

KANDAHAR AIR FIELD

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"On Point"



FEBRUARY 2013

Commander's Corner



**Lieutenant Colonel
Stanley J. Sliwinski Jr.**

Team, February was another great month for 4th Battalion. Our Soldiers, Department of the Army Civilians, and Contractors continue to provide superior logistical support to the Warfighter. Our reputation across Regional Commands South, Southwest, and West continues to shine and reflects the positive impact we are having on mission accomplishment.

I would like to first thank our DCO, Mr. Joseph Springer, for his leadership in my absence. A true test of the strength of a unit is how it performs in the commander's absence. Clearly we are a strong unit, as you did not skip a beat. From the visits of LTG Terry and BG Shapiro, to the CENTCOM Inspector General inspection, we continue to set the standard for professionalism, technical expertise, and logistical excellence.

The President's announcement to withdraw 34,000 troops from Afghanistan in the next 12 months presents new opportunities for our battalion to shine. The retrograde mission will continue to expand and we can expect our RPATs and Mobile RPATs to be in full throttle in the upcoming months. Our SPO section is actively engaged in the planning and I know we are prepared to execute the mission with high standards and professionalism.

I would like to take this opportunity to welcome our new Public Affairs Officer, Ms. Sharonda Pearson. She is a welcomed addition to our team and she is excited to

communicate the accomplishments of this battalion to the world. Please invite and welcome her into your area and show her what you do.

I would also like to welcome Major Teague Ruffo, 1/1 SBCT BLST Chief and Ms. Brandy Brasher our new VTC coordinator.

Shifting gears, I need to remind everyone of their responsibilities in the area of Information assurance and network security. You must be vigilant and ensure that you do not plug any personal electronic devices into network computers. The number of violations is on the rise and I can assure you that violators will lose their access permanently, which will adversely affect the mission.

Finally, there are many personnel heading home on leave this month. I wish you safe travels and encourage you to rest and enjoy your families and friends. Return to us safely and prepare to hit the ground running on your return.

First to the Line!

First to Make a Difference!

On Point!

4-401st AFSB COMMAND VISION:

A diverse organization of skilled and experienced professionals providing superior logistical support to the Warfighter. Soldiers and Civilians are physically, mentally, and spiritually fit to operate as a team in a combat environment. Leaders, Soldiers and civilians will choose the legal, moral, and families are informed and able to function without their loved ones during a deployment.

Sergeant Major's Desk by MSG Cendric Olds



While officers command the Army, the Non-Commission Officers run it! I believe this is the primary reason why our Army is so effective.

As the interim Sergeant Major, you and I will have a special relationship based on frankness, integrity, and trust. I

expect your professional advice on any and all topics concerning the mission priorities as well as the health and welfare of all Soldiers, civilians and contractors within this footprint.

Here's an outline of my beliefs on key issues:

Communication - Effective communication must flow in both directions to ensure success in any mission.

Counseling - Spell out performance—strengths and weaknesses—of personnel you supervise. Include where they are and what they need to improve to

surpass standards. Always ensure you display a caring attitude with each counseling session.

Expectations and standards—Everyone is a professional and is expected to perform, endure a certain amount of hardship, and overcome adversity. Established standards can only be met or surpassed not lessened. If you witness a wrongdoing or disrespectful act and do not take corrective measures, you have just set a new standard, an unacceptable one.

Leadership - Being a leader is a tremendous responsibility. You must lead, develop, mentor and motivate soldiers. No one said it is easy, but very challenging. There is no greater honor!

Safety - Safety is first and foremost in all we do. All personnel should enforce and instill safety at all times.

And finally, you are my battle buddy, as I am yours. It's imperative to watch each other's backs. Our tone and demeanor will set the tone for all others. Noncommissioned Officers, leaders!

Commander of ISAF Joint Command visits RPAT



ISAF Joint Commander LTG James L. Terry—who also serves as the deputy commander of U.S. Forces - Afghanistan, and commanding general of U.S. Army Fifth Corps—visits the 4-401st AFSB. During his visit he received a tour of the Redistribution Property Assistance Team's yard and retrosort yard.



