

DEFENSE MAPPING AGENCY

LINK

August 18, 1995



DMA relives Apollo 13

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On the cover

With the moon as the backdrop, a DMA employee (bottom left) air brushes three-dimensional features on a lunar chart. Top right, Bill Paxton, Kevin Bacon and Tom Hanks, star as the crew of an ill-fated lunar mission in *Apollo 13*. See related story and photos on pages 8 and 9. *Apollo 13* photo courtesy of Universal Pictures.

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BITS AND BYTES

Air Force Maj. Gen. Philip Nuber

How are you doing on ensuring the DMA CORE VALUES are becoming a natural way of life in your work area? That is a question I ask myself frequently, and sometimes I don't care for the answer. I decided to have the Core Values and the Mission Statement put on my computer as the screensaver to make sure my answer to the question is always ... "I'm doing great."

One way I have decided to improve my personal commitment to "Communicate" is to start spending time working from an office in St Louis. I intend to schedule a week at a time to do my job from there. In addition, the deputy director, and directors of the Operations, Acquisition & Technology and Installations Management Groups have all decided to do likewise. I believe that this is an important step to build the "Teamwork" concept in DMA. Teams that work well together are going to be the key to success in the future.

Those teams will have to be "Creative," and above all else you will find that "Adaptability" will become the hallmark of your performance. When the idea of working in St. Louis started, it was obvious that the only reasons not to do it would be a lack of "adaptability," no "creativity" or an unwillingness to be totally committed to using every source of "communication." That was not exactly the way I wanted to answer the question.

Finally, it was most obvious that when I thought about the idea of "Valuing Our Customers" and who were my customers, I realized that everyone in DMA was my customer and I needed to learn from the Customer. I hope all of us are using the core values as a checklist for our actions. This will make the Core Values our Culture. ■

UP FRONT

Welcome to the first issue of the DMA's newly consolidated employee magazine – *DMA Link*. This publication is the result of combining the agency's two award-winning publications – *News Link East*, produced in the Washington area and *News Link West*, produced in St. Louis.

Hand-in-hand with the agency's reinvention, the publication consolidation will further reinforce the "One DMA" concept.

Likewise the *DMA Link* is a semi-monthly publication, which means you can expect to see it twice a month. With this kind of coverage, you will stay abreast of DMA activities, as well as learn more about DMA customers worldwide and the entire DMA team.

This is your publication, and it is our goal to chock it full of interesting news and

feature articles, spanning the agency. To ensure our commitment, Command Information Customer Support Teams will network with the agency's 12 Business Unit representatives across the agency to keep the communication lines flowing.

You are also instrumental in keeping the communication spigot open. We invite you to continue feeding us news tips and ideas, in addition to providing comments on how we can better quench your thirst for DMA information. For those of you who want to pick up the pen, we have established the first and third Thursday of the month as deadlines for article submissions. Comments or questions can be addressed to anyone on the Link editorial staff via e-mail or telephone. Again, we welcome you and hope you will enjoy your new publication.

THE EDITORIAL STAFF



Reinvention Task Force members display awards presented by Air Force Maj. Gen. Philip W. Nuber, DMA Director, for their "superb pioneering effort in developing a futuristic design concept for DMA as it moves into the 21st century." Pictured, from left, are M. Z. Labovitz; Roberta E. Lenczowski; Karen T. Thomas; Gen. Nuber (holding the group award); Curtis B. Ward; Air Force Lt. Col. J. B. McNichols, Jr.; W. Douglas Smith and A. Clay Ancell. Nancy L. Spruill, former DMA employee and RTF member, was unable to attend. Gen. Nuber also recognized Stephen M. Earle, chief of the DMA Site Security Policy Office (not pictured). Earle received a Special Act award for his accomplishments as primary author of the RTF Concept of Operations.

Evasion Chart draws national attention

by Paul Hurlburt



Photo by Air Force Staff Sgt. Chris L. Padman

Air Force Capt. Scott O'Grady, after arriving at Andrews Air Force Base, talks about his experience in Bosnia.

What DMA Update anchor Carl Goodman described as the "ultimate in customer feedback" – an Evasion Chart signed by a successful user – was an unexpected highlight of the recent Sun Setting Ceremonies in Washington and St. Louis.

As he held up an EVC autographed by Air Force Capt. Scott F. O'Grady, DMA Director Maj. Gen. Philip W. Nuber said the chart symbolized the importance of DMA products to its customers.

The F-16 fighter pilot carried the chart in his vest pocket when he was shot down over Bosnia June 2. He was rescued six days later by Marines in two helicopters, supported by 40 aircraft, who used an assortment of DMA aeronautical and topographic products. The Sun Setting Ceremonies, which marked the end of DMA's components and the beginning of the reinvented agency, were held June 28-30.

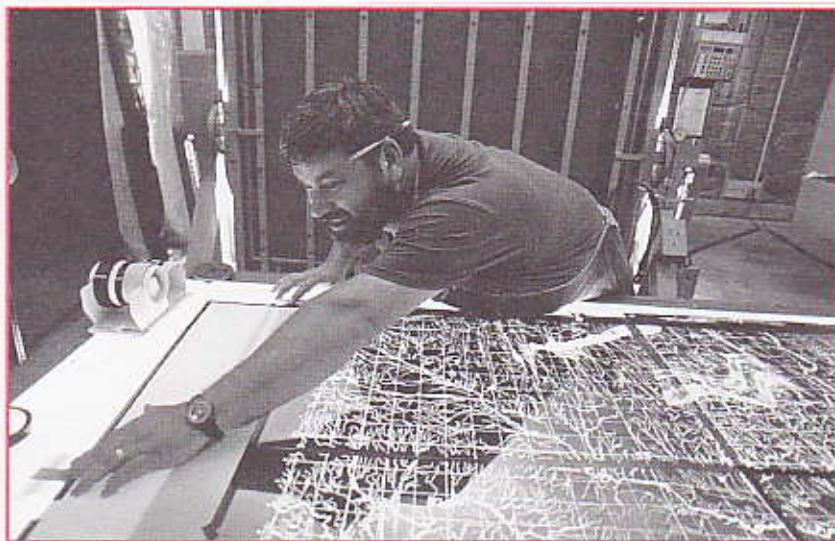
As TV interviews with O'Grady and reports in *Time*, *Newsweek* and the *Washington Post* drew national attention to the EVC, DMA received immediate feedback from the Marines on the agency's support in the rescue mission.

Produced in St. Louis, the

3 1/2- by 5-foot chart is a special product designed to assist downed pilots and others caught behind enemy lines to evade capture. The map, based on medium-scale Joint Operations Graphics, gives users general orientation to a region while providing enough detail to identify their location. Besides its cartographic applications, the EVC has many non-cartographic uses, including photos to identify edible and poisonous plants. Made of spun-

rescuing O'Grady, according to Maj. D.E. Trafton, the unit's intelligence officer. To plot pickup points and locate the downed pilot, the Marines used four 1:50,000-scale Topographic Line Maps. To plan the mission they used Digital Terrain Elevation Data on an automated system. And they also used four 1:250,000 Joint Operations Graphics (Air), Trafton reported.

