



INSIGHT



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Labor Day: more than just a day off

Its great to be part of the INSCOM family again. This past year's accomplishments are a testimony to the intense mission focus, capabilities, and dedication of our personnel.

This Labor Day weekend is a richly deserved opportunity for a portion of our force to spend time with loved ones; for many others now deployed, this won't be possible. I believe that INSCOM's most important resource remains its workforce.

Since the beginning of our nation, the efforts of American workers – to include her military and civil service – have made it possible for the United States to rise to heights unimagined before our founding. Labor Day is a tribute to those who built the strength, prosperity and well-being of our country from sweat and muscle, just as INSCOM derives from the hard work of its soldiers, civilians and contractors.

Our command remains operationally engaged in a global war. We owe it to our Army and our Nation to maintain and improve our intelligence gathering and analysis capabilities. We must plan for the future so that our country remains ahead of its adversaries. We must also be good stewards of the resources given us – the greatest of these being our people.

President Grover Cleveland proclaimed the first Labor Day in 1894, and for over one hundred years, in large and small towns across our land, parades, speeches and picnics have celebrated the American work ethic. The works of Walt Whitman and Woody Guthrie memorialize the spirit of American labor. This Labor Day we should also honor the esprit de corps and



DA photo

dedication of INSCOM employees that have made our prestigious past and our exciting future possible. Here in our command, the years ahead look bright and conditions are right for major advances for intelligence. But, those advances are only possible if we continue the tradition of our forefathers: the commitment of our full abilities to the job at hand.

Be safe this holiday weekend. Take care of yourselves, your families and your friends. Happy Labor Day and God Bless.

Maj. Gen. John F. Kimmons

Fast facts

- All soldiers and Department of the Army civilians should have an AKO account. To register for the free account, simply go to: https://www.us.army.mil/portal/portal_home.jhtml.
- Gen. Peter J. Schoomaker, the Army's new chief of staff, has been sworn in and has sent a message to his troops. Go to: <http://www.army.mil/leaders/csa/messages/1aug03.htm>.

Command honors INSCOM's best

The best of the best were honored recently when the U.S. Army Intelligence and Security Command recognized some of its exceptional soldiers and civilians in a ceremony at the Nolan Building July 31.

The awards the soldiers and civilians received recognize accomplishments in both operations and support to operations. Award recipients received an engraved plaque as a memento of their achievements.

The **Albert W. Small Award**, was presented to **Michael Graziano**, a civilian member of the command in recognition of contributions that are exceptionally meritorious, worthy of special acclaim and directly impact on the mission of INSCOM. Graziano is an intelligence specialist, out of the 902nd Military Intelligence Group. Graziano spearheaded the Detachment 15, US Army foreign counterintelligence activity's support of strategic counterintelligence operations targeting terrorist groups following the terrorists attacks on Sept. 11, 2001.

The **Col. Richard F. Judge Award** recognized the employee who contributed significantly to the improvement of the "one army military/civilian team" concept within INSCOM. This year's award is presented to **Roy Farner** of the Iraqi team, National Ground Intelligence Center, Charlottesville, Va. The Iraqi team demonstrated teamwork and leadership while supporting our nation's war on terrorism. Farner led the Iraqi team in supporting critical intelligence and operational requirements and producing critical intelligence products in support of the United States and our coalition partners.

The **Jackie Keith Action Officer Award** was presented to an outstanding civilian in recognition of significant performance of



photo by Bob Bills

Michael Graziano, the Albert W. Small Award recipient. achievements. This year's recipient is **Thomas Wetzel**, intelligence specialist, Army Cryptologic Operations, plans and operations, Headquarters INSCOM. As the primary action officer for cryptologic training, Wetzel significantly enhanced complex training management, support activities, and initiatives supporting the enlisted and warrant officer career management signals intelligence career field.

The Virginia McDill Award was presented to a civilian employee for skill in administration. This year, two individuals were recognized, one in operations, and one in support to operations. The operations award recipient was **Shirley Hamm**, secretary, from NGIC.

Hamm consistently ensured prompt, accurate, and efficient handling of all competing

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priorities within her organization. Her demeanor contributed significantly to a professional workplace and productivity throughout the center.

The Virginia McDill Award in the Support Category was presented to **Amanda Yandell**, administrative specialist, Office of the Staff Judge Advocate, Headquarters, INSCOM. Yandell made the most significant improvements in the administration of the SJA office in over ten years, and performed duties including notary public, security manager, and travel coordinator. Her efficiencies resulted in an increase of over 300 percent in attorney productivity, contributing significantly to mission accomplishment.

