

THE ARMY'S PREMIER PROFESSIONAL ORGANIZATION IN AIR, MISSILE, AND SPACE SYSTEMS

LETTERKENNY LETTER

Vol. 60, No. 4
Jul. - Aug. 2021

51st ...and
Commander... MORE



LETTERKENNY ARMY DEPOT
PUBLICATION

TABLE OF CONTENTS

Kenny Ketter | Vol. 60, No. 4 | Jul. - Aug. 2021

12-13

ALLBRITTON
TAKES COMMAND

06-08

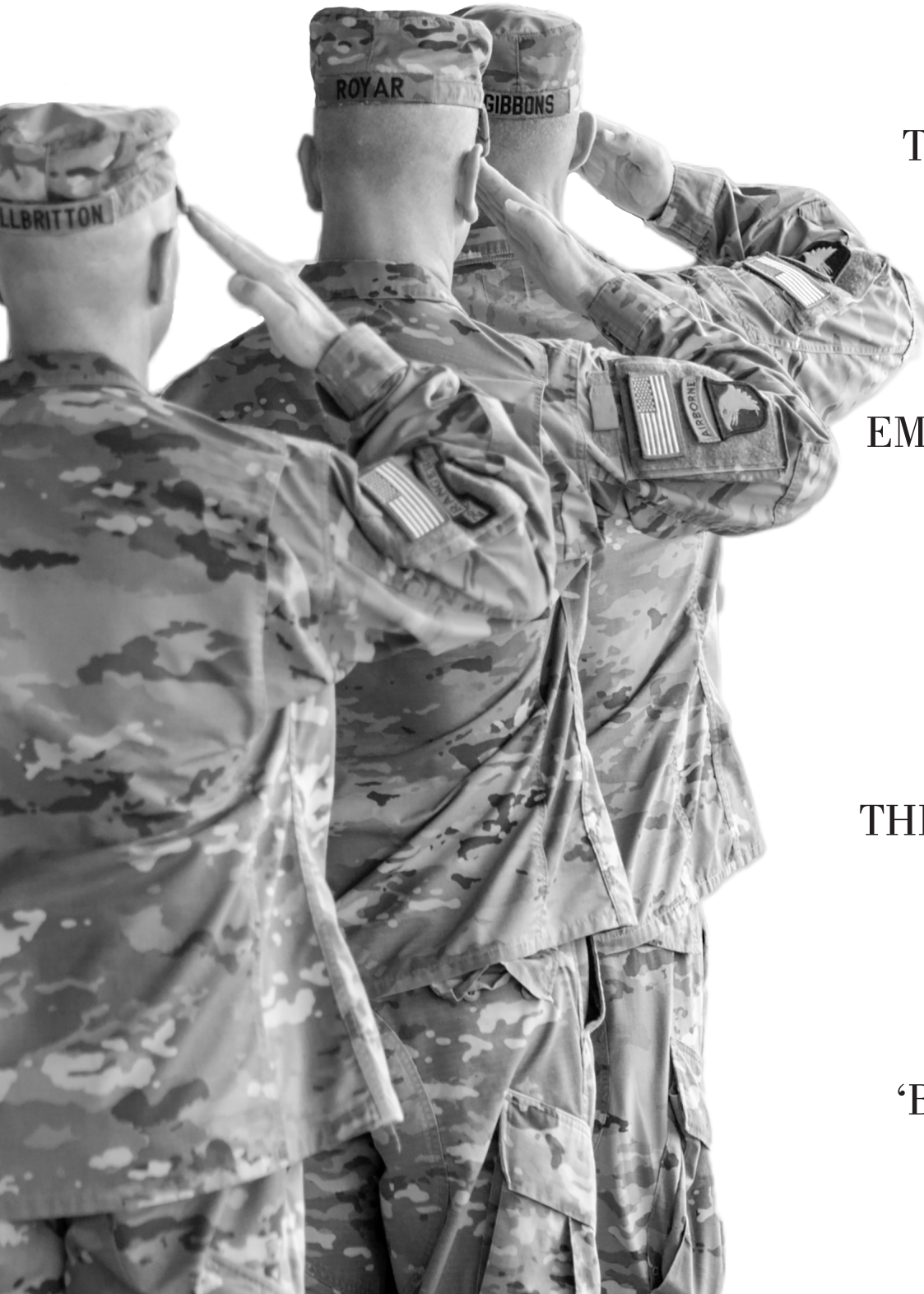
EMPLOYEE-DRIVEN
INNOVATION

20-21

JOURNEY
THROUGH HISTORY

16-17

‘BROKEN’ LEAVES
‘BRAND NEW’



10-11

'KEN' IN
LETTERKENNY

14-15

LEAD
MVP

09

SAFEGUARDING
GFE

18-19

EEO
HIGHLIGHTS

22

WINDOWS 11
RELEASE

23

HISTORY
CORNER

FOLLOW LEAD ONLINE!

For more information about LEAD, visit:

<https://www.letterkenny.army.mil/>

Find us on Facebook at:

<https://www.facebook.com/LetterkennyArmyDepot>

Find us on Instagram at:

https://www.instagram.com/lead_army_depot

Find us on Twitter at:

https://www.twitter.com/LEAD_Army_Depot

Find us on LinkedIn at:

<https://www.linkedin.com/company/letterkenny-army-depot>



EDITORIAL STAFF

PUBLISHER/EDITOR

Dorie E. Heyer

DESIGNER

Joshua W. Shinn

CONTRIBUTORS

Melissa J. Knepper

Meghan E. Sharpe

**Submissions for the Kenny Letter
may be sent to:**

usarmy.letterkenny.usamc.list.pub-
lic-affairs-office@mail.mil

COMMANDER'S CORNER

WITH COL. ALLBRITTON

Team Letterkenny,

First of all, thank you for what you do every day for the team, the warfighter and our country — your commitment and dedication never goes unnoticed.

