



CO's Message

Happy Holidays Aviation Logistics Center! As we embark on the Season I thought I would take the opportunity to remind and encourage everyone to keep an eye out for your fellow ALC coworkers. While most look forward to giving and receiving gifts, spending time with family, and lots of good food, not everyone enjoys this time of year for a number of different personal reasons. An unfortunate past family experience, for example, death, divorce or other hardship, could trigger depression or even thoughts of suicide. Please be extra vigilant for signs of depression or other related cues and be ready to offer help through CG Support or other counseling services - you just may save a life. The Season also provides many opportunities to attend parties and other events where alcohol is served. Please be extra care-

ful consuming alcohol and plan your transportation ahead of time and keep a close watch on family, friends, and coworkers to ensure all stay safe. We will discuss further at our upcoming safety stand down for military members on December 15th and also hear from a CG family that was severely impacted and nearly lost everything when they were hit by a drunk driver.

On a more positive note, I also wanted to take this opportunity to announce and congratulate the newest member of the ALC Command Leadership Team - Mr. Ed Gibbons. Mr. Gibbons brings a wealth of relevant experience including a highly successful, 30-year CG aviation engineering career with prior assignments as ALC CO and product line manager. Mr. Gibbons most recently worked as a civilian contractor for

ALC's BOD running critical aspects of our enterprise production system and ensuring readiness for the new LIMS - the eventual replacement for ALMIS. As many of you know ALC's Command management structure was recently "modernized" by adding the new Executive Director (XD) position. So for the first time in our history the second in command of the ALC will be a Government civilian. This change mirrors ALC's highly successful product line and divisional management structures that are headed by CG commanders and GS-14 civilians as second-in-command deputies. This move also brings ALC in line with our sister logistics centers within the CG-4 engineering family. The military O-5 XO position will be retained to act as CO of military personnel and to supervise and manage risk associated with

running ALC's flight schedule. The hiring process for the ALC XD was extremely competitive and produced an excellent result; you have an outstanding XD that will provide continuity between military CO's and keep ALC on track as the best possible logistics center that we can be, sustaining and maintaining the airworthiness of our fleet for many years to come.



CMC's Message

As 2017 is quickly drawing to a close and the holidays are upon us, I wanted to take time to thank you all for making me feel so welcome. Aviation is truly a new and exciting world for me, and I have never worked with such a large and talented workforce. Your accomplishments impress me daily and I am honored to work for you. Since I have been here, the ALC family has maintained and/or repaired the aircraft and provided aircrews that saved thousands of lives after dev-

astating hurricanes; aided more than 100 Coast Guard families affected by hurricanes and wildfires by donating items, and supporting various food sales for the cause; and in some cases making displaced families feel welcome here in ALC's hometown. During this holiday season, I ask you to take some time to reflect on all you have accomplished this year and also, enjoy the beauty of the season with friends and loved ones. Remember those people who struggle this time

of year and offer them what you can, even if it is just a few minutes of your time. And of course, no CMC holiday message would be complete if I didn't mention something about drinking responsibly. Just do it. If you drink, don't drive, if you must drive somewhere, call someone - a cab, an Uber, a shipmate, a coworker, a CMC...your career (and maybe your life) may depend on that call. I wish you all very happy Holidays and a joyful 2018!





USCGA Summer Intern Projects

LCDR Brett Walter, ESD

Every summer, the Airworthiness Sustainment Branch (ASB) in the Engineering Services Division (ESD) hosts Mechanical Engineering student interns from the U. S. Coast Guard Academy. During their internship, the First Class (1/C) Cadets work alongside ESD personnel on engineering projects to assist ALC and the Product Lines. This summer, Cadet 1/C Christian Breviario worked with ASB's Engineering Analysis Cell and the Short Range Recovery (SRR) Product Line to develop a prototype removable floor mat for the MH-65 to reduce water intrusion during hoist training operations and provide protection for corrosion prone areas. Working with Product Line and ASB representatives, 1/C Breviario modeled the interior of the MH-65, determined requirements and constraints for the solution, identified alternatives, and ultimately selected and designed a prototype barrier for the MH-65. This design was turned over to SRR who will continue the initiative and further develop a permanent solution to decrease water intrusion for the MH-65 fleet.

Following this project, 1/C Breviario was

tasked to work alongside ESD's Materials and Vibration Engineers to analyze a crack discovered on a Main Transmission Beam of CGNR 6024. His objective was to determine the number of flight hours necessary for the crack to propagate to the length it reached when discovered. Through visual analysis using a Scanning Electron Microscope and utilizing the operating frequency of the MH-60 rotor head, 1/C Breviario calculated that the approximate time for a crack of this magnitude to propagate was 103 flight hours. This estimate was well within the realm of possibility as a visual inspection is conducted on the main transmission beams every 200 flight hours.

