



DMA News
LINK
West

*From one generation
to the next*

Vol. 1, Issue 4 • April 22, 1994

Off-Site Conference topic

Effecting cultural change

In order to develop an action plan, senior leaders met off site this month to identify the issues that are critical in effecting cultural change at DMA St. Louis. The meeting followed a challenge to employees by DMAAC Director William J. "Bill" Brown after accepting the command colors Feb. 18 to change their work culture. At their conference to advance cultural change, the senior managers, meeting at Pere Marquette Park near Grafton, Ill., April 4-6, drew heavily upon the input of employee focus groups.

The third in a continuing series, the DMA St. Louis Leadership Conference also built upon groundwork laid at two previous conferences. An assessment of the current culture was conducted at the first conference last year. That assessment led the senior

Twelve characteristics of the desired culture for DMA St. Louis were identified.

managers to ask themselves, "What is the desired culture?" Definitive answers to that question were sought at the most recent conference.

The first order of business the evening of April 4 was the presentation and discussion of the employee focus group

reports. Members of the senior leadership had asked a cross section of employees in the focus groups to identify any problems they feel exist that impair accomplishment of the mission at DMA St. Louis. The employees were also asked to identify strengths that could be built upon. Based on the problems and possibilities identified in the employee focus group reports, the senior managers set their agenda for effecting cultural change.

During the next two days 12 characteristics of the desired culture of DMA St. Louis were identified. The senior managers then volunteered individually to accept responsibility for implementing one of the 12 characteristics. Each of the volunteers will chair a committee, which will draft a

Continued on page 8

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Deputy Director for Command Information - David L. Black

Publications Team Chief - Susan A. Gonchar

Assistant Deputy Director, Command Information West - James G. Mohan

Editor - Paul Huriburt

Photography - Jim Stapanik

DMA Director - Major General Raymond E. O'Mara

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Last day to sign up is April 22

Take your children to work for a day

Employees will have a chance to show their children what they do for a living. On Thursday, April 28, most of the organizations at DMA St. Louis will be participating in a program called "Take Your Children to Work Day."

Children ages 9-15 will be able to accompany their parent or parents for all or part of the day. Arrangements for the day are being worked out by a committee composed of organizational representatives under the leadership of Barbara Ivery, Assistant Chief of the Scientific Data Department (SD).

Representatives from components and two-letter AC organizations have polled their work force to obtain the names of parents and children interested in participating.

It will be the responsibility of the parents' organization to ensure that security and safety requirements are met. Because of security or safety concerns, participation may not be possible in certain areas.

The time of the event will be first shift only. All or any part of

Answers To Frequently Asked Questions

Q. Why on a school day?

A. DMA is participating in a Ms. Foundation program, "Take Your Daughter to Work Day," and expanding it to include all children. This national program is April 28.

Q. How many children per parent?

A. No more than the parent can provide a meaningful work plan for.

Q. Will admin leave be granted to pick up/drop off children?

A. No.

Q. Can the spouse participate?

A. No.

If you have more questions, call Darryl Crumpton, Chief of the Scientific Data Department (SD) or Barb Ivery, Assistant Chief of SD, at 4543.

the parents normal day (regular or compressed work schedule) from 6:30 a.m. to 5:30 p.m. can be used. Supervisors should, however, make every effort to accommodate second- or third-shift parents who wish to participate during first shift. If the parent chooses to participate in a partial day, travel arrangements must coincide with lunch or annual leave periods.

Parents will be required to prepare a work plan for their

children's day at work. These plans need to be coordinated with the parents' supervisors to ensure that all the necessary arrangements have been made to successfully execute the work plans and that security and safety requirements are met. This day is intended to be a productive day in which children witness their parent's work environment.

On April 28 an employee with a child will be considered a car pool and eligible to enter the North Gate at 3200 S. 2nd St. before 7:15 a.m.

Each site will have a centrally located registration area. All parents and their children need to be identified by close of business April 22 so that name tags for each child can be printed and available at the registration area. Employees interested in participating who have not done so should contact their supervisor right away.



On the cover

A member of the next generation of cartographers receives an introduction to operating an automated cartographic system during a Family Day held at the Aerospace Center in April 1986.

Photo by
Jim Stepanik

DMA's competitive stance Increasing at AC, HTC

In the world of federal acquisition, as in our personal lives, competition serves to increase the quality and decrease the cost of what we purchase.

The work of personnel at both HTC and AC to ensure DMA receives the best product at the best price is reflected in the numbers. They have attained a rate of 98% and 97% respectively of the dollars available for competition actually awarded on a competitive basis. This achievement not only exceeded each component's annual competition goal, but also allowed DMA to achieve an Agency competition figure of 86 percent. This figure far exceeds the established agency goal of 70 percent.

Acquisition and Procurement personnel accomplished this feat by writing, and in some cases re-defining, the specifications that describe our requirements to ensure the largest part of the market place could participate; by searching that market place for new vendors; and by advance planning of requirements, thus avoiding the necessity for limiting competition because of short deadlines or unknowingly restrictive requirements.

