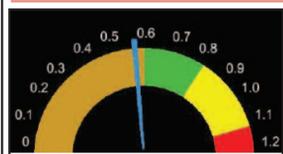


## PBA SAFETY GLANCE



**Safety Element of Group Award for fiscal year 2013:**

\*Lost Day Case Rate: **0.55**

\*AMC Goal: **0.89**

\*Lost time injuries for fiscal year 2013 is **one**. There are **no** lost time injuries for November.

\*Recordable injuries for fiscal year 2013 are **three**. Recordable injuries for November are **zero**.

\*Pine Bluff Arsenal days without a lost time injury is **33**.

\*Pine Bluff Arsenal days with out a recordable injury is **33**.

\*Estimated hours worked without a lost time injury: **185,291**.

## BRIEFS

### Biggest Loser 2013

Pine Bluff Arsenal Recreation Services will kick off the Biggest Loser 2013 program Jan. 7. Participants must register by Jan. 3.

This is a 12-week diet and exercise program that is designed to work with your everyday life. For information or to register, call 540-3621.

## SAFETY MESSAGE

### Hand Safety: Nip and Other Hazards

Hand and finger injuries are the leading body part injured across Pine Bluff for fiscal year 2013. These types of injuries can be prevented using the following lessons learned.

Specific hand requirements:

\*A job safety analysis (JSA) needs to be completed on every operation on the Arsenal.

\*Completed before the operation begins and updated when a change is made is a pro-active step to prevent injuries before they happen.

\*Identifying the hazards and implementing the controls will prevent most hand injuries.

\*One of those controls is prevention of nip point and other hazards.

#### Lessons learned: Nip point and other hazards

\* Be aware of where your hands are at all times. A good safety practice to follow is to avoid touching anything unnecessarily.

\* Many pipes, valves, vessels and similar items can be very hot and you often can't tell by looking. Protect yourself by avoiding contact.

\* Take a moment to scan for hand and finger hazards as you move about the workplace. Look for moving chains, gears, belts, pulleys, rollers and similar items.

\* Look out for the actions of moving machines and various material handling operations, which move materials past solid objects. These types of hand hazards are commonly called "nip points" and are particularly dangerous.

\* A nip point is any place where a body part will fit between a moving object and a fixed surface or between two moving solid objects.

\* An especially dangerous type of nip point is an "in-running nip point." An in-running nip point can not only crush hands and fingers, but will also continue to pull you farther into the hazard.

\* This often occurs when employees reach into a nip point to clear a jam or to start material being fed into a process. Many hand and arm

See SAFETY on Page 3

## Honoring and Remembering Military Families

# Prayer breakfast woos large crowd

by Rachel Newton

In honor of Pine Bluff Arsenal's military Families and to celebrate November as Military Family Appreciation Month, a prayer breakfast was held Nov. 29 at the PBA Community Club. Theme of this year's recognition is "Army Families – Strong, Caring, Resilient."

Tickets for the breakfast sold out.

The posting of the colors was presented by the University of Arkansas at Pine Bluff ROTC color guard, an invocation was presented by Amelio Howard with the Arsenal's Directorate of Information Management.

The Pledge of Allegiance was led by William Boyce and Thomas Johnson, Arsenal Child, Youth and School Services Teen Ambassadors, and Dylan and Madison Foster, children of Lt. Col. Jeffrey and Teresa Foster. Special music by Becky Vaughn-Holsted was presented following the guest speaker.

"I just want to thank everybody for coming out today to help us celebrate Military Families Month," said Col. David Musgrave, Arsenal commander.

"I know we have a lot of military here. We don't have a large active duty population but I thought it was beneficial that we celebrate our Families. When I say Families, I mean the extended Family as well."

Sometimes as Soldiers, we don't know what our Family goes through, said Musgrave. "We are focused on our mission, focused on our battle buddies, and trying to get the job done especially when we deploy. But, there are a lot of things that goes on with running a household and taking care of children," he said.

"A lot of times our military Families don't get the acknowledgment that they deserve."

Missy Brodnax, director of the Arsenal's Family Morale, Welfare and Recreation, acknowledged several Arsenal personnel in the audience with military Family ties. A video titled "Joining Forces," with information about



U.S. Army photos by Hugh Morgan

(Photo above) Normal Gilchrest speaks to a capacity crowd during a Military Prayer breakfast Nov. 30 at Pine Bluff Arsenal's Community Club. The event was held in honor of Military Family Appreciation Month.

(Photo right) The Pledge of Allegiance was led by the Arsenal's Teen Ambassadors and two military children during the breakfast.

military Family support was also shown.

Brodnax said that the guest speaker, Normal Gilchrest, has become part of the Arsenal family. "We first heard him speak at our Combined Federal Campaign kickoff where he stole the show," she said.

"We learned then that Mr. Gilchrest was no stranger to the military, having served in the Air Force and the Arkansas Air National Guard. He served as the highest ranking enlisted person as Command Chief Master Sergeant."

Gilchrest thanked Brodnax for the introduction, teasing her a bit by offering a gift of a losing lottery ticket. "I give this with love,"

he laughed.

He said he was proud to be here helping honor military Families, and offered up a silent prayer for our military overseas deployed serving our country.

"We hope by being here we are able to uplift our support of our military members," said Gilchrest. "I am proud to put this uniform on and be a part of our military. It gives me a sense of pride, and belonging and being."

Gilchrest, who retired in 2009 with 33 years of government service, said he wanted to express his gratitude. "I want to thank everyone for their support of the military especially our military Families. Without you, we could-

n't make it," he said. "With you, we have developed a strong bond of togetherness. We are in a challenging time. We need to think about these times courageously."

When we are deployed, he said military members miss birthdays and anniversaries.

"We miss those strategic events that are part of our military life," he said.

"But with that Family support system, we are able to have that core stay intact. I think of the debt of gratitude that we should offer our Families because of all the sacrifices they have offered up. We have to make sure we take care of our Families. Let us celebrate today."



U.S. Army photo by Rachel Newton

2013 Chevrolet Volt is first electric car to be used on Pine Bluff Arsenal. The vehicle will be used as a pool vehicle with usage upon request, according to Carl Gilbert, mobile equipment division chief.

## First electric car arrives on PBA

by Rachel Newton

Pine Bluff Arsenal's Directorate of Logistics recently received a 2013 Chevrolet Volt into its inventory of motor pool vehicles. The car arrived on post in early November, according to Carl Gilbert, mobile equipment division chief.

"This vehicle will be used as a pool vehicle, meaning it would be available upon request for use," he said. "When we assign it out to someone, they will still need to come down to the motor pool and charge it up. We still need to put in an electrical outlet for that reason."

Gilbert said there is a great advantage to just running this car on post because the battery lasts for approximately 40 miles per charge. "You wouldn't have to use any fuel for short distances," he said. "I plan to do a gas survey on its usage to see how it does."

