



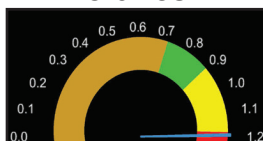
Vol. 6, Issue 10

October 30, 2025



**Pine Bluff
Arsenal
24/7 SHARP
Hotline
870-209-4093**

PBA Safety Glance



**Safety Element for
fiscal year 2026
Lost Day Case Rate:
2.519
Award Goal: TBA**

***Lost time injuries for fiscal
year 2026 are one. There is
zero lost time injuries for Oc-
tober 2025.**

***Recordable injuries for fis-
cal year 2026 are 1. Record-
able injuries is none for Octo-
ber 2025.**

***Pine Bluff Arsenal days with-
out a lost time injury is 12.**

***Pine Bluff Arsenal days with-
out a recordable injury is 12.**

***Estimated hours worked
without a lost time injury:
43,306.**



Commander's Column

PBA's strategic response to Army Transformation: *Being "Arsenal Ready" and developing a vision for the future*

As we continue our journey towards becoming fully "Arsenal Ready," it's vital to remember this isn't just an acronym or a set of initiatives – it's a mindset, embodied by the dedication and commitment of our incredible workforce. This month, I'm highlighting what "Arsenal Ready" means to the individuals who make PBA the nation's premier Arsenal – The Workforce! Our workforce is incredible and has been very instrumental in setting the conditions for us to navigate the ongoing Continuous Transformation (CT), formerly known as the Army Transformation Initiative (ATI). The progress we're making would not be possible without your commitment, patience, and adaptability.

PBA Workforce – "Arsenal Ready" in their Words

The transformation underway at PBA is not simply a matter of strategy and policy; it's about the people who dedicate themselves to our mission every day. To understand what "Arsenal Ready" truly means – not just as a directive, but as a lived experience – I asked members of the PBA Workforce to share their own definitions. The following quotes offer a candid and

insightful glimpse into their perspectives, revealing how they are embracing change and shaping the future of the organization through their commitment to excellence.

For many at PBA, "Arsenal Ready" is about a fundamental commitment to excellence in their daily work. Shannon O'Connor, Administrative Officer, Directorate of Emergency Services, succinctly states, "To me, being "Arsenal Ready" means coming to work every day prepared to take on whatever comes my way with the utmost integrity & excellence possible." Tracy Brock, Program Analyst, DRSKO LS, Directorate of Chemical and Biological Defense Operations, echoes this sentiment, stating it's about "showing up prepared, dependable, and ready to give my very best every day...taking ownership, staying adaptable, and supporting the team." Earl Fuller, Production Worker, Directorate of Ammunition Operations, reinforces this, stating, "Accountability is and means being dependable here at work. If you aren't dependable, it interrupts the flow. Leadership means stepping up when the other leaders aren't around. We all need

to be on the same page and be a team."

Adaptability and resilience are recurring themes central to maintaining readiness. Jolita Walters, Administrative Assistant, Directorate of Engineering and Technology, believes "Arsenal Ready" is "being prepared for challenges and adversities, having the flexibility to adjust to new situations, bouncing back from setbacks, and planning with an innovative mindset."

Caleb Walker, Safety Engineer, Directorate of Risk Management and Regulatory Affairs, powerfully connects preparedness to national security, reminding us - "Failing to prepare is preparing to fail." He advocates for upholding responsibility and striving for superior quality in all we do. Willie Johnson, Production Worker, Directorate of Ammunition Operations, adds, "Being able to adapt to changes, come to work and be ready to work. Having an attitude of positivity. Every day isn't the same and everyone is dealing with their everyday life. When you get to work, you need to leave the personal stuff at the gate. Job duties change and you need to be able to accept those."

Teamwork and a shared commitment to the mission are



Col. Matthew C. Mason
also paramount.

Kevin Bradley, Prevention Coordinator, highlights the importance of operating "as a team and being prepared for whatever the mission requires," while Melanie Tallent, Recreation Aid, Directorate of Family Morale, Welfare and Recreation, reminds us - "A happy worker is a productive worker." This collaborative spirit extends to proactive problem-solving, as highlighted by Sarah Clem, Installation Restoration Manager/Environmental Specialist, Directorate of Risk Management and Regulatory Affairs: "Arsenal Ready: When opportunities or challenges come to PBA, all Directorates assemble to present our best capabilities

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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.

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and resolve. The benefits are seen both in our community and Army wide.”

Modernization and continuous improvement are key components of sustaining our readiness.

Michael Baugh, Supervisor – Large Filter Production, Directorate of Chemical and Biological Defense Operations, points to recent investments in equipment like the paper pleating machine as examples of how we’re building strategic resilience.

He noted the textile facility exemplifies “Accountability, Readiness, Sustainment, Efficiency, Networks, Adaptability, and Leadership...all working in harmony along with modernization.”

