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A PUBLICATION OF THE 502nd AIR BASE WING – JOINT BASE SAN ANTONIO-FORT SAM HOUSTON



ARSOUTH ENGAGES WITH PERUVIAN ALLIES **PAGE 5**



JBSA PROUD WEEK **PAGE 7**



SEXUAL ASSAULT AWARENESS MONTH **PAGES 10-11**

Acting Secretary of the Army to civilian aides: Readiness is priority No. 1



Photo by Sgt. Maj. Matt Howard

Acting Secretary of the Army Patrick Murphy tells more than 70 Civilian Aides to the Secretary of the Army the Army budget has been cut by 40 percent over the past five years despite increasing operations tempo during a visit to Fort Sam Houston April 4. Murphy said the Army will not lower standards and asked the CASAs to help the Army's readiness by keeping the public informed and engaged in Army issues. He also challenged the CASAs to start using social media to reach the next generation of recruits.

By Sgt. Maj. Matt Howard
 U.S. Army North Public Affairs

Acting Secretary of the Army Patrick Murphy told a group of Army advocates that readiness is top priority and offered advice on how they can help during a speech at Fort Sam Houston April 4. Murphy discussed public-

private partnerships, veterans and social media during his address to more than 70 Civilian Aides to the Secretary of the Army, or CASAs, at their annual national convention. CASAs are civic leaders from all 50 states plus five territories and the District of Columbia. Appointed by the Secretary of the

Army, they serve as unpaid advisors to the secretary and other senior Army leaders. They also are charged with engaging the public and building goodwill towards the Army, which Murphy told them is critical to help the Army maintain a high

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Army opening infantry, armor positions to women

By David Vergun
 Army News Service

All positions in the U.S. Army's 19 series armor, 11 series infantry, and the 13F forward observer military occupational specialty are now open to women.

It means all of the traditional combat-arms branches are now open to both female officers and enlisted.

Women who enlist for the these specialties will ship to basic combat training later this year, said Brig. Gen. Donna W. Martin, deputy commanding general for operations, U.S. Army Recruiting Command, Fort Knox, Ky.

As it did with the other combat-arms specialties, the Army wants officers and noncommissioned officers in place before new female Soldiers head to infantry and armor units, Martin said. With this "leaders-first approach," the Army will have women to serve as role models as well as

mentors for new female Soldiers in the unit.

That approach affects the training timeline.

Female officers will go through their combat arms basic courses later this fall and then they'll head to their units, she said.

Women who enlist for the newly opened MOSs will ship to their basic combat training locations "after we get the female leaders in place," Martin said.

Last year, the 12B combat engineer and 13B and 13D artillery MOSs opened to women.

"We haven't seen a flood of young women who want to join the combat arms," but this is about the opportunity and women understanding there are no barriers stopping them from selecting any career they choose in the Army, Martin said. Although she couldn't forecast the future, Martin said she suspects that over time, the trend could change as women enter combat



Photo by Army Staff Sgt. Russell Klika

Soldiers participate in the U.S. Army Special Operations Command's Cultural Support Assessment and Selection program. It is an important addition to the Army's special-operations community that allow specially selected and trained volunteers to serve alongside special-operations forces in a unique operating environment. Graduates of the training course are awarded a professional development skill identifier and the title of "cultural support specialist." Soon, Special Forces could be opened to female Soldiers. Infantry and armor series opened up April 1.

arms specialties and serve as role models.

"Look at the three female Rangers who completed Ranger school. I think young girls are saying 'if they can do it, I can do it too,'" she said.

They inspired not just Soldiers, but women across America, she added.

The culture is changing and in many ways has already changed with regard to women in combat arms specialties, Martin said.

Over the last 15 years, multitudes of women have deployed to Iraq and Afghanistan, where the traditional front line was blurred, she said.

"Women have held their own in combat and proven themselves over and over again. Our operators have seen that for many, many years. So, they're ready for this," she said.

"As I speak to our recruiting force, they welcome it as well," she added. "They don't see this as a big deal. They believe that as long as the standards don't change – and they won't – everyone should have the same opportunities. When you put on our uniform and when you join our family, it doesn't matter what gender you are."

Martin said when she asks Soldiers if they have daughters, a good number say "yes."

"How would you feel if someone told your daughter she could not do something? They all agree that if their daughters wanted to do something, they should have the opportunity. What an exciting time this is for our Army and for the United States."

TRICARE'S Nurse Advice Line: the right choice for active adults

Do you know that more than half of all adults 65 and older have three or more chronic medical problems, such as heart disease, diabetes, cancer, or arthritis?

Older adults can have multiple health problems and not know whether they need to see a doctor or can administer self-care.

Have you considered TRICARE's Nurse Advice Line?

If you are suffering from a rash, a sinus infection or perhaps you just have a common cold – there is help.

When you call the NAL, a registered nurse will help you assess if you can handle your health concern with self-care or if you need to see a medical professional.

Since its launch, the NAL has been able to increase patient safety

and further ensure a positive patient experience. Military Health System Patient Centered Medical Home team members can access live NAL information so they are aware of their patients' situation and can provide follow-up, if needed.

The NAL is a great medical assessment tool that provides access to care, especially after hours and when travel-

ing, which is great for retirees on the move.

When you don't know what kind of care you need, the NAL helps you access the right type of care at the right time. The NAL can also help you find a doctor and schedule next-day appointments at military hospitals and clinics when available.

The NAL is an easy option for beneficiaries to get information on

their medical problems quickly and at any time. To access the NAL dial 1-800-TRICARE (874-2273) and select option 1. Get more information about the Nurse Advice Line on the TRICARE website at <http://tricare.mil/ContactUs/CallUs/NAL.aspx>.

(Source: TRICARE.mil Staff, Communications Division, Defense Health Agency)



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News Briefs

Army Golden Knights Drop In On Fort Sam Houston Fiesta Review

The Fort Sam Houston Fiesta Review and Retreat Ceremony is being held in conjunction with the Fiesta and Fireworks carnival from 1-10 p.m. Sunday at the MacArthur Parade Field. The review will feature a demonstration by the U.S. Army's elite parachute team, the Golden Knights, at 4:30 p.m. Also scheduled is a cavalry charge from Fort Hood's 1st Cavalry Division Horse Detachment, a cannon salute from Fort Sam Houston's Salute Battery, music from the 323rd Army Band "Fort Sam's Own" and a review of troops by Fort Sam Houston's senior leaders alongside Fiesta royalty. The Golden Knights will perform a second illuminated jump shortly after sunset, capped off by a fireworks display. Events are free and open to the public. Members of the community without Department of Defense identification can access the grounds by entering through the Harry Wurzbach gate.

Air Force Honor Guard Performance At JBSA-Lackland

Joint Base San Antonio military members and families are invited to a free performance by the U.S. Air Force Honor guard Drill Team from Washington, D.C., at 1 p.m. Sunday at JBSA-Lackland's Pfingston Reception Center, 1800 Truemper St. The team is performing as part of the 125th year of Fiesta celebrations. The performance is open to anyone with base access. For more information, call 652-3009.

NEC Customer Appreciation Day

The U.S. Army Signal Network Enterprise Center at Joint Base San Antonio-Fort Sam Houston holds a Customer Appreciation Day at 11 a.m. Thursday at building 1165, with the theme "Viva Fiesta." Food, beverages and games will be available for all JBSA-Fort Sam Houston NEC customers in appreciation of their continuing business and partnership in helping NEC pass its Command Cyber Readiness Inspection last year.

See NEWS BRIEFS, P6

JBSA community grieves the loss of two Airmen

Members of the 37th Training Wing, Joint Base San Antonio and the surrounding community will honor the life of Lt. Col. William Schroeder, 342nd Training Squadron commander, during a memorial ceremony today at 1 p.m. at the JBSA-Lackland Gateway Chapel.

Brig. Gen. Trent Edwards, 37th Training Wing commander, reflected on the life and contributions Schroeder made to both his family and the entire Air Force.

"I worked closely with Lt. Col. Schroeder

and my wife Vanessa and I knew his family," Edwards said. "He was an amazing Airman, father and husband. Our focus at this time is to take care of his family who is here in the local area. He leaves behind a wife and two small children, who we will care for and comfort as best as we can."

Schroeder's wife also released a statement thanking the community for their thoughts and prayers for their loss.

"First and foremost, please understand that our family is mourning the loss of my loving husband and wonder-

ful father to our two children," the statement read. "We ask that you please respect our need to grieve privately during this extremely difficult time. Your thoughts, prayers and understanding are very much needed and appreciated."

