

Arsenal Sentinel

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Safety Element for
fiscal year 2015:
Lost Day Case:
0.57
Award Goal: 0.92

* Lost time injuries for
fiscal year 2015 is four.
There is zero lost time
injuries as of August 4.

*Recordable injuries
for fiscal year 2015 are
20. There are zero
recordable injuries as
of August 4.

*Pine Bluff Arsenal
days without a lost
time injury are 84.

*Pine Bluff Arsenal
days without a record-
able injury are seven.

*Estimated hours
worked without a lost
time injury: 393,606.

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**In case of
emergency...
Call 911**

Governor Hutchinson visits PBA



Arkansas
leader
visits military
installation
for first time
as governor

Photo left, Dewayne Steward and Ezell Ratliff, industrial workers at Pine Bluff Arsenal, pose for a photo with Arkansas Governor Asa Hutchinson during his tour of the installation. U.S. ARMY PHOTOS BY HUGH MORGAN

Photo right, Arkansas Governor Asa Hutchinson emerges from a Chemical Biological Protective Shelter during his July tour of Pine Bluff Arsenal. The governor's visit included several tours of production lines, a pyrotechnic demonstration and an overview briefing of the installation.

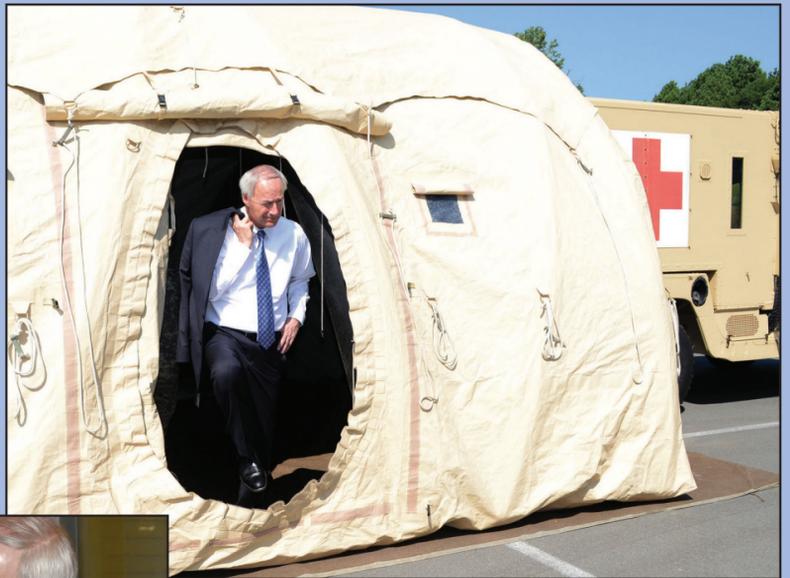


Photo lower right, Gov. Hutchinson examines the tribute to Annie M. Young located in the lobby of the Pine Bluff Arsenal Quality Evaluation Facility on his recent visit to the installation.



Percy Stokes, industrial worker at Pine Bluff Arsenal, visits with Arkansas Governor Asa Hutchinson July 28.



BG Farmen takes over at JMC HQ

By Tony Lopez
Joint Munitions
Command Public Affairs

ROCK ISLAND ARSENAL, Ill. -- The Joint Munitions and Lethality Life Cycle Management Command and Joint Munitions Command held their change of command ceremony here, July 9, at Memorial Park.

Brig. Gen. Stephen E. Farmen replaced Brig. Gen. Kristin K. French, who relinquished command of JM&L and JMC after two years as the senior leader. French retired from the U.S. Army immediately following the ceremony. She served more than 29 years to her country.

The Joint Munitions & Lethality Life Cycle Management Command is co-located at Picatinny Arsenal, N.J., and the Rock Island Arsenal, Ill.

The JM&L LCMC aligns three organizations to execute the Army's munitions and lethality mission: the Program Executive Office for Ammunition; the Armament Research, Development and Engineering Center and the Joint Munitions Command. Farmen becomes

BG French retires
See Page 4

comes the commander for both organizations and will also serve as the Deputy Commanding General for the Army Sustainment Command.

The Army Sustainment Command provides logistics by synchronizing acquisition, logistics and technology support from the strategic through the operation to the tactical level. ASC serves as Army

SEE FARMEN, PAGE 4



Gen. Dennis L. Via, Commander, Army Materiel Command passes the unit colors to Brig. Gen. Stephen E. Farmen, to signify him as the leader of the Joint Munitions and Lethality Life Cycle Management Command and Joint Munitions Command, during the change of command ceremony held on the Rock Island Arsenal, July 9. Outgoing commander, Brig. Gen. Kristin K. French, stands at attention, following her relinquishment of command. U.S. ARMY PHOTO BY TONY LOPEZ, JMC

Right Today

Accomplishing the mission "right today" simply means complying with regulations, policies, plans, work instructions, SOPs, and other requirements. We will not compromise the quality of products that will be used by our Warfighters and when we make these products, we will minimize impact on the environment and we will ensure no one gets hurt in the process.

Better Tomorrow

"Better tomorrow" means that every day, we will make improvements. Every time we start a manufacturing or administrative process, it should be more efficient and more environmentally friendly than it was before. Every day should be safer than the last one.

Commander's Column

July was a busy month for Pine Bluff Arsenal with several meetings being attended to discuss agreements, an important VIP visit to the installation and strategic planning activities with our Arsenal leadership. Our Arsenal team is strong, however, we must continue to work through the conflicts and challenges facing our business and Army, as we prioritize our resources to reduce costs and find more viable, long-term manufacturing projects.

We just completed our mid-term Strategic Planning session in mid-July at the Arsenal's Training Center. Leadership from across the installation came together to expand upon our strategic initiatives we charted last summer. Our facilitator referenced a pyramid she based off of Patrick Lencioni's "The Five Dysfunctions of a Team." The book describes the pitfalls that all teams face (business and sports teams alike), as they seek to function together. These are:

- *Absence of trust – Being unwilling to be vulnerable within a group.
- *Fear of conflict – Seeking artificial har-

mony over constructive passionate debate.

