

Orienteor

Defense Mapping Agency Aerospace Center

September 14, 1990

Spotlight
on
DMS
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Managers and keyworkers for this year's St. Louis area Combined Federal campaign gathered at Shaw's Garden Sept. 5 to get the word on their mission.

Photos by
Jim Stepanik

1990 Combined Federal Campaign Begins:

'If you give, you will be rewarded'

If you give, you will be rewarded." That's what his grandmother used to say, Kyle Rhodes recalls, when the collection plate went by.

Kyle, a Systems Center employee at the Aerospace Center, was using this and other stories to help kick off this year's Combined Federal Campaign for St. Louis area government employees.

"She was right, you know," he told his audience, assembled in the Schoenberg Auditorium of Shaw's Garden. "Whenever we reach out to help someone, we get something back."

Kyle, who emceed the Shaw's Garden event, and the other Aerospace Center volunteers who will help with this year's drive know their jobs won't be easy. "This is going to be a tough year for CFC," says DMAAC Project Officer Kelly Fitzgerald.

But morale at the September 5 St. Louis area kickoff couldn't have been higher, helped along by excellent

reception music from the Lincoln Senior High School Jazz group from

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DMAAC Keyworker Paige Sheehy, SDED, reacts to a surprise visit from Fredbird. Looking on are Jim Takach, who will manage the SD drive, and Bob LaBeau, assistant manager.

1990 CFC 'is in our hands'

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East St. Louis, appearances by Fredbird from the St. Louis Cardinals and Russ Mitchell from Channel 4; and testimonials from Kyle, Torchlighter Ann Paget from the National Personnel Records Center, and others.

"It was good to get so many from the St. Louis area together," Kelly Fitzgerald added.

President George Bush (via video tape) reminded the group that the Combined Federal Campaign, which will strive to meet a St. Louis area goal of \$2,275,000 this year, is "the biggest single charity drive in the world today."

The St. Louis area goal was set by the CFC Joint Work Group, a group Rhodes knows well, since he chaired it during last year's drive. The amount is six percent higher than last year.

The Aerospace Center campaign is

scheduled to get underway September 24, with a goal yet to be announced. Will the campaign be a success? Kyle Rhodes had a story directed toward that, too.

"Many years ago, there was in a little village an old man thought to be very wise. A young man, puffed up with his own self importance, thought of a way he could make a reputation for himself by outwitting the old man. He caught a small bird, called together his friends, and went to see the wise man with the bird hidden behind him. Coming near he called out, 'Old man, we have brought you a bird. Tell us if it is alive or dead.'

"Now, the young man knew he could quickly squeeze the life out of the bird, or release it to fly away; either way proving the old man wrong, whatever he answered.

"But the old man simply looked at the youth for a long moment and said,



Kyle Rhodes, SC/WG, who was master of ceremonies at the morning kickoff meeting, reminded the group that success of this year's CFC "is in our hands."

"You know, better than I. The bird's life is in your hands."

"The CFC, like that bird, is now in our hands. Let's all see if we can make it fly."
--Wells Huff

Constitution Week 1990 Celebrates 200 Years of Judiciary

Constitution Week is the annual celebration of the ongoing bicentennial of the U. S. Constitution. This year, during Constitution Week, Americans are honoring the Bicentennial of the Federal Judicial System.

Although Article III of the Constitution provided for the establishment of a "supreme Court and ... such inferior Courts as the Congress may from time to time ordain and establish," it was only after the First Congress had completed enabling legislation in September 1789 and President Washington had signed the bill into law that the machinery of deciding cases could begin.

The new Judiciary Act created District Courts as the base of a judicial pyramid. The next higher level was the Federal Circuit Courts and the apex was the Supreme Court. On February 2, 1790, the first U.S. Supreme Court was able to convene with an official quorum.

In an article about the early days of the Court, former Chief Justice Warren Burger wrote: "In the first decade, the Supreme Court decided

few cases. The Justices spent most of their time 'riding the circuit.' They served the three circuits and 13 districts created by the initial legislation. Of the three circuits, the Eastern and Middle each had five states; Southern, three.

Considering the condition of the roads of those days, one can understand the complaint of Mr. Justice Iredell that he was "leading the life of a Postboy." The problem got worse as more states were added: Vermont in 1791 and Kentucky in 1792.

Being a Chief Justice was, in addition, sometimes a part-time job. John Jay was elected Governor of New York while holding his position as first Chief Justice.