Edwards urges members of the community to be respectful to the families of those involved by not discussing specific details of the incident on social media venues, both private and public.

"Heartbreak of this type is felt by each and



Lt. Col. William Schroeder

every member, but we will get through this very difficult time by supporting one another," said Brig. Gen. Bob LaBrutta, 502nd Air Base Wing

and Joint Base San Antonio commander. "All members of JBSA convey our thoughts and prayers to the families who were impacted by this tragedy and our entire focus is to ensure they have the support they need to persevere."

Counseling services are available through the JBSA chaplains, the Military & Family Readiness Centers or through the installation medical centers for those affected by the incident.

(Source: Joint Base San Antonio-Lackland Public Affairs)

'Eternal optimist' used resiliency to battle adversity

By Steve Elliott
JBSA-Fort Sam Houston
Public Affairs

Retired Army Brig. Gen. Rhonda Cornum was the guest speaker during the Joint Base San Antonio Wingman and Battle Buddy Day Friday.

The self-proclaimed "eternal optimist" and Desert Storm veteran shared her story of resilience in the midst of adversity with service members and civilians at the 502nd Air Base Wing headquarters at JBSA-Fort Sam Houston.

On Feb. 27, 1991 while stationed in Saudi Arabia during Operation Desert Storm, then-Maj. Cornum, an Army flight surgeon, went out on a Blackhawk helicopter to help rescue an injured Air Force F-16 pilot who had been shot down over Iraq. When they arrived at the spot, the helicopter was shot



Photo by Steve Elliott

Retired Army Brig. Gen. Rhonda Cornum speaks to members of the 502nd Air Base Wing Friday about the importance of resilience at the wing headquarters conference room for Wingman and Battle Buddy Day.

down and Cornum and her crew were captured by Iraqi Soldiers.

After fading in and out of consciousness, the Army flight surgeon woke up next to the mangled frame of the helicopter she had been riding in just hours before. Above her were five Iraqi soldiers with guns pointed at her head.

"Well, at least I'm not dead," Cornum told herself. "But now I'm a prisoner of war."

Cornum talked about how she used physical, mental and spiritual resiliency to keep her wits about her and remain relatively calm during numerous interrogations, despite several injuries.

"Bad things will happen to anyone," she



Courtesy photo

Then-Maj. Rhonda Cornum steps off the plane upon her release from Iraqi captivity, March 6, 1991, during Desert Storm.

said. "It's what you do with these experiences that makes the differ-

ence. Fear never helps. Fear paralyzes you into inactivity."

BAMC staff honors Bataan Death March survivors at memorial march

By Lori Newman
BAMC Public Affairs

More than 6,600 marchers began the 2016 Bataan Memorial Death March at White Sands Missile Range, N.M., March 20 and Brooke Army Medical Center's team was among them.

The memorial march is held annually to honor those who perished and the survivors of the Bataan Death March, which began April 9, 1942.

About 70,000 U.S. service members and Philippine soldiers were forced to march approximately 100 kilometers north to Nueva Ecija and Camp O'Donnell, a prison camp, in the scorching heat through the Philippine jungles.

Between 2,500 to 10,000 Filipino and 100 to 650 American prisoners of

war died before they could reach their destination.

Marchers select between 26.2-mile or 14.2-mile routes. Participants can choose to participate in the heavy category, which requires them to carry a pack weighing more than 35 pounds; or the light category, which has no weight requirements.

Several BAMC staff members participated in this year's march.

Army 1st Lts. Chi Wing Pang and John Paul Dugyon, medical surgical nurses on Wards 6W and 7T, respectively, participated in the military male heavy category. Pang carried 55 pounds and Dugyon carried 48 pounds and both finished with a time of 8 hours, 51 minutes.

"This event, to me, means a lot more than

physical and mental endurance," Pang said. "Seeing the endless waves of wounded warriors, veterans, active duty military and civilians march through the terrain all for the same reason is motivation enough for anyone to keep marching on.

"Despite the dry desert surrounding us, the endless climb in altitude at parts of the course, and the pain in my feet dragging out of the sand, not many things can be as rewarding as finishing an event like this," he said.

Dugyon credits Pang for motivating him to finish the march last year and again this year.

"He helped push me and motivate me to get across that finish line when my body screamed

See BATAAN, P16



Courtesy Photo

(Standing from left) Maj. Trisha Stavinoha, 1st Lt. Kira Brown, 2nd Lt. Autumn Augustine, Bataan survivor Oscar Leonard, 1st Lt. Phylesha Kemp, Capt. Jose Capellan, (seated) 1st Lts. Chi Wing Pang and John Paul Dugyon pose March 20 at the 2016 Bataan Memorial Death March at White Sands Missile Range, N.M.

Army South engages with Peruvian Army Allies

U.S. Army South engaged with their Peruvian army allies via steering committee discussions at the operational level April 7.

Six delegates from the Peruvian army visited with senior leaders at U.S. Army South headquarters on Fort Sam Houston to discuss capacity building at the Army institutional level, integrating human rights principles into the Peruvian army doctrine and strengthening cooperation with civilian authorities in support of increased rule of law.

These discussion points along with many other topics are a top priority for the two long-standing partners.

Army South, will discuss security cooperation, interoperability

functions and recommendations to support and encourage Peru

military objectives at the U.S. Army South headquarters on Fort

Sam Houston. (Source: Army South Public Affairs)



U.S. Army South and Peruvian army leaders meet for steering committee discussions focusing on key interoperability capacities in the areas of health services support, human resource management and sustainment at Army South headquarters April 7.



Lt. Col. John Suggs, Army Section Chief of Peru, opens the steering committee discussions with Peruvian army allies at U.S. Army South headquarters on Fort Sam Houston April 7.



Photos by Maj. Jamelle A. Garner

Lt. Col. Nilton Ballesteros Rios (left) from the Peruvian army directorate of education partnered with Lt. Col. Pablo Pagan (right), U.S. Army Training and Doctrine Command liaison to Army South, to discuss security cooperation, interoperability functions and recommendations to support and encourage Peru military objectives at the U.S. Army South headquarters on Fort Sam Houston April 7.

News Briefs

Continued from P3

Fort Sam Houston

Resident Survey Underway

The Joint Base San Antonio-Fort Sam Houston Residential Communities Initiative Office has announced the Headquarters Department of the Army Resident Survey is underway via email through May 15. Residents are encouraged to give their thoughts about their experiences and services in housing and provide comments on issues, as well as indicating areas needing improvement. Residents who have not received the email about the survey can call 270-7638. Residents who complete the survey are eligible for a cash award.

Voting Assistance Program

The Joint Base San Antonio Voting Assistance Program office is located at JBSA-Fort Sam Houston, 2380 Stanley Road, building 124, first floor. Assistance is available by appointment only between the hours of 9-11:30 a.m. and 1-2:30 p.m. Call 221-VOTE (8683) for more information. Visit <http://www.FVAP.gov> for more voting resources.

Check Military, CAC, Dependent ID Expiration Dates Now

All Defense Enrollment Eligibility Reporting system, Command Access Card and military ID card locations throughout Joint Base San Antonio are by 100 percent appointment only and wait time for an appointment can be up to 30 days. Civilian and military members need to remember then their CACs and military IDs expire and schedule renewal appointments appropriately. Appointments can be made online at <https://rapids-appointments.dmdc.osd.mil>.

Soldier For Life-Transition Assistance Program Moves

The Joint Base San Antonio-Fort Sam Houston Soldier For Life-Transition Assistance Program has relocated to building 102 on Stanley Road. The SFL-TAP provides counseling and job assistance to service members preparing to leave the military. Call 221-1213 for more information.

First USAISR Soldier gains selection for Sergeant Audie Murphy Club membership

By Steven Galvan
USAISR Public Affairs

Earning the Sergeant Audie Murphy Club Award ... mission accomplished.

That was a goal set last year by Staff Sgt. Pablo R. Sierra III from the U.S. Army Institute of Surgical Research at Fort Sam Houston, when he was named the USAISR 2015 Noncommissioned Officer of the Year.

Just a few days after he relinquished his title to the 2016 NCO of the Year, the San Antonio native learned he was the only candidate in the U.S. Army Medical Research and Materiel Command this quarter to be selected to earn the nomination – the first USAISR NCO ever to earn membership.