Congratulations to everyone at HTC and AC involved in the acquisition process. Keep up the good work!
—Wendy Leathem
DMA Acquisition Policy Division (AQP)

CSC wins award For safety

The DMA Combat Support Center has received the 1993 Director's Award for Mishap Prevention. Air Force Major General Raymund E. O'Mara, DMA director, presented the award to Navy Captain Craig A. Peterson, CSC director, in a ceremony at HQ DMA March 31.

The award is presented annually to the component achieving the most significant reduction in mishap rates as compared to the previous year. The CSC work force was recognized for its efforts in reducing lost time mishaps and making the best possible contributions to the overall success of DMA's safety program.

DMA places great emphasis on the maintenance of a safe and healthy working environment and competition for the award is intense.

Conversation With AQ

How many times have YOU sent a requirement to Contracting and the response you received was, "Where is the specification, statement of work or at least the salient characteristics?" Your response might have been, "Salient characteristics? All I want to do is buy a simple widget." You then began to wonder, "What do all of these terms mean? Lets see..."

Specification - a description of the technical requirements for a material, product or service that includes the criteria for determining whether these requirements are met.

Statement of work - that portion of a contract which describes the actual work to be done by the contractor by means of (1) specifications or other minimum requirements, (2) quantities, (3) performance dates, (4) time and place of performance or services, and (5) quality requirements.

Salient characteristics - those qualities of an item that are essential to ensure that the intended use of the item can be satisfactorily realized. The term is mainly used in connection with a Brand-Name-or-Equal description.

Are you interested in knowing more about the acquisition process? The Acquisition Policy Division (AQP) will provide training on specific topics upon request. You may contact Viola Hagberg, DSN 356-9198 or commercial (703) 285-9198 and make your request known.

—Dell Bowman

DMA Acquisition Policy Division (AQP)



Secure your future today.

*Buy United States
Savings Bonds.*



Attending advanced GPS Seminar at Patrick AFB, Fla., are (front row, from left) Terry Wails, John Seaman, Fred Diaz, Randy Staker, Romulo Arriola and Bob Nelson. Back row, from left, Ken Cooper, Dale Walden, Dave Phillips, Mike Jennings, Jimmie Erwin, Tom Luster and Pete Rakowsky. Tim Siems (not pictured) is instructing.

Florida Survey Division Hosts GPS Seminar

By Patrick J. Gilligan
Florida Survey Detachment (GGG)

In February DMAAC Geodesy and Geophysics Dept. (GG) personnel from Survey Divisions in California, New Mexico and Missouri attended a training seminar on GPS, the Global Positioning System. The seminar was hosted by the Florida Survey Division (GGG) at Patrick AFB.

The purpose of the seminar was to instruct personnel in accepted

procedures for GPS data collection, reduction, and analysis for absolute and relative geodetic position determination. Other subjects included standardization of collection and reduction procedures and preparation of two Applied Research Laboratory (ARL) forms, the *Station Occupation Report* and *Station Session Log*.

Instructors for the seminar were members of the Process Action Team (PAT) formed to develop Department Production Standard

Operating Procedures (PSOPs) for determination of absolute and relative geodetic positions from GPS data collection.

In addition to the PAT members, Dennis Bredthauer and Stephen Malys from the DMA Systems Center and Kevin Morgan from GGC, the Satellite Geophysics Division, presented sessions on precise orbit determination, development of absolute reduction programs, allowable error, and activities in the Data Correction Facility (DCF).

The seminar was organized by PAT leader Randy Staker of GGG. PAT members are Federico Diaz (GGD), Harold Pitt (GGB), Timothy Siems (GGD), Terry Timblin (GGA) and Terry Wails (GGE). Including instructors, 19 personnel attended the seminar. All returned with a better understanding and appreciation of GPS surveying.

A similar seminar was hosted by GGD at Edwards AFB, Calif., in 1993. Results at that time indicated that future seminars would be beneficial to the Department. Attendees at this seminar again suggested additional seminars should be held. This concept was approved by GG; plans are underway for the scheduling and location.

New Digital Products Chief at DMAAC

Robert N. Smith, the new Chief of DP, the Digital Products Dept., came to DMA in 1983 on an Air Force assignment in the Special Program Office for Exploitation Modernization, forerunner of the Systems Center. He was Deputy Director of SPOEM when he retired from the Air Force and joined HQ DMA as Assistant Deputy Director for Plans and Requirements. He was later Chief of the Transition Management Team at the Hydrographic/Topographic Center and a department chief at HTC and Reston Center.

While in the Air Force, Smith made major contributions to the development of the air-launched cruise missile and pressed Congress to mandate conversion by DMA to digital production. He comes to DMAAC from an assignment at Headquarters as Assistant Deputy Director for Advanced Weapons Systems in Plans and Requirements. Smith is a native of Kansas City, Mo.



Employee Active in Confederate Air Force

By Paul Hurlburt



YOUR HANGAR WAS BUILT IN 1942; when you drive down the road to the hangar, it's just like going back through time. By the time you get there, you see this collection of airplanes from World War II," said Chester Davis, describing the landscape of the Confederate Air Force Museum in St. Charles, Mo. A cartographer in SDFA, a branch of the Scientific Data Department's Airfield and Targeting Division, Davis spends much of his energy preserving the memory of air power's contribution to the Allied victory. As a colonel in the CAF's Missouri Wing, he is a custodian, mechanic, curator, and publicist for the Wing, among other self-assignments.