1/C Breviario's work and that of future Cadet Interns is immensely valuable in strengthening ALC's

relationship with the Coast Guard Academy as well as developing the future of Aeronautical Engineering.



Notes from ALC Ombudsman

Lauri Jopp, ALC Ombudsman

The beginning of the New Year is quickly approaching. For many, this marks the perfect time to set the pathway for personal fulfillment and happiness by setting goals and making resolutions. While this seems effortless, most New Year's resolutions never gain traction and are quickly forgotten because there is no plan derived on how these resolutions can be obtained. A successful action plan includes why the goal needs to be achieved, and how it will affect your over-

all happiness. It also includes what happens if you fall short of your expectations, and how to get back on track. Whether you resolve to gain financial peace, lose weight, stop smoking, become better organized, learn a new skill, find a new job, or something else, just remember that a plan of action is necessary for success. Thankfully, there are numerous Coast Guard resources available to help start this process. For your convenience, a short list of these resources is listed below. As always, if there is something special you are trying to find, please con-

tact me. I would love to help you. Best wishes for a happy and safe holiday season!

Coast Guard Support: www.cgsuprt.com

Coast Guard Office of Work-Life Programs:

www.uscg.mil/worklife

Coast Guard Mutual Assistance:

www.cgmahq.org

Chaplain: www.uscg.mil/comdt/cocg/

USCG ALC Ombudsman:

Alc.ombudsman@gmail.com



Enlisted Person of the Quarter

AET1 Paul Battig was selected as the Enlisted Person for the 3rd quarter of 2017. Petty Officer Battig exhibits honor, respects, and devotion to each project, member and task, no matter how small. He is a leader and an inspiration to those around him and legitimately does a great job at everything he does.

Petty Officer Battig recently transferred into the Medium Range Surveillance Product Line Projects Team to take over the Ocean Sentry Refresh (OSR) and Block 1 Upgrade (B1U) projects, among others. The size and scope of these two projects alone are massive, and also affects the Minotaur upgrade moving forward concurrently. PO Battig had only a few days over lap before taking over for the departing member, but has taken to this position

and moved our efforts forward quickly.

PO Battig is a member of our local flight examination board, and has flown numerous hours in support of training and qualifying other members in MRS, aircraft transfer support, and quality assurance. He set up egress training to qualify all aircrew members in our division.

During a Sunday Service at the Base chapel when the Chaplain was deployed, AET1 Battig served as the guest speaker and led the congregation in the service. He is actively involved in helping kids dealing with Autism, and volunteers for the charity "Camp Smile" each summer.

Please congratulate PO Battig on his selection and thank him for his service.



Aviation Depot Maintenance Competency

The Aviation Depot Maintenance (AVIDM) Competency Syllabus has been implemented in ALCINST 4855.2K since June of this year and is available on the ALC Portal under the ALC Instructions link. The AVIDM Competency will formally document an enlisted members knowledge and skill obtained during a tour at ALC, while also giving them an opportunity to receive an FAA Airframe & Power plant license funded by the ALC. Future goals

of the competency will be to provide members an additional advantage when competing for higher level positions within the aviation engineering field, along with attracting more top quality enlisted personnel to pursue a tour at the ALC. There are currently 11 enlisted members who have been recommended and selected as primary candidates that are working through the syllabus. Although these 11 members will have priority for training

opportunities, the syllabus is available for all aviation enlisted members of ALC to work on, especially those who already hold an ALC Quality Assurance Designation. The ESD Policy and QA office will be managing the syllabus, along with training schedules, and personnel tracking. If there are any questions, concerns, or recommendations for syllabus improvements, please direct them to CWO Armijo, AMTCS Upshaw, or AMTCM Cain.



Congratulation to Chief Roderick Ansley of ALSE Prime Unit, for successfully completing the Fall 2017 Chiefs Call To Indoctrination (CCTI). CCTI is a traditional 8 week process for newly advanced Chief Petty Officers for the purpose of training, testing, and appropriately recognizing the advancement of a First Class Petty Officer to Chief Petty Officer. It also serves as a formal introduction to the command and the Chiefs' Mess. Chief Ansley was recognized at the CCTI Acceptance Dinner held on 27 Oct, at the Hilton Garden Inn Hotel in the Outer Banks. Congrats Chief, and welcome to the mess!