Writes Warren Burger: "It was John Marshall, the fourth Chief Justice of the United States, who set the Court on a path that would eventually gain for it co-equal status with the Executive and Legislative branches.

"In his 34 years as the nation's chief jurist, John Marshall took part in over 1,000 court decisions, writing 508 opinions himself. The leadership

and the decisions of Chief Justice Marshall have been praised and discussed for almost 200 years."

AS WE OBSERVE Constitution Week 1990, the Bicentennial Commission has invited all Americans to consider and observe with special regard the beginnings of the constitutionally chartered Judicial Branch. Two hundred years old this year, the Judiciary, together with the Legislative and the Executive, gives our government the necessary balance of power which has made it a model for other nations, the world over.

--Wells Huff



CONSTITUTION WEEK

September 17-23

HONORING THE JUDICIARY

Orienteer

DMA Is No Exception

Federal Agencies Are Preparing for Potential Furloughs

The deficit reduction law currently in effect would require the federal government to invoke a 34.9 percent budget reduction for the fiscal year beginning Oct. 1, according to the Office of Management and Budget. The law is commonly referred to as the Gramm-Rudman-Hollings Act.

Until the Congress and Administration reach agreement on another course of action, OMB is asking federal agencies to prepare budget plans that anticipate a short, 15-day continuing resolution beginning Oct. 1 and include the 34.9 percent reduction.

The preparation includes issuing the federal work force notices that furloughs may be necessary to avoid exceeding spending authority.

Within DMA the notices were distributed to all members of the work force during the latter part of August and early September. During a furlough, employees are in a non-pay, non-duty status.

In a letter to all employees, the DMA Director, Maj. Gen. William K. James, said, "I know that the possibility of a furlough, even for one day, is cause for anxiety. I could tell you not to worry, but that doesn't help if you're concerned about personal obligations and making ends meet. You should know, however, that we are already taking actions to save FY91 dollars. We will take every possible step to avoid or minimize a furlough."

General James also expressed his concern about mission responsibili-

ties. "In addition to my concern for your well-being, I am very concerned about the impact that a furlough will have on our ability to fulfill DMA's mission responsibilities.

"DMA employees are doing a great job with operation DESERT SHIELD. Many have worked very long, hard hours and are ensuring that our combat forces are getting the support they require. You have demonstrated how prepared DMA is to fulfill its mission. Obviously furloughs make this job more difficult and must be avoided if at all possible."

Because furloughs of 22 days or less constitute an adverse action, the notices of the possible action were required to be issued to employees in accordance with applicable legal and regulatory requirements.

Reorganization Will Require Special Procedures To Avoid Pay Disruptions

The Director, DMA, has approved several reorganizations of functions/offices effective Oct. 1. Since these changes may result in some employees being relocated to another place of duty, there are several precautions that should be followed to avoid any disruption of employees' pay services.

Weeks one and two of pay period 21 (Sept. 23-Oct. 6) fall in different fiscal years, week one (Sept. 23-30) in FY 1990 and week two (Oct. 1-7) in FY 1991. The employees physically moving to another functional area/office on Oct. 1 will have one timekeeper and certifying officer responsible for week one and another timekeeper and certifying officer responsible for week two.

To ensure the accuracy and timeliness of time and attendance (T&A) processing, timekeepers will code the daily entries on the T&A forms on a daily basis. After week one, the biweekly work/leave totals will be handscripted in ink, but the

pencil entries (bubbles) will not be coded. Then the forms will be signed in ink in the space designated for the certifier. A telephone number will be included close to the signature. Copies of the T&A forms will be retained by the timekeepers.

Employees will hand carry their partially coded T&A forms to their new location/timekeeper on Oct. 1. The second timekeeper will code the second week's daily entries and the biweekly work/leave totals for the entire pay period including the pencil entries (bubbles). The week one biweekly work/leave totals will be lined through and the pay period totals will be handscripted in ink as near as possible to the week one entries. A certifying officer will sign for week two in the "NOTES" portion of the T&A form. A telephone number will be included on the form close to the signature. Copies of the T&A forms will be retained by the time-



Hispanic Heritage

"Hispanic Heritage Month is not just for Hispanics, it's a program by DMAAC for all employees," says Charles Athie (EO), Hispanic Employment Program Manager (HEPM). "The purpose is for everyone to learn something about the Hispanic community."