As your new commander, I look forward to meeting each of you on the line and learning what you do, how you do it and how we, together, can make LEAD the best place to work in Chambersburg and southern Pennsylvania.

Over the next few months, my main goals include learning as much as possible by listening and asking a few thousand questions in the process. When asked a question, please provide me the 'what', the 'so what' and 'therefore' to help me understand.

If you do not know by now, safety is my number one priority at LEAD — something I am unwilling to compromise. That said, please continue to wear your mask and practice social distancing; as a Team, we will defeat COVID-19.

In closing, I want you to know that I am both humbled and honored to serve as your commander, and I look forward to working with you in championing our modernization efforts to posture LEAD for success.



Respectfully,

A handwritten signature in black ink, appearing to read "Ricky L. Allbritton". The signature is stylized with large, sweeping loops.

RICKY L. ALLBRITTON
COL, LG
Commanding

FROM THE DESK OF THE SERGEANT MAJOR WITH SGT. MAJ. AMOKE

The Letterkenny Family,

As I stated in my previous message, we should not forget to care for one another. Caring starts with knowing who is to the left or right of us, what a good day, and conversely what a bad day, looks like for him or her and ensuring we reach out for help or get help for our teammates when needed. Keep your teammates in your thoughts as you continue to provide the best equipment to the warfighters.

Let us help one another go through difficult times. I will ask that when you see or hear that someone is not doing well, let your supervisor know so the word comes up to the command. There are resources available to every employee to help deal with any issues he or she may be going through. These resources are available to us whenever we need them. No problem or issue is unsurmountable!

Continue to stay safe. Drinking fluids, mostly water or electrolytes if possible, will ensure you stay hydrated and do not become a heat casualty. Take a knee as needed so you can finish the job on both feet. Continue to look out for your battle buddies so they don't go down. Wear your PPE and mask to protect your health and the health of our family members around you. Stop an unsafe act before you or a teammate is hurt. Be safe, and ensure those around you are safe.

The commander and I are proud of you and are honored to be serving with, and for you. We are looking forward to reviewing your design ideas for the commander's commendation coin that represents the great workforce and work being done on our depot. Thank you to all who took the time to submit design ideas!

Thank you for what you do every day.

Stronger together! Always LEAD!

v/r,



SGM E. C. Amoke

Depot SGM





EMPLOYEE-DRIVEN INNOVATION ELEVATES READINESS

By GINA WOODS
OFFICE OF CONTINUOUS IMPROVEMENT

During Letterkenny Army Depot's change-of-command ceremony July 29, the inaugural Innovation Fair was held.

Department of Defense and civilian visitors were treated to displays of 15 innovation projects, ranging from high speed tooling, large scale welding positioners, 3D metal printing, cold spray technology and simplified automatic technologies.



◀ Darrel Plassio, Office of Continuous Improvement, demonstrates his PATRIOT Radar Element Insertion Process innovation project during the Letterkenny Army Depot Innovation Fair July 29. (U.S. Army photo by Josh Shinn)

"Organizational boundaries" were erased and Letterkenny employees collaborated on many of the projects to develop innovative project solutions. The innovations support a Lean culture and improves the depot's efficiency and effectiveness.

LEAD's strategic plan specifically identifies innovation as part of the foundation to a thriving business. The Innovation Board was recently established to ensure alignment with the strategic plan and promote positive employee engagement in continuous improvement in their work area, to include the investment of resources; promotion of LEAD's capabilities to current and prospective customers; and provide a platform to share ideas.

"Innovation exploits good ideas to the advantage of the customer," said Kate Williams, director of the Office of Strategic Management, LEAD. "It results in time gains, reduced risk or returns on investment. It converts the energy of employee's ideas into new practices, processes or services."

Innovation happens at all levels and captures new ways to do both complex and simple activities. Innovation is rarely a straight path, and LEAD is prepared to encourage, recognize and reward individuals. "Without innovation, the depot is frozen in a time capsule," Williams said.

The Innovation Fair was conceived to allow LEAD's innovators an opportunity to present their ideas to a broader audience, bringing recognition and support. LEAD employees are hands-on when it comes to continuous improvement. "We have intelligent individuals who aim to work smart, effectively and efficiently on their assigned

tasks," Williams shared.

The Innovation Fair resulted in a substantial amount of positive feedback, proving that it is an effective way to showcase LEAD innovators and their ideas. Many organizations came together to coordinate a seamless event including the Directorate of Information Management and Directorate of Emergency Services.