BG Shapiro Visits Theater Vehicle Maintenance Facility



BG Steven Shapiro, Deputy Commanding General of the 1st Theater Sustainment Command, receives an update on the status of the Theater Vehicle Maintenance Facility in #1 and #2 of the facility, which are most critical to operations, are scheduled for completion by April of this year. "Getting building #1 up and operational would double our current capacity," said CPT Lee Berry, who helps oversee the Redistribution Property Accountability Team yard at Kandahar.

DCO's Corner by Mr. Joseph Springer

On February 3, 2013, LTC Sliwinski held a Swearing-In ceremony for four personnel that recently joined the Department of Army Civilians "Elite".

Those being recognized were Ms. Florence Marrow, Mr. Thomas Kilian, Mr. Mark Hedman, and Mr. David Johnson. All four had previously been working as contractors serving throughout Afghanistan supporting the Warfighter.

Together, they bring a wealth of experience to the 4-401st Army Field Support Brigade and the Commander and I would like to welcome them with open arms. As most of you know, civilians have been a part of the U.S. Army since the Revolutionary War.

The first Army Civilians worked as clerks, skilled tradesmen or craftsmen, physicians, teamsters, and unskilled laborers.

Just as the Army's missions and demands have grown more complex, so too have the positions that civilians occupy in performing vital military functions.

Without them, the ability to accomplish the mission would be seriously impaired and by extension, national interests would not be served.

Wherever the Army has Soldiers, odds are Army Civilians are there

too. As the Army becomes smaller and more dependent on technology, dedicated civilians support America's Army superbly—at home, with overseas forces, and in contingency operations across the globe. Army Civilians possess skills that are critical to the Army's success and make vital contributions to the nation's defense. They are irreplaceable players on the Army team. Army civilians continue to write a proud and lasting legacy in support of our nation's defense.

As always, I want to thank you for your selfless service and commitment to our mission.

**4-401st AFSB Celebrates African American History Month by Mrs. Tamara Watts-Stephens**

This year marks a special anniversary of two very significant events in African-American History: the Emancipation Proclamation in 1863 and the March on Washington in 1963.

The 4th Battalion, 401st Army Field Support Brigade along with the rest of the nation recognizes those of the past who have suffered and endured hardships for bringing us one step closer to the dream of equality and justice.

In honor of this year's Black History month celebration, 401st Brigade Chaplain (CPT) Franklin S. Caldwell, spoke about America's civil rights journey 150 years after the passing of the Emancipation, and 50 years after the March on Washington.

On behalf of the 4-401st AFSB team, we would again like to thank Chaplain Caldwell.



The Executive Officer's Pen by LTC Patty Kubeja



I don't have the greenest thumb. I have attempted to garden a couple of times in my life, and although I have experienced marked improvement from my first sad attempt in 1992 in the clay dirt of North Carolina, I am still not a master gardener by any means.

I do have to admit there is something magical about working with raw materials, such as dirt, water and seeds, then seeing something grow.

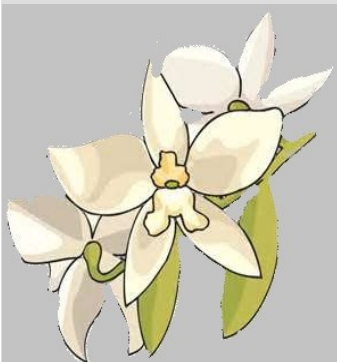
When I first arrived in Kandahar I saw a green plant in our living area. First, I thought it was a weed, but then one day I saw orange traffic cones protecting it. I thought it was weird for someone to protect a weed. Then, I realized it was a watermelon plant with an actual watermelon on it.

To me, it was amazing considering it was 115 degrees and a very harsh environment for planting—more rocks than soil. That small watermelon plant inspired me to try and grow something during my deployment.

Coincidentally, the outgoing executive officer left behind some dried bulbs in a pot with a little soil in it. All winter the pot sat in my office. One day I noticed that Ms. Jones had a bag of potting soil and she agreed to give me some to fill up my pot. I planted the bulbs, watered them and set them aside to do their thing. I sat the pot outside to get some sun and forgot about it until a week or so ago.

I was walking to my building and saw something green out of the corner of my eye. My poor plant was begging for life. There was a little sprout popping out of the soil, but it was all dried out due to the warm weather. I quickly added water and left it out in the sun to continue growing. Amazing things happened as I continued to water the plant. The initial sprout grew three inches in a week with six more plants popping up.