Leah Lampirez, Management Analyst, Directorate of Material Management, emphasizes the need for continuous learning, stating, “I think it means continuing to adapt to change as we go along in our work life. I think we should each be willing to share our knowledge with one another and collaborate across different skill sets.”

Colton Lechak, Chemist/Chem-Bio Testing, Directorate of Chemical and Biological Defense Operations, reinforces this, stating, “Being Arsenal Ready means never settling for ‘good enough’. I believe in showing up every day to learn, improve, and take ownership of the mission”.

Individual responsibility

and a proactive approach are also critical. Kevin Snyder, Mission Maintenance Supervisor, stresses the need for a “conscious effort every day to work with others safely and efficiently,” while April Harris, Administrative Assistant, Commander’s Office, encourages us to “take ownership of our mistakes and strive daily to do better.”

Geraldine Robinson, Business and Recreation Division Chief, Directorate of Family Morale, Welfare and Recreation, highlights the ability to “pivot on short notice” as a defining characteristic of PBA.

Ultimately, “Arsenal Ready” is a holistic concept encompassing both individual dedication and collective action. Allison Knowles, Recruitment Specialist, Directorate of Business Operations and Planning, emphasizes “Arsenal Ready is about reforming/reshaping PBA. In order to reach our peak capability and set us up for the future, we must follow the acronym. By doing so, we will be “Ready” for any circumstance that may be thrown our way and set up for success in the long term.”

This spirit – embodied by the dedication of every member of the PBA team – is the foundation of our resilience and progress. As Josh Bush, General Engineer, Directorate of Engineering and



Pine Bluff Arsenal Commander Col. Matthew C. Mason poses for a photo with the crew at the M18 colored smoke grenade ammunition production line recently. U.S. ARMY PHOTO

Technology, succinctly puts it, “Being ‘Arsenal Ready’ means delivering reliable and effective munitions to the Warfighter on-demand to sustain combat operations around the globe.” And as Davis Harp, Energy Manager, Directorate of Public Works, notes, it’s about “Utilizing my peers along with industry standards to ensure PBA maintains current utility systems properly, while also developing plans and projects that would provide energy efficiency and resiliency future.”

Finally, as Molly Moore and Tyrone Hudson, Production Workers in the Directorate of Chemical and Biological Defense Operations, remind us, it’s about a willingness to contribute wherever needed: “Be ready to do any job – for the greater cause. We need to be ready for our jobs and whatever mission is in front of us.” and “We need to be here on time. Know your job. Go to work. Do what you are

asked to do and be respectful of others. Be a team leader.”

Looking Ahead - Building the

“Arsenal of Tomorrow”

Just a few months ago, the Army Transformation Initiative (ATI) presented potential challenges for PBA. However, through proactive engagement and a demonstration of our critical capabilities and dedicated Workforce, those concerns have been successfully addressed. ATI is now viewed as a significant opportunity for PBA, attracting strong interest from organizations across the defense industry.

Recent months have seen a surge in attention from commercial industry partners and Program Managers. The surge in commercial industry was reinforced at the AUSA convention, highlighting PBA’s critical role in national defense.

Numerous organizations are now actively exploring potential partnerships with PBA and evaluating opportunities to establish new, innovative, and modernized workloads here. With support from senior leaders across multiple organizations, we are actively developing a vision for PBA’s future – moving us from the “Arsenal of Yesterday” towards the “Arsenal of Tomorrow.”

Our vision includes exploring opportunities to establish a collaborative “Industrial Park” model, co-locating defense industry partners with our existing Workforce. To facilitate these critical partnerships, PBA leverages both Public-Private Partnerships (P3s) and Enhanced Use Leases (EULs). A Public-Private Partnership (P3) is a collaborative arrangement between a gov-

ernment entity – in this case, the Army – and a private sector company to finance, build, and operate infrastructure or provide services. This model allows the Army to leverage private sector expertise, innovation, and capital investment, accelerating project timelines and reducing financial burden.

An Enhanced Use Lease (EUL) allows the Army to lease underutilized government property to private companies for commercial development, generating revenue that can be reinvested in Army infrastructure and capabilities. Importantly, an EUL can also incorporate elements of a P3, allowing for more complex agreements where the private partner not only leases the land but also contributes to infrastructure development and government shared workloads.

Both P3s and EULs foster strong, mutually beneficial relationships, enabling rapid access to critical capabilities, bolstering the domestic industrial base, and ultimately supporting the Warfighter with the resources needed to maintain readiness and technological superiority.

Over the last month, PBA has hosted Pyrotechnico, a leading pyrotechnics firm exploring the establishment of a black powder manufacturing plant to address critical supply chain vulnerabilities; Phoenix Tailings, a clean-mining company focused on domestic sourcing of rare earth materials and lithium – potentially supporting Red River Army Depot (RRAD) planned battery factory for SkyFoundry; Rheinmetall, a major global defense firm considering a re-

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ARSENAL READY:

Adaptive, Resilient, and Strategic

“Empowering the Military to Dominate Tomorrow’s Battles”

A – Accountability: Upholding responsibility for **QUALITY, SAFETY, and MISSION READINESS.**

R – Readiness: Ensuring preparedness to deliver critical materials and support on time.