The Local National Employee of the Year Award was presented to an employee in recognition for contributions to mission support. This year's recipient was **Josef Fuermeier**, transportation specialist, Bad Aibling Station, Germany. Fuermeier demonstrated exceptional knowledge and vision in his proposal to use sea containers as a shipping option for the household goods of soldiers and civilians. His idea was accepted by the consolidated personal property shipping office – a first for Bad Aibling Station. This initiative greatly reduced the handling of personal property and significantly reduced the number of



photo by Bob Bills

Shirley Hamm, the Virginia McDill Award recipient.



photo by Bob Bills

Roy Farner, the Col. Richard F. Judge Award recipient. damage claims, thereby reducing the overall costs for permanent change of station relocations.

Normally, the **Equal Employment Opportunity Award** recognizes one military and one civilian employee who achieved outstanding results through effective leadership, skill, and innovation in extending equal employment opportunity to the employees of INSCOM. This year, two civilian recipients were selected for the equal employment opportunity award - one for collateral duty, and one for managerial duty.

The EEO Award for Collateral Duty was presented to **Ben Farmer, Jr.**, of NGIC. Farmer accomplished his duties as an EEO counselor while maintaining his outstanding level of performance as a chemist in the ground systems directorate. Farmer's unique counseling and mediation skills have enabled him to find creative solutions for a wide variety of issues, establishing a significant level of confidence and trust on the part of both the complainant and the management officials.

The EEO Award for Managerial Duty was presented to **Gregory Loose**, assistant chief of staff, personnel, Headquarters, INSCOM. Loose has served as a pivotal leader ensuring all

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photo by Bob Bills

Josef Fuermeier, Local National Employee of the Year.

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people programs managed by INSCOM are characterized by equity and fairness. As the official responsible for command policy and daily oversight of the INSCOM military equal opportunity, civilian equal employment opportunity, and management employment relations, Loose played a major role in developing command guidance for the INSCOM Human Relations Training Program; and he was primarily responsible for the conception and implementation of the INSCOM Civilian Intern Program, greatly improving the diversity posture of the command.

This year's **Military Recipient of INSCOM's EEO Award** was **Staff Sgt. Pamela Batiste**, Headquarters, 704th Military Intelligence Brigade, Fort Meade, Md. Batiste re-energized the brigade's interest in multi-cultural activities and ethnic programs and observances while stressing recognition of ethnic groups and people who have made significant contributions to society. Batiste consistently demonstrated superb planning and leadership skills far beyond her rank while completing all assigned duties in an efficient and professional manner. Batiste truly embodies the values and traits of our army's professional soldier.

The Annual Wage Grade Award was presented to a civilian, who is vital in a support



photo by Bob Bills

Amanda Yandell was honored for her contributions.

role of the INSCOM mission. This year's recipient was **Robert Breen, Jr.**, maintenance mechanic, assistant chief of staff, logistics, Headquarters, INSCOM. Breen performs a highly complex and people-intensive mission in direct support of INSCOM. He is the consummate customer service employee, exhibiting outstanding devotion to duty and is highly deserving of this prestigious award.

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photo by Bob Bills

Ben Farmer, Jr., the EEO Award for Collateral Duty.

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The Volunteer of the Year Award was presented to the individual, military or civilian who have contributed significant volunteer service within their community. This year's recipient is **Sonia Brown**, 116th Military Intelligence Group, Fort Gordon, Ga. Brown is a talented professional at work and an equally talented volunteer in her off time. She devoted 640 hours of volunteer service organizing numerous fundraisers to benefit activities that assisted soldiers, civilians, and their families. She assisted organizations including the Fort Gordon Christmas House, the Golden Harvest Food Bank, the American Heart Association, and the American Red Cross.

The Nonappropriated Fund Employee of the Year award was presented in recognition of consistently high quality performance. This year's recipient was **Sam Matic**, Bad Aibling Station, Germany. Matic performed the duties of maintenance worker in an exemplary manner for the station's morale, welfare, and recreation activity. Due to Matic's hard work, the 2002 4th of July festival equaled the gross sales of the prior year and was regarded as highly successful by both Germans and Americans alike.

The Quality/Customer Service of the Year Award was presented in recognition of outstanding commitment and dedication to quality principles and customer service. This year's recipient was **Lynne Bordeleau-Bennett**, Military Personnel Branch, Assistant Chief of Staff, Personnel, Headquarters, INSCOM.

Bennett consistently provided expert personnel management advice and guidance to INSCOM activities, worldwide, and was instrumental in developing assignment strategies for both enlisted and officer personnel.

The **Commander's Plaque for Operational Achievement** was awarded to the non-supervisory individual who made the single greatest contribution to the operational effectiveness of INSCOM during the preceding calendar year. This year's recipient is **Spc. Steven M. Siebert**, 116th MI Group.

Siebert made significant contributions to the operational effectiveness of INSCOM while



photo by Bob Bills

Staff Sgt. Pamela Batiste, EEO Award winner.



photo by Bob Bills

Sonia Brown, Volunteer of the Year Award recipient.

serving as an electronic intelligence analyst at the Gordon Regional Security Operations Center.

