I started here at Anniston Army Depot and have come back here."

Robertson said her career goals always included the Army.

"My goal early in my career was to work at Fort McClellan," she said. "I remember the day I was hired there as one of the happiest days in my life."

Robertson is looking forward to serving the depot community in her new role.

"I'm glad to have been given the chance to lead this directorate in very challenging times for the Army," said Robertson.



Photo by Jennifer Bacchus

75th Ranger Regiment

Representatives from the 75th Ranger Regiment, stationed in Fort Benning, Ga., recently toured the Anniston Munitions Center for a site visit to observe demilitarization operations, shipping and receiving procedures and munitions storage locations for the depot tenant.



Photo by Jennifer Bacchus

Remembering the fallen

Conner Smith places a wreath on a grave at the McClellan Veterans Cemetery as Col. Brent Bolander, left, Anniston Army Depot's commander, and Sgt. Maj. Jeffrey Marcon look on.

Bolander spoke at the Wreaths Across America event Dec. 14 at the cemetery.

He thanked those in attendance for honoring the Veterans of each branch of service despite the dreary weather.

There are 355 gravesites in the cemetery, representing 428 interments.

Wreaths Across America began in 1992 in Arlington National Cemetery. Since that time, it has grown to encompass more than 900 cemeteries across the country.

"We will never be able to repay those who dedicated their lives to service, but we can honor and respect the service they provided," said Bolander.

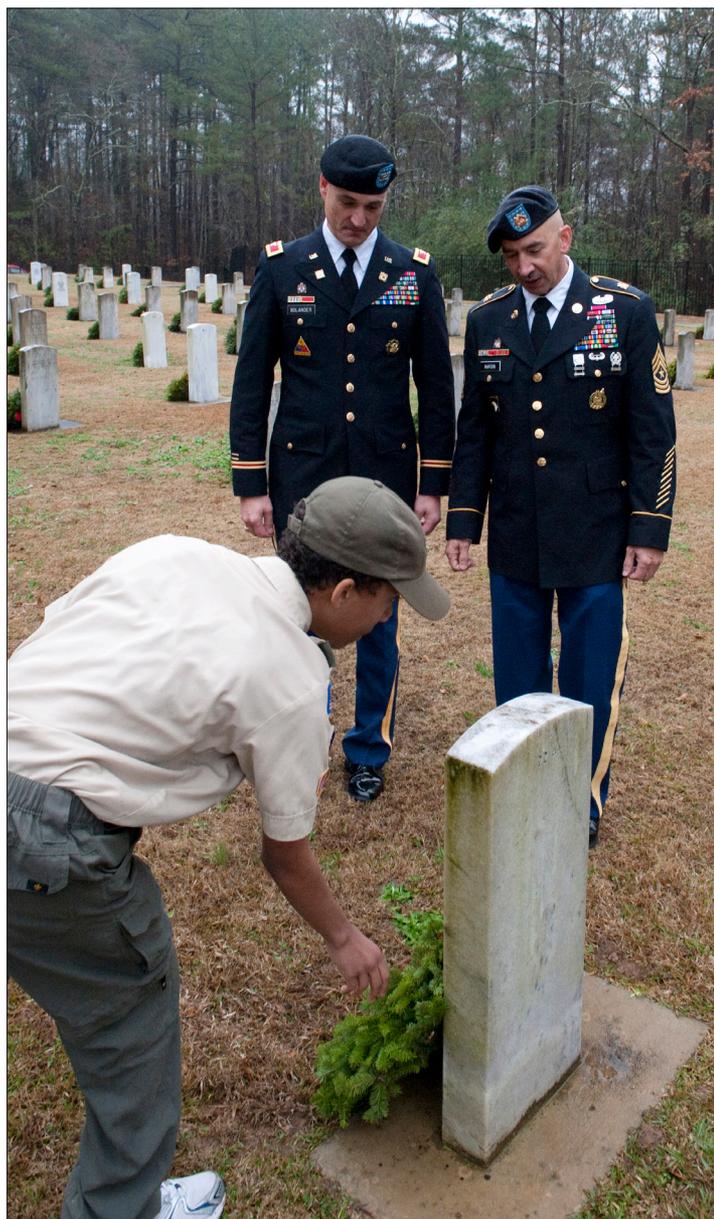


Photo by Jennifer Bacchus

Depot assists with TIGERs at Benning

Cameron Miller, a field service representative for the Total Integrated Engine Revitalization, or TIGER, program for Anniston Army Depot at Fort Benning, Ga., inspects a rebuilt AGT 1500 engine.