"We appreciate DMA's interest in how well their products supported



Dan Scroggins, a DMA employee, works on a lithographic negative for an evasion chart.

bonded olefin, a thick polyester that resists water and tearing, the EVC can also serve as a raincoat or to collect rain water.

"I knew the location I was at, and I had a Swiss Army knife; I cut down [the EVC] to the size where I was at and used the rest as a bed," O'Grady told CNN Pentagon reporter Jamie McIntyre. *Newsweek* reported that O'Grady "wrapped himself in the chart for the cold mountain night."

Several DMA products were "available and used" by the 24th Marine Expeditionary Unit in

this mission," Trafton said in his reply to a request for feedback from Maj. Russel Samson, a member of DMA's Marine Customer Support Team.

"We had maps, they were usable, and they did support all facets of the operation from planning to execution ... We have never not been thoroughly supported by DMA in any request; I do not know many organizations that can make the same claim," Samson said. ■

Poland to coproduce JOGs

by Paul Hurlburt

Under an annex to a basic agreement with the Topographic Service of the Polish Army General Staff (TSGS), DMA and TSGS will coproduce the aeronautical version of Joint Operations Graphics.

The annex calls for TSGS to update and maintain all JOG-As covering Poland and its border areas, a total of 24 1:250,000 medium-scale charts. A key item for mission planning, the charts are to be updated by the end of 1996.

DMA Director Air Force Maj. Gen. Philip W. Nuber and Polish Army Col. Henryk P. Bednarek, chief of TSGS, signed the annex in a ceremony at Headquarters May 17.

The annex falls under a 1992 agreement that provides for cooperation between the United States and Poland in matters related to military mapping.

In updating JOG-As, TSGS will meet DMA specifications including textual data in English as well as Polish, map locations according to Universal Transverse Mercator, and a grid conforming to the World Geodetic System 1984. Source material will be provided by TSGS.

DMA will provide reproduction materials for previously produced JOG-As covering Poland and border areas, and TSGS will provide updated JOG-As and related reproduction materials to DMA. JOG-As produced by TSGS will also be releasable to all NATO countries.

DMA will provide technical and production assistance on site at TSGS for a start-up period of up to



Photo by John Morris

Signing a map coproduction agreement are DMA Director Air Force Maj. Gen. Philip W. Nuber and Polish Army Col. Henryk Bednarek, chief of the Topographic Service of the Polish Army General Staff. Elio Barbis, DMA International Operations officer for eastern Europe, observes.

30 days. The commitments made by the United States and Poland under the agreement are contingent upon the availability of personnel, funding, equipment and source materials.

Updating the JOGs by TSGS will enable DMA to incorporate the most recent data in Vector Smart Map Level 1, a new DMA product at the 1:250,000 scale on CD-ROM. Worldwide coverage is planned for VMAP1, which will provide a database of geographics and related descriptive information for use in electronic navigation and geographic information systems.

Poland's ability to produce maps that meet international standards was validated recently when the TSGS won the top two prizes in a contest for customers sponsored by

Intergraph Inc., designer and builder of geographic information systems.

Of special interest to DMA was the second place award for a 1:50,000-scale topographic map TSGS produced digitally to satisfy NATO requirements.

"We have evaluated their 50s and found them to be more than adequate, accurate for U.S. purposes," said Elio Barbis, International Operations officer for Eastern Europe. Poland won first place for a cadastral map.

"They have shown great promise and have been forthcoming with us, so I think we have found a partner," Barbis said. He predicted that TSGS would coproduce vector products in the future. ■

Database ensured integrity of selection process for the new DMA

by Paul Hurlburt

A specially created database helped to ensure that all employees received an assignment in the new DMA.

Designed by a group known as Team Fox, the database provided officials, in Human Resources and the new business units, the tools they needed to consider all employees who applied for vacant positions fairly, said Denise Droneburg. Droneburg is an Operations Group Implementation team member who led the development of tools for the selection process.

About 825 employees held positions that did not map to the new organization. Whether these employees applied for one or more of the several hundred vacant positions or not, they were placed in the new DMA organizational structure.

Like the employees in positions that did not map to the new organization, those employees who retained their positions in the new organization were free to apply for vacant positions at their current grade level.

More than 2,500 applications were received for vacant positions in the 12 business units.

Considering the magnitude of the personnel changes (potentially all 7,400 positions in DMA could have been affected) and the time allotted to accomplish the reorganization (less than four months), the selection process was viewed as an achievement.

The success of the staffing process was "truly what 'team DMA'

is all about," said Earl Phillips, director of the Operations Group. It depended on people throughout the agency, he noted, citing the special role of Team Fox.

Central to the selection process, the database created by Team Fox

Joel Stevens, experts in the software chosen for the database. Cartographer Diane Phillips ensured data integrity and resolved data discrepancies. The entire group, which came to be known as Team Fox, established an office in Bethesda to provide

computer support throughout the selection process.

"What the team did was put together a set of tools for management to use in making selections and coordinating the results of their selections," Droneburg said. "Because of the magnitude of applications, there is no way this could have been done manually."

Applications for vacant positions were processed in Human Resources. HR also supplied applicant data that was integrated into the Team Fox database.

Upon review of all the qualified applications for a position, business units made their selections according to established Merit Staffing standards. During the selection process, HR business unit representatives provided guidance to ensure that work force diversity goals were considered.

"Communication was key between business unit POCs and Team Fox," Brown said. "Telephone, e-mail and laptops provided the means to that communication. Even though people involved in the selection process were often geographically separated, these tools enabled us to work together and get data, real time."



Photo by Tom Barsh

Discussing the Team Fox selection process, from left, are Denise Droneburg, Joel Stevens, Diane Phillips, Claire Paquin, Jack Savage and Susan Brown.

"ensured that every DMA employee and vacancy was accounted for and then it captured the selections made by the business units," said computer specialist Claire Paquin, Team Fox co-leader.

"It was the only way we could think of to make sure that absolutely everybody in DMA was taken care of," said Droneburg, now a member of the OG support staff.

Paquin and co-leader Susan Brown, a cartographer, designed a relational database that included all vacancies, applicant data, and the names of all employees and their status before reinvention.

Assisting Paquin and Brown were cartographers Jack Savage and

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You gotta do it with a DoDAAC

by Susan Gonchar

When the military orders bullets, beans and blankets – they do it with a DoDAAC – a DoD Activity Address Code. Maps and charts? Yes. They have to do it with their DoDAAC too.

Twenty years ago, DMA began the practice of assigning non-official temporary DoDAAC accounts ("T" accounts) to provide and expedite customer service, keeping flight and navigation safety in mind, for customers not using official DoDAACs.

The "T" accounts grew to approximately 7,100. All seemed well until this practice was put to the test during a real-war situation, Operation Desert Storm in the Persian Gulf.

Map and chart requisitions were filled. But, in some cases, if units had deployed before delivery, the products were not *automatically* forwarded to their final destinations. Because these non-official temporary

accounts were not in the official mainstream of supply – the DLSS (DoD Logistics Standards System) – the individual services didn't have the information or the official addresses needed to forward the orders. Great efforts were then expended at DMA to track those shipments and arrange for forward transportation.