The Chevy Volt, which is a General Services Administration vehicle, is part of the Arsenal's, as well as a Department of Defense initiative to reduce the amount of petroleum usage. "We have been mandated in the next few years to reduce our petroleum usage and up our alternative fuel usage," said Gilbert. "Right now the availability of this type of vehicle is limited so that is why the Arsenal has only received one so far. By next year, I don't know. There may be

two available."

Approximately 12 vehicles of this type were available this year. "We aren't sure yet if this is going to be like a typical post-sedan vehicle which runs for approximately seven years," said Gilbert. "I haven't seen the ratings yet on this vehicle."

According to information from the manufacturer, the Chevy Volt is a four-passenger, five-door compact hatchback plug-in hybrid electric vehicle. This means that it uses electricity as well as fuel. When the Volt's battery runs low, a gas-powered, engine/generator operates to extend the driving range from the initial 40 miles to another 300 miles on a full tank.

"When the battery charge runs low, the 1.4-liter gasoline engine starts and turns a 55-kilowatt generator, which supplies electricity to charge the battery so the journey can continue. All of this happens seamlessly as you drive along," read the information. "The car will go as long as its 9.3-gallon fuel tank has gasoline, or a distance Chevrolet calculates as 380 miles between fuel stops. That's 35 miles on an initial plug-in charge, and 345 with the gasoline engine generating the electricity."

See CAR on Page 3



## Arsenal exceeds CFC goal

Pine Bluff Arsenal's fall 2012 Combined Federal Campaign has exceeded its goal so far this year by 121 percent with approximately \$60,524.44 being pledged by press time.

CFC has extended the deadline for all contributions until today. Pine Bluff Arsenal is one of the largest federal contributors in the Southeast Arkansas area.

The overall Jefferson County goal is \$79,500.

Some of the biggest contributors on the Arsenal this year have come from the Directorate of Ammunition Operations, Directorate of Public Works and the Directorate of Law Enforcement and Security.

Thirty-four individuals have given pledges over \$500 and nine individuals have given pledges over \$1000.

The CFC is one of only two fund drives allowed on U.S. Army installations during work hours. It affords all employees an opportunity to contribute to one or more charitable, humanitarian or medical research organizations at a local or national level.

A final wrap up of CFC contributions will be published in the January issue of the *Arsenal Sentinel* since the deadline has been extended into December.

## Commander's Column

Going into the month of December I want to wish you all a safe and Happy Holiday season!

As we near the end of 2012, we should look back and be thankful for our family members and friends that have supported us throughout the year. That is just what the Arsenal did to celebrate the month of November in recognition of Military Families.

The Pine Bluff Arsenal Family Morale, Welfare and Recreation division, together with support of the Family Advocacy Program, and my wife, Anita, collabor-

ated to provide a Military Family Appreciation prayer breakfast at the PBA Community Club.

During the event, Soldiers and Families were recognized for their service. The theme for the event was "Army Families - Strong, Caring, and Resilient."

The event promoted the Army Family Covenant and Army strategic initiatives including Comprehensive Soldier Fitness, Family Wellness and Suicide Prevention. Our guest speaker was Command Master Chief (Retired) Normal Gilchrist, who gave a powerful and



Col. David L. Musgrave

energetic message to a packed house.

Many thanks goes to the PBA military Families, Civilian employees, Soldiers from the Joint Forces Re-

serve Center, the University of Arkansas at Pine Bluff ROTC, and other members of the National Guard and Reserve in Arkansas that helped to make this event a huge success.

PBA also continues to show its generosity in supporting this year's Combined Federal Campaign goals. Our donations have exceeded its goal of \$50,000 and will provide critical support to a wide variety of charities.

Though the month of December is a time for celebration, it also provides an opportunity for the organiza-

tion to evaluate how well we have performed our core mission of providing specialized munitions and chemical and biological defense support to the joint warfighter.

The Joint Munitions Command, our higher headquarters, will spend the first two weeks of the month conducting a command inspection assessing many of our processes which include business operations, production, maintenance, training and several other operations within the Arsenal. I am confident that we are well prepared, and look forward to our final evalua-

tion.

And finally, as we experience the joy of family and brotherhood during this season please do not forget about the men and women who are deployed all over the world in support of our freedom and national interests.

Many of them are Soldiers, and many are Civilians supporting our military and diplomatic missions. Please keep them in your thoughts and prayers.

Put Safety First in all of your activities and Happy Holiday!

The 35th Commander

## Legal Corner

### 15 Ways Federal employees may accept gifts

Although this article has appeared in previous years, we feel this in an important issue that needs to be revisited. As before, the purpose of this article is to provide a list of the gift rules. It does not address all of the conditions of each rule. Individuals should not try to determine if a gift is permissible using only this article, but instead should consult with the Legal Office on specific questions.

Provisions under which gifts may be accepted by executive branch employees:

1. Food: Employees may accept modest items of food and refreshments, such as soft drinks, coffee, donuts, desserts, etc.

2. Gifts to everyone: Employees may accept opportunities and benefits, including favorable rates and commercial discounts, available to the public or to a class consisting of all Government employees or all uniformed military personnel, whether or not restricted on the basis of geographic considerations. Example: A discount offered by a retailer to all public service employees.

3. Prizes: An employee may accept rewards and prizes given to competitors

in contests or events, including random drawings, open to the public unless the employee's entry into the contest or event is required as part of his official duties.

4. Travel benefits: An employee may accept benefits that result from official travel, in accordance with agency regulations. Example: Free food in an airline's club at an airport.

5. \$20/\$50 rule: An employee may accept unsolicited gifts having an aggregate market value of \$20 or less per source per occasion, provided that the aggregate market value of individual gifts received from any one person shall not exceed \$50 in a calendar year. Caveat: there are exceptions to this rule.

6. Personal relationships: An employee may accept a gift given under circumstances which make it clear that the gift is motivated by a family relationship or personal friendship rather than the position of the employee. Relevant factors in making such a determination include the history of the relationship and whether the family member or friend personally pays for the gift.

7. Honorary degrees: An

employee may accept an honorary degree from an institution of higher education as defined at 20 U.S.C. 1141(a) based on a written determination by an agency ethics official that the timing of the award of the degree would not cause a reasonable person to question the employee's impartiality in a matter affecting the institution.

8. Your spouse's activities: An employee may accept meals, lodgings, transportation and other benefits resulting from the business or employment activities of an employee's spouse when it is clear that such benefits have not been offered or enhanced because of the employee's official position. Example: Your spouse's employer's holiday party.

9. Your outside activities: An employee may accept meals, lodgings, transportation and other benefits resulting from his/her outside business or employment activities when it is clear that such benefits have not been offered or enhanced because of his/her official status.

See GIFTS on Page 5



## Letters to the Editor

Please submit to Rachel Newton at [rachel.newton@us.army.mil](mailto:rachel.newton@us.army.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 540-3421 or 540-2542.