The full list of projects were:

PATRIOT Radar Element Insertion Process - Darrell Plassio, Office of Continuous Improvement

Safety Stock - Michael Buchma and Matt Coyle, Office of Strategic Management

PATRIOT Waterfall - Mike Fittry, Office of Strategic Management

Wire-Arc Additive Manufacturing - Chris Yosler, Office of Strategic Management

VRC Cold Spray Additive Manufacturing - Chris Yosler, Office of Strategic Management

Containerized Kitchen Canvas Covers - Jackie Eichelberger, Directorate of Industrial Operations

Generator Energy Recapture - Rob Slocum, Directorate of Public Works, and Jonathan Russell, Directorate of Missile and Aerospace Readiness

Fiber Optic Cable Fabrication, Inspection & Test - Tim Rhoads, Office of Strategic Management, and Randy Clugston, Directorate of Industrial Operations



▲
Rob Slocum, Directorate of Public Works, Letterkenny Army Depot, demonstrates the generator energy recapture process as part of his innovation project during the inaugural Innovation Fair July 29. The Innovation Fair showcased 15 employee-driven innovation projects, ranging from high speed tooling, large scale welding positioners, 3D metal printing, cold spray technology and simplified automatic technologies. The innovation projects are a tangible example of Letterkenny supporting Army readiness. (U.S. Army photo by Pam Goodhart)

Laser Ablation System - Al Aikman and Josh Mowery,
Office of Strategic Management

High Speed Tooling for use in High Efficiency Machining -
Jessie Meadows, Directorate of Industrial Operations

Welding Positioner - George Coble, III, Directorate of
Industrial Operations

The Hive – Dave Pollock, Directorate of Supply and
Transportation

Power Tool Rechargeable Battery Adapter - Aaron Frey,
Directorate of Supply and Transportation

Automated Tool Boxes - Aaron Frey, Directorate of Supply
and Transportation

Wheel Alignment System - Daniel Snyder, Directorate of
Industrial Operations

If you have an idea, be sure to submit it via the Employee
Innovation SharePoint site or contact the Office of
Continuous Improvement for assistance:

- William Tarman
- Terrie Doom
- Darrell Plassio
- Gina Woods

PG



SAFEGUARDING GFE

BY JASON FURNISH
DIRECTORATE OF INFORMATION MANAGEMENT

Following security practices and knowing the proper handling of Government Furnished Equipment is essential in sustaining a secure work environment. Below are a few key elements to be aware of and comply with pertaining to computer usage, expectations and security protocols while using GFE at Letterkenny. For additional guidelines, please see "Reminders From DOIM," in the May-June 2021 Kenny Letter.

More key elements:

- Log into a PC and your email account at least once a month, preferably more often. Kiosks do not count. This ensures your account will not be disabled.
- Properly secure all tablets, scanners, laptops, and any other devices at the end of your shift. Make sure they are powered on and connected to the network. This allows the necessary updates to get pushed to the devices.
- You must complete your Annual Cyber Awareness training and the resigning of your Acceptable Use Policy before their expiration dates.
- As always, immediately report all network security violations, spillages, or breaches of Personally Identifiable Information to Cyber Security. Unsure if it is a violation, spillage or breach? Call Cyber Security at 717-267-5800.

By adhering to personal security practices, you make DOIM, and Letterkenny Army Depot more secure.



DEPOT EMPLOYEE PUTS THE "KEN" IN LETTERKENNY

BY DORIE E. HEYER
LEAD PUBLIC AFFAIRS

Ken Nolen started his career with Letterkenny Army Depot Nov. 1974, starting as a guard. Nolen had previously served in the U.S. Navy, being stationed in Anacostia, Washington, D.C., before joining the Letterkenny team. Ken currently works as an electronics mechanic in the Directorate of Industrial Operations. I recently had the opportunity to sit down with Ken to discuss his experiences and hear his thoughts about the depot's transformation over the years.

First of all Ken, can you tell me a bit about your time at Letterkenny?

After getting out of the Navy, I started as a [General Schedule] four guard in November of '74, so I was starting at the bottom. From there, I went on to become a worker trainee and was a [Wage Grade] two for a few years. I did correspondence courses which helped me achieve a grade five, and I stayed in that position for several years. I applied for a grade eight position, got it, and stayed in that spot for 16 years. Finally, I got to a grade 10 electronics mechanic position, which is where I'm at now. So regardless if it looks like I've only been in one boat for decades, I actually had a positive progression through my career at Letterkenny.

My son, Douglas, also works at the depot as a janitor – he's been here for 16 years. My wife also worked at the depot for a few years, so it's been somewhat of a family affair.

When my wife passed away Nov. 2014, I got asked, "Why don't you walk into retirement life." I can tell you, that's the last place in the world I wanted to be at that time. We as humans have the tendency to ask 'why', which can be perceived as a negative word. However, a light bulb came on for me, and I started asking the word 'what' instead. As in, "What can I learn today?" It's not drudgery to come to work every day. I enjoy my job.

Dovetailing off of that, can you tell me what you enjoy most about the work you do at Letterkenny?

You can't love an inanimate object. Many people say they love the United States of America, but just as you can't love a desk, you can't love a piece of land. That being said, I do thoroughly enjoy my country - tremendously - and I love that the work I do at Letterkenny supports the United States. I'm serving our troops.

Also, my job at Letterkenny affords me the opportunity to make a good living. I have a few toys. My son, Douglas, has a few toys. Ultimately though, I have the most gratitude that the work I'm doing serves our troops.



Can you tell me about some of the changes you've seen over the years? What does Letterkenny need to focus on for future success?

One change that I'd like to see is getting back to having more fun at work. We're all in the same ocean called life, but we're not all in the same rowboat. I think if we can recognize our differences, and respect our varied perspectives, it would allow us to enjoy working as a team that much more. I also think that we, as a team, need to focus on the big picture more. The integrity that comes with the pride of supporting the troops is a necessary part of every position at Letterkenny. I hope that we can recapture that pride and integrity.