- *Lack of commitment – Faking buy-in for group decisions which creates doubt throughout the organization.

- *Avoidance of accountability – Ducking the responsibility to call peers on counterproductive behavior which sets low standards.

- *Inattention to results – Focusing on personal successes, status and ego before team success.

Here at PBA, we must continue establishing a foundation of trust. Sure, we may experience differences of opinion or struggles, but if we, collectively, are not passionate and committed to improving, then we are not holding ourselves and others accountable. In this difficult time of declining requirements and military draw-down, we must come together, and come together as a team to resolve our challenges and perceptions to achieve results that are beneficial to the entire Arsenal.

PBA pursued a Memorandum of Agreement with the Joint Program Executive Office for Chemical and Biological Defense



Col. Chad T. Bauld



to develop an enterprise-wide performance based product support strategy to preserve readiness, maintain low operational and support costs, and ensure a robust industrial base. The signed MOA formalizes a relationship to help address our collective needs.

As a means to develop and optimize communications and foster a strategic partnership between the two organizations, we have agreed to establish a PBA Liaison Officer (LNO) position within the JPEO-CBD headquarters to ensure we are competitive throughout the acquisi-

tion process. As a result of building a strong relationship with the JPEO-CBD, PBA will host a Chemical Biological Defense Acquisition Initiatives Forum Sept. 23.

This visit will include several industry representatives and has the potential for future public-private partnerships after we showcase our capabilities and dedicated workforce.

We also conducted a joint-signing ceremony during the National Defense Industrial Association (NDIA)/JPEO-CBD CBRN conference July 21-23. The photo and additional comments are located within this edition of the *Arsenal Sentinel*.

The MOA established and documented a strategic partnership between PBA and Edgewood Chemical Biological Center in support of the DoD Chemical and Biological Defense Programs and related CBRN programs.

This effort will enhance both PBA and ECBC mission accomplishments by aggressively applying joint expertise and technologies to improve the manufacturing and fielding of CBRN defense capabilities. PBA

and ECBC will work together to identify needs, provide services, share information, and promote best practices.

During a visit at the end of July to Picatinny Arsenal, N.J., I requested that we come together for a similar Home-on-Home visit at PBA to look at future capabilities and expansion with our ammunition portfolio. Roch Byrne, Arsenal director of ammunition operations, and I, had great discussions with the Program Executive Office Ammunition, Project Manager Combat Ammunition Systems, and Project Manager Close Combat Systems representatives and we will continue our efforts to bring this collaboration to fruition.

Arkansas governor Asa Hutchinson visited the Arsenal July 28. This important orientation visit included an overview briefing, pyrotechnic demonstrations and tours of various production lines. A working lunch was held at the PBA Training Center with local elected officials from Pine Bluff and White Hall.

Summer is still chugging along with super-hot temperatures and heat indexes. The past

few weeks we have seen temperatures rise to near 100 with heat indices near 110. Be aware of temperatures as they climb throughout the day in your daily work schedules. Rest, stay cool, and stay hydrated, and continue to watch out for each other during the hot times during the day.

Summer will begin its downward slide as local schools start back after their break during the last part of August, and we will celebrate the official end of summer (although hot temperatures will no doubt linger) with Labor Day Sept. 7.

The PBA pool will be open weekends only after August 16, and will close Labor Day. For questions about the change in hours, patrons should contact Arsenal Recreation Services.

Thank you for what you do every day to make the Pine Bluff Arsenal a great place. I know you are as proud as I am of our successes. Let us continue to push forward and work towards greater foundations of trust as we commit to making "America's Arsenal" the best place for our customers and employees alike.

Social Security

Social Security turns 80

By Tonya Dees

Social Security Public Affairs

Eighty years ago, on August 14, 1935, President Franklin D. Roosevelt signed the Social Security Act into law. The new law guaranteed a basic income for retirees and, at the time, the unemployed.

Over the years, Social Security has expanded its safety net to provide benefits for retirees, people with disabilities and the chronically ill, and spouses and children of deceased workers. The agency has evolved to serve the needs of a changing America.

Now, we're celebrating this historic anniversary by looking at both our successful past, and the path to an even brighter future.

Social Security is there for you during all stages of life. Right from the beginning, we issue a unique Social Security number to most newborns when an application is taken at the hospital. This allows us to track your income over your working career and accurately calculate your re-

irement benefit. We provide disability benefits to injured and chronically ill workers and their families. We provide survivors benefits to widows, widowers, and the minors of deceased workers. We also provide Supplemental Security Income (SSI) to those with low income and resources, and Extra Help with Medicare prescription drug costs for people who qualify.

In our decades of experience, Social Security has evolved to meet the fast-paced demands of the digital world. Creating an online my Social Security account, for instance, let's you view your Social Security Statement, verify the accuracy of your earnings record, and get estimates of future monthly benefits.

Once you begin receiving Social Security benefits, you can use your online account to manage your record, including changing your address and phone number, checking your benefit information, changing your electronic payment method, and obtaining an instant benefit verification letter

or replacement SSA-1099/1042S. If you haven't already, you can easily sign up for a my Social Security account at www.socialsecurity.gov/myaccount.

Our safe and secure online services allow you to apply for retirement, spouse's, Medicare, and disability benefits from the comfort of your home. You can quickly complete an online retirement application at www.socialsecurity.gov/applyonline.

Looking to the future, we recently released our Vision 2025, a strategic plan to help us shape the future of Social Security service delivery and maintain clear communication with you. For more information about our vision for the next ten years, visit www.socialsecurity.gov/vision2025.

