

DEFENSE MAPPING AGENCY

LINK

September 30, 1996



*A seal is born
on page 3*

September 30, 1996

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On the cover*A new seal is born for NIMA. See story page 9.***Volume 1, Issue 25**

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UP FRONT**The last Link**

With the furling of the DMA colors, we also call it a "wrap" for the *DMA Link*.

With this final edition of the employee magazine, the Editorial Staff would like to thank DMA employees for their support. Our goal has always been to keep the entire DMA family informed of Agency activities and to bring them closer to DMA customers through the *DMA Link*. We trust we met that goal with some success and thank you for your feedback.

With the end of this era comes the rise of a new one, and we, along with those staff members joining us from the Central Imagery Office, National Photographic Interpretation Center and CIA, look forward to serving you. With your help, we will do our best to keep you informed and give you the kinds of information you want in a high-quality, informative and enjoyable publication under the flag of the National Imagery and Mapping Agency.

Please continue to send your ideas, articles and feedback to Mail Stop D-39, L-10 or through e-mail to any of the staff.

Link Staff

As I see it...

I've been staring at this blank sheet of paper for almost an hour now. I'm searching for the right words for this last input from me to the Defense Mapping Agency *Link*.

On Oct. 1, I expect that DMA will be a part of NIMA. Without a doubt, DMA deserves a salute. This past month has been one of "routine" extraordinary support from DMA.

We have (again) supported our troops in Southwest Asia as well as continued production for the rest of the world. I've seen wonderfully imaginative solutions to problems presented by smart people like John Geskermann who, with others, developed an automated production planning tool.

Another effort by Capt. John Odegaard, Jean Seymour, Rich Burroughs, Kim Moore and (I'm sure) others resulted in some great examples of "production friendly products" that we can show to our customers.

Repeatedly, I see our bright people take on new challenges and succeed beyond what I would have imagined.

So to take this full circle, I'll shed a tear as DMA is absorbed into NIMA.

But, I'll also celebrate that the people that are DMA will now be a part of NIMA and will succeed in taking on the new and exciting challenges that NIMA brings.

So hang on, we'll take care of each other and make enormous contributions to our Nation's security.

J. J. Dantone

Old Mariner's saying:
"Never steer by the wake."



JOB⁺ frequently asked questions (and answers)

Why is the Agency using JOB⁺?

Based on interviews with managers, supervisors, and employees, HR clearly knew that the manual "Position Vacancy Announcement" process took too long to fill jobs. The result? An agency-wide employee database to screen candidates and generate referral certificates.

HR searched the private sector for successful systems and found that Resumix software is used by numerous corporations and federal agencies to fill job vacancies. DoD has, in fact, designated Resumix software as the staffing (filling of jobs) portion of the DoD modernized personnel system. This system will replace the Defense Civilian Personnel Data System in fiscal 1998. At that time, DoD will be using Resumix, what HR calls JOB⁺, to fill all DoD jobs.

When do the new self-nomination procedures go into effect?

The procedures began Sept. 3 for non-GGI&S positions and continued through Sept. 13. Due to the imminent NIMA stand-up, HR has temporarily discontinued publicizing the Self-nomination Vacancy Listing until after Oct. 1, when NIMA staffing processes are in place. Once the NIMA stand-up occurs, employees will be advised on how to apply for future reassignment and promotional opportunities using the automated system for filling jobs.

How do I self-nominate for reassignment and promotion opportunities?

Employees will have through close of business Friday of the announcement week to self-nominate for reassignment, promotion or change to lower grade.

Whether you e-mail, fax or call, always provide the following information:

- Name
- Announcement number
- Resume number (located in upper right corner, page 1 of your skills summary)
- Work phone number
- Lowest grade acceptable

E-mail to HR Central Operations Center in St. Louis using: "JOB⁺ Team" (instructions: as you open global address list scroll directly down alphabetically through the servers and office codes to "JOB⁺ Team" which is right after Info Channel); fax to (314) 260-1151 (DSN 490-1151) or call 1-800-777-6104 (accessible from most places in the world).

How can I be assured that I am being considered for all positions where I clearly am among the best-qualified candidates?

When HR receives a request to fill a position, the supervisor is contacted to discuss the mandatory and desirable skills required to perform the position's duties. HR collects and matches the self-nominations daily with employees' JOB⁺ resumes. HR also reviews for basic qualifications, time-in-grade, quality and relevance of experience, including specific skills, program experience and product knowledge.

Then JOB⁺ searches the self-nominated candidate pool based on the hiring manager's mandatory and desirable skills criteria and generates two separate self-nominee referral certificates: one for reassignment eligibles and one for best-qualified promotion eligibles. These two referral

certificates and resumes are issued to the hiring manager.

This close manual review ensures that self-nominated employees with appropriate skills will be referred as best-qualified on the referral certificate.

What happens if I am on leave or TDY?

You must self-nominate by e-mail, fax or phone to be considered for positions which interest you, regardless of whether you are on leave or government travel.

In town halls, by phone and e-mail, employees have asked questions about JOB⁺. Here are many of the frequently asked questions and answers.

Why am I seeing the terminology that I used on my resume presented in a different manner on my summary of skills?

As you review the skills section of the summary, remember the JOB⁺ software may capture a skill in different terms from what you anticipated. You may have expected to see "car" and the system selected "automobile." This simply means that car is not available for the supervisor to select. The HR specialist would advise the supervisor that automobile serves the purpose.

