

TOBYHANNA REPORTER

Permit No. 30
Standard
U.S. Postage Paid
Tobyhanna, PA 18466

VOL. 58, No. 10

TOBYHANNA ARMY DEPOT, TOBYHANNA, PA.

(WWW.TOBYHANNA.ARMY.MIL)

OCTOBER 21, 2014

NEWS NOTES

Prayer breakfast tickets on sale

Tickets for the Nov. 6 Veteran's Day Prayer Breakfast are available for \$6.50. The event, sponsored by the Tobyhanna Army Depot Veterans Council, begins at 6:30 a.m. with breakfast in the Post Restaurant; the main program begins at 7:15 a.m. The guest speaker is David Wenzel, an Army veteran and former mayor of Scranton. There will also be a candle lighting ceremony and a Missing Man Table presentation. Chaplain (Lt. Col.) Young Kim, CECOM chaplain is scheduled to deliver the invocation and depot commander Col. Gerhard P.R. Schröter will give the closing remarks. For details or to purchase a ticket, call Tom Salek, X59653, or directorate secretaries.

Barber shop reopens

The Tobyhanna Post Exchange Barber Shop is under new management. The shop will be open Tuesday through Thursday from 10 a.m. to 5 p.m. and 10 a.m. to 4:30 p.m. Fridays. The shop will close every other Friday. Haircuts cost \$10.35.

Voting assistance available

Voting assistance is available at the Legal Office for active duty military and civilian employees who are deploying. Ashley Cheesman, the depot's voting assistance officer, can help people register to vote, request an absentee ballot or vote by a write-in absentee ballot. Voting information regarding any state, such as when the primary and general elections are taking place, is also available. The Legal Office is located in Building 11, 2nd floor. For details, call 570-615-7210 or send an e-mail to ashley.r.cheesman.civ@mail.mil.

New 24-hour interactive teller

The Tobyhanna Federal Credit Union operates an APTRA Interactive Teller, dubbed "TobyTeller." The machine not only lets people talk to a live remote teller, but also gives the teller remote control over the machine to conduct everyday financial transactions such as check cashing, account deposits and fund transfers. The teller is available to customers 24 hours a day, seven days a week.

Nett Warrior cables surpass expectations

by Jacqueline Boucher
Editor

Team Tobyhanna surpassed customer expectations by fabricating thousands of cables destined for wear by Soldiers outfitted with the Army's Nett Warrior equipment.

Employees just completed the second full year of cable production for Project Manager Soldier Warrior (PM SWAR) cutting unit cost in half while engineering

a superior cable. The concept to combat mission was to build multiples of nine cables with special emphasis on the development of enhanced C1 and C4 cables. Forty thousand cables have been fabricated and kitted to equip warfighters since 2012.

"Tobyhanna personnel have demonstrated what this depot is capable of doing with this program," said Martin Nealon, Production Management Directorate's Nett Warrior program manager. "We've become partners and the

customer has full confidence in our ability to get the job done to their specifications."

Tobyhanna came up with a plan to reduce the customer's unit costs for the C1 cable from \$400 to \$200 each. The first year was spent selecting materials and developing processes to sustain an average production of 20,000 cables a year. Employees mastered the mission during the second year to bring the job in on time and within budget. An implementation of improvement initiatives continues to reduce cost.

"This was tough job," said Jim Holiday, Nett Warrior's liaison officer at Tobyhanna, adding that when the customer saw the level of Tobyhanna's commitment to meeting their needs, they decided to extend the partnership to 2026. "They saw first-hand the skill and dedication of the work force and management's investment in the technology," he said.

Lean events to streamline processes became commonplace on the shop floor. Ultimately a cell configuration was what worked best for this workload. Cells were set up to perform different elements of the job in the Strategic Systems and Tactical Systems cable branches in the Systems Integration and Support Directorate.

Several challenges were overcome in order to meet the customer's exacting standards.

Depot engineers designed a 5-amp wire to replace the existing 2 amp version, plus made the new C1 cable more flexible. Electronics Engineer Stanley Czock noted that the number of amps dictated the use of a 22-gauge wire, which consists of 134 strands of wire. A custom retaining ring gave the upgraded wire its 275-pound pull force exceeding the customer's request for a 100-pound capability, he added. Czock is assigned to the Production Engineering Directorate's Design, Development and Fabrication Division.

Solutions were verified through calculated trial and error during the production run, according to Czock. For instance, employees determined a method of making a cable more heat resistant so the internal wires wouldn't melt during the molding process. In addition, aluminum fixtures were replaced with steel fixtures.

