

**INSIDE:** DFAS employee recognized for support of Army National Guard **PAGE 4** DLA celebrates Navy's 237th birthday **PAGE 5**

# the Columbus Federal Voice

<http://federalvoice.defensesupplycentercolumbus.dla.mil/voice>

Vol. XIX, No. 21

The Newspaper of the Central Ohio Federal Community

Wednesday, October 24, 2012



## DLA Land and Maritime associate serving as CFC loaned executive

By Dan Bender

DLA Land and Maritime Public Affairs Office

A DLA Land and Maritime associate is one of four federal employees from agencies in central Ohio and West Virginia who are working full-time to help ensure the success of this year's Central Ohio and West Virginia Combined Federal Campaign.

Marty Dixon, who is on leave from his job as a resolution specialist in Maritime Supplier Operations, is serving as a loaned executive to the Central Ohio and West Virginia CFC. Loaned executives are federal employees who are "loaned" by their agency to work full-time through the United Way in coordinating all aspects of running a local CFC.

In addition to Dixon, the other loaned executives for this year's Central Ohio and West Virginia CFC are Paul Barr and Regina Zaglanis of DFAS Columbus and Janet Jackson of the VA Medical Center in Huntington, W.Va.

Dixon, who has worked for DLA for three years, has been serving as a CFC loaned execu-

tive since Sept. 4. He has been busy meeting with charity representatives, distributing campaign materials, attending charity fairs and speaking to groups of people about CFC, among other responsibilities.

"It has been hectic but I've met some incredible people who are striving to do all they can for their respective charities," he said. "As things settle down in the next couple of weeks, I'll be busy picking up pledge forms and envelopes from agency coordinators and seeing where we are in terms of reaching our goal."

Dixon, who has also worked for Defense Finance and Accounting Service Columbus and the U.S. Census Bureau, was first exposed to CFC while serving as a campaign coordinator for the U.S. Navy's Personnel Support Detachment when it was located in Building 1 on the DSCC installation in the 1980s.

Dixon said he and his family have been fortunate in that they have not needed any assistance from a CFC charity.

"I doubt there's any one of

us, though, who's more than two degrees of separation from someone who has benefitted from a CFC-affiliated charity and, through the generosity of the federal workforce, has been able to receive some assistance," he said.

One of the themes he has been telling people this year is that "yes, as federal employees we feel we're facing tough times, but we should remember that there are people out there who would be happy to have a job with a pay freeze or be able to put a meal on the table without some charitable assistance, so if we have a chance to pay it forward, we should take advantage of that," Dixon said.

The Central Ohio and West Virginia CFC covers federal agencies in 30 counties in central and southeast Ohio, along with three counties in West Virginia. The overall campaign began with a luncheon event Sept. 18 at the Weapons Park pavilion on the Defense Supply Center Columbus installation; the DSCC installation campaign began Oct. 19 and continues



DLA PHOTO BY CHUCK MORRIS

Marty Dixon, DLA Land and Maritime's loaned executive to the Central Ohio and West Virginia CFC, sorts through CFC charity guides and other materials for a training session for CFC keyworkers and captains held Oct. 3 in the Building 20 auditorium. Dixon is a resolution specialist in Maritime Supplier Operations.

through Nov. 30.

Although each local agency establishes its own timeframe in which to run its campaign, the campaign "window" established

by the U.S. Office of Personnel and Management is Sept. 1 through Dec. 15.

More information is available at [www.covwfc.org](http://www.covwfc.org).

## AbilityOne made injured Army sergeant feel like 'somebody'

By Tony D'Elia

DLA Land and Maritime Public Affairs Office

Homeless, unemployed and recovering from severe injuries from the war in Iraq, the AbilityOne Program meant all the world to Army Sgt. (Ret.) David Kendrick.

Growing up in a poor Rochester, N.Y., neighborhood among drug dealers and gang members, Kendrick looked to the U.S. Army for a way out.

"I saw this commercial that said 'Be all you can be.'" Two weeks after high school graduation, he was in Army basic training. A year later he was in Iraq.

At the age of 20, he was shot by a sniper in both legs. The injury caused permanent damage to his left leg, which underwent 14 surgeries. Prior to each surgery, doctors told Kendrick he might wake up without a leg. His legs were saved and he was medically discharged from the Army in April 2010, but he couldn't find work.

After a period of homelessness and despair, a retired general got him into a program at CDS UNISTEL, a subsidiary of CDS Monarch, a private nonprofit 501(c)3 corporation that provides job train-

ing, individual placement and work opportunities for more than 230 individuals with disabilities and veterans with post-traumatic stress disorder and traumatic brain injuries.

Through an AbilityOne contract at the CDS UNISTEL Spice Factory in Rochester, N.Y., Kendrick moved up from forklift operator to production manager; he eventually was able to get an apartment. Today he is enrolled in

a degree program for audio technical engineering in Marietta, Ga.

"I love my job, I love the people I work with but the best thing is that I felt like somebody," Kendrick said. "It helped me transition from the military world to the civilian world."

After graduating from the program, he was offered a promotion through AbilityOne and became financially independent for the first time in his life.

"It was a great feeling," Kendrick told the audience during an Oct. 11 Acquisition Forum in the Building 20 auditorium.

