

IN THIS ISSUE

A message from the Program Executive Officer, MG Jon Maddux...
Page 2

Paralyzed Army Wife Shares Her Story on the Hazards of Drinking and Driving...
Page 6

Soldiers Receive Life-Saving Training on PM TRADE-Fielded Device...
Page 7

Chief Counsel Discusses "Not So Obvious" Ethical Standards...
Page 8

WORTH REPEATING

“**Developing products and services that protect Soldiers as they, in turn, protect Americans is the most rewarding aspect of this work for me and many acquisition professionals — both military and civilian.**”

~ The Honorable Heidi Shyu, Army Acquisition Executive, remarks in the July – September issue of Army AL&T magazine.

PEO Discusses Results of Command Climate Survey During August Town Hall Meeting

By Rick Gregory, PEO STRI Strategic Communications Support Staff

For many PEO STRI employees, Maj. Gen. Jon Maddux said the words at the August 12 Town Hall meeting that they had been wanting for years to hear.

“If you think Rotating Days Off (RDO) is a good thing, the good news is I am going to make it effective very soon,” the program executive officer told local employees and those attending via video teleconferencing at other locations. “Within a month we will establish very stringent policies on RDO, with one day, not moveable days, that we can adhere to across the command. What I don’t want, though, is that if we are only one person deep in an office for that office to be locked and a function stops on an RDO day. That’s what I want to prevent.”

He added that, based on the disciplined execution of the Compressed Work Schedule Policy, he will take another look at telework and perhaps loosen the current policy where feasible.

“Right now we have it on a case-by-case basis and we will continue to do that,” he said.

A compressed work schedule and telework were popular employee responses in the recent Command Climate Survey. Maddux used the Town Hall to discuss the results of the survey and actions to be taken in areas needing improvement or of concern to employees.

Addressing the overall survey, he said there were many great comments and many employees gave accolades to the organization. He added that there were also many comments that weren’t so great.

“I understand those and I want to assure you that we are listening as an organization and we will step up to the plate to solve any areas of friction that may exist across the organization,” he said. “We will take the appropriate action for any breaches in the workplace standards and hold the leaders



U.S. Army Photo/Doug Schaub

MG Maddux, program executive officer, speaks to employees about the Command Climate Survey at the August 12 Town Hall meeting.

and workforce accountable to not only doing their jobs, but to making sure we have a safe, respectable work environment.”

Two other overarching themes coming out in the survey, he pointed out, were the perceptions of favoritism and nepotism within the organization. The general said he obviously does not condone either and is taking steps to ensure they do not take place in the future.

“We have a new hiring directive called the Recruitment and Selection Guide that is on the intranet that prevents nepotism from taking place,” he explained. “It is a process that will not allow nepotism and a good old boy network to take place. It’s a process that lends itself to true transparency. It will be applicable to NH-4s and NH-3s.”

The roles of SETA contractors and ongoing communications with the workforce were two other areas the PEO discussed with the employees.

Continued on page 11

PROGRAM EXECUTIVE OFFICER



MG JON MADDUX

“

**EVERY HUMAN
BEING, OF
WHATEVER
ORIGIN, OF
WHATEVER
STATION,
DESERVES
RESPECT. WE
MUST EACH
RESPECT
OTHERS EVEN
AS WE RESPECT
OURSELVES.”**

— Ralph Waldo Emerson

To The PEO STRI Workforce,

In our recent Town Hall meeting, I shared with you the results of the Command Climate Survey and how I envision us moving forward to correct any areas that need to be addressed as a result of your candid input.

There was one theme that came up that I think is inherent upon all of us to correct, regardless of your position or role, be it military, government civilian or SETA contractor. That theme is the perceived lack of respect in the workplace.

As poet Ralph Waldo Emerson once said, “Every human being, of whatever origin, of whatever station, deserves respect. We must each respect others even as we respect ourselves.”

I wholeheartedly agree with that sentiment, and it certainly needs to be applied in a workforce as diverse as ours. I value every member of our workforce. Every member of our workforce should value one another. I encourage every one of you to treat your coworkers the way you want to be treated. When you do that it creates an environment that is friendly and conducive to work standards.

One of the things we need to do is work on breaking down whatever barriers there are between different groups that would make a lack of respect in the workplace a recurring theme in the employee survey. If you form small cliques within the workforce, that certainly is not beneficial to the greater whole of the organization.

