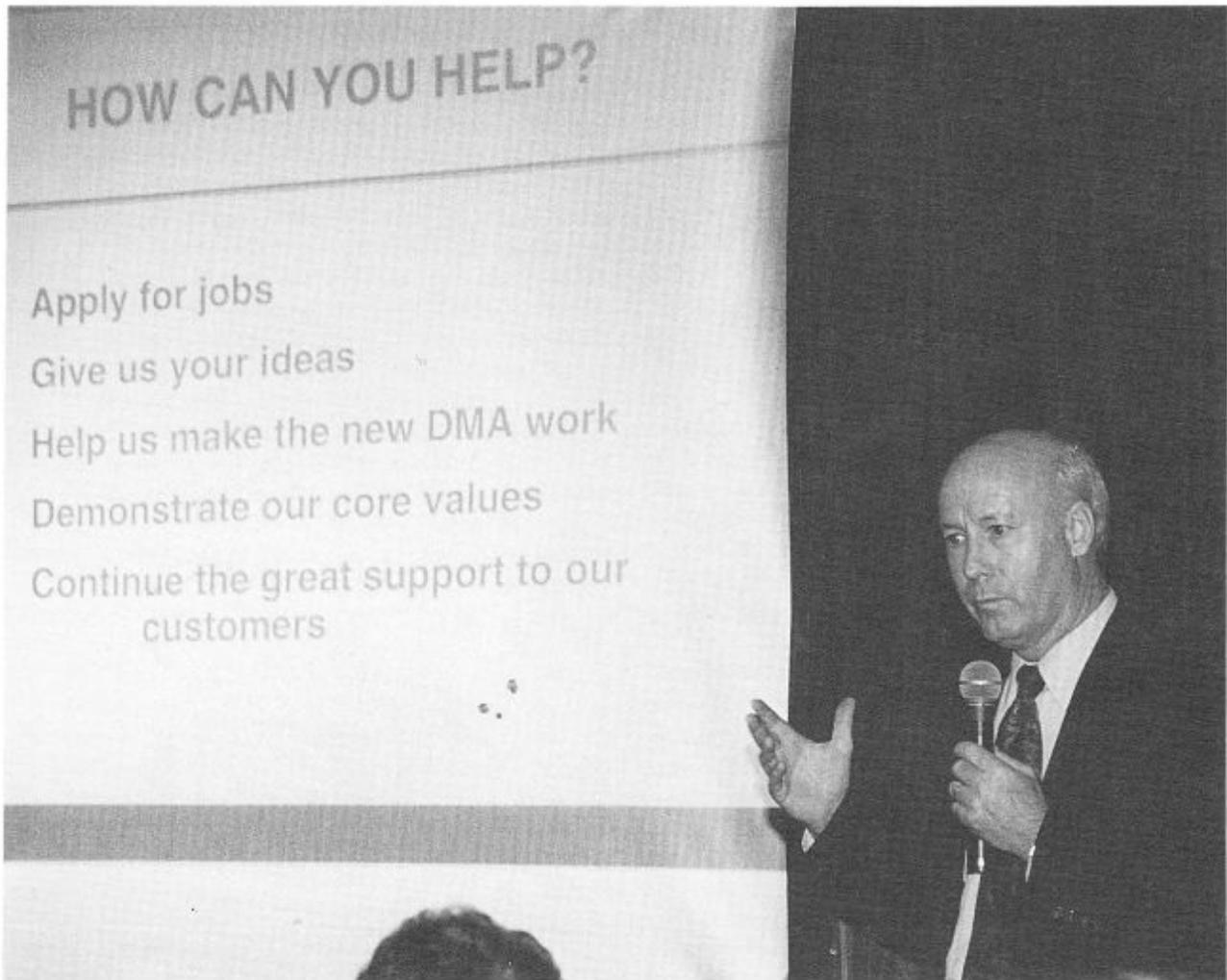


DEFENSE MAPPING AGENCY

LINK

October 23, 1995



Town Hall meetings get employees involved

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On the cover

Doug Smith, DMA deputy director, outlines how employees can help make the agency a better work place during a Town Hall meeting held at Erskine Hall. Smith, along with DMA Director Air Force Maj. Gen. Philip Nuber, briefed the workforce on a number of topics at Town Hall meetings held in the Washington area and St. Louis. For more information, see Page 3.
Photo by Tom Barsh

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Officials stress security awareness

DMA officials are growing concerned over security breaches on the Sensitive Unclassified Network.

Since June, seven incidents have been reported. The DMA Executive Board is deeply concerned about this, particularly as the agency approaches and enters the Internet era. Many DMA employees now conduct daily business via Internet e-mail. In fact, one involved transmission of classified data over the Internet.

Installation Management personnel are developing a plan to increase automated information systems security awareness. This will include attendance at computer security training.

To focus more management attention on this problem, DMA Director Air Force Maj. Gen. Philip K. Nuber has asked that all future infractions be presented to the Executive Board. This applies to everyone in the agency regardless of their position. The individual responsible will have to explain what occurred and what actions have been taken to prevent reoccurrence. These shared experiences can help others become aware of possible pit falls.