See CABLES on Page 7



Electronics Mechanic John Triboski, prepares Nett Warrior cables for inspection. Triboski works in the Tactical Data Cable Branch. (Photo by Steve Grzedzinski)

Hard work pays off for depot employees

Page 3

Employees engage in worldwide modernization project

Page 5

Tobyhanna helps AMC connect with organizations

Page 7



Tobyhanna recognizes local supporter

Depot commander Col. Gerhard P.R. Schröter presented Bob Pallo, vice president of Pocono Raceway, with the Certificate of Appreciation for Patriotic Civilian Service during a ceremony Sept. 10 at the Tricky Triangle in Long Pond. The award honors 10 years of contributions on behalf of the Soldiers, family members and civilian employees here and in the local community from June 2004 to August 2014. Over the years, Pallo has given back to the military community by offering more than 20,000 tickets to service members and their families for Pocono Raceway NASCAR and Indy car races. He's also an avid supporter of Tobyhanna's Army Depot's Warfighter of the Quarter program, providing a venue for the ceremony with thousands of spectators to pay tribute to the warfighters who win the award. Pallo's kindness extends to vehicle displays and hand-outs during special events such as Operation Santa Claus, Retiree Appreciation Day, the annual travel show and children's fishing derby. The award describes the Pocono Raceway as an "outstanding" Community Covenant partner for Tobyhanna and all local units. It included remarks from depot leadership such as, "This relationship was created through the outstanding, dedicated community emphasis by Pocono Raceway's Vice President Bob Pallo." The award recognizes civilian patriotic service that contributes to the mission of the Army activity, command, and staff agency or to the welfare of Army personnel. It is an Army Achievement Medal equivalent award and is appropriate for individuals who provide support to units or the community over a sustained period or for an individual act that provides a significant contribution or service to the unit, Soldiers and their families or civilian community. (Photo by Steve Grzedzinski)

Read the **TOBYHANNA REPORTER** on the depot's Internet site.

[HTTP://WWW.TOBYHANNA.ARMY.MIL/
ABOUT/NEWS/REPORTER.HTML](http://www.tobyhanna.army.mil/about/news/reporter.html)

A united front lets you know where you stand

by Heather Fiedler
Counseling Center

I am sure that many, if not most of you have heard that security and stability in the home is the product of adults presenting a unified front to family members. That's because everyone knows exactly where they stand on important issues. Consequently, the lack of a unified front results in chaos.

Let's apply this notion to the work force. Employees frequently tell me about dissimilar management styles within levels of supervision. For instance, some report differences in how their branch and division chiefs

rate performance; one wants to give a high rating while the other disagrees.

Management must provide a united front when dealing with employees. Otherwise, confusion and resentment builds, which can lead to problems in the workplace. I've also seen this phenomenon at work among employees. I've listened to employees talk about coworkers in very disparaging ways and thankfully, very complimentary ways.

We need to back each other up. If you don't agree with what a colleague is doing, first, assess the situation. If it's not your job to question what's going on, but you still believe something's wrong, my advice is to voice your

concerns using your chain of command. Alert a supervisor and allow them to do their job. If you choose to question a fellow employee about their actions, do so respectfully. Ask open-ended questions and try not to predict an answer.

If we support each other our daily work lives will get easier. Notice that I am not saying you have to agree with each other.

Support does not equate to agreement. Supporting is allowing for the benefit of the doubt and thinking the best of each other. Agreeing is the belief that the person is correct. You need not agree with someone to support them.

Test machines perform unique functions at PSCC

by Anthony Ricchiuzzi
Public Affairs Specialist

A vast array of unique test fixtures at the Packaging Applications Testing Facility gives one-of-a-kind capabilities within the Department of Defense.

The facility is part of the Logistics Support Activity's Packaging, Storage and Containerization Center, a tenant activity at Tobyhanna Army Depot. Engineers and technicians use the test equipment to perform specialized testing of lead service packaging materials.

Case-in-point is the test facility's tension and compression test machines. Besides the normal pulling and crushing applications which these machines perform in most test facilities, PSCC has invested in test fixtures that provide singular testing capabilities.

"One of these fixtures consists of a specialized inflatable bag used to test non-metal pallets," said General Engineer Patty Curran. "When used in conjunction with PSCC's 30,000 pound-compression testing machine, this inflatable bag simulates uniformly distributed case goods and bag loads."

Another tension and compression test machine is equipped with a \$16,000 specialized capstan grip used to determine the breaking strength and stretching ability of textile webbing, tape and braided material. This split-drum type clamping assembly determining accurate values of breaking strength and extended length without the added complication of breakage caused by improper clamping.

"We use an even-more specialized type grip to determine the breaking strength and stretching ability of pressure sensitive tape," Curran said. "This unique cylindrical grip enables the easy and efficient removal of sticky tape residue between test iterations."

The tension and compression tester located in PSCC's Standard's Lab is equipped with a specialized fixture that provides scientific results when testing the adhesive force of labels or tapes. The \$8,000 variable angle peel test fixture

consists of a bearing-mounted table linked to the testing machine's crosshead by a cable and pulley system. One end of the test specimen is placed on the fixture's table surface, and the other is inserted into a standard machine grip.

"As the crosshead moves in the tension direction, the cable pulls the table laterally along the rail to maintain a constant preset angle for the peel," Curran explained. "The motion of this fixture prevents any exertion of outside forces on the specimen which allows the load-weighting system to provide a direct measure of bond strength."

Editor's Note: For more information concerning PSCC's test capabilities for tension and compression machines, as well as other unique packaging materials test equipment, contact Curran at DSN 795-7756 or 570-615-7756, email patricia.a.curran6.civ@mail.mil



Andrew Gesford, general engineer, performs a 90-degree peel adhesion test on pressure-sensitive tape. (U.S. Army photo)

TOBYHANNA REPORTER

The *Tobyhanna Reporter* is an authorized, monthly publication for members of the Department of Defense.

Contents of the *Tobyhanna Reporter* are not necessarily the official views of, or endorsed by, the U.S. government, the Department of Defense or the Department of the Army.