Respect is one of the seven Army Values along with loyalty, duty, selfless service, honor, integrity, and personal courage. The Army Values statement reads, “Respect is what allows us to appreciate the best in other people. Respect is trusting that all people have done their jobs and fulfilled their duty. And self-respect is a vital ingredient with the Army value of respect, which results from knowing you have put forth your best effort. The Army is one team and each of us has something to contribute.”

Thank you for assisting me in embracing an environment of respect for all and holding people accountable to the values of the Army and the standards that we have.

I appreciate all that you do in support of our warriors and am honored to lead this great team.

Regards from your program executive officer,

2014 NATIONAL
PREPAREDNESS
MONTH

SEPTEMBER



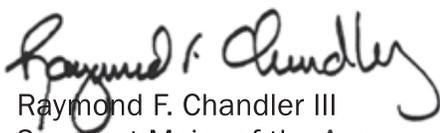
This September marks the eleventh annual observance of National Preparedness Month. Through the years, our Army has shown that by fostering a culture of preparedness we can make great strides in strengthening our ability to prepare for, mitigate, prevent, respond to and recover from the effects of natural or man-made disasters. From national disasters to violence in the workplace, the quick responses by our installations demonstrate the value of timely planning and partnership building with surrounding jurisdictions.

In order to ensure our Army stands ready to support the American people and our communities, we will continue to work in concert with the Department of Homeland Security and Federal Emergency Management Agency. Our collective efforts will enable us to respond appropriately in times of crisis. To reinforce individual responsibility for preparedness, we encourage everyone to participate in the National Preparedness Month and National Day of Action on September 30, 2014. We also urge everyone to “pledge to prepare” by applying the Ready Army tenets: *be informed, make a plan, build a kit and get involved*. Participate in “America’s Prepareathon!” and visit the Ready Army website (<http://www.acsim.army.mil/readyarmy/>) to find out more on the actions you can take to support emergency preparedness and resilience. Your efforts have made a tremendously positive impact in the past, and your continued participation in preparedness activities will posture the Army to better serve America in the future.

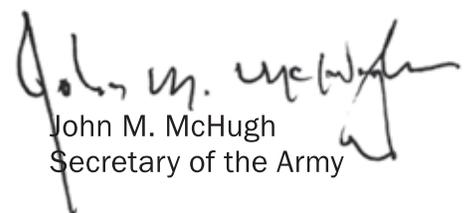
Responsibility for the safety and resiliency of our Army lies with each Soldier, Family and Civilian. Our commitment to national safety extends beyond our ranks and into our communities. Again, during this year’s observance of National Preparedness Month, we encourage leaders to promote an atmosphere of local hazard identification, risk mitigation and all-hazard planning. Army Strong!

“**LET US HONOR
THE STRENGTH
OUR PEOPLE
SHOW IN TIMES
OF ADVERSITY
BY PREPARING
OURSELVES, OUR
NEIGHBORS,
OUR SCHOOLS
AND OUR
WORKPLACES
BEFORE
DISASTER
STRIKES.”**

— President
Barack Obama


Raymond F. Chandler III
Sergeant Major of the Army


Raymond T. Odierno
General, United States Army
Chief of Staff


John M. McHugh
Secretary of the Army

Maj. Gen. Harold J. Greene Eulogized

By J.D. Leipold, Army News Service

The Army paid tribute to Maj. Gen. Harold J. Greene in a memorial ceremony held August 14 in the Pentagon auditorium.

The 55-year-old deputy commanding general of the Combined Security Transition Command-Afghanistan was killed by an Afghan Soldier Aug. 5, while making a routine visit to Marshal Fahim National Defense University in Kabul, Afghanistan. Thirteen NATO and Afghan Soldiers were wounded in the green-on-blue attack. The assailant was killed.

Following the National Anthem, invocation and scripture reading, host Army Chief of Staff Gen. Ray Odierno told the standing-room-only audience that when a man or woman joins with the Army, they really have two families, the biological and the Army family.

“Today, we bring those two families together to honor Harry,” he said.

“Harry was a Soldier, a husband, a father, a son, a friend, a leader and a great patriot,” Odierno said. “He left an indelible mark on everyone he came in contact with, and when I think about Harry, I think of a scholar, an inspirational leader, one who was humble and a passionate Soldier, always committed to whatever mission he was given.”

Odierno said that when he was looking for the right person to establish the multinational mechanisms to sustain the Afghan National Army and Security Force for the long term, he knew Greene was the right Soldier. “He had all the credentials, background, personality and the knowledge to prepare the Afghan Security Forces as U.S. and coalition troops depart.