We look to the next 80 years with a renewed commitment to proudly serving Social Security customers throughout their lifetime, when and where they need us. See how Social Security has evolved over the years at www.socialsecurity.gov/history.

Army Regulation-360

AR 360-1 is the regulation that governs the release of public information.

This includes what to release and how to release it to the public, non-releasable subjects, and items that need to be cleared through public affairs channels prior to release.

The Public Affairs Program is the overall responsibility of the Arsenal commander.

Only the commanders and their designated representatives are authorized to speak for the Pine Bluff Arsenal.

The PAO acts as the liaison between the media and the installation.

However, employees are encouraged to speak to civilian professional groups on matters in which the individual has personal knowledge and expertise.

This needs to be coordinated through the Public Affairs Office. They shouldn't comment on military matters that are beyond their knowledge and experience. Obviously, classified information won't be discussed at all.

Online Conduct

Think. Type. Post

"Army Professionals, by our solemn oath, voluntarily incur an extraordinary moral obligation to uphold the Army Values, which apply to all aspects of our life. Although our lives are changed by the Internet and social media in general, the standards of our conduct have not.

Online misconduct is misconduct -wherever, whenever, and however it occurs. Whether in the form of online harassment, assault, bullying, hazing, stalking, discrimination, retaliation, improper relationships, or any other type of misconduct, we hold ourselves and others accountable.

Trustworthy Army Professionals do not tolerate double standards; anything that is unacceptable to say or do in person is also unacceptable to write or post online. When using electronic communication, members of the Army Team should apply "Think, Type, Post"

- "Think" about what messages/information is being communicated and who could potentially view it; "Type" messages or convey information that is consistent with the Army Values; and "Post" if the message/information is responsible and demonstrates dignity and respect for others. Remember whenever on online -Think, Type, Post."

Letters to the Editor

Please submit to Rachel Selby at rachel.c.selby.civ@mail.mil, or by fax at 540-4048, or you can bring the letter by Rm. 190 in Building 10-020. Publication dates are the second Thursday of every month. For more information, call 540-2542.

Pine Bluff Arsenal

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Arsenal Sentinel



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This newspaper is an authorized publication for members of the U.S. Army. Contents of the Arsenal Sentinel are not necessarily the official view of, or endorsed by, the U.S. Government, Department of Defense, Department of Army or the Pine Bluff Arsenal. It is published monthly using the offset method by the Public Affairs Office of the Pine Bluff Arsenal. Address mail to: Editor, AMSSB-OPB-IN, 10020 Kabrich Circle, Pine Bluff, AR 71602-9500. Telephone: 870-540-3421 or DSN 966-3421. Printed circulation: 1,500. The appearance of advertising in this publication including inserts or supplements does not constitute endorsement by the Department of Army or Gate House Media, of the products or services advertised. All editorial content of the Arsenal Sentinel is prepared, edited, provided and approved by the Public Affairs Office of the Pine Bluff Arsenal. The Sentinel is printed by Gate House Media, a private firm in no way connected with the Department of Army, under exclusive written contract with the Pine Bluff Arsenal. The civilian printer is responsible for commercial advertising. Universal Resource Locator: <http://www.pba.army.mil>

Hails and Farewells

New hires

Ezell Ratliff, Industrial Worker, has joined the Directorate of Ammunition Operations.

Anthony Stokes, Industrial Worker, has joined the Directorate of Ammunition Operations.

Michael Baugh, Industrial Worker, has joined the Directorate of Ammunition Operations.

Harold Bergstrom, Industrial Worker, has joined the Directorate of Ammunition Operations.

Abe Phillips, Industrial Worker, has joined the Directorate of Ammunition Operations.

Steven Smith, Industrial Worker, has joined the Directorate of Ammunition Operations.

Joyce Ladd, Industrial Worker, has joined the Directorate of Chemical and Biological Defense Operations.

Gerald Kennedy, Security Guard, has joined the Directorate of Law Enforcement and Security.

Daniel Baum, Security Guard, has joined the Directorate of Law Enforcement and Security.

Marty Nodurft, Security Guard, has joined the Directorate of Law Enforcement and Security.

Diana Black, Utility Systems Operator, has joined the Directorate of Public Works.

Retirements

Ocie Thomas, Motor Vehicle Operator, has retired from the Directorate of Public Works. Thomas retires with 35 years of government service.

Alvin Wooten, Lead Firefighter, has

retired from the Directorate of Public Works. Wooten retires with 37 years of government service.

Derwin C. Jones, Lead Firefighter, has retired from the Directorate of Public Works. Jones retires with 32 years of government service.

Jeff Crane, Incinerator Plant Operator Foreman, has retired from the Directorate of Public Works. Crane retires with 40 years of government service.

Barbara Bryles, Computer Operator, has retired from the Directorate of Information Management. Bryles retires with 38 years of government service.

Sharon Lavergne, Traffic Manager, has retired from the Directorate of Material Management. Lavergne retires with 32 years of government service.

Janyth R. Shaw, Medical Support Assistant, has retired from the Pine Bluff Arsenal Occupational Health Clinic. Shaw retires with 23 years of government service.

Resignations

Kae Spencer, General Supply Specialist, has resigned from the Directorate of Logistics.

Michelle Rochell, Security Guard, has resigned from the Directorate of Law Enforcement and Security.

Transfers

Stacey Hale, Human Resource Specialist, has transferred from PBA-Civilian Personnel Center to the Civilian Human Resource Agency.

Kevin Sinclair, Security Guard, has transferred from the Directorate of Law Enforcement and Security to the Social Security Administration.