DMA managers developed DMA's GGI&S grammar base.

My JOB[®] summary of skills does not reflect all of the skills that I have described in my resume and my years of experience is incorrect. How do I correct this information?

After you have identified any inaccuracies in your skills summary, the important first step is to call the HR Central Operations Center. Some information in the database may need to be corrected, but you may also be advised to modify your resume. In this way, you can emphasize those skills you want reflected in the skills portion of your summary.

How is my education credited in JOB[®]?

Degrees are reflected in the education portion of your summary. JOB[®] considers all individual courses, certificate programs and military schools. It reviews the experience and education necessary to validate a particular skill. In addition, HR manually reviews your resume, including the education summary, before the resume is referred to the selecting official. HR retains all portions of your summary.

How much of my experience should I include on my resume or resume update?

Your resume should include current and directly relevant past experience that supports your career goals. Focus your resume on your skills and depth of experience in those areas where you seek reassignment or promotional opportunities. Avoid using the format of the old SF-171 on your resume. Tailoring your resume to your career goals is the key to successfully communicating your background.

What is the schedule for processing of new or updated resumes?

Employees who do not have a resume in JOB[®] or who previously submitted only a position description need to submit a resume before they can be considered for positions.

New or updated resumes received during the month will be processed on the first workday of the following month and will replace existing resumes in JOB[®]. For example, resumes must be received no later than close of business Oct. 31 to be processed on Nov. 1.

What should I do if I were to receive multiple skills summaries?

Please call the HR Central Operations Center to discuss your specific situation.

How do I find out about current vacancies?

By noon central-time on the first workday of each week, HR will publish a listing of positions to be filled by JOB[®] beginning the following week, using these methods:

All work force e-mail
Fax-on-Demand list:
1-800-777-6104
Recorded list of positions:
1-800-777-6104
EMPL INFO folder on the network

How will I receive additional information about JOB[®]?

Information will be disseminated by print and electronic means such as the *LINK* and e-mail Info Releases. JOB[®] information will soon be on the Intranet.

How do I communicate with HR about JOB[®]?

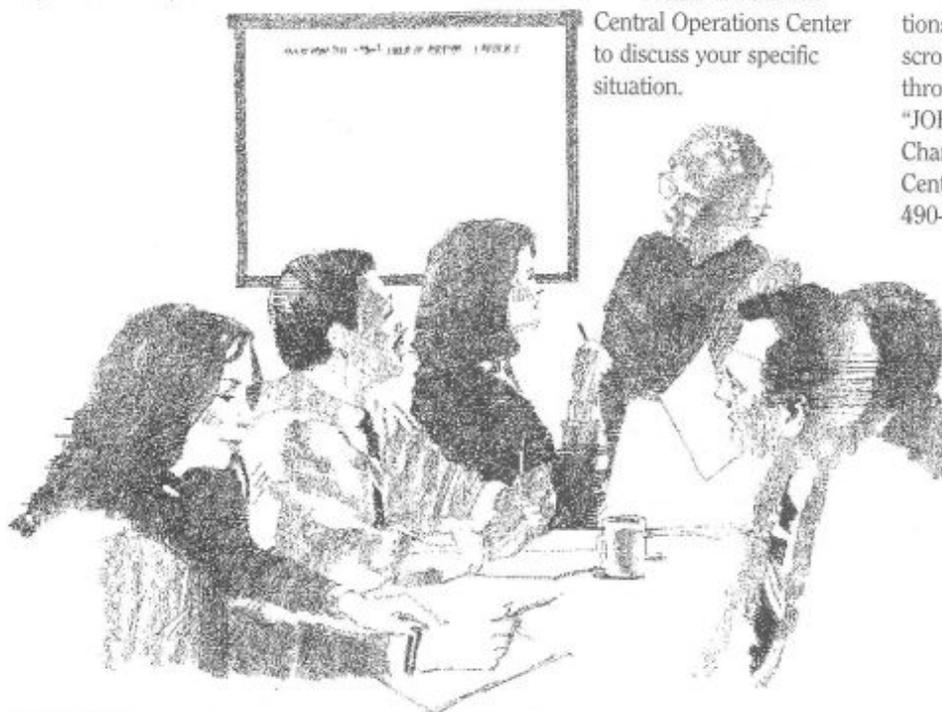
For questions, assistance, and suggestions, call 1-800-777-6104 or (314) 260-1145 (DSN 490-1145). For a fax-back recorded list of positions, call 1-800-777-6104.

To self-nominate for a vacancy:

E-mail using: JOB[®] Team (instructions: as you open Global Address List scroll directly down alphabetically through the servers and office codes to "JOB[®] Team" which is right after Info Channel); fax to HR Central Operations Center, JOB[®], at 314-260-1151 (DSN 490-1151); or call 1-800-777-6104.

To submit a resume or resume update:

Send it in the "body" of your e-mail to HRJOBS, or mail a hardcopy to HR Central Operations Center, JOB[®], Mail Stop L-28. ■



Coping with change? There's help on site

Jack had always been a good employee, but things have changed. He now feels stressed out and even going to work is a chore. "I used to be meticulous about my job," he said. "Now I'm always making mistakes."



Sara Sundstrom talks to a prospective client.

"I used to be laid back," Sue said, "but now small things upset me and I get angry for no reason at all. I hate being that way."