“Joining the Sgt. Audie Murphy Club is a huge honor itself, but it is definitely not the end – it’s actually the beginning,” said Sierra, USAISR dental and craniofacial research directorate noncommissioned officer in charge. “It means it’s my turn to do my part in carrying the torch

forward and helping others to realize their potential as well.”

Sierra joins an elite club of NCOs who represent the characteristics of Sgt. Audie Murphy’s leadership and caring for Soldiers.

According to the Sgt. Audie Murphy Club website (<http://www.audiemurphy.com/samc>), induction into the club is for noncommissioned officers who exemplify leadership characterized by personal concern for the needs, training, development and welfare of Soldiers and concern for families of Soldiers.

The club was started in 1986 at Fort Hood, Texas to honor Murphy, who was the most decorated U.S. combat Soldier (to include receiving the Medal of Honor) during World War II. Murphy was wounded three times and served in nine major campaigns throughout Europe and is credited for wounding, capturing or killing 240 enemy soldiers.

During his three years of active service from 1942-1945, Murphy rose from the rank

of private to earning a battle-field commission as a second lieutenant.

In 1945, after being released from active duty, Murphy moved to Hollywood where he acted in 44 films, including “To Hell and Back,” which was based on a book he wrote about his experience during World War II. Murphy died in a plane crash at the age of 46.

Sierra enlisted in the Army 8 1/2 years ago and said he wanted to earn this honor to pay homage to the NCOs who paved the way for him and to prove to Soldiers he is willing to “lead from the front” – a term coined by Murphy – and pave the way for them.

“I realized a long time ago that life is short,” he said. “I’ve learned I have to seize any positive opportunity that presents itself and I need to appreciate those who serve to my left and right. I am a product of outstanding NCO leadership and would not be here without them.”

Sierra also attributes his

See AUDIE, P15



Photo by Steven Galvan

Staff Sgt. Pablo R. Sierra III from the U.S. Army Institute of Surgical Research at Fort Sam Houston poses in front of the Sgt. Audie Murphy statue at the Veterans Affairs hospital named for him in San Antonio recently. Sierra is the first USAISR NCO ever to earn membership into the exclusive fraternity of NCOs.

Big changes are in the works for Army museums

By Sgt. 1st Class Wynn Hoke
U.S. Army North Public Affairs

Big changes are in the works for Army museums, said an Army official at the annual Civilian Aides to the Secretary of the Army Conference on Fort Sam Houston April 4.

Charles Bowery, U.S. Army Center for Military History executive director, discussed issues faced by the museum system and the future National Museum of the U.S. Army.

One of the major issues, according to

Bowery, is managing and accounting for the sheer volume of Army artifacts: more than 600,000 and rising across museums in 24 states and two foreign countries. Getting accountability of all Army artifacts and making sure they are placed in the right museum to properly tell the Army story is a main priority for the Army Center of Military History.

“Over time, Army museums have existed without a whole lot of top level support,” Bowery said. “These museums have suffered

budget restraints and most museum directors come from the idea that they are a collector.”

Bowery said the U.S. Army Center for Military History, located at Fort Lesley J. McNair, in Washington, D.C., is now taking a more active interest in the local museums and that with increased support from the Department of the Army comes increased oversight over administration, property accountability and compliance with Army regulations.

Jackie Davis, Fort Sam

Houston Museum director, also sat on the panel and said she is seeing the positive impact of that top-level support.

“The museum system we grew out of were museums that were previously unofficial,” Davis said. “As the Army started taking over these unofficial museums and professionalizing them, accountability of the artifacts was crucial in this professionalizing process.”

Bowery called the new system the “Army Museum Enterprise,” with the mission of informing,

training, and educating Soldiers and civilians. He added that this enterprise will support Army research and development over time and also connect the Army to society in powerful and meaningful ways.

One of those connections comes in the form of a new National Museum of the United States Army. This facility will be a 41-acre campus located on Fort Belvoir, Va., near Washington, D.C.

Comprised of exhibits

See MUSEUMS, P16

Cleaning up for JBSA Proud Week

Members of Joint Base San Antonio joined forces Monday through Friday for an installation-wide spring cleanup effort. The 502nd Air Base Wing,

in coordination with the 502nd Civil Engineer Squadron, conducted Proud Week Spring Cleanup to unite mission partners, tenant units,

organizations and agencies throughout JBSA in an effort to enhance the appearance and beautification of JBSA and its facilities, conduct envi-

ronmental maintenance and create a clean work environment. For more Proud Week photos, visit <http://www.facebook.com/JBSAFortSamHouston>.



Members of the 502nd ABW headquarters staff celebrate after a successful morning of clean-up activities at the 502nd ABW headquarters building on JBSA-Fort Sam Houston Tuesday as part of JBSA Proud Week.



Senior Master Sgt. Nicole Basnight, superintendent of 502nd ABW administration, pulls up weeds in front of the 502nd ABW headquarters building on JBSA-Fort Sam Houston Tuesday as part of JBSA Proud Week.



Pedro Canabal, 502nd ABW equal opportunity director, gets rid of weeds at the 502nd ABW headquarters building on JBSA-Fort Sam Houston Tuesday.

Photos by Steve Elliott

Community shows appreciation to Gold Star spouses

By Jessica Ryan

U.S. Army Installation Management Command Public Affairs

U.S. Army Installation Management Command leaders, community leaders and visiting dignitaries showed their appreciation for the surviving spouses of fallen service members April 5 at a special luncheon at the Survivor Outreach Services building on Fort Sam Houston.

The nation observes 'Gold Star Spouses' Day on April 5. The "Gold Star" label refers to the special lapel buttons survivors receive from the military after a service member's death.

Brig. Gen. Daniel Mitchell, IMCOM deputy commanding general for support, and Sgt. Maj. Michael Hatfield, of the IMCOM G9 Family and



Kathy Maiorana (center), a Gold Star wife since 2003, explains to the wives of the Civilian Aides to the Secretary of the Army the specifics of the Survivor Outreach Services program April 5 at Fort Sam Houston. During their visit, the CASA wives had the opportunity to meet surviving spouses like Maiorana during SOS's Gold Star Spouses' Day luncheon and learn about how the Army takes care of survivors.

Morale, Welfare and Recreation Directorate, met with the survivors as the luncheon was underway.

Mitchell addressed the crowd about his newfound respect for Survivor Outreach Services, a pro-

gram within IMCOM G9, and how Army leadership is committed to continue supporting the survivors' needs.

"I've been in this position for almost a year, and I learned to ap-



Photos by Jessica Ryan

Brig. Gen. Daniel Mitchell (right), U.S. Army Installation Management Command deputy commanding general for support, tells the Gold Star spouses about his appreciation for Survivor Outreach Services April 5 at Fort Sam Houston. Since Mitchell assumed DCG-S responsibilities in April 2015, he has learned how the IMCOM G9 program helps survivors and wants them to know that the Army will continue their support.

preciate what Survivor Outreach Services does," he said. "I wanted to let you know that the Chief

of Staff of the Army Gen. Mark A. Milley and our commanding general, Lt. Gen. Kenneth Dahl, are

great advocates of this program."

See GOLD STAR, P15

Gold Star spouse strives to find niche in community

By Jessica Marie Ryan
U.S. Army Family and Morale,
Welfare and Recreation
Public Affairs

Kelvin Triggs considers himself to be a loner. His days are busy as he manages a small business and takes care of his teenage son, Nick. He says it is hard for him to associate with new people outside of work and church.

Triggs' life changed forever in 2011 when he became a widower. His wife, Master Sgt. Marcia Triggs, was an Army journalist assigned to the Office of the Chief of Public Affairs in Chicago.

A veteran himself, Triggs suddenly went from being a military spouse to a Gold Star spouse – the unique name given to surviving family members because of the gold pins they receive from the military.

Immediately after Marcia's passing, Army Survivor Outreach Services coordinators contacted him and he connected

with Lori Dean, a support coordinator at the Fort Sam Houston office.

"It's comforting that I can call Lori and talk to her about anything," he said.

While he's had many one-on-one sessions with Dean and other program coordinators, he remains hesitant about participating in social activities and meeting other survivors.

Gold Star husbands like Triggs are, after all, a small but growing group in the survivor community.

"With the way society is changing, surviving male spouses are more welcomed now than they were in the past. Many of these spouses are veterans, retirees or active-duty service members," Dean said. "They are all survivors, and that's what really matters."

Noticeable changes are already happening. The national observance Gold Star Wives' Day, held April 5 of each year,

recently evolved to Gold Star Spouses' Day as directed by U.S. Department of Defense guidance.

