The all-volunteer force has surpassed expectations. After more than a decade of sustaining combat operations in Iraq and Afghanistan while meeting other global obligations, our force has been successful by virtually every measure. The volunteer military is more intelligent, fit, committed and representative than ever. Moreover, it has proved more cost-effective than a draft force."

—Melvin R. Laird, former secretary of Defense, remarking on the 40th Anniversary of the All-Volunteer Force

A LOOK AT THE MAN BEHIND THE NAME – LUIS DE FLOREZ

By Rick Gregory, APEO Business Operations Support Staff

Around PEO STRI, his name is used like a household word. “I work on the second floor of the de Florez building,” one might be heard saying. Or, “My training class is in the de Florez building,” someone else might say.

Few, however, probably know very little about the man behind the name. Born in New York City March 4, 1889, Luis de Florez had a distinguished career in the U.S. Navy, serving during both World War I and World War II, retiring at the rank of rear admiral.

His association with military simulation and training is far reaching. In 1941, during his Navy career, then Commander de Florez visited the United Kingdom and wrote a report on British aircraft simulator techniques. That report influenced the establishment of the Special Devices Division of the U.S. Navy’s Bureau of Aeronautics. Later that year, de Florez became the head of the new Special Devices Desk in the Engineering Division (the precursor to what is now known as the Naval Air Warfare Center Training Systems Division which is headquartered in the de Florez building that opened in 1988).

During this time, de Florez was a staunch supporter and advocate in the use of synthetic training devices to increase readiness. He was influential in the development...
Sexual Harassment, Assault Prevention Instruction Headslines Training Day

By Kristen A. McCullough, U.S. Army PEO STRI Public Affairs Officer

The problem of sexual assault in the military has recently leapt to the forefront of focus for the U.S. armed forces. Following on the footsteps of a Pentagon-released study showing a rise in sexual assaults, the allegation of harassment by senior military leaders and the indication that many incidents do not get reported in fear of retaliation, senior defense officials jumped into action, amidst presidential, Congressional and news media scrutiny.

“We have to do everything we can in leadership and within our ranks to talk about and face up to this problem,” Secretary of the Army John McHugh said. “This is the main challenge we face today beyond being at war. This is not why people come to the Army, which has been admired for 238 years.”

With little time to spare, the Army released an executive order mandating that all Soldiers and civilians take a Sexual Harassment/Assault Response and Prevention (SHARP) training course no later than June 26. As timing would have it, PEO STRI integrated this instruction into the already scheduled organization-wide training focus day June 20, which included three other training topics: diversity sensitivity, suicide prevention and substance abuse awareness.

Although all four training areas were highly relevant, the SHARP instruction received the majority of emphasis in order to tackle the timely problem of sexual assaults and harassment.

“Sexual harassment and assault violate everything PEO STRI stands for,” Rob Reyenga, the deputy program executive officer for PEO STRI, said. “It’s our responsibility as senior leaders to foster a safe and secure environment where our employees feel comfortable working. We owe this to our workforce because it’s essential for us to accomplish our mission.”

Reports alleging sexual harassment have been brought to PEO

WHAT YOU NEED TO KNOW ABOUT SEXUAL HARASSMENT, ASSAULT PREVENTION

WHAT IS IT?
The U.S. Army’s goal is to eliminate sexual assaults and sexual harassment by creating a climate that respects the dignity of every member of the Army family. The U.S. Army’s Sexual Harassment/Assault Response and Prevention program, known as SHARP, exists so the Army can prevent incidents before they occur.

WHAT IS THE ARMY DOING?
The Army continues to aggressively implement its “I.A.M. Strong” sexual harassment and assault prevention campaign, aligned with the chairman of the Joint Chiefs of Staff’s five lines of effort: prevention, investigation, accountability, advocacy and assessment. Additionally, the Army directed a stand-down period for refresher training for SHARP personnel and Army leaders to engage their personnel about SHARP principles and Army values.