# Arsenal Sentinel



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## Hails and Farewells

**Hails**  
**Tana Robinson-Perdue**, Paramedic, has joined the Pine Bluff Arsenal Health Clinic.

**Mark Paxton**, Supervisory Supply System Analyst, has joined the Directorate of Materiel Management

**Jason D. Cook**, Sheet Metal Mechanic, has joined the Directorate of Public Works.

**George Raymond**, Security Guard, has joined the Directorate of Law Enforcement and Security.

**Bruce C. Scott, Jr.**, Security Guard, has joined the Directorate of Law Enforcement and Security

**Retirement**  
**Don Jasper**, Equipment Specialist, has retired from the Directorate of Logistics. Jasper retires with 36 years of government service.

**Farewells**  
**Teddy Spivey**, Chemical Equipment Repairer Leader,

has left the Pine Bluff Chemical Activity.

**Bonnie Wood**, Office Automation, has left the Pine Bluff Chemical Activity. Lana Foster, Office Automation, has left the Pine Bluff Chemical Activity.

**Tracy Garrett**, Protective Equipment Mechanical Inspector, has left the Pine Bluff Chemical Activity.

**Charlotte Power**, Protective Equipment Inspector, has left the Pine Bluff Chemical Activity.

**Marion Rice, Jr.**, Toxic Material Handler, has left the Pine Bluff Chemical Activity.

**Alpha Helvey**, Chemical Surveillance Inspector, has left the Pine Bluff Chemical Activity.

**Ricky Haynes, Sr.**, Toxic Material Handler Leader, has left the Pine Bluff Chemical Activity.

**Sandra Oakley**, Chemical

Equipment Repairer, has left the Pine Bluff Chemical Activity.

**Eric Lee**, Protective Equipment Inspector, has left the Pine Bluff Chemical Activity.

**Raymond Epnett**, Chemical Equipment Repairer, has left the Pine Bluff Chemical Activity.

**Rhonda Epnett**, Protective Equipment Mechanical Inspector, has left the Pine Bluff Chemical Activity.

**Larry Richardson**, Protective Equipment Mechanical Inspector, has left the Pine Bluff Chemical Activity.

**Daniel Heinzelman**, Toxic Material Handler, has left the Pine Bluff Chemical Activity.

**Robert Monk**, Office Automation, has left the Pine Bluff Chemical Activity.

**Leo Murray**, Munitions and Protective Equipment Work Inspector, has left the

Pine Bluff Chemical Activity.

**Steven Mays**, Office Automation, has left the Pine Bluff Chemical Activity.

**Dewayne Moore**, Protective Equipment Inspector, has left the Pine Bluff Chemical Activity.

**William Sanders**, Protective Equipment Inspector, has left the Pine Bluff Chemical Activity.

**Herman L. Davis**, Protective Equipment Inspector, has left the Pine Bluff Chemical Activity.

**Resignations**  
**Zina Conley**, Food Service Worker, has resigned from the Directorate of Family Morale, Welfare, and Recreation.

**Tracy Akines**, Child and Youth Service Program Assistant, has resigned from the Directorate of Family Morale, Welfare, and Recreation.

## SAFETY from Page 1

amputations, as well as fatalities, are the result of being caught in an in-running nip point.

\* Under normal conditions, many nip points as well as other types of hand hazards are guarded to prevent injuries. Never defeat or "cheat" any safety devices such as interlock switches, light curtains or machine guarding.

\* It is vital to understand that not all hand hazards can be completely guarded. When this is the case, it is critical to stay alert and always keep hands, fingers and other body parts the recommended distance away from the actions of machines.

## CAR from Page 1

The vehicle is powered by an 115kW electric motor and 16kWh lithium-ion battery pack, which can be charged with a standard household 120-volt outlet in about ten hours, or in about four hours with a 240-volt outlet (similar to a clothes dryer outlet).

"Volt uses a T-shaped lithium-ion battery mounted under the center console and rear seat to supply power to its 149-horsepower electric drive motor. The 435-pound battery has its own heating and cooling system to operate efficiently in extremes of temperature," read the information.

"The battery can be fully charged in four hours with

the available 240-volt charging station, or in ten hours on normal house current. Chevrolet estimates an overnight charge costs \$1.00 to \$1.50, depending on utility rates."

Gilbert said that since the Arsenal is in the process of trying to use more alternative fuels this vehicle fits right into the program.

"This would include more active use of E-85 and bio-diesel fuels. Right now I have approximately 100 vehicles on post that are E-85 but no fuel source," he said.

"This is all part of that petroleum reduction program and that is really what it is all about - reduction of and energy savings."

## CPAC Corner

### What is eOPF?

The eOPF solution provides electronic Web-enabled, access for all Federal Agency staff members to view eOPF documents. All employees are able to view their own OPF through the eOPF solution. eOPF includes security measures to ensure the integrity of the system. For example, users are able to view their own eOPF documents but not modify the documents.

Additionally, all activity performed in the eOPF solution is logged and can be accessed through various reports by authorized users. The eOPF provides an audit trail capability, including a mandatory log that documents when and why an authorized user has reviewed an eOPF.

The eOPF is an electronic version of the paper OPF and a system for ac-

cessing the virtual folder(s) online. The eOPF system combines document management with workflow capabilities.

It allows for each employee to have electronic access to their personnel folder instead of the hard copy paper folder which has to be reviewed at the Civilian Personnel Advisory Center (CPAC)/Non-Appropriated Fund (NAF) Human Resource Office (HRO). Benefits of eOPF include, but are not limited to:

- Immediate access to personnel forms and information for a geographically dispersed workforce
- E-mail notification of employees when documents are added to their eOPFs
- Multi-level secure environment with security rules for sensitive information
- No loss of official per-

sonnel documents due to filing and routing errors

- Reduced costs associated with storage, maintenance, and retrieval of records

- Electronic transfer of Human Resources (HR) data

- Integration with agencies' Human Resources Information Systems (HRIS) (e.g. Defense Civilian Personnel Data System (DCPDS) and Employee Benefit Information System (EBIS))

- Compliance with OPM and federally mandated HR employee record management regulations.

Key benefits of eOPF

1. Enhanced portability and security of personnel records
2. Provides increased employee awareness and accountability through email

notification of Personnel Actions (e.g. SF-50's/DA 3434s)

3. Immediate access to OPF forms and information for a geographically dispersed workforce

It is highly recommended that you review your eOPF when notified that you can gain access to the system.

If you find a document in your eOPF that does not belong to you, it is your responsibility to immediately contact the eOPF helpdesk. Both APF and NAF employees need to submit a helpdesk ticket at [eOPF\\_hd@Telesishq.com](mailto:eOPF_hd@Telesishq.com).

If you have a document in your eOPF that is illegible, you will also need to submit a helpdesk ticket.