S – Sustainment: Maintaining excellence in production, storage, testing & delivery of critical resources.

E – Efficiency: Streamlining operations and adopting innovative technologies to maximize output.

N – Networks: Strengthening collaborations across the OIB, industry, military units, and Senior Leaders.

A – Adaptability: Embracing change and evolving processes to meet future combat needs.

L – Leadership: Driving modernization efforts and setting the standard for excellence in defense logistics.

R – Resilience: Building robust systems and infrastructure to sustain operations under any conditions.

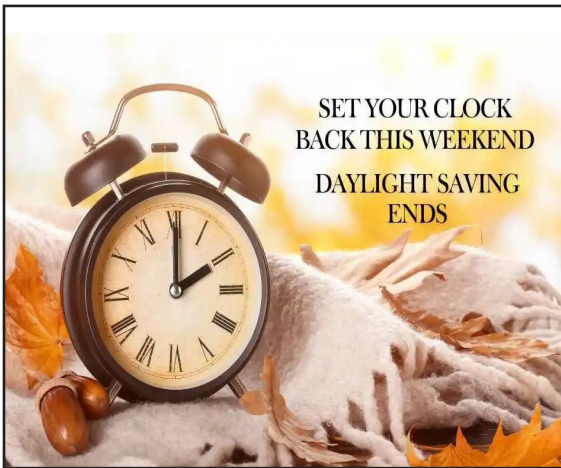
E – Excellence: Striving for superior quality and innovation in every task.

A – Agility: Quickly adapting to shifting demands and operational requirements.

D – Dedication: Committing to the mission and exceeding expectations to support modernization goals.

Y – Yield: Delivering measurable results that enhance readiness and operational effectiveness.

“America’s Arsenal – Arsenal Ready”



SET YOUR CLOCK
BACK THIS WEEKEND
DAYLIGHT SAVING
ENDS

Fall is in full swing, and that means daylight saving time will soon draw to a close. *This year, the time change occurs on Sunday, Nov. 2.*

Daylight saving time was first established in the U.S. by Congress after the Calder Act, or the Standard Time Act of 1918, was passed more than 100 years ago and was more recently amended with the Energy Policy Act of 2005.

In the U.S., daylight saving time begins on the second Sunday in March at 2 a.m., when clocks "spring forward" one hour, and ends the first Sunday in November at 2 a.m., when clocks "fall back" an hour.

Hails and Farewells

Hails

Colton W. Lightsey, Security Guard, has joined the Directorate of Emergency Services.

Correction

A name was misspelled in the September issue of the *Arsenal Sentinel*. In a cutline from the Fourth Quarter CIMRA exercise, Joseph Moring assisted Capt. Jason Shaw in donning his Level B Hazmat suit during the exercise.

Arsenal Sentinel



Col. Matthew C. Mason, Commander
Roch Byrne, Deputy to the Commander
Cheryl Avery, Public Affairs Officer
Rachel Selby, Sentinel Editor/Social Media
Hugh Morgan, Photographer
Tristian Cherry, Webmaster

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Years of Service



Photo above, Victor Lowe (20 years), Donna Jones (15 years), Phillip Reed (15 years), Celena Harbison (10 years) and Gerald Arledge, Jr. (five years) were presented certificates of service by Pine Bluff Arsenal Commander Col. Matthew C. Mason during an October staff meeting.

Photo right, Matthew S. Kimzey, firefighter with Pine Bluff Arsenal's Directorate of Emergency Services, was presented his 30 years of service certificate by PBA Commander Col. Matthew C. Mason during an October staff meeting.

U.S. ARMY PHOTOS BY
HUGH MORGAN



Listed are members of the PBA Workforce who were recognized in July, August, September and October for their years of service (No photo taken):

Brad A. Rauls - Five years of service
Jeffery P. Daigle - Five years of service
Robert H. Morrison, IV - Five years of service
Anthony D. Stokes - 10 years of service
Teresa L. Coins - Five years of service
Michael A. Baugh - 10 years of service
Jimmy E. Hollowell - Five years of service
Josh Cole - 10 years of service
Matt Harbison - 10 years of service
Stanley Richardson - 10 years of service
Tracee Tater - Five years of service

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dundant chemical plant to increase capacity and eliminate single-source dependencies; and Hanwha Corporation, a proven domestic explosives manufacturer capable of rapidly expanding propellant production capacity and directly supporting programs like the Modular Artillery Charge System (MACS).

In the next two weeks, PBA will host an additional five companies who are seeking partnerships.

It's important to note, none of these companies have fully

committed, but plan to submit their final proposals to the Department of the Army in January 2026. From there, the DA; with consultation from multiple Senior Leaders and organizations, will determine which companies are awarded EULs at PBA and other OIB sites. These partnerships represent a significant step towards bolstering Warfighting capabilities and ensuring long-term readiness.