Accordingly, attendance at this year's program featuring Elida Cardenas, Regional HEPM for the Federal Aviation Administration,

is not restricted except for space limitations.

The event will be held in the 2nd Street dining hall Sept. 21 at 9 a.m. Contact your supervisor if you wish to attend.

Everyone is also invited to view the special exhibits by Jane Wilkinson at 2nd Street and South Annex.



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Focus on the Components



DEFENSE MAPPING SCHOOL

Established in 1972, the Defense Mapping School is the training component of the Defense Mapping Agency. The DMS mission is to provide training in all phases of Mapping, Charting and Geodesy for military, DoD civilians, employees of U.S. Government agencies, and military and civilian personnel from numerous allied foreign nations.

Although established in 1972, the School's military lineage may be traced back to 1918, when the School of Surveying, Map Reproduction, and Ranging was opened at Camp A. A. Humphreys (now Fort Belvoir). The old mapping school eventually evolved into the Department of Topography of the U.S. Army Engineer School.

DMS staff and faculty number almost 200 military and civilian members. In keeping with the joint-service mission of DMS, each of the military Services provides both officers and noncommissioned officers to the staff and faculty.

In a typical year, the School teaches over 1200 students in residence and an additional 2000 or more via mobile training teams.

A broad spectrum of technical expertise exists within DMS, including people skilled in geodesy, geography, geology, surveying, cartography, hydrography, draft-

ing, process photography, offset printing, education, engineering, and instrument repair. DMS instructors teach in one of three academic departments.

The **Graphic Arts Department** instructs photolithography, printing, and reproduction equipment repair.

The **Geographic Sciences Department** conducts courses in terrain analysis, cartography, photogrammetry, geodetic and hydrographic survey, and survey instrument maintenance.

The **Department of Management and Technology** teaches courses in Analytical Photogrammetric Positioning Systems operations, digital mapping, MC&G impact on combat operations, multispectral imagery, geographic information systems, and MC&G orientation and management.

A prime goal of DMS is to integrate professional academic education with working experience and, from this, generate a practical training program so that DMS graduates can perform in their vital roles as commander, manager, staff officer, supervisor, or technician in the field of military MC&G. DMS students contribute significantly to maintaining the MC&G posture of our Armed Forces.

Our motto, "Strength Through Knowledge", highlights the value of education in supporting the national interest and preserving national security.

'Tailor Training'--Task Group

A lot of work is being done in the background to improve supervisory training following the recommendations of a task force on the subject, according to Patrick Satterfield, assistant chief of the Scientific Data Dept.

Satterfield was reporting to first-line supervisors the findings, recommendations, and actions resulting from the work of the group he chaired, which was tasked with assessing the training needs of first-line supervisors.

Another group, tasked with determining how well management expectations are communicated to first-line supervisors, also briefed the supervisors, as reported in the Aug. 31 *Orienteer*. Citing the critical role of the first-line supervisor in the production process, AC Director Col. Marcus J. Boyle commissioned both task groups in March.

Most supervisors consider their training "has value" and is "above adequate" in quality, Satterfield's group found, but attention is needed to "tailor" the training to the needs

and situations of supervisors. Specifically supervisors want influence in determining the subject matter and scheduling of the courses they take.

The average first-line supervisor has completed 10 training courses. A review of course evaluations completed by participants and a questionnaire sent to 172 first-line supervisors in all five departments were major feedback mechanisms used by the task force. Completed questionnaires were returned by 146 supervisors.

Of the 67 courses offered by the Directorate of Civilian Personnel, human relations courses were seen as the most valuable; courses on "Taking Disciplinary Action" and "Motivating Employees" tied as the top choice among the supervisors, with 66 indicating a preference for each. Close behind was "Handling Complaints," which was favored by 65. Courses that should be added, the supervisors indicated, include training for the Digital Production System and assistance in providing career counseling to employees.

Actions based on recommendations of Satterfield's group are as follows:

--The Career Development Division (POD) and the task group will assess the viability of establishing a supervisory school for "core" courses;

--POD and the task group will develop a model for department and division-level seminars, which will allow supervisors to discuss training applications and mutual concerns;

--Beginning in October, supervisors will receive a newsletter that will provide pertinent information on management concepts and ideas.

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William N. Hogan

Distinguished Civilian of DMA

William N. Hogan, the DMA deputy director for Programs, Production and Operations, has been presented the DMA Distinguished Civilian Service Award by DMA Director Maj. Gen. William K. James.