I am excited and hopeful that I will actually see blossoms appear. Who knows? Maybe it will be daffodils, tulips, or crocuses. My challenge remains to remember to water and protect the plant from the cold nights, and provide plenty of opportunities for sunshine.



This experience caused me to reflect on how we all have the potential for growth. Many of us set New Years Resolutions that we have already forgotten about, just like I forgot about my little plants. We have to keep ourselves fed and watered by being well rounded physically, emotionally, mentally and spiritually. Like the watermelon plant that flourished despite the harsh conditions, we too can grow and improve ourselves while in this harsh environment called deployment.

Don't neglect yourself. Keep yourself watered and fed. Keep balance in your life and see what growth is hidden under the surface. Maybe it too will be something exciting. Check back next month to find out what my little plants produce. Army Strong!



**COOL
RAFFLE
PRIZES!**

**Coming Soon to Kandahar Airfield
4-401st AFSB Sponsored Fun Run**

**Theme: Civilian Appreciation Day Fun Run!
When: Friday 26 Apr 2013 @ 0600**

**POC: LTC Patty A. Kubeja, 318-421-7333
Patty.a.kubeja@afghan.swa.army.mil**

**FREE
T-
SHIRTS!**

DID YOU KNOW? An Update from the PMs the 401st Support by Mr. Kevin Brady & MAJ James Bluman

This month's installment of "Did you Know?" focuses on the organization most responsible for this revolution in military technology: the Night Vision and Electronic Sensors Directorate, better known as Night Vision Labs.



Many of you know that the 401st supports the PMs who bring the latest weapon systems, gear, and other capabilities to the modern battlefield, but did you know that the 401st also supports a number of teams from RDECOM?

The Army's Research Development and Engineering Command is responsible for pushing the boundaries of science and military technology in order to mature that technology so the PM's can work with industry to produce and field it.

Night Vision Labs continue to take the fight to the enemy with the latest sensor technology. They are currently working on four efforts in Afghanistan, which are based out of Kandahar. Those programs are

Remote Vehicle Optics Sensor System, Remote Visualization System, Standoff Suicide Bomber Detection System and Shadow Class Infrared Spectral Sensor-Ground.



The RVOSS is currently being fielded to all Route Clearance Packages in Afghanistan. RVOSS provides the Route Clearance Platoon situational awareness during operations on the battlefield. This system operates by distributing the Vehicle Optics Sensor System images throughout the RCP.

The VOSS vehicles are outfitted with a transmitter that sends the VOSS video to other vehicles within the RCP via a RF receiver integrated onto the vehicles without VOSS. The system can also receive the Talon robot images, so that multiple vehicles within the RCP can view what the robot is seeing. This system underwent a Forward Operational Assessment in Afghanistan in 2010, conducted by the Army's Test and Evaluation Team.



After completing a successful FOA, the Joint Improvised Explosive Device Defeat Organization funded NVESD to field RVOSS to all RSPs within Afghanistan. The feedback from the field indicates that the Combat Engineers find significant value in this combat enabler. Initial fielding should be complete in Afghanistan within a few months. NVESD Counter Mine Division is responsible for this fielding of RVOSS. NVESD not only "Owns the Night," but develops and fields other types of CEID sensors on the battlefield. For more information on RDECOM, CERDEC, NVESD systems please contact: NVESD Public Affairs Office (703) 704-ARMY, DSN 312-654-2769.

401st Army Field Support Brigade on the web



Stay up-to-date on the latest happenings in the 401st AFSB and battalions by checking our Facebook and Flickr pages frequently.



Facebook: <https://www.facebook.com/401stAFSB>

Flickr: <http://www.flickr.com/401stafsb>



You can also check Army Sustainment Command <http://www.aschq.army.mil/home/default.aspx>

Ask Your S1 by Ms. Nicola Stephens



How long should I wait to counsel my civilian personnel?

Supervisors have a responsibility of ensuring that all of their employees have a performance work plan established no later than 30 days after an employee is assigned to a position or the at the beginning of a new rating period.

A performance plan must be recorded on DA Form 7223-1 (Counseling Checklist in the Base System GS-8 and below) or DA Form 7222-1 (Support Form in the Senior System GS-9-15). The plan consists of objectives/responsibilities (specific duties of the job) and standards (how the supervisor is going to measure how well the employee performs those objectives/responsibilities). Objectives and responsibilities may be changed or modified during the rating period.