According to Dean, husbands are also eligible to join organizations such as the Gold Star Wives of America, Inc., but many men like Triggs are reluctant.

"For, a long time, I thought I was a circle trying to fit into a square peg, because the group was predominantly women," Triggs said. "I didn't want to make anyone feel uncomfortable if I started tagging along to the events."

With the SOS program coordinators' encouragement, he is now making an effort to meet other survivors.

Similarly, in response to the increased number of male spouses interested in SOS, Dean and her staff members are planning events geared specifically towards the male survivors.

"Within the last year, I noticed we have more

male spouses than ever before using Survivor Outreach Services," she said. "They are a little nervous to come to our events. I can't blame them, because they might feel out of place being one of the few males at these outings."

Cheryl Lankford, a Gold Star wife and president of the GSWA, Inc.'s Lone Star Chapter, is open to having male spouses involved in the community, because they are an underrepresented voice.

"I absolutely love that more male spouses are involved in the Gold Star community, because they bring a new perspective to being a survivor," she said. "As surviving spouses, we so many times depend on the advice, council and input of others who have had our same experience



Photo courtesy Kelvin Triggs

In an undated photo, Master Sgt. Marcia Triggs and her husband Kelvin pose with their son Nick. An Army veteran himself, Kelvin became a Gold Star husband after Marcia's death in 2011.

and have traveled this difficult path."

Triggs made a promise to himself to connect with more survivors this year. Although he is still a little apprehensive, he is hopeful about meeting

them soon.

"I don't know what will happen when I meet another male spouse survivor," he said. "We probably won't focus on the past but on the present and the future instead."

DOD launches new civilian performance appraisal program

By Jim Garamone
DOD News, Defense Media Activity

Department of Defense civilian employees are getting a new, standardized performance appraisal program as part of the department's New Beginnings initiative.

Paige Hinkle-Bowles, the deputy assistant secretary of defense for civilian personnel policy, said New Beginnings represents a series of requirements that grew out of

the National Defense Authorization Act of 2010.

"For us, it has been the culmination of a collaborative process to institutionalize a culture of high performance in a variety of different ways," she said in a phone interview.

New Beginnings seeks to improve communication between supervisors and employees, provide more transparent processes and improve recruiting,

developing and rewarding DOD employees, she said.

Part of this is the Defense Performance Management and Appraisal Program. Hinkle-Bowles said this is the critical element for the whole New Beginnings process.

The new appraisal program "will provide for a fair, credible and transparent" process that links bonuses and "other performance-

See APPRAISAL, P17

April is Sexual Assault Awareness and Prevention Month

By Jose T. Garza III
JBSA-Lackland Public Affairs

Nearly 1 in 5 women and 1 in 71 men are rape victims and its effects can have short and long-term impact on the victim's overall health and well-being, according to the National Assault Violence Resource Center.

In recognition of April as Sexual Assault Awareness and Prevention Month, Joint Base San Antonio Sexual Assault Prevention and Response officials want military and civilian members to know there is help available year-round in the event of a sexual assault.

"We have victim advocates that will respond to calls and make sure their needs are being met," said William Hall, 502nd Air Base Wing SAPR program coordinator.

Individuals located at duty stations around the United States can call the Department of Defense Safe Helpline at 877-995-5247 or the SAPR 24/7 Crisis Hotline at 808-SARC for information on restricted or unrestricted report options.

If individuals choose to make an unrestricted report, SAPR officials would then get the victims' leadership and law enforcement officer involved to initiate an



investigation, Hall said.

A restricted report, on the other hand, allows individuals to confidentially disclose the crime to specifically identified individuals without triggering the official investigative process or notification to command. Those individuals are sexual assault response coordinator, SAPR victim advocate or healthcare provider or personnel.

A restricted report can become unrestricted at any time if the individual wishes it, but an unrestricted report cannot become restricted.

Because of the time it takes to gather evidence for a report, Hall encourages them to contact SAPR officials immediately after an incident.

"A lot of folks are either afraid to come forward for help or are not aware of our program," he said. "We want to give victims support and help them make the choices they need to make."

To create sexual assault awareness, the SAPR office put up banners with #STOP107 in red and black letters around JBSA.

The significance is that every 107 seconds an American is sexually assaulted, according to the Rape, Abuse and Incest National Network, amounting to an average of 293,066 victims who are age 12 or older per year.

The goal of the #STOP107 campaign is to stop an assault before it gets to 107 seconds, Hall said.

"Sexual assault is a serious problem in our society," he said. "We want people to step in and break up a potential situation. Be a good wingman and take care of one another. We tell folks to go out in groups and leave in groups. Don't leave anybody behind because that's when someone could become a victim of sexual assault."

Contact the SAPR office for JBSA-Lackland at 671-7273, JBSA-Randolph at 652-4386 and JBSA Fort Sam Houston at 808-8990. Their hours are from 8 a.m. to 4:30 p.m. For more information, visit <http://www.sapr.mil>.

470th Military Intelligence Brigade helps form San Antonio Against Sexual Assault Coalition

By Monica Yoas
470th Military Intelligence Brigade Public Affairs

The 470th Military Intelligence Brigade Sexual Harassment/Assault Response and Prevention Program at Fort Sam Houston began a partnership with representatives from local universities April 1 to collaboratively address the issue of sexual violence in San Antonio.

The partnership grew to include representatives from several institutions of higher education, the Texas Association Against Sexual Assault, The Rape Crisis Center and the South Texas Veterans Healthcare System. The partnership has become a coalition known as San Antonio Against Sexual Assault Coalition.

The mission statement of the coalition is to bring community partners together and collaborate to prevent, reduce, and respond to sexual assault violence in San Antonio.

The month of April is recognized as Sexual Assault Awareness and Prevention Month to raise awareness and educate communities on the prevention of sexual violence.

The President of the United States, Department of Defense, Department of the Army, and Department of Education all have SAAPM campaigns to empha-



Photos by Monica Yoas

Col. James C. Royse (left), 470th Military Intelligence Brigade commander, is interviewed by local Univision station reporter Mariana Veraza after the press conference announcing the April Sexual Assault Awareness and Prevention initiatives at Fort Sam Houston.

size their commitment to preventing and ending sexual violence against all Soldiers, students, and members of the community.



(From left) Addison Elliott, 470th Military Intelligence Brigade Sexual Assault Response coordinator, Rick Gipprich from the Texas Association Against Sexual Assault, Miriam Elizondo from The Rape Crisis Center and keynote speaker Col. James C. Royse, Commander 470th MI Brigade at the April 1 press conference at Fort Sam Houston to announce the formation of the San Antonio Against Sexual Assault Coalition.

Cybersecurity keeps the network 'SHARP' safe

By Cassandra Parada and Sgt. 1st Class John Max
106th Signal Brigade

Our military information systems are always at risk of hacking, phishing, and whaling (where someone poses as a representative from a company and tries to swindle people out of their login information) attempts, which is why cybersecurity personnel are such an important piece to our force protection.

But who is keeping our personnel safe while they use those information systems? The Network Enterprise Center plays an important role in ensuring the safety of our most valuable resource: our personnel.

Online misconduct is the use of electronic communication to inflict harm.

These acts can include but are not limited to sending harassing email messages, sending threatening texts, and posting or distributing hateful or humiliating images or videos with the intent to harm someone else.

Some of these acts – which can be characterized as sexual harassment, sexting or online misconduct – can create an endless task of trying to repair the damage due to the ease of replication and redistribution.

While many victimizations use electronic tools to hurt others intentionally, it is also possible that the internet can unintentionally become a tool for a violation of opportunity. A violation of opportunity may be posting pictures or videos of someone else without their consent, using social networking data to violate someone's privacy, spreading misinformation about someone through email or text, or using another's wireless network without authorization, perhaps to commit illegal activities.

The security of our network and the people who use it is part of our daily mission, here are a few of the responsibilities the NEC has to keep our personnel SHARP (Sexual Harassment/Assault Response and Prevention) safe:

- Block unsafe websites
- Require strong, two factor authentication
- Suspend user accounts for suspicious activity
- Hold personnel accountable for violations of terms of service and acceptable use policies

- Require annual cyber awareness training
- Research electronic records in support of military investigations

When it comes to technology-related crimes, NEC personnel intervene and investigate and those who maliciously send information with the intent to humiliate, harass, or degrade another person are held accountable for their actions.