"T" accounts only worked at DMA because DLSS didn't recognize the account addresses. There was no data base synchronization.

Starting in May 1992, DMA customers were requested to order map products using only a valid DoDAAC via the DLSS transmitting their orders electronically through the DAAS (Defense Automatic Addressing System). This addressing system tracks the warriors' whereabouts even after deployment,



Photos by Tom Bensch

Rosalind Ransby, left, and Kay Ramsey help cancel out the last "T" accounts.

getting the maps to the warrior at their final destination.

Since many customers were very slow to convert their accounts to valid permanent DoDAACs, the effort to complete the conversion project had to be intensified.

In June 1994, a Customer Support Team was formed to take on this monumental task. Charlie Byrne, chief of the Customer Assistance Branch, in OCS (Customer Services Division) took the lead with significant input from team members, John Thomas, Rosalind Ransby and Kay Ramsey.

Duplicate accounts were deleted and some accounts consolidated. Customers were then contacted and advised of the proper procedure to obtain a valid DoDAAC through their Service Points (military points of contact). As permanent accounts were established, DMA removed their "T" accounts.

Some customers balked at the idea or did not respond perhaps hoping that somehow this would all pass, according to Byrne's supervisor, Donna Petry, chief of the Operations Division. But, that was not the case. Byrne and his team moved onward, said Petry.

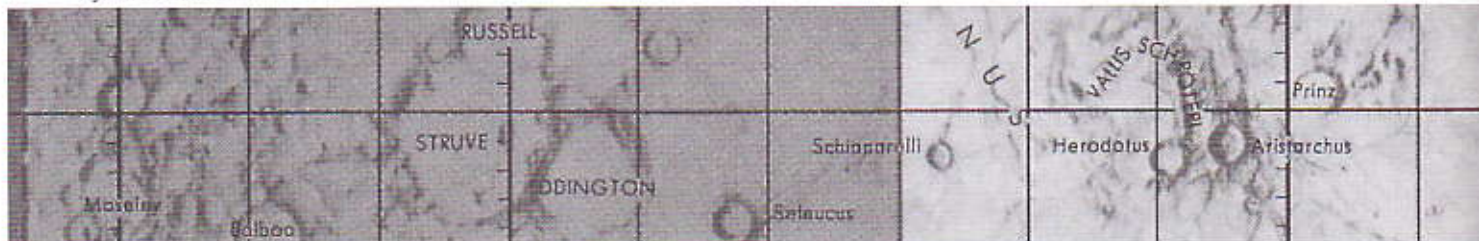


For "T" Account Project: DMA Director Air Force Maj. Gen. Philip W. Nuber presents Charlie Byrne with a Special Act Award and plaques of appreciation to him and Customer Support Team members (left to right) Kay Ramsey, John Thomas and Rosalind Ransby. Army Col. Robert F. Kirby, chief of the Customer Services Division, also offered congratulations. Certificates for special contributions were presented to Eleanor Thomas and Doris Green.

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'Houston, we have a problem'

by Don Kusturin



Before those famous words were uttered, and long before the concept for one of this summer's blockbuster movies, DMA employees in St. Louis and Bethesda were charting the stage for the launching of Apollo 13.

Based on Jim Lovell's and Jeffrey Kluger's best-selling book *Lost Moon: The Perilous Voyage of Apollo 13*, the movie *Apollo 13* tells the story of the ill-fated mission that nearly cost astronauts Lovell, Fred Haise and Jack Swigert their lives.



Lovell

By the April 11, 1970 lift-off of Apollo 13, moon missions were becoming routine. This mission became more than routine after an electrical problem in a unit, used to stir the hydrogen and oxygen gases in order to take measurements of the two, caused an explosion that ripped a hole in the outer panel on part of the spacecraft.

A leak in the fuel cells, responsible for providing power, water and oxygen to the ship, meant that the astronauts could not be sure of their safe return to earth. They were forced to abandon standard procedures and find new ways of surviving.

The movie recounts the mission from training to the explosion and finally the

recovery of the astronauts, played by actors Tom Hanks, Bill Paxton and Kevin Bacon.

Although the movie doesn't mention the use of DMA products during the mission planning stage, it was a fact Lovell recalled during a recent telephone interview.

"Oh you guys did the moon maps," said Lovell from his home near Austin, Texas. "They were great."

The "moon maps" were the Lunar Module Descent and Ascent Charts or photo-feature charts that contained groundtrack data, landing site information and ascent time in the departure corridor. The astronauts also carried a DMA prepared Target of Opportunity Chart and a Star Chart.

"We weren't able to use them much on Apollo 13," Lovell explained. "We had so much debris following us we couldn't distinguish it from the stars."

He said the charts, however, were very useful during his earlier mission that became the first trip around the moon — Apollo 8. He said that most of those charts were used in the control center.

The DMA charts that may have been more important to the Apollo 13 mission members were Earth Orbit, Lunar Orbit, Apollo Translunar/ Transearth Trajectory Plotting charts and Landing Site Projection Plotting Graphics.

"The charts get mailed out to all of the tracking stations," said Edward Lawless, head of the Mission Planning Section of NASA Communications at Goddard Space Flight Center in Maryland.

"The charts provided were heavily relied on as planning and training tools," said Lawless, who was

part of the communication team for the Apollo 13 mission. "We were involved in the preparation of the charts."

Once the explosion occurred, the real time use of the charts was not as feasible. The information on the charts became a reference tool.

"They indicated the location of the stars," said Lovell. "They were the only thing we had — a sort of 'we were here' — this is the deviation from the planned path."

According to former DMA employee St. Louis Bob Card, the charts were sent to NASA from DMA. The charts were known as Mercury, Venus, Earth, and Moon.

As for the Apollo 13 mission, "at the time it was just a backup plan."

Lovell also had a photo of the moon, and photos taken from the moon used in DMA's charts.

"We took a lot of photos and gave them over to you guys," Lovell said.

Some of the photos were of a mountain named after the movie.

"Mount Marilyn," Lovell said. "Mount Marilyn Mountain Range on Tranquillity," he said. "It was a point for Apollo 13 [the Apollo 13 mission]."

DMA's work during the Apollo 13 mission was a success.

"We appreciate the support and help to enhance the Apollo 13 mission," he said. "DMA was a key player in the Apollo 13 mission."

MIND OF EARTHSHINE



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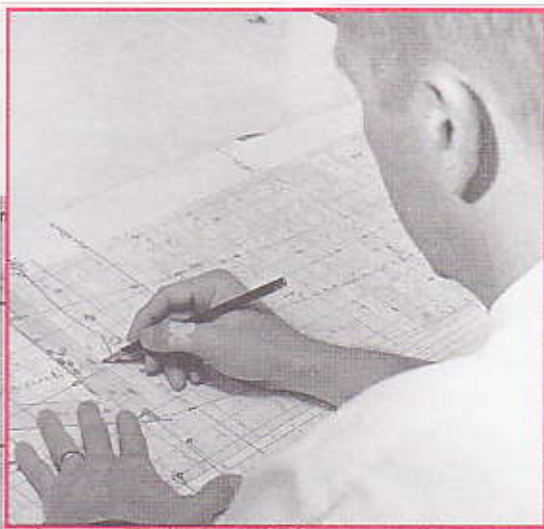
...er DMA employee in
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...13 mission, Carder said,
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From top, a DMA cartographer edits an Apollo 12 Target of Opportunity Chart; another views the lunar photographs through a stereo viewer, and photographic equipment is used by a DMA employee to rectify a composite of Lunar Orbiter photos. U.S. Air Force photos.