“I believe he had a rare combination of intellect, compassion and warrior ethos. He was



U.S. Army Photo

Army Chief of Staff Gen. Ray Odierno, Secretary of Defense Chuck Hagel and Assistant Secretary of the Army for Acquisition, Logistics and Technology Heidi Shyu join in singing the congregational hymn, “Onward Christian Soldier” during the funeral for Maj. Gen. Harold Greene.

simply a great man,” Odierno added. “What I’ll always remember about Harry is that he was a true patriot and the epitome of what we hope and expect of our senior leaders — a leader who is competent, able to do whatever job is given to him and to do it to the best of his ability with commitment to Soldiers, the Army, the nation, the mission and able to balance that with commitment to his family.”

Following Odierno, Assistant Secretary of the Army for Acquisition, Logistics and Technology Heidi Shyu recalled her relationship with Greene. He had served as her deputy for Acquisition and Systems Management until deploying to Afghanistan just eight months ago.

“My words can’t fully express the sense of loss, the sadness we share with the Greene family,” she said. “In his 34-year career, Harry was an engineer of technical expertise, business acumen and decisive leadership to the Army.

“He was passionate about his responsibilities to provide our Soldiers with the best equipment in this world,” she continued. “I could count on Harry to make decisions and tackle problems with sound logic and clear perspective on what’s needed, especially on matters that affect

our Soldiers. I sorely miss his intellect, his talent, his sense of humor and his mentorship.”

Shyu recalled a trip she had recently taken to Afghanistan. She asked the general how he was managing the challenging conditions and the hectic pace he was facing on a daily basis.

“He told me in no uncertain terms, ‘it got me out of the Pentagon,’ and ‘there’s no other place I’d rather be, because I’m surrounded by Soldiers,’” she recalled. “We say ‘goodbye’ to our fallen friend. Harry Greene truly lived a successful life as a defining example of generations to follow, and God bless Maj. Gen. Greene, his family he cherished, and the Army he so loved.”

Greene is survived by his wife, Dr. Susan Myers; daughter Amelia Greene; son, Army 1st Lt. Matthew Greene; and his daughter-in-law, Kasandra Greene. He was interred at Arlington National Cemetery.

In lieu of flowers, his family asked that donations be made to a favorite scouting, youth sports or education program. Donations were also made to Fisher House, USO, Wounded Warrior Project, and the Tragedy Assistance Program for Survivors, in memory of Maj. Gen. Harold J. Greene.



U.S. Army Photo

Soldiers of the 3rd U.S. Infantry Regiment (The Old Guard) gave final honors to Maj. Gen. Harold J. Greene in section 60 of Arlington National Cemetery, Aug. 14, 2014.



Former Vice Chief of Staff of the Army Talks About How Mentors Changed His Life's Direction

By David Vergun, Army News Service

An important aspect of leader development not learned in a classroom setting is the need to seek out good mentors, said the former Vice Chief of Staff of the Army Gen. John F. Campbell. He deployed in August to be the International Security Assistance Force and U.S. Forces Afghanistan commander.

"I'd encourage you to sit down and talk with someone about what's on your mind and what you should do and what path you should travel. That's pretty important. Not all organizations are worried about that. The Army is," he said, regarding the worth of mentors.

Campbell spoke at a meeting of the Asian American Government Executives Network in Arlington, Virginia on June 5, 2014. The AAGEN is a nonprofit supporting Asian-American and Pacific Islander leadership in government.

Having good mentors changed Campbell's own direction in life.

After joining the Army some 35 years ago, Campbell said his only plan was to complete his five-year commitment to serve and then get out.

During those years in the late 1970s and early 1980s, he had a change of heart.

His mentors, mostly Vietnam veterans, including many non-commissioned officers, "were absolutely competent at their trade and displayed Army values, even as this nation recovered from Vietnam," he said, adding

that he was blessed to be influenced by their "character, competence and commitment" and that motivated him to stay in.

Mentors don't always have to be someone you know on a personal basis though, he said, citing the 10 Medal of Honor recipients who fought in Iraq and Afghanistan, each of whom had a great influence on him.

Another, he said, was Daniel Inouye, a Japanese-American who served in the Army during World War II, at a time when Japanese-Americans were often looked at with suspicion.

Inouye served in the 442nd Regimental Combat Team, a unit Campbell called "the most decorated in American military history" which sustained the "highest casualty rate" of the war.

Continued on page 11

Vice Chief of Staff of the Army Gen. John F. Campbell speaks during a farewell ceremony in his honor, Aug. 8, 2014, at the Pentagon.