"Our objective in hosting this workshop is to provide the Land and Maritime workforce with information about the capabili-



DLA PHOTO BY CHUCK MORRIS

Army Sgt. (Ret.) David Kendrick tells DLA Land and Maritime associates about his journey from unemployment and homelessness to becoming financially independent through the help of AbilityOne, which employs nearly 50,000 Americans who are blind or have other severe disabilities, enabling them to lead more productive and independent lives.

ties of the nonprofit companies that are part of the AbilityOne Program," DLA Land and Maritime Commander Navy Rear Adm. (Sel.) David Pimpo said. "It's also an opportunity for them to get to know us."

The AbilityOne Program is the largest source of employment, through federal contracts, for individuals who are blind or have other severe disabilities in the United States. Established in 1938, the program is administered by the Committee for Purchase From People Who Are Blind or Severely Disabled, an independent federal agency, with assistance from National

Industries for the Blind (NIB) and NISH-Creating Employment Opportunities for People with Severe Disabilities. Today, AbilityOne employs nearly 50,000 Americans who are blind or have other severe disabilities, enabling them to lead more productive and independent lives.

"It's about providing opportunity to those who have the courage to overcome challenges that we cannot comprehend," added Pimpo, who noted that Land and Maritime buys \$20 million annually in AbilityOne items. "This is about who we are as Americans."

PLEASE SEE Ability PAGE 4



DLA PHOTO

Equipment specialist/value analysts Joe Belill (left) and Ami Walling formed the winning DLA Land and Maritime Value Management MRAP Team that earned honors for decreasing direct material costs under DLA's "Be Smart Buyers of the Right Stuff" Big Idea initiative. Belill and Walling performed a number of tasks and strategies to find alternative sources for parts for the Mine-Resistant Ambush Protected vehicles, thus creating a competitive procurement environment that saved millions of dollars.

## 2 high performers are 'smart buyers of the right stuff' for MRAP

By Tony D'Elia

DLA Land and Maritime Public Affairs Office

DLA Land and Maritime's Value Management MRAP Team has been recognized for decreasing direct material costs under the Defense Logistics Agency's "Be Smart Buyers of the Right Stuff".

The team of equipment specialist/value analysts Joe Belill and Ami Walling performed a number of tasks and strategies to find alternative sources for parts for the Mine-Resistant Ambush Protected a competitive procurement environment that saved millions of dollars.

DLA Director Navy Vice Adm. Mark Hamitchek recognized the winners at his Oct. 9 Director's Call

with the DLA workforce from the McNamara Headquarters Complex.

"We typically identified the actual manufacturers of the OEM (original equipment manufacturers) parts which expanded competition and lowered pricing," Walling said. "We also initiated cancellation of PRs (procurement requisitions) for obsolete items, over-procured items, and no longer needed material."

The team reduced inventory by cancelling unwanted or unnecessary scheduled procurements en route to documenting a cost avoidance of more than \$17.1 million.

Belill and Walling realized cost reductions by approving new sources of supply to compete with the

PLEASE SEE Buyers, PAGE 2

Point of View

# Getting employee buy-in key to creating ‘culture of belief’

By Robert L. Boggs  
DLA Land and Maritime Human Performance Division



“While most managers by now understand that their most reliable competitive advantage comes from their people, few of them actually know how to get people ‘all in’—convincing employees to truly buy into their ideas and the strategy they’ve put forward, to give that extra push that leads to outstanding results.” All In: How the Best Managers Create a Culture of Belief and Drive Big Results, Adrian Gostick and Chester Elton

Gostick and Elton believe managers of the highest-performing work groups create a “culture of belief.”

In these distinctive workplaces, people believe in their leaders and in the company’s vision, values, and goals. Employees are not only engaged but also enabled and energized, which leads to astonishing results.

The cultures that endure over time are the ones where the people share an exciting vision in which they believe. The basic premise in “All In” is that in the

highest performing cultures, leaders create high levels of engagement that is manifested in strong employee attachment to their organization and a willingness to give extra effort.

Additionally, leaders also create environments that support productivity and performance, and where employees feel enabled.

Sometimes we can literally sense a great culture just by being around those who are excited about the importance they place on meeting the organization’s vision. We could say this type of organization has a culture of belief.

When you do not have a culture of belief, you fall into the realm of being an average organization, made up of average people, who work for average leaders. Recent studies by the Gallup Organization paint an interesting picture of what average organizations are like.

In an average organization you might expect the following: The average employee spends about 15 hours a month complaining about his or her manager. That’s basically 24 days a year, a full

month of workdays grumbling and getting nothing done...As of 2010, according to the Gallup Organization, 52 percent of employees were not engaged at work and 18 percent were so disengaged that they were regularly working against their organization’s goals.

Because the authors understand that it is culture that differentiates a team or organization and drives business results, they identified a seven-step road map for creating a culture of belief.

The seven-step road map serves as a tool managers can use to create a culture of belief. The steps that Gostick and Elton found have the most powerful effect and move us toward a culture of belief include:

- Define your burning platform. Employees typically don’t buy into a way of doing business without clear and compelling reasons, and yet most leaders provide little or no justification as they introduce their ideas and strategies and ask their people for improved results.