Time is Precious, Waste it Wisely

Bryan Derr, IOD

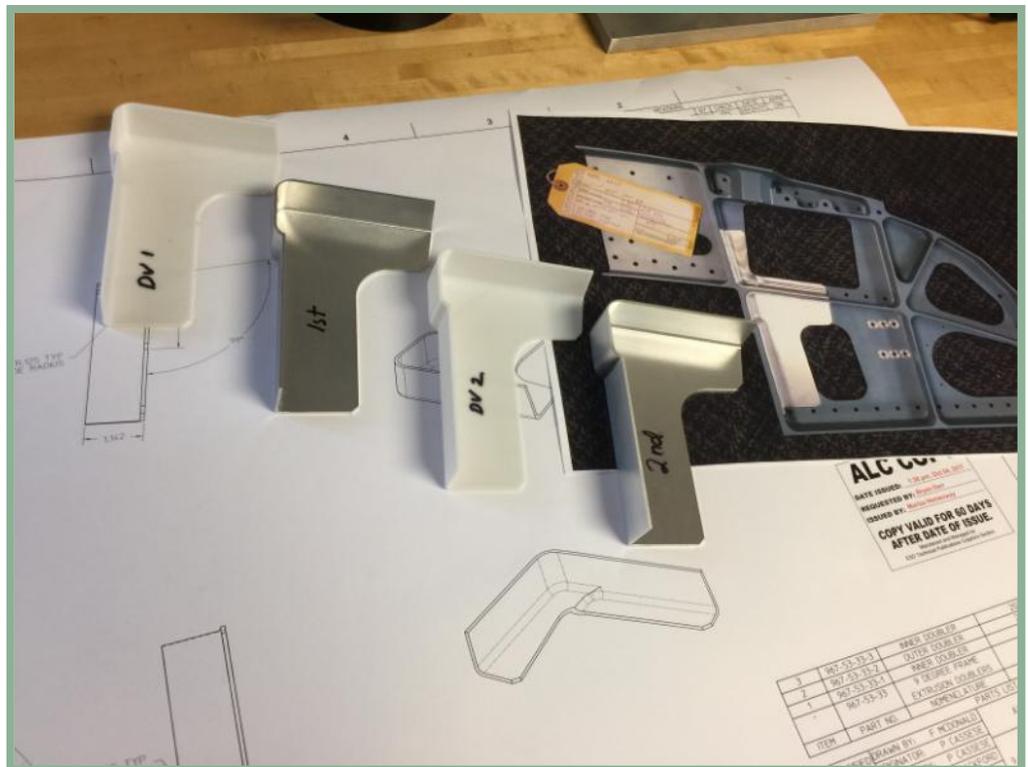
The Industrial Operations Division provided a quick turn-around in support of the Short Range Recovery Product Lines' CG 6562, while maintaining the requirements outlined in the ALC Parts Manufacturing and Expedite instructions, both of which are requirements to maintaining ALC's ISO 9110 Certification.

The request necessitated the development of a doubler for the 9-degree repair. The doubler development required a precise fit and included various intersecting odd angles which added to the complexity of the component. Utilizing the iterative process outlined in the ALC Parts Manufacturing instruction, and the various technicians from the CAD/CAM, Machine, Stripping, and NDI shops, a first article component was completed, to include technical drawings, manufacturing data and solid 3D models. Following the Form, Fit and Function checks, work was completed within 6 working days to produce a second prototype which subsequently passed within 11 working days. The shops employed various techniques, including the use of additive manufacturing, to replace time consuming iterative prototype cycles required to dial in critical

dimensions, to reduce overall delivery time.

Adherence to the ALC Parts Manufacturing Instruction ensured Product Line Engineering Officer approval of drawings and manufacturing data, ensuring confidence in the ability of the production process to repeatedly produce components that

meet the customers original requirements and provide the highest quality inventory possible. The project was completed with two 3D printed design verifications, two prototype components off of the 5-axis milling machine, 71.5 man hours, and a total start to finish phase time of 13 days.



Congratulations and Bravo Zulu CWO Schmid!

CWO Stephen Schmid excels as the Program Manager for the ESD Mission System Sustainment Lab and was recently selected for two advanced Coast Guard programs, YES "2". CWO Schmid, first got selected for the Warrant to Lieutenant program; CWO Schmid will be promoted to LT in the spring of 2018. The CWO to LT program is designed to improve the

inventory of officers in the middle grades in certain occupational fields where warrant officers' special skills and experience are needed to round out the experience of the total officer population. The second program CWO Schmid was accepted for Advanced Education in the Project Management field; CWO Schmid intends to attend Old Dominion University next fall,

for this 18 month Master's degree program. The Coast Guard's advanced education program fulfills the Service's specialty requirements while matching the member's capabilities, interests, and personal goals for achievement.



