

DEFENSE MAPPING AGENCY

LINK

January 8, 1996



*Demonstrating classroom skills
see page 5*

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On the cover

Defense Mapping School instructors added a bit of realism to one of the courses held recently. A students briefs faculty and staff as part of the end-of-course exercise. *See story on Page 5.*
Photo courtesy of U.S. Army

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DMA needs volunteers for Quality of Worklife Board

Volunteers are needed to become members of DMA's new Quality of Worklife Site Boards.

Chartered by DMA Director Air Force Maj. Gen. Philip W. Nuber, the boards are designed to "involve employees in improving their quality of work and life environment" in support of DMA strategic goal number seven.

Dependent care, cultural awareness activities, flexiplace and alternative work schedules are just some of the initiatives board members can address. Boards will be established at Bethesda, the Defense Mapping School, Merrifield, Philadelphia, and St. Louis. Each board will consist of five to seven members and will review and address issues that are site-specific. Site board chairpersons will work with General Nuber on a new Quality of Worklife Council to address DMA-wide issues.

The workplace, both federal and private, is changing its environment to better suit the needs of employees, according to officials. With the implementation of worklife boards and council, DMA is joining other agencies nationwide in an effort to help employees better balance their personal and professional lives.

Applications are being distributed to all DMA employees and a panel made up of business unit representatives will select board members. Send applications by Feb. 1 to Mail Stop A-8 or fax to 703-275-5759 in care of Dottie Garrison or Vietta Williams. For more information or to request additional applications, call 703-275-8346/8434 (DSN 235). ■

— by Vietta Williams
 employee relations assistant

NIMA implementation team forges ahead

The National Imagery and Mapping Agency Implementation Team met recently with the members of the eight newly formed NIMA working groups to kick off efforts to identify and begin resolution of issues for the future agency.

The director of the implementation team, Navy Rear Adm. Joseph J. Dantone, opened the session by reminding all group members of the importance of the task and the short time available.

"What we are doing here is of critical importance to our customers, as well as to those who follow us in NIMA," said Admiral Dantone. "What we build, we have to build right. But while we do that, we will protect the people in the organizations we are talking about."

Timelines for the work groups call for two sets of issues to be identified: those that require resolution prior to the Jan. 15, senior-level steering group briefing; and



photo by Joy Brunk

Navy Rear Adm. Joseph J. Dantone, left, director of the National Imagery and Mapping Agency Implementation Team, and Leo Hazelwood, deputy director, got a first-hand look at some of DMA's products and how the Defense Mapping School operates.

those that can be resolved between Jan. 15 and March 1, when implementation planning is to be completed and concepts of operations are to be provided to transition planning teams.

Aggressive efforts in the coming months will facilitate the transfer of responsibilities to the new organization as efficiently as possible and as soon as allowable under authorizing legislation that will be sought from Congress. Oct. 1 remains the target for standup of NIMA.

Implementation Team Leader W. Douglas Smith briefed the working groups and reviewed the purpose of each. "Your job is not to answer all things, but to consider all things" in identifying issues, possible solutions and concepts of operations. The magnitude of many of the issues facing the working groups will likely call for subgroups to be formed in the near future, as determined by each chairperson.

"Ideas are worth a lot, and we don't care where they come from," Smith said.

DMA employees are encouraged to continue to provide ideas and substantive feedback through their management chains or through the NIMA Ombudsman, Kathleen Neary, at 703-275-8677 or on e-mail. Additional information will be provided when available. ■



photo by Tom Barsh

One agency providing resources for the forming of NIMA is the CIA. John M. Deutch, Director of Central Intelligence, recently toured some of the facilities at DMA. A contractor provides insight on some of DMA's advanced technologies.

World maps hot off the press

New editions of two standard DMA world maps rolled off the presses in November and December.

The maps are distinguished by their size. The larger (Topographic Series 1150) consists of six sheets totaling about 10 by 7 feet in area. The smaller (Series 1145) is one 4.67- by 3.5-foot sheet.

Both maps are available to the public.

"The six-panel map is meant to be assembled for display in briefing rooms," said Navy Lt. Cmdr. Dianne Edson, a member of the Federal Agencies Customer Support Team. "The smaller map will fit on the wall in an average work area.

"The maps are intended for general-purpose planning. They are not operational items, so we had no requirement to update them until management decided that an update was warranted."

A wealth of information is included in the multicolor, mercator-projection maps: international boundaries, relief (indicated by contours, shading and tint), heights in meters, depths in fathoms, shipping lanes, ice limits, hydrographic features, country capitals, cities classified by population and more. Clock times are given at 15-degree intervals based on noon at Greenwich.

Compilation, finishing and printing of the maps was accomplished by production personnel in Bethesda.

Edson praised the speed and quality of their work, noting that most of the project was completed in the two months following Labor Day.

"If Quebec had seceded I don't know what we would have done!" Edson quipped.

Working from reprostat (a map composite), cartographers compiled four sheets of the six-panel map manually



Hot off the press, the new DMA World Map draws the attention of Navy Lt. Cmdr. Dianne Edson and employees in Printing Operations.

photo by Tom Barsh

and performed digital compilation at Map Publishing Environment work stations for the other two sheets.

Assisting Joseph Edelen, project leader in the Data Generation East production management office, were two teams of cartographers led by Aggie Hoover and James Miller.

"The Printing Operations people in Bethesda were equally instrumental in making this project happen," Edelen added. "Printing eight colors and matching six sheets took quite a bit of skilled work."

Copies of the world maps will be provided to the U.S. Geological Survey for sale to the public. Until then, orders should be addressed to:

Defense Mapping Agency
Consumer Interface Division
Federal/External Organizations Team (OCIX)
4600 Sangamore Rd.
Bethesda, MD 20816-5001

For information, call 1-800-826-0342, code 7. ■

— by Paul Hurlburt

A realistic approach to training

Basic Terrain Analysis Course instructors at the Defense Mapping School added a bit of realism to their end-of-course exercise.