- Create a customer focus. In the highest-performing cultures, managers convey that employees must focus like lasers on customers, and they mandate a vigorous

pro-customer orientation.

- Develop agility. We are in a world of increasingly rapid change and uncertainty, and recent research has shown that the top-performing companies are seen by both their employees and their customers as much more able to deal with change. Employees are more insistent that their managers see into the future and do a decent job of addressing the coming challenges and capitalizing on opportunities.

- Share everything. The best cultures are places of truth, of constant communication, and of market transparency. Managers in these cultures share even the hard truths with their employees as soon as they can and they encourage debate even if it rattles harmony.

- Partner with your talent. Great managers think differently about their employees. They believe their success is a direct result of their people’s unique ingenuity and talent, not their own brilliance.

- Root for each other. “In the most innovative companies, there is a significantly higher volume of thank yous than in companies of low innovation,” according to Rosabeth Moss Kanter of Har-

vard Business School.

- Establish clear accountability. As a cornerstone to this process, managers must learn how to hold employees accountable—and yet they must turn this idea from a negative into a positive.

Each of the seven steps is used to build upon the others and together they help build a successful culture. Great cultures require great leadership. Gostick and Elton point out that, “Great leaders create unique, inviting and profitable places to work. Today’s successful business leaders are less the tyrannical symphony conductor or decisive military genius of yesteryear, but they also haven’t bent over so far backward in their sensitivity that they’ve lost their focus. They are more Dr. Martin Luther King Jr. than George Patton, more Mother Teresa than Karl Marx.”

A culture of belief requires great leaders who create distinctive workplaces where people believe in their leaders, the organization’s vision, values and goals.

Gostick and Elton’s seven-step road map serves as a tool managers can use to create a culture of belief.

## Buyers

CONTINUED FROM PAGE 1

OEMs for contract awards that amounted to more than \$10 million in savings. By identifying actual manufacturers of the MRAP parts under study, or developing new sources of supply for the items, the team was able to document multiple substantial cost reductions.

They also improved customer service by eliminating procurement lead time in the amount of 8,067 days, which translated to a monetary savings of \$473,255.

The Value Management MRAP Team was nominated for the award by supervisor Don Howell and was one of five winners of the DLA Strategic Goals “Big Ideas” awards.

“This quarterly recognition is designed to incentivize and recognize achievement and progress in reaching the ambitious goals we have set for the agency to significantly improve support to customers while dramatically reducing costs,” Harnitck wrote in a memo announcing the winners.

He said, “Thank you for what you’re doing. We’re doing amazing things.

“There’s nothing that we can’t do or aren’t doing now. We’re just a fabulous organization.”

The other award winners (three other teams and one individual) were the Air Force Serviceable Maintenance Turn-In/Z-A Expedited Returns Team from DLA Distribution, Jessica Gratkowski of DLA Distribution, DLA Energy Inventory and Distribution Management Team from DLA Energy and the Appropriations Received Audit Readiness Team from DLA Finance.

## Obituaries

### Sarah Louise Brown

Sarah Louise Brown, 91, of Dayton, died Oct. 9. Ms. Brown worked as a supply clerk for DESC until she retired in 1985 after 35 years of service.

### Mildred A. Durham-Woods

Mildred A. Durham-Woods died Oct. 4 at Mount Carmel East Hospital. Ms. Durham-Woods was retired from DCSC.

### Russell J. Irmscher

Russell J. Irmscher, 66, of Heath, died Oct. 12 at his home. Mr. Irmscher was a U.S. Navy

veteran of the Vietnam War and later worked at DCSC and Newark Air Force Base.

### Robert “Bob” Thornton

Robert “Bob” Thornton, 70, died Oct. 2. Mr. Thornton served in the U.S. Army Reserve and retired from DCSC in January.

### Harriett Ann Yates

Harriett Ann Yates, 81, of Newark, formerly of Granville, died Oct. 8 at Chestnut House in Newark. Ms. Yates retired in 1988 as a classification specialist from the Newark Air Force Base after 37 years of federal service.

## LDA selects officers for coming year



The Leadership Development Association recently selected its officers for the coming year. Seated from the left are membership chair Kimberly Strange, president Coleen Ross, program chair Heidi Treadway and DLA member-at-large Rosella Lynn. Standing from the left are DLA communications chair Nicole Banks, secretary Carlton Edwards, DFAS Columbus member-at-large Brendan Hall, DFAS communications chair Keith Strom, historian Gary Cooper and treasurer Linda Macklin. Not present for the photo was vice president Karen Oulette. LDA is a professional organization dedicated to promoting the development of leadership skills by providing the workforce with learning opportunities through educational forums, networking and professional events. DLA PHOTO BY LAURA SANMIGUEL-FEARING

## Briefs

### Tickets on sale for holiday ball

Tickets for the DSCC Installation Commander’s Holiday Ball are on sale in the ITR Office in Building 20.

The Holiday Ball will be held Dec. 7 from 6 p.m. to midnight at the Aladdin Shrine Center in Columbus. It will feature a social hour, followed by dinner and entertainment and dancing. The tickets are \$45 per person and also will be on sale from 11 a.m. to 1 p.m. Nov. 8 in the Building 21 cafeteria and Nov. 15 in the Building 11 cafeteria.