OPSEC! OPSEC! OPSEC!: S1 and S6 Recognized for Innovation by 1LT Mitchell Vaughan

The 4-401st Army Field Support Brigade has been under the ever watchful eye from above recently. This is mainly due to the fact that the organization is so large in terms of the number of personnel and the importance of our mission throughout theater.

As a result, we were chosen by the U.S. Central Command Inspector General to be one of their stops as they toured through Afghanistan doing unit inspections.

The inspection consisted of two main portions. One area referred to the way we deal with securing our information from a technological standpoint. This area specifically dealt with computers, printers, faxes and scans, personnel accesses to our networks and information, and our various information programs that we currently have in place. This portion was expertly handled by our S-6 office led by Mrs. Early and her staff.

The other area mainly dealt with how we secure our information from a physical standpoint and how we deal with any violations of security. These types of things include building security access, compound access, personnel identification, activities with safes, security clearance and security violation procedures, and our physical security programs. This portion was handled by myself, 1LT Vaughan, along with guidance from Ms. Racquel Mong, Intelligence Specialist.

The inspection consisted of examining each individual

area with a subject matter expert. In the end, the inspectors were very impressed with the way that the 4-401st AFSB operates. They even claimed that they were expecting to see much worse conditions considering we are a deployed unit and that we happened to be the best unit they observed on their tour.

Mrs. Early and I were recognized for our efforts and were asked for our permission that our names, information, and statements during the inspection be used in the final report to GEN James N. Mattis the CENTCOM Commander.



Thank you to the personnel that assisted Mrs. Early and I in preparing for a successful visit. Don't ever think that we do not appreciate the effort that you put forth every day. You ensure that we succeed!

The S3 Section Rolls On! By CPT Kurt Chartier



The S3 section has been very busy working with other units on base to successfully coordinate the many tasks it will require to get the Soldiers from the field in Afghanistan back to their home station.

The battalion is needed by the theater in the critical retro-

grade process of turning in equipment and relieving units of responsibility for that equipment so they can return to their home station.

The process requires many steps, some even before the unit turns in the equipment; therefore it is imperative that all parties involved know exactly what steps are required and when to do them.

We would like to welcome Mr. Dennis Taylor to the team. Mr. Taylor arrived approximately a month ago and has already completed a smooth integration into the organization.

Mr. Taylor prepares SITREPS, assists with flight operations and prepares slides for weekly briefings to the Commander must receive on a weekly. He has

already proven he will be a critical asset to the section's ability to support the Commander and the mission of the Battalion.

Mr. Steve Kinzer and Mr. Carlos Ayala had a busy and productive month supporting the many missions as the Battalion Battle Captains. Their tasks include accounting for the entire Battalion during base alerts and reporting results to the Commander, determining if there has been a Commander's Critical Information Requirements violations, and assisting the many people that travel to our base with flights and finding a place to bed them down for the night when beds are very scarce!

Mr. Kinzer and Mr. Ayala's knowledge of post operations and professional approach to their duties have given them a well deserved reputation as the "go to" people for both unit members and visitors to get them where they need to go on Kandahar Airfield.

Section Members:

CPT Kurt Chartier-S3

Dennis Taylor-Deputy S3

Doug Tiballi-Operations Officer

SGT Chinease Brown-Training NCO

Carlos Ayala-Day Battle Captain

Steve Kinzer-Night Battle Captain

State of the Union 2013 and the Effects on the Battalion S4 by CPT William Smith



This Presidential address was widely known as the speech that would establish the direction for operations in Afghanistan and decide the timeline for withdrawal. True to form, the speech did just that, stating that over the next year, another 34,000 American troops will come home from Afghanistan.

From a macro level, the message is clear, the vast majority of troops in Afghanistan are on schedule to be home by the end of 2014. However, on a micro level, what does that actually mean for the logisticians in the S4?

It means "consolidate, retrograde and do more with less."

Within the various functions and missions encompassed in the S4, we have already seen a stark difference. In regards to the non-tactical fleet that the BN S4 manages on Kandahar, we have participated in the planning and execution of a 40 percent reduction of non-tactical vehicles. This reduction must be complete by June 1, and we are bracing for additional reductions after that time. The logic is clear, as there are less personnel and a reduced mission requirement on KAF, there should also be less vehicles.