A simulated Tactical Operations Center was established outside the school, where BTAC students briefed Army Col. Mark E. Vincent, DMS commandant; Lt. Col. Leon Crumblin, chief of Warrior Support and members of the DMS staff.

The briefings are normally held in the classroom and the students typically briefed the BTAC instructors. For the latest class, however, the BTAC instructors decided to move the briefings to a simulated field environment and put a little pressure on the students by having them brief the commandant.

BTAC is an intensive 16-week resident DMS course. Military students learn the fundamentals in mathematics, earth science, photo interpretation, remotely sensed imagery, intelligence preparation of the battlefield, and other military geographic topics required to perform effectively as military terrain analysts.

BTAC culminates with a Command Post Exercise which forces the students to draw upon all of their recently acquired knowledge. Students are divided into teams, given a specific geographic location and tactical scenario, and then must thoroughly analyze their area of operations. They are required to produce a variety of tactical decision aids supporting their analysis and brief their results.

Vincent, Crumblin and members of the staff gave commended the students' overall performance. The students felt that the training was a demanding yet positive change of pace from normal classroom instruction. They also felt that their hard work would help better prepare them for their future as terrain analysts.

Class 003-95 included students from the U.S. armed forces as well as Korea, Singapore and Taiwan. ■

— by Army Sgt. 1st
Class Cecilio Rodriguez



photo courtesy of U.S. Army

A Basic Terrain Analysis Course student at the Defense Mapping School briefs faculty and staff at a simulated Tactical Operations Center. This was part of the end-of-course exercise.

HR reengineers

Human Resources is working with business unit representatives and unions to change the way it does business. HR has charted six reengineering teams since January 1995. HR is reengineering and using technology solutions to change and to help DMA reach its strategic goals. HR's goal is to achieve a more efficient, customer-focused and value-added Human Resource organization that supports DMA core values. Following are a few of the many changes expected during the next few months.

DMA's Performance Appraisal System Changes

The HR Appraising Performance Reengineering Team is implementing a new multi-rater performance appraisal system that provides employees with rating input from peers, customers, supervisors and subordinates. Representatives from the business units and unions designed the new automated system – Achievement and Career Excellence.

Performance evaluation and feedback will focus on universal core competencies that are directly linked to and support DMA core values, such as customer satisfaction. Cash awards for strong performance will not be directly linked to the annual performance appraisal and may be given at any time during the year.

ACE is a performance appraisal system that relies on anonymous input from multiple raters, not just the supervisor, to provide employees with narrative and numerically portrayed information about their performance that they can use to direct their own developmental efforts; and an annual rating of "acceptable" or "unacceptable."

A goal of the annual rating will be to give each individual the information required to determine personal strengths and growth opportunities. ACE will average the numerical input, dropping the single highest and lowest scores. A one to seven scale will allow employees to see how others perceive their performance and enable them to measure their improvement from year to year.

Employee information sessions are scheduled for this month, February and March to explain ACE and the new DMA core competencies. Most employees will complete the rating process via computer terminals located throughout DMA. The ACE software is currently under development and employees are targeted to begin using the software in July 1996. Alternate methods of input will also be available.

The New Way to Apply for DMA Jobs

The Filling Jobs Reengineering Team is reengineering the way employees apply for DMA jobs and the way HR

fills those vacancies – with **JOB+**, a new automated system.

JOB+ uses the latest in document imaging technology to scan **JOB+** applications into a computer system so employees don't have to fill out a new application every time they want to apply for a promotion or a different job in DMA. The optical character recognition software looks at the application to distinguish letters and characters and creates a text file. The patented artificial intelligence software reads information and extracts skills and other facts that employees provide. **JOB+** keeps applications on file, so it's quicker to update information.

In the reengineered process, whenever DMA fills a job, **JOB+** scans the DMA resume file to find a list of applicants that have the skills managers describe as important to the position being filled. Once an application is turned in, employees will be automatically considered for all DMA vacancies they are eligible for. Managers will be able to receive a two-day turnaround on selection certificates using **JOB+**.

JOB+ is targeted to be operational by the end of March 1996. More information about this process is available at this month's HR Information Fair, but in the meantime, there are some things everyone should know.

A "**JOB+** Kit" explaining the application procedures is being distributed to all DMA employees. The kit will contain specifics on how **JOB+** will work, what is needed to apply, how employees designate which business units and geographic locations they are interested in, and more.

Employees will have approximately four weeks to complete applications and return them to the HR Office in St. Louis that is implementing the new system.

Special information sessions are scheduled for this month and February to provide help filling out applications, answering questions about **JOB+**, or talking to HR specialists.

HR is also exploring the use of kiosk software so employees can complete applications on line and e-mail it to HR. Automatic responses will be generated confirming receipt of applications or updates, notification of referral for consideration on specific selection certificates and notification of who was selected for the position.

The Future of Benefits at DMA

The Delivering Benefits and Services Reengineering Team designed a new process where managers and employees will have immediate access to general and personalized benefits and services information. The process automates the paperwork – making it easy, fast,

simple and paperless. All DMA employees will be able to complete transactions through various methods, including computers, kiosks, telephones, faxes and face-to-face.

A new Automated Benefits Information and Transaction Processing will streamline various programs including: health, life, retirement, designation of beneficiary and Thrift Savings Plan.

A new Medical Issues Process will reduce the cycle time for medical accommodation decisions from 365 days to 75 days. The goal of this process is to increase productivity by finding ways to help employees return to work faster. This process integrates current injury compensation, disabilities, and medical accommodation processes into a single process facilitated by a shared database accessible to all parties.

A new Assessment and Development Process will focus on assessing customer needs and measuring customer satisfaction. The new process will capture, collect and analyze customer input on a scheduled and ad hoc basis to evaluate current delivery performance and assess the feasibility of implementing new programs.

Implementation of the first new process, the Medical Issues Process, begins this month. Implementation team members include representatives from Installation Management, Operations Group, unions and HR.