U.S. Army Photo

LESSONS FROM MENTORS

These qualities "don't emerge overnight or just happen as you assume new responsibilities," Campbell said. "You get them from experience and from being around mentors."

- Right before coming to the Asian American Government Executives Network (AAGEN) event, Campbell said he put together a list of great leadership traits he learned over the years from his own mentors that he wanted to share.
- Gen. Campbell said great leaders must:
 - ◆ Have vision, the "ability to get their eyes off their shoelaces and see beyond day-to-day tasks and targets."
 - ◆ Have "self-confidence, not chest-thumping, strutting with egotism." Instead, they are "quiet and self-assured." That enables them to "stand in the shadow while others receive the attention and accolades."
 - ◆ Be "able to look beyond tomorrow and discern a world of possibilities and potential as they take their organizations to a higher level of excellence."
 - ◆ Be driven by "a deep sense of conviction, strength of purpose and belief that reaches out to others and touches their hearts and makes them eager to follow."
 - ◆ Be "able to make decisions, but also be able to delegate and trust others to make things happen, while holding them accountable."
 - ◆ "Possess courage, moral as well as physical. They must want to do what's right, not what is popular. They must be willing to stand alone and act when necessary."

Paralyzed Army Wife Shares Her Story on the Hazards of Drinking and Driving

By Staff Sgt. Todd L. Pouliot, 10th Combat Aviation Brigade (CAB), The Mountaineer

“Thirty people will become paralyzed today in the U.S.,” said Kelly Narowski, a professional speaker whose mission is to persuade her audiences to take driving safety seriously. “Your ability to walk is something you take for granted. It’s not something you think you will ever lose.”

When Narowski was 25, she made a mistake that she has lived with ever since.

She was driving with a friend down Highway 1 in southern California. Her friend, the driver, had consumed six to eight martinis before getting behind the wheel.

“I wasn’t a big drinker, but for whatever reason, I decided to have two drinks with her,” Narowski said. “My blood alcohol level was .10 (percent).”

Her friend’s blood alcohol level was .28 percent, and at one point, the friend realized she was too impaired to drive.

“She pulls over and says, ‘you need to drive,’” Narowski recalled.

She and her friend switched places; one put on a seat belt, the other did not.

“That was the last time I ever walked,” Narowski said. “I wasn’t wearing a seat belt. I was driving an unfamiliar vehicle on a dangerous mountainous road. I lost control going around a turn.”

Narowski has been speaking to groups about taking driving safety seriously since 2000 when she began speaking at schools about the importance of wearing helmets and seat belts. When she married a Soldier in 2006, she started talking to military members about the consequences of unsafe driving.

“My T-6 vertebrae exploded like a grenade,” she said. “I was paralyzed from the chest down. In the hospital, I suffered complications from bronchitis. I was in a lot of pain and discomfort. I’m not telling you all this for you to think ‘she’s been through a lot.’ I want you to think, ‘I’m going to take what she says seriously,’ because I know what you can do with a car.”

According to Narowski, 34,000 people died in car crashes in 2011, one third of them due to drunk driving.

“I won’t call car crashes ‘accidents,’” she said. “Accidents imply that no one’s at fault. Crashes can be prevented.”

And the number one cause of crashes is not paying attention, she added.

“You are four times more likely to crash when talking on a cell phone,” Narowski said. “Using a hands-free device, you are two times (more) likely; you’ve taken away the physical distraction, but you still have the cognitive distraction. You are 23 times more likely to crash if you’re texting and driving – a triple distraction: manual, visual and cognitive.”

Narowski has been paralyzed for 16 years, and she said the hardest part for her is being treated differently.

a human resources noncommissioned officer with Headquarters and Headquarters Company, 10th CAB.

“The briefing has, in all honesty, changed the way I drive,” Garcia said. “Before, it was a matter of ‘I crash and my auto insurance will pay for it.’ Today my way of thinking is, ‘I crash, and my life and the way I am used to living it is at risk.’ I also now take my passengers’ safety more into consideration.”

Narowski spoke to hundreds of 10th CAB Soldiers during the day, and it is the brigade commander’s hope that the presentation will



U.S. Army Photo/Kathryn C. Weigel

Kelly Narowski uses a model of a spinal column to explain her paraplegia to Soldiers at Fort Lee, Virginia during her Drive to Stay Alive presentation.

“I got patted on the head the other day at the grocery store,” she said, which drew cringes from many Soldiers. “A man at the airport asked me if I needed help. I told him I needed money. Let’s just treat the wheelchair like a pair of glasses.”