The 5,100 copies are printed by a private firm in no way connected with the U.S. government, under exclusive written contract with Tobyhanna Army Depot.

The editor reserves the right to edit all information submitted for publication.

News may be submitted to the *Tobyhanna Reporter*, Tobyhanna Army

Depot, 11 Hap Arnold Boulevard, Tobyhanna, Pa., 18466-5076. (Internal Mail Stop 5076.) Telephone (570) 615-7557 or DISN 795-7557.

The *Tobyhanna Reporter* staff can be reached by electronic mail using the following addresses:

jacqueline.r.boucher.civ@mail.mil
justin.w.eimers.civ@mail.mil

Commander, Col. Gerhard P. R. Schröter
Public Affairs Officer, Edwin J. Mickley
Editor, Jacqueline R. Boucher
Editorial Assistant, Justin W. Eimers
Photographer, Steve Grzedzinski



PRINTED ON PARTIALLY RECYCLED PAPER.
PLEASE RECYCLE AS OFFICE QUALITY PAPER.

TEAM
TOBYHANNA
EXCELLENCE IN
ELECTRONICS®

Individual achievement is a result of working as a team

by Jacqueline Boucher
Editor

Careful attention to detail and goal-oriented performance garnered depot-level awards for two Tobyhanna Army Depot employees.

Former Equipment Cleaner John Laskowski and Lead Budget Analyst Deana Haikes were named the depot's 2014 Employee of the Quarter for the third quarter, in the junior and senior category, respectively.

Laskowski earned the award for his work in the Systems Integration and Support Directorate's Industrial Operations Facility Division's hazardous material (HAZMAT) pharmacy. He's since been promoted to chief of the directorate's Paint Branch.

The new supervisor attributes his success to the coworkers, leadership and outside organizations that joined forces toward a common goal. The HAZMAT pharmacy transitioned to an electronic system two years ago, which was the same time Laskowski started working there.

"This award represents the hard work of many people," Laskowski said. "Everyone that helped me set up the pharmacy is an enthusiastic, detail-oriented professional."

It took a month to reconcile the previous pharmacy records with the new system, according to Laskowski. Team members sorted and verified thousands of serial numbers representing HAZMAT to create the existing inventory. HAZMAT pharmacy records are maintained for 35 years.

"Laskowski's commitment and efforts are directly responsible for this cost center's turn-in rate going from 80 percent to 99 percent," said Thomas Layden, System Paint Branch chief. "He took the lead in standing up the HAZMAT pharmacy, learned how to account for materials using the new Hazardous Material Management System, and helped reconcile the records to give the shop a fresh start."

According to Layden, Laskowski is an accomplished employee who strives to master all tasks associated with his duties, often developing new skills through formal and



Tobyhanna Army Depot names former Equipment Cleaner John Laskowski (above) and Lead Budget Analyst Deana Haikes (right) the 2014 Employees of the Quarter for the third quarter, junior and senior category, respectively. (Photos by Steve Grzedzinski)



on-the-job training. He also mentored employees showing them how to document the issue and return of HAZMAT.

"Employees are learning how to accurately document material used during their shift, which ensures the cost center meets or exceeds environmental standards," Layden said.

Haikes worked alongside three budget experts to prepare the depot's multi-million dollar fiscal year 2016 Budget Estimate Submission. The employees are assigned to the Resource Management Directorate's Budget Division's maintenance and base support teams. The lead analyst said she's worked on budgets since 2003.

"It's exciting and challenging to manage a budget of this size within the Defense Department's stringent guidelines," she said. "It is not just numbers, there's a science and an art to the budget."

Action registers and timelines were crucial to Haikes' ability to follow up on assigned actions and ensure critical steps and budget requirements were not overlooked, according to her supervisor, Budget Officer Joseph Lynch. Her responsibilities also included briefing the command group, primary team members and CECOM-level officials

regarding the state of the budget, he added.

"Haikes sets the example," Lynch said. "Her professionalism, work ethic, willingness to take on challenges, and an ability to organize and lead her team makes her a model employee that others should emulate."

Coworkers say they're lucky to have such a caring and knowledgeable leader who always guides them toward success.

"We admire her strength as a lead analyst, expertise in all budget processes, and ease in managing the multiple functions within the division," said Leyna Magdon, lead budget analyst. "Deana effectively and efficiently manages priorities to make sure we are performing daily tasks."

Employees and leaders have come to rely on Haikes to always look for ways to improve processes. She is trained in the principles of Lean and has completed several continuous improvement events.

"Her leadership skills demonstrate an innate ability to do what it takes to meet mission requirements," Lynch said. "Haikes can always be counted on to provide assistance to others while balancing multiple assignments with varying degrees of difficulty."