Trainings on eOPF are scheduled for the first part of December for employ-

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\*\*No payments until April 2013 does not mean any payments are waived. Contract balance will be spread over the remaining months in the term following the deferral period, and payments will vary depending on contract start date. \$0 down, 0% A.P.R. financing for terms up to 60 months on purchases of select new Kubota products, subject to available inventory at participating dealers through December 31, 2012. Contract terms of 36, 48, and 60 months at 0% A.P.R. will require between 32-58 payments ranging from a minimum of \$17.24 to a maximum of \$31.25 per \$1,000 borrowed -- up to 60 months for Kubota ZG, ZD, ZP, BX, B, L, M, KX, U, R and TLB Series, up to 48 months for Kubota RTV and S Series and up to 36 months for Kubota T, GR, G, and F Series. In each case, 0% A.P.R. is available to customers if no dealer documentation preparation fee is charged, which shall be in accordance with state laws. Only select Kubota and select Kubota performance-matched Land Pride equipment is eligible. Inclusion of ineligible equipment may result in a higher blended A.P.R. Not available for Rental, National Accounts or Governmental customers. 0% A.P.R. and low rate financing may not be available with customer instant rebate (C.I.R.) offers. Financing is available through Kubota Credit Corporation, U.S.A., 3401 Del Amo Blvd., Torrance, CA 90503; subject to credit approval. Some exceptions apply. See us for details on these and other low-rate options.

## Lifelong connection

# Hiserodt shares PBA family story

by Rachel Newton

For as long as Laura Pye-Hiserodt can remember, her life has had some connection to Pine Bluff Arsenal.

"I don't remember a whole lot when I first came out here. I started going to Child and Youth Services between the ages of six and eight," said Hiserodt. "Both of my parents worked here at the Arsenal, and I think in the beginning my brother came out here with me too."

She said her entire life has been connected to the Arsenal. "I was born and raised in this area, and have spent my life here," she said. "The Arsenal is my family."

When enrolled at CYSS as a child, Hiserodt said that activities ranged from swimming every day during the summer to golf programs and movies. "We were in a different building back then too. I called it the shack because it is so much smaller than where the kids are now. As a child, it didn't seem small and seemed big enough for everyone. You could have your own space if you needed it," she said. "We had tons of kids and it never seemed crowded."

She said she remember one time when she got her finger slammed in a doorway.

"I remember sitting on Missy's (Brodnax) lap with ice on my finger waiting on my dad to come check on me to make sure I was fine," said Hiserodt. "It truly is a family. It is kind of interesting that she is my supervisor now. I feel like I can go to her and vent, and talk about life. She has always been there."

Hiserodt said that the current building that houses CYSS was built when she graduated from high school. "Before I went to work for CYSS, I was a lifeguard and worked for Carla (Easterling). I worked there from age 16 to 18. At 18, I started as a summer camp coun-

selor. I loved to lifeguard but counselors had AC," she said.

One of the big differences with summer camp that she saw once she became a counselor was the field trips. "All of our trips consisted of tour buses, and now CYSS has their own buses," she said.

"The outings also changed but not a great deal. I do remember going skating every week."

With all the changes that have come to the Arsenal over the years, Hiserodt said that she misses all the Soldiers being on post. "The Soldiers being here made things interesting and fun," she said.

"This was especially so when they would drive up in their Humvees and dip their head in the pool during the summer because it was so hot."

She said that her dad (Jerry Pye) had concerns when she was hired on as a camp counselor.

"He wanted me to be hired on my own merits and not because he was my dad," she said. "I have stood on my own merits for every job I have had here. I have learned a lot."

Watching all of the kids grow up that she mentored during summer camp, has also been a treat, said Hiserodt.

"Some of them are in high school now, and I feel really old," she said. "It has been neat to see the little ones start out in the infant rooms and go all the way through to the teen programs."

She said that people who have been out here for years have watched her grow up in the CYSS program, and it has come full circle.

"Everyone in the directorate has seen me grow up," said Hiserodt, who has a degree from the University of Arkansas at Little Rock in speech pathology. "Every-

one asked me when I was living in Little Rock going to school why I continued to work down here at the Arsenal. I told them that not only were my biological family here but my extended work family was here too."

Now, Hiserodt works as an administrative assistant to Brodnax.

"It was extremely quiet to me when I moved up to the headquarters building. I was used to all the noises at CYSS," she said. "I had to learn a whole new role and once I started doing the job, I was glad. I have been working at the Arsenal now for 10 years, with five or six of those years here in this office. I really never left the Arsenal, and have always been here."

Her role has expanded in the past few years since she has taken on the assignment of coordinator for the Arsenal's Combined Federal Campaign.

"This role has been easy to work into because I feel like I am calling on my extended family and friends for their support," said Hiserodt. "They always remember me when I was younger."



U.S. Army Pine Bluff Arsenal file photo (Top photo) Laura Pye-Hiserodt helps Luke Reed make funnel cakes in Pine Bluff Arsenal's Child, Youth and School Services kitchen. (Photo below) Hiserodt enjoys a summer camp outing. Hiserodt worked as a camp counselor for many years at CYSS, and is now an administrative assistant for the Family Morale, Welfare and Recreation director, Missy Brodnax. She has had a lifelong connection to the Arsenal and considers the installation to be part of her family.



## CMA receives excellence award from Army Acquisition

(Editor's note: Information from the U.S. Army Acquisition Support Center compiled by Brandon D. Morris)

Thirteen individuals and teams within the acquisition community were recognized Nov. 7, for their exceptional skill, efficiency, and dedication in their service to Soldiers, the U.S. Army, and the nation during the 2012 U.S. Army Acquisition Annual Awards ceremony.

The Project Manager for Chemical Stockpile Elimination, U.S. Army Chemical Materials Agency won the Army Acquisition Excellence Award for Transforming the Way We Do Business. The award was presented to the entire demilitarization program out of all the acquisition programs in the Department of the Army for the program management and oversight of the systems contractors, which resulted in successfully completing operations ahead of schedule by approximately two years and avoiding costs of hundreds of millions of dollars.

The award was at the Pine Bluff Chemical Agent Disposal Facility during the week of Nov. 12-23. In addition to the Pine Bluff site, the award was shared with the Anniston, Ala., Tooele, Utah, and Umatilla, Ore., sites before it was returned to CMA Headquarters.

The Army Acquisition Excellence Awards recognize an Army acquisition workforce individual or team whose performance and contributions set them apart from their peers. The nominees will work at all levels from senior management to newly hired interns. The awards will directly reflect the outstanding achievements in support of the Soldier and the Army's Business Transformation efforts.



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**GIFTS** from Page 2

10. Political activities: An employee who, in accordance with the Hatch Act Reform Amendments of 1993, at 5 U.S.C. 7323, may take an active part in political management or in political campaigns, may accept meals, lodgings, transportation and other benefits, including free attendance at events, when provided, in connection with such active participation, by a political organization described in 26 U.S.C. 527(e).

11. Speaking engagements: When an employee is assigned to participate as a speaker or panel participant or otherwise to present information on behalf of the agency at a conference or other event, his acceptance of an offer of free attendance at the event on the day of his presentation is permissible when provided by the sponsor of the event. The employee's participation in the event on that day is viewed as a customary and necessary part of his performance of the assignment and does not involve a gift to him or to the agency.