Ocie Thomas, a motor vehicle operator with Pine Bluff Arsenal's Directorate of Public Works, poses for a photo with Public Works Director Mike McCormack and C.D. Huggins, incinerator plant supervisor, during a recent retirement ceremony. Thomas retires with 35 years of government service. U.S. ARMY PHOTO



Alvin Wooten receives a fire captain helmet from Pine Bluff Arsenal Fire Chief Jackie Doherty during his retirement ceremony recently. Wooten, a lead firefighter (captain) retires with 37 years of government service. U.S. ARMY PHOTO



Derwin Jones poses for a photo during a retirement ceremony at the Pine Bluff Arsenal firehouse with Chief Jackie Doherty and Mike McCormack, director of PBA Public Works. Jones retires as a lead firefighter (captain) with 32 years of government service. U.S. ARMY PHOTO



Barbara Bryles receives her certificate of retirement recently from Rusty Johnson, director of Pine Bluff Arsenal's Directorate of Information Management. Bryles, a computer operation with DOIM, retires with 38 years of government service. U.S. ARMY PHOTO BY HUGH MORGAN

Vehicle barriers operational at gates

Courtesy of Directorate of Law Enforcement and Security

The active vehicle barriers have been repaired at Plainview and Dexter Gates on Pine Bluff Arsenal.

The traffic lights will either be green, allowing you to travel over them or red, directing you to stop at the designated line so as to not cause damage to your vehicle. Please obey all traffic signals related to these barriers.

Please take the necessary precautions when entering and exiting the installation to review where these traffic signals are.

The Arsenal's Directorate of Law Enforcement and Security will provide more guidance about the barriers as needed. Remember to drive safely and obey all traffic control devices and guards at the gates.

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JMC's French retires CPAC Corner

By Tony Lopez
Joint Munitions Command
Public Affairs

Brig. Gen. Kristin K. French, relinquished command of the Joint Munitions and Lethality Life Cycle Management Command and Joint Munitions Command after two years as the senior leader and retired during an official ceremony, held here, July 9, at Memorial Park.

The Honorable Alan F. Estevez, Principal Deputy, Under Secretary of Defense for Acquisition, Technology and Logistics, served as the official host, and spoke of French's accomplishments during her service to the Nation.

"I got to know Kristin well when she served as my military assistant, from 2009 to 2011.

She was the first in her West Point class to make it to the rank of General Officer and she has been touted as the best logistician in the Army. It's an honor for me to be here to celebrate Kristin's 29 years of service," said Estevez.

French assumed her duties of the JM&L and JMC commander on July 2, 2013. She is a native of Glen Rock, New Jersey. She graduated from the United States Military Academy, West Point, in 1986 and was commissioned into the U.S. Army as a lieutenant in



The Honorable Alan F. Estevez, Principal Deputy, Under Secretary of Defense for Acquisition, Technology and Logistics presents a Certificate of Retirement, signed by President Barack Obama, to Brig. Gen. (Ret.) Kristin K. French during her retirement ceremony. U.S. ARMY PHOTO BY TONY LOPEZ

the Quartermaster Corps.

During the ceremony, French received multiple awards and decorations to honor her years of service to the country. During her remarks, French reminisced about the many opportunities and experiences during her career that included assignments throughout the United States and overseas.

She thanked the many friends, family, co-workers and mentors that supported her. In particular, she thanked her husband, Rick, for his support during her career.

"I am forever grateful for all my assign-

ments and especially all the people I have worked with over these three decades. I would not be standing here today if it weren't for the teammates I have had over the years," said French.

While talking about what her next job, as a civilian, will be, French said, "Whatever I do, I will bring with me the attributes of duty, honor and country that I have lived and followed during my entire military career. I will truly miss wearing this uniform, but I am so grateful and so proud to have served my country as a United States Army Soldier!"

FARMEN

Continued from Page 1

Materiel Command's single face to the field to provide Combat Service Support capability to Soldiers serving in Combat Commands in the continental United States as well as overseas.

Gen. Dennis L. Via, Commanding General, Army Materiel Command, served as the officiating officer and spoke of French's accomplishments during his remarks, while also welcoming Farmen to JMC.

"This is such a great day for a change of command. I'm truly honored to serve as the master of ceremonies," said Via.

"I could not be more proud of the entire JMC workforce, those at the headquarters that provide guidance and direction, and our subordinate formations as well," said French in her farewell remarks. "I am very proud of JMC's fourteen ammunition depots, arsenals, ammunition plants and

munitions centers. I truly have a lot of fond memories of my time here and am proud to have served alongside each and every one of you. I wish you all the best as you continue to provide ready, reliable and lethal munitions to the Department of Defense."

"Debbie and I are honored and humbled to be in your company. I pledge to make JMC and AMC proud," said Farmen, as he took command of JMC.

Farmen arrives in Rock Island after serving as the commanding general for the 19th Sustainment Command, Expeditionary, in the Republic of Korea.

He graduated from the University of Richmond, Richmond, Virginia, in 1986 with a Bachelor of Arts Degree in History and was commissioned into the Transportation Corps. He holds a Master's Degree in National Security and Strategic Studies from the Naval War College.

Joint Munitions Command produces small-, medium- and large-caliber ammunition items for the Department of Defense. JMC is the logistics integrator for life-cycle management of ammunition and provides a global presence of technical support to U.S. combat units wherever they are stationed or deployed. JMC's logistics operation is unique to the Department of Defense and its industrial base is an important asset in supporting the Warfighter.

Term appointments: Purpose, length of appointments

Courtesy of PBA CPAC

Term appointments are appointments made for more than one year but not more than four years to positions where the need for an employee's services is not permanent.

The circumstances under which these nonpermanent appointments are appropriate include (but are not limited to) project work, extraordinary workload, uncertainty of future funding, scheduled contracting out or abolishment of a function, or the need to maintain permanent positions for placement of potential surplus employees.

Term appointments may be made in any increments as long as the appointment is for more than one year and no more than four years.

If, for example, the initial term appointment is made for 13 months, the appointment may be extended up to the four-year limit in as many increments as the agency chooses.

The vacancy announcement for a term appointment for less than four years should state that the activity has the option of extending the appointment up to the four-year limit.