In closing, the success of PBA's evolution is a testament to the dedication and expertise

of its Workforce. As we continue to explore opportunities within the evolving defense landscape and refine our strategic vision, PBA is committed to building a future where innovation thrives and critical capabilities are sustained. This commitment will not only strengthen our national defense but also contribute to a thriving local economy and a highly-skilled workforce.

*"Right Today –
Better Tomorrow" –
"America's Arsenal –
Arsenal Ready"*

Recognizing employees who keep others safe

Submitted by Pine Bluff Arsenal Safety Committee

Every employee has a role in keeping themselves and their coworkers safe by implementing safety protocols.

Some precautions may have seemed like extra work, but the employee(s) who had their vision protected, hand saved, or the ability to return home that evening to their loved ones will be forever grateful to their coworker who ensured safe working conditions.

Those employees exceeding expectations and addressing safety concerns in their work areas should be recognized for their efforts.

Pine Bluff Arsenal's Safety Committee is asking for employee nominations and are available to answer any questions about the Safety Award. The PBA Employee Safety Award Nomination form can be accessed multiple ways, either by completing PBA form 385-17, clicking PBA Employee Safety Award Nomination or by scanning the QR code on your phone.



PBA Employee Safety Committee:

AO-Dee Kindrick
BOP-Brandon Harris
CB Mobile & Powered Systems-Sonny Phillips
CB Production-Tareika Smith
ES-Heather Kimzey
ET-Brady Redman
ET-Josh Bush
FES-Paul Wade
FES-Jerry West
FMWR-Laura Brown

IM-Jay Taylor
MCUA-Holly Freeman
MM-D'Andrea Kindall
MM-Leah Lampirez
MM-Peter Hanna
PW-Matthew Ryals
PWM-Thomas Stanfield
RM-Amber Jo Murry
RRE-Sarah Devries
RRL-Brook Meggs
RRS-Jada Gray
RRS-Caleb Walker
AFGE-Tonda Burnett

What is a standard operating procedure?

Submitted by the Directorate of Risk Management and Regulatory Affairs-Safety Division

Standard Operating Procedures (SOPs) are documents that outline the steps required to complete a task or process. They also serve as a reference for PBA employees to ensure that they follow the correct procedures. The consequences of not following SOPs can vary from decreased work quality, increased risk to PBA employees and facilities, and financial losses.

Key reasons to follow an SOP:

- **Consistency:**

SOPs guarantee tasks are performed the same way by everyone, regardless of who is doing them, leading to standardized results.

- **Reduced errors:**

Clear instructions in an SOP minimize mistakes and inaccuracies.

- **Risk mitigation:**

By following established procedures, potential hazards and safety risks can be reduced.

PBA SOPs include safety guidelines and precautions, helping to prevent accidents and injuries by ensuring that all tasks are performed safely.

- **Quality control:**

By following defined procedures, PBA can maintain high quality standards in service of the Warfighter.

- **Efficient training:**

SOPs provide a structured guide for onboarding new employees, making it easier to train them on essential tasks.

- **Compliance with regulations:**

SOPs help PBA employees adhere to both DoD and Army regulations and standards of excellence.

- **Improved communication:**

SOPs document processes clearly, making it easier for everyone to understand expectations and responsibilities.

Always following the SOP while working at Pine Bluff Arsenal is important because it ensures consistency in processes, minimizes errors, and improves quality control. It

also keeps people safe.

At the end of the day, all PBA employees want to return home to their families. So, reference your organization's SOPs while working to not only maintain compliance, but also to keep yourself and the person working alongside you safe. All PBA employees have a responsibility to ensure efficient and reliable operation within PBA.

Employee of the Fourth Quarter



Colton W. Lechak was recognized as the Employee of the Fourth Quarter for fiscal year 2025 by Pine Bluff Arsenal Commander Col. Matthew C. Mason. Lechak, a chemist with the Testing and Surveillance Division in the Directorate of Chemical and Biological Defense Operations, has consistently exceeded expectations and significantly enhanced the mission. He achieved a major milestone by successfully certifying large filter testing at the Arsenal's Quality Evaluation Facility, and established a new capability for PBA. This achievement will enable both lot acceptance and shelf-life extension testing, which are crucial for ensuring the availability of reliable equipment in the field. Lechak's work provides substantial cost savings and ensured Warfighter readiness. He also played a key role in getting the TDA 110 Particulate Tester back online, displaying his technical expertise and problem-solving skills. U.S. ARMY PHOTO BY RACHEL SELBY



A retirement seminar was offered for Pine Bluff Arsenal employees Oct. 22 at the PBA Training Center. Approximately 30 people, within five years of retirement, attended the seminar provided by Max Weiner with Government Benefits Specialists. An overview of FERS/CSRS retirement, survivor benefits, TSP and FEGLI and a 15 to 20 minute question and answer period were offered as part of the seminar. U.S. ARMY PHOTO BY HUGH MORGAN



EAP Corner

Do we all experience the holiday blues?