CECOM recognizes employee skills

Engineering Technician Charles Brown (right) and Logistics Management Specialist Frank Egidio were named the U.S. Army Communications-Electronics Command's fiscal 2014 Employee of the Quarter for the 3rd quarter, junior and mid-level categories, respectively. For their outstanding duty performance. They will receive a CECOM Certificate of Achievement and their names will be engraved on a plaque to be displayed in the Headquarters office area. Egidio works in the Production Management Directorate and Brown in the Installation Services Directorate. Their nominations were forwarded to CECOM when they were named the depot's 2014 Employee of the Quarter for the second quarter in the junior and senior categories, respectively. Egidio is the project manager for three Air Traffic Control and Landing Systems (ATCALs): AN/MPN-14K, AN/TPN-19 and AN/GPN-22. His responsibilities include coordination and oversight of the overhaul, re-shelter and repair process of these radars while at the depot during the programmed depot maintenance process and in the field during the electronics mobile depot maintenance process. Brown is the lead draftsman for the Engineering Branch. He provides engineers and contractors the information on existing structures or site locations scheduled for upgrade or modification, including full design/construction packages for facilities categorized as new construction or modernization of existing structures. (Photo illustration by Justin Eimers)

Air Force designates depot as Technology Repair Center

by Tracy Kraftchisin
Strategic Initiatives Office

The ability to maintain low costs, quick turnaround times and continuous process improvements have kept Tobyhanna Army Depot designated as the Air Force's depot for C4I and tactical missiles.

Tobyhanna is the Air Force's Technology Repair Center (TRC) for Command, Control, Communications, Computer and Intelligence (C4I). This includes Ground Communications and Electronics, Navigational Aids Systems, Ground Communication Systems, Ground Based Space Systems and Tactical Missiles.

Like the Army, the Air Force has Centers of Industrial and Technical Excellence (CITE) for depot maintenance activities. They are Oklahoma City Air Logistics Center, Ogden Air Logistics Center and Warner Robins Air Logistics Center.

In that sense, Tobyhanna Army Depot is the Air Force's designated CITE for all C4I systems, said James Serino, logistics management specialist, Strategic Initiatives Office.

Projected dollar and manpower reductions in depot maintenance prompted the Air Force to study possible ways of reducing costs without decreasing support capability.

"The Air Force decided that the best means to reduce maintenance costs while ensuring high usage of depot maintenance facilities and capabilities was to redistribute the depot-level maintenance workload by technology rather than weapons systems," Serino said.

"This redistribution, which concentrates the workload into a single repair facility when items require similar skills, equipment and facilities in the repair process is called the TRC concept."

The Air Force uses the concept for strategic planning of depot maintenance for new weapon systems.

A TRC is an organization within an organic source of repair responsible for depot-level maintenance on a specific group of systems and/or components. This term relates only to those workloads to which the TRC concept has been applied.

"All materiel subject to depot-level maintenance is categorized into technology groups based primarily on the skills, equipment and facilities required for depot-level maintenance of the specific technology group," said Christopher Volch, logistics management specialist, Strategic Initiatives Office. "TRCs are designated for the respective technology groups and in some cases for family groups or families."

"This is an Air Force-unique concept; however, the Air Force may use the concept's terminology when another service, such as the Army, accomplishes depot-level maintenance of Air Force workloads to which the concept has been applied," Serino said.

When a Source of Repair Assignment Process is initiated, a Core Candidate Depot (CCD) assessment is performed which assigns a CCD to assist program managers in transitioning a system to organic support.

"This designation has been beneficial to Tobyhanna in securing workloads such as the Joint Threat Emitter and Three-Dimensional Long Range Radar," Volch said. "While the C4I and tactical missile designation ensures the Air Force is not establishing multiple areas for repair and maintenance, the designation also has proven to be the most efficient and cost effective way to distribute workload."

Currently, there is an annual review of the TRCs in order to refine, improve and validate the data in the TRC table to determine where workload should be assigned.

Management system *Leans* to success

by Mary Ostroski
Continuous Process Improvement Directorate

There's an old saying: "Quitting smoking is easy; I've done it hundreds of times!"

In many ways, that sentiment applies to the sustainment of Lean improvements. Employees make an improvement only to see the process slip back to its old version and another sustainment effort is undertaken. Too often, that cycle repeats itself over and over.

If only there was a way to keep Lean improvements in place. Actually, there is such a tool and it's called the Lean Management System. The leading proponent for such a system is David Mann who wrote, *Creating a Lean Culture: Tools to Sustain Lean Conversions*. Mann's insightful and down-to-earth book, which outlines a realistic Lean Management System, won the Shingo Prize for Research in 2006 and has been adopted by top corporations throughout the world.

In 2012, Tobyhanna Army Depot hosted Mann for a day, and a group of managers and employees learned first-hand how to sustain Lean improvements through his Lean Management System. There are three main concepts to Mann's system: visual controls, visual accountability and manager standard work. The Lean Management System can be modified to fit a particular situation.

"We are able to change the visual tools to meet the individual needs of each cost center, while standardizing the accountability portion," said Keith Weinschenk, chief of the Continuous Process Improvement Directorate's Process Improvement Division.

When the Lean Management System was taught to supervisors in their organizations Lorraine Henry-Hunt and George Salitsky, deputy directors of the Command, Control, Communication, Computer, Intelligence, Surveillance and Reconnaissance (C4ISR) Directorate saw the benefits of the system right away and made the decision to implement it.

"Lean is something that has been at the depot for some time, but everyone wasn't at the same level. The Lean Management System allows us to level the playing field and put expectations out there so everyone understands where we want them to be," Salitsky said.

The first step in the implementation was to purchase copies of *Creating a Lean Culture: Tools to Sustain Lean Conversions* for all the supervisors. This has allowed the supervisors who did not participate in the training to become familiar with Mann's philosophy and tools. As Jim Kessell, chief of the Airborne Indicators Section is quick to point out, "We can either suffer the pain of discipline or the pain of regret, meaning that if we make the hard choices now we can save having the regret of the bad choices in the future. Mann's book is the best way to put us on the path of a sustainable enterprise for years to come."