Resolve to Solve - DMA's New Cooperative Problem Solving Process

Over the next six months, the goal of the Resolving Disputes Reengineering Team is to implement one consolidated process to resolve all workplace disputes. The new process is projected to reduce cycle time by up to 97 days because it focuses on resolving all workplace disputes at the lowest possible level and at the earliest possible time.

The new process consolidates eight different processes including Equal Employment Opportunity complaints, performance rating appeals, unfair labor practices, pay disputes, informal workplace disputes, administrative and negotiated grievances. These processes often took from 30 to 465 days to complete and each required employees talking to different people and filling out separate paperwork.

The Cooperative Problem Solving Process is a collaborative effort instead of a competitive process. It involves managers early in the process and emphasizes that everyone is accountable to resolve disputes. It uses alternative techniques to solve workplace disputes while meeting all statutory requirements.

Early resolution of workplace disputes leads to a better work environment and decreases unproductive time away from the job. When implemented, the new system is targeted to save up to \$17,000 per case.

DMA's New Training Process - Training that Makes Sense

The Training Reengineering Team worked to develop a training process which ties training requirements directly to the competencies required to achieve DMA strategic goals. The new process eliminates duplication of effort and is fast, flexible, adaptable and accountable.

The team developed an automated training process which decreases cycle time from 15 days to eight hours. It reduces hand-offs from eight to three, copies from nine to three and required signatures from four to one. Key features of the system include an on-line management information system and an automated training library.

The reengineered process looks at the costs associated with training and emphasizes selecting training that provides the highest return on investment. It develops an evaluation system which measures the effectiveness of training by measuring whether learning occurred and if that learning translates into increased productivity back at the worksite.

Training should support business unit initiatives and one of the key features of the new process is that business units will plan and execute their own budgets for training. HR will continue to budget for DMA-wide training requirements.

The new process emphasizes alternative methods of training delivery and is working to establish Career Resource Centers at all major sites.

Giving DMA Employees and Managers On-Line Access to HR Information

The HR Exploiting Technology Reengineering Team started in January 1995 to identify ways that HR could use technology to provide enhanced services to DMA employees.

They are developing a Human Resources Information System to combine five database systems including the Payroll, Manpower, Personnel Security, Safety, and Defense Civilian Personnel Data System. The future system will be accessible to everyone in DMA either on your current computer or an employee kiosk. This user-friendly data system will contain the information managers need to make human resource decisions. Prototyping of the new HRIS will begin in February.

The team designed processes to identify and exploit technology solutions that give DMA employees and managers easy access to human resource information. They are designing a system architecture that is fully integrated with multiple entry points so employees can exchange information with HR via phone, fax or computer.

They established DMA as a test site for human resource software that DoD is developing for distribution to all DoD organizations. ■

Customer support milestone reached in providing data rapidly for Bosnia operations

Elevation data to support Operation Deliberate Force arrived just in time at the Defense Intelligence Agency thanks to a team of data generation experts in Reston.

Using the "spigot concept" in which DMA taps the production pipeline to provide data to customers based on their needs, the team took data at an early stage of production and tailored it to DIA requirements.

"DMA is focused on customer support," said Paula Bell, DMA program and production manager for the intelligence agencies. "By understanding the intended use for the DMA product, we were able to provide the right data to the customer in a timely

manner. In addition to providing standard products, we have proven DMA can generate digital data for our customers at any point during the production flow following data extraction."

"We were elated to get the data," said Eric Blatt, chief of the DIA Relational Display and Integration Division. "The timely delivery enabled us to provide superior support at a critical juncture in Bosnian peacemaking efforts. DIA will continue to work with DMA to quickly acquire data to which we can add value for our intelligence products."

According to Charles Rolen, a senior intelligence officer at DIA, "The timeline for getting high-resolution data has been shortened exponentially by this process."

Rolen also praised the amount and quality of the data.

"Because of this effort by DMA, our Bosnia intelligence database is the best we have ever had."

Team developed process

Production of Digital Terrain Elevation Data and 1:50,000-scale Topographic Line Maps covering Bosnia was underway for the U.S. European Command when DIA asked if there was a way to get elevation and feature data sooner, explained Ken Peterman, the DMA project leader.

Building on prior efforts to develop a capability to release data rapidly, the team extracted the data on the Digital Production System prior to finishing as DTED and 1:50,000 TLM products.

With support from DMA's research lab, the Enhanced Product Prototyping Environment in St. Louis, the team translated the data into the format required by DIA. They then transmitted the data to DIA electronically via the Joint Deployable Intelligence Support System. All of the elevation data was delivered by mid-July, about six months after the start of the project.

DIA added the DMA elevation data to geographic information systems used for



photo by Gary Flike

Charles Rolen, a senior intelligence officer at the Defense Intelligence Agency (seated at left), shows a map of Bosnia that DIA created, in part, from elevation data DMA provided through an expedited process. Joining members of the team that provided the data are Paula Bell, DMA program and production manager for the intelligence agencies (seated at right), Alan Maharidge (standing third from right), a DMA process improvement engineer, and Brian Magana (standing second from right) a DIA intelligence officer. The DMA team members are Peter Doucette (left), Mark Kelly (seated, center) and team leader Ken Peterman (right). Team member Mike McCullough was absent.

intelligence analyses at DIA. The data was also used in systems deployed in EUCOM.

"The data was used at every level from congressional and Joint Staff down to the tactical unit," Rolan said.

The DMA team has also been translating vectorized feature data prior to finishing on the DPS and forwarding it to DIA for operations in Bosnia.

Combined with intelligence data, the DMA data is used in a variety of analytical products in deriving cross-country movement and lines of sight. It has also been used for special operations, orientation graphics, transportation studies, and to provide perspective (3D) views of the terrain, Rolan said.

Factors of Success

The successful outcome of the DMA project was due "in large part to the creative thinking of a key group of people," Peterman said. "They stepped out of the normal production process and looked at the problem; they didn't tie themselves in a box.

"Ongoing interaction between engineers directly involved in the project at DMA and DIA proved crucial."

"We were provided an opportunity to collaborate directly with the customer," said Peter Doucette. As team engineers, Doucette, Mark Kelly and Mike McCullough played key roles in the project from process development to data translation and delivery.