For more information, contact George Pelletiere at 703-275-9245 or DSN 356-9245. ■



Town Halls highlight future for DMA

The forming of a national imagery agency and the reinvention of DMA were just a few of several topics covered at agency town hall meetings held in the Washington area and St. Louis.

"Make sure there is no question in anybody's mind that there is no better place to get geospatial information than right here at the Defense Mapping Agency," said DMA Director Air Force Maj. Gen. Philip K. Nuber. General Nuber, who conducted the meeting in St. Louis, emphasized that statement when talking about a national imagery agency.

There will be a consolidation of imagery functions in the government, according to Doug Smith, deputy director for DMA. Smith conducted the meeting in Bethesda.

"A consensus has not been reached on a title for the new agency," Smith said.

He added that a proposal is on the table that would consolidate DMA, the Central Imagery Office and "numerically small pieces" of the Central Intelligence Agency and Defense Intelligence Agency into this new organization.

When discussing the reinvention of DMA, the general and Smith said that it's an on-going process.

"Reinvention will never be over," General Nuber said. "When it ends, you're on your way out of business."

But, is reinvention working?

"It's too early to tell how it's working because we haven't finished yet," Smith said. "A lot of people thought that on June 30, we did the reinvention. But we are organized around processes. Reengineering of those processes is on-going and has not been completed yet."

General Nuber went even further and asked if the new DMA was working. He got several responses from St. Louis employees.

"It is moving forward but is not there yet," responded one employee.

Another employee said she likes what she sees and is willing to help make it work.

The director and deputy director also touched on the area of strategic planning. General Nuber said that everyone should

read the [DMA] Strategic Plan. (See related story on page 7)

"Find how your job fits into or supports the strategic plan," the general said.

"We've put together the vision for the agency (in this plan)," Smith added.

"We've defined the goals for the vision and the core values. We're going to be talking a lot about the core values in the future."

When it came to future plans, Smith mentioned the construction of the consolidated DMA building in St. Louis.

"If nothing drastic happens, early in January there will be a ground-breaking ceremony for the construction of the consolidated building," he said. "By June 1997, we will be open for business."

He added that the schedule has been moved up a bit.

"We had originally planned to be in that building in August 1998," he said.

After General Nuber and Smith concluded their portions of the meeting, business unit leaders talked about activities within their organizations.

Roberta Lenczowski spoke about Acquisition and Technology; Harold Madison covered Installation Management and Earl Phillips reported on the Operations Group. ■

—By Muridith Winder
Contributing: Don Kusturin



photo by Jim Stepanik

DMA Director Air Force Maj. Gen. Philip Nuber goes over some points at the Town Hall meeting in St. Louis.

Reinvention delivers CM Common Services

DMA's Office of Comptroller now provides immediate customer service to all DMA employees through its Common Services areas located at each geographic location.

CM Common Services personnel at each site will certify fund availability for all funding documents. This includes travel orders, purchase requests, fund cite authorizations and training requests. They will input the requests into the accounting system, process them for the customer and forward copies to the Finance and Accounting Office and to the customer's principal servicing CM Office (CMO).

A representative is also available to process manpower change requests; assist in reorganization proposals; conduct risk assessments/internal management control reviews; obtain copies of manpower reports and answer general manpower questions.

In keeping with the "One DMA" philosophy, CM has also approved the one Operating Budget Account Number concept for use throughout the agency. To ensure all affected DMA personnel have the appropriate information to accomplish their fiscal 1996

mission and beyond, the east and west CMOs have been offering training in the new "one OBAN" concept. Customers who missed the training but want to learn more about these changes should contact their local CMO for assistance.

HQ

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—Submitted by Mary Ann Meurer/CM

Migration program brings production systems into the 21st century

A team of experts is in the early stages of defining and implementing a Digital Production System Migration Program that will bring DMA's production into the 21st century.

"We are trying to make life easier by adding a lot more flexibility in getting work done," said Air Force Col. Trey Obering. Obering is deputy director of DMA's Acquisition and Technology Directorate and Integrated Production Team leader. The IPT is working on the migration program that focuses on the DPS. Eventually, the program will cover all production systems.

According to Obering, the migration program was designated by the Assistant Secretary of Defense for Command, Control Communication and Intelligence ASD C3I, on Oct. 13, 1994 as a "Special Interest" program. That designation meant that the system was to be life-cycle managed in accordance with the policies contained in the DoD Directive 8000-series, with oversight from ASD C3I.

As part of the ASD C3I oversight, an in-process review was successfully completed on April 24 at which time approval was given to proceed to the first milestone. The review covered program justification, management planning, system architecture, life-cycle cost methodology, and testing approach. The program received funding approval in July from the Defense Resources Board followed by the Central Imagery Office awarding its Seal of Approval to DMA in August.

The migration program is a critical element of DMA's Global Geospatial Mapping Information and Services strategy for the 21st century. It will permit DMA to be more responsive to customer requirements, readily exploit source material from new sensors, and conduct life-cycle replacement of existing hardware and software.

Obering gave several reasons why the present system had to be changed.