Jack and Sue are suffering from stress and, according to the Employee Assistance Program office, workplace stress is on the rise. The program was established in 1970 under Public Law 91-616, and it evolved from the Federal Civilian Employees' Alcoholism Program to the Troubled Employees Program. Finally, in 1982, it became the Employee Assistance Program.

Sara Sundstrom, Employee Assistance contract coordinator for DMA in Reston and Bethesda, observes that

during the past five years, EAP staff and DMA work sites have experienced an upsurge in employees seeking counseling for work-related issues.

"Reengineering, downsizing and changes in the health care delivery system are a few of the major reasons we're seeing this general increase in anxiety and distress," Sundstrom said. "At DMA, with all the changes going on, we have witnessed a general increase in stress levels."

"There's a thread of uncertainty," Sundstrom said. "The concerns we hear most include fear of losing one's job, where people will be working under NIMA and the demands and sense of loss associated with some of the changes, particularly among those who are moving."

Paul Durkin, a former Navy chaplain who began the program at DMA in 1974, says work problems aren't the only problems people are worried about. Many of the people he counsels want to talk about personal problems—marital spats, parent-child relationships, divorce, separations. Even so, EAP is eager to assist those who are uncertain about the future.

"We have, and will, continue to provide stress management classes," Durkin said. "We've already conducted group sessions with those who are slated to leave DMA in Reston and Bethesda for DMA in St. Louis."

Stress also is up at DMA in St. Louis, where the Employee Assistance Program has seen a 17 percent jump overall, with a 10 percent increase in work-related problems.

"Employees are also concerned with how the switch to NIMA will affect them and their families," said Sid Cooper, St. Louis Employee Assistance Program Manager. Even so, he added, he doesn't think the concern has been a primary reason for seeking counseling.

"Our office is primarily concerned with providing assistance in marriage and family problems, chemical dependency problems, emotional problems, financial problems and other problems of a personal nature," he said.

According to Sundstrom, change can be positive if it's initiated by the people who are affected.

"Change is a normal part of life. People look forward to getting married, having children, getting new jobs and moving to new homes—and many times those changes are positive," she said. "But people have a tendency to fear change when it's imposed on them." But regardless of whether change is positive or negative, it creates stress because of the uncertainty and demands.

The Employee Assistance Program provides confidential, professional no-cost assistance to DMA employees and their immediate families. It also participates in consultations with management, consultations with union representatives, Human Resources, Security, as well as conducts stress management awareness seminars and supervisor training.

How does someone know when stress and anxiety are getting out of hand?

"When *stress* becomes *distress*, people can benefit from professional counseling," Sundstrom said. "Look for persistent insomnia, weight loss, angry outbursts, difficulty in concentrating at work, conflicts with co-workers or family members, apathy, sadness, crying spells, thoughts of harming oneself or someone else, increase in alcohol consumption, severe fatigue or a general feeling of being out of control." If you or anyone you know is suffering from these symptoms, she said, or if you're suffering from one or more of them yourself, contact the Employee Assistance Program at (301) 227-5187 for Merrifield/Ft. Belvoir/CIO/Reston/Bethesda, or (314) 263-4848 for St. Louis. Employees at the depot in Philadelphia can see an EAP counselor at their facility also. ■

by John Iler

Desktop computing improvements underway

DMA employees with computers on their desktops are affected by an agency initiative designed to facilitate their work through automatic software updates and other improvements.

The two primary elements of the project are the implementation of Microsoft's System Management Server (SMS) software on agency networks and the acquisition of agency-wide licensing agreements for commonly used desktop software.

"The combination of the SMS and agency-wide software licensing will allow us to electronically distribute new software versions as soon as they are released by the developers," said John Wood, desktop computing manager in Acquisition and Technology's Program Management Division (ATP). "With SMS, we will also be able to identify workstations that require upgrades or replacement in order to process the new software versions."

SMS is being loaded on both desktop computers and network servers. Contractors completed server installations this summer. Installation of the desktop, or client, module of SMS began in August in St. Louis and is scheduled to begin this fall in the Washington, D.C., area.

Officials expect the SMS system will be fully operational by the summer of 1997.

Besides automatic updates of commonly used software (operating systems, office automation suites, database software, antivirus software and other packages), the project will provide automatic inventory of each desktop computer's hardware and software. It will also facilitate remote diagnostics of user problems by technical support personnel.

Installation of systems management software is "the first step in resolving an agency-wide problem of software incompatibility between desktop computing systems," said Army Lt. Col. Jack Owens, the contract officer's representative for the new system.

In the past, software was acquired by each organization. When

upgrades occurred, some organizations upgraded and some didn't, resulting in incompatible versions of software, Owens noted.