For more information, call the ITR Office at 614-692-1111 or DLA Land and Maritime protocol specialist Chris Mullins at 614-692-1221.

### Associate craft shows set for Oct. 30, Nov. 13

Federal employees on the DSCC installation who make their own crafts will be participating in two shows that will be held as part of the 11th annual DSCC Hand Crafted Craft Show.

The first show will be held Tuesday, Oct. 30, in Building 21 in the DFAS Conference Center; the second show will be held Tuesday, Nov. 13, in the Building 20 cafeteria Buckeye and Cardinal rooms.

## It’s A Date

### October 2012

Domestic Violence Awareness Month

Breast Cancer Awareness Month

Disability Awareness Month

OCT. 26 – Armed Services Blood Program blood drive, 9:30 a.m.-1:30 p.m., Building 20 Pod C basement

OCT. 29 – DLA Land and Maritime Supervisors Call, 1 p.m., Building 20 auditorium

OCT. 30 – Disability Awareness program, 10 a.m., Building 20 auditorium

OCT. 31 – Halloween

### November 2012

American Indian Heritage Month

NOV. 1 – All Saints Day

Both shows will be held from 8 a.m. to 3 p.m. The shows will feature crafts including homemade jewelry, pottery, candles, wood décor and other items handmade by associates on the DSCC installation.

Anyone who would like to participate or who needs more information can call the ITR Office at 614-692-1111.

### FEA leadership conference scheduled for Nov. 19

The Federal Executive Association of Columbus and Central Ohio’s annual Leadership Training Conference will be

held Monday, Nov. 19, at the Quest Business Center facility at Polaris.

This year’s theme is “Navigating the White Waters of Change.” Featured speakers include DLA Land and Maritime Commander Navy Rear Adm. (Sel.) David Pimpo and Human Performance Division chief Robert Boggs. The conference is open to all federal employees within the Columbus and central Ohio areas. The cost of the conference is \$100 per attendee; continental breakfast and lunch are included.

The deadline to register is Nov. 9. For more information, contact Marla Clifton at

DLA Land and Maritime at 614-692-4828, or via e-mail at marla.clifton@dla.mil.

### DLA to celebrate National Disability Employment Awareness

DLA Land and Maritime will celebrate October’s designation as National Disability Employment Awareness Month with an Oct. 30 program in the Building 20 auditorium.

The theme for this year’s observance is “A strong workforce is an inclusive workforce: What can you do?” It promotes the benefits of a diverse workforce that includes workers with

disabilities, who represent a highly skilled talent pool.

The program will begin at 10 a.m. and feature keynote speaker Tykiah R. Wright, founder and CEO of WrightChoice Inc. In addition, the Dancing Wheels Company will perform with a message of inclusion and accessibility.

More information is available by contacting Disability Program coordinator Sheri Kelley at 614-692-2574 or Sheri.Kelley@dla.mil.

### CPR AED classes available

Federal employees on the DSCC installation who would like to become certified in CPR and in the use of an Automated External Defibrillator can register for a class by calling the Health Unit in Building 21 at 614-701-5104.

Class spaces are limited and associates should check with their supervisor before scheduling to insure they can attend. Those who schedule are expected to attend as a reserved space cannot be refilled at the last minute.

Classes will be held in Building 20, C Pod basement, Room 006 and will be available on the following dates: 8:30 to 11:30 a.m. Nov. 7 and Dec. 4 and 19, or 12:30 to 3:30 p.m. Nov. 7 and 27 and Dec. 4.

# Audit Readiness town hall held for DLA Land and Maritime associates

By Michael Jones

DLA Land and Maritime Public Affairs Officer

DLA Land and Maritime hosted Simone Reba, deputy director of DLA Finance and program manager for audit readiness, Oct. 5 in the Building 20 auditorium as the last in a series of roadshow events to promote audit readiness across the agency.

During her visit, Reba met with DLA Land and Maritime's senior leadership to advise them of their roles and responsibilities in achieving audit readiness. The roadshow provided an opportunity for Reba "to share information on the impact of integrating Audit Readiness practices into daily operations," DLA Land and Maritime Deputy Commander James McClagherty stated in a message to the workforce.

Audit readiness means that DLA can prove to independent

auditors that its financial statements are reliable. To achieve this, DLA is taking a closer look at how daily procedures are documented and controlled. If an associate's daily functions impact a financial statement, they will play a vital role in DLA's goal of becoming audit ready.

Part of the Land and Maritime roadshow included a town hall meeting with local employees where Reba discussed critical components the Department of Defense directed Audit Readiness Program.

"Understanding and properly using controls are the keys to successfully incorporating audit readiness into our daily operations," Reba said. "We all have established processes that we use in our various disciplines, and they all have built-in controls to help ensure those processes work efficiently. When we use those controls, we enable ourselves to

make better operational decisions that will ultimately have a positive impact on our warfighters."

Reba used an example from Desert Storm operations to clarify her point. She recounted the reports of equipment inventories that were erroneously shipped and received in theatre.