Military members must be able to recognize and prevent these types of threats and know where to report them. Any person experiencing or witnessing online misconduct should promptly report matters to their chain of command, Equal Opportunity/Equal Employment Opportunity Offices, SHARP, the inspector general, and law enforcement.

Online misconduct is not limited to the work-

place nor to adult victims. People also need to be motivated to act when we see or receive inappropriate images online that involve children.

Being an active bystander and a part of the "I. A. M. Strong" campaign doesn't stop at the main gate. These incidents can be reported to the Cyber Tipline at <http://www.Cybertipline.com> or by calling 800-843-5678. The Cyber Tipline is operated in partnership with the FBI, U.S. Immigration and Customs Enforcement, U.S. Postal Inspection Service, U.S. Secret Service, military criminal investigative organizations, the U.S. Department of Justice, as well as other state and local law enforcement agencies.

NEC personnel do everything they can to apply technology in keeping us all safe from the insider threat, the outsider threat and the unintentional threat, but they can only do so much.

Make sure you're doing your part to protect the force also by intervening, acting and motivating others to do the same.



Joint Base San Antonio Sexual Assault Awareness and Prevention Month Events

Friday

"Kill the Silence. A Survivor's Life Reclaimed"

Brooke Army Medical Center Auditorium, JBSA-Fort Sam Houston, 2 p.m. Guest speaker Monika Korra is the founder and chief executive officer of The Monika Korra Foundation. After she was kidnapped and raped in 2009, she decided she would not live her life defined as a victim. She has grown into a national speaker and author since her trauma, empowering others who hear her. Open to the public.

Saturday

Color Run SAAPM 5K Run/Walk

Aquatics Center, JBSA-Fort Sam Houston, 9 a.m. A SAAPM 5K "Paint the Post TEAL!" color run/walk to raise public awareness and spread the message about the prevention of sexual violence. Free race, food, drinks and door prizes; must register online at <https://www.athleteguild.com/running/fort-sam-houston-tw2016-saapm-5k>.

Wednesday

"Netsmartz"

Military & Family Readiness Center, building 2797, JBSA-Fort Sam Houston, 10 a.m. and 1:30 p.m. Provided by the Texas Office of the Attorney General Criminal Investigations Unit, session will cover human trafficking, exploitation, online privacy, reputations, cyberbullying, sexting and online predator situations. Sponsored by the 106th Signal Brigade. Call 221-1919 for more information.

Thursday

"Gender Violence as a Leadership Issue" by Jackson Katz, Ph.D.

Blesse Auditorium, building 2841, JBSA-Fort Sam Houston, 10:30 a.m. Katz is a nationally acclaimed speaker and activist against sexism and gender violence. His works include the award-winning film "Tough Guise" and book titled The Macho Paradox. He will speak to senior leaders, SAPR/SHARP program personnel and other personnel who work in the area of violence prevention.

April 23

"The Hunting Ground" Viewing and Discussion

Evans Theater, JBSA-Fort Sam Houston, 12:30-2:30 p.m. An expose of rape crimes on U.S. college campuses, the viewing of the film will be followed by interactive discussion. Refreshments and/or small giveaways may be provided. For more information, call 652-4386 at JBSA-Randolph or 875-1284 at JBSA-Fort Sam Houston.

April 29

The Fourth Annual "Drive Out Sexual Assault" Golf Tournament

Gateway Hills Golf Club, JBSA-Lackland, 1 p.m. shotgun start time. The 4th annual Drive Out Sexual Assault Golf Tournament is an event to heighten awareness and show support to those affected by sexual assault. The format is a four person scramble with prizes for first-, second and third-place finishers, longest drive and closest to pin. Golf goodies and chances to win prizes. To register, email 502abw.cvk.ola@us.af.mil or call 671-7273. Registration ends April 22 and will be accepted the day of the event.

Throughout April All JBSA Locations

Sexual assault awareness information tables

Sexual assault awareness information will be distributed on base at various locations throughout April. Staff will share info about sexual assault realities, victim services and prevention tips.

Sexual assault awareness ribbon, flag displays

Teal is the color representing Sexual Assault Awareness Month. All JBSA locations will have teal ribbons and flags or special teal lighting to demonstrate support to those JBSA survivors recovering from sexual assault.

The Department of Defense 2016 SAAPM theme is "Eliminate Sexual Assault: Know Your Part. Do Your Part."

The JBSA SAPR hotline number is 808-7272. Additionally, the other JBSA numbers are 808-8990 for JBSA-Fort Sam Houston, 671-7273 for JBSA-Lackland, and 652-4386 for JBSA-Randolph. Soldier can call 221-0598, while Navy personnel can call 221-1496.

ARNORTH from P1

level of readiness.

“Our operations tempo is increasing while our budget has drastically decreased. So when I talk about readiness, I really need your help on it,” Murphy said.

One way to help is to seek out public-private partnerships, he said. Murphy cited Fort Hood’s partnership with a private renewable energy company that will drastically reduce the fort’s energy bill as an example of successful partnership with the private sector.

“In years past, we were like, ‘We’ll do it ourselves,’” he said. “We can’t do it ourselves. We can’t afford to do it ourselves. Let’s tap into that sea of goodwill.”

Murphy also encouraged the CASAs to engage veterans as a valuable asset for enhancing the positive perception the public has toward the Army.

“We have 1.4 million folks on the Army team right now and you’re part of that,” he said. “The 1.4 million of us need to connect with the 9.5 million Army veterans that are out there.”

Murphy asked each CASA to identify 10 veterans in their region who have thrived after leaving the Army and spotlight them as examples of how military service helped them succeed in the civilian world.

“I’m a big believer in things like post-traumatic growth, and the experiences you have in the military propel you to do great things for the rest of your life,” said

Murphy, an Army veteran himself with deployments to Bosnia and Iraq. “And we are, truly, all of us, civic assets to our nation. Because when you wear the cloth of our country

and our Army, you will take the love of country to the grave.”

While Murphy’s comments on public-private partnerships and embracing veterans were met with head nods and smiles, he then discussed a topic that was met by the mostly grey-haired audience with a touch of dread: getting online and connecting with millennials through social media.

“We all have to do a better job at telling the Army story and that’s me included,” he said. “And when I say ‘tell the Army story,’ we have to know where those 16-, 17-, 18-, 19-year olds are. They’re not watching television and they’re not reading newspapers.”

Although Murphy acknowledged that posting, tweeting and sharing on a smartphone is not an easy proposition for many people born in the era of rotary phones, he said it is no longer optional.

“When I was a member of Congress, I was 33 years of age and my team came to me and said, ‘Hey, sir, you’ve got to be on Twitter.’ And I said, ‘Let me tell you something – I was a West Point professor of constitutional law. I am more thoughtful than 146 characters. I am not doing it.’

“Finally, my team beat me down and showed me that is how the younger generation is informed. We have to be on social media. It’s not a nicety,” he said.

Although the Army faces many challenges, Murphy said one thing the Army will not do is lower standards.

“Just because it’s harder doesn’t mean we can quit... We have to be ready for the next fight and the next fight will not be pretty. But it will be a lot less pretty if we are not trained and ready.”

U.S. Army Institute of Surgical Research selects NCO, Soldier of the Year

By Steven Galvan
USAISR Public Affairs

After a tough week-long competition, in which seven Soldiers and noncommissioned officers competed for the title of 2016 U.S. Army Institute of Surgical Research's Soldier and Noncommissioned Officer of the Year, the winners were announced March 10.

The announcement was made during an awards ceremony at the San Antonio Military Medical Center auditorium, hosted by USAISR Commander Col. (Dr.) Michael Wirt and Command Sgt. Maj. James Devine.

"We are very proud of all of the competitors," Wirt said. "Throughout the week, you faced and completed some challenging and demanding events to prove you are the best of the best."

"We started with seven competitors and only four of you made it through the week, but every one of you is a winner," Devine added. "Unfortunately, we can only have one winner in each category."

Sgt. Tae Kim was named Noncommissioned Officer of the Year. The Seattle native is assigned to the laboratory support services-research support division as a medical laboratory specialist.

Selected for Soldier of the Year was Spc. David Watson from Fairfield, Mont., who is a histotechnician in the USAISR anatomical pathology division.

"I'm extremely honored to have this title," Kim said. "I will take the opportunity to push myself further and to do my best to contribute to the USAISR and the Army."

Kim enlisted in the

Army in 2013 and has been assigned to the USAISR for almost two years. He said he joined the Army because he wanted to serve his country and also for personal and professional growth.