Another thing that I think needs to happen is that we need to go out and evaluate what other installations and businesses are doing. Then we need to bring those lessons learned and innovative ideas back to the depot to see how we can integrate them into our practices. If we, the artisans, are provided with the proper training opportunities, tools and expectations for our positions, we can help drive future success.

During your time at Letterkenny, can you share with me what accomplishment you're most proud of?

Well, I don't know if this will completely answer your question, as it doesn't pertain directly to my job at Letterkenny, but it is definitely the moment that I am most grateful for.

As I mentioned earlier, my son, Douglas, works at the depot as well as a janitor. One day, about seven years ago, my late wife, Bonnie, had picked Douglas and I up from work. Douglas had been working at the depot for a few years at that point. Bonnie mentioned to Douglas that there were some other places that were hiring and asked if he wanted to look for a new job with better pay. Douglas cut her off and said, "Mom, I like my coworkers. I like the people I work around. I like what I do. Money isn't everything." I was more grateful in that moment – that we had instilled something in Douglas that millions of people are out there chasing. If you're not happy with what you're doing, you're miserable, and you're making someone else miserable. Douglas understands what it means to take pride in your work and enjoy what you're doing. Instilling a positive legacy in my son, that's what I'm most grateful for.

Passion. Legacy. Integrity. Those are the key words that come from Ken's stories. Letterkenny is strengthened by Ken's experience, passion for his profession, integrity of his actions and for the legacy he's instilled in his son and coworkers. I learned that Ken takes pride in his work, respects his coworkers and loves his family. However, I did discover that he hates one thing – coffee. "The last time I had a cup was in 1972 – and I say 'no thank you' to that rot-gut stuff."

A man in a military uniform, wearing a camouflage cap and glasses, is speaking at a wooden podium. The podium features a circular logo with a globe and the letters 'LEAD'. Behind him are several flags, including blue and white ones. The background is a blurred green landscape.

ALLBRITTON TAKES COMMAND OF LETTERKENNY ARMY DEPOT

BY DORIE E. HEYER
LEAD PUBLIC AFFAIRS

Col. Rick Allbritton succeeded Col. Gregory Gibbons as commander of Letterkenny Army Depot July 29.

Allbritton accepted the Letterkenny flag and the responsibility of command from Maj. Gen. K. Todd Royar, U.S. Army Aviation and Missile Command commanding general, during a change-of-command ceremony at the depot.

Allbritton is the depot's 51st commander. He said he looks forward to serving with the Letterkenny team to support the readiness and modernization of the depot.

"I have a deep gratitude for those who helped me get here today, as well as the Letterkenny workforce and community," Allbritton said. "As a team, will continue to champion modernization and innovation."

Royar stressed the importance of effective leadership as the depot executes the modernization plan for the Organic Industrial Base laid out by the U.S. Army Materiel Command.

"It's an honor to be here today at LEAD, saying goodbye to one great commander and welcoming another," Royar said. "Col. Gibbons overcame obstacles and his vision set up Letterkenny for success. The groundwork he laid will make the difference today and in the future."

Royar said Allbritton's experience is a tremendous asset that will move LEAD forward as it provides a critical service to the Army and the nation.

"Col. Allbritton is a phenomenal leader. He's a warfighter who understands what the warfighter needs," said Royar. "He's also an expert logistician – and it's an honor and privilege to be here today to be part of the change that's ahead."

Allbritton most recently served as the deputy of logistics and logistics chief of operations with the Joint Special Operations Command at Fort Bragg, North Carolina.

Gibbons assumed command in 2019. Under his leadership, the depot developed a modernization strategy, solidified facility upgrades and navigated the COVID-19 pandemic.

"I was impressed with the emphasis our team placed on safety for themselves, their families and their coworkers," Gibbons said. "Not only did you quickly adapt to the new normal and changing conditions, but you pivoted to support your community by producing protective masks and isolation gowns."

Gibbons reflected on his time in command and shared highlights of employee accomplishments achieved during his tenure.

"Over my two years in command, I have watched this team develop innovative solutions to save the depot time, materials and money, all while continuing to exceed the requirements of our mission," Gibbons said.



"As a team, we will continue to champion modernization and innovation."

- Col. Rick Allbritton

Col. Rick Allbritton with family - his wife and two children - after the Letterkenny Army Depot change-of-command ceremony July 29. (Courtesy photo by Denise Bonura, The Shippensburg News-Chronicle)

LEAD MVP



BY MEGHAN SHARPE
LEAD PUBLIC AFFAIRS

THE LEAD MVP program was created as a way for supervisors and peers to spotlight hardworking LEAD employees or teams. Nominees demonstrate the Army Values and innovation in their respective positions at the depot. Here, we will meet some of LEAD's MVPs and learn about how they enable LEAD to execute its mission.

Name: Kelsey Bucher

Job: DS&T General Supply Specialist

Contribution: Ms. Bucher is always eager to gain as much knowledge about Letterkenny Army Depot as she can. Her ability to connect with others around the depot, and her willingness to continue learning has led to her success in correcting and analyzing outstanding contract orders. In addition to her equipment managing responsibilities, she manages the LEAD Safety Shoe mobile. "Kelsey is driven and works tirelessly to ensure nothing falls through the cracks," her supervisor, Tina Diaz, said.