12. Social invitations: An employee may accept food, refreshments and entertainment, not including travel or lodgings, at a social event attended by several persons where: (1) The invitation is from a person who is not a prohibited source; and (2) No fee is charged to any person in attendance.

13. A non-prohibited gift: An employee may accept a gift that is not from a "prohibited source" and that is not given because of his or her official position. Example: You move into a new house and your neighbor (who does not work for an agency contractor and whom you are meeting for the first time) invites you over for a barbeque dinner (and does so out of neighborliness, not because you are a government employee).

14. Other government employees (who are not subordinates): Employees may accept a gift from other government employees. Reason: A fellow government em-

ployee is not a "prohibited source," and a gift from a fellow government employee to you is not a gift to you "because of your official position".

15. Subordinate government employees: The Executive Branch ethics regulation states: "Gifts to superiors. Except as provided in this subpart, an employee may not: (1) Directly or indirectly, give a gift to or make a donation toward a gift for an official superior...." [5 CFR 2635.302(a)] But there are two exceptions, one of which reads as follows:

"On an occasional basis, including any occasion on which gifts are traditionally given or exchanged, the following may be given to an official superior or accepted from a subordinate or other employee receiving less pay:

(1) Items, other than cash, with an aggregate market value of \$10 or less per occasion;

(2) Items such as food and refreshments to be shared in the office among several employees;

(3) Personal hospitality provided at a residence which is of a type and value customarily provided by the employee to personal friends;

(4) Items given in connection with the receipt of personal hospitality if of a type and value customarily given on such occasions...." [5 CFR 2635.304(a)]

The other exception reads as follows:

"Special, infrequent occasions. A gift appropriate to the occasion may be given to an official superior or accepted from a subordinate or other employee receiving less pay:

(1) In recognition of infrequently occurring occasions of personal significance such as marriage, illness, or the birth or adoption of a child; or

(2) Upon occasions that terminate a subordinate-official superior relationship, such as retirement, resignation, or transfer." [5 CFR 2635.304(b)]

Do not hesitate to contact the Legal Office at 540-3131 with your gift questions.

# Three DPW employees receive civilian awards for good work

by Rachel Newton

Three administrative employees in Pine Bluff Arsenal's Directorate of Public Works were recognized in November for their excellent work on various projects and initiatives within their own directorate and the Arsenal as a whole.

Anne McGuire, Nora LaPointe and Barbara Rogers were formerly recognized and presented with the U.S. Army Achievement Medal for Civilian Service.

The Achievement Medal for Civilian Service is awarded for noteworthy achievements that are of a lesser degree than those recognized by the Commander's Award for Civilian Service.

McGuire, who is an administrative assistant to the Chief of Maintenance Division in DPW, received the medal for two projects that she worked on – the email migration and the printer reduction project. "I made sure that we go enough support in each shops trained on how to do the migration," she said. "My job was making sure that we had a person dedicated that day to doing all the back-ups and getting everything ready that day and days leading up to the migration."

She said that the printer reduction project was one of the most valuable projects she has worked on since coming to the Arsenal.

"It made waves and I have people who are still a little angry with me. I understand that they have a lot to print but we had too many printers in certain areas," said McGuire. "I had to make some difficult decisions. Mike McDonel (Directorate of Information Management) and I went from area to area in Building 34-910. We have approximately 108 people that work out of that building. We ended up removing 24 printers."

McGuire, who has been a federal employee for approximately five years, said that by reducing electricity, cartridges, paper, etc., money is



U.S. Army photo by Rachel Newton

**Barbara Rogers, Nora LaPointe and Anne McGuire provide invaluable support to Pine Bluff Arsenal's Directorate of Public Works. All three ladies were recently presented the U.S. Army Achievement Medal for Civilian Service for outstanding work on various projects in the directorate.**

saved. "This is the type of project that when I go home at the end of the day, it not only benefits me but it benefits every tax payer," she said. "This one project Army-wide has potential to save a million dollars a year."

She said that before she landed at DPW, she job hopped for a year. "I have worked for any number of companies, but I have never worked any place that is like DPW. The teamwork, vision for excellence and the amazing people I work with are some of the best people I have ever worked for. I can't imagine ever leaving here."

LaPointe, administrative assistant to Mike McCormack, director of DPW, was recognized with the medal for her communications skills and database knowledge working with the email migration, GFEBS (General Fund Enterprise Business System) launch and expanded industrial base initiatives within the directorate.

"I worked very close with

Patrice Jones on the GFEBS project. She was happy to have the help in organizing the logistics for the training for that program," said LaPointe. "Jones is a wealth of knowledge and was in charge of implementing the program. My main task was the training for the program. I made sure that the people who needed training got it and all the logistics of that."

LaPointe has been at the Arsenal for a year. "All of the administrative assistants lean on each other," said LaPointe. "We are a team. They care about their people. That is a common theme in DPW."

Rogers, who has been at the Arsenal since 1984, received her medal for handling the in-between occupancy and turnover of three houses, as well as single Soldier barracks housing.

"I wear two hats in DPW," she said. "I am an administrative assistant to the director, and I also handle housing."

Rogers said that when dealing with the comman-

der's house near Tulley Lake, she had a two and a half-three day turn around. "I had to coordinate everything with the shops – carpenter, electric, etc. – I can't take credit for all of it because I just coordinate all the work they do," she said. "Whenever someone gets ready to leave Pine Bluff Arsenal, we have to go in and do a pre-inspection to get it ready to turn over to new occupants. We had three houses to get ready."

She said that when Lt. Col. Jeffrey Foster, a military instructor at the University of Arkansas at Pine Bluff, and his wife, Teresa, received their Arsenal house on time, there were hugs all around. "It was a pure miracle that we were able to get it done on time," she said. "I always tell my Soldiers in housing that when I go home at the end of the day, I am comfortable. I want them to have that same setting. I am that personal housing manager, very hands on and just a phone call away."

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# CYSS Christmas party is full of merrymaking, joy



Ella Jafar enjoys one of the mini bouncy slides during the party.



Mr. and Mrs. Santa Claus, portrayed by Bruce and Becky Vaughn-Holsted, pose for a photo in Pine Bluff Arsenal's Child, Youth and School Services gym during the annual Civilian Welfare Fund/CYSS Family Christmas Party Dec. 4. Becky works at CYSS in the homework lab.



Ariel Moran and Bobby Moran are assisted by Linda Williams as they create holiday cupcakes.



Tre and Tess Elkins enjoyed their cupcakes that they created. Note the icing on their faces and the happy smiles.



Alessia Grinage assists Austin Thornton and Kaejah Hodge as they make their holiday cupcake creations.



Billy Ray Ashcraft watches as the children enjoy the bouncy castle during the party.



Bill Beadle grills up hot dogs for the CWF/CYSS Family Christmas Party.



The staff of PBA Child, Youth and School Services pose for a holiday photo during the party.



Trey and Angela Gant are all smiles as they enjoy the Arsenal's CWF/CYSS Family Christmas Party.



Food, provided by PBA CWF, was a hit, as families gathered in the CYSS kitchen and teen room to chow down.