There has also been a shift in regards to the containers the S4 manages. We are in the process of consolidating and retrograding equipment and retrograding unused containers. The goal is a 25 percent reduction in our containers must be by June 1, 2013.

Continued on page 8

Brigade Selects S6 staff as Heroes of the Week



For the past six months Mrs. Tonya Early and Ms. Theresa Garcia went above and beyond the call of duty putting together the battalion newsletter.

When LTC Sliwinski assumed command, he requested that a newsletter be put together and published. Mrs. Early, on her own volition offered to help with the task. Ms. Early, with minimal guidance produced a newsletter that the Commander was proud of. The work load in the S6 increased over the past six months due to changes in the scanning policy and network security violations.



Ms. Garcia and Mrs. Early continued to work diligently at their primary S6 job in addition to successfully publishing the newsletter each month. In fact, the battalion, which was chosen for the CENTCOM Security Information Inspection

was recognized as being the best unit the team inspected in Kandahar. This was due to the untiring efforts of the S6 team lead by Mrs. Early and Ms. Garcia to fix deficiencies and be as prepared as possible for the inspection. Job well done ladies!

S7 finishes Office Space, Makes More Room for AMC staff by Capt. Antoun Gulley

This month, the battalion S-7 was able to complete its 20 Re-locatable Buildings Project. The project consists of twenty double stack office containers on the AMC Compound at Kandahar Airfield. The project took over ten months to complete, using contract or support through Regional Command-South.

The office containers were constructed off base utilizing Afghanistan labor to construct. This project will house more than 40 occupants. The occupants will be made up of Soldiers, civilians, and contractors—all are here to support future and current War fighters.



State of the Union 2013 and the effects on S4 continued from page 7

Housing has also seen a few changes. In preparation for an influx of personnel coming to KAF from closing FOBs, personnel are being required to consolidate within housing areas. Personnel who were fortunate to have single rooms will be combined with others as soon as possible, ensuring space for those coming in the future.

Finally, as we retrograde excess military equipment to the rear, we must ensure that the property is properly accounted for and brought to record if the

arises. Equipment from contractors and Program Managers will also need to be accounted for. The battalion S4 will play a large part in assisting in these parties properly dispose of equipment.

When the President concluded his remarks, I understood that his macro perspective planning had undoubtedly effected my micro perspective execution. In short, it will be a tough, challenging job to draw-down this theater, but I don't see a better positioned group of logisticians than this battalion S4 to handle these challenges. It will be a fun ride! "On Point!"

Do I Really Need to Report This? By Mr. Phillip Bender



Accident reporting has gotten a lot of attention lately. This month, I will attempt to simplify the requirements to make it easier for you to determine what needs to be reported and to whom.

Easiest answer to this question is that all Army accidents should be

reported. It's that simple. The real confusing part seems to start with determining if you are dealing with an "Army" accident or not. I am including a flow chart this month that helps you determine if an accident/incident is considered an "Army" accident. If you determine that you have an Army accident, your reporting should follow the steps below.

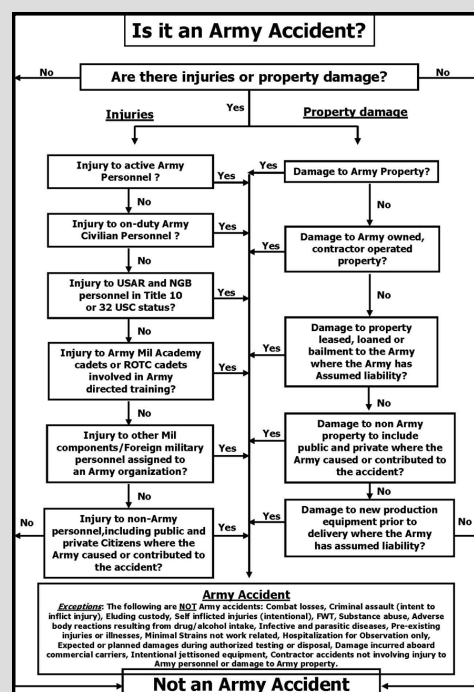
Please keep in mind, I am not laying out any steps for immediate aid to the injured or mitigating any dangers present. These should all be done before you get to the reporting requirement.

The first reporting to accomplish is to the battalion S3. They will determine if an incident report needs to be sent up the chain of command. They will also determine if additional information will be required. The incident reports they are concerned with are: Commander's Critical Incident Report, Serious Incident Report, and Other Reportable Incident.