Recognized as the best all-around ELINT analyst to report to the operations center since its inception, Siebert was a driving force for improved training, analysis, and reporting in 2002.



photos by Brian Murphy

Those who can't score tickets to the Redskins-Jets game can still get in on the action.

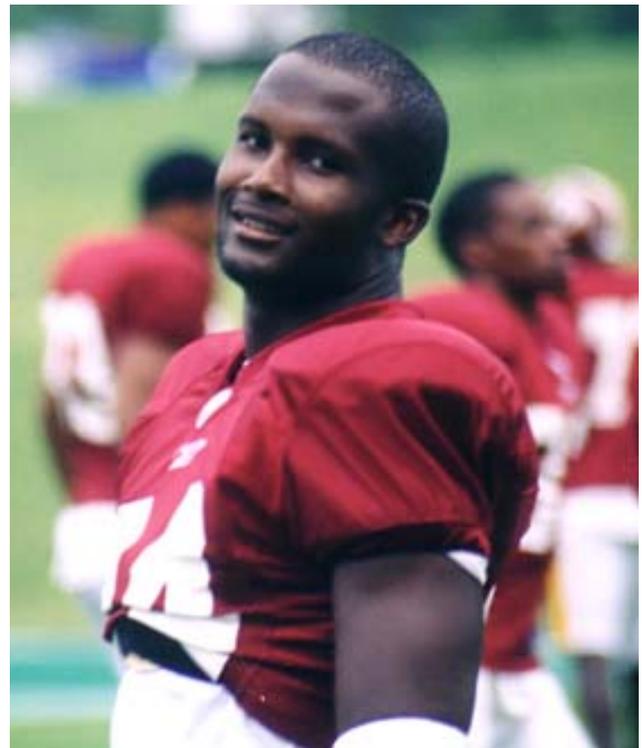
Soldiers invited to NFL Kickoff

Last year, the NFL began a new tradition: producing a football and music festival to kick off the season and to celebrate the resilient and indomitable spirit of America. On Thursday, Sept. 4, from the National Mall in Washington D.C., the NFL proudly renews this tradition with "NFL Kickoff Live 2003."

The second-annual kickoff event has become a USO-type extravaganza. This year, to honor America's heroes, the Department of Defense will be bringing in over 25,000 troops to watch the show live onsite.

Britney Spears, Aerosmith, Mary J. Blige and other music superstars will be featured in the spectacular concert. With the nation's capital as a backdrop, special guest Aretha Franklin will sing the national anthem to conclude the concert and officially open the new NFL season. The event will be televised live at 8 p.m. will be followed by Game 1 of the 2003 season between the Washington Redskins and New York Jets.

For more information or to register, go to www.ima.army.mil/events.asp.



Redskins cornerback Champ Bailey might have plans that night, but soldiers can still see the free show.

What constitutes an accident?

By Tom Crawford

Occupational Health, Environment,
Fire and Safety

Take a minute to take this quick safety quiz.

Which of the following describes an accident (more than one may apply):

1. A child trips over a lamp cord, causing the lamp to fall harmlessly onto the sofa. The child does not fall.

2. A child trips over a lamp cord, causing the lamp to fall harmlessly onto the sofa. The child, however, falls onto her hands and knees before taking one on the chin.

3. A child trips over a lamp cord, causing the lamp to fall to the ground and shatter. The child does not fall.

4. A child trips over a lamp cord, causing the lamp to fall to the ground and shatter. The child falls onto her hands and knees before taking one on the chin.

Which ones did you choose? Hopefully, all of them, because they all describe an accident. Even though in the first scenario, the lamp didn't break and the child didn't get hurt, it is still an accident. Herein lies the problem – the commonly held notion that an accident must involve injury, illness, or loss.

In each case, a hazard (the cord over which she tripped) was present, the cause of the accident never changes, and the solution is always the same. The only difference between the ex-



file photo

Accident prevention can save lives. In order to prevent accidents though, people must first know what to look for.

amples is their outcome. So throw away your old idea of what an accident is and lock this simple definition away – an accident is nothing more than “an unexpected or unintentional event.”

Answer this: is an accident a “bad” thing? Although we generally think of an accident in negative terms, some accidents aren't bad ... in fact, they're quite good. We call these accidents “serendipities”. Case in point, the serendipitous discoveries of the telephone, vulcanized rubber, nylon, and “Post It” adhesive. None of these inventions would be a significant part of our lives were it not for some fortunate accidents. The outcomes of our accidents therefore span the

entire spectrum. They could have unfortunate consequences (e.g., a vehicle crash on a slippery road), they could change the world (e.g., the discovery of penicillin), or they could be relatively harmless (e.g., a lamp falls safely onto a well-padded sofa) ... but they're all unexpected, they're all unintentional, and, therefore, they're all accidents.

Louis Pasteur once said, “In the field of observations, chance favors only the prepared mind.”

Pasteur would have done well in the field of risk management where a simple matter of timing and chance is sometimes all that separates a simple accident from one with catastrophic consequences.