"There were numerous instances where units on the ground were awaiting equipment shipments and no one knew exactly where they were," Reba said.

"It was a clear case of proper controls not being incorporated as part of the shipment process – we couldn't account for our materials. Correcting those kinds of inefficiencies is exactly what we're targeting with our audit readiness initiative."

Reba's presentation was video streamed live so that associates at Land and Maritime detachments and teleworkers

could also watch.

As one of DLA Director Navy Vice Adm. Mark Harnitchek's "Big Ideas," audit readiness is a top priority for the agency. A blog post from Harnitchek stressed the importance of individual responsibility when it comes to audit readiness.

"It involves the procedures we do in DLA – things like writing contracts, accounting for property, moving material in the defense transportation system, accounting for inventory, determining inventory requirements, paying contractors, et al.," Harnitchek wrote. "So, if you do any of these, you're a part of this effort."

Harnitchek also emphasized key tips employees can use to help achieve audit readiness.

"Start documenting your operating procedures. Don't throw out the documents that show why a purchase was needed and who approved it.

Make sure that those documents customers use to purchase material or services are clearly filled out, specific as to what they're buying, and are signed by the appropriate approving officials. Figure out where those documents reside so that they can be quickly retrieved. Make yourself immediately available to help your local audit readiness team members when they ask you what you do or need your help in fixing something that won't pass audit standards," he stated.

The audit readiness roadshow was a first step toward educating employees across the agency on the Defense Department initiative. Additional communications and training for employees is expected in the near future.

Questions about the roadshows or audit readiness can be directed to [auditreadinesshelp@dla.mil](mailto:auditreadinesshelp@dla.mil).

#### Address correspondence to:

Editor, Columbus Federal Voice  
DLA Land and Maritime  
P.O. Box 3990  
Columbus, OH 43218-3990  
Phone: (614) 692-2328 Fax: (614) 693-1563  
Editorial deadline: Friday, one week prior to publication date

#### Advertising inquiries to:

Cox Media Group Ohio  
c/o Joyce Hayden  
202 N. Limestone St., Springfield, OH 45502  
Phone: (937) 328-0249  
e-mail: [jhayden@coxohiomedia.com](mailto:jhayden@coxohiomedia.com)  
Advertising deadline: Thursday, one week prior to publication date

## the Columbus Federal Voice



### Rear Admiral (Sel) David R. Pimpo, SC, USN DLA Land and Maritime Commander

Michael L. Jones, Public Affairs Officer

#### Public Affairs Team:

Dan Bender  
Tony D'Elia  
Chuck Morris

John Foreman  
Christina K. Mullins  
Laura SanMiguel-Fearing

#### Photographers:

The Columbus Federal Voice is published by Cox Ohio Media Group, a private firm in no way connected to the Defense Logistics Agency, under exclusive contract with DLA Land and Maritime. This commercial enterprise newspaper is an authorized unofficial newspaper published bi-weekly for federal employees of Columbus and central Ohio.

Contents and opinions expressed by the publisher and writers herein are their own and are not necessarily the official views of or endorsed by the U.S. government, the Department of

Defense, DLA Land and Maritime or Cox Media Group of Ohio. The appearance of advertising in this publication, including inserts, does not constitute endorsement by the Department of Defense of the products or services advertised.

Everything advertised in this publication shall be available for purchase, use or patronage without regard to the race, color, religion, sex, national origin, age, marital status, physical handicap, political affiliation or any other non-merit fact of the purchase, user or patron.

#### Serving more than 8,000 federal employees in central and southern Ohio

- DLA Land and Maritime
- Defense Finance and Accounting Service
- Federal Bankruptcy Court
- Veterans Administration
- Rickenbacker ANG Base
- Defense Logistics Agency
- U.S. Geological Survey
- Social Security Administration
- U.S. Customs
- Small Business Administration
- Department of Interior
- National Weather Service
- Internal Revenue Service
- American Federation of Government Employees
- Veterans Administration, Chillicothe, Ohio Office

# Goodwill reaches 20 years of providing custodial services to DSCC installation

Oct. 1 marked the 20th year that Goodwill has provided custodial duties at the Defense Supply Center Columbus installation.

Licking/Knox Goodwill Industries Inc. has the contract to clean more than a million square feet of space, patrol and clean 12 miles of roads, remove litter from 55 acres, provide snow removal and provide recycling assistance to DSCC and several of its tenants, including DLA Land and Maritime, DFAS, the U.S. Army and others.

Patricia Snyder Evans was the original contracting officer and is still involved today through present contracting officer Andrea Cline for the contract, which is a set aside program through the Javits Wagner O'Day Act and NISH targeting employment and training for people with disabilities.

Licking/Knox Goodwill, which employs about 350 people in Franklin, Knox and Licking counties, is one of about 16 Goodwill locations in Ohio and more than 125 in the world. Its contract with DSCC has enabled it to change the lives of countless individuals during the past 20 years, according to Judy Debevoise, director of contracts for Licking/Knox Goodwill

Industries.

Debevoise says that some of the original employees are still with Goodwill while many have moved on to better jobs, or may have retired due to a decline in health. At the DSCC complex, Goodwill currently employs about 120 individuals. Of those, 82 percent have documented severe disabilities and most of the remaining employees have other barriers to employment.