The Office of Personnel Management (OPM) may authorize extending an employee in a term appointment beyond 4 years when the extension is clearly justified.

Requests for such extensions must be initiated by the employing office and sent through MACOM channels to Headquarters Army, through DoD and final approving authority will be with OPM.

When seeking OPM approval, the activity must document the reasons for the continued need of the employee, keeping in mind that if there is a need to continue the term appointment for an extended period of time, a permanent appointment may be more appropriate.

Affordable Care Act: What it means to you

Under the Affordable Care Act (ACA), uniformed service members, retired service members, and their eligible family members must have health care coverage that meets a minimum standard. The Internal Revenue Service (IRS) will start collecting fees from individuals who do not maintain minimum essential coverage (MEC).

Since TRICARE must be able to verify coverage status based on what is listed in DEERS, beneficiaries are being instructed to make sure their information is up to date, including: adding family members after marriage, birth, or adoption; updating

Social Security Numbers (SSNs); ensuring that all contact and identity information is current. It is crucial that a sponsor's SSN and the SSN of each family member is listed in DEERS.

Due to the ACA reporting requirements, RAPIDS issuing sites may see an influx of customers requesting corrections to their DEERS record. Note: In the case of a dependent adding/correcting their SSN, the sponsor does not need to be present and there is no need for the DD Form 1172-2 as long as the dependent has the required documentation for a SSN change.

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MOA Signing-PBA/ECBC



Pine Bluff Arsenal Col. Chad Bauld and Dr. Joseph L. Corriveau, director of the U.S. Army Edgewood Chemical Biological Center, Edgewood, Md., sign a Memorandum of Agreement during a meeting in July. This MOA establishes an agreement between PBA and ECBC for cooperative efforts of project work and will be used as the framework to develop detailed MOAs for each project – since projects will vary in scope and complexity. The agreement will also both PBA and ECBC to collaborate in joint production and associated acceptance testing to enhance the capabilities of the Arsenal. This MOA is also a significant step toward growing PBA's strategic public and private partnerships. U.S. ARMY PHOTO

McDaniel is new DLES chief

By Rachel Selby

Tim McDaniel, security guard, with Pine Bluff Arsenal's Directorate of Law Enforcement and Security, has become the new Chief Supervisor for the Uniformed Division. McDaniel replaces Harold E. Collins who is retiring at the end of calendar year 2015, with 37 years of government service. McDaniel has been at PBA since 2002, and grew up in Star City, Ark.



Chief Tim McDaniel

McDaniel served in the U.S. Army for a little over three years. "I did a tour during Desert Storm. I was a specialist in a field artillery unit," he said. "I was also stationed in Germany. It was very different from Arkansas. That was the first time I had ever been on an airplane."

He said that the guard force now is so different than what it used to be during the tenures of James Anderson and Collins. "A big reason for this is the chemical mission has ended. We had both the conventional side and the chemical side for so long," said McDaniel. "The entire concept of the guard force has changed – with the number of guards reduced being a big challenge at times."

McDaniel said a lot of the older members of the guard force that retired have asked him about the current environment.

"It is hard to even explain to them about what it is like now because it is so different," he said. "I learned from Chief Anderson and Chief Collins. What I take from them, I can still use but the environment has changed. It is a whole different era."

Don Police, director of DLES, said that he considers McDaniel to be a "Green-Tab" leader. "He knows that you lead people and manage things. He leads from the front and by example," he said. "McDaniel's knowledge of security and law enforcement missions, especially shift operations, has already boosted our efforts. He understands that we must collectively re-

main efficient, effective and affordable in all we do. He is already a valuable asset and team member through this outstanding performance."

He said the main thing he wants is for everyone to give him a chance at being the new chief.

"I'm not like Chief Anderson or Chief Collins. I'm Chief McDaniel. I like to work one-on-one with people, and if we need to do something different, I'm willing to give it a try. I just need the chance. I'm still a guard and I know what I have to do," he said.

With the way the world is now, McDaniel said there are so many new challenges the Army is faced with. "We are working in a new era and the times are different," he said. "We just need a chance because we are working with everyone on the Arsenal to do it the right way, the correct way. We are all facing the same challenges."

McDaniel said that coming from the guard force to the management side of the house has been the biggest challenge.

"It is just a whole new world," he said. "On the guard side, a lot of work was done at night when it was quiet. Working during the day, you have to prioritize your time and work. I'm starting to see all those challenges that Chief Anderson and Chief Collins were working through. I'm going through that same process now."

Employee Assistance Program

Plan for tomorrow, live, but enjoy today

Courtesy of Pine Bluff Arsenal Employee Assistance Program

Here is a thought that we encourage you to ponder and/or discuss with others this month. Do most people appreciate and enjoy the rewarding opportunities presented to them in the present—reading a book, playing with their children, taking a walk in nature? Or do they focus all of their energy and hope on what the extra hours worked will materialistically provide in the future, while sacrificing the opportunity to enjoy today?

Although you may think, as most of us do, I will relax and enjoy the return on my sacrifice tomorrow, reality in the best calculated future plan will be altered by unforeseen events—that will likely cause us to pause and ask, why did I wait?

Hopefully the information below will encourage you in planning for the future while enjoying today!

- Be aware of your strengths and challenges and use the resources available to you to make the changes you wish
- Do not compare yourself to others

- Acknowledge and accept mistakes of the past and get on with the task required to make today everything it can be
- Help other people—open a door for a stranger, talk to someone who is alone
- Be flexible in your planning
- Forgive and release the wrongs you perceive you have experienced at the hands of others
- Embrace positive change and accept not so positive change
- Control what you can and release what is out of your control
- Devote time and energy to family and friends who will help you celebrate the successes and manage the difficult times
- Do reasonable, pleasant things for yourself each day—have a cup of coffee before getting the children up in the morning or end the day with a comedy
- Let people know that you appreciate and enjoy them choosing to be a part of your life
- Live in the moment, appreciate the positive things in your life and maintain an optimistic outlook for the future
- Make time for your hobbies or to find several enjoyable reasonable hobbies
- Challenge yourself to do something different, learn a new game or sport, travel to a unfamiliar place

miliar place

Please do not postpone all your joy while waiting for a day when life will be less busy and less stressful. That day may never come. Instead, look for opportunities to savor the small pleasures that life offer every day.