Courtesy of Pine Bluff Arsenal Army Substance Abuse/ Employee Assistance Program Office

“Happy Holidays” isn’t happy for everyone. The season of celebration and coming together can be very stressful for people, and sometimes being isolated will bring on the “holiday blues.”

For people who don’t have any family or feel estranged from the ones they do, this can be a very trying time. One of the greatest gifts you can give this holiday season is your support to the people close to you who are feeling blue. Don’t just be a Santa of self-care; spread peace and holiday cheer to your friends and family who need it most.

Know the signs

You can’t help the people close to you if you’re not able to tell when they need your help. The holidays bring with it all kinds of stressors (not to mention conditions like Seasonal Affective Disorder). Be aware of the symptoms of depression: anyone experiencing the holiday blues may exhibit a combination of these tell-tale signs.

- Difficulty concentrating
- Fatigue
- Sudden change in appetite or weight
- Sleep deprivation
- Visibly anxious and tense
- Withdrawn
- Irritable
- Lack of energy
- Angry outbursts
- Loss of interest in physical activities and hobbies
- Sudden headaches or back pain
- Talking about suicide and/or exhibiting suicidal behavior

Be helpful

The holidays can be a very stressful time because of all the added responsibilities of hosting, throwing parties, cooking, watching kids and pets, and other logistical issues. Some people like to claim ownership over these roles and take charge, which can be a relief.

Still, that doesn’t mean you shouldn’t help in any way you can. If someone in your family or friend group is doing all the cooking, offer to help do prep work or wash the dishes afterwards. Do tables need to be set? Do family members need to be driven home? Last minute grocery shopping or quick runs to the gas station to buy more ice? Being willing to step in and take on any of these tasks can be a major stress reliever for the people close to you. The key here is not to wait to be asked to help.

There are some people who will not take the initiative and delegate, even when they’re drowning in work. Let the people around you know you’re there to help in any way you can. They may not take you up on the offer but knowing you’re there to support them is important. It may seem obvious but it’s also important you don’t make more work for them. Clean up after yourself, do what you said you’ll do, and show up on time. The holidays are stressful, but YOU can strive to be an oasis of calm in the lives of your loved ones.

Stage manage the drama

Another major source of holiday stress is interpersonal conflict. Families and friends brought together to feast and possibly drink and catch up on old times can be a recipe for joy; it can also lead to the airing of grievances, political debates, and other personality clashes. There are things you can do to help “stage manage” your holidays and keep hotheads cool and leave the drama on TV where it belongs.

A few simple techniques to employ to keep things civil and less stressful for everyone:

- Seat people who clash apart from each other.
- Set a rule at the top of dinner that certain topics like religion and politics or any other deeply sensitive issues for your family are off the table.
- Establish a designated space away from the main dining/party room where people can talk about politics and other heavier stuff.
- If an argument breaks out, don’t take the bait. De-escalate the situation by establishing common ground with them, maintain a calm demeanor, and remind them you love and respect them while also making it clear you don’t wish to continue talking

NAME _____

OFF SYM _____

Do we all experience the holiday blues?

T K G M O D H H M C M Z O E V H Z U B Y

Z O S I Y Z V I A U E O C J T R U P I T

D Y H W V D M D Y N F E A H G I G Q D R

G R Y A Y C A O Z X I H U F U S P A V I

F Y S O M L C T S K L O L A R Y U V D B

H R W V C A V J W Y X C H R D C C C G B

P R Y O Y L E X I C D K P B X N S N X O

A Q H U W V L D A A Y U Y C P E I H Q N

V O Y I L S C M X V Z H B X E G E U A U

L E F O J D P I A Z C S A S A V N R J Z

J J S R M A S B L W E Q V R L A E D F T

S E C E I P T E I I G E U J V M L M X E

M O X G X C I D T N D O Q P X J F M C V

E W N O D C J I H J C Q Y Q P R S K I I

E M Q V F S N E H N P R W C Z Y B S Q T

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D W O J C G I K A V D T A M G C E G A P

C C V Y T C W O Y T T Q F R P Z B Z F P

PUZZLE
DRUG
SOLVE
ENCOURAGING
RIBBON

PIECES
POSITIVE
ALCOHOL
CAMPAIGN

FREE
LIFE
MOVEMENT
COMMUNITIES

about the topic.

Reach out to the quiet ones

Pay attention during the holidays to the people you know who are isolating themselves. The shy people at the party, the ones who don’t talk, the friends you know who don’t have any family in the area and are home alone: reach out to all of them. Talk to them, engage them, let them know they can talk to you.

Sometimes people want to be alone, and if you get the impression they aren’t interested in you keeping them company don’t force the issue. Sometimes people who are withdrawn or melancholy want someone to show their concern; sometimes they just need a little bit of encouragement to come out of their shell.