"World War II was a big deal for me," Chet explained. "I was at an impressible age. There was a high degree of patriotism then, the feeling that we were fighting for freedom. I really felt cheated because I didn't get to go into the war. Of course my older relatives who served knew it wasn't any fun."

DAVIS TRIED to make up for lost time in 1950 by joining the Navy and entering flight training at Pensacola, Fla. After 10 months he washed out. "I had trouble with landings," he said. "I flew the AT-6C *Texan*, which was a difficult plane to fly by reputation. If I hadn't washed out, I would have gone to Korea. Several of the fellows I went to flight school with were killed over there. As you get older, you get a different perspective. Now I don't feel I was cheated."

Instead of heading for Korea, in 1951 Davis joined the Army Map Service, responding to a "Help Wanted" ad

for draftsmen in a Kansas City newspaper. "My father suggested that I look into it," he recalled. Today Chet counts 42 years in cartographic work, including assignments in private industry. He came to the Aeronautical Chart and Information Center, now DMAAC, in 1962.

THE PLANE DAVIS FLEW, the AT-6C, an advanced trainer aircraft, happens to be one of the four planes in flying condition owned by the Missouri Wing of the Confederate Air Force. The others are the

B-25J *Mitchell*, the type of bomber flown by General Jimmy Doolittle in his 1942 raid against Japan; the L-3B liaison aircraft, which carried VIPs to the front and proved invaluable for artillery spotting; and the British AT-19 *Reliant*, an air transport plane. All of the planes were donated by "sponsors" and reconditioned for flight by CAF members.

The Missouri Wing is one of 150 units under the CAF, which has wings, groups and squadrons throughout the U.S. and in Canada, the United Kingdom, Australia and France. The name "Confederate Air Force" originated as a joke when two Texans brought a P-51 Fighter plane to an air show. "Someone left a sign on the plane that said 'Confederate Air Force' and the name stuck," said Davis. He personally had known about the

organization during its formative years in Texas and finally joined after viewing a CAF equipment display at Spirit of St. Louis Airport.

NOT COUNTING SPONSORS the Missouri Wing has about 105 members who do all of the physical work. "Members do whatever they can of whatever needs to be done," said Davis. "When I first joined, I sorted nuts and bolts, swept the floors, and painted the hangar."



Chester Davis

"I don't know how many people have told me how glad they are to see the planes. Sometimes they cry."



Admirer Chester Davis (SDFE) and the object of his admiration: a P-38 *Lightning*. A high-performance interceptor, the P-38 accompanied bombers on their long missions over Germany. "It is the greatest airplane ever made," says Davis, who poses with the aircraft at an air show in Houston, Texas.

Later I got into simple mechanics, such as changing the oil and metal work. Since all of our planes fly, they have to be correct by FAA standards."

Besides a permanent aircraft display, the Wing maintains a museum of aeronautical memorabilia from World War II. The museum is located next to the CAF hangar at St. Charles County Smartt Airport. "I used to keep the museum open on Sunday," Chet said. "We had 400 visitors representing 28 states and three countries in 1992. All of the adults who came out thoroughly enjoyed the displays." Admission is not charged although donations are welcome.

LAST YEAR PROMISED to be another banner year for the Missouri Wing until the Great Flood left the museum complex under several feet of water. "We flew the planes out, but we lost a lot of memorabilia—patches, newspaper clippings, flags, uniforms and so on," Davis said. Two planes undergoing restoration—a P-63 and another AT-6—were also flooded; members hope they can still restore them to flying status.

The buildings used by the CAF are owned by St. Louis County, which is restoring them. Two of the smaller planes are back at the museum. "Probably this

summer we'll have all of the planes back and maybe a small museum," Chet said. "If enough people donate memorabilia, we could have a nice museum again." The CAF also welcomes cash donations, which are used to maintain and fly the aircraft.

"We're aiming for a summer comeback because that's our flying and tourist season," Davis said. The Missouri Wing flies aircraft to many air shows in the region. Davis personally attends nine or 10 shows a

year. "We take the bomber with a crew of six. The AT-6 will take two people. I've flown to

Museum, Destroyed by Flood, Needs Donations of World War II Memorabilia

shows on the B-25, but I haven't been back in the *Texan* yet." At an airport dedication in a small Iowa town, people turned out just to see the CAF planes.

"I don't know how many have told me how glad they are just to see the planes," said Davis. "Sometimes they cry. One man told me he hadn't seen one of our planes since 1942. It takes them back so far to such an emotional time in their life. People tell me, 'You have to keep these planes flying! They're beautiful! Great! Everybody should see them.'"

Thanks to the efforts of people like Chester Davis to keep the memories alive, Americans will be able to enjoy and appreciate the contribution of air power to our nation's freedom for years to come.

Effecting cultural change

Continued from page 2

plan containing milestones to implement the characteristic.