"We have to be ready and responsive to the requirements of the warfighter," he said. He explained that the warfighter's data needs are growing, have shorter lead times, and are

characterized by a more volatile product and information mix. Also, systems will have to be developed to handle the data from new sensors under development to replace outdated sensors.

But, he considered the lack of interoperability of the current hardware and software as one of the main reasons for changing the system.

"In many cases, we're using proprietary systems with software designed to be used on a particular workstation," according to Bobby Laurine, a migration team member. "For instance, if the warfighter requests a product DMA doesn't normally provide, we have to

It will permit DMA to be more responsive to customer requirements, readily exploit source material from new sensors, and conduct life-cycle replacement of existing hardware and software.

modify or entirely rewrite the software to accommodate them. That's not cost effective."

Also, the aging hardware and software will present increasing problems, Obering explained. Replacement parts are becoming harder to find for custom computer hardware designed to be used for one purpose. Rising software maintenance costs for the custom code can also be expected as the system reaches the end of its useful life cycle.

The team's solution?

"We're targeting an open systems production environment based on a client-server architecture using commercially developed products and tools. These tools would include reconfigurable multifunction workstations and reusable software modules," Obering said. "It will make our systems easier to modify and maintain while at the same time increasing productivity."

The team still has much work to do, said Obering.

"We're still in the formative stage," he said. "We have a program plan in place, and now we have to properly execute." ■

—By Muridith Winder



'Assisted giving' helps 'assisted living'

For several years, Jim Dolan at DMA in St. Louis, has volunteered his efforts to Combined Federal Campaign-supported organizations. This year, those efforts are in partnership with the United Cerebral Palsy Association of St. Louis. Dolan is sharing his home with UCPA client

Wiegand a demonstration of the DMAMUSE software which is used to display digital products. Maddox illustrated a spectrum of choices which may help Wiegand in his search to define his needs to conquer 3D graphics for computer games and other cartooning challenges.

Wiegand was especially encouraged by Scott Higdon, who acted as the coordinator of the demonstration. Higdon, who also has Cerebral Palsy, is a member of a team that develops prototype systems and software for DMA in the EPPE Lab.

The lengths to which DMA went to enhance Higdon's working environment in order to make full use of his talents impressed Wiegand. It showed him that employers will go the extra mile to help their employees.

Wiegand does not have the fine motor skills for refined speech and cannot use a voice recognition system like Higdon uses. Higdon provided a list of vendors of specialized handicap aids.

We take for granted our health and mobility. Assisting the CFC and UCPA in giving some of these advantages back to the disabled gives them the opportunity to become productive. Through your CFC contributions, you can help people like Ken realize their dreams. Money contributed to agencies like UCPA helps fund programs like "assisted living." Through payroll deduction, your contribution is automatically deducted from your paycheck...think of it as "assisted giving."

— By Kelly Stohl/CFC Office

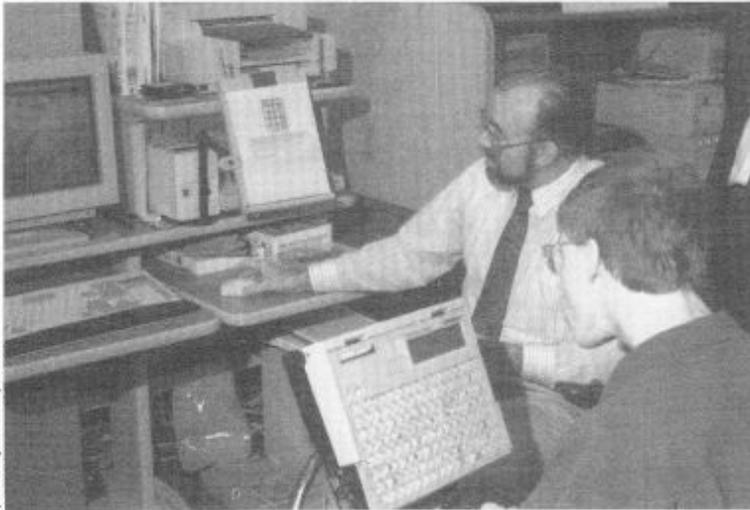


photo by Jim Stepanuk

Dan Maddox, right, gives Ken Wiegand, a demonstration of the DMAMUSE software which is used to display digital products.

Ken Wiegand, who is attempting to establish himself in an independent living situation.

Wiegand, a 21-year-old graphic art student at St. Louis Community College at Meramec, has been living with Cerebral Palsy all of his life. His ambition is to develop story lines and games strategies as backgrounds for systems like Nintendo and Sega. But because of his handicap, his studies have been impeded. Wiegand does not have the computer system to support computer-aided drafting and cartooning.

In an effort to assist Wiegand in determining the type of computer he would need, Dolan recruited the advice of the members of the Enhanced Product Prototyping Environment Lab, the research and development lab at DMA in St. Louis. Dan Maddox gave

“What” & “How”

The DMA planning process

by Col. Chuck Graf, USAF
Deputy Director
Planning and Analysis Directorate

Two fundamental questions must be addressed to begin strategic planning: What should the agency be doing to satisfy its customers, and how should it go about doing that? Leaders of the organization need to agree on both answers. DMA launched the strategic planning process to satisfy this requirement.

