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TOBYHANNA ARMY DEPOT, TOBYHANNA, PA.

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APRIL 15, 2008

NEWS NOTES

Depot plans Adopt a Highway

The first depot Adopt a Highway litter pick-up session will start at 8 a.m. Saturday at Barney's Lake.

Employees and family members 10 years and older are invited to attend the two-to three-hour event. Participants are reminded to bring identification and to dress properly for the weather.

The session will be postponed in the event of bad weather. Call the Security Division, 895-7550, for up-to-date information.

For details, call Randy Didier, X57090.

Health screening available

The depot health clinic will sponsor a Carotid Artery/Thyroid Screen from 7 a.m. to 5:30 p.m. May 28 and 29 in the Health Clinic. The cost is \$25. Sign-up sheets are in the Health Clinic. For more information, call Elizabeth Abraham, X58230.

Cancer prevention seminars

A Brown Bag Lunch seminar will address cancer prevention and treatment May 7. Representatives of the Pennsylvania Cancer Education Network of the Northeast Regional Cancer Institute will present the seminar in the Keystone Room, Building 11.

Two 20-minute seminars on skin cancer are scheduled for 11:30 a.m. and noon. Registration deadline is April 23.

Due to limited seating, pre-registration is required by calling X57069.

For more information, call the Public Affairs Office, X57308.

Travel fair set

There will be a travel fair May 6 from 9:30 a.m.-2 p.m. in the Building 1A hallway.

The Community Recreation Division has invited representatives of amusement parks, hotels, and vacation and tourism bureaus to participate.

Participants in the free event can gather information on local attractions and register for door prizes.

For more information, call Jackie Vass, X57584.

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Virtual paint helps workers improve technique

by Jennifer Caprioli
Staff Writer

A new depot painter training program promises to save money and time, improve quality and reduce waste.

The Spray Technique Analysis and Research for Defense (STAR 4D) Program trains personnel in the military refinishing industry. It aids in practice strategies and techniques that enable them to use less material and improve finish quality. Through training, employees learn correct techniques and to reduce waste in the form of paint solids and air emissions.

The STAR 4D program originated from the STAR program, which was developed by the University of Northern Iowa for the automotive refinishing sector. The STAR 4D program is geared toward military coating operations and spray techniques.

The program has been set-up at Air National Guard bases in Iowa, Indiana and Mississippi, and now at the depot.

The Army Environmental Center introduced the STAR 4D program to the Environmental Management Division here. It appealed to division personnel because it seemed like with the training, personnel would use less paint and produce less air emissions, says Matt Ober. He is an environmental engineer in the Industrial Risk Management Directorate's Environmental Management Division.

The program also sparked interest with personnel from the Systems Integration and Support (SIS) Directorate because it would help our painters, adds Ober.

Depot employees from SIS and the Technical Development and Environmental Management divisions attended a "train the trainer" program at the Iowa Waste Reduction Center.

"We adapted the training to specific paints sprayed at the depot and added a hands-on section which is facilitated by paint experts," says Ober.

Since the initial training, the depot has purchased a Virtual Paint system. The system is a booth that is designed to teach painting techniques. While in the booth, the painter uses a spray gun with laser beams that protrude from the laser guided targeting tool to the target painting surface. The laser beams

are adjusted to form a single dot when the spray gun is at the correct distance from the surface. If the gun is too far or too close, the beams will separate. This helps the painter be more consistent.

This system allows painters to train in the new techniques and receive real-time feedback. Also, it doesn't require any paint, which cuts back on the amount of paint we use, says Carmelo Rivera. Rivera is a painter in the SIS's Mobile Equipment Refinishing Branch, and currently working as a trainer in the Business Management Directorate's Technical Development Division.

Part of the training includes learning the four steps of the Chemical Agent Resistant Coating process. These steps aid in the performance of the overall system and include cleaning, pretreating, priming and top coating. It focuses on how to apply paint, the amount of material used, and having control over finish quality.

The training program consists of a four-day class, with about five employees per class. The trainees are given a test on the first day to assess their knowledge prior to any teaching, says Rivera. The instructor uses the test results to decide what areas of the training to focus on.

Next, the trainees are introduced to the Virtual Paint system.

The second day begins with another test. "We were given the same test to evaluate what we learned the day before," says Joseph Limani, a third shift painter in the SIS Directorate's Component Painting Branch. Limani increased his score from 60 percent to 100 percent.