Soldiers’ reactions to the statistics and personal examples Narowski presented were palpable.

“It was the best safety briefing I have ever experienced,” said Sgt. Jose S. Garcia,

inspire safer driving habits throughout the ranks. He emphasized to his Soldiers that they are important to a lot of people; especially their friends, Family and unit.

“You need to know this lifestyle if you’re not going to take the business of driving seriously,” Narowski said in closing. “It’s a very inconvenient life. As U.S. Soldiers, you stand up for what is right. People care about you. Love yourself enough to take care of yourself.”



Sgt. 1st Class Shannon Wofford (kneeling), 4th Brigade Combat Team, 10th Mountain Division, shows Soldiers from his unit how to use the THOR — an electronic warfare system that sends a radio signal jamming the enemy's attempt to remotely set off improvised explosive devices — during training July 26.

PM TRADE-Fielded Systems Train Soldiers on Disrupting Improvised Explosive Devices

By Chuck Cannon, Community Editor, The Guardian

Soldiers from the 4th Brigade Combat Team, 10th Mountain Division, completed Counter Radio-controlled IED Electronic Warfare (CREW) training with the THOR III and Duke V2/V3 — electronic warfare systems that help units maneuver safely past Improvised Explosive Devices (IEDs).

Fort Polk's Counter IED Integration Cell, or CI2C, led the training from July 23-25. Staff Sgt. Nelson Garrett, 3rd Squadron, 89th Cavalry Regiment, 4th Brigade Combat Team (BCT), 10th Mountain Division, said the primary goal of the training was to teach Soldiers how to maintain and troubleshoot CREW systems downrange.

"We mainly have private first classes through sergeants going through the training," Garrett, the electronic warfare non-commissioned officer (NCO) for 3/89 Cav, said. "They are relatively new to the Army and if they've not deployed, this will be the first time they've seen these systems."

Capt. Keith Ligman, the 4th BCT electronic warfare officer, said the training is important to the survival of deployed Soldiers.

"With the creativity the enemy has shown in developing IEDs, any training we can give our guys is important," he said.

Warrant Officer Bryan Burton, 4th BCT electronic warfare technician, said combating IEDs is an ever-evolving task.

"From lessons learned, a lot of off-the-shelf items are used to set off IEDs," he said. "The training teaches our Soldiers to disrupt those devices to ensure safe operations."

Burton said as technology changes, training would have to change.

"This training is just baseline — what we've learned in the last few years in Afghanistan and Iraq," he said.

While a majority of the classroom time was spent learning how to maintain and troubleshoot the Duke systems — a vehicle-mounted, counter-IED system — the Soldiers were allowed to test the capabilities of the THOR III in the field. Named for the Norse god of the same name, the THOR system operates by sending out a signal to jam radio frequencies that might be used to set off an IED.

Continued on page 11



PEO STRI's Chief Counsel Speaks About the "Not So Obvious" Ethical Standards

By Rick Gregory, PEO STRI Strategic Communications Support Staff

There is an old saying, "Things are not always as they seem."

That thought was brought to light in a recent PEO STRI Town Hall meeting when Chief Counsel Steve Davis spoke to employees about the importance of always applying ethical standards as government employees and members of the military.

"We all want to do the right thing," he said. "However, sometimes doing the right thing is not intuitive. We may think it's okay to do something or that we should be able to do it, but that doesn't make it the ethical thing to do if it doesn't follow Army standards of conduct."

During his presentation, he queried the audience on specific scenarios that may not have a clear ethical resolution.

One involved a government employee or military member, randomly named Joe, being on official travel that concluded early on a Friday, but the next flight back to Orlando wasn't until the next day.

"Let's say that person has a family member who lives 25 miles from the TDY location. Joe wants to hop in the government rental car to have dinner with his family member. He will pay for the gas out of his own pocket. It won't cost the government any more money. Can Joe take the government rental car to visit his relative for dinner?" Davis asked the audience.

After a few murmurs among the employees, he said emphatically, "No he can't. The car is for official travel only," explaining that the insurance on the rental car is for official duty only and may not cover the costs for repair should an accident occur while on a visit to the relative.

He added that there are cases when you can use the rental car for what may seem like personal use, but is actually part of the official business trip.

"You are allowed to use the rental car to drive to restaurants for meals as long as they are a reasonable distance away or to go to the store to get essential items like razor blades or other hygienic items. You can also use it to go to worship as long as it is a reasonable distance."

He said these rulings also apply when the person is on extended travel of a few weeks or more.