The 12 characteristics of the desired organizational culture for DMA St. Louis are listed at right.

Senior managers see implementation of the characteristics as imperative to the very survival of DMA in a period of dynamic change. On the one hand, DMA is meeting new competition from others who would fulfill its mission, while on the other, it is faced with a mandate to reduce in size. The demand for new products, which are very different from DMA's conventional products, poses a challenge to the Agency's production capability. At the same time changes in production processes promise to change forever the way DMA does business.

The 12 characteristics of cultural change address the essential question of how DMA is to build a smaller but more effective organization that can survive in the 21st century.

A follow-on session of the DMA St. Louis Leadership Conference is scheduled for July. At that time the senior managers will monitor the implementation of cultural change.

In his closing remarks at the

12 Characteristics of Desired Organizational Culture

1. Customers are our top priority; we listen to and satisfy our internal and external customers.
2. Mutual respect and trust exist at all levels; decisions are made at the lowest appropriate levels.
3. Communication is encouraged and ideas and feedback are exchanged openly.
4. We have a strategic plan that guides our decision making.
5. Everyone understands and supports our goals and their individual role to accomplish them.
6. Employees are developed, working to their full potential, and committed to doing their job well.
7. Organizational boundaries are transparent: we operate as an effective partnership.
8. Prudent risk taking is valued.
9. We recognize and reward behaviors that advance the desired culture.
10. We focus on continuous improvement.
11. We are aware of our competition and its potential impact on our existence.
12. We are adaptable to change.

conference, the DMAAC Director noted that development of the leadership team itself was crucial to the success of effecting cultural change.

By working and living together off site, senior managers have developed an *esprit de corps* to lead their co-workers in this critical undertaking.

You

Kennard O. "Ken" Whitfield, who retired in September as Chief of DPC, Digital Production Division 1, was elected mayor of Rock Hill, Mo., April 5. He has served as an alderman in Rock Hill for 21 years. In order to be accessible to the public, Ken told the *Suburban Journal*, "I'm going to be at City Hall as much as possible."

Homer E. Fischer, who retired as a cartographer in May 1971, is recovering from surgery at his home in Hot Springs, Ark.

Katie Neville, daughter of Steve Neville (DPP) and Cindy Neville (GGAB), was one of two division winners for grade 3 at this year's Greater St. Louis Science Fair. Katie attends Kennard Classical Junior Academy in St. Louis as a voluntary desegregation student from Maplewood. She studied the relative movements of planets and stars over a nine-month observation period. Katie, who will also receive an award from the St. Louis Astronomical Society, will display her project and answer questions at the St. Louis Science Center April 24.



Dan Edgerton



Zach Franklin

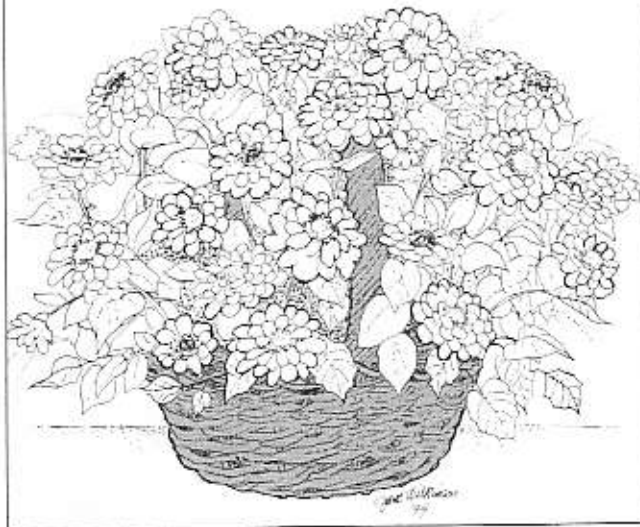
Bowling Perfectionists

Two DMAAC employees bowled 300s last month.

On March 24 cartographer **Dan Edgerton** (DPAA) bowled to perfection in the DMAAC Men's League at Western Bowl. "As soon as I released the last ball, I knew it was a good shot," he said. "The few seconds it took for the ball to hit the pocket seemed like an eternity. I still can't believe it finally happened." Dan bowled a 299 in Detroit in 1987, a year before he came to DMAAC.

Watching Edgerton bowl his 300 was negative engraver **Zachary Franklin** (GABB); "I was impressed by his self-confidence," Zach recalled. "I told Dan I was going to do it." On March 29 Zach followed up a 267 with his own perfect game, scoring 19 strikes in a row in league play at Bowlerama. Taylor carries a 200-plus average in three leagues including two DMAAC leagues. "I used to have a phobia about the last frame," he said, "but I learned how to block it out in *Investment in Excellence*" (a class being offered to all employees of DMA St. Louis). "On the last day of class, I made up my mind what I was going to do, and I did it: I finished three games in a row with strikes. A week later I bowled my 300. It didn't hit me until I woke up at 3 the next morning. I realized I wasn't going to have a heart attack over this like somebody I'd heard about, so then I got excited. I felt great."