Houston, we have a problem'

by Don Kusturin



Before those famous words were uttered, and long before the concept for one of this summer's blockbuster movies, DMA employees in St. Louis and Bethesda were charting the stage for the launching of Apollo 13.

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"The charts provided were heavily relied on as planning and training tools," said Lawless, who was

part of the communications team during the Apollo 13 mission. "They were used very much in the preparation of the mission."

Once the explosion rocked the spacecraft, a real time use of the DMA products was not feasible. The information was invalid and the charts became a reference point.

"They indicated nominal conditions," he said. "They were then used as a cross reference - a sort of 'we were supposed to be here and this is the deviation.'"

According to former DMA employee in St. Louis Bob Carder, the agency has provided maps to NASA from the earliest space missions, known as Mercury.

As for the Apollo 13 mission, Carder said, "at the time it was just another mission."

Lovell also had a key role in mapping the moon, and photos taken by the astronauts were used in DMA's charting efforts.

"We took a lot of pictures and sent them over to you guys," he said.

Some of the photos included were of the mountain named after Lovell's wife, Marilyn.

"Mount Marilyn is located in the Secchi Mountain Range on the rim of the Sea of Tranquility," he said. "It was the initialization point for Apollo 11 [the first moon landing mission]."

DMA's work did not go unnoticed by the Apollo astronauts, according to Lovell.

"We appreciate all the work DMA did to enhance the Apollo programs, not just Apollo 13," he said. "DMA did a great job."

Comptroller presents annual awards

Comptroller employees were honored recently for their contributions to DMA at awards ceremonies held in St. Louis and Washington.

Cynthia K. Bogner, DMA Comptroller, recognized St. Louis area employees for their support in the areas of payroll, cost accounting, accounting liaison, and for their support to the former components and DMA Consolidated Support Activities. Washington-area employees were likewise recognized for their support to the former components, the DMA consolidated support offices, and Headquarters.

The St. Louis ceremony was held June 22 at Jefferson Barracks Park. The Naval Observatory grounds served as the Washington-area site on July 10.

Steven C. Pollard received the DMA Meritorious Civilian Service Award, the second highest award that DMA can bestow upon a civilian employee.

Five people were presented DMA Superior Civilian Service Awards. They were: Frank A. Kotula, Wanda L. Logan, Suzanne E. McGowan, Nathaniel C. Taylor and Joyce A. Trickett.



DMA Comptroller, Cynthia K. Bogner, presents Supervisor of the Year Award to George L. Andrus.

Receiving awards in special categories were the following:
CM Outstanding Employees of the Year Award: Judith E. Feingold,

Raymond E. Glew III, Allen G. McClain, Pauline S. Maness, Daniel J. Resko and Elizabeth S. True.

CM Outstanding Team of the Year Award: Cost & Operations Support Team – Evelyn F. Birkhead, Donna M. Brewington, Patricia M. Door, Louise D. Goolsby, Pearl J.

Rodriguez, Teri L. Rose, Linda M. Rutledge, Patricia B. Schlemmer, Sandra J. Standeford and Brenda L. Tomlin.

CM Customer Service Award: Tina M. Noflke.

CM Quality Improvement Award: Mary H. Comer.

CM Award for Achievement in EEO: Rosemary Gomez.

CM Administrative Support Staff Excellence Award: Mary L. Griffin.

CM Supervisor of the Year Award: George L. Andrus.

CM Program/Budget Analyst of the Year Award: Steven E. Bramow.

CM Finance, Cost and Economic Analyst of the Year: Mary L. Caruthers.

CM Manpower and Management Analyst of the Year Award: Donna M. Burrows.

CM Community Service Award: Janice S. Christensen. ■

BIG officers installed



The installation of officers for the UJIMA Chapter of Blacks in Government was held recently. The new officers are, left to right: Brian Vismale, secretary; T.J. Gaylord, treasurer; Debra Cameron, president and Kenneth Minor, vice president. UJIMA is the DMA chapter of BIG, a national non-profit federal organization that works to address the needs and aspirations of African Americans in public service. One of 230 chapters nationwide, UJIMA meets the third Wednesday of each month in the main conference room in the Ruth Building. For more information, contact Cameron at 227-2550. ■

HIV/AIDS training given at DMA

by Susan Gonchar

During the past five months, more than 6,000 DMA employees in the Washington and St. Louis areas have received AIDS training to learn the basic facts on how the virus *is* and *is not* transmitted, how to avoid infection, how to respond supportively to HIV infected employees and DMA workplace policy.

The mandatory training, directed by President Clinton, was conducted in the Washington area by wellness program manager Paul Durkin and in St. Louis by Sid Cooper, employee assistance program manager.

During numerous classroom sessions great care was exercised to avoid using complicated medical and

scientific terms, while not oversimplifying the material and problems presented. A pre-test, designed to check employee knowledge of AIDS, was provided and answers discussed among the group. Videos, a briefing and a candid question and answer period followed.

Unique to the plan was the addition of an AIDS-trained deaf instructor to communicate with DMA's 57 deaf and hard-of-hearing employees in the Washington and St. Louis areas. National statistics indicate that 94 percent of deaf people in the United States do not

and more education in our homes, our schools, our health-care facilities and in our work environment."

Feedback on DMA's AIDS education training has been largely positive: "People need to know and have compassion for others." "Much better than expected – expected a lecture." "I was provided with information that I was unaware of and I considered myself to be fairly well informed about AIDS." "Everyone should be informed and concerned for themselves and their families." "Thanks for providing the opportunity to attend."

"Make no mistake about it. AIDS is fatal and it is spreading, and the best thing we have to fight against it is education..."

receive HIV/AIDS training or services due to lack of access to communication.

As former Surgeon General of the United States, Dr. C. Everett Koop stated, "Make no mistake about it. AIDS is fatal and it is spreading, and the best thing we have to fight against it is education ... education ...

Three final sessions are being scheduled in the Washington area. The St. Louis program is completed. For further information about the program contact Paul Durkin in Bethesda, (301) 227-5800 or Sid Cooper in St. Louis (314) 263-4848. ■

You gotta do it with a DoDAAC *continued from page 7*

"We stressed that having an official DoDAAC was really in the warfighter's best interest," Byrne said.

"Some customers wanted to bypass the rules and regulations required by the Service Points. In some cases units had several "T" accounts in the same office; some were receiving maps in a number of offices on the same floor or at several locations in close proximity. With the assignment of permanent DoDAAC's, centralized address points for the units were being established. Not as convenient as door-to-door, but certainly workable and cost effective and it eliminated duplication as well," Petry said.