"One of the key selling points of the process was that we were able to pull out the data without disturbing production of the committed products for EUCOM," said McCullough.

The techniques developed by the team "are now being tested for incorporation into the production environment," Kelly said.

According to Alan Maharidge, a process improvement engineer in Reston, "The project illustrated the potential for a large degree of flexibility in the DPS in providing interim data that can be very useful to customers for planning and analysis."

"This project will serve as a catalyst in terms of the kinds of changes that we're going to need." ■

— by Paul Hurlburt

New risk takers award presented to JWID team

DMA Director Air Force Maj. Gen. Philip W. Nuber

presented the first team-level "Risk Takers" Award to the leaders of DMA's part in the Joint Warrior Interoperability Demonstration 1995.

Held in September, JWID '95 provided a showcase for DMA capability in meeting the command, control, communications, computers and intelligence needs of the warrior. Taking advantage of the opportunity, DMA exceeded its planned role in providing crucial input to a couple of impromptu exercises that demonstrated future capabilities.

More than 35 DMA employees made direct contributions to JWID '95. These participants drew upon the resources, skills and products of the entire agency in accomplishing their demonstrations.

In presenting the award to the JWID management team, General Nuber said they "risked success in striving to achieve a new perspective of the possible." In doing so, they embraced all the DMA Core Values, he said.

The inscription for the Risk Takers award reads: "You cannot discover new oceans unless you have the courage to lose sight of the shore." ■



photo by John Morris

Maj. Gen. Philip W. Nuber and members of the JWID '95 Management Team, from left, Bud Higgins, team leader Al League, Kim Singleton-Slater, Paula Alexander, Joe Ryan, Jim Kren and Mark Tatgenhorst. League is assigned to the Acquisition and Technology Group's Customer Support Division. The others are all assigned to AT's Research and Development offices in Bethesda and St. Louis.

EAP there to help

Few people escape having some type of serious personal problem during their lifetime.

When emotional or psychological problems, marriage and family problems, alcoholism, financial and other problems get out of hand, they may begin to interfere with our lives, making work difficult to accomplish and life miserable. When this happens, a person usually needs some type of professional help in order to resolve the problem.

Counselors offer practical, problem solving advice and information that employees are free to accept or reject. The counselors give employees the benefit of another point of view.

The DMA Employee Assistance Program was created to provide confidential, professional assistance to employees and their immediate families. There is no cost to DMA employees or immediate family members for the counseling services provided by the EAP directly. DMA does not have access to EAP client records. The personal informa-

tion shared with an EAP counselor cannot be disclosed unless the client has authorized disclosure in writing.

Any employee or family member may call the EAP for information or to make a free appointment to discuss a personal problem with a counselor. Family members include members of your immediate household and dependent children living elsewhere.

Managers, supervisors and union representatives are encouraged to suggest a referral to the EAP whenever there is reason to believe that an employee's work performance is being affected due to a personal problem. The contact, as well as what is discussed, is handled in the strictest confidence.

"The important thing is for people to get assistance before they jeopardize their health and/or career," stresses Paul Durkin, DMA East Wellness Program Manager.

To set up an appointment in the Washington D.C. metropolitan area, phone (301) 227-5187 or TDD (202) 628-7644 between 7:30 a.m. and 4 p.m. and talk to Sara



Representing the DMA Employee Assistance Program West are Sid Cooper, left, and Darla Purcell.

photo by Jim Stepanik

Sundstrom. If anyone needs assistance after hours or are in a crisis situation call 1-800-247-3054 and tell the operator, "This is an emergency." An EAP counselor will call back right away.

To set up an appointment in the St. Louis area, phone (314) 263-4848 or TDD (314) 263-8005 between 7:30 a.m. and 4 p.m. and talk to Darla Purcell or Sid Cooper. Call the same numbers for assistance after hours and a counselor will call to set up an appointment.

continues to assist the employee or family member to assure that they receive the best possible care and emotional support.

Many DMA employees are benefiting from the free services offered by EAP.

Approximately 250 clients sought assistance last year in the Washington D.C. area, according to Durkin. Over 135 clients received assistance in the St. Louis area, according to Sid Cooper, EAP Program Manager in St. Louis.



photo by Tom Barsh

Members of the DMA Employee Assistance Program East are, from left to right: Michael Nash, counselor serving Merrifield, Reston and Fort Belvoir, Va.; Paul Durkin, contracting officer's technical representative for the EAP; Sara Sundstrom, chief counselor at Bethesda; Helene King, director of COPE Inc.; and Anita Rollins, administrative clerk.

EAP counselors help individuals sort out their personal problems and develop courses of action to resolve them. At all points in the counseling process, it is the individual who makes the decision whether to follow a recommended course of action. Not all problems can be resolved by EAP counseling alone. In such situations, a referral may be made to other helping agencies, professional persons or treatment centers, but the EAP counselor

EAP can help you with marital problems, aging parents, financial and legal problems, parent-child relationships, alcohol and drug abuse, stress and more. ■

—by Sid Cooper, DMA West EAP Program Manager

Soccer team completes second year

Magnetic North, DMA's coed soccer team, completed its second year in the Montgomery County adult soccer league. After the spring and fall sessions, the team won 10 games, lost four and tied four. Team members include, from left to right: (back row) Keith Levin, Oscar Camacho, David Goozman, Ed Hughes, Kevin Laser, Geoffrey Laredo, Doug Dupin, George Troop, Eric Li and Marvin Lindroth; (front row) Amy McKee, Pedro Costa, Vanessa Nil, Chris Janus, Gabriela Camacho, Janna Evans, Rachel Lightbourne, Bess Kotsiras and Joellen Harper. Not pictured are Jim Kren, Tony DeCosta, Edwin Riviera, Luis Pulupa and Holly Heritage. For more information on the team and the next season, which starts in March, call Marvin Lindroth at 301-227-2362.



CWC holiday coloring contest winners

The Defense Mapping Agency St Louis area Civilian Welfare Council's annual holiday coloring contest poster winners were announced recently. All entries received a \$1 gift certificate from a local merchant with winners receiving an additional \$5 in certificates. The winners are listed by age group.