Name: Shane Sneary

Job: DIO Sentinel Radar Technician

Contribution: Mr. Sneary's wealth of knowledge and experience has allowed him to help many people around the depot understand Sentinel Radar systems. "Shane is the subject matter expert that the entire Sentinel Radar community turns to for answers," his supervisor, Ron O'Donnell, said. His willingness to share his expertise contributes to customer satisfaction and the success of the mission. Mr. Sneary attributes his MVP achievement to teamwork. "It's a team effort," he said. "I'm just the guy being recognized, but we have a three-person crew that works on Sentinel overhauls."



Name: Andrew Rhea

Job: DES Police Officer, Training

Contribution: Officer Andrew Rhea was successfully able to train three different shifts of emergency personnel on several different occasions without utilizing any overtime. He demonstrated selfless leadership by flexing his work hours to ensure the important security training got accomplished, prioritizing the safety of depot police officers and employees. "I like to be able to see other people achieve," Officer Rhea said. "So from a training perspective, if somebody is able to gain some form of benefit and motivation, it would benefit me too."

Names: Benjamin Line, Carla Picking, Tammy Strait, Seth Watts, Jacqueline Seville, Gabriel Bittinger, David Miller

Jobs: DS&T, Receives all material to support the programs for the depot

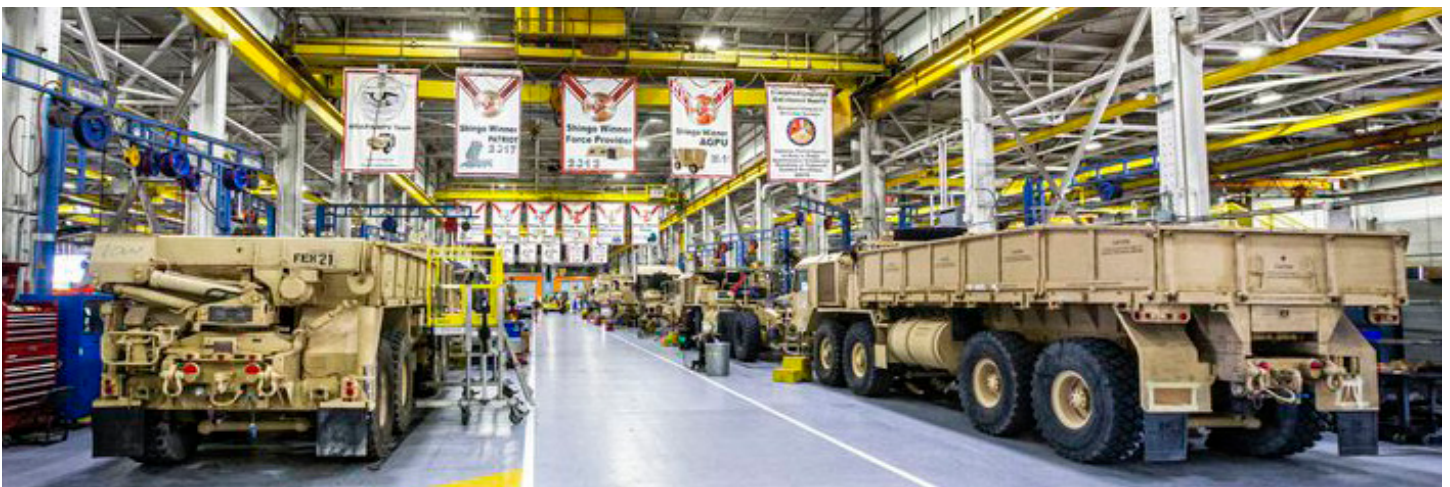
Contributions: When faced with an increased workload, this team worked diligently to overcome the material backlog. They persevered through their struggles and pushed through the difficult workload so no programs failed during this time. "This team can accomplish anything they are tasked with," Andrena Goodhart, Material Accountability Branch Chief, remarked.



LETTERKENNY ARMY DEPOT:

WHERE 'BROKEN STUFF' ARRIVES AND LEAVES REFURBISHED AND 'BRAND NEW'

ARTICLE AND PHOTOS BY DAN GLEITER, PENNLIVE



Anyone who has traveled on Interstate 81 in central Pennsylvania has seen the flatbed tractor trailers carrying used looking Army vehicles and systems, typically painted desert tan camouflage, headed toward Letterkenny Army Depot in Chambersburg, Franklin County.

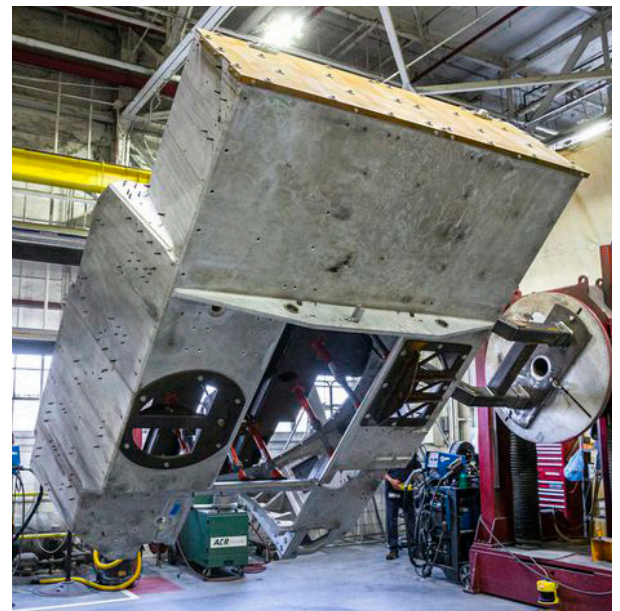
Sometimes trucks going the opposite direction away from the depot can be spotted carrying what looks to be essentially a new Army vehicle.