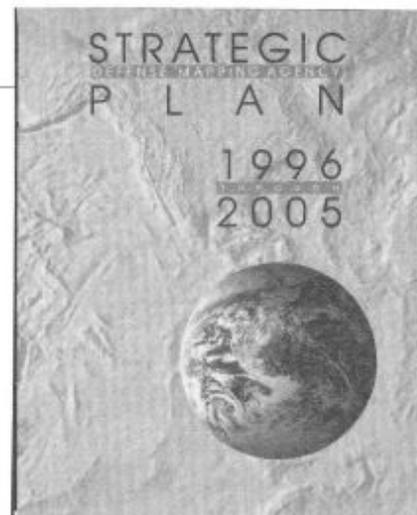
The Strategic Plan, an output from that process Strategic Plan, focuses on the “what” question. If the first question is answered correctly, things will not only be done well, but it will help ensure that DMA is doing the right things.

To address “what” DMA should be doing, the Executive Board committed to a structured strategic planning process that began early this year with a review of DMA’s mission and mandates, an internal values assessment and a stakeholder analysis. Next came a comprehensive assessment of the internal and external environment. Efforts to identify the strengths and weaknesses of the organization and the opportunities and threats presented by external factors followed.

With a clear focus on DMA’s mission, the Executive Board searched for various strategic issues that presented the greatest potential for shaping DMA’s future. With significant and valuable input from the work force, strategic goals and objectives were formulated around those issues to help the organization focus on the right things and interact proactively with the environment.

The last step in the strategic planning process involved describing the DMA Vision of Success, which summarized that more desirable future. This describes how the agency will look and how it will act if it is totally successful in doing the things identified in the Strategic Plan. It also communicates to DMA customers its strategic intent as indicated in the Core Values.

Although the DMA Strategic Plan, published in July, represents the output of only one strategic planning cycle, the process continues under the leadership of the Director and the Executive Board. The Executive Board will continue to examine the environment and will modify and update the Plan as needed. Furthermore, it oversees the development and execution of Business Plans that implement the DMA Strategic Plan. These Business Plans, created by each business unit, will define how the strategic goals and objectives will be satisfied.



The next step in the planning process is the development of implementing strategies and tasks that will be identified in the Business Plans. Workers at all levels will provide critical inputs addressing how to satisfy applicable strategic objectives. Although the planning process calls for annual performance assessments to measure the

Executive Board meets

The DMA Executive Board will convene Nov. 1-3 to review the agency's major strategic issues developed at the board's first meeting last spring. This time, members will examine the agency's plan, and modify it as needed, report officials. After the November off-site, the Executive Board will present their results to the work force and solicit additional input.

success, continuous feedback will shape the entire planning process.

Additional readings: Bryson, J. M., *Strategic Planning for Public and Nonprofit Organizations*. Jossey-Bass, 1988. Nolan, Goodstein & Pfeiffer, *Plan or Die, 10 Keys to Organizational Success*. Pfeiffer & Company, 1993. Schwartz, P., *The Art of the Long View*. Doubleday, 1991. ■

FIRST CLASS CASE GRADUATES

By Susan Gonchar

Nine women graduated from DMA's first CASE program Sept. 27 in Bethesda. CASE is a three-year career development program for clerical, administrative, secretarial and support employees.

"The program, unique to DoD, began at DMA in 1992. It offers employees in support and clerical fields an opportunity to take responsibility for career development through advanced education—if they have the incentive to accept the challenge," said Deanna O'Bryan, CASE program manager in Human Resources East Development.

That challenge requires participants to take four core training sessions given at DMA's Washington Training Center, attend college evening classes for three years and participate in a yearly off-site. Funding for tuition and books is provided through CASE.

The core training segments at DMA are given basically to develop professional skills—effective

writing and speaking as well as personal self-improvement. Also, participants are encouraged to take advantage of career counseling.

"The program has helped individuals face incredible changes," said O'Bryan. "It not only enables professional development, it also gives them the confidence to plan or move on to new careers." The participants are entering or working toward jobs in administrative, paralegal, procurement, computer and cartographic fields.

"It is not an easy challenge," said O'Bryan, "juggling home and parenting responsibilities along with studying and attending night classes. Some have attended summer school as well or gone beyond the program to personally continue working toward a bachelor's degree. The main point is that the program is designed for those really willing to make an extra effort to reach their career goals."

A new CASE class, on average, HR receives with a class made up eligible for the program worked for DMA for intent to enroll in a higher level self-improvement responsibility for development or off the job and be a supervisor or team leader.

In the past, the program was limited to the Washington area. This year, plans call for expansion to the St. Louis area.

"Posters highlighting the program on display throughout the year are a moment to read their appreciation of one another and the people achieve their



Roxanne Saulsbury

The CASE program has given me the opportunity to do something I have been wanting to do for the last few years, and that is to attend college. I am very proud to say that I maintained a 3.85 grade average and was asked to join the honor society. I am continuing my studies concentrating in the computer science field and working toward a cartography certificate so that I may continue to broaden and enhance my career.



