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NAVAL SUPPLY SYSTEMS COMMAND

FLEET & INDUSTRIAL SUPPLY CENTER SAN DIEGO

Volume 27 No. 6 June 2004

# FISC San Diego Sailors bring gifts, spread cheer to local nursing home residents

JO1 Jessica Bailey  
FISCSD Public Affairs

They came bearing gifts, sharing stories, and touching many a forgotten heart. It was a traditional and moving exchange between the young and the old, as FISCSD Sailors visited residents of Kearny Mesa Convalescent Hospital during National Nursing Home week, May 9-15.

Established by the American Health Care Association in 1967, National Nursing Home Week begins on Mother's Day and continues on throughout the week. The annual event celebrates and recognizes the contributions of seniors around the country and encourages staff and patients of nursing homes, their families, and caring volunteers to participate in a variety of group-oriented activities.

This year marks the first time FISCSD Sailors have been invited. But, the unexpected opportunity has opened the door for the Sailors to get involved with other volunteer activities at the hospital.

"This is a time when we can really show our appreciation by getting involved and showing how much we care," said Chief Storekeeper (SW/AW) Karin Mooth, the expediting leading chief petty officer for Code 100V at FISCSD's SIMA site.

"Sometimes we can forget that there



*SK2 (SW) Wendy Wegener, SH1 (SW) Madeleine Uribe and SK2 (AW) Tiffany Kendall (left to right) present Kearny Mesa resident Margaret Saunders with a gift, following a visit by FISCSD Sailors during National Nursing Home Week. Many of the Sailors shared 'sea' stories with the residents who, in turn, shared some of their own memories of family members who have also served in the military. (Photo by LT Ron Flanders)*

are lessons to be learned from our seniors and that we can grow from the wealth of wisdom they possess."

An independent camera crew, as well as local and military media, documented the event by following the Sailors as they moved from room to room, stopping to visit and chat with the residents. Faces lit up as Navy men and women in white uniforms crowded into small, but

bright, sparsely furnished rooms and extended to each bedridden or wheelchair-bound patient a welcome handshake of friendship, or a gentle touch on the shoulder.

Animated chatter could be heard throughout the hallways, and laughter filled many of the rooms as Sailors

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## Admiral's Quarters

As we continue to refine our operations at FISC San Diego and the other supply centers, I thought you might be interested in how the COMFISCS team is engaging overseas. Four of our six Fleet and Industrial Supply Centers are in CONUS. However, due to expanding overseas interests and increasing global commitments, our presence around the world is growing.

The expansive Pacific theater has become a notable focal point, given the geo-political uncertainties in Korea and China, the global war on terrorism, and a need for WESTPAC-deploying ships to have a robust Pacific logistics support network. In years past, supply depots in Guam and Subic Bay provided an "in theater" presence that went away based on a series of realignments. Due to the aforementioned realities, though, we are reengaging our logistics support network in the Pacific.

FISC Yokosuka has liaised with Naval Forces Korea, starting a dialogue that could lead to the FISC being the logistics provider of choice

to our forces on the Korean peninsula. In addition, FISC Yokosuka is exploring the possibility of placing a detachment in Singapore, which is an increasingly vital logistics hub due to wartime WESTPAC deployments and the Sea Swap initiative. Previously, an ATAC node was added in Singapore to process retrograde material. We are also returning to Guam. In April, an "advance guard" arrived on the island to help stand up a Logistics Support Center. By October, FISC Pearl Harbor will have a "full up round" detachment on Guam.

On the other side of the world, current realities have underscored a need for a similar flex-up. For the first time ever, the Navy will have a streamlined logistics model in Europe. Based on discussions with the Commander, Naval Forces Europe, and Commander, Navy Region Europe, we will build a seventh FISC in Sigonella, Italy, which will open for business early in fiscal year 2005. This European logistics center will service our customers in the Mediterranean region and will also include nodes in England, Iceland and Spain.

Technology, transportation, and communications have created a smaller



world today. Our forces must be able to respond quickly across the globe at a moment's notice, and be able to sustain their presence as long as the situation dictates. COMFISCS is keeping up with the changing global dynamic. We will continue to closely align to our customers and have a supply chain to support them, wherever and whenever they need it.