PROFESSIONAL SECRETARIES WEEK • 1994



Cartographer Collects 150 Cans on Walk for Hunger



Cartographer **Joy Toney** (SDDC), above, entered the lobby of Building 36 from a walk and noticed the barrels placed there to collect canned food for the Walk for Hunger. Responding to a sign that said, "Take one," she reached for a flyer describing the event and was impressed to learn that the Walk would aid 200 food pantries, she said. "So I decided to kill two birds with one stone by getting some exercise and helping somebody less fortunate. I asked about 23 people I thought would be sensitive to the issue--mainly people I work with--to bring in a can or cans for each mile of my walk." The result? Toney collected 150 cans of food--more than any other employee at DMA St. Louis. "When DMA sponsors these type of things, for people who are less fortunate, it makes me proud to be associated with them and to represent them," Joy said. A fan of the Fitness Center, Toney also swims at a health club and roller skates once a week. In the job-related category she is a facilitator for the course *Investment in Excellence*, and she is working toward a master's degree at Lindenwood College. An employee since 1980, Toney started out as a secretary. Her daughter Nedra, an 8th grade student, accompanied her for part of the 10K Walk in Tilles County Park. "It was cool and windy, so I took a nice quick walk and got out of the elements," Joy said.

In Sympathy

Maurice A. King Jr. died March 31. He was Chief of Manpower and Management when he retired in 1982. An employee for 31 years, he also served in the armed forces. Mr. King leaves his aunt, cousins and friends. Interment was in Calvary Cemetery in St. Louis.

David J. Premer died April 8. He was Technical Advisor for Systems Development in the Systems Center, with his assignment in St. Louis, when he retired in September 1991. Earlier in 1991 he received the DMA Distinguished Civilian Service Award, the highest given by the Agency, for "personal dedication involving Agency special studies and the definition of future programs and initiatives." Among the studies he chaired were those on hydrographic program modernization, product distribution, and current and future digital products. The citation said his contributions to DMA programs "will last for decades." Mr. Premer's federal service totaled 33 years, all at the Aerospace Center. He also served in the Naval Reserve. He leaves his wife Suzanne, four daughters, and grandchildren.

Accolades

Performance

Outstanding Performance

Bertels, Matthew A., AC
 Donahue, Dennis L., AC
 Doyle, Sharon A., AC
 Geubelle, John D., AC
 Hunter, Joan I., AC
 Keller, Mary J., AC
 Kūcūllen, John W. Jr., AC
 Lofstedt, Christine O., AC
 Milsap, Jon D., AC
 Moe, Gregor P., AC
 Parker, Jim A., AC
 Powell, Samuel L. Jr., AC
 Thompson, Neal L., AC
 Tolcoul, Debra J., AC
 Votruba, Donna M., AC
 Walker, Carol A., AC
 Washington, Roscoe E., AC
 Whitmore, Franklin D., AC

Outstanding Performance/ Performance Award

Adams, Kilburn D., AC
 Ahonen, Thomas E., AC
 Anderson, Raymond W., AC
 Arl, Timothy B., AC
 Baker, Daniel M., HQ
 Barrows, Kenneth D., AC
 Basgall, Paul L., AC
 Bauer, Henry R., AC
 Bauer, Juliet L., AC
 Becherer, Thomas L., AC
 Becker, Steven J., AC
 Bednar, Timothy G., AC
 Behlke, Elizabeth A., AC
 Bennington, Charles A., AC
 Bick, Alfred R., AC
 Billingsley, Dorothy J., AC
 Blodgett, James A., AC
 Boswell, Carol L., AC
 Bratz, Jerry O., AC
 Brewer, Lee C., AC
 Brown, Frederick P., AC
 Brueckmann, Robert P., AC
 Burke, Darrell E., AC
 Casetta, Lee J., AC
 Cook, Jerry A., AC
 Crouch, James K., AC
 Doerer, Joann, AC
 Earl, Michael W., AC
 Egan, Kathryn L., AC
 Esker, Evelyn L., AC
 Gardiner, John W., AC
 Glover, Sherri L., AC
 Goodwin, GERALYN, AC
 Gosling, Phil H., AC
 Grund, Jonathan J., AC
 Gutweiler, Susan Y., AC
 Haake, Thomas K., AC
 Hall, Connie J., AC
 Hall, M. Marjorie, AC
 Hollenberg, Mary Ann, AC
 Jackson, James R., AC
 Kleine, Kathleen M., AC

Klingeman, Fred W., AC
 Kovar, David W., AC
 Kraus, Peter G., AC
 Lauer, Ray D., AC
 Little, James D. Jr., AC
 Lohman, Bruce J., AC
 Love, Vincent, AC
 Makley, James J., AC
 McBride, Clinton L., AC
 Meier, Kathy A., AC
 Mohesky, Norma J., AC
 Murphy, Malcolm H., AC
 Oswill, Steven D., AC
 Oxley, Mary V., AC
 Park, William A., AC
 Parker, Richard C. Jr., AC
 Peshek, Daniel L., AC
 Plsciotta, Michael J., AC
 Prout, Thomas M., AC
 Richards, Samuel G., AC
 Rieker, Kerry J., AC
 Russell, Robert D., AC
 Sanders, Evelyn R., AC
 Sanders, Harold L., AC
 Schmidt, Catherine M., AC
 Shalhoob, Rosalie M., AC
 Shannon, Joyce A., AC
 Shaver, Melvin R., AC
 Sikes, William B., AC
 Smith, Courtee R., AC
 Smith, John L., AC
 Smith, Robert C., AC
 Spaunhorst, Scott J., AC
 Speiser, Barbara A., AC
 Stark, Kenneth W., AC
 Sterling, Deborah J., AC
 Stockmann, Rosemary D., AC
 Stuart, Jayne Renne, AC
 Taylor, Joyce A., AC
 Tope, Jeffrey L., AC
 Werner, Sharon S., AC
 Wilhelm, Robert H., AC
 Willis, John M., AC