"I get to interact with people from different backgrounds," Kim said about what he likes best about his job. "I learn about them and their perspectives and work together with them as one team."

Kim attributes teamwork to his success in the laboratory and during the competition.

"Oddly, one of my competitors helped me the most to prepare for the competition," he said. "He helped me with the Army Warrior Tasks and the Tactical Combat Casualty Care lanes."

Being physically prepared, motivated to win and a bit of luck are the factors that Kim said got him through the competition.

"It was challenging, and I had to keep reminding myself of why I was competing," he said.



Photos by Steven Galvan

Sgt. Tae Kim, taking part in a marksmanship competition, earned the title of 2016 U.S. Army Institute of Surgical Research Noncommissioned Officer of the Year. The Seattle native is assigned to the laboratory support services-research support division as a medical laboratory specialist.

The one thing that Kim would like people to know about him is that he gets motivated by the good things his peers do. He said it makes him strive to be a better person and a Soldier.

With that in mind, Kim said his short-term goal is to become a certified medical technologist. In the long term, he's aiming to serve in the Veterans Affairs health system as a healthcare administrator.

For now, Kim is preparing for the next competition and the challenge ahead of him and feels confident he'll do well by summing it up with this short phrase: "I do not like losing."

Joining Kim at the competition at Fort Detrick, Md., will be Watson, who joined the USAISR 16 months ago and has been in the Army a little more than 2 1/2 years. He said he joined the Army for better opportunities and to be able to succeed in an organization worth being a part of – it's also a family thing.



Spc. David Watson aims at a target during the 2016 U.S. Army Institute of Surgical Research Soldier of the Year competition in March. Watson is a histotechnician in the USAISR anatomical pathology division.

"Out of the eight kids that my parents have, six of us have served or are serving in the military," Watson said.

When asked why he believed he was selected as the Soldier of the Year, Watson said, "because I have shown in the last year that failure should be taken as an opportunity to succeed, not to give up."

Watson said he feels privileged to represent the USAISR at the next level and looks forward to the competition.

"Being able to represent the USAISR allows me to take pride in myself because it shows a Soldier can receive recognition for doing the right things and trying harder to achieve goals," he said.

His goal is to win the Soldier of the Year competition against other Soldiers who will be competing against him at the headquarters level, but he also has his sights set on other goals. He wants to earn the Expert Field Medical Badge, a master's degree and ultimately get a commission as an Army officer. Until then, he's going to move forward and gives

this advice to anyone who would like to earn his spot.

"There's always time to prepare for a competition: just make a list of priorities," Watson said. "When you win it shows that age or background

should not limit a person to compete."

Kim and Watson will compete at the next level for the title of U.S. Army Medical Research and Materiel Command's Soldier and NCO of the Year at Fort Detrick, Md.

Operational Contract Support Joint Exercise evolves to include warfighter presence, partner nations

By Daniel P. Elkins
Operational Contract Support
2016 Public Affairs Cell

A significant warfighter presence and the integration of partner nations marks a strategic evolution in the Department of Defense's premier joint operational contract support exercise intended for developing integrated planning products, training the workforce and increasing senior leader awareness.

Operational Contract Support Joint Exercise 2016, which got underway March 21 and concluded Friday, prepares uniformed and civilian operational contract support professionals to deploy and support a variety of contingency, humanitarian and operational missions.

The exercise provides participants training on joint skills and warrior tasks that include contracting operations and contract planning, execution and administration.

For the first time, exercise planners have integrated U.S. Army South and 1st Armored Division to train with contracting, financial management and judge advocate participants. While having supported the joint exercise in previous years, financial management and judge advocate members are taking a hands-on role this year.

Finance support during joint operations ensures banking and currency support while judge advocates provide operational, contract and fiscal law advice as it pertains to contractors authorized to ac-

company the force.

The addition of the warfighter land components not only enhances training and readiness for Army South, 1st AD and their sustainment units but also adds a realistic interface for contracting officers. The warfighters make up an operational contract support integration cell, or OCSIC, responsible for coordinating and integrating OCS actions across all primary and special staffs for an operational area. In addition to providing steady-state functions, it provides oversight to existing subordinate OCSIC cells.

"It's very important that we understand how contractors augment our force and what a big part they are," said U.S. Army Lt. Col. David DeMartelaere, 1st

Armored Division air and missile defense chief. "Contractor management helps us gain that advantage to where we can effectively manage who's on the ground and augment our force properly for a successful mission."

OCSJX-16 integrates planning and key processes for contract support integration, contracting support and contractor management. It includes a focus on OCS readiness for those deploying in support of combatant commanders.

This year, OCSJX-16 is using a U.S. Southern Command scenario in defense of the Panama Canal to support training and assessment of operational contract support capabilities against a variety of exercise events that were developed during workshops over the past several months.

Harry Hallock, a member of the Senior Executive Service, is the deputy assistant secretary of the Army for procurement. He is responsible for managing the Army's procurement mission including development and dissemination of policies, processes and contracting business systems. He agrees that the addition of the warfighter this year enhances the exercise and is critical in their understanding of the importance of "doing the job up front" when generating requirements.

"As we realize how much power this exercise has, we bring in those who are impacted,



Photos by Tech. Sgt. Chad Chisholm

Brig. Gen. Richard Torres listens to the April 1 overview briefing at the Operational Contract Support Joint Exercise 2016 at Fort Bliss, Texas. A significant warfighter presence from U.S. Army South and 1st Armored Division trained with contracting, financial management and judge advocate professionals during the three-week OCS exercise. Torres is the deputy commanding general and director for the Army Reserve Engagement Cell of U.S. Army South at Fort Sam Houston.

the warfighter," Hallock said. "There's no way it could be anything other than a great addition to what we're already doing, to try and understand each other better and support the warfighter when it comes to the contracting mission."

Reinforcing the interoperability training aspect of the exercise is the addition of the United Kingdom's Joint Forces Command. The United Kingdom's Joint Forces Command provides foundational support for operations by ensuring joint capabilities to include training are developed and managed as part of its support of overseas defense operations.

JFC members help make up the contractor capability coordinator cell at the exercise to train on contracted

support concepts as well as assess the interoperability of OCS with those of the U.S. OCS integration cell.

Royal Navy Cmdr. Julian Titmuss is a lead exercise planner for OCSJX-16 and is responsible for the design and delivery of policy for assured contractor support to operations.

"The greatest takeaway we have from this exercise in particular are the similarities and issues that exist between U.K. and the U.S. Effectively, the U.S. is probably our closest partner and has been for many, many years," Titmuss said. "Where the U.S. goes, we may find ourselves going, and so it helps if we're able to integrate and operate together effectively and efficiently



Sgt. 1st Class Katrina Tolbert and more than 85 MICC members supported Operational Contract Support Joint Exercise 2016 at Fort Bliss, Texas. Tolbert is a contract specialist from the 904th Contracting Battalion from Fort Knox, Ky.

Department of Defense announces pilot tutor program for service members

By Erin Roberts

Fort Belvoir Army Community Service

The Department of Defense Voluntary Education Program and the Defense Activity for Non-Traditional Education Support announced the launch of a pilot tutoring program that will provide service members with tutoring support at no cost, anytime, anywhere.

"If a service member is struggling with a college course or simply needs help with a homework assignment, this DOD-funded tool

offers a place to go to get answers," said Jeff Allen, DANTES director. The program provides around-the-clock, online, tutoring services for active duty service members, Coast Guard members and full/part time National Guard and Reserve component members. Some Family members are also eligible to use the tutoring services.

The program is available online, and provides one-to-one tutoring with educators able to help with more than 40 college subjects, including algebra, statistics,

physiology, and more.

The tutors provide help with all types of homework assignments and test preparation.

Tutors and students communicate in a secure online classroom using text chat and by drawing on an interactive whiteboard.

There are no webcams or telephones used and no personal information is shared between the tutor and student.

Students can access the online service using any internet-enabled device, including smart phones and tablets. If

it's just a quick question, tutors are available on-demand, or students can schedule future tutor sessions or upload papers for offline review.

"The DOD wants service members to be successful in pursuing professional development," said Allen. "DOD currently maintains a variety of education resources to help members pursue their education. Tutoring services are being piloted to further explore the addition of this type of tool as another way to help service members succeed in their military careers."



Defense Activity for NonTraditional Education Support

A new, 24/7 online tutoring program has been announced for service members.

GOLD STAR from P8

The spouses of the Civilian Aides to the Secretary of the Army, visiting from different states, also made a special stop to the luncheon during their garrison tour.