Hogan was cited for his "superior achievements during Fiscal Years 1989 and 1990 through outstanding leadership and innovative managerial skills." Through his initiatives, DMA reduced overhead costs by over \$30 million while at the same time implementing a major new effort in support of the Department of Defense Counternarcotics Program.

Hogan earned a B.S. in geography/cartography from St. Louis University in 1963 and a M.S. in public administration from Webster University in 1975. His first 20 years of employment were spent in a variety of positions at the DMA Aerospace Center and its predecessor organization. He joined HQ DMA in 1985 as chief of the Program Integration Division. In 1987, after being named to the Senior Executive Service, he returned to DMAAC to become chief of the Data Services Dept. He subsequently became deputy director of the Programs, Production and Operations Directorate at DMAAC.

Among his numerous awards are the DMA Meritorious Civilian Service Award, DMA Outstanding Personnel of the Year Award, American Society of Military Comptrollers "Outstanding Young Persons" Award, and his selection as an Education for Public Management Fellow. Hogan and his wife, Carol, reside in Merrifield, Va. They are parents of two children: Kerry and Jeffrey.

In Sympathy

Charles M. Enriquez, 36, a cartographer in the DMAAC Kansas City Field Office, died June 23 in his hometown of Oxnard, Calif. He had been employed at the DMA Reston Center in Virginia after KCFO closed. Earlier this year he underwent brain surgery. He was a 1977 graduate of the University of Nebraska. He leaves his parents, Chuck and Marge Enriquez of Oxnard.

Key Reassignments and Promotions

DMA Director Maj. Gen. William K. James has approved the following GM-15 reassignments:

Headquarters DMA

H. Leroy Kuykendall (RC/DS), as physical scientist in the Program Integration Division (PPI).

John Pearl (SC/MGT), as physical scientist in the office of the Assistant Deputy Director for External Activities (ADD/E).

DMA Combat Support Center

Patrick McCarthy (CSC/PM), as chief of the Distribution Operations Dept. (DO).

DMA Reston Center

John Apollony (HTC/DI), as special assistant to the Director.

Jimmy Davis (SC/MGI), as physical science administrator in the Data Services Dept. (DS).

DMA Systems Center

Jan Schneider (HQ/PPM) to physical scientist in the System Verification Office (MGTT).

The Director also approved the following competitive promotions to GM-15:

Headquarters DMA

James Barrett (HTC/TM), to physical scientist in the Transition Management Directorate (TM), temporary, not to exceed one year.

Karen Podczasy (HQ/TM) to physical scientist in the Transition Management Directorate (TM).

Kim Robson (SC/MGI), to physical scientist in the Acquisition Programs Division (PPS).

Joseph Steel (HTC/SDG), to physical scientist in the Transition Management Directorate (TM), temporary, not to exceed one year.

On the Move

The AC Executive Resources Board has approved these personnel actions, effective on or about Sept. 9, unless otherwise noted.

Directorate of Programs, Production and Operations

Dominic L. Cheli Jr. (MCP) has been reassigned to the Programs Integration Division (PPI), succeeding Don Moore, who has retired.

Migdalia L. Marin (PRF) has been reassigned to the Process Improvement Office (PIO), effective Oct. 1.

Lencere L. Patterson (TMI) has been reassigned to the Geopositional and Source Data Branch (PPGG).

Data Services Dept.

Ladorn Creighton (PPGG) has been reassigned as chief of the Geosciences Division Production Support Office (DSGP).

Digital Products Dept.

Jane E. Dickerson (PRA) has been reassigned as chief of Terrain/Feature Division II Digital Processing Branch I (DPCA), succeeding William Schacht, who has retired.

...Special Procedures for Pay Period

Continued from page 3.

keepers.

If a T&A form is lost, forgotten, or mutilated, the second timekeeper will complete a blank form for the entire pay period. The timekeeper must consult with the previous timekeeper/certifying officer regarding the employee's T&A data for week one. A short handwritten explanation will be provided in the "NOTES" portion of the T&A form.

Offices will forward the relocated employees' leave and earnings statements (LES) and preprinted T&A forms for pay periods 21 and 22. The Payroll Branch will update the payroll system for all the organizational changes by Oct. 21 to coincide with pay period 23. At this time, the preprinted T&A forms and LES's will be properly routed.