"Could you drive to a baseball game in the rental car during your weekend downtime?" he asked. "The rule is, no. Again the rental car is for official business only. Some people ask if they can use the car to visit local relatives on the weekend. The best answer to that is you have to

rent your own car at your expense. You cannot use the rental car because it's not official business."

The subject then came up about using the government travel card to pay for a relative's or friend's dinner knowing they will pay it back.

"How many think you should be allowed to use the card to buy dinner for a relative in that circumstance?" the chief counsel queried. Just a few hands went up.

"No matter if you disagree with the Army regulations and knowing you will pay it back, you cannot use the card for that purpose," he said. "You can only use it for authorized purchases related to your TDY that the government would normally reimburse you for."

Since government employees and military members frequently travel with coworkers who are SETA contracted employees, Davis said there are some areas that, while it may seem to be okay, there are some restrictions that need to be kept in mind.

"Say a government employee or military member are on TDY with a SETA contracted employee. The contractor pulls up in a rental car at the airport and the government employee gets in. Is that okay?" was the scenario he posed to the group.

"It depends on the circumstances," he said. "If that rental car is paid for through the government contract so the government is actually paying for the rental car, then you can ride in the car. If, however, the rental car is paid for by the contractor then you cannot ride in the car because it's not part of the contract and the government isn't paying for the rental."

His last point, on what may be considered an ethical business practice by some, involved

allowing a contractor to transport a government worker or military member in their personal car. He reminded the group that they cannot ride in contractor-driven vehicle because it is considered a gift to them from that contractor under the Joint Ethics Regulations rules. The best solution, he said, is for the government employee or military member to do the driving while on travel.

Doing the right thing can sometimes present a dilemma, but perhaps Price Pritchett, a business advisor, speaker and author said it best.

"Ethical dilemmas have a way of sneaking up on a person. If something smells funny, stay away from it. Or help get rid of it. Your ethical muscle grows stronger every time you choose right over wrong."



U.S. Army Photo/Doug Schaub

Chief Counsel Steve Davis speaks to employees about ethics at the July 3 Town Hall meeting.



PEO STRI's Freedom of Information Act Office Reduces Turnaround Time on Requests

By Rick Gregory, PEO STRI Strategic Communications Support Staff

One of the biggest complaints about requesting government information through the Freedom of Information Act (FOIA) is the amount of time it takes to get a response. In a 2011 Knight Open Government Survey, it was discovered that a still-pending request to the National Archives dated back to 1991.

PEO STRI's FOIA specialist, Gina Guerzon, processes FOIA requests a bit faster than that – by about 19 years and 330 days. Since she joined the organization in 2007, she has helped reduce the processing time from an average of 230 days to just 35 days.

“After our FOIA office was established in 2007, it took a while to streamline the process because there are quite a few departments and individuals who are involved, but I am really happy that we have been able to dramatically shorten the turnaround time,” she said.

She explained that once a FOIA request is received, it is processed through a contract specialist or officer, a submitter, an attorney, the

Initial Denial Authority (the Principal Assistant Responsible for Contracting) and herself.

Submitters can send their FOIA requests through the mail, by fax or, for the quickest turnaround, through PEO STRI's FOIA website that Guerzon created to streamline the process.

“About 95 percent of the requests we receive are for a copy of a contract,” she explained. “The first step in the process is trying to locate the specific contract through the Electronic Document Access database or by contacting the appropriate contract specialist or officer for the records.”

Once located, Guerzon contacts the company who was awarded the contract (the submitter) who, by law, has an opportunity to redact any confidential information such as unit prices, labor rates, trade secrets or other proprietary information that could harm their business. They have 30 days to provide a written response that must include a valid justification for the redactions.

Guerzon said when she receives the response from the submitter, she reviews it and prepares a complete package for PEO STRI's legal department. The package includes the original request, the letter of acknowledgement to the requestor, the submitter's paperwork and their recommendation for release of the information and a clean copy of the contract without the redactions.

“Once the attorney receives it, he or she reviews it and provides a legal analysis on whether or not the redactions by the submitter can be upheld,” she explained. “They provide a legal memo to me within seven to 12 business days, depending on the complexity of the request.”

While it may seem like the paperwork has reached the end of the review cycle, Guerzon said there are several more steps that must take place before the FOIA request is closed.

First, she said, she must prepare an interim response to the requestor advising them that the government is preparing to release the records partially, in full or not at all so long as the submitter doesn't get a court order prohibiting the release. The letter is reviewed and signed by PEO STRI's Initial Denial Authority (IDA), the Principal Assistant Responsible for Contracting.