### The Network

The *Network* is an authorized publication published monthly for the employees of the Fleet and Industrial Supply Center San Diego and its sites.

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The Network's editorial content is prepared and edited by the Public Affairs Office of FISC San Diego. Its contents do not necessarily reflect the official views of the U.S. Government, the Department of Defense, or the U.S. Navy, nor does it imply endorsement thereof. The editorial office is located in Bldg. 1, Fleet and Industrial Supply Center, 937 North Harbor Drive, San Diego, CA 92132. Telephone: (619) 532-3432.

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Visit our Web site at [www.sd.fisc.navy.mil](http://www.sd.fisc.navy.mil).

### FISCSD's "A" Team



*RDML Kowba poses with FISCSD's Advanced Traceability and Control Team members who were awarded the 2004 Excellence in Government Award Bronze Medal for Technical Accomplishment by the Federal Executive Board. He presented each team member with a Letter of Commendation. Pictured with the admiral (left to right) are Joe Schumert, Russell "Mac" McCollough and Hilda Martinez. Team members not pictured are Larry King, FISCSD; and Michael Pigford and Michael Garris, both of FISC Norfolk.*

## Flash from the Commander

### *RADM Stone to relieve RADM McCarthy as 43rd Chief of Supply Corps*

The Secretary of the Navy has approved the selection of RADM Daniel H. Stone, to relieve RADM Justin D. McCarthy as Commander, Naval Supply Systems Command and 43rd Chief of Supply Corps.

RADM Stone is currently assigned as director of logistics and engineering for North American Aerospace Defense Command (NORAD) and United States Northern Command, both headquartered at Peterson Air Force Base, Colo. He will assume his new responsibilities at a change of command ceremony this summer at the Naval Support Activity, Mechanicsburg, Pa.

RADM Stone was commissioned as an ensign in the United States Navy, upon graduation from Villanova University in 1971. At sea, he served as supply officer of the aircraft carrier,

USS *Ranger* (CV 61), from 1987 to 1989, and the decommissioned nuclear guided missile cruiser, USS *Long Beach* (CGN 9) from 1982 to 1984; and as the aviation supply officer aboard the aircraft carrier, USS *Constellation* (CV 64) from 1976 to 1978. He is qualified as a naval aviation supply officer. His shore assignments have included Deputy Chief of Staff for Logistics, Fleet Supply and Ordinance, U.S. Pacific Fleet, Pearl Harbor, Hawaii; Director, Logistics Operations, Defense Logistics Agency, Fort Belvoir, Va.; Commander, Defense Logistics Support Command, Fort Belvoir, Va.; Commander, Defense Supply Center Richmond; and Deputy Commander for Fleet Logistics Operations, Naval Supply Systems Command, Mechanicsburg, Pa.



**RADM J.D. McCarthy**

### Worth Repeating

*We owe a great debt to the courageous heroes who have been wounded or injured while fighting the war on terrorism. They lead by example, and the spirit they show every day is inspirational. I am humbled by their sacrifice and profoundly honored to serve alongside them as a part of our great Navy/Marine Corps team.*

**Gordon R. England**  
Secretary of the Navy

*I think people in the Middle East who want to dislike America will use this as an excuse to remind people about their dislike. I think the average citizen will say, "This isn't the country I've been told about."*

**President George W. Bush --**  
*speaking on the released pictures of Iraqi prisoner treatment*

### SECNAV's message to troops stresses integrity

**Donald P. Rumsfeld**  
Secretary of Defense

The reports of detainee abuse by American soldiers in Iraq are deeply troubling. Those who have not upheld the high standards of our armed forces must be held accountable. With honor, the men and women of our armed forces must maintain our focus to secure a stable and free Iraq and to win the global war on terrorism.

We ask that each of you remember who we are and what we represent. We are Americans, and our actions must uphold the values of

our country and the highest standards of professionalism and ethics. Our military code of conduct requires it, our nation demands it, and the world expects it. Our culture of accountability and responsibility will accept nothing less.