Questions regarding these procedures should be directed to the Payroll Branch in St. Louis at 4316.

Kudos

'The Best Leader'

Sergeant Kelly G. Dowell,

crypto-maintenance technician in the Base Communications Center, received the Commandant's Award upon his graduation from



NCO Leadership School at Keesler AFB, Miss. The award is given to the one student who demonstrates the most exceptional leadership ability. Sergeant Dowell was also named an outstanding graduate.

Leads Restoration

An historic home in Alton, Ill., has been restored by a group of volunteers led by retired cartographer Charlene Gill. To accomplish the feat, members of the Alton Museum of History and Art had to teach themselves restoration work, Charlene told the *Alton Telegraph*; she is the Museum board president. A ribbon cutting is planned for Nov. 18. The first woman to operate an analytical stereoplotter and the first Federal Women's Program manager, Gill retired in 1980.

Summer Summitry

James David White, son of Jerry White (DPCP) and his wife Carol, reached the summit of Scouting, the rank of Eagle, this summer. He also toured seven countries in Europe with the Missouri Ambassadors for Music, playing flute and alto saxophone. James was nominated for this group by his band director at Fox C6 High School in Arnold. He is a freshman at Drury College in Springfield, Mo.

Smart Daughters

Daughters of Arvelle R. Moore (FE-MEH) and his wife Harriet are fortified for a successful working life. Karen P. Moore earned her bachelor's in marketing from Southeast Missouri State University in Cape Girardeau, while Michele R. Moore earned her master's in education from Pepperdine University in Malibu, Calif.

Director's Awards

Chief Excelled in Techniques, Management; Cartographer in His Contribution to the DVOF

Receiving the quarterly Director's Award for supervisors is Denzil R. Cummins, chief of the Production Support Office in the Precision Photographic Division (SDRP). "He maintained the appropriate balance between the technical and managerial aspects of his job," officials said. "His efforts led to developing procedures for rectifying new source materials used in the Point Positioning Data Base Program. At the same time he worked hard to minimize impacts on production and morale" caused by re-scheduling work and retraining personnel to meet new production requirements. Programs he supported are "on track or ahead of schedule."

Receiving the Director's Award in the non-supervisory category is cartographer William B. Piper (SDADB). He prepared an action plan that streamlines the production processes used to maintain the Digital Vertical Obstruction File and its related products. The plan has already saved 3,800 hours of work yearly and could save 4,000 more when fully implemented. "His

Denzil R. Cummins



William B. Piper



accomplishments, based on personal initiative and his involvement on the DMA Vertical Obstruction Team, are more than one could expect from a journeyman cartographer; they allow a smoother transition to the Digital Production System," officials said.

Retirements

(Years of federal service are given.)

August 3

Lawrence B. Kleinkemper (SOFG), security guard, 25 years.

Gerald W. Mikesell (GARM), offset press operator, 26 years.

Melvin J. Nelson Jr. (CMMA), management analyst, 31 years.

John P. O'Connell (MCBNA), aeronautical information specialist, 23 years.

Frederick M. Rapert (DSMCD), lead cartographic clerk, 14 years.

July 30

Everett L. Law (SOCl), security assistant, 7 years.

July 20

Richard N. Goggin (FEMEH), boiler plant equipment mechanic leader, 12 years.

Aerospace Charting Seniors Luncheon

The bimonthly luncheon of the Aerospace Charting Seniors will be Oct. 10 at the Holiday Inn Southwest/Viking Conference Center. Social hour at 11:30. Lunch, choice of 8-oz. steak or rainbow trout almonidine, at 12:30. Call Grace Riechmann/832-5066, Harley Jennings/428-3356, or Pat Cronin/846-8567 or mail reservations including entree choice not later than Oct. 4 to ACS, P.O. Box 6942, St. Louis, MO 63123. Cost is \$9 per person.

Hail & Farewell

Captain Anthony L. Scafidi is scheduled to depart Sept. 27 on a permanent change of station to Scott AFB, Ill.

Looking Back

TEN YEARS AGO—the *Orienteer* reported that the Aerospace Center was the biggest saver of paper for recycling of all the federal employers in the greater St. Louis area, based on a report on 32 agencies compiled by the Federal Executive Board. For the year to date, AC had salvaged 741,343 pounds of paper products.