0-2 years

Colleen Haviland
Brandon Lorbert
Hannah Gardner
Bob Tenholder
Isaac Michaels
Paul Callahan
Timothy Poropat
Tyler Godar
Dana Burcher
Elizabeth Deen
Bria Corbett
John Anderson
Elliott Best
Corey Boemer
Bianca Ninneman
Carter Enke
Molly Schwarz
Abigail Witte
Alex Lodholz
Amy Nelstead

3-4 years

Claire Gavin
Brian Pedersen
Jennifer Tenholder
Amanda Penning
Andrew Ilges
Laura Stucky
Kyle Buschbacher
Jimmy Haviland
Megan Callahan
Christopher Giarraffa
Danielle Pratt
Jessie Bonniwell
Michelle Norberg
Chloe Davies
Jacob Lehmann
Daphanie Thornton

Kelly Kapsar

Danny Taggart
Alexandria Clark
John Higgins
Amanda Spaunhorst
Kelly Wallace
Jessica Blodgett
Brandon Roach
Jill Abel
Jusean Archibald
Josh Fenton
Elizabeth Dean
Sarah Stepanik
Emily Chastain
Julie Fain
Alicia Gebke
Lee Goolsby
Curtis Israel
Kourtnie Donelson
Rachel Boemer
Diara McCole
Kim Buehler
Sam Baugh
Kaleigh Sills
Nicholas Stefaniw
Philip Carter

5-6 years

Kaylin Lorbert
Alison Scurry
Stephen Carter
Kimberly Dobberstein
Megan Flecke
Nicole Norberg
Steve Mueller
Molly Pearson
Andrea Barricklow
Brittany Sills

Lindsey Etter

Anna McClane
Darryl Woodson
Tom Barton
Sam Bean
Matt Hetlage
Megan Woods
Brigid Mohan
Bud Peters
Adam Tappella
Tabatha Wilson
Carolyn Butterworth
Brian Lihs
Marina Jacobe
Dennis Manning
Ryan Egan
Patrick Layton
Zachary Gatliff
Erin Flecke
Katie Ward
Andrew Hamilton
Brian Finger
Kim Ruhmann
Brandon Brown
Allen Kohnen
Courtney Kindsfather
LaTasha Thomas
Frankie Meyer
Patrick Amrhein
Sara Matthews
Colleen Hunter
Brandon Koehler

7-8 years

Ashleena Pedersen
Jessica Wolfanger
Sarah Roulund
Bethany Finger
Susan Ratkewicz

Shannon Roberts

Rachel Miller
Amy Hehmeyer
Gavin Kolley
Kristen Dobberstein
Paul Bick
Jason Williams
Tom Graff
Ifedigbo Obiakor
Amanda Strauss
Melanie Kenyon
Mark Corio
Jonathan Shelton
Greg Giarraffa
Julie Mueller
Michael Lawrence
Kimberly Sharick
Kyle Tracy
Tom Creel
A. J. Pruet
John Bushar
Abigail Middleton
Joe Reierson
Emily Slovacek
Ray Tunncliff
Kristin Pratt
Michael Stefaniw
Eric Reed
Jennifer Boemer
Annie Hobbs
Brittany Hubbard
Jimmy Ritzheimer
Matthew Baugh
Erin Wilson
Myesha Thornton

9-10 years

Bridget Staggs
Christopher Scurry

Nicole Fain

Rebecca Tenholder
Krista Sellers
Courtney LaChance
Danny Olczak
Carlos Ray
Haley Peacock
Brian Glass
Rebecca May
Mike Greaving
Ashley Hamby
Melissa Winkler
Joanna Grothoff
Sheana Sanders
Lisa Schultheis
Veronica Peters
Melissa Arakaki
Erin Lackey
Mike Mueller
Dedrick Thornton

11-12 years

Jonathon Grothoff
Kenny Lawrence
Annie Kelly
Emily Hart
Michele Scurry
Stephen Rau
Jim Ebel
Emily Hart
Jan Wenzelburger
Sarah Aufmuth
James Jacobe
Lizzie Staggs
Darcy Mowrer
Jamie Mitchell
Jamie Sanders
Stefani Hazell



Key to success is helping others

Santa Claus would be impressed by the length of Warren L. Broomer's gift list. The chief of ADP/Telecommunications Support East is responsible for giving out "Christmas sharing baskets" to scores of needy families each year as chairman or co-chairman of a drive sponsored by E. Jerry Williams Lodge No. 141 of the Grand Lodge of Free and Accepted Masons, Prince Hall Affiliation, in Maryland.

"This year we helped more than 80 families in Prince Georges County, Md., and the District of Columbia," Broomer said. "We also collected clothes in November, which are given to needy people selected by the Prince Georges County Community Services Administration."

For Broomer, helping others is a way of life.

"My parents taught that your individual success in life will be measured in direct proportion to the help and assistance you provide to others less fortunate than yourself," he stated.

Before joining the civil service, Broomer rose to the top of the Army enlisted ranks as a command sergeant major, providing communications/office automation support ranging from command, control and communications systems in a fixed environment to mobile/rapid-deployment communications support.

Community service activities crowd the schedule of Broomer, who today maintains a frenetic pace managing telecommunications/office automation resources in the Washington area, including development, enhancements, installations and maintenance.

Not waiting for an opportunity to help, Broomer and fellow members of his Shrine Temple wrote to Potomac Junior High School in Oxon Hill, Md., six years ago asking how

they could be of assistance. (Broomer is also a member of the Ancient Egyptian and Arabic Order of Nobles of the Mystic Shrine Inc., which is Prince Hall affiliated.)

As a result, the Shriners "went to the school and started a drill team," Broomer said. "It's built cohesiveness and discipline."

The Shriners also began mentoring the students and taking them to open houses at military installations to watch precision drill units, attend air shows and receive exposure to military hardware and the military environment.