The second portion of incident reporting is to safety. Safety will help you determine what report needs to be filled out. Generally the form to use is the Army's DA 285-AB, or Abbreviated Ground Accident Report. For Hazardous Materials spills, the report needed will be determined by the material and quantity spilled, again safety will help. These reports will be posted onto the Safety portion of the 4-401st AFSB SharePoint site. If you don't have access to that site you can always contact the safety office and have an electronic version sent to you.

The AGAR is easy enough to fill out even if it looks complicated. If the blocked areas don't apply to your incident, leave them blank. When the safety office does the review, they may contact you for clarification or additional information. Please understand that it is better to get it done right the first time rather than have to redo it several times.

Supervisors and leaders, it is your responsibility to ensure that these reports are completed. The purpose of reporting is to collect the data on how our personnel and equipment are being injured or damaged. This data helps determine if processes are flawed and need to be changed. A good example of this is ground guiding. In 2010, there were four fatalities involving ground guiding of vehicles. After receiving the accident reports, it was determined that the training needed to be updated and it was. What may seem like an isolated incident on one footprint can become a larger problem when looked at as an entire base and become a clear trend when looked at across the Army.



Safety Tip of the Month:

Malaria season is upon us! Remember to use insect repellent with 20 to 50 percent DEET and spray uniforms and clothing with 0.5 percent Permethrin. Don't forget to take your Doxycycline or Malarone!

Government-Contractor Employee Interaction by Ms. Deon Davis



Wherever the Government stands “shoulder-to-shoulder with Contractor personnel” (*Deidre Lee, April 2004*), CONUS or OCONUS; there are rules and regulations that apply to those interactions/relationships.

DO

- ◆ Remember that contractor personnel are not government employees.
- ◆ Know that it is illegal to receive personal services from a contractor. Personal Services Contract is any contract that makes the contractor personnel appear to be Government employees.
- ◆ Respect employer-employee relationship between contractor and their employees
- ◆ Understand that uniformed and civil service employees must keep an “arms length” relationship with contractor employees to avoid the appearance of inappropriate behavior
- ◆ Safeguard ALL sensitive and nonpublic information!
- ◆ Identify possible Conflicts of Interest

DON'T

- ◆ Don't supervise, discipline, or direct the contractor.
- ◆ Don't threaten to fire or promise to hire.
- ◆ Don't require “out of scope” work, personal services, or performance of “inherently governmental functions.”
- ◆ Don't solicit or accept gifts or contributions from contractors.
- ◆ Don't recognize or award contractor personnel.
- ◆ Don't treat retired senior officers working as support contractors as if they still have military authority.

Pakistan Ground Lines on Communication Helps Reduce Foot Print by Mr. Roy Miller



The geographical differences between Afghanistan and Iraq have played an important role in the drawdown of military forces. During the final years of Operation Iraqi Freedom, the simple and easy solution for retrograding equipment was convoys through Kuwait. The access to the ports and the open ocean allowed easy shipment of equipment back to the United States.

Afghanistan is a completely landlocked country. Until recently the military forces in Afghanistan have not had the ability to transport retrograde equipment by ground. Through the work of diplomacy, the United States has worked out a plan with Pakistan. The equipment will be moved by ground

transportation from Afghanistan, through Pakistan, and ultimately on to a shipping vessel. The result has come from a great deal of hard work and deliberation.

The 4-401st Army Field Support Brigade has been on the ground level of the planning and fulfillment of these important, strategic missions through Pakistan. The coordination and consolidation of vehicles and equipment for these missions has been made possible by the combined effort of the Soldiers, Department of Army civilians, and contractors in the 4-401st AFSB. Already we have had 42 pieces of equipment depart on one of the initial Proof of Principle missions.

Due to the successes of these first convoys, we are now preparing over 100 pieces of equipment to move via the Pakistan Ground Lines of Communication. In the big scheme of things, this is a small number of the thousands of items that will have to be shipped from Afghanistan to the U.S. or elsewhere. But once in full swing, the PAKGLOC missions will play a large role in the successful and timely retrograde of equipment as we continue to reduce our footprint in Afghanistan.



Team responsible for assigning Unit Line Numbers to identify where equipment needs to be transported.