Weinschenk has worked with individual cost centers to deploy the Lean Management System; starting with Gean Bechthold, chief of the Night Vision and Guidance Control Branch. Many tools and processes have been implemented to improve daily functions and resolve issues before they escalate to a work stoppage.

"The visual management process of the Lean

See LEAN on Page 8



Jeff O'Neill (right) and Joe McCafferty clean up outside of the Hotel Jonas as part of its transformation into a veterans help center. Twelve employees helped with the effort. More than 40 employees total volunteered at several locations in the local region for Day of Caring projects. (Photos by John Ross)

Tobyhanna volunteers spruce up Jonas Hotel

by Anthony Ricchiuzzi
Public Affairs Specialist

Twelve depot employees volunteered to help restore a vacant hotel to serve as a veterans rehabilitation center.

The Hotel Jonas in Polk Township is now the Major Paul Syverson Veterans Sanctuary serving veterans with Post Traumatic Stress Disorder.

"It helps get homeless veterans back on their feet," said John Ross, who coordinated the volunteer effort as part of the Day of Caring for Monroe County. "Veterans will have a place to stay while they learn things like how to prepare a resume and interview for a job."

The volunteers painted, did carpentry work, helped repair the roof, cleaned and replaced some windows.

"I found the experience to be extremely rewarding by giving back to the community and our Veterans along with working hand in hand with my coworkers outside of the

regular work environment," said Jeffrey O'Neill. "This was my first opportunity volunteering for the Day of Caring and I would strongly encourage others to participate. I look forward to being part of future events."

The project was overseen by the VALOR Clinic Foundation, a non-profit organization that assists veterans in accessing benefits and shelter. The grand opening was held on Oct. 12.

Thirty-two employees also participated in Day of Caring projects in Luzerne, Lackawanna, Wayne and Monroe counties. Employees performed several services to help those in need, including cleaning, painting and facility repairs, Ross said.

"Most of us went to the Goose Pond Boy Scout camp center, the St. Francis Soup Kitchen, The Arc and the Jewish Community Center Camp Daleville," he noted. "We've been participating in the Day of Caring program for 20 years."

Depot personnel, partners modernize worldwide SATCOM system

by Anthony Ricchiazzi
Public Affairs Specialist

Tobyhanna Army Depot personnel are engaged in a worldwide, multi-year, multi-million dollar mission to modernize a satellite communications system used by the entire Defense Department.

Electronics technicians, engineers, electricians and air conditioning technicians are installing AN/GSC-52B Satellite Communications Terminals called Modernization Enterprise Terminals (MET). They are also de-installing the legacy terminals.

The MET project will result in increased satellite capabilities while reducing acquisition life cycle logistics costs.

“The upgrade will ensure we have sustainable satellite terrestrial systems for years to come,” said Jeffrey Roberson, chief of the Satellite Systems Branch. The branch is part of the Production Management Directorate’s Communications Division.

Tobyhanna partnered with the U.S. Army Information Systems Engineering Command (USAISEC) and the Product Manager Wideband Enterprise Satellite Systems (PM WESS) at Fort Belvoir, Virginia, to carry out the installation and testing. The initiative promotes teaming to eliminate redundancies across CECOM subordinate commands, said Bradley Snyder, Enterprise SATCOM Group Leader, Transmission Systems Directorate, ISEC.

“As Tobyhanna and ISEC worked with the project managers, it became apparent that we would have to really focus on teaming to meet the budget and quality objectives of the program,” he said.

“We assemble and install the antenna and support equipment onsite,” said Richard Quinn, logistics management specialist, Satellite Systems Branch. “After we’re done, USAISEC tests and certifies the terrestrial station, which includes the Electrical Equipment Building racks that hold equipment, system control electronics and modems.”

Partnering allows Tobyhanna and ISEC to focus their collective energy on core competencies. In this budget-constrained environment, it is important for each agency to perform the work it does best, Snyder said. This creates efficiencies for CECOM and the customer. A side effect is increased cooperation while CECOM teams from ISEC and Tobyhanna work together on site.

“The MET program was a very big challenge for both ISEC and Tobyhanna,” Snyder said. “The partnership has produced a level of cooperation that has allowed both agencies to quickly resolve issues and move forward. Tobyhanna has performed well and being their ISEC partner has been a rewarding experience.”

Depot teams are comprised of six to 11 people, depending on the antenna version. Snyder noted that the team effort led to advantages for the customer, PM WESS.

“We were able to simplify cost estimates to the customer,” he said. “In addition ISEC has reached out to Tobyhanna for installation labor support when we were faced with manpower shortages.”

One objective of the partnership is to establish open communications and eliminate competition between CECOM elements.

“I am pleased to report that this has happened,” Snyder said. “Information is shared openly. We discuss problems candidly and then resolve them together. This is something I believe is building with time.”

Steve McClintock, formerly of the PM WESS office, said the partnership has had several advantages, such as lower cost versus hiring a contractor.

“Also, we’ve saved time due to not having to award contracts or trying to get quick modifications to systems or components,” he said. “And expertise was available close to CECOM. The partnering arrangement has benefited the PM, Tobyhanna, the SATCOM stakeholder and the taxpayer.”