As you serve around the world, stand tall. Be proud of what you are doing to make the world a better place. Your nation is grateful for your unwavering professionalism, selfless service, courage, and sacrifice. The chairman of the joint chiefs of staff and I are enormously proud to serve with you.

# NAVSUP FM Team receives meritorious awards

**Ellen Fuller**

FISCSD Code 073

The Naval Supply Systems Command Financial Management Transformation Team has received three meritorious awards in recognition for improving and consolidating several critical financial management processes through automation. Chachi Gorman, comptroller for Commander, Fleet and Industrial Supply Centers, and nine other NAVSUP financial management professionals, were honored with team achievement awards from the American Society of Military Comptrollers, the Assistant Secretary of the Navy, and the Office of the Undersecretary of Defense. Gorman accepted the award with her teammates at a June 4 ceremony at the Professional Development Institute in Cleveland, Ohio.

The NAVSUP Financial Management Transformation Team, comprised of Gorman; Michael Madden, Robin Porterfield, Scott Dorsey, Roger Walton, Karen Rhoad,

Thad Malone, and Dale Criswell from NAVSUP; Grace Betts from the Naval Inventory Control Point; and Dave Ball from FISC Norfolk, was created in the fall of 2002 to find efficiencies within the financial management community, which would address the Navy's need for \$10 billion annually in additional recapitalization funds.

The team focused on breaking down traditional stovepipes to better support the Navy and the NAVSUP enterprise through more efficient use of resources. Due to their efforts, 14 NAVSUP comptroller offices were consolidated down to four within a one-year period. This resulted in a savings of 33 percent within the NAVSUP financial community and generated savings to the Department of the Navy of more than \$72 million over the future year defense plan.

Such consolidations included integration systems to allow operating target management from remote sites, performing time and attendance duties on desktops, and centralizing document control and approval. Team members ensured that critical information

technology solutions were accurately defined and extensively tested prior to actual implementation. The end result was a smooth transition from the old processes to the new, more efficient way of conducting business.

The team's leadership, perseverance, and attention to detail proved to be the critical elements that led to the success of the financial management transformation.

"That the NAVSUP Financial Management Transformation Team is being recognized for their efforts to improve financial management is terrific news and another positive validation of the NAVSUP enterprise transformation," said COMFISCS RDML William Kowba.

The NAVSUP financial management community has become an innovative environment in which past business practices are continually being challenged. As a result of their actions, the DON senior leadership can point to

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*See Awards page 9*

## Military Phone Card Donation Program goes public

The Department of Defense has announced that any American can now help troops in contingency operations call home.

The Defense Department has authorized the Armed Services Exchanges to sell prepaid calling cards to any individual or organization that wishes to purchase cards for troops who are deployed. The "Help Our Troops Call Home" program is designed to help service members call home from *Operations Iraqi Freedom* and *Operation Enduring Freedom*.

Those wishing to donate a prepaid calling card to a military member may log on to any of the three Armed Services Exchange Web sites: the Army and Air Force Exchange Service at [www.aafes.com](http://www.aafes.com), the Navy Exchange

Service Command at [www.navy-nex.com](http://www.navy-nex.com), at and the Marine Corps Exchange at [www.usmc-mccs.org](http://www.usmc-mccs.org). Click the "Help Our Troops Call Home" link. From there, a prepaid calling card may be purchased for an individual at his or her deployed address or to "any service member" deployed or hospitalized. The Armed Services Exchanges will distribute cards donated to "any service member" through the American Red Cross, Air Force Aid Society and the Fisher House Foundation.

The Armed Services Exchanges operate telephone call centers in Iraq, Kuwait, Afghanistan, and other countries and aboard ships — anywhere service members are deployed in support of *Operation*

*Enduring Freedom* and *Operation Iraqi Freedom*. All of these locations stay busy around the clock to keep up communication between deployed troops and their loved ones. The cards available through the "Help Our Troops Call Home" program offer the best value for calls made from the call centers, never expire, and there are no added charges or connection fees.