It’s important to emphasize you should meet people where they are. If you’re dealing with introverts, don’t thrust them into highly demanding social situations or volunteer them for some kind of activity where they’ll feel like they’re on the spot.

One thing to keep in mind: be discreet in your outreach efforts. If you think someone is depressed or left out, don’t announce it to the whole group. You also don’t want to confide

information to someone who may have a bad history with or feel unsafe around. Talk to them one-on-one. Ask them who they feel comfortable around, and who makes them put their guard up.

A good night’s rest

Another tell-tale sign of the holiday blues is a lack of sleep. If the people around you are fatigued and irritable, the odds are they aren’t getting enough sleep. The temptation to burn the midnight oil during the holidays is strong but it’s crucial that you get your seven to eight hours of sleep as much as you can.

Encourage the people close to you to do the same. If you’re planning parties, plan to wind them down before it gets too late. If you’re hosting a family from out of town, make sure they have comfortable beds to sleep in. Even a foldout futon can be made to be very comfortable with the right pillows and blankets.

Money matters

The holidays can be a very stressful time for financial reasons. Buying presents, the cost of traveling, hosting parties: it can put a heavy strain on people. Be sensitive to those pressures during the holidays.

If you’re not hosting, of-

fer to bring food, wine, and/or supplies as needed to help take the financial burden off the hosts. Avoid recommending group activities which are expensive. If you want to go out as a group to a restaurant, make sure you’re picking a place where the bill won’t be crippling for people in your party. Offer to carpool with others so they don’t have to pay for ride-shares or gas.

Last but certainly not least: if you’re part of a gift exchange like Dirty Santa, some call it, White Elephant, and some call it Yankee Swap with an agreed-upon spending limit, do NOT be the one who overspends on it. You’ll run the risk of making others feel bad and cheap for playing by the rules. If everyone said, “no more than \$20,” stick to the limit.

If you are feeling blue and are SAD this holiday season, the Employee Assistance Program staff is here to help. We offer you a safe and confidential place to discuss concerns, challenges, and strategies for managing difficulties in your life. We are in Building 13-040, and can be reached at 870-540-3094. The Careline number is 870-550-2653. We are here when you need us.

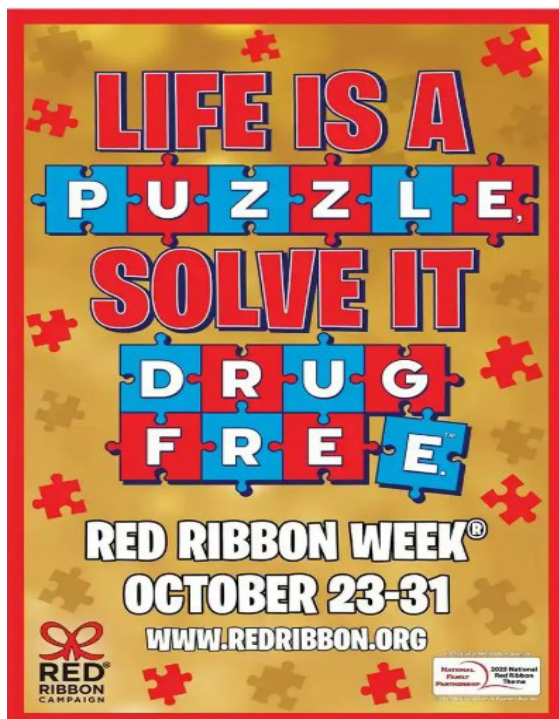
Leadership Pine Bluff visit



The Pine Bluff Regional Chamber of Commerce's Leadership Pine Bluff program visited Pine Bluff Arsenal, Sept. 24. The group met with PBA Commander Col. Matthew C. Mason, received an overview brief about the Arsenal's missions, viewed a pyrotechnic demonstration and toured two production lines in the Directorate of Chemical and Biological Defense Operations - Mobile and Powered Systems (top photo) and Textile Production. U.S. ARMY PHOTOS BY HUGH MORGAN AND RACHEL SELBY



Joyce M. (Penny) White was recognized with a Beyond Expectation Peer (BXP) Award at a recent staff meeting for her re-development of Pine Bluff Arsenal's understaff Equal Employment Opportunity office. Despite being new to the field, White demonstrated her adaptability, organization, innovation and collaborative spirit with these efforts. She went above and beyond her job description as an EEO Specialist, and was thus, nominated by her peers for this award. PBA Commander Col. Matthew C. Mason, also pictured, presented the award. U.S. ARMY PHOTO BY RACHEL SELBY