All of them must be able to work, but their disability significantly impacts work areas such as mobility, self-care, self-direction, work tolerance and work skills. However, the quality of work must meet or exceed expectations through rigorous training, inspections, scheduling, job carving and holding the Goodwill staff at DSCC accountable.

For example, nearly 92 percent of the employees at DSCC are in Goodwill's "95% Club." This means that through monthly inspections the employee will have met or exceeded Goodwill quality standards for 95 percent of the inspected tasks.

Another program, "Director Direct," allows employees and customers to directly notify the Goodwill CEO of any feedback, both positive and negative. Goodwill



DLA PHOTO  
Scott Yost, a custodian with Licking/Knox Goodwill Industries, takes care of the trash in an office area of Building 20 on the DSCC installation. Goodwill and its employees have provided custodial services at DSCC for 20 years.

has little or no complaints at DSCC.

"Our contracting officers and their representatives are fully satisfied with our services and know that they have a partner who supports the entire facility with passion, tender love and care," Debevoise said.

Goodwill participates in DSCC's Occupational Safety & Health Admin-

istration Voluntary Protection Program and sits on the VPP committee. Additionally, every employee on base has been trained and received third party certification through Betco University in several areas including restroom sanitization, slip and fall, safety, basic custodial services, chemical usage, floor care and more.

## Gonzalez wins annual LDA scholarship



DLA PHOTO BY LAURA SANMIGUEL-FEARING

Gabriel Gonzalez (center), an accountant for DFAS Columbus, was recently awarded the annual Mary L. Saunders Excellence in Leadership Scholarship by the Leadership Development Association. The \$500 scholarship is named after a former DLA Land and Maritime commander. Presenting the scholarship certificate to Gonzalez were (from left) new LDA president Coleen Ross, outgoing LDA member-at-large Rajesh Sehgal, outgoing LDA secretary David Frishkorn and outgoing LDA president Jessica Budinsky. Gonzalez has worked for DFAS for about seven years and served in the U.S. Marine Corps Reserve from 2003-11; he was activated twice. He is studying accounting and forensic accounting at Franklin University and will graduate in August. Scholarship applicants must work on the DSCC installation and be enrolled full or part-time in an undergraduate or graduate degree program with a minimum GPA of 3.0.

## Ability

CONTINUED FROM PAGE 1

After the forum in the Building 20 auditorium, representatives from about 20 AbilityOne non-profit agencies from the National Industries for the Blind (NIB) and National Industries for the Severely Handicapped (NISH), displayed sample products and discussed their capabilities in the Buckeye and Cardinal Rooms.

One of the exhibitors, Ashley Balogh, business engineer at Depaul Industries, told how hand-capped workers assemble combat knives at his Portland, Ore., plant.

"Under a NISH contract, they come to us pre-sharpened and we assemble them. The combat knife is used by all the services," Balogh said.

Manufactured by Gerber, the folding knife has a 3.8-inch serrated edge

blade. Open, the knife measures 8.5 inches in length and folded, it's 4.7 inches.

Other firms attending the workshop were Eastern Carolina Vocational Center Inc., Vocational Guidance Services, Business Technology Career Opportunities, Habitation Center, Human Technologies Corp., AWUSA, Crossroads, TAC Industries Inc., NISH Products, Licking Knox Goodwill Industries, NISH Services, Industries For The Blind, Milwaukee, AIB Express Store, Envision Industries, National Industries for the Blind, and Beyond Vision.

Also speaking at the event were Joel Thomas,

the NISH Products senior team manager of business development, and Ray Sullivan, the national account manager for the northeast at National Industries for the Blind.

Georgia Shirey, the sole Land Supply Chain contracting officer for the AbilityOne program, was recognized. In addition to her AbilityOne responsibilities, she also carries a workload of small purchases, large purchases and long-term contract to meet the Land Supply Chain goals and mission. According to her supervisor, Nicole Betts, Shirey has excellent acquisition knowledge, award production and work ethic.

### Land and Maritime's AbilityOne spending

2012. . . . .	\$21.4 million. . . . .	47,163 actions
2011. . . . .	\$24.2 million. . . . .	49,738 actions
2010. . . . .	\$17.13 million. . . . .	34,547 actions

# DFAS Columbus employee recognized for support to Army National Guard

By Micki J. Young  
DFAS Corporate Communications

Little did one Defense Finance and Accounting Service Columbus accountant know that when she reported to the Building 11 auditorium last month for an all hands meeting with Michelle Gomez, the DFAS accounting services director, she was going to be recognized for her contributions to the USO.

Carol Bridges has been volunteering her time, money and talents for years now with the Central Ohio USO chapter.

Gomez welcomed her team to the meeting, but then quickly turned the stage over to Dan Meeks and Anna Clendenen of the USO of Central and Southern Ohio.

"She recognized a need, and then just took off from there," Clendenen said. "Carol started off small, gathering supplies for the soldier onboarding program that operates on the weekends out of DFAS, and then it just grew and grew," Clendenen continued. "We wanted to recognize her here—so we just asked for her supervisor's

name to get the surprise rolling."