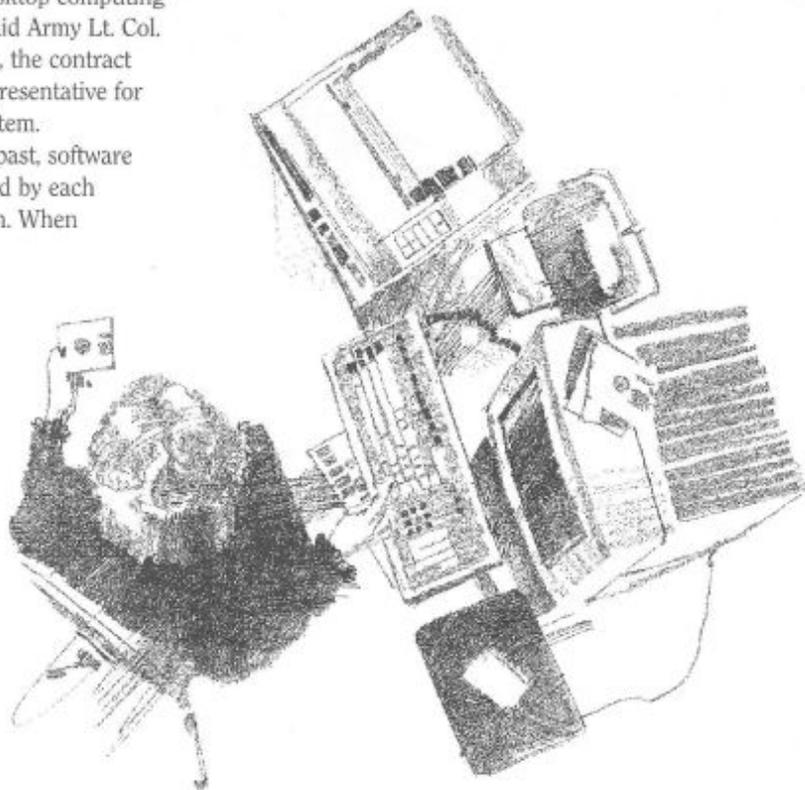
"Systematic, electronic distribution of software will ensure current, standard software across the agency. At the same time, it will eliminate the need to physically load software from a disk each time a computer's software is updated," Owens said.

Valuable time and labor will also be saved by eliminating physical inventories and performing diagnostic functions on individual computers from a remote terminal, Owens added.

The systems management project is part of the agency's migration toward a common operating environment based on Windows NT which runs on multiple platforms in an open systems environment.

"The project is consistent with efforts DoD-wide to install standard and compatible products on every desktop," Wood said. "We have more improvements coming to make it easier for people to get their work done, so watch for future articles." ■

by Paul Hurlburt



Traveling made easier

There's good news for temporary duty travelers. The paperwork for arranging travel will soon become obsolete. What's in store is a new, paperless electronic system being tested for DMA.

For their work on the new system, DMA's travel team will be presented an award in October for reengineering and streamlining the travel process.

DMA was selected as a pilot test organization in April 1995 as part of the Department of Defense's travel reengineering initiative.

In July 1995, DMA's travel reengineering team was established.

"Our whole team worked on ways to improve the process," said Jan Christensen, team leader. They first looked to other DoD agencies for successful changes they could implement to the present system.

"We wanted a paperless process that would work

faster and more efficiently," Christensen said.

By October, the team submitted a formal test plan to DoD and since that time they have been testing DoD's "Concept of Operations" and refining the new system to cut cycle time.

"We are slowly phasing the system in. We want to make sure everything is working efficiently," Christensen said. A test of the new system started at DMA in St. Louis in July.

The new program has been a hit in the test offices, and training employees to work on the software has gone well.

"We hope to be able to train users in about four hours," Christensen said.

In the future, travelers will use electronic software to prepare travel requests. The documents will be routed electronically to the traveler's authorizing official for approval, then to the travel pay office for review, certification, and processing.

"Simplified Entitlements," DoD's friendlier, easier travel booklet is also being tested by travelers using the software. The team is also working with Carlson Wagonlit Travel, DMA's commercial travel office, to bring them on-line to the new process as well.

"There have been a lot of offices involved in the process of making the system more efficient," Christensen said. "Patience and support of this effort has been and continues to be greatly appreciated!"

The travel reengineering team's members are: Jan Christensen, Susan Akard, Guy Gray, Lesa Holman, Connie Lavorgna, Louis Velez, Howard Ewing, Laura Gott, Jill Heininge, Evelyn Morquecho, Brenda Phillips, Shirley Dubbs, Ed Greaving, Gwen Jones, Tina Noffke, Sandy Standeford, Jeff Sexton and Mel Van Vickle. ■

by Jennifer Lafley



photo by Richard Goncalves

From left, Lesa Holman, Jan Christensen, Guy Gray and Louis Velez are part of the DMA Travel Reengineering Team to receive a DoD award in October.

A seal is born

After months of planning, the official NIMA seal is ready for public viewing.



photos by Jennifer Lafley

Sarah LeClerc, designer of the new NIMA seal, works at the Institute of Heraldry at Fort Belvoir, Va.

Although the seal represents an agency that will be using 21st century technology to serve its customers, the design started the old-fashioned way — on a scratch pad — at the Institute of Heraldry at Ft. Belvoir, Va.

For Sarah LeClerc, a designer/illustrator at the institute, pencil scratchings are the way a design begins.

"I familiarize myself as much as possible with the concept of the agency and what it portrays, then I sketch out several designs. It all starts in the artist's mind," said LeClerc, who retrieved from the trash a piece of lined notebook paper bearing the beginnings of a design. "Computer drawing programs are wonderful because we can try out fonts for letters and change colors, but we start by putting pencil to paper."

To start the process of designing the NIMA seal, LeClerc studied NIMA's mission and vision statements.

"To us, NIMA's concept was futuristic, a move towards the latest computer technology, so we thought

about imagery, space, and a globe to represent world mapping," she said.

With those ideas in mind, she started the preliminary steps to find the right design.

"We find that our customers need design examples to work from. We plan on making changes — adding or taking away symbols," LeClerc said. "In the case of the NIMA design, the committee working with us wanted a combination of history and tradition as well as a look to the future."