The team also contacted DMA's Federal Address Activity Accounts

temporary account customers. FedAAC allows non-military customers, i.e., NASA, Energy, Commerce, and State departments to get mapping products through DAAS. FedAAC "T" accounts numbered approximately 1,000 of the total.

By July 1995, the number of "T" accounts was reduced to 22. Thousands of dollars were saved by DMA as a result of consolidating or eliminating accounts. Product cost savings in the Civil Reserve Air Fleet program alone was \$375,000.

With the Service Points' data bases and DMA's distribution data base now in synch, requisitions can be sent electronically to the DMA Automated Distribution Management System through DAAS. Usually, the only human intervention that occurs

is when the packer pulls the map at the DMA depot in Philadelphia.

On July 11, a ceremony was held at OCS to herald the removal of the last 22 "T" accounts. DMA Director Air Force Maj. Gen. Philip W. Nuber said to the gathering, "I admire all who stuck with it. It was a major accomplishment. The fact that it got done was amazing. I commend you."

The last 22 "T" accounts were ceremoniously canceled one-by-one on a computer by people who had participated in the project. Army Col. Robert F. Kirby, chief of OCS, canceled the last "T" account. With the tap of a finger NAVSUFAC, a 20-year-old temporary account – was gone. ■



Hats Off

David Lasko, chief, Production Management Division, was selected for the Faculty Chair position at the Industrial College of the Armed Forces. This is the first time a DMA employee has served in this capacity. During the two-to three-year tour of duty, Lasko will teach, research and act as a liaison between ICAF and DMA.

Eight DMA employees were selected for Senior Service Schools during the academic year 1995-1996. They are: **Gregory Barac**, Operations Group, Army War College; **Jon Dale**, OG, and **Peter Ofstedal**, OG, College of Naval Command & Staff; **Robert Hughes**, Requirements & Policy, and **Cynthia Burns**, OG, Industrial College of the Armed Forces; **Stephen Moore**, OG, and **Karen Thomas**, OG, School of Information Warfare & Strategy; and **Lynne Puetz**, OG, Naval War College. **Anna Hamann** was selected to attend the Inter-American Defense College, but at her request, has been deferred until the 1996-1997 academic year.

The following DMA employees have been selected for the agency's Long Term Full Time Training Program for the academic year 1995-96: **Jeffrey Bjerke**, Acquisition & Technology; **Donald Christian**, Operations Group; **Gary Derikito**, OG; **Jimmie Erwin**, OG; **Raymond Farley**, OG; **Scott Farris**, OG; **Valerie Gill**, Human Resources; **James Griffin**, OG; **Douglas Hugo**, OG; **David Kasich**, OG; **Michael May**, AT; **Michael McAmis**, OG; **Scott Mooney**, OG; **Javier Navarrao**, OG; **Jim Patterson**, AT; **Gregory Peiper**, OG; **Jon Pribicko**, OG; **James Sapcoe**, OG; **David Stupke**, OG; **Brad Szedlar**, OG; **George Thomas**, OG; **Robert White**, OG; and **Barbara Wiley**, OG.

Database ensured integrity of selection process for the new DMA

continued from page 6

"Providing current information throughout DMA was especially challenging," Paquin added.

"We were continually updating the database to include reassignments, resignations, retirements and the addition of newly hired cartographers."

Reports generated from the Team Fox data base listed vacant positions by number and all the applicants for each position. Another report listed the applicants by grade alphabetically and all the positions they applied for. Mapped applicants whose position would need to be backfilled were indicated.

"We think the larger business units found these reports pretty useful, especially in de-conflicting selections of the same person by other business units," Droneburg said.

When the selection process was completed, the Team Fox database was used to generate the final list of personnel selections for the new DMA. It was also used to generate letters to all employees affected by the selection process, Standard Form 50, Notice of Personnel Changes, and a new master job list.

In filling vacancies, the database was designed so that unmapped applicants did not receive preference over applicants who mapped. In addition, business units made a special effort to release employees who mapped to a position but were selected for another position they applied for.

"Even applicants who failed to qualify for a position were reported so that business units could know of their interest," Droneburg said.

"The selection process was as fair as we could make it, and it worked. The problems were minimal, so when people came to us with a problem, we could answer them quickly."

With due consideration for their wants and the needs of the reinvented agency, DMA officials feel confident that employees were placed in the best position. ■



“This relaxes me,” said Sandy Rainbolt Shiner. The vision of Shiner at a rodeo on the back of a spirited horse or in earlier days riding bareback on a bull hardly seems a tranquil pastime.

But, for this red-headed, Irish and Cherokee woman, rodeo is relaxing. In fact it has been an integral part of her life for over 30 years. She was given a pony at age 6, and that was the start of it all.

Monday through Friday, Shiner is a program manager and reproduction materials maintenance officer in Operations, Libraries East. After work, she heads for her five-acre farm in Calvert County, Md. to train, exercise and care for her three quarter horse geldings, “Magnolia Bull,” “Note S Me” and “Tashunkewitka” (Cherokee for “Crazy Horse”). Sharing her love of horses is her husband, Dick, a former quarterback with the Washington Redskins.

Weekends? It's show-time! Time for Shiner, sometimes known as “Rodeo Red,” to pack up a horse and head for a rodeo.

Until recent years, women were only allowed to enter barrel racing, Shiner's forte. It is a test of the horse and rider's skill in executing a timed cloverleaf course which includes close turns around three 55-gallon drums and all-out runs in between.

She can now compete in other timed events such as team roping where two riders simultaneously rope a steer by the head and by the heels. Shiner is the “heeler.” She also does breakaway-roping, a form of calf-roping.

When she rode the bulls, she stayed on the six seconds required for women, and even dug in her spurs. “You get more points the

‘Rodeo Red’ keeps on riding

by Susan Gonchar



Courtesy photo

harder the bull bucks and even more when it spins,” she explained.

“Riding a bull is pretty hard on your body. But getting off safely is sometimes even harder – trying not to get kicked or stomped on. I stick to horses now.”

Shiner is a founding member, number nine, of the Del-Mar-Va (Delaware, Maryland, Virginia) Rodeo Association which later became the American Professional Rodeo Association. It sanctions all rodeos on the East Coast – Maine to Florida.

Shiner has competed, indoors and out, from Nashville, Tenn. to Madison Square Garden, N.Y., and her honors have been many. Her banner year was 1976. She won the APRA Barrel Racing Title, and East Coast Champion All-Around Cowgirl, which is the association's highest honor. In 1976 and 1977, she won the Barrel Racing Championship at the Washington International Horse

Show at the Capital Center in Landover, Md. In addition to money, she has won trophy saddles, silver buckles and numerous ribbons.

Now her goal is to compete and have fun and she says it is fun without all the pressure. Before, it was to win top honors and money, and she went into a race with the attitude that ‘I'm not here to beat you, you are here to beat me.’

“The older you get in this sport, the harder it gets,” said Shiner. “Experience counts, but so does agility. Although, I compete nearly every weekend, I'm not quite as agile as I used to be. I still want to make a nice run but not get hurt.” Actually over the years, her injuries have been relatively few, a broken foot and a fractured wrist.