Performance Award

Acord, Richard L., AC
 Aguirre, Santiago, AC
 Ahrens, Robert J., AC
 Albert, Janice M., AC
 Allen, John R., AC
 Allen, Judith M., AC
 Allen, Kathleen L., AC
 Allen, Robert, AC
 Allmeroth, Darleen M., AC
 Amsden, Stephen C., AC
 Anderson, Timothy J., AC
 Anglin, Jo Ann M., AC
 Aschenbrenner, Richard A., AC
 Auck, Elizabeth L., AC
 Azar, Christopher S., AC
 Babich, Millard M., AC
 Baker, Melody A., AC
 Barbaglia, Joseph P., AC
 Barnhart, Earl C., AC
 Bejeck, Steven T., AC
 Bell, Michael P., AC

Berndt, Harold J., AC
 Betts, John E., AC
 Biggerstaff, Murle F., AC
 Boerner, John J., AC
 Bolte, Greg D., AC
 Boone, Jeffrey D., AC
 Borrer, David J., AC
 Bosma, Sydney J., AC
 Brannon, James D., AC
 Bratcher, Donald W., AC
 Bratton, Catherine A., AC
 Braun, Tom R., AC
 Braunel, Rose Marie, AC
 Breckner, William L., AC
 Brinkman, Sue M., AC
 Brown, Charles E., AC
 Brown, Gail P., AC
 Brown, Harold D. III, AC
 Bruckner, Sharon L., AC
 Bunte, Richard V., AC
 Burke, Diann L., AC
 Bush, Donald C., AC
 Callahan, Michael P., AC
 Cebulski, Michael J., AC
 Cejka, Edward D., AC
 Clark, Yvonne D., AC
 Clemens, Joyce L., AC
 Coffelt, William J., AC
 Cone, Dennis F., AC
 Cooper, Michael L., AC
 Corcoran, Thomas J., AC
 Corsa, Patricia Lynn, AC
 Courtney, David R., AC
 Craft, William J., AC
 Crawford, Ronald R., AC
 Crego, Juanita M., AC
 Crews, David R., AC
 Curtis, William G., AC
 Dase, Dale M., AC
 David, Judith E., AC
 Davies, David W., AC
 Day, Thomas C., AC
 Dewees, Trent A., AC
 Dickens, Patricia L., AC
 Dieckmann, Betty A., AC
 Diffe, Kenneth M., AC
 Dillow, Gregory Allen, AC
 Doerr, Alvin E., AC
 Drury, Patricia L., AC

Dumey, Dennis E., AC
 Duncan, James H., AC
 Edwards, Donna J., AC
 Ekstrom, John R., AC
 Erickson, Steven H., AC
 Fincannon, Paul J., AC
 Finger, Todd K., AC
 Fizzer, Judith M., AC
 Forrest, Craig S., AC
 Foster, Phillip N., AC
 Frintrup, Gerald L., AC
 Fyalka, Raymond P. Jr., AC
 Gatewood, Gloria J., AC
 Goodwin, Janice Y., AC
 Gray, Frank E., AC
 Greenland, Roger D., AC
 Greenstein, Bob M., AC
 Grohman, Gregory J., AC
 Gruettemeyer, Edward G., AC
 Gulley, Marlane K., AC
 Halbeck, Lee Roy, AC
 Hanewinkel-Fox, Sharon L., AC
 Hansen, Lawrence N., AC
 Harrison, Kevin H., AC
 Harvey, Linda J., AC
 Harwell, Diana C., AC
 Heeszel, Robert F., AC
 Hodge, Julia, AC
 Holleman, Douglas W., AC
 Hollenbeck, Alice C., AC
 Holm, Mona R., AC
 Holthe, Steve M., AC
 Holubeck, Bruce W., AC
 Horvath, Joseph C. Jr., AC
 Huddle, John P., AC
 Huelsebusch, Keith A., AC
 Huffman, Janell S., AC
 Johnson, Lonester, AC
 Kancjanic, Pamela S., AC
 Kane, David G., SC
 Kelly, Daniel W., AC
 Ketterling, Larry E., AC
 Killon, George J. Jr., AC
 King, Joseph C., AC
 King, Keith H., AC
 Kiser, Winston, AC
 Klaskin, John N., AC
 Kleen, Karl H., AC
 Klipfel, Robert E., AC

Retirement

Visual information specialist **George J. Killion Jr.** (SDRG) is scheduled to retire April 30. He began his employment with the Aeronautical Chart and Information Center, now DMAAC, as a negative engraver in 1956. Losing his job in a RIF the next year, he joined the Air Force and served four years before returning to ACIC as a carto aid. "I've enjoyed my time at DMAAC, especially the many fine people I've both worked with and for," he said. "I plan to continue traveling, but mostly I'll be retiring to a very lazy life in Florida."