Individuals and organizations also can show their support to deployed troops and their families with gift certificates. The "Gift of Groceries" program allows anyone to purchase commissary gift certificates at [www.commissaries.com](http://www.commissaries.com) or by calling toll free 1-877-770-GIFT. The Armed

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*See Cards on page 12*

# FISCSD, Roosevelt Middle School serve up food, fun in community multicultural celebration

SK2 (AW) Tiffany Kendall  
FISCSD Code 112

Fun, food, and live music; these are all the key ingredients known to bring together a community. That's just what FISC San Diego and Roosevelt Middle School did recently as they joined forces once again for the school's International Festival, an event that celebrates the community's cultural diversity. Every year the school opens its doors to the students, their families and the community to celebrate the multitude of cultures through ethnic foods.

Acting as official servers, FISCSD's culinary-bound Sailors took their places behind tables and dished out a variety of delicacies to stimulate anyone's curiosity or just plain satisfy those insatiable hunger pangs. The menu of delightful treats represented the melting pot of cultures in San Diego and included egg rolls, mini burritos, hummus with pita bread and bratwurst, as well as an all-American favorite, the hotdog.

"It feels good to see the students, teachers and their families and guests," Storekeeper 1<sup>st</sup> Class (Surface Warfare) Wilbert Visaya said. "It is also great to serve the food that was prepared for them. It's really something good for the community and a lot of fun."

There were food stations set up throughout the school's campus, and music, courtesy of the school's student band, provided a pleasant atmosphere

for tapping the foot while chowing down.

All invited were given a passport to present at each of the various food stations representing a particular culture. Before leaving that station, the passport was stamped and the hungry invitee moved on to the next enticing food destination.

Many of the FISC Sailors manned the Navy-inspired Seven Seas Galley and served up food that originated from Mexico, and from the Orient.

After getting their fill, many of the food travelers sat a spell at non-food stations where they took a break from eating and learned some things about the cultures represented there.

The Sailors enjoyed helping, interacting, and even got a chance to do a little tasting of their own. The Sailors were also inspired by the response they received from students, teachers and family members who chatted with them, and thanked them for being there. They appreciated the Sailors volunteer



SKC (SW/AW) Karin Mooth, along with SK1 (SW/AW) Joyce Avena and SK2 (SW) John Del Castillo, inspect the food fixin's at Roosevelt Middle School's International Festival. (Photo by SK2 (AW) Tiffany Kendall)

support of other programs at the school, as well.

"Volunteering really brings about a sense of camaraderie," Ship Serviceman 1<sup>st</sup> Class (Surface Warfare) Madeleine Uribe said. "At the same time, it's a good way to share time with the community and meet the people in it. It's the kind of great opportunity that everyone should experience."

## Second helpings

FISCSD Sailors, SK1 (SW/AW) Orlando Avena (foreground) and SK2 (SW) John Del Castillo (center), dish out food during Roosevelt Middle School's International Festival. Avena's wife, SK1 (SW/AW) Joyce Avena, who is stationed on USS Boxer (LHD 4), waits to assist. SK1 (SW) Visaya is working in the background.

(Photo by SK2 (AW) Tiffany Kendall)



## Worth Repeating

*Logistics...as vital to military success as daily food is to daily work.*

CAPT A.T. Mahan  
Armaments and Arbitration, 1912

# Navy, local authorities investigate identity theft ring

Reprinted with permission of the Associated Press

The Navy and local authorities are investigating an alleged identify theft ring accused of obtaining fake driver's licenses and stealing patient records from a large medical testing company to buy expensive cars and building supplies.

Five people have been arrested, including a Baltimore man who was an employee of Teterboro, N.J.-based Quest Diagnostics. They are accused of using the victims' names, Social Security numbers and other personal information to get credit at stores and car dealerships.

Local authorities have linked the ring to six civilian victims, all of whom were patients at Quest in the last six months, according to court records. One of the victims, Edward Smith of Frederick County, called police after an insurance company notified him that someone had bought a \$42,100 Cadillac Escalade in his name with his Social Security number.

The investigation was continuing and detectives could find additional more victims, said Bill Toohey, a spokesman with the Baltimore County Police Department.