WHAT CONTINUED EFFORTS ARE PLANNED FOR THE FUTURE?
Army leaders are committed to – and accountable for – eliminating sexual harassment and assault incidents by creating a climate where Soldiers, civilians and support personnel feel safe from this threat and foster an environment conducive to reporting. The Army:

• Provides compassionate care to victims and protects the accused with thorough investigations,
• Expects to hire a total of 902 Sexual Assault Response Coordinators (SARCs) and Victims Advocate (VA) and trainers. The Army is increasing the professional standards for all SHARP personnel to include professional credentialing in accordance with the fiscal year 2012 National Defense Authorization Act requirements.
• Institutes more frequent command climate surveys and other forms of continuous assessment to measure progress in its sexual assault prevention strategy by identifying and addressing conditions that may escalate to sexual violence.
• Continues to formally investigate every allegation of sexual assault resulting from unrestricted reporting. Though this practice may contribute to a seemingly high number of cases, it demonstrates the Army’s commitment to fostering a climate that minimizes with the goal of eliminating sexual assault incidents.
• Directed a stand-down period for refresher training for SHARP personnel and Army leaders to engage their personnel about SHARP principles/Army values.

WHY IS THIS IMPORTANT TO THE ARMY?
As the department continues its SHARP campaign, Army leaders work to ensure the safety of all Army team members, strengthening force readiness and reinforcing the bond of trust between the force and nation.

This information was derived from the Friday, June 7, 2013 edition of STAND-TO!, the daily focus for the U.S. Army published online.

Secretary of the Army John McHugh (center) spoke with a group of senior leaders from the Army’s sexual harassment and assault response and prevention unit July 2 in Vicenza, Italy.
New Contract Vehicle Brings Streamlined Approach for Obtaining Training Services

By Rick Gregory, APEO Business Operations Support Staff

“Doing more without more.” That’s the catchphrase in the Department of Defense’s Better Buying Power initiative that was introduced in September 2010.

Honorable Frank Kendall, the undersecretary of defense for Acquisition, Technology and Logistics, said the goal is to “deliver better value to the taxpayers by improving the way the Department of Defense does business.”

At PEO STRI, the newest contract vehicle will do just that when it rolls out. Called TEACH (Train, Educate and Coach), it will focus solely on optimizing the most cost effective delivery of training services, not only within the Army, but to other military organizations and government entities as well as Foreign Military Sales.

Currently, there are three enterprise contract vehicles under which PEO STRI operates:

- STOC II (Simulation and Training Omnibus Contract) provides Soldiers with simulation, training and instrumentation products from concept development through lifecycle support,
- The SETA (Systems Engineering and Technical Assistance Services) contract provides systems engineering and technical support services for PEO STRI, and
- The Warfighter FOCUS (Warfighter Field Operations Customer Support) contract provides a fully integrated contractor workforce to operate and maintain the fielded training devices and systems.

Jeff Simons, assistant program executive officer for strategic integration and TEACH program lead, said it was the steadily evolving use of Warfighter FOCUS for services, rather than sustainment, that led to the need for a separate training services contract.

“Warfighter FOCUS was originally designed to do all of the sustainment for the fielded training aids, devices, simulators and simulations with limited effort associated with training services,” Simons explained. “Then the need for training services just kind of exploded to the point that it overwhelmed the contract’s intended purpose.”

He added that when a customer needed a particular training service, such as role players for a training exercise, the Warfighter FOCUS primary contractor would often go out and subcontract with companies who had expertise in that particular task.

The TEACH contract, he said, will be awarded to a small, but yet undetermined number of contractors who each can provide the full scope of training services that include everything from teaching K-9 units to providing programs of instruction and course curriculum.

“The PALT schedule is a 24-month cycle,” Simons said. “It could be awarded anytime within the 24-month window.”

Once TEACH is awarded, the training services will migrate from Warfighter FOCUS and be administered by the Project Manager.
U.S. Army’s History Full of Interesting Facts, Trivia

By Rick Gregory, APEO Business Operations Support Staff

With the U.S. Army having celebrated its 238th birthday on June 14, a search of its history over the years reveals some interesting facts and trivia. The following are just a few.

The first oath of enlistment, voted on June 14, 1775 as part of the act creating the Continental Army, read: “I (name) have, this day, voluntarily enlisted myself, as a Soldier, in the American continental army, for one year, unless sooner discharged. And I do bind myself to conform, in all instances, to such rules and regulations, as are, or shall be, established for the government of the said Army.”