Accolades

Klipp, Thomas E., AC
 Knirr, Karl B., AC
 Korte, Kenneth B., AC
 Korzym, Kenneth D., AC
 Kreighbaum, David W., AC
 Kuhnline, Michael J., AC
 Labath, Peter J., AC
 Lackey, Diane R., AC
 Lampe, Patricia G., AC
 Langrell, John F. Jr., AC
 Leach, Kenneth R., AC
 Leuschner, Alfred E., AC
 Lewis, Chester, AC
 Lorbert, Mary A., AC
 Lutsky, Edmond, AC
 Lynch, Timothy M., AC
 Malone, James P., AC
 Manthey, Tyrone H., AC
 Marineau, Patrick E., AC
 Martin, Phillip L., AC
 Mason, Lenora F., AC
 Maynard, Stephen K., AC
 McClane, Douglas W., AC
 McCormack, Robert E., AC
 McIntyre, Julie A., AC
 McSpadden, Rex A., AC
 Meinershagen, Candace L., AC
 Mereness, Michael R., AC
 Midden, August J., AC
 Milchak, Joseph P., AC
 Miller, Carroll L., AC
 Miller, Jeffrey D., AC
 Moore, Bettie J., AC
 Moore, Bonita J., AC
 Moore, Mark A., AC
 Moore, Robert D., AC
 Morgan, Larry D., AC
 Mouser, Donald W., AC
 Mouw, Bryce H., AC
 Muchleisen, Mark G., AC
 Mueller, William J., AC
 Muich, William J. Jr., AC
 Myers, Jean W. Jr., AC
 Nauman, Thomas A., AC
 Nealey, Willie B., AC
 Nelsen, Thomas C., AC
 Nesler, Jack D., AC
 Neville, Cynthia B., AC
 Ninneman, David S., AC
 Nungesser, Curtis A., AC
 Ofstedal, Lisa D., AC
 Ostendorf, Guenther A., AC
 Oswill, Susan K., AC
 Page, Dennis W., AC
 Peplaw, Timothy J., AC
 Peterson, James G., AC
 Phillips, Mary A., AC
 Piper, William B., AC
 Pratt, Andrew D., AC
 Provaznik, Jeanette D., AC
 Reed, Michael C., AC
 Rees, Mark J., AC
 Reid, Dane H., AC
 Renth, Jo Ann, AC
 Reppell, Madonna L., AC
 Ritzheimer, Thomas R., AC



Director's Awards Ceremony

Employees enjoy a social after receiving their awards from DMAAC Director William J. Brown. The Director recently initiated a monthly awards ceremony to publicly recognize employees for their accomplishments.

Roam, Roger D., AC
 Robben, Francis R., AC
 Roberts, Philip W., AC
 Rohn, Walter L., AC
 Romer, John N., AC
 Rone, Karen E., AC
 Ronshausen, Christopher A., AC
 Ronshausen, Michael J., AC
 Roselli, Jeanne M., AC
 Ruland, Robert L., AC
 Ryan, Thomas J. Jr., AC
 Rychner, Edwin K., AC
 Sachsenheimer, Steven L., AC
 Sakaguchi, Bettye L., AC
 Savoy, Louise, AC
 Schade, Mark F., AC
 Schaefer, David M., AC
 Schafer, Kit A., AC
 Schaffer, LaDonna L., AC
 Schlake, Janet L., AC
 Schmitt, Shirley M., AC
 Schoeffler, Richard W., AC
 Schultheis, Everett G., AC
 Scroggins, Alan D., AC
 Seachrist, Shirley R., AC
 Sellers, Dennis D., AC
 Sharp, Monica L., AC
 Shepherd, Gregory B., AC
 Shownes, Sandra Grady, AC
 Sikes, Donna J., AC
 Skelton, Robert A., AC
 Slovacek, Kirtland S., AC
 Smith, Wayne E., AC
 Sorum, Mark W., AC
 Staebel, Terry L., AC
 Stein, David T., AC
 Steinkamp, Glenn D., AC
 Straughter, Maurice, AC
 Stucky, Thomas C., AC
 Sugg, William W. Jr., AC
 Swanson, Gregory A., AC
 Tayon, Diann R., AC
 Thierjung, Sidney J., AC
 Thompson, Michael B., AC
 Thornton, Myrna J., AC
 Tichacek, Christopher T., AC