WG-Civilian of the Quarter

Mr. Bryan German has been selected as ALC's WG-Civilian of the Quarter for the 3rd Quarter of 2017. Mr. German has shown a positive attitude towards mission accomplishment through continually volunteering to be an integral component for change. He exhibited outstanding attention to detail in his work on the Short Range Recovery Product Line Crew Box 5S Event. Mr. German volunteered to change his normal shift hours in order to facilitate completion of a prototype mechanical crew toolbox that was subsequently utilized as a template for the rest of the 5S Event. The outcome of this event will potentially reduce the number of tool boxes needed from 39 to 8 and create approximately 798 additional square feet once all individual boxes are removed and replaced with crew boxes.

Due to the severity of Hurricane Harvey, the Department of Homeland Security (DHS) activated the DHS Surge Capacity Force (SCF) on 26 August 2017. Mr. German requested and obtained the appropriate approvals to be allowed to deploy and was on his way to assist in the Hurricane Harvey response within 24 hours. After initially being deployed for 30 days, a request was subsequently made for him to extend in order to ensure the successful transition from response to recovery and to sustain the provision of superior disaster assistance. In making the request for Mr. German's extension, Darsilla

D. Fortner (FEMA Crew Lead) stated that Bryan "has been an exceptionally high-quality addition to Hurricane Harvey Division 2 -Crew 4, currently serving Houston, TX. Within a short time, Mr. German has proven himself to be an integral part of our crew; insomuch, that without him, our mission would have been insurmountable. He has an excellent rapport with survivors and shows compassion and willingness to help in any way.

Additionally, his Spanish-speaking skills as well as his knowledge and experience in Incident Command Systems and the National Incident Management System have been the crux of our success when communicating with Emergency Managers and Fire Departments to ascertain the most damaged areas. With the information obtained, we have been able to reach many people who otherwise may have fallen "through the cracks." Specifically, our crew recently encountered several Hispanic communities that still had not received any assistance. With Mr. German's language proficiency, we were able to ensure these survivors received were provided with FEMA assistance to help with repairing their homes, replacing personal property, and supplying

them with food and clothing.

It is because of his contribution to the current mission and our need to retain such knowledge and experience within our crew that I am writing to request your approval to extend Mr. German's release date to November 21, 2017."

Please congratulate Bryan and thank him for his efforts.



Resources for Veterans

Information Provided by Work Life

The US Department of Veterans Affairs now has a single national helpline: 844/MYVA311 (844/698-2311).

NC Serves is a collaborative network of public agencies and private and nonprofit organizations that provide referrals to services and supports for Veterans and their families (<http://americaserves.org/>

[veterans/americaserves-locations/north-carolina/](http://americaserves.org/locations/north-carolina/)).

Charlotte-Metrolina: 855/425-8838

RDU-Fayetteville: 866/249-6656

Coastal Carolina: 844/435-1838

Western Carolina: 855/WNC-VETS (962-8387)

Each county has a Veteran Services Officer (VSO) who can assist Veterans in de-

termining their benefits. To identify your VSO, go to <http://www.nc4vets.com/search/node/Veteran%20Services%20Officer>

and type in your zip code.

NC Resource Guide can be downloaded from <http://www.nc4vets.com/blog/resource-guide>. For additional resources, see <http://ncgwg.org>.



New Leader Interview

LCDR Kate Sullivan and Lahonda Carter-Graves, ALD

On 29 September ALD's Administrative Assistant, Lahonda Carter-Graves, graduated from the six month New Leadership program in Washington DC. Following her graduation, Lcdr Kate Sullivan sat down with her to learn more about the program and her experiences.

KS: What did you enjoy most about the program?

LCG: *I enjoyed the diversity of both my own team and the other teams during the program. It was great to meet with contemporaries and grow a network. The class participants were GS-7 through GS-11's with various positions; however, during the class, it felt like everyone was there to continue to grow and many were promoted.*

KS: Where did you spend your developmental assignment, and why did you pick that location?

LCG: *I spent my 30 day developmental assignment with Contracting. Our COCO David Burgess graciously agreed to mentor me during the process. From the time I met David Burgess I thought that he would be a great mentor, and he has been. I worked with the Purchasing*

Agents since my goal was to become a Contracting Specialist before starting the program.

KS: What lessons learned do you have following the conclusion of the New Leadership Program?

LCG: *First, I recommend that people find balance and if they don't have it already, are able to develop good time management. Second, it's important to align your values with your anticipated outcome – determine what you would like to be your legacy. Third, be transparent! It's important for others to know what your priorities are. Fourth, remember that fear will keep you transfixed – get out of your comfort zone. Fifth, it's important to have a great crew between your friends, family, and coworkers – not only to uplift you when you need support, but also to keep you accountable. Sixth, be consistent. It's imperative for you to maintain your integrity, even if others around you may not be able to. Finally, it's important to prompt the maturity of your position – regardless of what that position is – and to respect everyone.*

KS: I know that a presentation was required at the conclusion of your program. What was your project about, and over the course of the program, how would you describe the team dynamics?