Leatherneck Employees Receive Annual SHARP/EEO Training by Sharonda Pearson, 4-401st PAO



"By a show of hands how many you think that the majority of cases of sexual harassment and sexual assault against Soldiers are from outsiders?" Staff

Sgt. Tiffany Schladweiler asked the approximately 30 Soldiers, civilians and contractors at Leatherneck.

"Most people are surprised to find out that 53 percent of sexual assaults in the Army are Blue on Blue," said Schladweiler, who is one of two victim advocates at the 4-401st AFSB.

"Many of these sexual assault cases could have been avoided if someone had intervened before the harassment escalated to assault," Schladweiler told the class.

LTC Rivers, the officer in charge at Leatherneck, agrees. "Standing by is not acceptable," said Rivers. "That makes you a bystander. You have to have the

courage to stand up and say something. Do an on the spot correction. Do what's right."

"Don't let fear, peer pressure, or the potential impact on the chain of command keep you from reporting SHARP or EEO violations," said Joanne George, 4-401st AFSB Victim Advocate. "Be alert for any of the warning signs, such as sexually charged comments and gestures, disrespectful behavior, and inappropriate touching and intimacy, and be prepared to intervene," she added.

In addition to SHARP training, the staff also received EEO training.

"Everyone has the right to feel safe and respected in the workplace," said Tamara R. Watts-Stephens, the 4-401st Equal Employment Opportunity Manager.

"It's essential to be proactive and vigilant in reporting any EEO or SHARP violations you witness," she said. Harassment of any kind causes a decrease in the unit's ability to accomplish organizational goals," she said. "And at the end of the day we all have a mission to accomplish."



LTC Simone Rivers, AMC LTF-4 Leatherneck officer in charge, opens care package from Kerrville First United Methodist Church, which is located in the heart of the beautiful Texas Hill Country.

Members of the Kerrville community have been supporting the Church's Military Care Package Mission Project for several years and have been sent hundreds of packages to support the Soldiers in Afghanistan.

Their hope is that in some small way, they will be able to boost the morale and to provide material support to our troops and personnel supporting the War fighters while in Afghanistan. LTC Rivers and the staff at Leatherneck would like to thank the Kerrville church.

Marines Support Army Mission with Washrack

Similar to the 401st AFSB's mission the R4OG's mission is to push equipment through the redeployment process as the U.S. footprint shrinks in theater.

The wash rack is available to all units on Leatherneck to include civilian and contractors. However, due to the current increase in retrograde tempo R4OG has priority.

The wash rack operations consist of five industrial type racks allowing the servicing of five vehicles at any one time. The contractors wear white rain suits when scrubbing the armored vehicles and equipment and look for everything leaving no pebble unturned.



LTF Shindand Soldiers Show Dedication to Duty by LTC Christine Kukla



LTF Shindand has been very busy swapping out M-ATVs with the UIK2 upgrade to Soldiers from all over RC-West while at the same time welcoming new CMRE Soldiers from Fort Hood, Texas. These Soldiers were able to get valuable on the job training with the experienced military, DACs, and contractors assisting SGT Jeremy Pilecki and SPC Luke Cody with their duties as RPAT officer in charge and non-commissioned officer in charge respectively. Shortly after SGT Pilecki and SPC Cody arrived, LTF Shindand was able to acquire two more Soldiers from the 289th Quartermaster Company to assist with customs SPC Jose Perez

Santiago. SGT Pilecki is a New Jersey native who joined the Army in June, 2000, as a light-wheeled vehicle mechanic.

This is Sgt. Pilecki's third deployment. He brings a wealth of knowledge to the RPAT team and RPAT operations. He has learned the position very quickly, managing to step into the shoes of an OIC without too much difficulty. SPC Cody is from Dothan, Alabama. At 23-years-old, he is the youngest of the group. He has been in the Army for three years as a 92A (automated logistics supply).

His first duty assignment was Camp Humphreys, Korea. His goal is to return to college and finish his degree in criminal justice. SPC Perez is also a 92A, and he was first stationed at Camp Humphreys, Korea (where he met SPC Cody). He was born in Puerto Rico and moved to Tallahassee, Florida with his family when he was four. SPC Perez would like to become a U.S. Customs Border agent, and eventually return to Florida where his family still resides. SPC Sackey was born in Ghana, Africa where his wife lives. After receiving a degree in journalism, he moved to Hyattsville, Maryland and joined the Army. He is an HVAC mechanic.