The NIMA seal went through several



Gerald Luchino (left), institute director, and Don Borja discuss the NIMA seal.

design changes in the beginning. The final design that symbolizes NIMA shows a traditional eagle and 13 stars to represent the freedoms the United States was founded on. "But the eagle's head is up — looking to the future," said LeClerc.

The laurel symbolizes honor and high achievement, the three crossed arrows represent the armed services, the color black symbolizes outer

space, and the globe represents mapping and imaging.

The Latin words, "Tempestivum, Verum, Definitum" means "timely, accurate and precise."

After the design is agreed upon, the black and white sketches are sent to chief sculptor Donald A. Borja, who takes the one-dimensional design and transforms it into a three-dimensional prototype made with plaster.

"The process takes approximately 80 hours," said Borja, sitting in a studio office lined with plaques from various agencies, the White House and the Pentagon. Once Borja is finished, Rhonda Reiner begins the painting process that can take several weeks.

While the illustrators' main concern is design, they also have to think in practical terms. All of the

seals done at the institute are designed to be manufactured. Also considered is how the design will look when reduced for letterhead stationery and medals, said Gerald Luchino, director of the institute.

Officially established in 1960, the Institute of Heraldry dates from 1919 when the War Department first created an office with

responsibility for coordinating and approving coats of arms and insignia. The institute provides heraldic services for all military branches and government offices including seals, medals, badges and flags.

Heraldry dates back to the Middle Ages when knights displayed coats of arms to distinguish themselves on the battlefield. ■

by Jennifer Lafley

2 retire with century of combined service



photo by Jim Stepanik

Moran

The retirement of two DMA employees marks the completion of over a century of federal service.

William J. Moran's combined civilian and military service covers nearly 52 years. Theresa Rhodes ends a career spanning 50 years of civilian service.

Moran, an employee of DMA and its predecessor since 1948, retires Sept. 30 from the Customer Support

Office of Installation Management West.

He began his government career in the Navy during World War II. He was on a cruiser in Tokyo Bay when the peace treaty was signed. He began work for the Army Air Corps' Aeronautical Chart Plant in 1948 at the plant's original location in downtown St. Louis.

"We were on the fifth floor of the building and everyone came in through the freight elevator," he recalled.

In 1950, as a Navy reservist, he was recalled to active duty during the Korean War. He returned to his civilian career in September 1954. By that time, ACP had become part of the Air Force Aeronautical Chart and Information Center. The center and its production facility had moved to the St. Louis Arsenal and employment had grown from 400 to more than 3,000 employees.

After his start as a warehouse helper, Moran advanced to warehouse supervisor, then foreman. Switching to transportation, he worked as a freight rate analyst; then became an inventory management specialist in Printing and Distribution; then a production controller in the cartographic department.

In 1975 he was named deputy director of logistics, and in 1978 he moved to the Comptroller's Office as a budget analyst. Meantime, he renewed his career as a reservist, this time with the Air National Guard, serving 12 years and retiring in 1986 with 12 years of service.

During the 1960s and '70s, Moran, who had played amateur hockey in his youth, became a hockey referee and officiated at many amateur, college and professional games in the St. Louis area, and was a linesman for the St. Louis Blues.

Moran met and married his wife while both worked at the Arsenal location. Joanne Moran is chief of the management and systems division of the St. Louis Logistics Office.

Theresa Rhodes remembers the first day she started working for the government.

"I started Oct. 17, 1946, for the Bureau of Census," said Rhodes, who retires exactly 50 years later. "You see, I got married Aug. 27, 1946, and came down from Massachusetts to the Washington area with my husband."

Sitting at the front desk of the first floor library in Bethesda, where Rhodes has worked since she moved downstairs from the geodetic library Jan. 25, 1980, she still isn't sure she's ready to leave.

"I have worked with a lot of wonderful people. The time went by quickly," Rhodes said.

Rhodes never planned a long career, but after working for 40 years, she decided to go for 50. Although she recently suffered a heart attack, her sick leave will help her meet her goal.

"In the beginning, I was just going to help out with the house payments for awhile," said Rhodes, who bought a house 10 minutes away from Erskine Hall.

"I started with the Army Map Service on St. Patrick's Day in 1952," said Rhodes, whose New England roots are still evident. Her "March" sounded more like "match."

"We all enjoy her accent – half the time we think she is saying something completely different and we all start laughing," said co-worker, Leona Jones. "Theresa knows the history around here. She is the one we go to with questions about the past."

Although Rhodes trained Jones as a new employee, the reverse happened when the library system was computerized.

"I was a little afraid of computers. After all, I started my career on a manual typewriter working with carbon paper," said Rhodes, who also remembers a summer working in the Fremont Building without air conditioning.

"No matter what the weather or working conditions, Theresa was here doing her job," said Charlie Via, her supervisor for the past 10 years. "She volunteered for any job to support the library."

Rhodes also supports the Red Cross blood drives, giving more than 13 gallons of blood over the years.

One of her goals for retirement will be doing volunteer work at Sibley Hospital after she has fully recuperated from her heart attack. Although for right now, she's working hard to gain enough strength to walk her dog, Sammi, to Glen Echo park and back.

Editor's note: There will be a luncheon Oct. 9 to honor Rhodes at the Golden Bull restaurant in Gaithersburg, Md. For more information, contact T. Smiley, 227-2124. ■

by Wells Huff and
Jennifer Lafley



Rhodes

photo by Tom Barsh

DMA employees complete program

Six DMA employees were among federal workers graduating from the 1995-96 Women's Executive Leadership Program recently in Baltimore.