"Last year we leased a bus and took 40 kids to 'Spirit of America,'" an event sponsored by the 'Old Guard' Third Infantry of Fort Meyer, Va.

The idea is to "take the children out of their environment and give them an opportunity to see things they might not otherwise see."

In another project, Broomer lends his computer expertise to "bring technology to school." While playing games on laptops is fun for the students, it also provides an introduction to the computer world, he said.

Across the Potomac, Broomer is active in the Departmental Club of Alexandria, which raises scholarship money for deserving students.

Tragedy struck the family of Broomer's son, Warren M. Broomer, in Tennessee earlier this year when their two-year-old son drowned in a

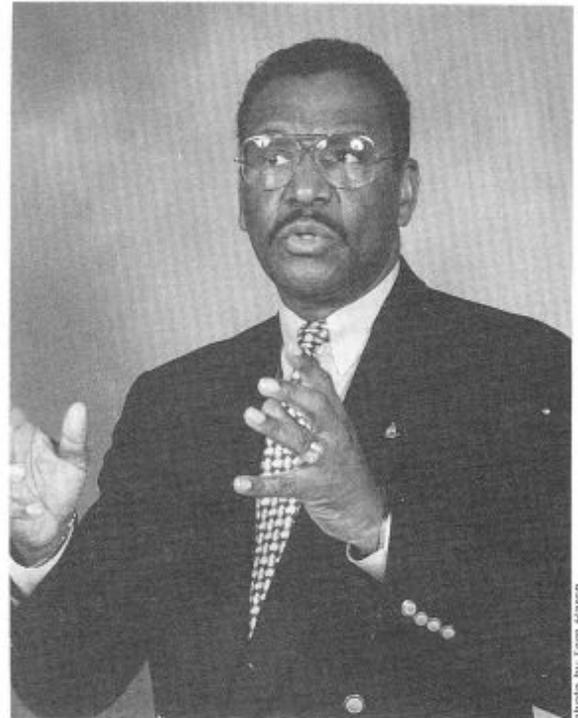


photo by Tom Elsen

neighbor's swimming pool. Moving beyond grief, the boy's parents decided to offer the child's organs for transplant, saving and enhancing the lives of several other children.

"I carry an organ donor card, but I didn't know my son did," Broomer said.

"I'm proud he's taken a position toward helping someone else. That's my philosophy." ■

— by Paul Hurlburt



Hats Off

Five children of DMA employees are among those receiving scholarships to federal employees and their departments awarded annually by the Federal Employee Education and Assistance Fund.

In all, 64 federal employees and 263 departments are receiving scholarships for the current academic year ranging from \$250 to \$1,600 and totaling \$171,000.

The four daughters and one son of DMA employees receiving

scholarships are Christine Amsden, daughter of Steve Amsden; James Hahn, son of James Hahn; Kathryn Koenig, daughter of John and Patricia Koenig; Kelli Rakers, daughter of Don Rakers; and Tara Truka, daughter of Christine Truka.

This was the ninth year for scholarships to be awarded by FEEA to federal employees and their dependents. The organization also makes student loans. For more information about student loans or next year's scholarship program, send a self-addressed, stamped envelope to FEEA, Suite 200, 8441 W. Bowles Ave., Littleton, Colo. 80123-3245.

DMA's video on the closing of the Louisville, Ky. office, "From Above the Five and Dime: The Legacy of the Louisville Office, 1951-1994," won recognition in the National Association of Government Communicators awards competition. The video won honorable mention in the Internal Communications category of the Gold Screen competition. Also DMA's Hispanic Heritage Month Poster entry in the Blue Pencil competition tied for second place in the visual design category.

The awards were presented Nov. 30 at the Blue Pencil/Gold Screen awards banquet.

NEWS CLIPS

HR plans information fair

There will be presentations, discussions and demos on new DMA services that affect all employees and their supervisors/managers. Fair times are designed so employees on different shifts may attend. Military personnel are encouraged to attend because they will be participating in several of the reengineered processes (i.e. rating civilian peers in the new 360 degree performance appraisal system and participating in the new cooperative problem solving process).

Highlights include:

- ACE - the new 360 degree performance appraisal system
- JOB* - the new way to apply for jobs at DMA
- Resolve to Solve - a new cooperative problem solving process
- Self development - our link to the future
- The future of benefits at DMA
- Military performance feedback and evaluations - do's and don'ts
- HRIS - putting human resources information at your desktop and more

The format will allow attendees to spend time at those exhibits that interest them most or to see them all. Presentations will be held concurrently every 20 minutes throughout the fair.

Following is the schedule:

- Merrifield, Jan. 9, room 1S12/16/16A, 10 a.m. - 2 p.m.
- Reston, Jan. 10, auditorium, 8:30 - 11 a.m. and 1 - 4 p.m.
- Bethesda, Jan. 11, Erskine Hall auditorium, 8 - 11 a.m. and 2 - 5 p.m.
- Philadelphia, Jan. 17, building 27, section c, 11 a.m. - 2 p.m.
- St. Louis, Jan. 24, Lindbergh Room, 7 a.m. - 4 p.m.

Correction

One of the participants in a weight and cholesterol reduction study was incorrectly identified in a photo appearing in the Dec. 4 Link. The correct identification is Patti Pickens, who appeared with fellow Reston cartographer Jim Frater.

Ski council plans trips

The DMA Ski Council has two ski trips scheduled. The dates of the sign up and the trips are as follows:

Jan. 26 - Jack Frost or Cannane Valley - sign-up Jan. 16, 17, and 18

Feb. 9 - Seven Springs - sign-up Jan. 30, 31, and Feb. 1

The trips are on a first come first serve basis. Information on the exact cost of the trips and times/locations of the sign-ups will be posted in the lobbies of DMA buildings and on available bulletin boards prior to each trip. Anyone having questions about the trips may contact Guy Gray at 703-275-8550. Bob Stewart is the point of contact for the night shift personnel. He can be reached at 301-227-2792.

Anyone interested in going on the week long trip to New Hampshire at the end of February should contact Gray. According to Gray, the trip is very affordable and conditions have been great over the past three years. The trip will cost approximately \$400 for the entire week including lift tickets, lodging and meals.