The Navy is looking into the theft of personal information from about 20 officers on the aircraft carrier USS *George Washington* (CVN 73), which is based in Norfolk, Va., and was sent in January to the Arabian Gulf. The suspects allegedly obtained fake Virginia and Washington, D.C., driver's licenses in the officers' names, court records show.

While the civilians' identities were stolen from their Quest records, it's not clear where the naval officers' information was obtained.

All of the officers have been notified of the crimes, said LCDR Cappy Surette, a Navy spokesman.

"The Navy is looking into the matter on our end, certainly, but also the Navy investigators are working closely with Baltimore and Fairfax County police," Surette said. After an

employee probing credit accounts at a Target store in Baltimore County contacted police in November, a detective found the accounts were fraudulently set up using fake Virginia and District of Columbia driver's licenses. An investigation found that the victims' names were mainly those of officers assigned to the George Washington.

Beginning in June 2003, cars and motorbikes were being bought by people using the officers' names and giving addresses in Baltimore, according to court records.

Quest has fired the accused employee, 21-year-old Darren Rogers, said company spokeswoman Jennifer Somers. She said the company is cooperating with authorities "to understand precisely what happened."

"We are looking at whether additional measures might help to ensure that this doesn't happen again," Somers said.

The company, which describes itself as the nation's largest provider of lab testing, screens blood and urine specimens. It has 37,000 employees nationwide.

Baltimore County police started investigating several months ago when stores where the suspects shopped started reporting suspicious purchases. Authorities arrested four Baltimore men this month after an off-duty police officer working as a security guard at a Home Depot store in Baltimore saw them try to buy about \$10,000 worth of goods.

"While waiting for credit clearance, they suddenly just took off and this made the officer very suspicious," Toohey said.

The men attempted to leave in a red car and a U-Haul, but police caught up with them. The red Nissan 350Z, which was purchased for \$50,900 using the fraudulently obtained name of a Quest patient, contained medical records from two Quest patients.

Charles Pineiro, 24; Derrick Faulcon, 22; Kevin Mosely, 34, and Dominic Watkins, 19, were charged with attempted felony theft. Further investigation led police to Rogers, who was arrested Friday. He was charged with five counts of identity theft.

## Stopping identity theft is everybody's business

### FISCSD Security Department

Personnel should continue to follow basic protective guidance when giving out your personal information.

Ensure you do not throw away documents containing your personal information (Social Security number, credit card account information, paid bill receipts, credit card offers, and so on.). Seriously consider purchasing a 'cross cut' or 'confetti' type shredder to destroy these types of documents. This information can have devastating effects if it falls into the hands of unscrupulous individuals.

Don't provide such information over telephones or computers unless you know exactly to whom you're releasing it.

Another potential threat on the rise is the use of camera cell phones. Be aware of who's around you and whether or not they have a cell phone in their hands. An example would be if you were paying a bill at a grocery store or restaurant: Be careful not to leave your credit card lying face up on the table or counter. Someone using a camera cell phone, can easily snap a picture of the face of the credit card, allowing them access to your name, type of credit card, the card number and expiration date. This same person can later use that information to make numerous charges against your account.

# Start a clean slate, get serious, stay focused about your fitness goals

**SK2 Lorenzo Hill**  
FISCSD SIMA

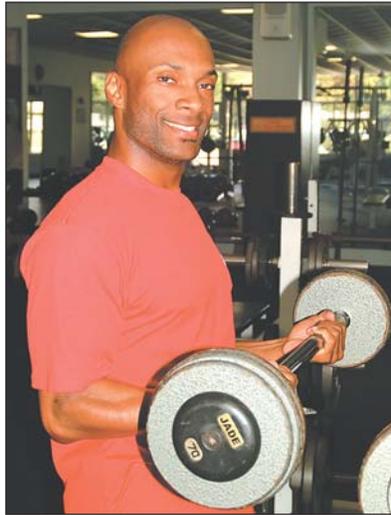
Whew! Now that another PRT has passed, how many of us can say that we were pleased with our performance? Obviously, there are some of us who wanted to do better. So, what can we do now to start preparing for the next one, or better yet, preparing for life's daily adventures? Let's start fresh and make a new beginning.