Pine Bluff Arsenal kicked off Red Ribbon Week Oct. 23 with a walk and drug-take back event at the installation's Headquarters Building. Red Ribbon Week is the nation's largest and oldest drug prevention campaign. The week is observed annually to promote drug awareness, encourage healthy, drug-free choices and champion the commitment to a lifestyle free from substance misuse. The event was held by PBA's Army Substance Abuse/Employee Assistance Program Office. A spirit week was held on the installation Oct. 27-30, with employees participating in daily themes including wearing their favorite school team apparel and Halloween-themed attire. Top photo, Kevin Bradley, Prevention Specialist, thanked everyone for coming out to the walk and for their participation at the beginning of the walk. U.S. ARMY PHOTO BY RACHEL SELBY

October is Breast Cancer Awareness Month



Pine Bluff Arsenal's Army Substance Abuse and Employee Assistance Program Office held a Breast Cancer Awareness event in front of the PBA Headquarters Building Oct. 8. PBA Commander Col. Matthew C. Mason spoke to the assembled crowd, and the ASAP/EAP staff provided tokens to employees. U.S. ARMY PHOTO BY HUGH MORGAN

ARMY CIVILIAN CORPS CREED

I am an Army Civilian – a member of the Army Team

I am dedicated to our Army, our Soldiers and Civilians

I will always support the mission

I provide stability and continuity during war and peace

I support and defend the Constitution of the United States and consider it an honor to serve our Nation and our Army

I live the Army values of Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage

I am an Army Civilian



Pine Bluff Arsenal Commander Col. Matthew C. Mason speaks and prays with a small gathering in front of the Arsenal's Headquarters around the flag pole. The Arsenal held a Prayer at the Pole gathering, Sept. 24, to lift up our Nation and Armed Forces in prayer, during times of uncertainty, chaos and anxiety. U.S. ARMY PHOTOS BY HUGH MORGAN



PINE BLUFF REGIONAL VETERANS PARADE

"SERVICE TO OUR NATION"

DOWNTOWN PINE BLUFF

SATURDAY NOVEMBER 15, 2025 @ 10 AM

GRAND MARSHALL

U.S. VETERAN & TUSKEGEE AIRMAN
THOMAS FRANKLIN VAUGHNS

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Domestic Violence Awareness Month Observed with cake cutting

In observance of October being Domestic Violence Awareness Month (DVAM), a cake cutting ceremony was held Oct. 2 at Pine Bluff Arsenal's Headquarters Building. PBA Commander Col. Matthew C. Mason and Army Community Service Director Tiffany Penister, cut the cake as members of the Arsenal's Workforce watched.

This month is a time to raise awareness, support survivors, and stand together against abuse. Domestic violence impacts individuals, families, and communities – and it is our collective responsibility to foster a safe, respectful environment for all. This year's themes are: "What's Inside Matters" and "Pause" – these are reminders that healthy relationships are built on respect, trust, and understanding.

The participation in this event shows PBA's commitment to ending the silence, breaking the cycle of abuse, and uplifting survivors.

U.S. ARMY PHOTO BY HUGH MORGAN

Cool Breeze Menu

Call 870-540-3777 for call-in orders

Salads

Start off with chopped iceberg lettuce or our Spring Mix of baby lettuces. Comes with diced tomatoes, shredded cheese, shredded carrots, diced eggs, bacon bits, diced cucumbers, sliced red onion, and pepperoncini peppers.

Side Salad	\$3.25
Garden Salad (No Meat)	\$5.00
Chef Salad (Ham or Turkey)	\$7.00
Chicken Strip Salad (Crispy or Grilled)	\$8.50
Philly Steak Salad (Philly Meat)	\$9.00

All salads are served with crackers, croutons, and one dressing: Ranch, Thousand Island, Balsamic Vinaigrette, or Life Italian.

Additional Dressing \$0.50

Chicken

Chicken Strips (3)	\$5.75
Combo (with fries and drink)	\$9.75
Crispy Chicken Sandwich	\$5.25
Combo (with fries and drink)	\$9.25

Comes with 1 dipping sauce per order, Buffalo, Ranch, Honey Mustard, or BBQ
Extra sauce is \$0.50 each

Quarter Pound Burgers

Hamburger	\$5.00
Combo (with fries and drink)	\$9.00
Cheeseburger	\$5.25
Combo (with fries and drink)	\$9.25
Double Cheeseburger	\$7.00
Combo (with fries and drink)	\$11.00

Comes with lettuce, tomato, onions, pickles and your choice of American or Swiss Cheese

Other Sandwiches

Country Fried Steak Sandwich	\$6.50
Combo (with fries and drink)	\$10.00
Philly Cheesesteak	\$7.50
Combo (with fries and drink)	\$11.50
Polish	\$3.75
Combo (with fries and drink)	\$7.75
Hot Ham & Cheese	\$4.50
Combo (with fries and drink)	\$8.50
Grilled Cheese	\$2.50
Combo (with fries and drink)	\$6.00
Cold Cut (Ham, Turkey)	\$6.50
Combo (with fries and drink)	\$10.50

6 slices of meat, 2 strips of bacon, lettuce, tomato and cheese on toasted bread.