LCG: *My team was incredibly group vs. individual oriented. My team name was ECF (which stood for East Coast Family). We created a news segment for "WECF 6 News that Entertains and Informs You." We specifically talked about competencies – decisiveness, influencing / negotiations, and problem solving.*

KS: Would you recommend this program to others?

LCG: *Definitely! It's a lot of work and commitment – you can't control the unexpected life events that may arise during the six months, so I recommend completing assignments ahead of the deadline. Regardless of your personal life, your team is counting on you to do your part so you definitely must want to participate. However, it was incredibly rewarding and inspiring. I've kept in touch with my team even post-graduation, so fostering both personal and professional relationships is definitely an outcome of the program.*

Congratulations on your accomplishment Lahonda – your ALD team is very proud of you!



The MRS division filled shoeboxes for less fortunate kids throughout the United States and around the world. Led by AMT1 Katrina Cooley, their goal was 100 boxes, but they turned in 177 boxes for Operation Christmas Child! Operation Christmas Child is an outreach effort sponsored by Samaritan's Purse to bring a little hope and joy in the form of a shoebox to areas where it's most needed. Their most recent exploits took them to Houston and Puerto Rico where they handed out boxes to children affected by Hurricane Maria.



GS- Civilian of the Quarter

Melinda Lewis, the Environmental Management Representative for the Safety and Environmental Health Program, was selected as the ALC Civilian Employee of the 3rd Quarter for 2017.

Ms. Lewis consistently excelled in the performance of her duties. Always seeking process improvement, she discovered the U. S. Air Force's integrated hazardous material inventory tracking system for use at ALC. She volunteered to serve as the COR for the acquisition of the new system, positioning ALC to increase environmental stewardship while ensuring the correct products are available for depot maintainers. To fully integrate this new process for hazardous materials, Ms. Lewis coordinated with the vendor to pro-

vide hands on training for ALC personnel, and continued to provide follow-on training as necessary. Moreover, she also identified over 30 environmental hazards on the AHIS, partnering with product lines to correct these deficiencies. When North Carolina compliance inspectors conducted their annual hazardous materials environmental assessment, they did not discover any program shortcoming or areas of concern. That is a great accomplishment for Ms. Lewis, her team, and ALC product lines!

She is a team player and her work ethic is defined by her willingness to assist and train ALC personnel. Please congratulate Melinda for her dedication, technical knowledge, and leadership.



MH65E HMU Delivery

**LCDR Benjamin Norris and
CWO Jason Woulfe**

ALC's Short Range Recovery division delivered a freshly modified avionics trainer known as the hot mock up unit (HMU) to the Aviation Technical Training Center (ATTC) on November 3rd. The HMU received the full Echo model upgrade including a new 9 degree frame, 100% rewire, a full glass cockpit with associated avionics and structural upgrades, and a new AFCS control panel.

The concept of the HMU is to provide a realistic avionics trainer to prepare Aviation Electrician Technicians (AET) for the E model and eventually train traditional C school students. The HMU provides a hands on airframe with working electrical systems and components that AETs will be able to learn troubleshooting and maintenance procedures. Once AET transitions are complete, ATTC will finalize the HMU with a fault simulator modification

and a refocus on AET C school courses. The fault simulator will provide the addition of electrical shorts, grounds and avionics system failures that enable realistic electrical training.

The HMU build provided SRR a valuable opportunity to validate the technical manufacturing data for drawings created at ALC, installation procedures, and wire harness testing software. This build validated SRR is ready to proceed with the next Echo conversion during Low Rate Initial Production. For ATTC, the HMU delivery allows them to finalize syllabi development and prepare for AET transition courses.





The Repair of CG 2304's Aft Crew Entrance Door

LCDR Ash Lovejoy, MRS

Just as Hurricanes Harvey and Irma began to fade from memory, another sort of calamity struck Air Station Miami and the Medium Range Surveillance (MRS) Product Line. On September 14th in preparation for a routine training flight at Air Station Miami, the aircrew assigned to CG2304 forced open what appeared to be a slightly stuck aft crew entrance door. For some reason the telescoping door assist mechanism locked up and ripped free of the structural frame when the door was opened. Even more unfortunate, the damaged frame is part of the aircraft's primary baseline structure and also houses the door pin mechanism which allows the door to close and latch. All this combined to produce a complex repair effort with little tolerance for error. To mitigate an already difficult situation,