Carrie Nettles, Verna Nightingale, Andrea Orr, Christina Renschen, Dawn Smith and Rickey Bonnot completed the year-long program conducted by the Department of Agriculture Graduate School in Washington, D.C.

They were among 488 employees who attended five weeks of training, interviewed and shadowed executives, attended a congressional briefing and participated on leadership development teams. Projects center on management development with many assignments at other agencies.

Keynote speaker George Nesterchuk, staff director of the Civil

Service Subcommittee of the House Government Reform and Oversight Committee, urged the graduates to "keep your eyes open and stay aggressive." He said that they had learned certain behaviors that would make them more competitive."

Nightingale crystallized her year as a WEL member by saying that the program was both "very stressful and, for me, a fantastic experience. I made friendships for life and gained a different perspective, now seeing the global picture of DoD and the federal government."

The Agency has participated in the WEL Program since the Office of Personnel Management introduced it in 1984. Applicants are competitively selected. Full-time, federally employed men and women at the GS-11 and GS-12 levels or equivalent are eligible to apply. The program is designed for both non-supervisory

employees and supervisors with less than one year's supervisory experience.

DMA selectees for the 1996-97 program were announced recently and include Darrell Burke, Patricia Drury, Louise Goolsby, Patricia Smith, Margaret Spezia, Marla Taggart and Laura Thompson.

Lil Taylor, team leader of the Organizational Development and Training Team, Human Resources Advisory Services-East, announced the selections. She invited applicants not accepted into the program to apply again next year and encouraged them to consider other professional development activities such as the Tuition Assistance Program and Long-Term Full-Time Training.

For further information, contact program manager Don Patterson at (301) 227-2205. ■

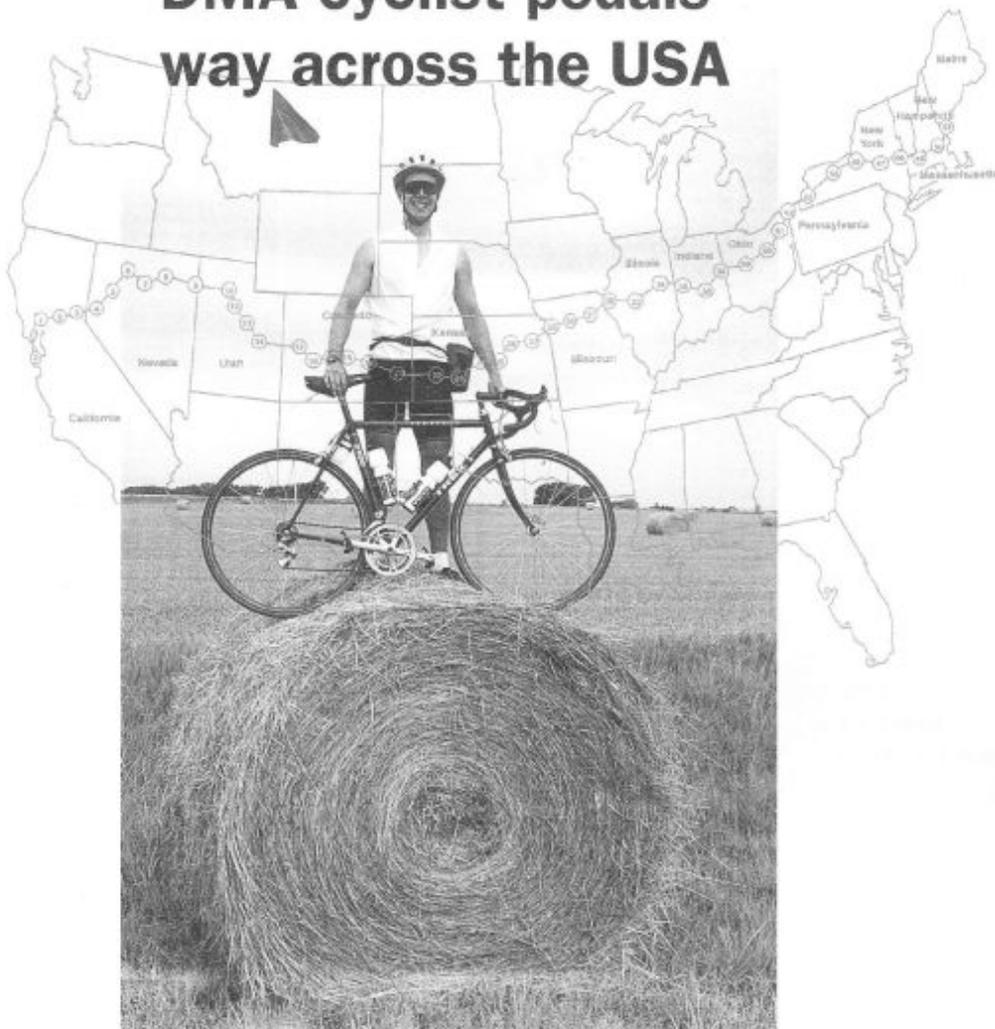
A grand gift



Photo by Larry Franklin

Retiree Thomas R. (Tom) Yanosky, left, of Herndon, Va., presents a graphite drawing of the Grand Canyon to Ralph E. Ehrenberg, chief, Geography and Map Division, Library of Congress. Yanosky, who retired in 1970 after 28 years with the Army Map Service, completed the 20 by 30-inch sketch of the canyon in 1984. The drawing, presented Sept. 4, will become part of the library's permanent collection. Before retiring, Yanosky executed a mural tracing the history of cartography. The mural is at the Defense Mapping School at Ft. Belvoir, Va. ■

DMA cyclist pedals way across the USA



Joe DeAngelo views Great Bend, Kan., from the top of a hay roll.