ACCOLADES

Promotions

Allen, Elizabeth B.
Baker, Martha W.
Bruley, Francis H.
Butler, Mckinley
Dashiell, Kimberly A.
Fountain, Michael K.
Hallowell, Richard S.
Henderson, Danny W.
Hill, Anthony S.
Hinton, Derrick M.
Huddleston, P. A.
Janssen, Susan
Johnson, Karen A.
King, Edwin A.
King, Karen L.
Lundberg, Sadie M.
Manis, Theodore E.
McCullough, M. L.
Meyer, Linda K.
Muessig, Linda M.
Munsell, Mark W.
Noffke, Tina Marie
Placanica, John T.
Popkin, Kenneth D.
Ransby, Rosalind N.
Ridenour, Sara D.
Robertson, Scott R.
Smith, Patricia A.
Stevens, Frances H.
Stragand, Nancy C.
Strohmeier, Robert
Tresvant-Jones, Jewel
Turman, Fredrick A.
Yarnall, Stephen R.

Performance

Awards

Ager, Thomas P.
Baker, Michael E.
Beabout, Larry W.
Black, Gregory E.
Bordner, James R.

Boyer, Charles R.
Brehmer, Michael R.
Clendenin, Harold E.
Dezan, John, Jr.
Eckhard, John W.
Fles, John R.
Friend, Nancy J.
Hammack, James C.
Harmon, Colby A.
Hoover, Ralph E.
Horton, Barbara B.
Housel, Clyde F.
Housel, Terry C.
Jaye, Shelly A.
Kimzey, Charles G.
Klotz, Robert G.
Kluge, Vincent A.
Limoges, Michele L.
Malys, Stephen
Mayer, Rodney K.
McCann, Raymond
Metro, Anthony J.
Miller, Billy J.
Miskimmin, Robert A.
Mitchell, Deborah G.
Nicholson, D. W.
Nii, Vanessa B.
Nolte, Douglas R.
Norgaard, K. D.
Obelenus, Thomas J.
O'Brien, James C.
Packman, Judith M.
Payne, Charles R. Jr.
Petersen, Christian T.
Potts Frank E.
Radakovich Joseph Jr.
Reuter J. Patterson
Ross Andrew
Ruffin Beatrice J.
Schwarz Eric L.
Scopp David S.
Shand Charles K.
Skakum Roy W.
Stroup Opal R.

Szpak Casimir R.
Teller Jacob A.
Thomas Michael L.
Tolley Frank M.
Tristani Vicki A.
Turner John W.
Warren Lee R.
Weilnau Kathryn L.
Wesdock, Joseph W.
Wright, Cynthia D.

Special Act or Service

Adams, Dale J.
Aguirre, Rosemary J.
Arl, Timothy B.
Azar, Christopher S.
Balling, Edward A.
Beckner, John E.
Bennington, C. A.
Blodgett, James A.
Bonnett, Stephen D.
Bonnot, Rickey A.
Boone, Patrick B.
Briscoe, Irvin L.
Brueckmann, R. P.
Burgesen, Mary E.
Callahan, Paul X., III.
Calo, Daniel L.
Carswell, Elizabeth L.
Carty, John G.
Chaikowsky, John, Jr.
Chapman, C. M., Jr.
Chase, Nervin D.
Cheli, Christine M.
Chiles, Donna D.
Clarke, Frederick H.
Claxton, James L.

Coleman, Carolyn R.
Conyers, Marvin R.
Cool, Lonny Jo
Crouch Mary S.
Davenport Joe M.
Davis, Matthew E.
Dijkers, Kurt E.
Dishon, Albert A.
Dittrich, Denise
Everhart, Sabrina D.
Fank, Edward J., Jr.
Feld, Steven
Ferguson, Daniel R.
Foeller, Roy J., Jr.
Fontenot, David M.
Fruend, Alan L.
Frye, Anna M.
Garavaglia, Peggy L.
Gebke, Kim A.
Giarralfa, Donald G.
Codar, Stephen J.
Gregory, Arthur C., II
Grigg, Carol A.
Grimmett, R. M.
Grohman, Gregory J.
Gulley, Marlane K.
Haake, Thomas K.
Hagen, Linda M.
Hall, M. Marjorie
Harvey, Linda J.
Hayek, Bradley R.
Henderson, N. L., Jr.
Hicks, Robert L.
Higgins, George E.
Holland, Gary G.
Holthe, Steve M.
Howland, Lee A.
Hudson, Gwendolyn
Hull, Gerald T.
Gou, Colleen B.
Jackson, Doris J.

Jackson, Karen R.
Jaissle, Marilyn
Jarrett, John L.
Johnson, Cora L.
Johnson, Troy D.
Jones, Julie L.
Jones, Marcia V.
Kaut, Kenneth
Kieswetter, Jill H.
Kolb, Michael K.
Kreis, Thomas N., Jr.
Kunz, Larry E.
Lackey, Diane R.
Lanham, Thomas E.
Letrello, Michael F.
Lofstedt, Lon D.
Loretz, Marvin H.
Lunsford, Carla N.
Madigan, Terence J.
Maher, James W.
Manson, Albert L.
Manson, Rubbie L.
Martin, Phillip L.
May, Christine E.
McAffrey, Linda A.
McClain, Allen G.
McDowell, Donald R.
McGee, Kevin L.
Mendenhall, Anna C.
Meyer, Linda K.
Meyer, Mark R.
Michaels, Anthony J.
Montgomery Leslie D.
Mroz, Monica Z.
Mroz, Timothy I.
Mutzig, Gregory K.
Nagel, Donald R.
Neal, Kathy M.
Nelson, David M.
Nierman, Donald A.
Paulton, David G.
Petty Savoy, Nora A.
Piening, A. H., III.
Pittman, William L.