Sides

Seasoned Potato Wedges (JoJo's)	\$2.25
Steak Fries	\$2.25
Tater Tots	\$2.25
Fried Okra	\$2.25
Corn Nuggets	\$2.25
Onion Rings	\$2.25

Fountain Drinks

Including Cool Breeze's daily fresh brewed sweet and unsweet tea

20 fl. Oz. Cup	\$1.50
32 fl. Oz. Cup	\$2.00

Appetizers/Starters

Fried Mozzarella Sticks (6)	\$3.75
Pickle Fries	\$3.75
Nachos	\$3.50

Extras

Bacon (2 slices)	\$2.00
Nacho Cheese	\$1.00
Slice Cheese	\$0.50

Treats

Ice Cream Bowl	\$2.25
Breezy Blasts (includes candy bar and syrup)	\$4.00
Candy Bars	\$2.00
Chips	\$1.00
Honey Buns	\$2.00



*** Ask about our DAILY specials**

Turn Any Sandwich into a Wrap

Bacon Cheeseburger

DPW Spotlight



Tyler Cox and Nick Baker with Pine Bluff Arsenal's Directorate of Public Works perform critical maintenance on a high pressure steam boiler. U.S. ARMY PHOTO BY JASON SCHREINER, DPW STEAM AND AIR LEADER



Pine Bluff Arsenal's Directorate of Public Works Sheet Metal shop turned a van into a one-person ambulance, as demonstrated by Spencer Silvey. The purpose of this van is for a person exposed to a hazardous chemical. U.S. ARMY PHOTO BY CAITLIN THOMAS, DPW



Pine Bluff Arsenal Commander Col. Matthew C. Mason signed a Fire Prevention Week Proclamation in October. Fire Prevention Week was observed by the Arsenal's Directorate of Emergency Services, Oct. 5-11. An open house and lunch was served at the fire department Oct. 15. U.S. ARMY PHOTO BY HUGH MORGAN

TRICK OR TREAT-IQUETTE:

22 TIPS FOR KEEPING KIDS SAFE THIS HALLOWEEN

1. **START HERE**
Trick-or-treat in groups and/or with a trusted adult
2. **PLAN**
Plan on and review the route for older children trick-or-treating alone
3. **AGREE ON A CURFEW**
Set a time to stop trick-or-treating
4. **CARRY CELLPHONES**
Carry cellphones and/or walkie talkies
5. **PUT REFLECTIVE TAPE ON COSTUMES AND BAGS**
Use reflective tape to make costumes and bags more visible
6. **USE FLASHLIGHTS AND GLOWSTICKS**
Use flashlights and glowsticks to make costumes and bags more visible
7. **WALK, DON'T RUN**
Walk, don't run
8. **WALK ONLY ON SIDEWALKS**
Walk only on sidewalks
9. **WALK ON THE FAR EDGE OF THE ROAD FACING ONCOMING TRAFFIC**
Walk on the far edge of the road facing oncoming traffic
10. **LOOK BOTH WAYS BEFORE CROSSING THE STREET**
Look both ways before crossing the street
11. **NEVER CROSS BETWEEN PARKED CARS**
Never cross between parked cars
12. **BE ALERT!**
Be alert and aware of surroundings
13. **VISIT ONLY WELL-LIT HOUSES**
Visit only well-lit houses
14. **NEVER ENTER SOMEONE ELSE'S HOME OR CAR**
Never enter someone else's home or car
15. **DON'T ACCEPT RIDES FROM STRANGERS**
Don't accept rides from strangers
16. **COSTUME ACCESSORIES SHOULD BE SHORT AND FLEXIBLE**
Costume accessories should be short and flexible
17. **WEAR WELL-FITTING COSTUMES, MASKS AND SHOES**
Wear well-fitting costumes, masks and shoes
18. **FLAME-RESISTANT COSTUMES**
Wear flame-resistant costumes
19. **CHOOSE FACE PAINT AND MAKE-UP INSTEAD OF MASKS, IF POSSIBLE**
Choose face paint and make-up instead of masks, if possible
20. **ALWAYS TEST MAKE-UP AND FACE PAINT IN A SMALL AREA FIRST**
Always test make-up and face paint in a small area first
21. **EXAMINE ALL TREATS BEFORE EATING**
Examine all treats before eating
22. **NEVER EAT TREATS MADE BY STRANGERS OR UNWRAPPED CANDY**
Never eat treats made by strangers or unwrapped candy

END

FREE ADMISSIONS



Pine Bluff Arsenal Fall Festival 2025

Oct. 30, 2025 | 5:00 PM to 8:00 PM

LOCATION CHANGE:

**PBA Ball Field (on post)
Trusted Traveler entry**

**Registration is open until
Oct 24, 2025**



**FOOD, GAMES, ARTS &
CRAFTS, FOOD TRUCKS,
INFLATABLE OBSTACLES,
AND A WHOLE LOT OF FUN**

Join us for the Pine Bluff Arsenal
Fall Festival 2025! Come ready for
the best costume contest!

www.facebook.com/PBAMWR