MRS Engineering coordinated a one-time unpressurized flight for the 2304 from Miami to Elizabeth City. Flying low and unpressurized, the 2304 was able to make the trip while putting the smallest amount of stress on the damaged member. As with any complex process, challenges were bound to develop and this repair effort was no exception. The preliminary repair was designed by the subsidiary Airbus Facility located in Mobile Alabama and consisted of three separate aluminum pieces designed to fit inside the damaged frame. MRS took a risk and decided to act upon the preliminary design only to learn the parent Airbus Facility in Madrid Spain rejected the repair in favor of a more complex one-piece doubler. The new design also required the removal of three structural ribs inside the damaged frame which took an additional 24 unplanned man labor hours. A second problem occurred after the fabrication of

the one piece doubler. During the fit check technicians noticed a dimensional mismatch between the doubler and two longitudinal stringers which ultimately made the piece unusable. After this second stumbling block, MRS decided the advanced machinery of the Industrial Operations Division (IOD) was better suited to handle the doubler's multiple curved surfaces and general complexity. With impressive speed and working through yet another weekend, IOD quickly produced a 3D printed plastic replica, worked with MRS to validate form/fit and then produced the final article. This process showcased not only the exceptional skill of the MRS and IOD technicians but also highlighted the immense amount of teamwork and coordination required to ensure a successful major repair, Bravo Zulu to all for a job well done!





SRR Member Spotlight

Long time ALC-SRR contractor Edouard Henninger and his wife Christine did what most of us take for granted; they became United States citizens. The ceremony was performed on the Battleship North Carolina in Wilmington, NC. The oath in the citizenship ceremony is something most of us have never had to say. It is humbling to recognize it means renouncing where you came from to change your allegiance. "I hereby declare that I absolutely and entirely renounce and abjure all allegiance and fidelity to any foreign prince, potentate, state or sovereignty of whom or which I have heretofore been a subject or citizen;" Citizenship takes a more significant meaning when it is made as a choice.

Edouard's connection to the Coast Guard began in 1981 while working for Aerospatiale (now Airbus Helicopters). He stood up the H-65 program in Grand Prairie, TX to facilitate delivery of Coast Guard helicopters. Edouard continued to work for Airbus Helicopters for many years supporting the H-65 and other airframes in

both engineering and customer support roles, including field representative for the H-65 at the ALC. Upon retirement from Airbus, Edouard desired to continue his service to the Coast Guard and joined the team as a contractor in 2007, performing engineering support. He writes repair plans, solves complex engineering issues, and provides sound counsel to the engineering officer based on his many years of engineering experience and historical

program knowledge. We are grateful to Edouard's service to the Coast Guard for many years and welcome him and his wife Christine as permanent U.S. Citizens.



Oliver Berry Award



Congratulations to AMT1 John Levi Berg of the MRR Product Line for being selected as the recipient of the 2017 Chief

and enhanced the overall quality of Coast Guard Aviation Maintenance.

AMT1 Berg played a key role in the ALC's

Oliver F. Berry Aviation Maintenance Award. This prestigious award is presented annually by the Assistant Commandant for Engineering and Logistics, and sponsored by the Coast Guard Aviation Association. The award recognizes an enlisted Coast Guard aircraft maintainer who demonstrated exceptional performance

MRR Product Line and the entire MH-60 fleet. Some of his accomplishments that led to this award include; enhancing the cold working process of main transmission beams saving hundreds of depot labor hours, implemented new repair procedures for changes in engine wire harnesses, identified and authored a critical repair change to traffic alert antenna maintenance procedures, and he reverse engineered the pilot/ crew seat inspection and rebuild processed to make critical components uniform across the MH-60 fleet.

This award is given in honor of Aviation Chief Machinist's Mate Oliver F. Berry who became the first enlisted helicopter mechanic in naval aviation history, and helped establish the ensuing high standards characterizing Coast Guard aviation maintenance to this day.



The BOD? What's that?

LCDR Rich Kuzak, BOD

The Business Operations Division (BOD) is a shared services Division that is comprised of four Branches: Intelligence, Development, Performance and Resources Optimization.

The Intelligence Branch provides ALC and the fleet with forecasts and recommendations for everything from parts inventory management to the prioritization of production work-in-progress. These recommendations are founded in the detailed analysis of historical and real time data stored across the enterprise.

The goal of the Development Branch is to

enhance ALC's business processes and improve operational efficiency. They provide financial and costing analysis, develop business cases to support decision-makers and oversee production throughout across product lines. Additionally, the Branch provides direction and change management for ALC's transition into CG-LIMS.

The Performance Branch balances process control with innovation through the use of uniform approaches such as Lean, Continuous Process Improvement and Theory of Constraints. Additionally, they are responsible for assisting ALC with maintaining internationally recognized certifications such as AS9110, OH-SAS18001, ISO14001 and ISO9001. This is important to ensure ALC remains

consistent in work practices and competitive with commercial industry.