While the U.S. Army is 238 years old, the Army National Guard turns 377 this year. It was founded in Massachusetts on Dec. 13, 1636. Since that time, the Guard has participated in every U.S. conflict from the Pequot War of 1637 to our current deployments.

The Army flag was dedicated and unfurled June 14, 1956 at Independence Hall, Philadelphia.

There is a Purple Heart Trail that originates at the burial place of George Washington in Mount Vernon, Va. Throughout 45 states and in Guam, bridges, highways, trails and roads have been designated as part of the Purple Heart Trail. The reminders let travelers know that others have paid a high price for freedom.

Only one president (James Buchanan) served as an enlisted Soldier and did not go on to become an officer.

During the Revolutionary War, women often disguised themselves as men and enlisted to fight. Cathay Williams, a former slave, disguised herself as a man and enlisted in Company A, 38th U.S. Infantry Regiment. She served in the company for two years until she became ill and was discovered by a post physician.

The United States Air Force was originally part of the U.S. Army. Having been named the Air Service, U.S. Army, U.S. Army Air Corps and U.S. Army Air Forces, it officially became a separate military service Sept. 18, 1947.

The Army was in charge of exploring and mapping much of America. For example, the Lewis and Clark Expedition

Col. Anna Mae Hays, chief of the Army Nurse Corps, became the first woman in U.S. Army history to attain general officer rank when she was promoted on June 11, 1970 to brigadier general.
was comprised of Army officers and noncommissioned officers. The Army conducted several other expeditions through the American West, as well as Alaska and the Arctic.

Civilians have been an integral part of the U.S. Army since the Revolutionary War. In 1775, the first Army civilians were employed as clerks, skilled tradesmen or craftsmen, physicians, teamsters and unskilled laborers.

The first Army civilian was Richard Peters who was the Secretary of the Board of War and Ordnance, which was established with the responsibility of equipping and dispatching troops, maintaining personnel records and disbursing funds.

Chief Warrant Officer Jeanne Pace is the longest serving female Soldier and the last active duty Soldier who was part of the now disbanded Women’s Army Corps. Having enlisted 41 years ago, she is currently the commander and band leader for the 1st Cavalry Division Band.

John Bruce, who is in his 90s, retired in 2011 as the Army’s longest serving civilian employee. He spent most of his 69 year career in Warren, Mich.

In July 1948, the first enlisted women entered the Regular Army and in December of that year, the first Women’s Army Corps officers received Regular Army appointments.

When the U.S. Army was first established in 1775, its budget was set at $2 million. The 2014 Army budget request is $129.7 billion.

In 1989, Capt. Linda Bray led 30 Soldiers of the 988th Military Police Company into combat to seize an enemy objective during Operation Just Cause in Panama. Her role ignited the debate over women serving in combat roles.

Why is a lieutenant general ranked higher than a major general? Major General started out as sergeant major general, placing it below lieutenant general because of the “sergeant” in the rank. By the 18th century, the “sergeant” part was dropped, but major general still remained below lieutenant general.

The Purple Heart was originally called the Badge of Military Merit and was established by George Washington Aug. 7, 1782 while he was commander-in-chief of the Continental Army. The Purple Heart was developed later by Gen. Douglas MacArthur, below, and introduced Feb. 22, 1932 on the anniversary of Washington’s 200th birthday.

Of our 43 U.S. Presidents, 30 served in the Army. Of those, 24 served during time of war, one earned the rank of 5-star general (President Dwight D. Eisenhower) and one earned the Medal of Honor, albeit 103 years late (President Theodore Roosevelt, below), in which the medal was presented in 2001 to his great grandson Tweed.

More than 2,400 Soldiers have been awarded the Medal of Honor. The military service closest is the U.S. Navy with 747.

It was once envisioned to have an Army post on the moon.

In a March 20, 1959 memo:

There is a requirement for a manned military outpost on the moon. The lunar outpost is required to develop and protect potential United States interest on the moon.

~Lt. Gen. Arthur Trudeau, chief of Army Research and Development

Called Project Horizon, the 291-page study never took off.

President John F. Kennedy is the only president awarded the Purple Heart.

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President John F. Kennedy is the only president awarded the Purple Heart.
2013 Army Birthday Ball
Celebrating 238 Years of Excellence

June 15, 2013 - Rosen Shingle Creek
When Gen. Andrew Jackson was leading the battles against the Creek Indians in Alabama in 1813, American troops frequently marched and fought on empty stomachs when sustainment contracts failed to arrive.