Accompanied by Annette Wiggins, the wife of Lt. Gen. Perry L. Wiggins, commanding general for U.S. Army North (Fifth Army) and Senior Commander for Fort Sam Houston, the CASA spouses learned about the SOS program by listening to the survivors' needs and concerns. Survivors also had the opportunity to personally share their stories to the visiting guests.

The event concluded with the Gold Star spouses going to the garrison flagpole where the Gold Star banner flew in honor of the observance.

The spouses reflected on the day and were touched by the community's support.

Jennifer Davis, the surviving wife of Staff Sgt. Robert Davis, a Soldier



Photo by Jessica Ryan

Cyndie Gibson (left), a Gold Star wife from Cibolo, Texas, talks to Marion Cecil (right), the wife of a Civilian Aide to the Secretary of the Army in Kentucky, about the Survivor Outreach Services program, April 5 at Fort Sam Houston. During their visit, the CASA wives had the opportunity to meet surviving spouses like Gibson during SOS's Gold Star Spouses' Day luncheon and learn about how the Army takes care of survivors.

stationed at Fort Sam Houston at the time of his death, was nearly speechless. Davis became a Gold Star wife in late 2015 and connected with the garrison SOS staff in early February.

"Without Survivor Outreach Services, I'd be lost," she said. "The staff is helping us get through tough times. Days like these show

how they support us."

Kathy Maiorana, a Gold Star wife since 2003, expressed gratitude for the Army leaders' support.

"When Survivor Outreach Services first started [in 2008], we didn't have the great support that we have now. It's good to see military leaders come to our events and express their support to us."

AUDIE from P6

success to the support of his wife who is also a sergeant in the Army and their three children.

"They are my motivation for everything that I do," he said.

To prepare for the rigorous board, Sierra said

he studied Army publications for many hours while also gaining knowledge from other experienced leaders around him. The advice he gives NCOs who want to earn this honor is simple.

"Study straight from the source and be bold enough to ask ques-

tions from those who are subject matter experts and those with more experience," Sierra said. "I thank my family, unit leadership and the USAISR NCOs who always push me to do better and have provided me the support that I needed to get me through."

OCSJX from P14

and understand, notwithstanding different government controls, that we're able to work together."

He added that UK doctrine entails a requirement to use contractors effectively as an integral partner in routine business, necessitating their inclusion into the force generation process. Titmuss said this requirement calls for an understanding that OCS extends beyond the logisticians or contracting community.

"It's absolutely a commander's business, because this is about capability. Therefore it's

put into our doctrine. Some of the concepts we draw from your use of OCS are very useful, and we're building that into our own concept of employment for a contract capability coordinator," he said.

Also, multinational partners from Brazil and Chile are exploring OCS concepts during the exercise as observers to develop an understanding and gauge possible application for improved interoperability.

This is the third iteration of the joint functional exercise. It has evolved from a multi-service annual exercise preparing contingency contracting officers for deployment into a joint,

interagency and multinational exercise incorporating acquisition and support personnel.

Sponsored by the Director for Logistics, Joint Staff J-4, OCSJX-16 exercises the full spectrum of contract support from operational through tactical levels. J-4 works across numerous logistics organizations including the DOD, combatant commands and multinational and interagency partners to integrate logistics planning and execution in support of joint operations.

More than 500 joint, interagency and multinational participants took part in the DOD-funded exercise.



Newcomer's Orientation

Friday, 8 a.m. to noon, Military & Family Readiness Center, building 2797. Mandatory in-processing briefing for all military and civilian personnel newly assigned to Joint Base San Antonio. Service members must coordinate with their unit personnel coordinator or commander support element. Spouses are welcome to attend; all patrons must be seated by 7:50 a.m. Call 221-2705.

Employment Readiness Orientation Class

Mondays, 9-10 a.m., Military & Family Readiness Center, building 2797. Learn about employment resources and review services offered. Call 221-2418.

TAP-Goals, Plans, Success

Monday-April 22, 8 a.m. to 4 p.m., Soldier for Life, building 2263. A mandatory five-day session workshop for all service

members separating from the military; the TAP-Goals, Plans, Success workshop is facilitated by the Department of Labor, Veterans Administration and Military & Family Readiness Center. Prerequisite is Pre-Separation Counseling. Call 221-1213.

Army FAP Unit Training

Monday, 9-11 a.m. and 1-3 p.m., Military & Family Readiness Center, building 2797. Mandated Unit Family Advocacy Training in accordance with Army Regulation 608-18 regarding domestic and child abuse identification, reporting, and prevention. Other topics covered include the Lautenberg amendment, restricted/unrestricted reporting and transitional compensation program. Seating is limited; reservations will be accepted up to two weeks in advance. Call 221-2418.

Car Seat 101

Monday, 1-3 p.m., Military & Family Readiness Center, building 2797. Review the basics of car seat installation and make sure your child is seated properly within their car seat. This class is required before attending the

Safety Seat Clinic. Call 221-2418.

Helping Us Grow Securely Playgroup

Tuesdays, 10 a.m. to noon, Middle School Teen Center, building 2515. An interactive playgroup for infants and toddlers; open to parents and their children, ages 5 and under. Registration not required. Call 221-2418

Trauma In The Unit

Tuesday, 9 a.m. to noon, Military & Family Readiness Center, building 2797. Provides information and guidance to leaders on how to help service members, families and units understand and respond when traumatic events occur. Call 221-2418.

Interview, Dress For Success

Wednesday, 9-11 a.m., Military & Family Readiness Center, building 2797. Take pride in your appearance and follow expected guidelines of what to wear and be prepared for your interview. Discover ways to make a connection. Call 221-2418.

Coffee Talk EFMP Support Group

Wednesday, 11:30 a.m. to 1

p.m., Military & Family Readiness Center, building 2797. This EFMP support group meets monthly for a casual dialogue to share helpful resources and ways to overcome challenges. Call 221-2705.

Children In The Middle

Wednesday and April 27, noon to 4 p.m., Military & Family Readiness Center, building 2797. This two-part series must be attended in order and meets the Texas court ordered requirements for divorcing parents. Topics focus on how families can meet the needs of children growing up between two homes and provides separating parents with very specific strategies on how to handle the unusual circumstances surrounding divorce and co-parenting. Call 221-2418.

Post-Deployment Resiliency

Wednesdays, 1-3 p.m., Military & Family Readiness Center, building 2797. Service members scheduled to deploy, go on temporary duty assignment longer than 30 days or go on a remote assignment are required to attend this briefing. Registration required, call 221-2418.

Sponsorship Application Training

Wednesday, 2-3 p.m., Military & Family Readiness Center, building 2797. Mandatory training for military sponsors; review the roles and responsibilities or a sponsor as well as helpful resources. The Electronic Sponsorship Application & Training (<http://apps.militaryonesource.mil/ESAT>) provides registration, training certificates, sponsorship duty checklist, new comer needs assessment, welcome packet and links to important Department of Defense and service relocation websites. Call 221-2705.

Pre-Deployment Resiliency

Thursday, 9-11 a.m., Military & Family Readiness Center, building 2797. This training draws heavily on the experiences of service members in order to prepare for the realities and challenges commonly encountered prior to and during a deployment. Call 221-2418.

Thrift Savings Plan

Thursday, 9-11 a.m., Military & Family Readiness Center, building 2797. Review contribution limits, advantages of tax-deferred invest-

ments, rates of return, options to consider after separating from the military or civilian service and more. Call 221-2705.

Safety Seat Clinic

Thursday, 1:30-3:30 p.m., fire station, building 3830. Make sure your child is safe while traveling on the road by ensuring restraints are properly installed and fit the child appropriately. Child and vehicle must be present; parents will be seen by appointment only at the. Prerequisite: Car Seat 101. Call 221-2418.

Microsoft 2013 Excel Intermediate

Thursday, 8 a.m. to noon, Military & Family Readiness Center, building 2797. Intermediate (level 2) classes are designed to build off the Foundational classes. Participants will learn how to set up nest functions and mix reference formulas; time and date functions; mathematical, logical, and statistical database; manipulate worksheets and more. Classes are free and open to all DoD ID cardholders. Registration required. Call 221-2705.

MUSEUMS from P6

and event spaces designed to inform through the voice of the American Soldier, Bowery said it will be a one-of-a-kind facility addressing Army history from a national

perspective.