Resources Optimization provides a number of quality administrative services to a combination of over 1400 contractors, civilian and military personnel assigned to ALC. They provide training and educational support, process travel claims, advise on pay and personnel matters, manage urinalysis testing, coordinate the weight program, oversee the Coast Guard Personnel Accountability and Assessment System (CGPAAS) during emergencies, and handle all mail and correspondence.

Together, the four Branches aim to maximize return on investment for Coast Guard Aeronautical Engineering.



On 13, 14 & 15 Sep 2017, there was a 3 day session for Internal Auditor Training. Pictured are: Front row: AMT1 Korie Agamie, LRS; Capt IJ Arora; AMT1 James Geramita, ESD; CW02 Joseph Armijo, ESD; and AMTC Brian Batdorf, MRS; Back row: Nathan McKethan, IOD; Mike Schnoebelen, BOD; AMTCS Jason Upshaw, ESD; and Gregory Pike, MRS.

Think about tomorrow today...

Four simple words took on new meaning for many ALC employees who attended one of the Financial Planning Seminars held at ALC this year. Mr. John Jilek, Certified Financial Planner, and a speaker for The National Institute for Transitional Planning presented two seminars.

Topics that were discussed included Retirement Savings Strategies, Income Strategies, Insurance, Estate Planning and Thrift Savings Plan. Materials included a Financial Planning Checklist,

Monthly Cash Flow Worksheet, Net-Worth Calculation Worksheet, and Life Insurance Needs Worksheet. Extra materials are available, to obtain a copy contact Glenna Wyatt or Valerie Miles.

The feedback from ALC employees was overwhelming positive. Many said they wish they had this information at the beginning of their careers, but as Mr. Jilek said "its better to start late, than not to start at all" and we were given strategies to help make up for lost time. Employees

new to their careers were thankful they attended and were eager to get started on their financial planning strategies.

Thanks go out to ALC Command and the BOD for making these Financial Planning Seminars possible. This is a perfect example of one of ALC's Core Capabilities, Ensuring Stewardship Excellence by taking care of ALC's People!



4-week Development Impact Paper

Joseph Moxley, IOD

I had the opportunity to spend four weeks in the Business Operation Division of the Aviation Logistics Center in Elizabeth City, NC. I had heard about this division, the BOD, as we call it, but didn't really give much thought to their purpose before I entered the New Leader Program. My experience was limited to a small lean event I had volunteered to take part in. I thought it was small anyways! There is so much more to the BOD than I knew. Their mission is to "optimize value for the ALC by fostering better business decisions." Their vision is to "drive the ALC business decisions through strategic alliances, process planning and analysis with a focus toward continuous improvement."

The BOD is much bigger than I thought. There are four branches in the division including the Business Intelligence Branch (BIB), Business Development Branch (BDB), Business Performance Branch (BPB), and finally, the Resource Optimization Branch (ROB). These branches work together to ensure the BOD's mission is met. Some of those responsibilities are vendor visit requests and maintenance, customer satisfaction surveys, optimizing logistics by ensuring on time delivery of quality products and military and civilian support services.

The BOD is an important part of every division at the ALC. It is responsible for getting the standards and certifications for the ALC's Quality Management System, Environmental Management System, Safety Management System, and Aviation Overhaul. It is responsible for the ordering and manufacturing of quality aircraft parts. The BOD also manages the costs related to aircraft overhauls and rebuilds. They have to evaluate the production cost to see if it is more cost effective to out-source the products or to have them produced in-house. Another responsibility of the BOD is the schedule of the work to be done on aircrafts. It follows every step of the aircraft, from tear down, inspection, repair or installation of new parts all the way to the final step where it is painted and ready for service.

While completing my developmental assignment I had the opportunity to be a part of different teams within the Business Operations Division. I participated in a S.W.O.T. Strategy Cascade for the BOD. The task for us was to identify strengths (S), weaknesses (W), opportunities (O) and threats (T) to the division. As part of this cascade, I had to present to my team and come up with a strategy of how we could make the BOD perform better. I have also worked with team members on writing Corrective Action Reports. These CARs reflect on the Aviation Overhaul to the different ALC divisions. There are

several different types of CARs and each type has three stages of findings. These stages are major, minor and an OFI. The major and minor findings deal with corrective actions whereas the OFI is a suggestion in the preventative component of the CARs.



I have thoroughly enjoyed working in the Business Operations Division the past four weeks. I have had to stretch myself to communicate with others that I may not have in my day to day work. I have had the opportunity to sit in on many meetings and been part of teams. This has allowed me to strengthen my network base. I have had to partner with people who are in different positions throughout the base. I have had to utilize good communication skills to participate in the projects that I have. I feel that it has given me a good foundation in which to move forward towards my goals of being a leader at the ALC.