At the same time, Guerzon sends a letter of intent, signed by the IDA, to the submitter advising them whether or not the government has agreed with their redactions, if there were any. Along with the letter, the submitter receives a copy of the records as the government intends to release them. They then have 10 days to determine if they agree or want to take court action to prohibit the release of the records.

As the final step, if court action has not been initiated in the 10 days, Guerzon produces the appropriate letter to the requester, ensuring all redactions are permanently applied, and then sends it to the requestor with the IDA's signature.

While it can be a tedious process, Guerzon said she is very proud of the team of professionals who she works with at PEO STRI and the dedication they apply to ensuring they properly respond to the public's right to know about government activity.

Government-wide, there were 237,682 FOIA requests processed last year, with the Department of Defense (DoD) placing third in the number handled after the Department of Homeland Security who process the most and then the Department of Justice. The Army processed 33,056 requests last year, which was more than any DoD agency. Guerzon oversees the FOIA process of approximately 52 requests each year.



U.S. Army photo by Doug Schaub

Gina Guerzon serves as PEO STRI's Freedom of Information Act specialist, ensuring all requests for publicly-releasable information are properly and expeditiously handled.

Help is Just a Call Away

Federal Occupational Health Employee Assistance Program improves the health, safety and productivity of federal employees.

In today's society, employees are busy juggling work and family and it is not unusual to encounter difficulties with stress, family, relationships, alcohol, work or other concerns, which can have an affect on an employee's overall quality of life. To address these concerns, PEO STRI has partnered with Federal Occupational Health (FOH), to provide employees with a wide range of Employee Assistance Program (EAP) services at no cost.

With just a phone call or a keystroke, employees can access assistance services on the internet and via a professionally-staffed call center.

EAP services are convenient and confidential. Licensed counselors are available to help with difficult personal issues that include, but are not limited to emotional, alcohol and drug-related, family and relationship, financial, and legal problems.

TELEPHONE ACCESS

To make a confidential EAP appointment with a licensed counselor, call 1-800-222-0364 (or 888-262-7848 for hearing-impaired). Call anytime, any day, any week, any year. Employees will be offered assistance or given an appointment to meet with a counselor. Meetings with the counselor are confidential within the guidelines of the law. When contacting the EAP, please use **DOD/ARMY/PROGRAM EXEC OFFICE - SIMULATION TRAINING & INSTRUMENTATION (PEOSTRI)** to identify your agency/workplace.



EAP

We care, just call.

EAP SERVICES

Access to licensed counselors who provide in-person, one-on-one short term counseling.

Sample Topic Areas

- ◆ Crisis Management
- ◆ Addictions
- ◆ Relationship Issues
- ◆ Legal Concerns
- ◆ Financial Issues

EAP WEBSITE: FOH4YOU.COM

- ◆ EAP Information & Services
- ◆ Self-Assessment Tools
- ◆ Mental Health Articles
- ◆ Prevention Information
- ◆ Child & Elder Care Search Tool
- ◆ Online Presentations

FOH4YOU.COM: Your EAP Website

Federal Occupational Health in partnership with Magellan Behavioral Health is committed to helping individuals improve their well being. One of the ways the organization reaches federal employees is through FOH4you.com, the EAP Website. The site offers a self-help approach to employees wanting to learn more about the EAP and other related services. Employees have a wealth of information at their fingertips.

Visit FOH4you.com for:

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- ◆ Specific information about your EAP services
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- ◆ Access to a wide variety of information and resources

**Take advantage of services available to you...
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TO ENTER THE FOH4YOU SITE:

1. Type the web address **www.FOH4you.com** into your browser.
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From the **Quick Links** section (lower left corner) on the FOH4You homepage, select the presentation you would like to view. Select option "**watch video**" (for some presentations); then select your agency from the pull down menu.

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From the "My FOH4You" welcome page "**Benefits**" section, select the link "**EAP Benefits**," then select "**Legal and Financial Consultation**."

EMPLOYEE ASSISTANCE: 800-222-0364 or 888-262-7848 TTY



He stressed that SETA contractors should not be performing functions that are inherently government roles.

“We value the SETA support that we have regardless of the job category,” he said. “However, they are here to assist and not be in a government role for giving directions. If a SETA contractor is in a standby role to back up a supervisor-level slot, that should not be happening. I will be putting out a policy letter that states that.”

Maddux said open communications is critical in any organization and outlined both the existing communications tools as well as a new one he is having added.