Biking across the United States may not sound like a vacation to some people, but to Joe DeAngelo of Acquisition and Technology, it was the trip of a lifetime.

"It is the ultimate way to sightsee," said DeAngelo, 33, who weathered temperature extremes from 107 degrees to 41 degrees Fahrenheit, pedaled up mountains and spent days riding through the flat Midwest.

Starting in California and ending in New Hampshire, DeAngelo rode his bike 4,000 miles in 45 days with only five rest days.

"I thought the trip would be a one time thing, but now I know it was just the first of many more," DeAngelo said.

His enthusiasm for his summer vacation is contagious when he describes the places he visited and the people he met along the way. And, while biking across America might be considered a back-to-nature adventure, DeAngelo was high-tech when it came to keeping a journal – at night he typed the day's events on a laptop computer.

"I'm not a writer, but my days were filled with so many experiences, I wanted to make sure I would remember them all," DeAngelo said.

In one entry he writes about the searing heat of the desert. In another, he talks about meeting a couple from Europe who were biking and camping in the United States and Canada.

"They made our group feel like wimps - they were riding with 60 pounds of camping gear."

DeAngelo was part of a group sponsored by a biking organization that made arrangements for hotels, meals and provided support to a group of approximately 45 bike riders from all over the United States and Germany.

The bikers were a mixed group with varying fitness levels. Although DeAngelo trained for six months before the trip – riding 2,000 miles last spring – many of the other bikers did not. Mixed among the practiced riders were honeymooners, senior citizens and non-athletes who were not ashamed to jump in the support van when they grew tired. Two of the bikers rented a car to give themselves a break.

All the participants had one thing in common – hunger.

"I never ate so much in my life," said DeAngelo, who still lost seven pounds on the trip. In one town he stopped in, he discovered that the only ice cream store was seven miles away. "I thought the extra miles were worth it."

A New Englander, DeAngelo saw the bike trip as a chance to explore parts of the United States he had never seen. He toured grain elevators, the Greyhound Hall of Fame in Abilene, Kan., the Indianapolis Speedway and celebrated the Fourth of July in Springfield, Ill.

Most of the trip was spent on back roads, but in Nevada the group rode for 330 miles on the shoulder of Interstate Highway 80. His longest ride – 130 miles – and the shortest were in Kansas, when headwinds slowed him down to 16 miles in 4.5 hours.

"Each day was an adventure. I got physically tired, but I never wanted to quit," he said.

DeAngelo has stayed in touch with many of his fellow bikers and hopes to ride with them again.

"We are already talking about a three-week tour of Route 66." ■

By Jennifer Lafley

NEWS CLIPS

Reston's quality board adds members

Three members have been added to the Quality of Worklife board in Reston. They are Peter Hovis, Sharon McKeown and Barry Walton.

Quality of worklife boards were established at DMA sites earlier this year to involve employees in the improvement of their work environment.

Other members of the Reston board are Eva Collazo de Cruz, William Gennetti, Steve Jaster, Sharon Johnson, Granville Peterson and Jackie Rhodes, Human Resources adviser.

Overseas voters need to register now

Americans living outside the United States should register to vote now, according to officials.

For information on how to register and vote from abroad, contact any American embassy, consulate or one of the following offices:

Republicans Abroad
310 First Street, S.E.
Washington, DC 20031

Democrats Abroad
P O Box 6430
Alexandria, VA 22305

Many countries have toll-free numbers for voter assistance. Here are some of them (valid within the respective countries only):
• Canada: 800 995 0920

- France: 059 00 156
- Germany: 013 081 9277
- Japan: 0031 11 2429
- Mexico: 95 800 010 1438
- Switzerland: 155 4514
- United Kingdom:
0 800 895 7403

Voter assistance is also available in the United States at the Voter Information Center, 1-800-438-8683 or (703) 693-6500.

HR offers fax-on-demand service

Human Resources now has a 24-hour, computer-based, phone information request system. Called Fax-on-Demand, the service can process and fax requests within minutes to the appropriate fax machine. Just call 1-800-777-6104.

There's information on the Agency's current vacancies, application documents for external candidates (Entry-level cartographer package, application for federal employment and more), benefits enrollment documents such as life insurance election and designation of beneficiary and security documents (SF-85 and 86).

Soccer team places 3rd

A DMA women's soccer team placed third in the Montgomery County, Md., women's open soccer division. The team, completing its 14th consecutive season, is seeking players for the fall season already underway. Interested players

should contact Cindy Burns at (703) 275-5753 or Vanessa Nii at (301) 227-5045. Members of the team

try," said FEEA executive director Steve Bauer. "We – and all the corporations, employee organizations and



included, (back row) from left: Julie McDonald, Cami Cook, Cindy Burns, Coach Walter Mueller, Vicki Cook, Jennifer Hooker, Michele Jackson, Janna Evans, Rory Ogg and Michele Motsko. (Front row) from left: Bess Kotsiras, Jessica Doran, Marina Kopsidas, Yolanda Carrera and Marita Wiberg.