Poucher, Shirley R.
Reed, Ronald H.
Rees, Mark J.
Reid, Janet S.
Ridenour, Sara D.
Robinson, Susan I.
Roslin, Barry A.
Roth, Ben D.
Sanders, John Jr.
Schaller, Deborah A.
Scher, Eric R.
Schmitt, John A.
Schmuke, John R.
Schwartzbeck, M. R.
Smith, James C.
Solkowski, Edward J.
Soscia, George L.
Stark, Kenneth W.
Stevens, Ronald P.
Thomas, George W.
Thomas, Janice S.
Tiemann, Michael J.
True, Scott A.
Tunncliff, Sandra L.
Underhill, Earl R.
Van Cleve, Brad K.
Vetter, Stephen C.
Volkerding, Gloria L.
Walswick, Lee W., Jr.
Weidle, Roy J.
Whetzel, Shirley Ann
White, Jean K.
White, Lawrence D.
Whitmore, E. F., Jr.
Wielgos, Les
Wilhelm, Robert H.
Williams, Karen J.
Williams, Kenneth, Jr.
Wolfbrandt, Eric J.
Wood, Donald F.
Yarber, Sharon D.
Yates, Robert D.

IN MEMORIAM

Roger V. Manning

Roger V. Manning, a retired cartographer for the Defense Mapping Agency died recently at Baptist Hospital East.

Manning, who was 53 at the time of his death, was also a retired National Guardsman.

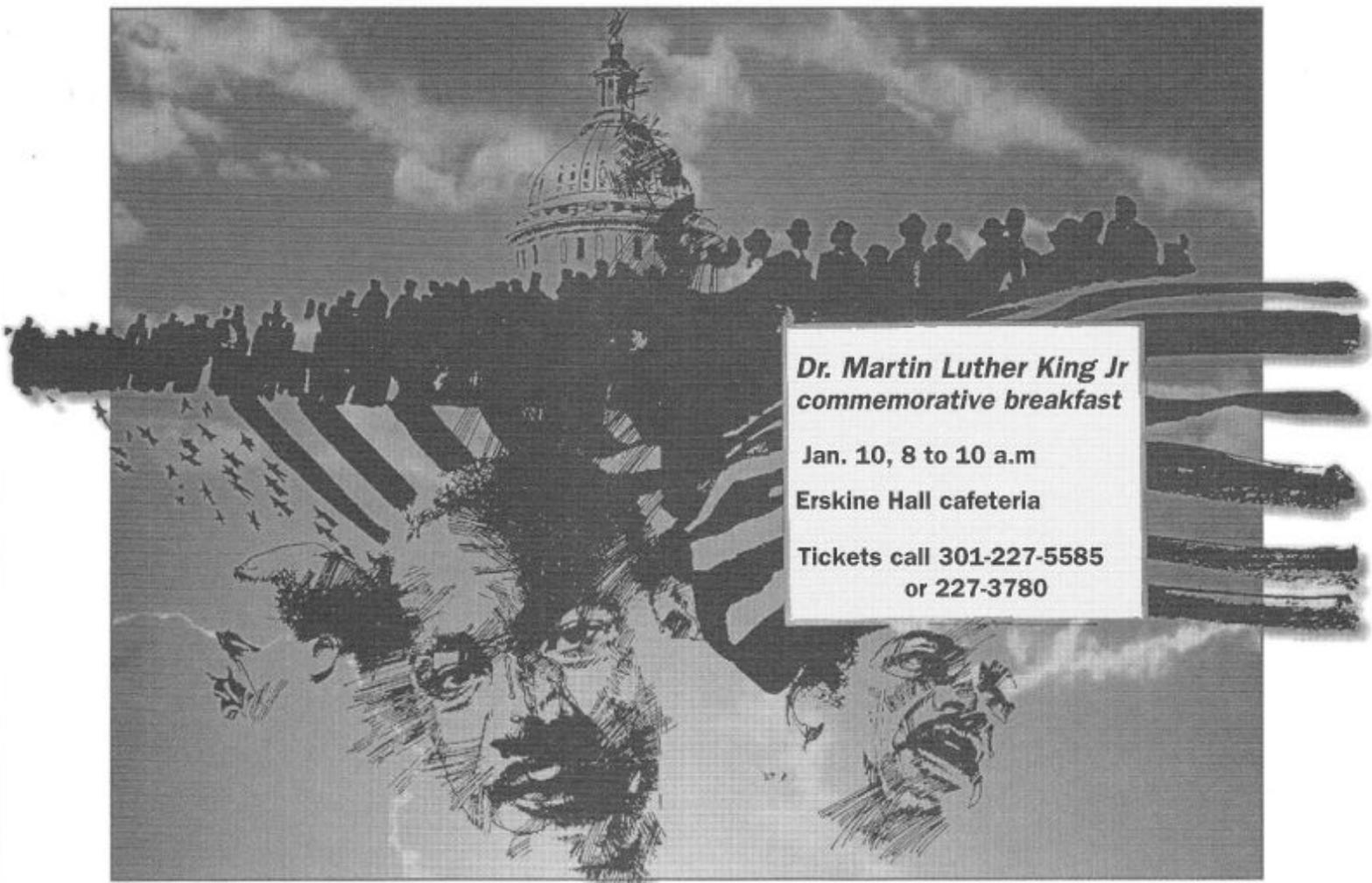
Survivors include his wife, the former Alice M. Sulzer; a son, Michael V. Manning; daughters Julie E. Manning and Tracy M. Gravatte; a sister, Sharon Glogower; and four grandchildren.

Charles H. Burks

Funeral services were held in St. Louis Dec. 15 for Charles H. Burks, an aeronautical information specialist in the Source Management Western Office of Operations Group. He died Dec. 8 at his home, the victim of an apparent heart attack.

Burks had been a civilian employee of DMA since Sept. 29, 1980, and earlier worked at the St. Louis facility as an Air Force cartographer for several years prior to his release from active duty in October 1971.

He is survived by his wife Doris, a son and two daughters..



**Dr. Martin Luther King Jr
commemorative breakfast**

Jan. 10, 8 to 10 a.m

Erskine Hall cafeteria

**Tickets call 301-227-5585
or 227-3780**

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