First off, what are your goals? Do you want to lose inches or are you hoping to gain muscle mass? No matter what your fitness goals are, you should consider doing exercises that are anaerobic.

Quite simply, anaerobic exercise is engaging in physical activity that, no matter how strenuous, doesn't cause a significant increase in respiration or heart rate. For example, many exercises work the muscles and not the heart and lungs. I know the women out there might be saying, "I don't want to look like a man and get bulky muscles." On the other side of the coin, you guys out there are probably saying, "I don't want to get all muscle bound, I just want to get lean." Well, unless you are training specifically to be a world-class bodybuilder, your body composition is not going to take on those proportions anyway. But, you can change your body with results you can live with by following some fundamentals.

Some great exercises to start with in changing your body composition are

squats, leg presses, bench presses, military presses, and seated rows. These are compound movements that



**SK2 Lorenzo Hill**

work the most amount of joint to muscle locations. Bottom line: Squats and leg presses are an entire body workout. The power muscles are the glutes (butt), hamstrings (upper back side of the legs), quadriceps (upper front side of the legs), and calves (that round muscle just below the knee). When you're working these areas, the stabilizer muscles are in the upper body to hold the weight steady. With the bench or military press, the power muscles are the pectorals (chest), triceps (the back of the upper arm), and deltoids (shoulders). With seated rows, the power muscles are the upper back, lower back, and the biceps (front upper arm). In these two scenarios, the stabilizer muscles are the legs,

and core muscles (abdominals, lower back).

To be safe, find a training partner. A training partner will not only motivate you, but acts as a 'spotter' and will assist you when you are lifting heavier weights. Make sure you do a good warm up before tackling the weights; a light run on the treadmill for about five minutes to let the body know that it's time to work out should suffice, and some moderate stretching can also do the trick.

When you begin your program, start with a weight light enough to complete at least three sets of eight to 10 repetitions, but heavy enough to get a great workout. Only you know how your body will respond to the number of repetitions you can complete. There is no given method written in stone for how you should work out; just make the necessary adjustments according to how your body responds.

Lastly, it's important to remember to cool down at the end of your workout. Cooling down allows the heart to reach a normal rate, and your cool down can include anything from stretching the major muscles that have just been worked, to a light run or slow walk. Remember to just do what feels right in letting your body know that the workout has ended. The most important thing to do is have fun!

**Editor's Note:** Hill is currently training to participate in the Olympic trials in bobsledding and hopes to qualify for the 2006 Olympics. E-mail fitness questions to him at [Lorenzo.hill@navy.mil](mailto:Lorenzo.hill@navy.mil).

### Parking for PETCO

Planning to go to a ballgame at PETCO Park? If so, parking has just gotten a little easier.

If you have a Command Access Card (CAC) and a Department of Defense decal, you are authorized to

park at the Broadway Complex. This applies whether or not you are stationed here.

For more information, contact the security officer or site manager, Commander, Navy Region Southwest, Force Protection Office, at (619) 556-6954.



# COMFISCS News Briefs



**Vernon Christian**

**FISC San Diego employee recognized by NISH East Region...** At the 2004 NISH National Training conference on May 25, NISH East Region recognized FISCSD employee Vernon Christian for providing jobs to people with disabilities at work sites in San Diego, Bremerton and Everett, Wash., and Honolulu, Hawaii. Christian, director of the West Coast Operations Division of FISCSD's Inter-Service Supply Support Operations Program, is credited with integrating JWOD agency workers from Pride Industries in the ISSOP workforce. Last year, more than 500 NISH-affiliated Community Rehabilitation Programs nationwide provided employment for approximately 38,000 people with severe disabilities.