“We will continue with using the splash screens to disseminate key information; we are going to enhance our organization’s intranet; and we are going to put very obvious suggestion boxes throughout the organization and ensure we collect those at least every two weeks,” he said. “Submitters can be as anonymous as they choose, and their identities will be kept in confidence.”

The PEO ended the Town Hall by answering questions from the audience.

PM TRADE-FIELDED SYSTEMS *continued from page 7*

It is comprised of three parts — two carried by a squad with one in reserve. Each piece is carried by a different Soldier and weighs about 25 pounds.

“The equipment sends out a jamming signal constantly,” Burton said. “It doesn’t hamper our communications, is very reliable and easy to fix.”

During the exercise on July 25, a squad of Soldiers was given the equipment and conducted a patrol along a roadway. Two IEDs were set up along the route and the squad used the THOR III to successfully traverse the street without the IEDs detonating.

Following the exercise, Soldiers were shown what would have happened if the THOR III had not been in use — an explosion that could have killed or wounded most of the squad.

“It’s our hope that this training is a confidence-builder for the Soldiers showing how effective the equipment is,” Burton said. “It also gives them hands-on training on how to deploy and maintain the equipment.”

MENTORS *continued from page 5*

Campbell then went into detail about how Inouye led his men in battle against the Germans in Italy, destroying three enemy machine-gun nests, despite his own severe injuries.

Inouye’s “men trusted him enough to follow him up that hill” into harm’s way, he said, noting that was a “tribute to his character. You look for that in your leaders,” civilian as well as military.

After Campbell’s remarks, he opened up the floor for questions. One AAGEN member asked him about how his own parents influenced him in his formative years, especially his mother, who is from Japan.

Campbell then told how his mother worked hard all day at a number of small jobs and his father, who was an Air Force enlisted, worked at a night job to help the family make ends meet.

His parents became his first mentors, he said, particularly his mom, who “instilled her

values of hard work and preparation as being keys to success.”

Before going to bed each night his parents “made sure my sister and I had done our homework. It was their way of instilling hard work in us,” he said, adding that there are a “lot of things you can’t control in life but one thing you can is self accountability.”

One of the reasons Campbell said he had his sights set on going to West Point was because his parents couldn’t afford to pay for his college and he wanted to take the burden off them.

In closing, Campbell said everyone will experience “life’s disappointments and failures,” but the real measure of a person is how he or she reacts to a crisis.

Soldiers know a good leader and mentor when they see one, he added. “Soldiers don’t care how much you know until they know how much you care.”

Editor’s Note: *This article is a reprint from the Army News Service. Watch for a future issue of Inside STRI for an announcement of a formal mentorship program being stood up at PEO STRI.*



U.S. Army Photo/Chuck Cannon

Soldiers with the 4th Brigade Combat Team, 10th Mountain Division, learn to place a piece of electronic warfare equipment in operation during a Counter Radio-controlled IED Electronic Warfare (CREW) class hosted by Fort Polk’s Counter IED Integration Cell, July 23 - 25.

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TEAM ORLANDO IN PHOTOS



U.S. Army Photo/Doug Schaub

Col. Wayne Epps receives the Legion of Merit award from Maj. Gen. Jon Maddux, program executive officer, during the change of charter ceremony for PM ConSim in Partnership 3 July 23.



U.S. Army Photo/Doug Schaub

Col. Harry Buhl (left), Project Manager for PM CATT, presents the Product Manager Ground Combat Tactical Trainers charter to Lt. Col. Doug Twitty during the change of charter ceremony in Partnership 3 July 11.



U.S. Army Photo/Doug Schaub

Lt. Col. Corey Hemingway speaks to the audience after receiving the charter as the Product Manager Live Training Systems in a ceremony held in Partnership 3 July 11.



U.S. Army Photo/Doug Schaub

Jerry Sirmans, acting Project Manager for PM ConSim, presents the Product Manager Warrior Training Integration charter to Lt. Col. Vince Grizio during the change of charter ceremony held in Partnership 3 July 25.



U.S. Army Photo/Doug Schaub

Col. Harry Buhl (left), Project Manager for PM CATT, presents the Product Manager Air and Command Tactical Trainers charter to Lt. Col. Ed Weakley during the change of charter ceremony in Partnership 3 July 8.



U.S. Army Photo/Doug Schaub

Command Sgt. Maj. Joe Parson (left), the top non-commissioned officer with the Army Capabilities Integration Center at Fort Eustis, Va., and Sgt. Maj. Alan Higgs, PEO STRI's senior enlisted advisor, discuss medical simulations during Parson's visit to PEO STRI August 26.