Laura DeCrane

The program has afforded me the opportunity to continue to work towards my degree in business administration and management. I was able to complete courses dealing directly with my present position, as well as courses relating to my future endeavor, becoming an administrative officer. I hope DMA will recognize the many accomplishments of the CASE participants and provide them and DMA opportunities to benefit from these successes. I truly appreciated being a participant in this outstanding program.

Estela Alexand

CASE has given me the opportunity to reach my goals at college. From the beginning with the program, I have been encouraged to keep striving and pushing myself to reach the necessary to obtain my goal.

begins each February. On 0 to 60 applicants per year of about 10 people. To be an employee must have at least one year, shown an educational curriculum for placement, taken some personal planning their careers at DMA and recommended by their employer.

CASE program has been a success in the Washington area. However, next year we are handing the program to the

incoming CASE graduates are at DMA. If employees take a course they will have a greater opportunity that DMA is helping its employees reach their career goals," said O'Bryan. ■



Elizabeth Mew

One of my biggest challenges... I knew that I had to complete Accounting II to graduate. Although the course was fast-paced, the classroom overcrowded and ledger and journal entries a mile long, I was able to keep up with my assignments. After burning lots of midnight oil I passed and graduated with my business administration degree, in December 1994, with an overall 3.0 average. ... to my CASE colleagues ...do not wait for anyone else to advance your career—YOU are the navigator!



Cassandra Powell

I've worked for DMA for seven years...in the Graphic Arts department and later for Systems Center as a procurement assistant. I decided to go back to school to earn my degree in business management. I applied for the CASE program with the support of my supervisor and was selected. The skills that I gained in contracting and the business classes helped me get a job in the Acquisition and Technology group as a production controller.



Karen Talley

As a result of my three-year participation in the CASE program, I am more confident and better trained to seek out career paths that require greater skills and responsibilities. While exploring new job opportunities, I will continue my studies in business management and administration. I feel that it's important for the CASE participants to apply their new skills and abilities in this agency with management viewing each individual as a valuable resource.



Doris Jackson

I was selected for the program while working as a GS-9 secretary. My goals were to complete the course work necessary for a paralegal document and to secure a paralegal or administrative officer position within DMA. With CASE funds, I completed more than the 30 semester hours necessary to receive my document and soon thereafter was selected for a paralegal position in DMA's Office of General Counsel, and am presently a GS-12 paralegal specialist.



Sonia Jardine-Luckey

I realized there would be some adjustments and I'd have longer days... However, during my third semester, another challenge was added. We became legal guardians of two children. Now I had to find time for homework, stories, school and parent-teacher conferences. The CASE program was very helpful allowing me to take off a semester so that my new family could get adjusted. Most importantly, it has helped me to reach the first step of my career goal of becoming an administrative officer.



Sharon Sammons

I can't believe my tenure in the CASE program is almost over. I can remember the selection ceremony at the U.S. Naval Observatory in the spring of 1992 and meeting my colleagues in the program for the first time. I have always felt privileged to be a part of such a neat group... In relation to my future and looking at the changes within DMA during my participation in the program, I feel I am prepared to make a successful transition into the work force of the 2000s.

DMA's one stop shop

Your one stop shop. That's how Installation Customer Support Representatives see their role in the newly reorganized Defense Mapping Agency.

"We have to ensure that our internal customers receive the support they need so they can provide the support to DMA's external customers," commented Tom Mann, Installation Management West Customer



photo by Ellis Knox

Representing IMEC are, from left to right: Phil Robertson, Steve DeFino, Don Cuming, Dale Herron, Tonna Norman, Joe Dickinson and Rose Pultz.

Support chief. "It's a real challenge because we are responsible for so many things.

According to IM East Customer Support chief Don Cuming, it's the Customer Support team's job to identify and coordinate support requirements for DMA's new business units. Support that runs the gamut from space management and modification of facilities to solving security problems and making sure the buildings are clean.

"It's hard to get a handle on things sometimes because the business units are evolving and changing to meet DMA's customers' needs," Cuming added.

And, IM Customer Support representatives have a pivotal role in the new Installation Management organization says IM's Director Harold Madison.

"The IM Customer Support representatives are the front line of the IM organization. They are the direct link between the IM functional operations and our internal DMA customers. Unlike the Maytag repairman, they are out among their customers making them aware of our One Stop Shop concept and our Customer Handbook of how to get services from the IM organization," Madison said.

"They are there to assist in the event that our customers are unable to get the support/service from the functional areas that they should expect. They are also there to coordinate large projects such as moves or space renovations and to communicate schedules and status to their customers," he added.

On the IMEC Team in addition to Cuming are: Rose Pultz and Steve DeFino (Operations Group); Dale Herron (Acquisition and Technology); Tonna Norman (Headquarters business units); Phil Robertson (IM); and Joe Dickinson (OG-Combat Support Elements).