*CDR Ellen Roberts displays the NAVSUP carpet, with a little help from some friends.*

**FISC Puget Sound supports the war effort...** Supply Corps officers are an integral part of the logistics infrastructure supporting *Operation Iraqi Freedom*. CDR Ellen Roberts (center) displays the Naval Supply Systems Command/FISC Puget logo carpet that was sent to her by her fellow employees for her office at "FISC Puget Sound Detachment Baghdad." As a contingency contracting officer, Roberts is procuring supplies and services in support of rebuilding the Iraqi infrastructure. Assisting Roberts display the carpet are CDR Edward Chevalier, LCDR Mike Renegar, LCDR Woody Brown and LCDR Richard Nalwasky. The Navy Supplies and Services Contingency Contracting Program is chartered to provide logistics to the fleet, joint and multinational forces in support of both military, and events other than war and for major theater operations. NAVSUP coordinates the program on behalf of the Deputy Assistant Secretary of the Navy for Acquisition and Management. Currently supply officers and Department of Navy civilian contract specialists from the NAVSUP enterprise participate in this program.

**API award winners announced...** The Naval Supply Systems Command announced the winners of the American Petroleum Institute Award for Excellence in Fuels Management. Among the winners was the **FISC Jacksonville Navy Bulk Fuel Terminal** (runner-up). In the Fuels Personnel of the Year category, **LCDR Edwin Bogdanowicz**, FISC Yokosuka, was named Navy Fuel Officer; and **Robert V. Cairns**, **FISC Puget Sound**, was named Navy Fuel Civilian. The awards are presented under the sponsorship of API to recognize activities and personnel who made the most significant contributions to the Department of the Navy bulk fuel operations, petroleum supply chain management, and fleet fuel support. "The awards celebrate the daily accomplishments of countless professionals involved in the Naval petroleum supply chain who can take pride in the vast amount of hard work, dedication and professionalism displayed in supporting our warfighters on a daily basis," said RADM Dan McCarthy, Commander, NAVSUP.

**Salmon released into Puget Sound...** For four months, volunteers from FISCPS, the Manchester Fuel Depot and local Boy Scouts have been feeding 105,000 pen-kept salmon yearlings with 100 pounds of fish food daily. On May 10, the fish were released into Puget Sound. The annual event has been the highlight of a successful partnership with the

*See News Briefs next page*

## News Briefs

*continued from previous page*

Suquamish Indian Tribe to restore the local salmon population in Central Puget Sound, and will ensure that salmon return to Beaver Creek, which runs through MFD property.

**5<sup>th</sup> Annual Jacksonville Acquisition Excellence Conference, Trade Show...** FISC Jacksonville partnered with Naval Air Depot Jacksonville, GSA, Naval Facilities Engineering Command, and other members of the Jacksonville community to host the 5<sup>th</sup> Annual Acquisition Excellence Conference and Trade Show at the University of North Florida's state-of-the-art conference center. This year's theme was "Transforming Defense Technology to Create Warfighting Capabilities of the Future." Among the keynote speakers was the Honorable John Peyton, Mayor of Jacksonville, who gave the kickoff address. The conference provided an excellent training and networking opportunity for both government and private-industry personnel to exchange information on areas such as technical innovations in program management, logistics, engineering, contracting, and budgeting. Over 650 acquisition professionals and vendors attended this successful event.

## Awards

*continued from page 4*

the NAVSUP financial management transformation effort as the 'right way' to achieve efficiencies and economics while ensuring integrity and control are maintained.

"The team's efforts to improve financial management by consolidating critical processes has generated significant savings for the Navy, said Kowba. "On behalf of the COMFISCS team, I congratulate them on this well-deserved honor and on a job well done."

The NAVSUP financial management transformation effort was one part of the overall NAVSUP transformation initiative, which generated more than \$490 million in savings to the Navy over the future year defense plan.

## Nursing Home

*continued from front page*

shared "sea" stories and handed out small gifts as tokens of their appreciation to the seniors. A few "salty" Sailors even brought along a ship's cruise book to share, chronicling their at-sea adventures.

Many patients became emotional and some even moved to tears as they responded to the simple gestures of kindness.