Tutor Program for CG Families

Free live tutor online 24/7 for one-on-one help with homework, studying, test prep, proofreading and more ...including ASVAB prep materials Tutor.com is a program that allows eligible college and grades K-12 students in U.S. military families to connect to a live tutor online at any time for one-to-one help with homework, studying, test prep, proofreading and more. The service is available at no charge to all grades K-12 students and service mem-

bers—regardless of whether the service member is serving full-time or part-time, plus adult dependents.

<http://lhh.tutor.com/?ProgramGUID=fa549933-a9fe-4a46-bdee-04d2e979dca6>



Happy Holidays



Recent ALC Awards

CG Achievement Medal

CWO Jason Strauch

CG Good Conduct Medal

AET2 Luiz Leal (4th)

AMTC Corey Dauer (7th)

Positive Page 7

AET1 Eric Ernst

AMT1 James Geramita

Civilian Length of Service

Sam Wentz (35 yrs)

David Silva (30 yrs)

Sarah Gillis (10 yrs)

Letter of Appreciation

CWO Steve Schmid

Steve Shrum

David Silva

CWO Jason Strauch

Midgrade Officer and Civilian Training Course

Sam Benavides

Debra Kreiselman

Gary Mallory

Gwen Ray-Powell

Holiday Happenings This Weekend

1 December, Friday

5 to 7 PM First Friday Art Walk—Downtown
Elizabeth City

6:30 PM Lighted Boat Parade—Elizabeth
City Waterfront

8 PM ECSU Concert Choir—The Messiah,
Mickey Burnim Fine Arts Center

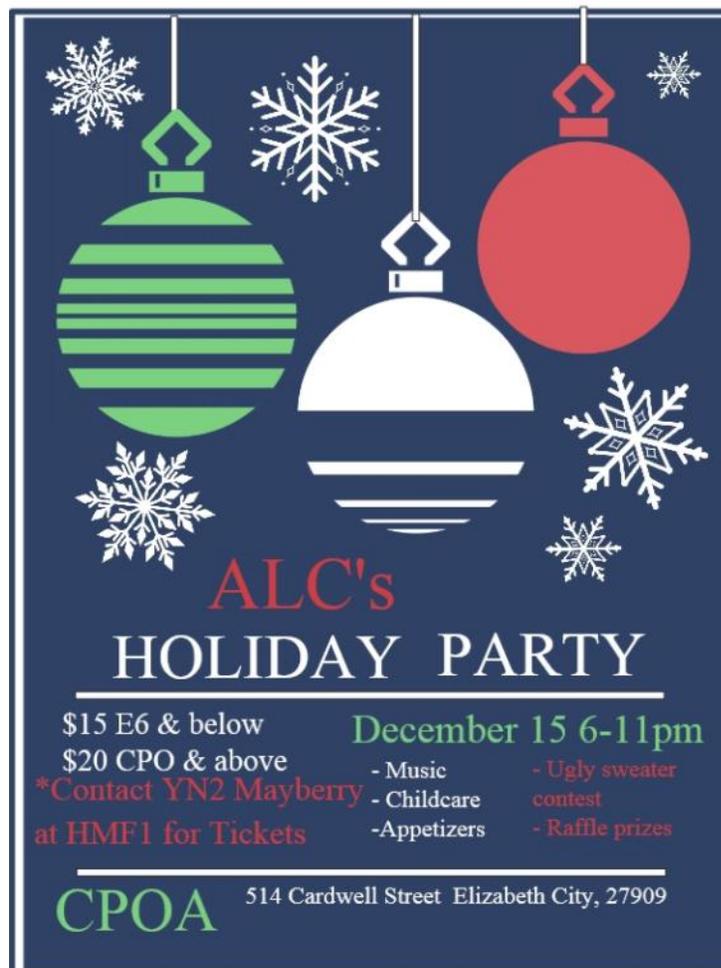
2 December, Saturday

7 to 11 AM Breakfast with Santa—Santa
arrives at 9 AM, CPOA Quarters,
Cardwell St. behind Pizza Hut

10 AM to 4 PM Holiday Open House—
Appalachian Christmas, Museum
of the Albemarle

11 AM to 3 PM Children's Holiday Party—
Santa arrives at noon, In and around
Hangar 7

5:30 PM Elizabeth City Christmas Parade
Ehringhaus St (Bojangles) to
North Road St to Main St, ends
at Waterfront Park



**ALC's
HOLIDAY PARTY**

\$15 E6 & below
\$20 CPO & above
*Contact YN2 Mayberry
at HMF1 for Tickets

December 15 6-11pm

- Music
- Childcare
- Appetizers
- Ugly sweater contest
- Raffle prizes

CPOA 514 Cardwell Street Elizabeth City, 27909