*U.S. Army photos by Rachel Newton and Hugh Morgan*



Jamie Enloe, Geneva Granger, Denise Henry and Debra Graves serve up smiles, along with hot dogs, hamburgers and nachos, in the CYSS kitchen.



Members of Pine Bluff Arsenal Civilian Welfare Fund group put together goody bags for the annual Child, Youth and School Services/CWF Family Christmas Party that was held Dec. 4. CWF sponsor various events throughout the years, and works to provide increased morale and activities for the civilian personnel on the Arsenal.

*U.S. Army photo submitted by Bill Beadle*

# Traditions offer stability during holiday season

*Courtesy of Pine Bluff Arsenal Employee Assistance Program*

We live in a technology driven age but loneliness is still a clear public health issue. People are moving away from their social support network for employment and education. The American Psychological Association found that traditions/routines and/or rituals offer stability during periods of stress and transition. Traditions help us establish a unique connection to loved one, can help children feel useful, can provide a sense of identity, and can pass along cultural values. Traditions are associated with marital satisfaction, children's health, academic achievement and strong family relationships.

Research has shown that having and maintaining meaningful traditions contribute to family members' psychological health and emotional well-being. So we have selected a list of common traditions for you to review/consider as you plan your agenda this holiday season:

- > Evaluate current traditions with family and discuss changes you may wish to consider.
- > Challenge yourself to focus on the purpose for coming together, not elaborate decorations or a perfectly cleaned house.
- > Collect favorite recipes from relatives and friends to support creating/maintaining a traditional menu.
- > Cook and freeze dishes ahead of time.
- > Purchase prepared foods and/or ask others to prepare

## Being safe during the winter holidays

*Courtesy of Pine Bluff Arsenal Fire and Emergency Services*

Winter holidays are a time for families and friends to get together. But that also means a greater risk for fire. Following a few simple tips will ensure a happy and fire-safe holiday season.

- Be careful with holiday decorations. Choose decorations that are flame resistant or flame retardant.
- Keep lit candles away from decorations and other things that can burn.
- Some lights are only for indoor or outdoor use, but not both.
- Use clips, not nails, to hang lights so the cords do not get damaged.
- Keep decorations away from windows and doors.
- Test your smoke alarms and tell guests about your home fire escape plan.
- Keep children and pets away from lit candles.
- Keep matches and lighters up high in a locked cabinet.
- Stay in the kitchen when cooking on the stove-top.
- Provide large, deep ash-trays for smokers. Wet cigarette butts with water before discarding.

Before heading out or to bed

- Blow out lit candles when you leave the room or go to bed.
  - Turn off all light strings and decorations before leaving home or going to bed.
- As you deck the halls this holiday season, be fire smart. A small fire that spreads to a Christmas tree can grow large very quickly.
- Choose a tree with fresh, green needles that do not fall off when touched.
  - Before placing the tree in the stand, cut 2" from the base of the trunk.

### Gym holiday hours

Due to historically low usage during the holiday season, hours will be reduced at Pine Bluff Arsenal's Fitness Center. The center will be closed on all Fridays now through January 2013.

Closing dates for the center are Dec. 24-Jan. 4 and Jan. 21. For information, call 540-3778.

- a dish.
- > Use disposable products to save on clean up time.
- > See a local holiday production each year.
- > Create a holiday playlist of the family's favorite songs to listen to in the home and car.
- > Read a holiday book together each night before putting the children to bed.
- > Set aside one night each week to watch a holiday movie or television special together, i.e., "Miracle on 34th Street" or "Charlie Brown Christmas".
- > Leave the interior Christmas lights on one night and camp out in front of your Christmas tree.
- > Load everyone up in the car(s) and find brightly lit homes.
- > Plan activities after dinner to burn calories, i.e., ice skating, bowling.
- > Volunteer as a family at a community kitchen, food bank, etc., to demonstrate helping those in need to the children.
- > Talk about memories of deceased loved ones to appropriate others.
- > Shop for a soldier and send a care package from your family.
- > Find a gift tree that allows you to sponsor a family or child and shop with your family for the item(s) you will donate.
- > Encourage family members to go through closets to

- collect and donate gently used clothes to a local shelter.
  - > Deliver treats together to your local fire station, police department, hospital, senior center, etc.
  - > Invite an appropriate single person from your community to the family event
  - > Invite family, friends and neighbors over Christmas evening for fun things to decompress from the holiday demands.
- We hope you will choose to make decisions that will facilitate you having an enjoyable holiday season with your family and friends. Please remember the EAP staff is here to provide a safe and confidential place for you to discuss concerns, challenges and strategies for managing life.



*U.S. Army photo by Hugh Morgan*  
Col. Mark Lumpkin, Arkansas National Guard, and director of Risk Management and Regulatory Affairs at Pine Bluff Arsenal, provides a program about the Arsenal, as well as his deployment in Afghanistan, to the Pine Bluff Rotary Nov. 6.

**DRUNK AND DRUGGED DRIVING PROCLAMATION**

**WHEREAS:** Each year impaired driving leads to one death every 33 minutes and one injury every two minutes; and whereas 1.5 million are arrested each year for impaired driving; and

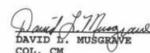
**WHEREAS:** The National Highway Traffic Safety Administration (NHTSA) has created the *You Drink & Drive, You Lose*, National Campaign to address this public health and traffic safety problem; and

**WHEREAS:** NHTSA and its *You Drink & Drive, You Lose*, partners nationwide are working toward a goal of reducing impaired driving fatalities; and

**WHEREAS:** Designating a sober driver or finding a safe ride home via a taxicab or other means reduces impaired driving crashes both by removing impaired drivers from the road as well as deterring others from attempting to drive, and thereby lessen the hazards to innocent people; and

**WHEREAS:** The Pine Bluff Arsenal of Jefferson County considers its duty to protect our citizens from hazards such as impaired drivers of the highest priority; therefore be it

**RESOLVED:** That the Pine Bluff Arsenal of Pine Bluff, Arkansas hereby joins the *You Drink & Drive, You Lose*, campaign in proclaiming December 21 to be *Lights on for Life*; the month of December to be *Drunk and Drugged Driving (3-B) Month* and hereby proclaims support for designated sober drivers and safe rides activities as valuable weapons in the battle against impaired driving.


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U.S. Army photo

Pine Bluff Arsenal conducted their annual Wounded Warrior hunt during the week of Dec 3-7. From left (back row) are Ron White, Marcos Grove, Col. David Musgrave, Arsenal commander; Ernest Garcia, Roy Salas, Donovan Miller, Jeremy Spoerle, and PBA Fire Chief Wayne Doherty. From left (bottom row) are Clay Ferrell, Jerry West, and Wes Sparks

## Six hunters participate in Wounded Warrior hunt

by Wes Sparks  
PBA Natural Resources

This year's Pine Bluff Arsenal Wounded Warrior Hunt- held Dec. 3-7 - went off without a hitch. The unseasonably warm weather seemed to slow deer movement down to a crawl. Not the condition that we had hoped for. For the past two years, we have hunted two hunters during our Wounded Warrior hunt, but this year with all the support we received from the Arsenal and numerous volunteers, we decided to try hunting five hunters. When the hunters arrived on post, we found out that the driver was also a wounded military veteran who had volunteered to drive our hunters. With a couple of quick calls, room and board and an extra hunting license was purchased, and we had ourselves a sixth hunter.