Mann is joined on the IMWC Team by David Boyle (OG); Karen Williams (AT); Bill Moran (Headquarters business units) and David Scurry (resident engineer support).

continued on page 14



photo by Jim Stepanuk

Representing IMWC are, from left to right: Bill Moran, Karen Williams, Tom Mann, Dave Scurry and Gloria Mundy. Not picture is David Boyle.

New CITE forum upholds DMA Core Value #1

DMA Core Value #1

Customer-focused teams that encourage risk taking, creativity, and common sense.

People from the DMA Geodesy and Geophysics Department, Satellite Geophysics Branch in St. Louis, participated in a first-of-its-kind Customer Interface and Technical Exchange meeting with the U. S. Space Command Aug. 25.

The DMA hosted meeting was organized by C. H. Cook, DMA technical assistance officer at Falcon Air Force Base, Colo., who also initiated the idea for the meeting. CITE serves as a forum for customers and suppliers to gather and discuss current on-going activities while emphasizing customers and their needs. The key tenet of the CITE forum is "let us know how we can improve the data and services we provide to you, the customer."

Also attending the CITE, were DMA's Frank Mueller, Brian Hagan, Bob Wong and Dennis Morgan. Their team receives, reduces and analyzes data from the worldwide Global Positioning System. From this data their team produces products used throughout the Department of Defense and its contractors for navigation and geodetic positioning.

This team is also responsible for the continuous operation of six monitor stations around the earth. The data received from these stations is used in product development and is sent to the GPS Master Control Station at Falcon Air Force Base every night to be used in quality assurance of the satellite vehicle orbits. The data sent there by the Satellite Geophysics Branch is critical to maintaining the high level of GPS positional accuracy.

The 50th Space Wing, 2nd Space Operations Squadron at Falcon operates the GPS satellite constellation. They are responsible for the on-going operations of the satellite vehicles and staffing of the GPS MCS. Their concerns include navigation, timing, solar panel alignment, solar warming and orbit stability.

There are 25 GPS satellites in orbit around the earth providing precise, around-

the-clock position, velocity and time to customers worldwide. The 2nd Space Operations Squadron has operational control and responsibility for all of them.

This first CITE meeting was established for these customers and suppliers to discuss their processes and how they could better support each other. DMA exchanges GPS monitor station data with the 2nd Space Operations Squadron, daily. Both organizations depend heavily on the sharing of this data.

The new focus dictated the mood and flow of the meeting and established an atmosphere of team work in search of improvements. Time and again statements like "how is our data meeting your needs?" and "what can we do to make your operations go smoother?" were made. There were times in the past when questions like these were not asked, and when a customer did give feedback of this nature, the supplier became offended.

As evidenced in the CITE, the new attitude is one of making common sense changes to the processes to meet the needs of the customers. Taking risks and thinking creatively are becoming commonplace. Just as GPS is changing the face of precise global navigation and positioning, DMA's emphasis on customer relations is making a permanent mark on how business is done – a mark that promises many long-term improvements and benefits to both customers and suppliers.

Follow-on CITE meetings are being scheduled on a quarterly basis and at alternating locations. The next CITE is scheduled for mid-November 1995 in St. Louis. ■

— submitted by Dennis Morgan, DMA Geodesist



Hats Off...to Maher, Hudson winners in Toastmasters contest

Two DMA employees in St. Louis competed in the Toastmasters Area 15 Humorous Speech and Table Topics Contests at the Blue Cross/Blue Shield building in St. Louis recently and placed first and second in their respective categories.

James Maher won first place in Table Topics while Gwendolyn Hudson placed second in the humorous speech. Both contestants advanced to the Division F Humorous Speech and Table Topics Contests held at Anheuser Busch Corporate Theatre in St. Louis.

In order to compete, Maher and other contestants in his

category had to have no prior knowledge of what topic they were given to speak about. For the Humorous Contest, Hudson had to write an original speech not consisting of one-liners but of a humorous story with many different twists to the plot.

Toastmasters is open to all persons, to improve their speaking abilities, listening skills and presentations skills. There are two clubs at DMA in St. Louis. One club is located at 3200 South Second Street and the other at the North Annex on Jefferson Street. The Aerospace Center Toastmasters meet on the first and third Wednesdays of the month from 11 a.m. to 12:30 p.m., in the Lindbergh Room. The Chartmasters Club meet on the second and

fourth Tuesdays at 11 a.m.-12:30 p.m. at the North Annex facility, the door is always open for individuals wishing to improve communication skills.

For DMA employees in the Washington area, the Reston Toastmasters meet on the first and third Wednesday of the month from 11 a.m. to noon in Room 153. Visitors are welcome. For information, call Linda Gray at 703-264-3478. The Bethesda complex is served by the DMA Toastmasters which meets on the first and third Thursday of the month from noon to 1 p.m. in the Erskine Hall auditorium. For more information, contact Roger Foster at 227-2222 or Michelle Baylor at 227-5054. ■

NEWS CLIPS

Smile, you're on digital camera

Talking about digital production, DMA employees are lining up now to have their photos captured and stored digitally for a new basic badge that will be issued by the end of the calendar year.