Focus on the positives in the present instead of dwelling on the past or worrying about the future. We are encouraging you to make a commitment to practice gratitude for what you have now.

Strive to stop and identify at least two things you are grateful for each day. We encourage you to create a gratitude journal. Then when you are rushing through life thinking about all the things you need to do for tomorrow, hopefully you will stop and be grateful for all the positive things in your life today!

The Employee Assistance Program staff always wants to encourage you to eat well, sleep enough for your body, meditate, exercise, set realistic goals and enjoy the present.

We can be reached at 540-3094 if you would like to schedule an appointment to discuss life events in a confidential environment.

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Two PBA employees receive certification PBA ACS passes accreditation

By Rachel Selby

Amanda Heird, production program and budget analyst for Pine Bluff Arsenal's Directorate of Ammunition Operations, and Amber Lecy, budget analyst for the Directorate of Logistics, are two of 29 employees within the U.S. Army Joint Munitions Command that have completed the Department of Defense Financial Management Certification Program.

The FM Certification Program establishes an Enterprise-wide framework to guide financial management professional development, according to information provided by Lavara Henry, director of Logistics.

"The DoD FM Certification Program is based on courses and experience, not test. The program provides a consistent, disciplined approach to ensuring appropriate training in key areas such as audit readiness, fiscal law and ethics," read the information. "The program emphasizes career broadening and leadership development as the individual progresses through

"The DoD FM Certification Program is based on courses and experience, not test. The program provides a consistent, disciplined approach to ensuring appropriate training in key areas such as audit readiness, fiscal law and ethics."

their career."

The goal of the program, according to the information provided by Henry, is to implement standardized financial management competencies that describe the knowledge, skills and abilities needed to perform and achieve desired results. To receive this certification, both Heird and Lecy, took two on-line training courses. "I received notice last year that my position was designated under this certification program," said Heird. "I know that there are a couple of people in Resource Management that are still working towards their certification."

Lecy said that learning how to navigate the



Amanda Heird



Amber Lecy

training system was the most challenging part of the program.

"The classes weren't necessarily hard, they were just time consuming. This training is paired with Acquisition Level two courses. So if an individual doesn't have that training, they have to take approximately 29 classes on-line, unless they have college courses and can CLEP (College Level Examination Program) out," she said. "Every budget analyst should be doing this."

Once an individual is notified that they need to complete the FM Certification Program training, they have two years to meet the requirements.

For example, if individuals were notified in July 2014, they must complete the courses by July 2016.

"I took the courses when I came back from maternity leave, and it took me about a week to complete them," said Heird. "Since I already had the Acquisition Level two courses, there wasn't much left for me to do."

Lecy said the courses she took - fiscal law and audit readiness - were very high level. "I have had a couple people call me asking me about the courses," she said. "I got out a bit easy since I already had the Acquisition Level two courses."

By Rachel Selby
Pine Bluff Arsenal's Army Community Service recently received notice that it had passed their accreditation inspection. The actual inspection, according to Jan Brewer, ACS social services administrator, took place last year.

"We are one of a few small installations that have passed accreditation," said Brewer, as she read through the comments from the accreditation team. "They commented that we provide 'selfless service', we have excellent management support and do innovative outreach."

This is the 50th year anniversary of ACS, which offers comprehensive programs and services dedicated to maintaining the readiness of Soldiers and Families, and communities, which includes Department of Defense Civilians. The program works to build community cohesion on and off post by offering services to active duty, retired, National Guard, Reservist and Civilian employees and their Families.

Programs are divided into several areas such as Family Advocacy, Deployment/Mo-

bilization, Relocation Services, Army Emergency Relief and Financial Readiness.

A lot of work goes into preparing for the accreditation process, and it can be quite a challenge, said Jerry Pye, ACS Director since 2002. "We are the only ACS in the state but we

the ACS programs are graded to the same Army standard. "We start a year out preparing for the accreditation process," she said. "Many documents are sent to the team, which consists of two to three people from U.S. Army Installation Management Command, prior

dren and Family Services, and the Little Rock Air Force Base."

Missy Brodnax, director of Family Morale, Welfare and Recreation said the ACS team here at PBA is dedicated and hard working.

"Our ACS team offers comprehensive, coordinated and responsive services by ensuring that our customers receive uniform levels of quality support that are consistent with services found at other installations around the world," she said. "An accreditation team delves into every single aspect of the individual programs. This means nothing is too insignificant to escape scrutiny: standard operating procedures, meeting minutes, training rosters, even the maneuvering clearance for wheelchairs at ACS building entrances are inspected by the team."

Pye reiterated that ACS services are not only open to Soldiers, Civilians are welcome to use them too.

"Our door is open to everyone. Every time we have a class, these are open," he said. "We have a lot of heart and faith in what we do. The biggest blessing for me is the people."



are not the only military family program," he said. "We have learned and set the bar in a lot of instances on dealing with fewer Soldiers, yet provide the same amount of quality services. We have learned how to do things differently to get it done."

This was PBA's ACS fifth accreditation process.

Brewer said that it doesn't matter that the installation is large, medium or small, all of

to their visit."

During the most recent accreditation, the team commented on a few of the office's strengths, which included Memorandums of Agreement with several sources outside the installation. "When we can't provide a particular service here at PBA, we go off-post," said Brewer.