The first day of the hunt started extremely slow. The hunters did not see a deer until 20 minutes before dark. Two deer were harvested - an eight point buck and a doe. No deer were seen on day two until right be-

fore dark, and one of our Wounded Warriors missed a six point buck. A weather front started moving through the third day, and the temperature dropped only 15 degrees but that made all the difference in the world. An eight point buck and five doe were harvested on day three of the hunt. There were also two deer missed. This brought a grand total of seven deer that were harvested.

As we processed deer the evening of Dec. 5, I overheard one of the Wounded Warriors carrying on a conversation with one of our volunteers.

He said that they had been invited on quite a few hunts, some of which were in high-fenced areas, but out of all the hunts he had taken part in this was the best one that he had ever been invited to. To that statement I will say, "Mission Accomplished!"

To everyone who has donated, volunteered or helped in any way with the Wounded Warrior hunt this year I would like to thank you personally.

## Research centers partner for improved ammo packaging

ABERDEEN PROVING GROUND, Md. -- U.S. Army research and development centers are collaborating to design new ammunition packaging that could yield significant cost savings and improve battlefield capability, officials said.

Two organizations within the U.S. Army Research, Development and Engineering Command -- the Armament Research, Development and Engineering Center and Natick Soldier Research, Development and Engineering Center -- are developing a packaging system for 5.56-millimeter ammunition as an alternative to fabric bandoleers.

The new system is being developed for the Project Director Joint Services in support of the Program Manager for Maneuver Ammunition Systems. It could save considerable cost by using lightweight and inexpensive plastic packaging materials with a design that will allow for automated packing at the ammunition manufacturing plant, said Dan Klein, an engineer with ARDEC's Packaging Division who serves as the program lead.

The engineering teams are combining ARDEC's expertise in munitions, packaging and logistics with NSRDEC's proficiency in laminate engineering and packaging science to design prototypes as a potential replacement.

"NSRDEC's expertise in packaging Meals Ready-to-Eat is very useful because a lot of the requirements overlap," Klein said. "The end goal for both food and ammo is preservation, and you have to design for a lot of the same things."

Packaging food and ammunition incorporates several similar considerations and requirements, including moisture protection, ergonomics (tear strength and direction of packaging), marking, manufacturability and automatability, Klein said.

Materials engineer Dr. Chris Thellen of Combat Feeding Directorate, Advanced Materials Engineering Team, is leading the effort on NSRDEC's side in collaboration with the Combat Ration Team in CFD. He said CFD's skills complement those of the ARDEC engineers in developing a solution for Soldiers' needs.

"Our expertise and experience in plastics and polymer technology, especially in the areas of high-barrier food packaging and high-performance film technology, allow us to design items such as this ammunition packaging," Thellen said. "We have several engineers on our team with backgrounds in plastics engineering and packaging science, so it really is a perfect fit for us and for this collaboration to work alongside other highly respected government facilities on a common goal."

The new design incorporates puncture-resistant plastic packaging with high-moisture barrier properties to protect ammunition from atmospheric moisture that could degrade performance of the rounds, Thellen said.

Klein said the partnership began as employees from ARDEC's Packaging and Future Concepts divisions visited NSRDEC to learn about its capabilities and look for potential collaboration opportunities. The teams then merged their

respective areas of expertise to begin work in May 2012 on the improved packaging system.

Natick engineers are leading the design aspects for determining which materials have the best puncture resistance and water vapor transmission rate, as well as evaluating different methods for manufacturing the packaging on a large scale at an ammunition plant.

ARDEC's Packaging Division, which is responsible for designing, maintaining and improving ammunition packaging for the Army, is coordinating the program requirements, logistics, effects on transportation, and gathering feedback from the Army's ammunition community and Soldiers.

Soldiers currently receive the bulk of 5.56-millimeter ammunition as 10-round clips consolidated in fabric bandoleers that add \$7 to \$8 to the cost of the packed out M2A1 container. The fabric design also makes automated packaging a labor intensive process, Klein said.

## Do you know your Social Security number?

by Phylis Dills  
Social Security Public Affairs Specialist, Little Rock, Ark.

Do you know where your Social Security card is located? Hopefully, it's in a safe place, tucked away securely with your other important papers. It certainly should not be in your purse or wallet and should not be carried with you every day since it can be more valuable than cash to an identity thief.

Do you know your Social Security number? Chances are you have it memorized. If you know your number, you may never need your card again. It is the number, not the card, that is most important.

In the event that you lose your Social Security card and really need a replacement, you can find out all the details on how to obtain a replacement card and what specific documents you need to provide at [www.socialsecurity.gov/ssnumber](http://www.socialsecurity.gov/ssnumber). Each situation is unique, but in most cases you simply need to print, complete, and either mail or bring the application to Social Security with the appropriate documentation (originals or certified copies only).

If you need to apply for a Social Security card and number for your child, you can do that the same way, and get the specific information at the same website. In almost all cases, though, an application for your infant's Social Security card and number is taken in the hospital at the same time that you apply for your baby's birth certificate.

Why does a baby need a Social Security number? There are a number of reasons, but the main one is so that you can claim your child as a dependent on your tax return. Social Security numbers are also needed for children to apply for certain government and social service benefits.

As you prepare for tax season, just around the corner, make sure the kids (and all the dependents) that you list on your annual tax return have Social Security numbers. If you want to claim your child as a dependent on your tax return (and who doesn't?) your child will need a Social Security number. Note that all dependents listed on your federal tax return will need Social Security numbers, including a dependent parent who lives with you and receives support from you.

Learn more about Social Security at [www.socialsecurity.gov](http://www.socialsecurity.gov).



Kelly Murphy, Director of Ammunition Operations, shows off the six-point buck he shot recently in south Arkansas near Magnolia.

Photo submitted



U.S. Army photo

Pine Bluff Arsenal Fire Department assistant chief James Peretti assists Lt. Carl Brown, as Lt. Gadiel Rodriguez assists Lt. Matt Kimzey and Lt. Phillip Tallent during an exercise Oct. 30 at the Quality Evaluation Facility. The fire department trains constantly to remain abreast and sharp on their life-saving skills.



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# How to manage stress for a happy holiday season

by Art Powell  
Strategic Communication Directorate U.S. Army Combat Readiness/Safety Center, Fort Rucker, Ala.

The holiday season is a time you want to share with friends and Family. But an unwanted problem may come through the door at the same time: stress.

"We know the holidays can be stressful, even for Family members who normally get along well," said Dr. Patricia LeDuc, U.S. Army Combat Readiness/Safety Center Human Factors Task Force director. "Too much traveling, too much shopping and too much celebrating can make for an unhappy holiday."