The new, agency-wide badging system, according to Joe Delmotte, security management system administrator, replaces a cut and paste process that took time, money and patience. The new process cuts costs, paperwork and processing time and makes one badge reciprocal across the agency, Delmotte said.

When an employee transfers from one DMA site to another, for example, the new computerized badging system will make the process seamless.

The new, color-coded badge captures clearance level, access, authorization, status and type, but reduces substantially the number of variations of the current badge, the official said.

Old Newsboys Day fundraiser

Old Newsboys Day, Nov. 2, is getting closer. DMA employees in St. Louis will be strategically placed around the Second Street and North annex sites to accept donations for the special edition Suburban Journal. All money collected will be donated to the more than 250 children's charities in the St. Louis metro area. DMA has helped raise approximately \$5.5 million since the campaign began in 1957. So, whether it's a dime or a dollar, your donation is needed.

Disability Employment Awareness Month

By presidential proclamation, October is National Disability Month. DMA is participating through the use of exhibits.

"Profit from our experience" is the celebrations 1995 theme. Educating others to encourage full integration of people who are somehow challenged into the work place is the goal of the

program. The month has been observed every year since 1988.

On July 26, the fifth anniversary of the Americans with Disabilities Act of 1990, Secretary of Defense William Perry reaffirmed DoD's goal of increasing employment of persons with severe disabilities from 1.3 percent of the civilian work force. DMA currently has 635 employees identified as having disabilities.

Perry also said DoD is taking a lead in a federal recruitment program providing summer jobs for students with disabilities. DMA is participating in the summer program and has invested time in recruiting persons with disabilities through adopt-a-school programs.

Last fall and spring, 32 DoD recruiters conducted interviews at 93 schools. Nationwide, participating government agencies placed 152 persons. This past summer, DoD provided 89 jobs and is committed to providing 100 jobs next year.



Neil Van Dermeulen was recently interviewed in the *Pentagram*, the Pentagon's newspaper in a feature on the Korean War Memorial in Washington D.C.

The St. Louis data extractor visited the site to witness the opening ceremony of the memorial. He has been a part of the fight to obtain more recognition for Korean War veterans.

The Korean War, long known as the "Forgotten War," had a major effect on Van Dermeulen and his life afterwards.

"When I came back from Korea, people were talking about problems I didn't understand, letting little things get them down," he said. "The war had made me more determined that I could do anything. I just had to keep going and not get mired down with the little things."

Van Dermeulen went to Korea to serve as part of the communication branch. He decided, once he was there, that what he should be communicating was happening closer to the action.

"I was gung ho in those days. So, I volunteered to be a forward observer," he recalled. "Forward observers were the eyes of the artillery."

In this role, Van Dermeulen would give locations of the enemy and help target where the artillery should be placed.

"We were inside a bunker with a little slit in it with camouflage netting over it and chicken wire across the opening to deflect hand grenades," he explained.

His communications were important and so was the wire that connected him to his unit.

"Wire was very critical because radio wasn't as good in those days, as it is today," Van Dermeulen said. "And because of our location in the hills, we would lose radio contact at times, so we relied on the wire."

His position on this hill, along with the two others there with him, allowed the artillery to "sight" their targets from four miles away.

"By the time I arrived in Korea, it was more like World War II because of the use of trench warfare," he said.

His unit was defending a position called "Outpost Harry" which was surrounded on three sides by the communists. At one point, that changed because Van Dermeulen recalled a month of fighting the Chinese over the same land during monsoon season and sleeping in mud after losing their tents.

After the war, Van Dermeulen spent a year working in a steel mill and then decided to use his GI Bill to pursue a degree at the University of Buffalo.

Korean veteran recalls 'Forgotten War'



He celebrates his 30-year anniversary at DMA in February.

Though his interest in the Korean War never subsided, it was not like that for many people.

"Most of the people when we came back from Korea were apathetic and uninterested," he said.

It was not until the 1980s that Van Dermeulen found others who wanted to promote the efforts of the Korean veterans. In 1985, the Korean War Veterans Association was formed and he soon became a member. He then helped to bring that organization to Missouri as the first state commander of the local chapter. He has also served as secretary and treasurer.

It was the Korean War Veterans Association that brought about the building of the memorial in Washington D.C., an important monument for veterans.

"The memorial is not just for the dead, but for the living – wives, children, and those who lost people they cared about," Van Dermeulen said.

He and his wife, Maryann, who he met in Carto School and is a DMA product finisher, were able to see the memorial before the ceremony.

"We peeked through the fences the day before the opening," he said. "It really moved me. The artist really captured the essence of the people. They all seem to be communicating to each other."

As for his wife's interest in his efforts to support Korean war veterans, Van Dermeulen said she is behind him 100 percent. ■

— By Don Kusturin



Street hockey teams prepared for games

The DMA street hockey season has begun its fifth year but players and teams are still being formed, according to one of the organizers.

While open to anyone, most games are played at DMA's Bethesda site on a field between the motor pool and Maury Hall, according to Bob White. The teams are normally made up of at least six players and

usually have matches twice a week on Mondays and Wednesdays. White said that some matches may also be played against local area teams.