TWENTY YEARS AGO—Among the visitors to the Aerospace Center in September 1970, were 13 members of the St. Louis chapter of the "Ninety-Nines," an organization of licensed women pilots founded by Amelia Earhart. The women pilots received a briefing from Lt. Col. Jimmy K. Self, who was featured in a seven-column *Orienteer* article the same month, "...An Extraordinary FAC."

Illustrated with combat photos, it told of Col. Self's exploits as a forward air controller, flying an O2-A light reconnaissance aircraft on an extremely hazardous mission in order to assist a body of ARVN soldiers pinned down south of Da Nang, Vietnam. Col. Self, who earlier left his job as chief of the Product Requirements Division (DOQP) at the Aerospace Center to volunteer for service in Vietnam, had returned here in the same capacity after his tour of active duty was complete.

FORTY YEARS AGO—A letter of appreciation from Colonel Paul C. Schauer, USAF, commanding officer of the Aeronautical Chart Service, cited "the outstanding effort (the) organization has been putting forth since the outbreak of the Korean crisis to meet the urgent requirements of the USAF. Each and every member ... should take great pride in the part he is playing to support the supreme effort now being made ... in the Korean theater of operations."

--Wells Huff

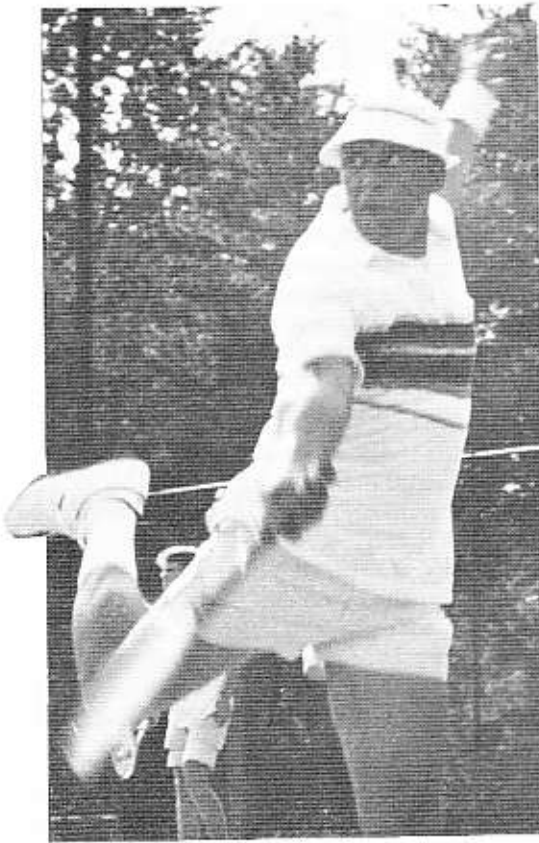


Photo by Barb Ventucci

Eye on Results

Tom Saddler of the Slammers watches the results of his wicked backhand in the DMAAC Tennis League. All employees are invited to take part in the Jim Frederick Memorial tournament Sept. 27. Call Heidi Haynes/4503 or Barb Ventucci/4316 by Sept. 19.

Diabetes Screening

Diabetes affects the way the body uses food, causing sugar levels in the blood to be too high. You could have diabetes and not know it. This is especially true in the early stages of the disease when a person with diabetes may have no symptoms.

Finding undetected diabetes is a major concern. With early diagnosis, treatment is simpler and complications may be decreased. The Dispensary at 2nd Street and the South Annex will be testing for diabetes Monday through Friday, Sept. 24-28. Please stop by and pick up your diet instructions.

--Pat Harmon, R.N.

Caught at Annex

Marie Morango shows the 21 and 1/2-inch, 6-lb. bass caught by her husband Jim on the East Lake at South Annex on a Saturday morning in July. "He caught it with a bobber on the line and a night crawler," said Marie. "We're going to mount it." The lakes have been stocked using Civilian Welfare Council funds but not since last year, and the last time bass were put in was at least two years ago, according to Al Lutes (FEMFU), now a pipefitter, who used to stock the lakes.



Photo by Jim Morango



WINNERS of the Rec League softball tourney are the Twins. Seated from left: Paul Estes, Bennie Martin, manager Jeff Danielson, Ned Powers and Marv Staloch. Standing from left: Jim Ari, George Manders, Larry Holmgren, Rick Bonnot, Gerry Johnston, John Fles, Larry Henning and Gary Gann. Not pictured: Mark Shelberg and Ron Godfrey.

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