The Central Ohio USO chapter selected Bridges as its "Volunteer of the Year" last year, but Bridges was unable to attend the annual gala.

Instead, Meeks and Clendenen presented Bridges with the USO Central Ohio Volunteer of the Year award for 2011 on stage and in front of her Information and Technology team.

Many had kind words of congratulations for Bridges, including one long-time coworker.

"On a personal level, as both a father and father-in-law to two active duty soldiers...my youngest son just graduated from basic training at Fort Benning while my son-in-law is an Iraqi War veteran," Rusty Maggard said. "I greatly appreciate the support that Carol, her volunteers, the USO and others are providing our deploying heroes. The impact of Carol's and the others' selfless actions toward improving their morale and well-being is immeasurable."

Bridges was surprised, but quickly found words



DFAS PHOTO BY MICHELLE YOUNG

DFAS Columbus employee Carol Bridges (second from right) was recently recognized for her effort to make sure local Army National Guard soldiers are fed while they are on the DSCC installation to complete their processing for upcoming deployments. Bridges coordinates the manning, food preparation and donations for the monthly events. This year alone nearly 1,700 Ohio National Guard soldiers have been served. Presenting Bridges with a token of appreciation are (from left) Dan Meeks, director, USO of Central and Southern Ohio; Anna Clendenen, USO; and Michelle Gomez, director, DFAS-I&T Accounting Services directorate.

to express her gratitude and commitment.

"I was caught totally off guard as I didn't even know I was nominated. I had no idea this was what you were here to do—you really got me!" Bridges gushed. "This is so kind of you and I appreciate it so very much."

The USO duo continued to express gratitude for the countless hours and dollars Bridges has procured for their organization.

Clendenen talked about seeing the joy on the soldiers' faces when Bridges helps at all of their onboarding events and

marveled particularly over the pallets of water and supplies Bridges is able to bring in.

Bridges was presented with a wooden desk clock inscribed with her name, the USO seal, and the words "2011 Volunteer of the Year."

In the end, Bridges

extended an invitation to her teammates to let her know if they want to get involved.

"You can even bring your families in," Bridges said, "and it's really great to spend time with these guys and learn a little bit about them. Each one has a story to tell."

# Associate recognized as Outstanding Employee with a Disability

By Dan Bender  
DLA Land and Maritime Public Affairs Office

A DLA Land and Maritime associate who helps other associates maintain access to their main business IT program has been selected as the DLA Outstanding Employee with a Disability for this year.

John Clark, a change management specialist in the Human Performance Division, will be recognized at a ceremony in early December in Arlington, Va.

"I'm very honored to have been nominated for this award, even more so to have received it," said Clark, who has nearly 22 years of service with DLA. "It's always good to know that your work doesn't go unrecognized."

Clark is responsible for making sure all DLA Land and Maritime associates, both in Columbus and in detachment and forward presence locations around the world, have access to Enterprise Business Systems and all EBS subsystems.

He is also responsible for running the EBS Account

Management Provisioning System processing procedures for many associates; altogether, he is responsible for about 15,000 accounts.

"I enjoy solving people's access problems so that they can maintain their system access in order to get their job done," he said. "That is rewarding."

His supervisor, Ron Elliott, noted that Clark processes on average about 450 system access requests or system validation requests each month. He also seamlessly integrated new employees at the Norfolk and Puget Sound detachments into the DLA electronic work environment earlier this year.

"John has performed all his job duties at an exceptional level," Elliott said. "His tireless efforts ensure new employees have the system access they need to be productive in their assigned job roles."

Elliott also lauded Clark for his willingness to routinely call or take calls from DLA EBS end users stationed around the world, no matter the time of day.

"He ignores time zone dif-

ferences and dedicates himself to making contact when the end user is on duty," Elliott stated.

Clark is classified as a "walking quadriplegic" due to severe injuries sustained in a motorcycle accident in 1986. He suffered numerous broken bones in his neck, back and limbs, along with nerve damage to all four limbs.

Less than one percent of quadriplegics have the recovery and classification that Clark does.

"I am very fortunate," he said.

DLA Land and Maritime Deputy Commander James McLaugherty expressed his support for Clark's recognition, saying he has been critical to the implementation and maintenance of EBS.

"He's a fabulous representative of DLA, much less DLA Land and Maritime. He's energetic and engaging, a first rate human being," McLaugherty said.

When he's not at work, Clark does some consulting on antiques and collectible toys, particularly old slot cars.

"I just never grew up. I still



DLA PHOTO BY CHUCK MORRIS

John Clark, a change management specialist in the DLA Land and Maritime Human Performance Division, has been selected as the DLA Outstanding Employee with a Disability Award winner for this year.

enjoy playing with them," he said with a laugh.

Clark is also a volunteer football and baseball coach with the New Albany Parks and Recreation Department,

serves as an assistant Boy Scout pack leader and helps out each year at the Marine Corps Toys for Tots program at Rickenbacker Air National Guard Base.