"We utilize services from the Arkansas Department of Human Services, including their Division of Chil-

Holston's Kennedy meets with Kingsport Kiwanis Club

By Kathy Cole
Courtesy HSAAP Public Affairs

Joseph Kennedy, command representative of the Holston Army Ammunition Plant in Kingsport, Tenn., briefed approximately 50 members of the Kingsport Kiwanis Club July 24.

Retired Admiral John McKinley, requested Kennedy to present a briefing on the ammunition plant and the "Army's Perspective". Kennedy was honored to give the members a brief history of Army Material Command, Joint Munitions Command and Holston. He discussed the mission and vision of AMC, JMC and the progress Holston has made with plans for modernization in the coming years.

The members of the Kiwanis club were interested in the A-B renovation as well as the

future of Area A. The Kingsport Kiwanis Club has a rich history of community service throughout the years. The members focus on serving children that need assistance while also reaching out to seniors.

Holston is a government-owned, contractor-operated facility located in Kingsport, Tenn. BAE Systems is the current operating contractor. Since 1942, Holston has produced chemical explosives in support of our service members and currently produces explosive fills for every type of ordnance used by the Department of Defense.

Holston is a subordinate installation of the Joint Munitions Command. JMC operates a nationwide network of conventional ammunition manufacturing plants and storage de-



Joseph Kennedy, Holston Army Ammunition Plant command representative, meets with member of the Kingsport Kiwanis Club July 24. Kennedy briefed the members about current modernization at the Holston plant as well as gave a history of Army Material Command and Joint Munitions Command. U.S. ARMY PHOTOS BY HSAAP

pots, and provides on-site ammunition experts to U.S. combat units wherever they are stationed or deployed.

JMC's customers are U.S. forces of all military services, other U.S. government agencies and allied nations.

Need Before and After School Care?

Pine Bluff Arsenal Child Youth and School Services offers transportation to and from school for students attending grades K-12 at White Hall Public Schools, USDA approved breakfast and nutritious afternoon snack, homework help, computer lab, highly trained caregivers, character education, and 4-H activities. Our facility is extremely clean and safe! Also, we are a Boys' and Girls' Club of America.

We are conveniently located at 16-050 Sibert Road.

We have limited spaces, so please call Parent Central Services today, at 540-2972 and reserve your place!!

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- Parents/guardians must be employees of PBA, NCTR, or federal employee (Call our front desk and check! 540-2972)
- Child/Teen attends White Hall School District
- Income based fees
- Be vetted or have ability to get on post

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DOD transitions reporting system for civilian claims

Courtesy of Pine Bluff Arsenal Workers' Compensation Office

The DOD currently files worker's compensation claim form electronically using a process called Electronic Data Interchange (EDI). EDI is one function contained within the Department's enterprise-wide application for worker's compensation called the Defense Injury and Unemployment Compensation System (DIUCS).

The Department is in the process of migrating to a new method of filing worker's compensation claims electronically. The new application to be used is a Department of Labor's (DOL) application titled Employee's Compensation Operation and Management Portal (ECOMP). EDI will no longer be used by the Department once the migration to ECOMP is complete. Currently, the Army requires employees and supervisors to enter and submit claims to specialists via EDI, to the extent possible.

Upon implementation, an employee who has a job-related injury or illness to report will register with ECOMP (www.ecomp.dol.gov).

As part of the registration process, employees will be given a User ID and password, which enables them to file a claim (either a CA-1, Federal Employee's Notice of Traumatic Injury and Claim for Continuation of Pay/Compensation, or a CA-2, Notice of Occupational Disease and Claim for Compensation). They can use the ID and password to check on claim status or if subsequently filing other claims.

The employee and supervisor can fill out their portion of the claim form separately, unlike EDI which requires the employee and supervisor to work together to complete and submit the claim.

The employee routes the claim form to the supervisor, who receives email notification that the claim has been submitted and requires his/her review.

The computer being used does not have to be CAC enabled or connected to a .mil network, as is currently required for EDI. ECOMP

will maintain a draft of the claim form for one week if the filing process is interrupted (this capability does not exist in EDI).

Once the supervisor completes his or her review, the form will automatically be routed to the servicing Civilian Personnel Advisory Center Injury Compensation Specialist (ICS), called the Agency Reviewer, who will review the claim and submit it to DOL via ECOMP.

Employees, supervisors, and ICSs can attach pertinent documents to the claim as part of the submission, speeding up the adjudication process since the DOL Office of Workers' Compensation Claims Examiner will not have to wait to receive pertinent documents.

Again, this is not an option in the current EDI system.

In summary, the ECOMP process:

- Filing a claim in ECOMP will require the employee to register with ECOMP. The employee will be given a User ID and password they can use when subsequently filing other claims or to check on claim status.

- Employee will have to fill out pertinent information on an OSHA 301 form (Injury and Illness Incident Report) prior to filing a CA-1 or CA-2 if the OSHA 301 function for the Component is enabled in ECOMP. (Note: Army has not made a determination as to whether to require the OSHA 301 prior to filing the CA-1 or CA-2.)

- Employee and supervisor can fill out their portion of the claim form separately. The computer does not have to be CAC enabled or connected to a .mil network.

- ECOMP will maintain a draft of the claim form for one week if the filing process is interrupted.

- Documentation can be attached to the claim when submitted to DOL thus speeding up the adjudication process since the DOL Office of Workers' Compensation Claims Examiner will not have to wait to receive pertinent documents. They will be submitted electronically with the claim.

Electrical Safety: What to do to not become a grounding rod

Courtesy of Directorate of Risk Management and Regulatory Affairs

Electrical mishaps can be potentially life threatening and may not appear until the right circumstances occur to allow electrical flow.

A fellow co-worker related a story about when she was very young and had a boil over of grease that resulted in a grease fire. Her big brother came to the rescue and put the fire out. However, the remaining grease managed to get charged by the damaged electrical. When a cleaning attempt was made, the co-worker was launched across the kitchen from the electrical charge.