How long will she continue on the rodeo circuit?

“I'll keep on riding until I can't throw my leg over the back of a horse,” said Shiner. ❖

NEWS CLIPS

Position classification study

The Office of Personnel Management initiated a study of administrative positions within the personnel and industrial relations group; technical positions in the accounting and budget group; and professional positions in the physical science group.

The study is designed to test the feasibility of establishing generic position classification guides in each occupational group.

DMA is participating by providing current approved position descriptions and position classification evaluation material. OPM may request arrangements be made for fact finding sites and contacts.

Various medical tests available

Free cholesterol and prostate testing will begin Aug. 23 for DMA Bethesda employees, according to Wellness Program officials. Four hundred cholesterol tests and 170 prostate-specific antigen blood

tests are available on a first-come, first-served basis.

DMA Bethesda employees can also have their vision checked every Monday, Wednesday, Thursday and Friday from 1:15 to 3:30 p.m. Vision screening is held in the employee health services clinic in the Ruth Building.

More information on any of these programs can be obtained by calling (301) 227-5800.

BIG looks for logo

The UJIMA Chapter of Blacks in Government is looking for a logo. Anyone interested in entering the UJIMA logo search may submit ideas, graphics or drawings to Doris Green, Mail Stop-16 or by sending a fax of the suggested logo to (301) 227-3095. Entries may also be delivered to Room 303 of the Ruth building.

All entries must be received by Sept. 15. The selected design or idea will receive a BIG T-shirt with the winning logo on it.

Corrections: In the July 21 issue of the Link a list was published of people to attend programs for senior executives. One name was inadvertently substituted for another. Bradley Cohich will attend the DoD Executive Leadership Development Course, not Jean Haithcock.

The awards story published in the July 21 issue of the Link did not list awards recipients for the following outstanding teams of the year at the former Reston Center. They were:

QAV Self-Assessment Team

Patricia A. Beldon, Rochelle P. Cornell, James R. Hawk, Richard G. Ingram, Frank A. Kotula, Catherine A. Montgomery, Scott W. Mooney, Wanda L. Powell, Pamela D. Rader, Barbara J. Rauch, Kevin B. Staker and Linda L. Wallace.

Unity Month Committee

Russell G. Anderson, Ron L. Bryan, Nomia N. Bryant, Army Staff Sgt. Je'nean I. Clark, Scott W. Mooney, Carol R. Oliver, Rosetta A. Pangburn, Dale R. Robinson, Richard Sims Jr. and Penny W. Thornton.



Promotions

Agho, Amy L.
Andrews, Jimmy S.
Athrledge, Thomas P.
Barnitz, Colleen L.
Berriker, Robin L.
Billingsley, Sidney T.
Boddie, Delores J.
Bone, Sally W.
Brannan, Roberta L.
Brooks, William
Broose, Susan
Buono, Kathy M.
Burti, Douglas J.
Byman, Donna M.
Chabot, Kristen
Chase, Cecilia M.
Clayton, Dameion
Coot, Todd E.
Dawson, Cheryl M.
Duke, Daniel R.
Dorin, Ira V.
Doyle, Steven G.
Duguay, Joanna L.
Durr, Ella S.
Dyer, H. Virginia
Ellis, Keith D.
Flowers, Michael A.
Foreman, Elmer D.
Fowley, Michael E.
Freedgard, Sheldon B.
Freeman, Tyrone D.
Frost, James

Garmon, Liza M.
Grante, Dusan
Green, Wallace L.
Hairston, Douglas A.
Hamby, Jim A.
Hamilton, Valerie D.
Hathaway, Janet J.
Henseler, Barbara A.
Holbrook, Eric
Holl, Donnie R.
Hoover, Katie M.
Hosmer, Janet
Hudson, Norman L.
Huggins, Joy
Hull, Lara M.
Ison, William
Jackson, Michael R.
Jens, Jeremy C.
Jenson, Kirk D.
Johnson, LaTanya C.
Kopaack, Patricia Ann
Kraft, Kathleen B.
Lamonica, Manuel G.
Lerch, Peter K.
Long, Dorothy L.
Lorditch, Paul T.
Machino, Linda B.
Maydwell, David M.
McCoy, Allen L.
McGrath, Barbara L.
McGraw, Cynthia
McMahon, Lawrence
McMillian, Eugene

Mead, Robert F.
Meelian, Terence S.
Mendenhall, Anna C.
Metcalfe, Terence P.
Middleton, Amy
Monroe, Pamela C.
Moore, Jennifer A.
Moore, Pamela O.
Moore, Terrance R.
Morgan, Allison M.
Morrison, Jack L.
Mortimer, Michelle D.
Moy, Linda Y.
Myrick, Donald T.
Nash, Patrick T.
Nosselt, Nancy M.
Patel, Manish
Peffer, Gertrude K.
Peterson, Michelle R.
Portwood, Margaret A.
Retchless, Susan K.
Rippe, James O.
Roberts, Sheila
Ronan, Kelly F.
Russell, Hannibal W.
Schumacher, Jeff G.
Sensiba, Vicki S.
Shams, Cynthia
Sheldon, Christopher

Sippel, Jeremy
Smart, Michael A.
Smith, James T.
Snyder, Cheryl L.
Spears, Jack
Stankevich, Andrew J.
Stephens, Virginia A.
Stragand, William E.
Strain, Earline
Strohmeier, Robert
Stroud, Richard S.
Tatum, Tonya L.
Tomko, George M.
Tucker, Lawrence A.
Vazquez, Yamira
Volkerding, Gloria L.
Walsh, Brenda J.
Waters, Robert P.
Wernle, Stephen C.
Weston, Charles C.
Wilson, Justin M.
Wingate, Kevin L.
Wingfield, Constance
Wright, Richard T.

Performance Awards

Morrison, Diana S.

Norrenberns, Marianne
Schneider, Janis M.

Special Act or Service

Allen, Victor J.
Alvestad, Peter A.
Andersen, Robert S.
Andrews, Paul G.
Andrus, George L.
Arocida, John P.
Bailey, Doyle O.
Baker, Jane E.
Baker, Richard Lee
Bauer, Daniel
Bellenger, James R.
Billman, Thomas A.
Birkhead, Evelyn F.
Blakey, Karen K.
Blehar, Raymond M.
Bobbitt, Raymond L.
Bodkins, Steven C.
Bollinger, Beverlee K.
Bovee, William G.
Boyet, David P.
Bradshaw, David T.
Bramow, Steven E.
Brandenburg, Jean M.
Bratten, Jacqueline E.
Bretzke, Lou S.
Brewington, Donna M.

Bricker, Steven L.
Brooks, Carole A.
Brown, Allen E.
Brown, Ralph G.
Bruno, Steven G.
Burley, William C.
Burrows, Donna Marie
Burton, Beverly T.
Buschbacher, Kurt A.
Byrne, Charles J.
Cadoret, Dere R.
Callis, Winfred B.
Calvin, Scott P.
Campbell, Charles W.
Canfield, Mary J.
Carroll, Mary F.
Carson, Brian L.
Caruthers, Mary L.
Chandler, Walter R.
Chaney, Philip E.
Christensen, Janice S.
Claeys, Philip V.
Clark, Annetta L.
Clawson, James W.
Clay, Sonya B.
Clemons, Clara I.
Cole, Brenda S.
Colevas, Raymond A.
Collier, Michael D.
Comer, Mary H.
Compher, Karen G.
Congers, Marvin R.
Cooper, Sidney D.