That is because when these assets ranging from Humvees to route clearance vehicles (counter-IED vehicles) and Patriot air defense missile systems leave the depot, they leave in refurbished "brand new" condition and ready to once again serve the the forces of the U.S. military and its international partners.

In the words of outgoing depot commander Col. Gregory Gibbons, to put it in the simplest terms, its "broken stuff arriving, refurbished brand new leaving."

Letterkenny, one of nine Army depots and arsenals in the country, is one of two located in Pennsylvania, the other being Tobyhanna Army Depot in the Poconos in Monroe County.

Letterkenny is under the command structure of the U.S. Army Aviation and Missile Command. It is a maintenance facility that provides overhaul, repair and modifications for air defense and tactical missile ground support equipment, route clearance vehicles, Patriot missile system recertification and mobile electronic power generation equipment.





"We focus on air missile defense, power generation, mobile equipment repairs for the Army. So we build readiness for the Army, we do recap, overhaul and reset of Army equipment and respond to the Army's needs," said Kate Williams, director of Letterkenny office of strategic management.

Originally established as an ammunition depot in 1942, it is Franklin County's second largest employer, with somewhere in the vicinity of 3,000 employees, and comprises over 18,000 acres. The facility has roughly 1.4 million square-feet of overhaul, process and assembly work areas.

Letterkenny was the first Army depot to receive a Shingo prize medallion for operational excellence and has received a total of nine Shingo medallions since 2005 for systems ranging from Patriot missile launchers to Humvee recapitalization and aviation ground power units.

Letterkenny Army Depot is leaning into the future with a comprehensive modernization strategy that directly supports programs outlined by the U.S. Army Futures Command that includes long range precision fires, air and missile defense, hypersonic weapons, directed energy, precision strike missile and high energy laser.

Regarding the drawdown of U.S. forces in Afghanistan and Iraq, it doesn't affect the mission of Letterkenny because "we're here to provide readiness for the Army," said Williams. "It does affect our manning levels and we will flex and expand as the Army needs us."

Key components of the modernization strategy to support future U.S. Army programs and enhance Army readiness include new projects such as the construction of new industrial operations buildings, a new supply and distribution center and upgrades to existing production facilities.





HIGHLIGHTS

REASONABLE ACCOMMODATIONS

BY JEREMY GORDON AND GINA LOOSE
EQUAL EMPLOYMENT OFFICE

A reasonable accommodation is any change in the work environment or the way things are customarily done that would enable an individual with a disability or with a religious obligation to enjoy equal employment opportunities. Three categories of reasonable accommodations are available for employees or applicants: modifications or adjustments to the application process to permit an individual with a disability to be considered for a job; modifications or adjustments necessary to enable an employee to perform the essential functions of the job; and modifications or adjustments that enable employees to have equal benefits and privileges of employment.

A reasonable accommodation may be requested by an employee or applicant who has one of the following: a mental or physical impairment that substantially limits one or more major life activities, a record of such impairment or is regarded as having such impairment. Those who are solely regarded as having a disability are not entitled to reasonable accommodations if it does not have one of the above.

If you believe that you may need a reasonable accommodation based on a condition, disability, or religious obligation, you may initiate a reasonable accommodation request through any one of the following individuals: your immediate supervisor or any supervisor in your chain of command; the Human Resource Office or Civilian Personnel Advisory Center; the Equal Employment Opportunity Office; or the Disability Program Manager.

The decision maker in most reasonable accommodation requests is your immediate supervisor, but may be someone else in your chain of command if it is a more complex request or requires actions outside of the immediate supervisor's control or authority. If the management official is unclear whether the employee is requesting a reasonable accommodation, they should ask the employee if they are requesting a reasonable accommodation.

Once a reasonable accommodation request is received, the management official must make contact with the DPM to initiate the reasonable accommoda-

tion process within two business days. The reasonable accommodation process must be completed within 30 days from the date the employee requests the reasonable accommodation.

If the reasonable accommodation requested is due to a condition, disability or religious obligation that is not previously known by the decision maker, they may request additional information. This may require the employee's medical provider to provide documentation regarding the employee's medical impairment or limitation that hinders the primary functions of the job. This information should be requested only to the extent reasonably necessary to establish the condition as well as the nature, severity, duration of the condition; the activities the condition limits and extent of those limitations with regard to their ability to perform their job; and why the employee requires the specific accommodation and how that accommodation will assist the employee to perform their job.

If medical information is requested and contains Personal Health Information or Personally Identifiable Information, all agency officials shall take special care to protect the provided medical information.

Once the medical documentation is provided, the decision maker may request the depot clinic to review the medical documentation for assistance in assessing the medical documents provided. If additional information is requested, the 30-day requirement will be paused until sufficient documentation or information is provided. However, interim accommodations should be considered while pending final determinations.

During the reasonable accommodation process, the decision maker and employee should conduct interactive processes to find the most effective accommodation for the employee and their condition or obligation in order to eliminate barriers in the work environment.