On the third day the students begin their hands-on experience. "We introduce students to the new equipment and refamiliarize them with the old equipment," says Rivera. Before the painters use the Virtual Paint system, they learn a variety of things, such as how to set up paint with the high volume/low pressure paint guns, the proper military specifications and the amount of money that is lost due to improper training.

The fourth day consists of more hands-on experience. The students also learn how to paint camouflage properly. "Hands-on evaluation is performed throughout the class," says Rivera. Students are tested this way so instructors can provide more help with students' painting techniques.

Since October, more than 80 employees

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Carmelo Rivera, left, teaches Joseph Limani how to use the Virtual Paint System. The system is designed to improve painters' technique and consistency. (Photo by Tracey Condi)

Money-saving idea nets big bucks

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President announces shorter deployment lengths

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Casual dress policy effective year-round

Page 5

WELCOME TO THE DEPOT

| Name | Title | Organization |
|-------------------|-----------------------------------|---------------|
| Thomas Bieda | Electronics worker | D/C3/Avionics |
| Mark Brickler | Materials handler | D/CS |
| Donna Chenski | Materials handler | D/CS |
| Thomas Conserette | Equipment specialist | D/PE |
| George Hotaling | Equipment specialist, electronics | D/C3/Avionics |
| Edwin Howe | Electronics mechanic | D/SIS |
| Eric Kaplan | Equipment specialist, electronics | D/C3/Avionics |
| Joseph Lavvelle | Electronics worker | D/CS |
| Donna McCawley | Secretary | D/PII |
| Stephen Napersky | Electronics worker | D/CS |
| Donald Ouimet | Electronics worker | D/CS |
| Jason Pearce | Electronics worker | D/CS |
| Debra Robinson | Secretary | D/IRM |
| Whitney Uhler | Mgmt analyst, student trainee | D/PM |
| Amber Urban | Mgmt analyst, student trainee | D/PII |
| Cheryl Van Duzen | Electronics worker | D/C3/Avionics |
| Jose Vasquez | Equipment specialist | D/C3/Avionics |
| Jeffery Whitesell | Alcohol, drug control officer | Command Group |
| David Wittig | Materials handler | D/PW |
| Peter Anker | Electronics worker | D/CS |
| Bee Hang | Electronics mechanic | D/SIS |
| Joshua Herzog | Electronics worker | D/C3/Avionics |
| Frank Perry | Electronics worker | D/C3/Avionics |
| Joseph Price | Electronics mechanic | D/CS |
| Alexander Raykhel | Electronics mechanic | D/SIS |
| Brian Schultz | Electronics mechanic | D/SIS |
| Timothy Wormuth | Electronics worker | D/C3/Avionics |
| John Swetts | QA specialist, electronics | D/PII |
| Ricky Poperowitz | Electronics worker | D/C3/Avionics |



Carmelo Rivera programs the STAR 4D system, which is managed by software loaded on a laptop.

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out of the 120 painters who currently work in the Refinishing Services Division have received this training. “Our goal is to have 100 percent of the painters trained” says Rivera. He also says that they would like each new painter to go through the STAR 4D program within the first few months of being hired.

Although there are no hard numbers that project potential savings in waste reduction, quality data has been tracked as part of a Black Belt project in the Productivity Improvement and Innovation Directorate that shows a reduction of paint related rejects, says Mike Romanczuk, Refinishing Services Division chief.

“The program is helping.”

says Stephen Berryman. “I’ve noticed that people who went through the training have improved their skills.” Berryman is a third shift paint leader in the Component Paint Branch.

Berryman believes there are many advantages to participating in the STAR 4D program. “The Virtual Paint system allows us to practice our skills,” he says. “Because of the small class size, there was more opportunity for the instructor to provide individual help.” He believes that with this specialized training, painters will perform their job more efficiently.

Berryman, Limani and Rivera all agree that the most beneficial part of the program is that employees can ensure that the Soldier is going to receive a better quality piece of equipment. “The quality of work increases with this program because personnel know they are producing a product that meets current standards,” adds Rivera.

Changing world leads to NATO’S transformation

by Carol L. Bowers
American Forces Press Service

WASHINGTON—NATO’s creation in 1949 provided a unique framework for Western military cooperation in an era of Soviet expansion, and subsequently throughout the Cold War.