Other recommended changes discussed during the panel included converting some museums to "heritage displays" by replacing artifacts with reproductions to lower costs; moving artifacts to

remaining Army museums that can best tell the Army story; consolidating underperforming museums to allow maximum support; and re-designating museums that are inaccessible to the public into training support facilities.

The Fort Sam Houston Army Museum is already implementing many of the recommended changes.

"We need to professionally go through our artifacts and decide what we need to keep and what we need to trans-

fer to another museum," Davis said. "One artifact that we are sending to the National Museum of the United States Army is a French gas mask that does not fit into our museum history here at Fort Sam Houston."

Davis added that the new Army Museum Enterprise process will take time, but will ultimately enhance each visitor's experience to the Fort Sam Houston Museum and museums across the Army.

BATAAN from P4

and said it couldn't go one more step," Dugyon said. "I don't think I would've completed Bataan without him last year, and I was glad we went together again this year."

Army 2nd Lt. Robert Gooch, 3W medical surgical nurse, also competed in the male heavy category, finishing in 7 hours, 36 minutes and Army 2nd Lt. Shelby Aleksick, 4W medical surgical nurse, competed in the

female heavy category, finishing in 6 hours, 50 minutes.

The military light mixed team consisted of Army 1st Lt. Phylesha Kemp, 6W medical surgical nurse; 2nd Lt. Autumn Augustine, 3W medical surgical nurse; 1st Lt. Kira Brown, dietitian, chief of Patient Room Service; Capt. Jose Capellan, commander, Headquarters and Headquarters Command; and Maj. Trisha Stavinoha, chief, Outpatient and Community Nutrition. The

team carried light packs and finished in 8 hours, 23 minutes.

Army Capt. Brittney Piche, registered dietitian, Culinary and Hospitality Branch, also participated with her husband in the civilian heavy category, finishing in 7 hours, 25 minutes.

"Being a part of the Bataan Death March was a humbling and unforgettable experience," said Kemp. "I finished the course with even more gratitude to the heroes who were forced to walk

into captivity."

Eleven of the original Bataan survivors were present at the start of the march.

Augustine said prior to the Bataan march, she read "Tears in the Darkness: The Story of the Bataan Death March and Its Aftermath."

"It definitely made the race a more humbling one," Augustine said. "It is easy to think that 26.2 miles in New Mexico is tough and harrowing.

"However, the American and Filipino

POWs were forced to endure 66 miles without food or water, and were subjected to abuse and even death. Knowing that they had suffered gave me the motivation to finish in their honor," she said.

"The remaining survivors are at least 92 years young," Stavinoha said. "I am glad to have been able to participate while there are still some of these heroes remaining."

Stavinoha offered the following tip to those who would like to participate next year at the march.

"The POWs certainly did not train for the 60 mile forced journey in the Philippines," she said. "However, if you want to finish before dark and be able to walk the next day, getting your feet prepared for the event a few months ahead would be ideal.

"Marching 26.2 miles in sand is different than running 26.2 miles on the road. You use different muscles and wear your feet out differently and marching with a pack adds another element."

Traumatic brain injury is an all-ages threat

Going for an afternoon jog and participating in afterschool sports are parts of daily life for millions of children.

Most times, these activities are healthy and harmless, but without proper safety measures, traumatic brain injuries are a possibility.

A trip and fall could result in a head bump, as could a collision during a sporting event. In both cases, a mild TBI, also known as a concussion, could be the outcome. Injuries of this nature are common and can be scary, but parents and adults can take steps to improve safety and reduce injuries in children.

“Brain injuries don’t discriminate based on age,” said Dr. Scott Livingston, director of education at the Defense and Veteran Brain Injury Center. “Children definitely are not immune. In fact, a very large percentage of emergency room department visits each year are for children who suffered a brain injury.”

According to the Centers for Disease Control and Prevention, more than 2 million Ameri-

cans, including more than 500,000 children, suffered some form of TBI in 2010.

Falls, assaults, traffic accidents and unintentional hits to the head with some sort of object are the most common causes of these injuries. The majority of TBIs are mild, labeled concussions, and the prognosis for a full recovery is excellent.

Bicycle accidents, football collisions, playground injuries and all-terrain vehicle mishaps are common causes of TBI in children and adolescents.

“Playing sports is certainly one of the places where kids might encounter a mild trauma when they run into somebody else or hit a goal post,” said Dr. Marc DiFazio, a pediatric neurologist at Children’s National Medical Center in Washington, D.C.

Parents and children can reduce the chance of a TBI by taking certain precautions. DiFazio says that prevention of head injuries includes properly using sports equipment and protective gear, such as helmets, and using common sense and following safety instructions.

DiFazio and Livingston said the pros of being involved in sports outweigh the cons, and that recreational activities can make children physically and mentally healthier.

“Exercise and sports participation are highly beneficial for our children,” said DiFazio on the importance of physical exercise, and that being fit and healthy can reduce the chance of injury. “We don’t need to unduly shelter our kids.”

He added that parents should not overreact because most concussions, if healed properly, cause no permanent damage. Extended periods of rest, not participating in school or activities, and preventing children from playing sports altogether can negatively affect the child by causing depression, obesity and other medical issues. Children should interact with friends, be physically active, and not remain isolated if symptoms are improving.

“Concussions are not one size fits all,” DiFazio said. “Children shouldn’t be unnecessarily restricted for a long period. If they are allowed to engage and

be social, it can actually hasten their recovery.”

If a child does suffer a blow to the head, parents and adults should look for certain symptoms that indicate the child is concussed.

Headache, dizziness, and a change in level of consciousness are all common symptoms of concussions. A concussed person might also experience confusion and have difficulty remembering the injury.

If children are experiencing any of these symptoms, they should seek medical attention and rest for at least 24 hours before gradually resuming normal cognitive and physical activities. Livingston said that if children do not fully recover, they are at risk of a subsequent injury.

“The most straightforward approach is education,” said Livingston on preventing TBIs. “It’s important children understand the dangers of head injuries.”

(Source: Military Health System Communications Office, Defense Health Agency)

APPRAISAL from P9

based actions” to employee performance, she said. The goal is for the new appraisal program to be in place to cover the vast majority of the department’s Wage Grade and General Schedule employees by October 2018.

The new program will have three rating tiers – outstanding, fully successful and unacceptable.

Key to the program is its emphasis on timely recognition and reward of employee contributions throughout the cycle, which runs annually from April 1 to March 31, Hinkle-Bowles said.

“Continuous feedback has to happen,” she said. “This isn’t about sitting down on the 365th day and giving feedback.”

Supervisors must have at least three documented discussions with each employee during the rating year.

“More is better,” Hinkle-Bowles said. “We are encouraging ongoing feedback and ongoing communication throughout the rating cycle.”

A total of 14,500 employees from a cross section of organizations from the Office of the Secretary of Defense, Navy, Army and some defense agencies are scheduled to transition into the appraisal program this month, she said.

“We will phase the remainder of the employees into the program over the next couple of years,” Hinkle-Bowles said.

The program will cover more than 600,000 employees

when fully implemented. Some employee groups, such as senior executive service employees and intelligence professions will not be part of the new program. “They are already in a system covered by another statutory requirement,” she said.

Employee unions have been an important part of the effort, Hinkle-Bowles said.

“The whole process started with three labor-management design teams that provided pre-decisional recommendations to the department in several different areas, but ultimately those recommendations covered everything from performance management, hiring flexibility, training and development, work force incentives and other automation,” she said. “Unions continue to play a part as we move forward.”

The enterprise-wide appraisal program should also benefit employees as they move around inside the department.

They will no longer have to learn the requirements of a myriad of different appraisal systems as they move onward and upward, she said.

The appraisal program builds on New Beginnings processes including a hiring managers toolkit that was released in May 2015, a new DOD Instruction 1400.25 Volume 431 “DOD Civilian Personnel Management System: Performance Management and Appraisal System” published in February and train-the-trainer sessions launched in January.

SERVICES IN HARMONY AT METC GRADUATION

(From left) In a display of interservice jointness, Army Pvt. 2 Cynthia Vazquez, Navy Seaman Rebekah Rabalais and Air Force Airman 1st Class Sandra Teran, all members of Class 01-16 in the radiologic technologist program at the Medical Education and Training Campus at Fort Sam Houston, sing the national anthem at their graduation ceremony April 4. The METC Tri-Service Radiologic Technologist program prepares Army, Navy and Air Force students to become entry-level radiographers in fixed and deployable medical facilities.

Photo by Lisa Braun



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