These may include but are not limited to: modifying work duties or schedule to include leave and extra breaks; providing work related assistance which includes specialized equipment, gear, or personal services like sign language interpreter and assistance;

or job reassignment - this is usually an accommodation of last resort.

During this process, the decision maker may ask relevant questions regarding the condition, disability, or religious obligation; barriers the condition has on the employee's job; the requested accommodation; and how the accommodation is supposed to eliminate these barriers. There may be multiple effective accommodations and the preference of the employee should be given primary consideration. However, the decision maker has the discretion to choose the most effective accommodation to approve. If the requested accommodation is not provided, the decision maker must provide a written decision that explains why the requested accommodation was not provided and why another accommodation will be effective.

The accommodation of last resort is reassignment of the employee. This accommodation should only be considered if there are no available reasonable accommodations or if the only reasonable accommodation would create an undue hardship. Reassignments may only be made to vacant positions, the command can neither create a new position nor displace another employee from their job.

When conducting the reassignment, the employee must be qualified for the position and have all the requisite skills, experience, education, and other requirements for the position. If the employee is qualified, they should receive the position as a reasonable accommodation and not have to compete for the position. The decision maker will explain the reassignment process with the employee and obtain their preferences with regard to the scope of the reassignment.

The search should not be just within the specific section or directorate, but should include the geographical area. This reassignment will not create any negative or adverse personal action nor will it adversely impact the employee's career. If reassignment is outside of the local commuting or geographical area, the employee is responsible for any relocation expenses.

If the reasonable accommodation is denied by the decision maker, they must inform the employee in writing. The document must identify the reason for the denial (examples include: inadequate medical documents, ineffective accommodation, or undue hardship on the agency). Regarding undue hardship, the document must consider not just their section or directorate but should consider all options available to the whole Army. Additionally, the document must identify the effort made to explore alternate accommodations.

Finally, the document must provide information about the employee's rights to file an EEO complaint, and other applicable statutory and regulatory processes

to include the informal dispute resolution process. When the reasonable accommodation is denied or is not the requested reasonable accommodation by the employee, the decision maker must seek guidance and legal review by the depot's legal office. The decision maker must present all documents and actions taken or considered to the attorney so that they can review to make sure that it is legally compliant.

For Employees:

1. If you need an accommodation, seek assistance through a supervisor or the EEO Office
2. Discuss your medical condition with your medical provider regarding the accommodation
3. Based on your condition or obligation, be open to all possible and available accommodations

For Decision Makers:

1. Once you receive a request for reasonable accommodation, immediately contact the DPM and EEO Office
2. Initiate the interactive discussion early on in the process to determine the best accommodation
3. Denials are only allowed if there is an undue hardship to the agency

If you have any questions or concerns regarding the Reasonable Accommodation process, please contact:

Disability Program Manager

Ms. Gina Loose

(717) 267-9352

gina.m.loose.civ@mail.mil

Equal Employment Office

(717) 267-9352

usarmy.letterkenny.usamc.mbx.equal-employment-opportunity@mail.mil

We will assist both the decision maker and the employee to come to an appropriate resolution.

Upcoming Special Emphasis Program Dates

11 September – National Day of Service and Remembrance
 15 September through 15 October – National Hispanic Heritage Month
 1-30 October – National Disability Employment Awareness Month



LETTERKENNY PROVIDES COMMUNITY WITH JOURNEY THROUGH HISTORY

**BY DORIE E. HEYER
LEAD PUBLIC AFFAIRS**

In honor of Letterkenny Army Depot's upcoming 51st Change of Command ceremony, depot leadership hosted tours of the James Finley House for the local community July 28. The James Finley House, located in Chambersburg, Pennsylvania, was built in approximately 1790 and has traditionally served as the residence for Letterkenny's commanding officer since 1942.

Andrew Newman, Letterkenny historian and records manager, curated the interior displays of the house. The displays contained artifacts showcasing the depot's legacy in the Franklin County community.

"The historical exhibit at the Commander's Quarters focuses on the history of Letterkenny Army Depot: the land, the depot, its employees and the mission from 1942 to present day," Newman said.

Visitors to the historic Commander's Quarters had the opportunity to view artifacts selected from the depot's collection including vintage uniforms, artwork and static asset displays, such as World War II era Jeeps and an Avenger system.

"We were able to screen the first Letterkenny capabilities video produced in 1950, providing an overview of the installation as it appeared after World War II," Newman said. "Additionally, photographs and items of ephemera dotted each room commemorating employees, equipment, leaders, commanders and pastimes at the depot like baseball, softball, bowling, golf and other activities."

Dozens of community members attended the event that also included self-guided tours of the Letterkenny Chapel and Franklin County Veterans and 9/11 Memorial Park.

Harold Tressler started working at the depot in 1959 but was drafted into the U.S. Army shortly thereafter. He returned to the depot two and a half years later, working there for 39 years and retiring in 1988. Tressler still lives in Chambersburg and was pleased to be part of the first tour of the day.

"This was about the only building I had not seen the inside of," said Tressler. "I was 18 when I came to work at the depot and was making 95 cents an hour. I did just about everything during my career."

This isn't the first time that Letterkenny has hosted tours focused on the history of the depot. Tours of the Letterkenny cemeteries drew large crowds in the past, but were paused due to COVID-19 restrictions last year.

"Letterkenny understands the significance the depot has on local history and the surrounding community," said Col. Gregory K. Gibbons, LEAD's outgoing com-

mander. "It was important for us to do something for the community that honors that legacy and supports the preservation of Franklin County history."