The North Atlantic Treaty’s defining feature is the agreement of member nations to provide mutual defense. In a pledge known as “Article 5” for its place in the treaty, member nations agreed to treat an attack against one as an attack against all, and to respond with force as necessary.

But for most of its life, NATO had no cause to flex its military arm or test its warfighting capabilities. Although countries pledged troops, money and supplies to create a NATO fighting force, the organization’s broad approach to collective security involved dialogue, cooperation and self-defense -- a strategy that stood NATO in good stead through the Cold War and well into the 1990s.

The eruption of Bosnia’s civil war in the early 1990s prompted a shift in NATO’s strategic view of security and planted the seeds of NATO forces’ military transformation. Alarmed by the human rights violations and “ethnic



U.S. Air Force Lt. Gen. Robert D. Bishop Jr., the commander of 3rd Air Force, answers questions from the media while meeting with Bulgarian air force officials at Graf Ignatovo Airfield, Bulgaria. (Photo by Staff Sgt. Michael R. Holzworth)

cleansing” in Bosnia, NATO members saw that in the interest of collective security, they would need to consider military engagements outside NATO nations’ borders. Under Article 4 of the North Atlantic Treaty, members often had consulted one another on matters of concern or potential threats to member nations, but until 1993 no Article 4 consultation had resulted in a military engagement.

Operation Deny Flight launched in April 1993 as a mission to prevent aerial intrusion over Bosnia and Herzegovina, and nearly a year later, on Feb. 28, 1994, NATO aircraft shot down four war planes violating the no-fly zone in the alliance’s first military engagement.

In August 1995, allied air strikes on Bosnian-Serb positions were used to help compel the warring parties into peace negotiations, which followed with the signing of the Dayton Peace Agreement on Dec. 14, 1994.

After the signing of the Dayton agreement, NATO deployed its first peacekeeping mission, sending an implementation force into Bosnia that soon was replaced by a stabilization force to help facilitate the country’s reconstruction and train Bosnian military forces. The stabilization force’s mission ended in December 2004, with the European Union peacekeeping force taking over. In 2006, Bosnia and Herzegovina joined NATO’s Partnership for Peace Program.

NATO was driven to act again when violence erupted in Kosovo. NATO’s aim was to achieve a peaceful resolution of the crisis and promote stability and security in neighboring Albania and Macedonia. In pursuit of these objectives, Albania and Macedonia became members of the Partnership for Peace program.

The operations in Bosnia and Kosovo taught NATO that Cold-War style logistics were no longer viable. Modern military operations call for rapid deployments, and NATO began to consider strategic and military transformation that would create an expeditionary force.

That process sped up with the Sept. 11, 2001, terrorist attacks on the United States, with the realization that attacks may come from many quarters and NATO needed a fast, technologically superior and sustainable force that also could

stand ready to meet the new challenges of the new century.

The NATO Response Force was in operation by Oct. 15, 2003, barely one year after members had approved its formation. By October 2004, the force had 17,000 troops and was declared ready to take on a full range of missions. By the NATO Riga Summit in November 2006, the force was declared fully operational with 25,000 troops.

Through the NATO Response Force, member countries commit land, air, naval or special operations units for six-month rotations. Participation in the NRF is preceded by a six-month training program that includes complex exercises of a military, peacekeeping or humanitarian aid nature.

The response force is configured to deploy as a stand-alone force for NATO nations’ collective defense under Article 5 of the treaty and for crisis support including evacuation, support of disaster consequence management in the event of chemical, biological or nuclear attacks, humanitarian crisis support and counterterrorism operations as well as a quick response team to support diplomacy and deter crises.

Elements of the force helped to protect the 2004 Summer Olympics in Athens, Greece, and were deployed to support the Afghan presidential elections in September 2004.

The force also has been used in disaster relief, including in response to the aftermath of Hurricane Katrina in the United States and humanitarian aid to Pakistan.

The last few years have seen a dramatic evolution in NATO’s thinking and in its posture, Defense Secretary Robert M. Gates said recently. “With all the new capabilities we have forged in the heat of battle—and with new attitudes—we are seeing what it means to be expeditionary,” he said. “We must now commit ourselves to institutionalize what we have learned and to complete our transformation.”

Gates said the alliance must find the resolve to work together through a new set of challenges “so that, many years from now, our children and their children will look back on this period as a time when we recommitted ourselves to the common ideals that bind us together.

“That mission drew us together in 1948 and keeps us together today,” he said.