Don't drink and drive

December is National Drunk and Drugged Driving Prevention Month. It is a time dedicated to the reduction of drinking and driving as well as the reduction in consumption of illegal and legal drugs through education and observance.



Please do not drink and drive.

For more information about this observance, contact the Substance Abuse Prevention Coordinator at Ext. 5814.

Morning Show changes

Beginning in January, The Morning Show will move to a biweekly schedule.

The show will air live every other Wednesday at 7:05 a.m. on Local Area Network channel 21 beginning Jan. 8. Those who have topics they want to see discussed, content that must be aired or certification requirements, should call the Public Affairs Office at Ext. 6281.

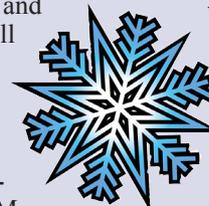
If you are unable to catch the live broadcast, there are two ways you can tune in.

Computer users may view the show on IPTV or it can 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.

Where to get closure/delay information

Local area radio and TV stations that will be requested to provide information to their listeners/viewers on the depot's status are: **Radio Stations:** WCKA – AM 810/94.3 FM, WDNG – AM 1490, WGRW – 90.7 FM, WTDR – 92.7 and WVOK – 97.9 FM; **TV Stations:** WJSU – ABC 33-40, WBRC – Fox 6, WVTM – NBC 13 and WIAT



– CBS 42. **Newspapers:** The Anniston Star will also post information on their website at www.annistonstar.com.

For additional winter weather information, visit the Winter/Severe Weather Awareness web page on the ANAD homepage, ANAD Facebook page or call the SNOW line at 256-235-SNOW (7669).

Pointer, Houser honored as DPW's safe employees

by Jennifer Bacchus

ANAD PAO

The depot's Directorate of Public Works honored two employees recently, placing their names among the list of Safe Employees of the Quarter. Jeremiah Houser, a heavy mobile equipment mechanic for the Logistics Division, and Brent Pointer, an electrician for DPW's Utilities Division, were named Safe Employees for the second and third quarters of 2013 respectively.

Pointer was commended on his knowledge of National Fire Prevention Association codes and the fact he often finds additional items in need of repair on every job he is assigned. His supervisor noted that his conscientiousness has saved the depot numerous injuries and may have saved lives.

"He always has the highest quality of work," said Rodney Gallahar, electrical leader for DPW.

Pointer said he is always careful to wear proper personal protective equipment and be aware of his surroundings.

"I want to go home in the afternoon," he said.

Houser not only voluntarily assists with the Voluntary Protection Program in his shop, he has also assumed the hazardous material duties.

"He regularly performs workplace inspections to ensure a safe work environment," reads the justification for



Photo by Jennifer Bacchus

Brent Pointer, an electrician for DPW and the Safe Employee of the Quarter for July-September 2013, is congratulated by Mike Mathews, director of public works for the depot.

Houser's award.

He was also commended for being a positive safety role model for others in his work area.

"He has taken safety seriously," said Jason Pitts, heavy mobile equipment mechanic leader for DPW.

Houser said his eye for safety focuses on his surround-



Photo by Jennifer Bacchus

Jeremiah Houser, a heavy mobile equipment mechanic for DPW, is congratulated by Mike Mathews, the director of public works, for being the Safe Employee of the Quarter for April-June 2013.

ings - ensuring housekeeping is done, watching out for slip and trip hazards, and wearing his PPE.

"Teamwork and watching out for others is important," said Houser. "In our shop, we all watch out for each other."

notes from around the TRACK



Justin hunts alligator, shark

During an October hunting trip with his father, Chris Williams (DP), 13-year-old Justin Williams killed a 10-foot-two-inch alligator with a crossbow on the Kissimmee River in South Florida.

During the same trip, the duo also spent time fishing and Justin caught a 5-foot long blacktip shark. Both trophies will be mounted, life-size, for the family trophy room.



Courtesy photos

Kellen shoots first deer

Nine-year-old Kellen Caldwell killed this six-point deer with a .243 in a single shot the first time he shot the gun.

He was hunting on his family's property in Clay County during a youth weekend. Proud parents are James and Karen (Dear Clinic) Caldwell.



Courtesy photo

Need a recycling bin for your work area?

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