According to the Mayo Clinic, if you can recognize stress, you may be able to manage it. The following three topics can be a hotbed of holiday stress:

Relationships. Relationships can cause turmoil,

conflict or stress at any time, but tensions are often heightened during the holidays. Family misunderstandings and conflicts can intensify — especially if you're thrust together for several days. On the other hand, facing the holidays without a loved one can be tough and leave you feeling lonely and sad.

Finances. With the added expenses of gifts, travel, food and entertainment, the holidays can put a strain on your budget and your peace of mind. In addition, overspending now can mean financial worries for months to come.

Physical demands. Even die-hard holiday enthusiasts may find extra shopping and socializing leaves them wiped out. Being exhausted increases your stress, creating a vicious cycle. Exercise and sleep — good antidotes for stress and fatigue — may take a backseat to chores and errands. To top it

off, burning the wick at both ends makes you more susceptible to colds and other unwelcome guests.

The Mayo Clinic offers these tips to help everyone have a pleasant holiday:

- Acknowledge your feelings. If someone close to you has recently died or you can't be with loved ones, realize it's normal to feel sadness and grief. It's OK to take time to cry or express your feelings.
- Reach out. If you feel lonely or isolated, seek out community, religious or other social events for support and companionship. Volunteering your time to help others is another good way to lift your spirits and broaden your friendships.
- Be realistic. The holidays don't have to be perfect or just like last year. As Families change and grow, traditions and rituals often change as well. Choose a few to hold on to, and be open to creating new ones.

For example, if your adult children can't come to your house, find new ways to celebrate together such as sharing pictures, emails or videotapes.

- Set aside differences. Try to accept Family members and friends as they are, even if they don't live up to all your expectations. Set aside grievances until a more appropriate time for discussion, and be understanding if others get upset or distressed when something goes awry.
- Stick to a budget. Before you go gift and food shopping, decide how much money you can afford to spend and stick to your budget. Don't try to buy happiness with an avalanche of gifts. Try alternatives like donating to a charity in someone's name, giving homemade gifts or starting a family gift exchange.
- Plan ahead. Set aside specific days for shopping, baking, visiting friends and other activities. Plan your

menus and make a shopping list to help prevent last-minute scrambling to buy forgotten ingredients. Also make sure to line up help for party preparation and cleanup.

- Learn to say no. Saying yes when you should say no can leave you feeling resentful and overwhelmed. Friends and colleagues will understand if you can't participate in every project or activity. If it's not possible to say no when your boss asks you to work overtime, try to remove something else from your agenda to make up for the lost time.
- Don't abandon healthy habits. Don't let the holidays become a free-for-all. Overindulgence only adds to your stress and guilt. Have a healthy snack before holiday parties so you don't go overboard on sweets, cheese or drinks. Continue to get plenty of sleep and physical activity.
- Take a breather. Make some time for yourself.

Spending just 15 minutes alone, without distractions, may refresh you enough to handle everything you need to do. Listen to soothing music or find something else that reduces stress by clearing your mind, slowing your breathing and restoring inner calm.

- Seek professional help if you need it. Despite your best efforts, you may find yourself feeling persistently sad or anxious, plagued by physical complaints, unable to sleep, irritable and hopeless or unable to face routine chores. If these feelings continue, talk to your doctor or a mental health professional.

If the holidays are something you dread, take steps to prevent stress and depression. With planning, you may enjoy the holidays more than you thought you would.

For more information on making the holidays safe, visit <https://safety.army.mil/>.

## FECA prohibits certain dual benefits

Courtesy of Pine Bluff Arsenal Workers' Compensation Office

The Federal Employees' Compensation Act (FECA) prohibits payment of compensation and certain other Federal benefits at the same time. This prohibition does not, however, prevent an individual from filing for benefits from more than one government program at a time. For instance, an indi-

vidual filing for disability benefits from Office of Workers' Compensation Programs (OWCP) may also file for a retirement annuity (regular or disability). Only if both benefits are approved will the rules governing dual benefits be invoked and an election must be made between them. Below are some comparisons of dual benefits and whether or not they are acceptable.

Dual Benefits - Workers' Compensation			
	Compensation Temporary Total Disability (TTD)	Compensation Loss of Wage Earning Capacity (LWEC)	Compensation Schedule Award (SA)
OPM (CSRS-FERS)	Cannot receive both at same time.	Cannot receive both at same time.	May receive both at same time.
V.A.	Can receive both if: 1) it is not accepted for the same condition, or 2) if the employee is receiving a non-service connected pension. The employee must elect one or the other if accepted for the same condition.	Same	Same
SSA			
1) Disability	SSA payments are offset according to SSA rules.	Same	Same
2) Retirement No FERS	May receive both according to SSA rules.	Same	Same
3) Retirement with FERS contributions	OWCP benefits must be offset by SSA calculation.	Same	May receive both according to SSA.
Severance Pay	Cannot receive both at same time.	May receive both at same time.	May receive both at same time.
Separation Incentive Pay	Cannot receive both at same time.	May receive both at same time.	May receive both at same time.
Salary/Leave	Cannot receive both at same time.	May receive both at same time.	May receive both at same time.
Lump Sum Annual Leave	May receive both at same time.	May receive both at same time.	May receive both at same time.
TTD for different claim	Not applicable.	May receive both up to a maximum of 40 hrs.	May receive both.
Schedule Award for different claim	May receive both at same time.	May receive both at same time.	May receive both at same time.
Thrift Savings Plan	May receive both.	May receive both.	May receive both.



U.S. Army photo by Rachel Newton

Vonda Davis and Ann Wright share a laugh at the Holiday Bazaar Dec. 5 at the Pine Bluff Arsenal Community Club. Items for sale included jewelry, wreaths, Tupperware, clothing, decorative items, Scentsy, scarves, cookbooks and holiday items. The event was sponsored by the Family Morale, Welfare and Recreation directorate.



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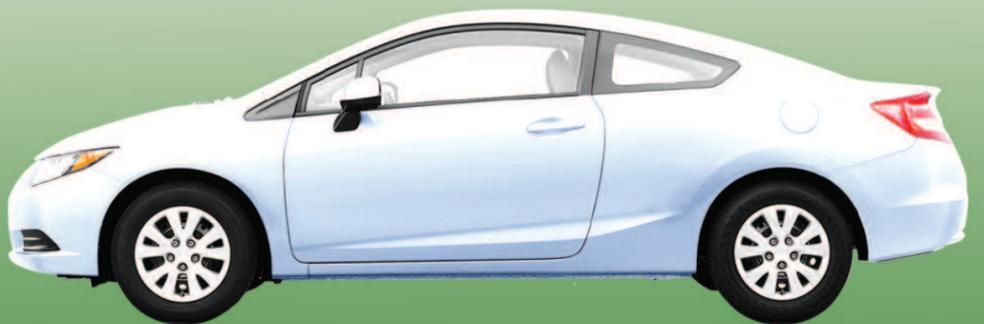
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