Letterkenny's incoming commander, Col. Rick L. Allbritton, was also in attendance and used the opportunity to learn more about his new command.

"The James Finley House is a historic gem located in the heart of Chambersburg that served as the family headquarters for Letterkenny Depot commanders," said Allbritton, "Although this is no longer the case, depot staff have transformed the Finley House into a museum that showcases the rich history of the depot and the outstanding work its employees have provided to servicemen and women for the past 79 years."

Letterkenny aims to resume tours of the Letterkenny cemeteries next year as well as make tours of the Finley House a reoccurring event.

“ *Visitors were able to take a trip down memory lane and come away with a new appreciation for the incredible story of Letterkenny Army Depot and the great impact it has on the community and nation as a whole.* **”**

- Andrew Newman
LEAD Archivist



WINDOWS 10 BUILD UPDATES AND WINDOWS 11 RELEASE

BY JORDAN HORNBAKER
DIRECTORATE OF INFORMATION MANAGEMENT

At the time of this writing, we here in the Directorate of Information Management have been testing the new build update for Windows 10 and have just released it to the Early Adopter testing group. If it hasn't reached your system by this time, it will be on the way soon.

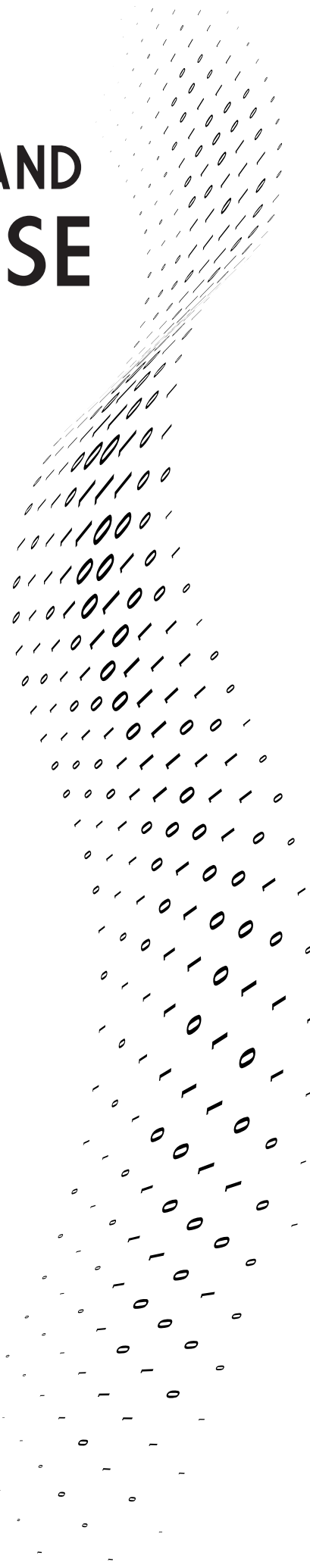
The impact to the user is minimal - there are some feature and security updates, but nothing that should drastically change the look and feel of the systems. Keeping the systems patched and up to date helps remediate security issues.

Microsoft released test builds of the new Windows 11 operating system to their Windows Insiders group. There have been a lot of visual look and feel changes as well as security enhancements. With the new security enhancements, also comes a new set of hardware requirements to install and run the new system. The machines will require a Trusted Platform Module chip to be present at version 2.0 and a processor listed on their compatible processors list.

If you have an older machine, don't panic as the end support for Windows 10 is currently listed as 2025. Windows 11 should be making its commercial debut this fall, so keep this in mind if you are looking at replacing your personal system.

Some final thoughts and notes. Please remember to keep your home computers updated to stay current with released security patches and to practice good password management.

If you're interested in joining the Early Adopter ring of testers for Letterkenny as we release new build updates, please call the DOIM Service Desk or submit a ticket.



LEAD HISTORY CORNER

WITH ANDREW NEWMAN
LEAD ARCHIVIST



What is in an address? The most common address we see at Letterkenny Army Depot is 1 Overcash Avenue. But what meaning does it have?

Oct. 10, 1947, Col. Robert W. Daniels, Letterkenny commander, and staff observed the first return of World War II dead from overseas. Among the 3,000 deceased servicemen, was the body of Seaman 1st Class Guy W. Overcash, U.S. Navy Reserves, a native of Chambersburg, Pennsylvania. Seaman 1st Class Overcash, son of Mr. and Mrs. Harry Overcash of South 4th Street, Chambersburg, was born in Guilford Township June 10, 1927. He attended Corpus Christi school and then machinist's school in York, Pennsylvania. After employment at T.B. Woods, Overcash worked at Letterkenny in the general supply division as a preserver until joining the U.S. Navy in Aug. 1945. June 2, 1946, eight days before his 19th birthday, while transferring his Landing Craft Tank between Tsingtao and Shanghai, China, Overcash tragically drowned in the Whangpoo River. Initially buried at a Shanghai military cemetery, Overcash was laid to rest in the Lincoln Lawn Cemetery, east of Chambersburg.



Seaman 1st Class Guy W. Overcash was the first Letterkenny employee to be killed overseas, and in recognition of his sacrifice, Overcash Avenue was named in his honor. The next time you use Overcash Avenue, take time and reflect on his sacrifice and others who gave all.





KENNY LETTER

LETTERKENNY ARMY DEPOT