While they aren’t putting food on the tables for American Soldiers, more than 180 PEO STRI Acquisition Center employees are working diligently each day to ensure there are no contract failures under their watch. They know it could have an adverse impact on supplying the warfighters the best training aids and services available to prepare them for their next mission.

Led by Joe Giunta, who has held his dual-hatted position as the director of the Acquisition Center and Principal Assistant Responsible for Contracting (PARC) since 2009, the team is responsible for the execution, administration and oversight of more than 3,000 contract actions annually that carry a $3 billion price tag.

Giunta speaks with obvious pride when he talks about his team. He credits their hard work and having the Program Executive Officer Dr. Jim Blake, who also serves as the Head of Contracting Authority (HCA), as the reasons for the success the team enjoys.

“We have been able to recruit, train and maintain a contracting workforce that is second to none by using tools like the Acquisition Academy and an aggressive and focused training program,” he said. “Our workforce is both highly motivated and committed to providing the best products and services to our Soldiers and the nation. I am truly humbled to have been selected to lead such an outstanding workforce.”

In speaking about having a local HCA, Giunta explained that it not only helps make his team more responsive, but it also is a strong benefit when the HCA has a tremendous amount of operational and acquisition knowledge and expertise.

“Dr. Blake’s vision, direction and guidance as our HCA have allowed us to set conditions that have facilitated the PEO STRI Acquisition Center in becoming a leader in multiple contracting metrics across the Army’s contracting enterprise,” he explained.

While he feels his team is “second to none,” he admits there have been and continue to be challenges they meet and overcome.

He pointed out that, while the current contracting environment is one of continuous and ever-growing changes in policy and procedures, the Acquisition Center workforce continues to experience workload and personnel pressures with little to no relief over the last five years.

“Regardless of these challenging conditions,” he said, “our contracting workforce remains committed to doing everything they can to meet the mission requirements.”

Those requirements, he said, include, but are not limited to, actions such as assisting their customers in the development of acquisition strategies, selecting appropriate contract types to meet program requirements, conducting source selection activities and managing the Procurement Administrative Lead Time (PALT) actions for their assigned procurement workload. (PALT is the estimated amount of time required to effectively award a contract action once a requirements package has been accepted.)

The contracting workforce’s customers include the five program manager teams as well as the PEO STRI staff sections. To support them, they are broken down into five contracting divisions within the Acquisition Center and the PARC’s staff.

“The five support teams consist of Policy, Systems, Cost and Price, Business Operations and the Source Selection Advisory Team,” Giunta explained. “Each contracting division is aligned with a PM shop and/or a PEO STRI staff section, but workload and contracting personnel can, and are, shifted across the Acquisition Center based on PEO STRI program priorities.”

The PEO STRI contracting workload is managed by Ken Tedeschi, the associate director for contract operations.

So how does the procurement for a training device or service take place from start to finish? Giunta said it’s a process that should begin as early as possible so the contracting team can provide the best business advice to the PM throughout the execution of the program.

“We begin with what is called a Procurement Planning Conference (PPC) which is an initial meeting between the PM and the contracting team to draw up the PALT schedule that is developed with planning assumptions as to when the requirements package will be completed,” he said. “It is then the role of the contracting team to assist the PM with developing the required documentation necessary to issue a Request for Proposal leading to contract award.”

Once awarded, though, the work doesn’t stop there. They continue to administer the contract, which can be until all products are fielded in the case of supply contracts or, in the case of a service contract, until that service is no longer required. It is only after the contract is completed and closed out by the contract specialist and supporting staff that their work is done on a given contract.

Giunta speaks with passion when he discusses how he wants to help his team go about juggling their daily workloads. He said if he had a genie...
Government, Industry Launch New Standards to Boost Live Training Capabilities

By Rob Wolf, PM TRADE Strategic Requirements Integrator

Chances are high that anyone supporting the live training community is familiar with the Multiple Integrated Laser Engagement System (MILES). The MILES laser code standard has been the foundation of Project Manager for Training Devices’ (PM TRADE) live force-on-force product line success since its adoption in the early 1980s. Since then, more than 250,000 MILES systems have been fielded worldwide, and are still in production today, to simulate the hit and kill effects of direct fire engagements from Soldiers and weapon systems. The success of MILES was in recognizing that a governing interface standard had to be adopted to enable wide-scale growth and interoperability across industry and the military services.