SPC Sackey is six credits away from a Master of Science degree in International Marketing Management. He would also like to pursue a doctorate degree in International Development and Policy Management.

Not only do the four CMRE Soldiers work hard at their respective positions within the LTF; they work hard at keeping the LTF compound clean and a safe place to live and work out! Thanks SGT Pilecki, SPC Cody, SPC Sackey and SPC Perez for your dedication to duty, the sustainment and retrograde mission. You all are an invaluable asset to LTF Shindand!



Fun Run Supports EOD Wounded Warriors



(On left) LTC Muller, MAJ Bluman, CS2 Walker, SSG Schladweiler, Mr. Fabozzi, and LTC Kubeja of the 4-401st AFSB all participated in the February 16, Fun Run held in honor of EOD Wounded Warriors. (On right) SSG Schladweiler, came in third place for the females.



TPE Team Three Kandahar Improves Support to Soldiers by Ms. Sharonda Pearson, 4-401st AFSB PAO

“There is no mission without a logistician”

TPE Team three Kandahar, also known as the “Get It Done” team, has complied with HQDA G4’s directive to convert all old Theater Provided Equipment Derivative Unit Identification Code to the new Electronic Table Distribution Allowances ahead of schedule and is ready to move to the next phase of the process.

“We’ve finished the conversions, but everyone needs to understand that’s just the first part of the process,” said Property Book team chief Taj Keeler. “The follow-on process will determine how successful the conversion is,” he added.

One of the main purposes of the ETDA is to establish authorizations to ensure Soldiers have the equipment needed for their mission.

“After the conversions, we should be more effective, cost-efficient and have better visibility over what equipment each unit needs,” Keeler said. To further streamline the process he encouraged units to take the following steps:

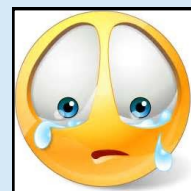
- ◆ Always compare the new ETDA UIC hand receipt and the old DUIC Hand Receipt to ensure there are no discrepancies.
- ◆ If any discrepancies are found then return results with hand receipts that are due on the 25th of the month.
- ◆ Remember digital signatures are acceptable when submitting your new 1687’s. The PBO will maintain the original signature card with the manual signatures and line out the old DUIC replace it with ETDA UIC.
- ◆ Please continue to vet equipment. Only Non-Standard Equipment should not be vetted as condition code “F” and “G”
- ◆ Units should maintain their original DODAACs of the old DUIC except for the PBUSE DODAAC. The original DODAACs will be realigned under their new ETDA UIC, which takes about 72 hours.
- ◆ Units should request to be added to the new ETDA TPE UIC through their organizational PBO. Units that don’t have an ORG PBO should contact PBT Team #3 for assistance.
- ◆ Recreate sub hand receipts in Unit Level PBUSE.
- ◆ FYI ETDA authorizations are under PBIC 4 TAC 2
- ◆ Unit should call or email PBT Team #3 to add SIC A to their unit property book Origin Data

Hail & Farewell



The 4-401st AFSB would like to welcome the following individuals to the Team—MAJ Teague Ruffo, Mark Hedman, Brandy Brasher and Sharonda Pearson. Welcome!

The 4-401st AFSB are saddened to lose three very important team members—George Fulton, So Ihara and Jeanette Daniel. You all will be missed!



Last Words from the Editor



There’s no place quite like home, but there is something to be said about the excitement of starting a new adventure in a foreign country. As a former military brat, I’ve had the opportunity to travel the world—London, Tokyo, Okinawa and all around the U.S. Nothing could have prepared me for the experience of

deploying to Kandahar and the sense of pride of joining the 4-401st Army Field Support Brigade.

Immediately upon meeting everyone, their dedication to the Soldiers and the mission was clear. I’m honored to be a part of that team and look forward to working hand-in-hand with you to support the Warfighter!

I would like to encourage you to share your stories of success with the team and with the families back home via our Facebook and Flickr pages. Please email or call me if you have a story you would like to share.

Story submissions email:

Sharonda.r.pearson@afghan.swa.mil or call: 318-421-8875.

Happy Valentine's Day!



Cary Bach of Baltimore, MD sends Valentine's package to 4-401st AFSB as service project for Bar Mitzvah