Coplin, L. P.
 Corbett, James D.
 Corkery, Patrick D.
 Cornejo, John
 Covington, William R.
 Craig, David W.
 Craven, Robert G.
 Crawford, Joseph A.
 Cross, Gregory A.
 Csanady, Stevan M.
 Curtis, William G.
 Dane, Samuel F.
 Day, Michael L.
 Dickinson, Joseph L.
 Dickson, Larry
 Dillow, Gregory A.
 DiMascio, William H.
 Doherty, Peter M.
 Doherty, Timothy J.
 Doll, Thomas H.
 Dollison, Willis A.
 Door, Patricia M.
 Driver, Beth H.
 Dukes, Larry D.
 Duncan, Donald R.
 Duncan, George E.
 Durkin, Paul J.
 Duryee, James E.
 Dwyer, Charles E.
 Eaves, Melvin T.
 Edwards, Richard G.
 Ehret, Linda M.
 Embrey, Sherman G.
 Ertl, Bettye S.
 Essen, Barbara J.
 Etherton, Michael D.
 Feager, Donald T.
 Feingold, Judith E.
 Fischer, William T.
 Fisher, Walter H.
 Fox, Jeffery D.
 Framsted, Scott B.
 French, Deanna K.
 Fugas, Deborah A.
 Fyalka, Raymond P.
 Garwood, Anthony E.
 Getz, Harold D.
 Gillihan, John A.
 Glass, Richard A.
 Glew, Raymond E.

Goolsby, Louise D.
 Gray, Ellwood G.
 Green, Doris E.
 Green, Theodore D.
 Greenstein, Bob M.
 Grider, Eddie T.
 Griffin, Mary Lee
 Grosse, Sherido
 Gruendler, Steven D.
 Gruenewald, Maria M.
 Haack, Leonard F.
 Hackman, Robert R.
 Hagan, Brian L.
 Hagen, Linda M.
 Hall, James G.
 Hamby, Jim A.
 Hansen, Lawrence N.
 Harbacevich, Daniel
 Harbit, Roy F.
 Harris, Paul W.
 Hawkins, Richard H.
 Heady, Barry C.
 Healy, Michael M.
 Helmeier, James E.
 Hodapp, Cyril D.
 Hoemann, Mark H.
 Hoffmeyer, Louis D.
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 Holton, Ureal
 Hopkins, David G.
 Hosfeld, Rosalie A.
 Howard, Elizabeth
 Howell, Roger B.
 Hubbard, Richard K.
 Huddleston, Joseph T.
 Huddleston, Patricia
 Hudson, Gwendolyn
 Hudson, Patricia A.
 Ian, Benet D.
 Isaac, David
 Jackson, Lyton B.
 Johnson, James E.
 Johnson, Jeanne M.
 Jones, Angela B.
 Joyner, James C.
 Jump, Marsha L.
 Kaldor, Kim E.
 Kelemen, Thomas C.
 Kemp, Leslie R.
 Kendall, David G.

Kerns, Katherine L.
 Kieffer, Paul M.
 Kiesling, Jonathan E.
 Kimzey, Charles G.
 Kleen, Karl H.
 Klinker, Linda R.
 Klobe, Michael O.
 Kocur, Stephen J.
 Koenen, Dohn D.
 Krahn, Robert W.
 Lasko, David A.
 Laurine, Robert H.
 Lawrence, James D.
 Lawson, Joyce M.
 Lee, Peter
 Leuschner, Alfred E.
 Link, John T.
 Lipscomb, Linzy R.
 Little, James D.
 Logan, Donna L.
 Lutrario, Laura E.
 Lynch, Barbara A.
 Mack, Maryline
 Madden, Harold D.
 Maness, Pauline S.
 Manford, Eugenia K.
 Marlatte, Vernon L.
 Mason, Francis A.
 Mason, Neil F.
 Matczak, Donald W.
 Maya, Dohn C.
 McClain, Allen G.
 McCracken, Robert J.
 McCrimmon, Melver R.
 McEntee, Donald R.
 McGruder, Lois M.
 McLeod, Donald H.
 Meier, Kathy A.
 Meinhardt, Robert L.
 Mest, Diana J.
 Meyer, Stephanie M.
 Miller, Helen
 Minick, Scott A.
 Monahan, Duane E.
 Monroe, Maurice
 Moore, Carol G.
 Moore, John E.
 Morgan, Dennis R.
 Moses, Peggy A.
 Moxley, Joyce L.

Mrotek, Steven P.
 Mulawa, Luanne I.
 Naylor, Catherine M.
 Nelson, Robert D.
 Neville, Cynthia B.
 Nickolaus, Ronald A.
 Ninneman, David S.
 Noffke, Tina Marie
 Olezak, Daniel D.
 Oliver, Kimberly A.
 Osborne, Sanford A.
 Owens, Joseph P.
 Parrott, Gale D.
 Patterson, Robert A.
 Pennington, Lowell
 Peoples, David E.
 Perkins Dumas, Carla
 Petti, Jimmy R.
 Piatechek, Lora A.
 Pink, Norbert C.
 Pinkard, Tina J.
 Pokomo, Jeffrey
 Poninski, Raymond C.
 Poole, Donald F.
 Porath, Robyn L.
 Poropat, Richard K.
 Potter, Anthony W.
 Potts, David R.
 Pounders, Eric G.
 Pressley, William A.
 Pryor, William W.
 Pultz, Rose M.
 Pulupa, Luis G.
 Rachas, Richard D.
 Ramsey, Kay L.
 Ramsey, Robert A.
 Ransby, Rosalind N.
 Rauh, Carol G.
 Rees, Mark D.
 Reimler, Daniel H.
 Resko, Daniel J.
 Reuman, David E.
 Rheinheimer, Pamela
 Rhodes, Erin C.
 Richards, Samuel G.
 Rimavicius, Mirga I.
 Roberson, Michael T.
 Roberts, Philip W.
 Rodriguez, Pearl D.

Roff, Thomas A.
 Rose, Teri L.
 Rue, Darryl L.
 Rutledge, Linda M.
 Ryan, Thomas D.
 Saffron, Karen D.
 Schade, Mark F.
 Schandler, Michael A.
 Scher, Eric R.
 Schiff, Janet L.
 Schlemmer, Patricia B.
 Schmidt, James M.
 Schmitt, Arlene M.
 Schneider, Larry C.
 Schoenberg, Dawn M.
 Schwaab, Donald A.
 Seiffert, John E.
 Sells, Stephen A.
 Seppelin, Rand O.
 Sharp, Monica L.
 Shepard, Diana M.
 Shipp, Raymond E.
 Short, Presley T.
 Siems, Timothy W.
 Simpher, Dolores T.
 Sinas, James R.
 Slovacek, Kirtland S.
 Smith, Gregory P.
 Smith, Ivan D.
 Smith, Peter M.
 Smith, Samuel E.
 Spaunhorst, Scott D.
 Spencer, Norman S.
 Spivey, Mark W.
 Staloch, Marvin P.
 Standeford, Sandra J.
 Stanley, Randall L.
 Steen, Glenn A.
 Steinkamp, Glenn D.
 Stevens, Kristina M.
 Stevens, Raymond
 Stewart, Day D.
 Strother, Don M.
 Sutton, Garth A.
 Talbot, Alton R.
 Talbot, Sheryl L.
 Tapajcik, Janice G.