In addition to MILES, there are other standards that have helped PM TRADE realize cost savings and cost avoidance. In 2001, Common Training Instrumentation Architecture (CTIA) began to emerge as an architecture to manage data collection, display and after-action review software for the U.S. Army Combat Training Centers (CTCs). It has since evolved to a common repository of software components used across the CTCs, home stations and live fire ranges. In 2006, Future Army System of Integrated Targets (FASIT) was established to standardize live fire target component interfaces, and today all new target components are acquired with FASIT standard interfaces.

As good as these standards are, they do not address the entire live training mission area. “PM TRADE’s vision for standards is to evolve the current Live Training Transformation (LT2) family of standards to encompass the entire PM TRADE product line portfolio,” Col. Mike Flanagan, project manager for PM TRADE, said.

“Developing standards for the instrumentation radio, communications network and establishing a Tactical Engagement Simulation System (TESS) component architecture with interface standards will provide the missing links in realizing that vision.”

In reaching for that goal, together with their industry partners, PM TRADE wants to identify the major component interface points and standardize those connections, only managing the interfaces, and allowing industry innovation flexibility in developing the functional aspects of the individual components.

“PM TRADE developed the first draft component list and presented it for comment at the June 11th standards workshop,” Lt. Col. Scott Tufts, the product manager for Live Training Systems, said.

PM TRADE’s first program to be acquired using the new interface standards will be the Tactical Vehicle System (TVS) in 2016. While the component architecture allows for individual component acquisitions, it is likely that the first few acquisitions will continue to be acquired at the system level until the interface nuances are fully matured and tested to reduce fielding risks.

To facilitate developing these interface standards, PM TRADE has reached out to their industry base for their assistance and expertise. At a kick-off Industry Day meeting April 2, 73 individuals representing 36 companies attended. After an introduction briefing in the morning highlighting the PM TRADE vision, followed with an open question-and-answer session, individual Integrated Product Teams (IPTs) were established to begin the journey of maturing each of the critical interface standards.

The component architecture interface standard approach is to continue supporting legacy interfaces such as RS-232 and adopting best commercial practices such as USB for wired interfaces. There is also a need to continue using wireless interfaces with a focus on 802.15.4 (PAN), as well as dual mode Bluetooth low energy for future applications.

“Migrating to a component architecture with established interfaces is absolutely the correct path to eventually realizing fully embedded and hybrid embedded-appended training capabilities,” said John Garcia from SAIC, one of the Industry Day attendees.

IPT working groups were established and later consolidated into four key IPTs: PAN, Common Message (radio network), Connector/Power/USB, and Battery (consumable and rechargeable).

PM TRADE’s urgency in identifying the standards is that the CTC-Instrumentation System radio and network communications contract with Northrop Grumman is in the preliminary design phase, and the Army Mobile Instrumented Training System (AMITS) program’s Request for Proposal will be released this year. Both of these programs are acquiring the next generation live training communications systems. The key interface standards have to be identified now to support future PM TRADE programs.

Embedding the critical interface standards at the physical level in both the CTC and AMITS radios will accelerate instantiating the component architecture vision, and over time each IPT can mature the application layers of the individual standards for later hosting on

Continued on page 11
HOLIDAYS & EVENTS

July 3................................................. Army Hosts Colors Ceremony
July 4............................................. Independence Day
July 11............................................. PM STS Change of Charter
July 18............................................. PM TRADE Change of Charter
Aug. 1............................................. Army Hosts Colors Ceremony
Aug. 15............................................ PM MedSim Assumption of Charter

QUESTION:
What activities or trips do you have planned for this summer?”

“I have just completed a Southern Caribbean cruise for my vacation.”

“I will be traveling up to middle Georgia to visit extended family for a few days, and then throughout the remainder of the year, take extended local trips in an attempt to make the best of our furlough situation.”