McClintock noted the successful 30-year relationship with Tobyhanna that includes manufacturing cables and racks for modems and signal processing systems to up/down



Team Tobyhanna supports a multi-year, multi-million dollar mission to modernize a satellite communications system used by the entire Defense Department. (U.S. Army photo)

converters to several legacy SATCOM antennas and terminals.

“Four MET installations have been completed, led by Engineering Tobyhanna MET Implementation Leads, Bruce Graham, John Flaherty, Norm Dorward and Tim Kennedy. One site was completed in the U.S. while the other three were overseas,” Roberson said. “This program is planned through fiscal 2022 in support of the PM’s installation schedule.”

“The most important issue is the continued

trust and quality product Tobyhanna provides to the PM,” McClintock said. “If this wasn’t in place, we would not have had the long working relationship that has developed and continues to this day. The professionalism and pride Tobyhanna maintains on providing to the PM and the user is outstanding. They strive to maintain an excellent relationship and rapport with all.”

Employees wishing to volunteer for the mission should contact the Communications Directorate supervisor, Ken Aten, X58866.



A furry friend named Spot challenges employees to identify then report safety hazards that can be found in work areas via the Spot the Hazard contest.

Furry friend raises awareness of safety hazards

by Justin Eimers
Editorial Assistant

A furry friend is encouraging depot employees to identify and report safety hazards that can be found in work areas as part of the Safety Hazard Reporting Program’s Spot the Hazard contest.

“Spot,” an intrepid stuffed toy Dalmatian, has been boosting safety awareness by posing for photos near safety hazards staged around the depot. The photos are posted on the intranet and Public Address and Visual Information System. Employees can enter the contest by identifying safety hazards shown in the photo and contacting the program’s Target and Objective Team. Paula Mesaris, team leader, said the contest aims to create awareness of everyday hazards.

“Our goal for this contest is to increase awareness of the hazard reporting program and make it engaging,” she said. “Spot helps people identify dangerous or unsafe conditions in their

own work environment or anywhere on the depot.” Mesaris works in the Installation Services Directorate’s Environmental Safety and Occupational Health Branch.

Once an employee submits their entry to the Target and Objective Team, they are entered into a monthly drawing for “safety tokens” which can be exchanged at the branch for one of several prizes including tool kits, emergency road kits, first aid packages, flashlights and water bottles. Spot is featured in a new photo every two weeks and employees are allowed to submit an entry for each one.

According to Mesaris, the Spot the Hazard contest has received between 100 and 150 entries monthly since May, helping raise awareness for hazard reporting.

“People have been having a lot of fun with it and are increasing awareness at the same time,” she said. “It has absolutely been a success.”

The contest runs to the end of the year. For more information, call the branch at X57103.



Good things come to those who bait

Over 80 people cast a line during Tobyhanna's Morale, Welfare and Recreation Program's 17th Annual Kids and Adult Fishing Derby Sept. 27 at Barney's Lake. The event was free and open to the public and featured games, a craft tent, bounce house and fishing. This year's entertainment included live music and food from the Post Restaurant. Prizes were available to winners in a number of categories such as first trout caught, largest trout of the day, and first pickerel. (U.S. Army photo)

CAREER MILESTONE



From left, Melanie Kane-Carpenter, Gregory Hale, depot commander Col. Gerhard P.R. Schröter, Andrew Wolosz, and Frank Zalewski attend the Length of Service ceremony held Sept. 24.

Four Tobyhanna Army Depot employees were recognized for their years of government service during the Length of Service ceremony on Sept. 24.

Joseph Zalewski — 40 years, tools and parts attendant, Materiel Management Division, Production Management (PM) Directorate.

Andrew Wolosz — 35 years, electronics mechanic leader, Surveillance and Reconnaissance Division, Intelligence Surveillance and Reconnaissance Directorate.

Gregory Hale — 30 years, physical security specialist, Risk Management Division, Installation Services Directorate.

Melanie Kane-Carpenter — 30 years, administrative officer, Field Logistics Support Division, Command, Control, Communications, Computer, Intelligence Surveillance and Reconnaissance Directorate.

In addition to service certificates and pins, employees with 40 years receive a gold watch and an engraved crystal eagle statue, 35 years receive an engraved mantle clock and those with 30 years receive a framed American flag that includes a photo of the depot signed by their coworkers.

Depot commander Col. Gerhard P.R. Schröter presented the awards.

ASK-TOBY

CUSTOMER SERVICE DESK

1-877-275-8629
570-615-8629
DISN 795-8629

SEND E-MAIL TO: USARMY.TYAD.USAMC.MBX.ASK-TOBY@MAIL.MIL

COMMUNITY BULLETIN

Editor's Note: The Community Bulletin provides an avenue for depot and tenant employees to advertise van or car pools, and for-sale items. Money making items such as rentals and personal business will not be accepted.

Information must be submitted via e-mail to jacqueline.r.boucher.civ@mail.mil, or written items can be mailed to the Public Affairs Office, mail stop 5076.

Submissions must include a name and telephone extension. Only home phone numbers will be published in the Trading Post section. Voluntary submission of items constitutes individual's consent to publish personal information in all versions of the *Tobyhanna Reporter*.