The season runs from October through March. All skill levels, including novice, are encouraged to participate. A nominal entry fee is charged each participant. For more information, call White at 301-227-1912. ■

DMA runners help set record at local relay race

A team of runners made up primarily of DMA employees placed first and set a record at the Montgomery County Road Runners relay race held recently.

Five runners from DMA's Bethesda site, along with a local thin clad, finished the 50-mile race in 5 hours, 21 minutes, 21 seconds. That was approximately 15 minutes ahead of the second place team representing the U.S. Marines.

"The previous record was 5 hours, 13 minutes but over a course that measured 42 miles," said Albert Arcand, one of the relay team

members. "When you add the extra eight miles, the time equates to approximately 5 hours, 45 minutes."

Besides Arcand, members of the team included Bob Zimmerman, Roger Howell, Ed Luke, Chris Nugent and Julian Spaans.

The race was held along the Chesapeake and Ohio Canal tow path and began just north of Sandy Hook, Md., across the Potomac River from Harpers Ferry, W.Va. and finished at Pennyfield Lock, just south of Seneca, Md. The course was divided into five legs ranging from 3.3 to 9 miles. ■

DMA's One Stop Shop

continued from page 10

Under the new IM structure, previously separate functional areas such as logistics, facilities engineering, security and audiovisual are now under the one roof of Installations Management.

The CSR teams say the consolidation was logical because many times a requirement crosses numerous functional lines.

"The new approach is to see the operation (of meeting requirements) as a process," commented Mann. "And now with all the support areas combined, we can streamline the process so we can respond quickly to support requirements."

But the teams say IM is more than just a new organization made up of the old support offices. To

meet the new process driven approach, support is divided into four areas: Space Management; Installations Maintenance; Material Management and Information Services.

But even though the new organization is up and running, Cuming says every day is a learning experience.

"When we first started coordinating support needs, we quickly began to realize how much support was going on in the background we weren't aware of."

But the IM Customer Support Teams feel just meeting the request for support from DMA's business units is not enough. The team feel that their big role in the future is anticipating requirements even before the business units do by being proactive and understanding their

needs and recommending methods to support those needs.

"We are the information providers and the trouble shooters," according to Mann. "If people don't know what to do, we want them to come to us. We can help. That's what we are there for."

Madison adds, "Among all the critical things they do they continue to provide customer feedback to me and the rest of the IM organization so we can continue to provide better support our customers."

And, the teams know their role is critical to the success of the agency.

"We have our work cut out for us," added Mann. "Because our customers are not simply DMA's business unit leader, but each and every person in DMA."

—By Jim Mohan

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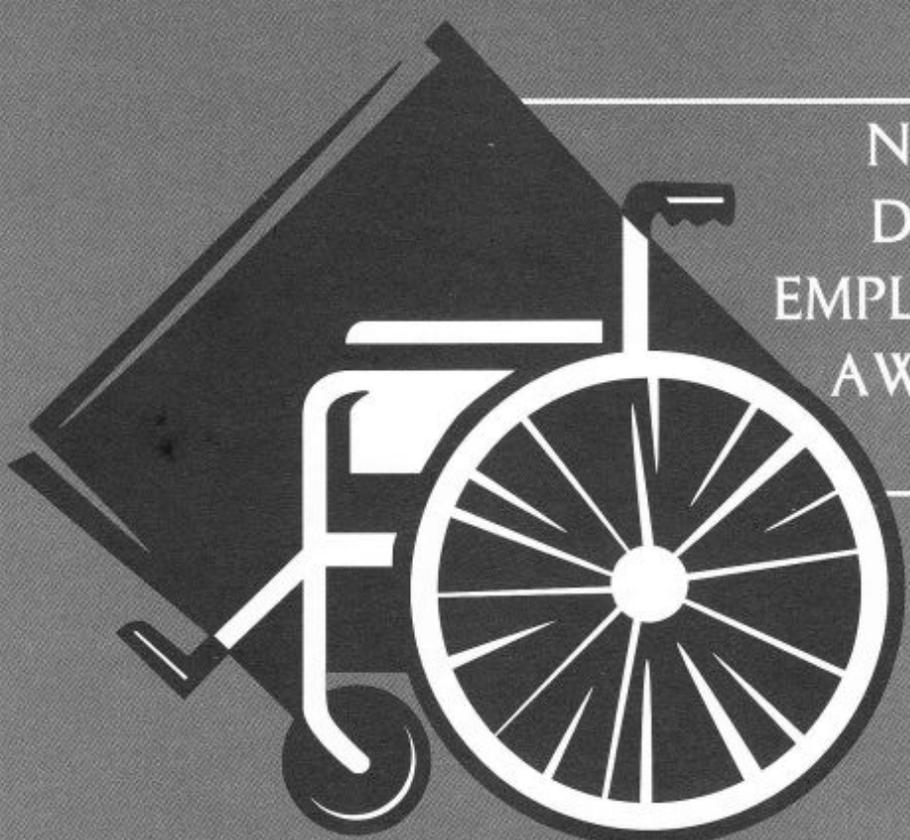
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