## DFAS Columbus team wins Commander's Cup tourney



DLA PHOTO BY DAN BELL

For the third year in a row, a team of four DFAS Columbus employees won the Commander's Cup golf tournament, held Sept. 21 at the Eagle Eye Golf Course on the DSCC installation. Pictured above with the first-place trophy are winning team members (from left) Jerry Lane, Matt Sanker, Andy Hewitt and Tod Billings, along with DLA Land and Maritime Commander Navy Rear Adm. (Sel.) David Pimpo. The foursome had a winning score of 57, or 13 under par, using the scramble format for the 18-hole tourney. A total of 17 teams participated in the annual event. A second team from DFAS Columbus comprised of Jeff Tremayne, Zach Kover, Wade Brockwell and Rick Harris also finished with a 57, but finished in second place on the tiebreaker. Finishing third with a score of 58 was a team from DLA Land and Maritime comprised of Dave Szczublewski, Rob Heber, Jeff Culbertson and Alan Clark.

### Classified ads

#### Autos

Ford '09 – Taurus Limited sedan, light blue exterior, light interior, less than 25K miles, very clean, garaged, heated seats, Sync, 6-CD, MP3, \$16,400, 614-864-8308.

Mercury '05 – Grand Marquis GS, 58K miles, great shape, \$5,500 OBO, call/text 614-370-0628.

Pontiac '99 – Grand Am GT, four-door, red, 100K miles, \$4,500, 614-755-4255.

#### Sports Equipment

TOTAL GYM – and Shake Weight, \$75, 614-668-0947 or 614-933-8559.

### Musical Instruments

DULCIMER – Hammered dulcimer, 16-15, wood stand, soft case, Boss tuner, many extras, LNC, \$1,000, 614-889-8610.

### Miscellaneous for Sale

SKIRT – black leather Lauren Alexandra skirt, size 10/12, like new, \$60, 614-370-1188.

COFFEE TABLE – oak, 44x26wx16H, good condition, \$50, 740-927-9911.

SNOW THROWER – Yard-Man model 316E633E401, two-stage 7 hp, 24 inches wide, powered wheel drive, chute controls on handle, electric start, light, owner's manual, \$190, 614-864-8308.

# ‘Many have stood the watch,’ says Pimpo at Navy’s 237th birthday

By Dan Bender

DLA Land and Maritime Public Affairs Office

Current and former sailors comprised the majority of the audience as DLA Land and Maritime associates and invited guests gathered in the Building 20 auditorium Oct. 11 to celebrate the U.S. Navy’s 237th birthday.

DLA Land and Maritime Commander Navy Rear Adm. (Sel.) David Pimpo paid homage to the Navy’s history and its sailors during his remarks.

“Throughout the great history of the Navy, many have stood the watch in the past, some are standing watch today and others are ready to assume the watch,” he said.

Since its founding in 1775 by the Continental Congress, the U.S. Navy has sailed every ocean in support and defense of America’s ideals, interests and friends, Pimpo said.

“Whenever our nation has needed naval power, the U.S. Navy has answered the call, and in answering the call, Navy traditions were written by the courage and sacrifices of all the sailors throughout the course of history,” he stated.

From its humble beginning as two vessels for the protection of naval shipping to the “Great White Fleet” in the early 1900s to today’s Carrier Strike Groups and Expeditionary Strike Groups, the Navy “has reshaped the concept of ‘forward presence’ to ‘forward presence with a purpose,’” Pimpo said.

“That ‘presence with a pur-

pose’ plan makes the Navy less predictable and gives our commander-in-chief the ability and flexibility to deploy significant combat power anywhere in the global theater at a moment’s notice, all while maintaining a high state of readiness, thanks in large part to organizations like DLA Land and Maritime,” he added.

The commander pointed out the “outstanding contingent of Navy officers and personnel” working for him and the many former sailors in the audience.

“All of you are out there every day supporting not just the Navy, but all of our armed forces with passion and unwavering pride,” he said. “Your expertise, knowledge and skill are a credit to your careers and I can’t thank you enough for your service.”

A snapshot of today’s Navy shows about 321,000 personnel on active duty, with about 48,000 of those on deployment, and about 204,000 Department of Navy civilian employees. The fleet includes 287 deployable battle force ships, of which 153, or 53 percent, are currently deployed or underway.

The traditional cake cutting was officiated by Pimpo and included YN1(SW) Stephen McClellan (Ret.) as the oldest sailor present and Ensign Mike Ramsdell as the youngest sailor present.

Navy Lt. Cmdr. Melinda Johnson served as the emcee, reading birthday messages from the Secretary of the Navy Ray Mabus and the Chief of Navy Operations Adm. Jona-



DLA PHOTOS BY LAURA SANMIGUEL-FEARING  
DLA Land and Maritime Commander Navy Rear Adm. (Sel.) David Pimpo cuts the cake to celebrate the Navy’s 237th birthday with the assistance of YN1(SW) Stephen McClellan (Ret.) as the oldest sailor present and Ensign Mike Ramsdell as the youngest sailor present.

Right, DLA Land and Maritime Commander Navy Rear Adm. (Sel.) David Pimpo helps serve cake to guests after an Oct. 11 celebration of the Navy’s 237th birthday in the Building 20 auditorium.

than Greenert, and introducing Annette Peaks to sing the national anthem and Dan Law to provide the invocation.

Participants sang “Anchors Aweigh” before the ceremony ended and cake and punch were served in the auditorium lobby after the ceremony.