Tidwell, Hubert C., AC
 Tolle, Thomas F., AC
 Totten, David A., AC
 Tracy, Kevin H., AC
 Tremblay, Richard C., AC
 Truka-Weisz, Christine L., AC
 Updegrave, Ronald C., AC
 Vieth, Susan K., AC
 Wader, Carl W., AC
 Wadlow, Tony B., AC
 Wall, Marilyn F., AC
 Walsh, Dianne C., AC
 Washington, Marie L., AC
 Watkins, Thomas E., AC
 Watson, Keith J., AC
 Weidle, Roy J., AC
 Weikel, Ira L., AC
 Weller, Carl M., AC
 Werner, Richard W., AC
 White, Jean K., AC
 White, Linda Kay, AC
 Whitlow, Kenneth L. Jr., AC
 Whitmire, Mark T., AC
 Whitmore, Edward F. Jr., AC
 Wilkinson, Jane D., AC
 Willenburg, Giselle T., AC
 Williams, Bonnie J., AC
 Williams, Kenneth Jr., AC
 Williams, Richard C., AC
 Wilson, Glenn M., AC
 Winkle, Dennis E., AC
 Wishom, Reginald, AC
 Woodard, Mark W., AC
 Wortham, William D., AC
 Wright, Edwin L. II, AC
 Yarber, Sharon D., AC
 Yrjanson, Gary D., AC
 Zavadil, William F., AC

Outstanding Performance/ Quality Step Increase

Bruno, Steven G., AC
 Cain, Suzanne, AC
 Coleman, James J., AC
 Grosse, Sherijo, AC

Jasper, Robert K., AC
 Riggs, Herschell F., AC
 Roslin, Barry A., AC
 Schumacher, Marc L., AC
 Shipp, Tyler C., AC
 Smith, Samuel E., AC
 Uhles, Morris E. Jr., AC
 Wakefield, Raymond E., AC
 Willett, John G., AC

Suggestion Awards

Bartel, Ross, AC
 Hodge, Julia, AC
 Miller, Helen, AC
 Perrott, Thomas, AC
 Siems, Timothy, AC

Retirements

Years of federal service given.

April 1

Thomas J. Corcoran (GAEA),
offset press operator, 31 years.
 Catherine L. Drake (RSCSBB),
computer operator, 27 years.
 Donald W. Gardner (SDRAD),
supervisory photographer,
36 years.
 Edward R. Powers Jr. (MCAH),
cartographer, 31 years.
 Charles D. Sullivan (GGCC),
cartographer, 29 years.
 Charles O. Williams (SDAE),
cartographer, 30 years.

Hosting Summer Parties: Aim for Success

TRUE HOSPITALITY involves much more than plying guests with food and drink. It is the obligation of the host and hostess to set the tone, direction and pace of activity.

Try something different. Instead of sending guests directly to the bar, try mixing people as they arrive. The warmth that comes from greeting old friends and meeting new people may exceed the flow stirred by a martini or a can of beer.

There are ways to promote party success while keeping things under control.

Select the bartender - Choose a bartender of known discretion. The eager volunteer may turn out to be a pusher who uses the role to give every glass an extra "shot."

Pace the drinks - Serve drinks at regular, reasonable intervals. The length of the intervals will depend on whether the guests are enjoying the company or the drinks more. A drink-an-hour schedule means good company prevails.

Don't double up - Many people count their drinks. If you serve doubles, they'll be drinking twice as much as they planned. Doubling up isn't hospitality; it's rude.

Don't push drinks - Let the glass be empty before you offer a refill. Then don't rush, especially if someone comes up empty too fast.

WHEN A GUEST SAYS 'NO THANKS' TO AN ALCOHOLIC DRINK DON'T INSIST!!

Push the snacks (healthy snacks) - Do this while your guests are drinking, not after. This is important because food slows down the rate at which alcohol is absorbed into the bloodstream. It also slows the rate at which people drink.

Serve nonalcoholic drinks, too - OFFER NONALCOHOLIC DRINKS FIRST! One out of three



adults chooses not to drink at all. Offer a choice of drinks besides alcohol - fruit and vegetable juices, tea, coffee and soft drinks.

Serving the meal - If it is a dinner party, serve before it's too late. A cocktail hour is supposed to enhance a fine dinner, not compete with it. After too many drinks, guests may not know what they ate and how it tasted.

Set drinking limits - When a guest has had too much to drink, you can politely express your concern for him and her by offering a substitute drink - coffee, perhaps.

This is a gentle way of telling a guest that he or she has reached the limits you have set for your home.

Closing the bar - Decide in advance when you want your party to end. Then give appropriate cues by work and action that it's time to leave. A considerate way to close the drinking phase is to serve a substantial snack. It also provides some non-drinking time before your guests start to drive home.

There are a number of ways for any individual who chooses to drink to avoid drunkenness: know your limits; eat while you drink; don't drink fast - sip for enjoyment and don't gulp for effect; accept a drink only when you really want it; cultivate taste - choose quality rather than quantity; skip a drink now and then; when dining out, if you must drive home, have your drinks with dinner, not afterward; beware of unfamiliar drinks; don't drink to relax when what you really need is a change of pace or some sleep; remember that the purpose of a party is togetherness, not tipsiness; and above all, don't drive while drinking - arrange for transportation by someone who has not been drinking or use public transportation.

By making responsible decisions about the use of alcoholic beverages, you can have a happy summer.

*--Wellness Program
Employee Assistance Office (HRSFE)*

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