FEEA salutes federal employees

The Federal Employee Education and Assistance Fund celebrates its 10th anniversary Oct. 3 with a salute to federal employees at a gala reception and dinner in Washington, D.C.

The fund-raising gala will feature performances by Bryan White, Academy of Country Music 1996 new male vocalist award winner, and *Now This!*, a Washington comedy/music improvisation troupe.

"FEEA supports federal employees and the valuable jobs they do for this coun-

try," said FEEA executive director Steve Bauer. "We – and all the corporations, employee organizations and

individuals sponsoring this event – want to salute federal employees for their hard work and to recognize FEEA's network of thousands of federal employee volunteers who have made our success possible." The gala will begin at 6:30 p.m. with a reception followed by dinner at the Loews L'Enfant Plaza Hotel, 480 L'Enfant Plaza SW, Washington. For information on purchasing tickets or tables, contact Susan Holliday at (202) 833-6233.

Agency celebrates Hispanic Heritage Month

National Hispanic Heritage Month, Sept. 15-Oct. 15, will be commemorated in three special presentations throughout DMA. This year's theme is "Challenging the Future."

Retired Army Reserve Brig. Gen. Manuel Flores, a

ACCOLADES

The following information is provided by the Human Resources Office.

Suggestions

Barnett, Henry T.
 Delmotte Jr., Joseph A.
 Honaker, Ronald R.
 Jonas, Carl M.
 Junghans, Stephen M.
 Wicks, Ruby J.

Promotions

Barber, Adrienne M., GS12
 Bell, Paula J., ES00
 Berger, Kimberly H., GS12
 Bowman, Williedell C., GS14
 Bradecamp, Dennis W., GS 9
 Collister, Susan J., GS13
 Coon, Todd E., GS 7
 Crumpton, Darryl E., ES00
 Doke, Daniel R., GS 9
 Door, Patricia M., GS 6

Ellenburg, Faye Irene., GS11
 Gede, Christopher D., GS13
 Hamby, Jim A., GS12
 Hoffman, Joyce A., GS12
 Hudson, Norman L., GS 9
 Jenson, Kirk D., GS 9
 Lagoy, Timothy P., GS11
 McMahon, Lawrence., GS 9
 Metcalf, Terence P., GS 7
 Moellman, Jeffrey R., GS11
 Mondy, Derick C., GS11

Myrick, Donald T., GS 9
 Naftzger, Gail G., GS13
 Nelson, Robert J., GS13
 Osborne, Dennis J., GS12
 Perucca, Melissa A., GS12
 Pradier, Philip D., GS12
 Retchless, Susan K., GS 9
 Ricks, Mark A., GS12
 Roberts, L. J., GS15
 Saunders, Paul C., GS12
 Schilpp, Robert W., GS15

Schumacher, Jeff G., GS 9
 Seaman, Mark W., GS11
 Siems, Timothy W., GS13
 Stream, Kevin., GS12
 Tomko, George M., GS 9
 Turnbull III, David D., GS11
 Van Wormer, Barbara S., GS 8
 Vangurp, Claude L., GS12
 Vanslyke Jr., G. Edward., GS11
 Vasquez, Daniel J., GS11
 Whittier, Amorro, GS 6

RETIREMENTS



Bailey

Barbara C. Bailey, computer specialist in Acquisition and Technology, retires Sept. 30 after more than 33 years of service.

Bailey, a native of Gate City, Va., began her career in 1962 as a clerk typist. She worked her way up through the ranks to become computer specialist, programming IBM systems.

A graduate of Gate City High School, she attended Los Angeles Valley College, the University of Maryland and George Washington University.

Others

31 years
 Jenkins, Albert J.
 Decker, Norris G.

30 Years
 Lynch, John D.

29 Years
 Gomez, Rosemary

20 years
 Keithly, James M.

6 years
 Mack, Maryline

Military

Galvin, James J.
 Navy Capt.

Nolet, Richard S.
 Air Force, Lt. Col.

Noderer, Michael A.
 Army, Chief Warrant Officer

Miller, Michael M.
 Air Force, Maj.

Bivens Jr., Ray W.
 Air Force, Senior Master Sgt.

Brennan, Timothy
 Army, Sgt. 1st Class

Mitchell, James D.
 Army, Sgt.

NEWS CLIPS

popular motivational speaker, addressed employees at Merrifield and Bethesda. In St. Louis, Edward Garcia, another motivational speaker will be featured Oct. 10 at 9 a.m., in the dining hall.

"The U.S. is on the threshold of a renewed era of cultural and ethnic diversity," said Bea Oviedo, Hispanic Employee Program Manager,

Human Resources East. "The challenge is to view this as a positive, nation-building event. To strip our country of the contributions of its diverse ethnic groups would strip it of its glory."

Ethnic observances highlight those contributions and enhance cross-cultural awareness, promoting harmony, Oviedo said. A 1968

Presidential Proclamation first established one week each year to recognize the accomplishments and contributions of Hispanics. This was expanded to a full month by Congress in 1989.

"The Hispanic work force increases our production as a nation with invaluable contributions in the arts,

sciences and in literature," Oviedo said.

According to Oviedo, the challenge is to forge a unified nation out of diversity. "Hispanics, like all Americans, look to the future with great expectations," she said. "There is one word that best characterizes the Latino outlook for the future. *Adelante!* Forward!" ■

HISPANIC HERITAGE

MONTH/SEPT. 15 — OCT. 15



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Bethesda, MD 20816-5003

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