Ads will be published in four consecutive newspapers. It is the customer's responsibility to update or renew items listed in the Community Bulletin. For information, call Jacqueline Boucher, X58073.

opening, 5/4/9, contact Shep, X58947, sheperd.b.shelden.civ@mail.mil.

Nanticoke/Hanover Twp.: 1 opening, 5/4/9, nonsmoking, van, departs Tractor Supply at 5:40 a.m., contact Ed Tomko, X59682, edward.j.tomko6.civ@mail.mil.

Wilkes-Barre: 1 opening, 5/4/9, nonsmoking, van, departs Sam's Club or McDonalds park and ride on Route 309, contact Charles Middleton, X56585, charles.j.middleton2.civ@mail.mil.

Carbondale: 2 openings starting in September, van, 5/4/9, all drive, nonsmoking, contact Patrick Beggane, X57178, patrick.j.beggane.civ@mail.mil.

Wind Gap: 2 openings, nonsmoking, meet at Ashley Furniture, contact Cristal, X59177, cristal.l.fretz.civ@mail.mil.

Wilkes-Barre: opening, 5/4/9, nonsmoking, van, departs Schiel's Market at 5:50 a.m., contact Dave Beretski, X59937, david.j.beretski.civ@mail.mil.

Lehigh Valley/William Penn Hwy: 2 openings, 5/4/9, contact Ed, X55255, eduardo.estradareyes.civ@mail.mil.



VAN/CAR POOLS

Wilkes-Barre: 3-5 openings, 5/4/9, nonsmoking, 12-15 passenger van, A placard, departs Sam's Club at 5:45 a.m., contact John Alden, X56745, john.m.alden6.civ@mail.mil.

Lakeville/Ledgedale/Newfoundland/Greentown:



Eat, swim, play for CFC

Clockwise from top: Production Management’s Anthony Ceccacci and Chris Hunsinger prepare to serve their Smoooth Heat chili during the Combined Federal Campaign (CFC) Chili Cook-Off on Oct. 6. Smoooth Heat was voted Best Chili while Emerald City chili won Best Booth and Death Sentence chili was named the Firefighter’s Choice. Kevin York, SATCOM Branch chief, takes a plunge in the CFC Dunk Tank Challenge on Oct. 3. York and several other depot supervisors in the C4ISR Directorate took turns in the tank while employees took aim, raising more than \$335 for the annual fund drive. Eight teams served it up in the Mack Fitness Center during the CFC Volleyball Tournament Oct. 14-17. Spectator tickets were sold for \$2 while participants pledged \$5 each toward the campaign. (Photos by Steve Grzezdzski)



Tobyhanna wirelessly connecting AMC

by Justin Eimers
Editorial Assistant

Tobyhanna Army Depot is installing new wireless technology at depots, arsenals and ammunition plants across the Army Materiel Command (AMC) to improve shop floor automation and provide increased data entry capabilities.

The Logistics Modernization Program’s Increment II (LMP I2), otherwise known as the Expanded Industrial Base (EIB), is an AMC-directed project led, managed and implemented by the depot’s Production Management Directorate. The goal for the project is to provide additional functionality within LMP through Complex Assembly Manufacturing Solution (CAMS) software, including item unique identification and automatic identification technology (AIT).

“If you think of LMP as a file cabinet, CAMS allows a user to go into each drawer and create folders,” said Larry Gaik, EIB technical lead in the directorate’s Enterprise Resource Planning Division. “This new software will bring more data straight to the fingertips of employees on the shop floor, allowing them to better perform their jobs and support the warfighter.”

One of the tools that will be deployed to accomplish this is an upgraded AIT mobile solution using laptops and tablets with built-in scanners, replacing old AIT devices that limited data transfer and storage. Tobyhanna is in the process of testing new devices that far exceed the previous AIT solution and enable user access to LMP and CAMS through a Wireless Local Area Network (WLAN).

The WLAN effort will install both hardware and software at 15 AMC sites to support the upgrade to LMP I2. New

wireless networks will light up shop areas currently without wireless capabilities, allowing AIT devices to perform a wide range of tasks.

“New LMP I2 site requirements were identified and these components were used to develop a detailed wireless design plan which will enable AIT devices to be incorporated into the infrastructure without any degradation in service or operational readiness,” said Amanda Totten, production controller in the Production Management Directorate’s Systems Integration and Support Operations Division.

Due to the size and scope of the upgrades, Totten said it is vital that the depot maintain a close working relationship with AMC to ensure each goal is met.

“Being awarded the project to install WLANs across so many sites gives the depot an opportunity to show its electronics excellence while improving processes and workflow throughout AMC,” she said.

EIB and WLAN development began in early 2012 with wireless network installations set to begin next month. The expanded industrial base is slated for deployment in early 2016.

“Tobyhanna has been a leader in the use of LMP and its capabilities,” said Joseph Masi, EIB program manager. “My expectation is that we will be a leader in CAMS as soon as it’s fully-implemented.”

Beginning next January, there will be a four-article series detailing both programs, providing important status updates and highlighting significant items along the way. Track the progress of each project by looking for one of the symbols below with each article in the series.



CABLES from Page 1

“There’s so much untapped expertise here,” Czock said. “It took a lot of hard work from employees in all branches to make this happen. We maximized time allowed within the fixed cost and brought everything under control.”

A production controller for the Nett Warrior program pointed out that the cable branch employees are continuing to streamline processes, which means added savings for the customer.