Tasho, James D.
 Taylor, Marcella R.
 Thomas, Eleanor M.
 Thomas, John E.
 Thompson, Daniel E.
 Thompson, Neal L.
 Tomlin, Brenda L.
 Tomlinson, Ronald D.
 Toney, Joy N.
 Toney, Richard P.
 Torrini, James R.
 True, Elizabeth S.
 True, Elizabeth S.
 Turner, Anthony F.
 Turner, Timothy A.
 Tyszkur, Robert D.
 Vangurp, Claude L.
 Vonhoene,
 Christopher A.
 Waggoner, Curtis E.
 Wallmo, Charles
 Washington, William
 Watson, Keith D.
 Weaver, Floyd D.
 Wegert, James A.
 Wertz, Linda M.
 Westbrook, Milton L.
 Westfall, Thomas W.
 White, Anthony R.
 White, Jean K.
 White, Jerry D.
 White, Robert
 Wilcox, Myra A.
 Wiley, Donald K.
 Williams, James G.
 Williams, Karen L.
 Wolf, Mark F.
 Wood, James J.
 Wood, James P.
 Woodford, Gene M.
 Wyatt, Peter G.
 Yeager, John F.
 Young, Charles G.
 Zimmer, Cheryl D.
 Zwettler, Joseph A.

IN MEMORIAM

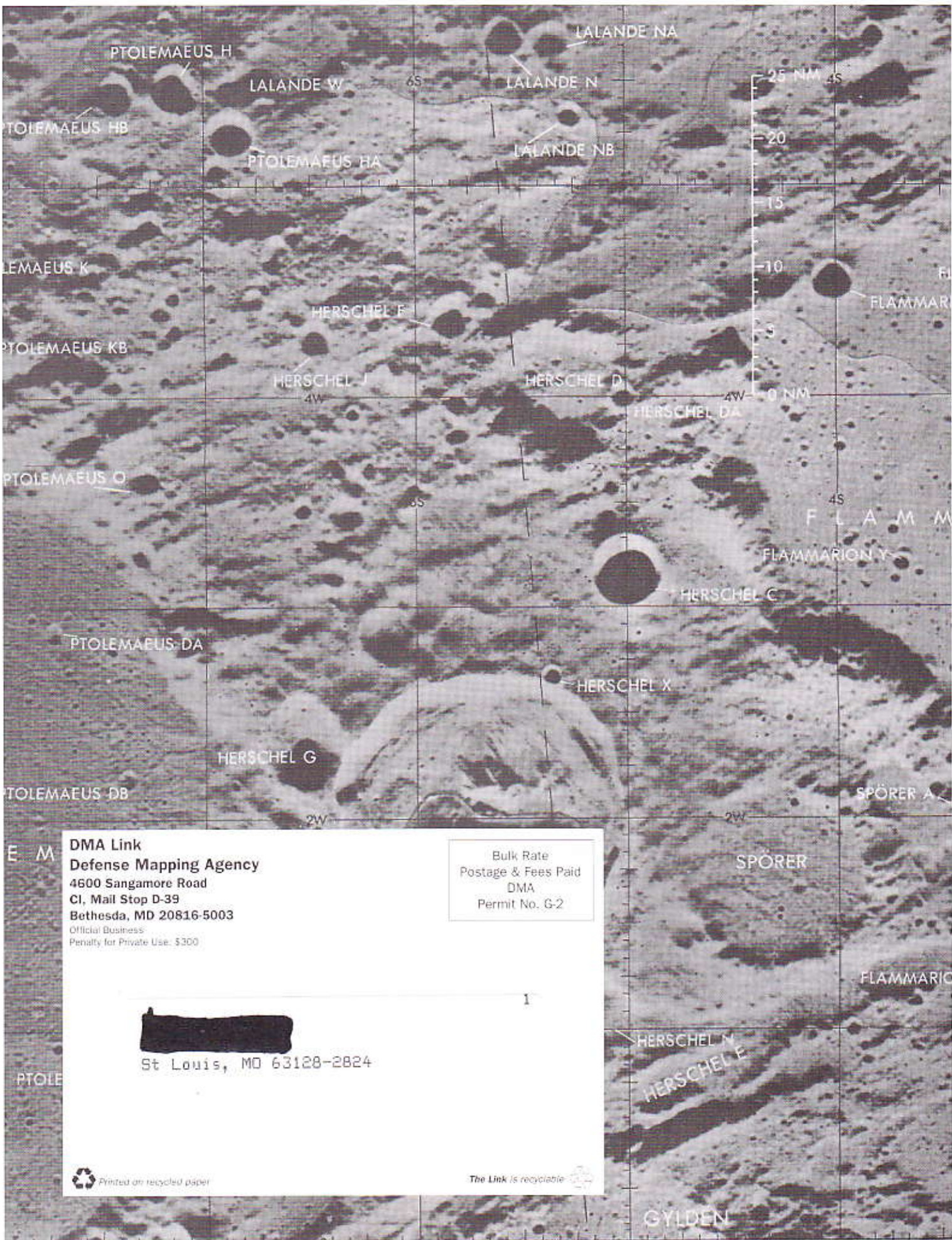
Francis R. Walsh, 65, a former systems analyst for DMA, St. Louis, died July 15 at his home in Cedar Hill, Mo. He is survived by his wife, Lenora A. (Williams) Walsh; two sons, Michael and Thomas Walsh, of Hillsboro; and a sister, Margaret Coumerilh of St. Charles.

Lawrence "Larry" Toon, 66, a retired analyst of reconnaissance photography at DMA St. Louis, died June 30 at his home in Lynnville, Ind. He is survived by his wife, Agnes, four stepchildren, four sisters, three brothers and a half brother.

Russell H. Chew, 82, a 1971 retiree of DMA St. Louis and from Carlinville, Ill., died recently. He is survived by his wife Rebella Chew.

Russell N. Ostreim, a retired physical scientist with DMA, died of congestive heart failure July 31 at his residence in Fairfax, Va. Ostreim joined the agency in 1968 and retired in 1983 from the geodetic survey department. He is survived by his wife, Madalyn; daughter, Carol A. Skoglund; and other relatives.

Janet G. Gee passed away on Aug. 5. She had retired from DMA Bethesda, in May, with 39 years service. At the time of her retirement, Gee was chief of a Cataloging Branch. She is survived by two daughters, Susan Gee of Arlington, Va. and Jennifer Rusak of Madison, Ala.



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