“To begin, my family and I will be taking a trip to Savannah, Ga., for the 4th of July weekend! Then, my sister and I will spend a weekend in Port St. Lucie. A weekend trip to Key West is in the works as well. I plan to go kayaking/canoeing, stay active within my church and my community by assisting in any way that I can, spend time with my mom, sister, my dog and friends, continue to paint my home and work in the yard”

“I will be camping in middle Tennessee, working on my golf game and hope to take a few long weekends to Savannah and Charleston.”

“I have just completed a Southern Caribbean cruise for my vacation.”

Want your opinion heard?
Answer July/August’s question!
How are you spending your furlough days?
The question is open to the entire workforce.
Send your response to Kristen.McCullough@us.army.mil and put Citizen STRI in the subject line.
Luis De Florez was a pioneer in the use of virtual reality to simulate flight and combat situations in World War II. He also worked on the development of antisubmarine training devices and is credited with more than 60 inventions.

De Florez died in November 1962, at the age of 73, in the cockpit of his private airplane which was ready for take-off at a Connecticut airport.

De Florez also has several prestigious annual awards named in his honor. They include:

- The Admiral Luis de Florez Flight Safety Award has been presented since 1966. It recognizes "outstanding individual contributions to aviation safety, through basic design, device or practice."

- The Mechanical Engineering de Florez Award is presented by the Massachusetts Institute of Technology where he was an alumni. The prizes are structured to recognize ingenuity and creativity in mechanical engineering.

- The de Florez Prize in Human Engineering was established in 1964. It is awarded to a Tufts University undergraduate student, ordinarily majoring in psychology, engineering, or science, who has acquired a high degree of theoretical sophistication and demonstrates an interest in the practical application of knowledge to problems of human engineering.

- The de Florez Award for Flight Simulation is presented for an outstanding individual achievement in the application of flight simulation to aerospace training, research and development.

STRJ leaders’ attention, and these cases were investigated and appropriate actions were taken. It is unknown, however, if there have been other occurrences that went unreported.

In accordance with Army procedures, PEO STRI focuses on prevention through education and training. If a case is reported, PEO STRI conducts a thorough and fair investigation. The organization continually assesses the effectiveness of its sexual harassment and assault response and prevention efforts to ensure the organization is able to accomplish its mission.

Active duty personnel should report cases of harassment or assault to PEO STRI’s sexual assault response coordinator, Jean Burmester, at 407-384-5555. Civilians and in-house support contractors are encouraged to report any incidents to a supervisor in their chain of command or the human resources department.

Simons and his team, who have been working on TEACH since 2010, speaks enthusiastically about the positive impact the new contract vehicle will have on PEO STRI’s customers.

“Working in concert with industry, we will have a contract vehicle that will be attractive to our customers,” he said. “It will be a vehicle that will not only be enjoyed by the Department of Defense, but it will also be open to other agencies like the State Department and Homeland Security who we have already received a call from.”

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Mr. Rob Reyenga, deputy program executive officer for PEO STRI, addresses the workforce about the impending civilian furlough during the Town Hall Meeting June 14.

Joe Giunta, PEO STRI’s principal assistant responsible for contracting, presides over the promotion ceremony for Acquisition Center military officer Tom Kelley to the rank of lieutenant colonel on June 21 in Partnership III.

Col. Mike Flanagan (left), the project manager for PM TRADE, presides over the change of charter ceremony for the Product Manager for Digitized Training from Lt. Col. Craig Ravenell to Lt. Col. Yolanda Frazier May 13 in Partnership III.

Darryl Williams, a chief systems engineer for Product Manager Ground Combat Tactical Trainers, retires May 29 in a ceremony presided over by Dr. Jim Blake after serving 20 years with the organization.

John Daniele retires from federal service May 31 while last serving as the acting assistant program executive officer for customer support and PEO STRI’s top foreign military sales expert.

Judi Willis, contracting officer in PEO STRI’s Acquisition Center, retires from federal service May 1 in a ceremony led by Joe Giunta, director of the Acquisition Center and principal assistant responsible for contracting.

Mr. Rob Reyenga, deputy program executive officer for PEO STRI, addresses the workforce about the impending civilian furlough during the Town Hall Meeting June 14.

Glenn Dillard, an engineer serving with PM TRADE, retires June 19 in a ceremony facilitated by Col. Mike Flanagan, the project manager for PM TRADE.