Electrical safety is vital no matter where you are on the installation and can certainly prevent life threatening hazards to you and others.

Electricity can be hard to perceive without measuring equipment. It only becomes a hazard when you contact live wires while being grounded to the Earth in some manner. Billions of birds prove this every day. Electricity is dangerous though by the amount of current coursing through

your body instead of the voltage potential. It likes watching a squirrel move onto the wrong spot along a transformer before being turned into a crispy critter, knocking the power out across town.

For office electrical,



there are some simple methods to ensure you are safe when handling electrical related items. Before handling anything electrical, you must shut the power off. There are exceptions to this rule. However, these exceptions can only be done when it is impossible to cut power or when cutting power increases the hazards. The ONLY people who should be in a position to work something with live electricity are actual electricians. Secondly, examine the wire for any damages.

Do not use wires that appear frayed or worn to the point where it is

possible to see wire underneath. Finally, do not plug one power strip into the last opening on another power strip. This is called daisy chaining and it may result in an electrical fire.

There are significant differences between office electrical safety and industrial electrical safety. Industrial electrical may have much higher voltages and current than in your normal office setting and certainly make them potentially much more dangerous to work around.

Employees who work near or with electrical must follow their SOPs. If the SOP does not say anything about working on electrical equipment, don't work on the electrical equipment. When working near energized equipment, personnel must remove any metallic jewelry or even eye glasses as electricity could arc toward these items to find ground through you.

My co-worker is certainly lucky to be alive today when it could have been fatal. Electricity is something though we must work around and can be safe to handle with the right methods and tools.

You could have advertised here!!!!

To place an ad in the Arsenal Sentinel, call Vicki Kelly at the White Hall Journal at 247-4700.



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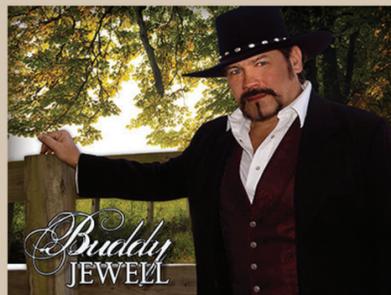
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PB Arsenal hunting requirements released

Courtesy of Pine Bluff Arsenal Natural Resources Office

Beginning this year, all potential Pine Bluff Arsenal sportsmen will be required to complete and submit an Online Hunter Registration Form found on the Arsenal's Internet homepage. This form must be filled out to be eligible for the drawing to hunt on installation during the 2015 hunting season. The form can be found by copying and pasting <http://www.pba.army.mil/> to your Internet browser or by simply typing Pine Bluff Arsenal Homepage in Google.

Aug. 23. Hunters selected to hunt on the Arsenal for the 2015 hunting season will be notified of the hunter safety briefing dates and locations via email.

All selected Sportsmen will be required to:

- 1) Pass a background check through PBA's Security Directorate.
- 2) Show proof of a Hunter Safety Education Course.
- 3) Show proof of a current Arkansas Hunting License.

For additional information on hunting, contact the Natural Resource Office at 540-3257.

White-tailed Deer Seasons:

- Archery: September 26 - December 31, 2015
- Muzzleloader: October 17-21, 2015
- Special Youth Hunt: November 7-8, 2015

- Modern Gun (Shotgun Only): November 14-18, 2015
- Small Game (Squirrel and Rabbit): January 1 - February 29, 2016
- Furbearer Trapping: November 19, 2015 - March 31, 2016
- Early Teal: September 12-27, 2015
- Waterfowl: TBA



Proclamation for Joint Munitions Command Antiterrorism Awareness Month August 2015



Whereas, the vitality of our Joint Munitions Command depends on how safe we keep our homes, neighborhoods, schools, workplaces, and communities;

Whereas, terrorists' acts create fear and destroy our trust in others and in civic institutions, threatening the community's health, prosperity, and quality of life;

Whereas, people of all ages must be made aware of the dangers of terrorist activities and how they can protect themselves from becoming victims of terrorism;

Whereas, the personal injury, financial loss, and impact to communities from terrorists' attacks are intolerable and require investment from the whole community;

Whereas, preventing and defeating terrorism includes community protection and security, we must go beyond these to promote self-awareness and self-protection to make Army communities safer for all ages and to develop positive opportunities and a bright future for young people;

Whereas, adults must invest time and resources to understand and support effective antiterrorism prevention, deterrence, detection, and defense; adults must also engage our youth to ensure they adopt a proactive mindset of personal protection while using social media;

Whereas, effective antiterrorism plans and iWATCH programs succeed because of partnerships with law enforcement, security, other government agencies, civic groups, schools, faith communities, businesses, and individuals as they help to raise community awareness and responsibility and instill pride and sustained vigilance;

Now, therefore, I, Stephen E. Farnen, BG, USA, Commanding, do hereby proclaim August 2015 as Antiterrorism Awareness Month in Joint Munitions Command and urge all employees to invest in the power of prevention and work together to make our communities safer, stronger, and more caring.

Ready-Reliable-Lethal!

We Must Remain Focused & Vigilant on all fronts! Strength in Numbers!

[Signature]
STEPHEN E. FARNEN
Brigadier General, USA
Commanding



| | | | |
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| Hamburger | \$4.25 | SW Egg Roll | \$2.15 |
| Combo(includes fries) | \$5.25 | Veg Egg Roll | \$1.30 |
| Cheeseburger | \$4.50 | Pizza Stick | \$1.60 |
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| Combo(includes fries) | \$5.75 | Coke Products | \$ 1.60 |
| Chicken Strips (3) | \$3.00 | Powerade | \$ 1.35 |
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| Chicken Strip Salad- | \$6.50 | Ice Cream Cup | \$.60 |
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| Nacho- (One Size) | \$3.50 | Ice Cream Sandwich | \$1.50 |
| Chili Nacho- (One Size) | \$4.00 | | |
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