“All of these changes were taking place during a full-rate production,” said Joe Lynn, Production Management Directorate’s Fabrication Project Management Branch. “We had Lean events and as Tobyhanna developed and instituted internal processes, the price gradually dropped to the target amount.”

Tobyhanna employees will stop at nothing to meet the customer’s needs, according to Holiday. “When we ask for something, we get it . . . we trust it . . . and know we can get it again,” he said.

PM SWAR supports Soldiers through the acquisition of integrated Soldier systems. Product managers develop and integrate components into complete systems designed to increase Soldiers’ situational awareness and combat effectiveness, decrease combat load, and improve mission flexibility. Product Manager Ground Soldier provides unprecedented situational awareness and battle command to the dismounted Soldier through Nett Warrior.

The wearable system provides warfighters secure and mobile voice, video and data communications capabilities. With this system leaders can send information using services such as email, text messages and icons that signify different threat levels.

The Nett Warrior program is pairing commercial off-the-shelf smart phones with the AN/PRC-154 Rifleman Radio transmitter/receiver to display maps, troop positions and operational updates previously restricted to vehicles or hard-wired command posts.



Wanda Walb-Gower, electronics worker, tests Nett Warrior RF extension cables on the network analyzer. Walb-Gower works in the Satellite Data Cable Branch. (Photo by Steve Grzezdzinski)



AMC deputy commander visits Tobyhanna

Lt. Gen Patricia McQuiston, Army Materiel Command's deputy commanding general, traveled to Tobyhanna Army Depot Oct. 8 to discuss opportunities and challenges within the Army's organic industrial base. She spent considerable time touring the facilities with Tobyhanna commander Col. Gerhard P.R. Schröter and speaking with employees at the depot. Her visit included tours of key organizations, including Radar and Sensors Testing; Partnering and Program Executive Office initiatives; U.S. Air Force programs; U.S. Marine Corps programs and business development. Clockwise from left, Howard Slinger, chief of the Systems Integration and Support (SIS) Directorate's System Preparation Branch, tells the general about refinishing work being performed on a Navy missile launcher. John Borosky (center), provides the details on the Marine Corps AN/TPS-59 Long Range Surveillance Radar workload. Borosky is the chief of the Command, Control, Communications, Computer, Intelligence and Reconnaissance Directorate's USMC Surveillance Systems Section, and Jody Oustrich, SIS director, discusses various cable workload performed by Team Tobyhanna. (Photos by Steve Grzedzinski)

LEAN from Page 4

Management System is great. It provides the shop's status to visitors and employees no longer need to be stopped during the course of their work to answer questions," Bechthold said.

Master production control boards have been established to track assets as they are worked on by the technicians. Also, production control boards have been implemented for individual assets. The data allows supervisors and employees to determine the status of any asset in the shop.

"This has proven to be a great asset," Bechthold said. "I am able to walk into the shops and see exactly where they are compared to the schedule." Each production control board has been tailored for the work area. This has resulted in early identification and resolution of problems, which enables the shops to meet schedule.

Tier meetings are another essential part of the Lean Management System. Every morning, supervisors conduct a Tier I meeting to discuss daily requirements and to bring to light any problems in their areas. According to Bechthold, the entire team participates in the Tier meeting and brings issues forward, such as identifying missing parts and supplies. Twice a week Bechthold conducts a Tier II meeting with his section chiefs. During these meetings, the

supervisors escalate any issues that could not be resolved at their level. If Bechthold is not able to resolve the issue, they are annotated on a spreadsheet for tracking purposes.

A spreadsheet is maintained for issues identified at all Tier II meetings. The spreadsheet is located in a common area where employees are able to access it to see the status of issues. Currently, the Continuous Process Improvement Directorate is coordinating with the C4ISR Directorate to identify issues then assign them to the correct area for resolution. This has turned into a win-win situation for both directorates. Issues are identified and fixed before they impact production.

"We were encountering problems with hazardous materials (HAZMAT) not being available for active workload," said Sam Capizzi, chief of the Airborne Identification and Countermeasures Section. He explained that prior to the July scheduling the shop went down to the pharmacy to secure needed HAZMAT for production orders. "We inquired why items used on a regular basis were not available only to be told to put in a want slip," he said, noting that scenario happened couple times so the shop initiated a Tier II tasker. Points of contact were established, management personnel in responsible areas were made

aware of the issue and target dates were set for correction.

"Within one week the shop had solid delivery dates, which enabled us to accurately reschedule workload and automatic reorder points were put into place thus avoiding repeat scenarios," Capizzi said.

Standard work documents have been tailored to meet the individual needs of each supervisor. All supervisors agree the documents are a great way to keep track of daily tasks.

"I was scheduled to be on vacation and had to prioritize my time before departing. I referred to my supervisor's standard work to make sure I was able to complete my monthly tasks, since there were only four days left in the month when I returned," said John Stochla, chief of the Avionics Branch. "I realized that I had to complete several appraisals and qualification task list reviews, so I made sure they were done prior to my time off. Otherwise, I would be pressed for time when I returned from vacation." The standard work also holds the supervisors accountable to their employees.

Personnel in the C4ISR Directorate have improved the health of their organization by learning how to sustain their Lean gains. The Lean Management System has proven to be just what the doctor ordered.