"The patients seem to really be happy to see us," said Storekeeper 2<sup>nd</sup>



*SKC (SW/AW) Karin Mooth places a corsage around the wrist of Mrs. Corey Anderson, a resident of Kearny Mesa Convalescent Hospital. SKI (SW) Anthony Hinds, the 2003 FISCSD Junior Sailor of the Year, said his heart was truly touched by spending time with the seniors at the facility. "We should never forget them or take them for granted," he said. (Photo by LT Ron Flanders)*

Class (Surface Warfare) Christopher Llanes who works at FISCSD's SIMA site. "This is my first time doing something like this, but I wanted to be a part of the celebration and support what the Navy wants to do here," Llanes said. "Being at the hospital to help in this celebration is one of the most important things we can do."

The Sailors, along with staff and volunteers, assisted residents as they prepared for the afternoon's festivities by escorting them to the cafeteria where an appetizing lunch and refreshments awaited them. Residents, all smiles and decked out in their Sunday best, received red and white carnation corsages from the Sailors

who pinned the decorative flowers to each patient as they entered the dining area.

Master Chief Storekeeper (Surface Warfare) Mark Niess, FISCSD's command master chief, invited to speak and represent the Navy contingent of volunteers present, commented on the gravity of what the Sailors' presence at the facility meant.

"It is awesome what our Sailors are doing," Niess said. "For many of them, this is the first time they've ever seen the inside of a nursing facility, and they are beginning to understand

*See Nursing Home page 13*

## E-4 to E-6 advancement remains steady

Chief of Naval Personnel Public Affairs

Sailors who took the March exams for advancement to petty officer 1st class, 2nd class and 3rd class will find the overall advancement opportunity holding steady with previous advancement cycles.

The Navy has promoted more than 23,000 Sailors who passed the March advancement exams, representing a decrease of only 0.16 percent from the September cycle.

"I am very pleased that advancement opportunity stayed relatively steady in the face of this great retention we continue to enjoy," said VADM Gerry Hoewing, Chief of Naval Personnel. "It truly demonstrates the Navy's commitment to career growth and development, as well as the benefit of healthy competition."

Advancement opportunity to E-4 came in at 35.82 percent, an increase of almost two percentage points compared to the September cycle. Advancement opportunity to E-5 was 18.06 percent, an increase of 0.65 percent from the last cycle, while the advancement opportunity to E-6 dropped to 15.43 percent, a decrease of 4.34 percent from last cycle.

The number of Sailors passing the exams dropped by only one percent to

108,226, and the total number of quotas available decreased by 1.5 percent from September.

Thirty-six ratings increased or maintained advancement opportunity at the E-6 level when compared to the September exam cycle. Forty-two

ratings declined in opportunity, but 11 of those still had advancement opportunity above the E-6 average.

At the E-5 level, 41 ratings showed an increase in advancement opportunity while 35 declined compared to last cycle.

Among the E-4 results, 55 ratings increased or maintained advancement opportunity level when compared to the September exam cycle, with 20 showing a decline. Six of those still showed an above-average advancement opportunity, however. Thirty ratings showed 100 percent advancement to E-4.

*Editor's Note: A full list of advancement quotas from the March 2004 advancement exam (cycle 183) will soon be available at <http://www.bupers.navy.mil>. Click the link for advancements to view the list.*



*SH3 Jennifer Elenes of Santa Fe Springs, Calif., AO1 Evers McWright of Chicago and other USS Ronald Reagan (CVN 76) shipmates search the advancement results from the March 2004 advancement exams. (Photo by PHAN Dominique Lasco)*

## Decision reached in Inventory Accuracy Support A-76 Study

The Naval Supply Systems Command, Mechanicsburg, Pa., announced that it will retain the Inventory Accuracy and Quality Deficiency Report (QDR) Screening Support functions at the Naval Inventory Control Point in Mechanicsburg and Philadelphia. The decision is the result of a competitive study conducted in accordance with the Office of Management and Budget Circular A-76.

The Inventory Accuracy Department ensures visibility of inventory and financial accuracy for Navy-owned material at Navy, commercial, and other DOD activities. The department also provides support to inventory managers, stock points, contractors, repair activities, and fleet units concerning material movement, inventory accuracy, and the billing of stock fund material.

The study included 143 civilian and 25 contractor positions. The government's most efficient organization calls for a workforce of 161 civilian employees. The decision to retain the operation in house was made after no commercial offers were

### June Observances

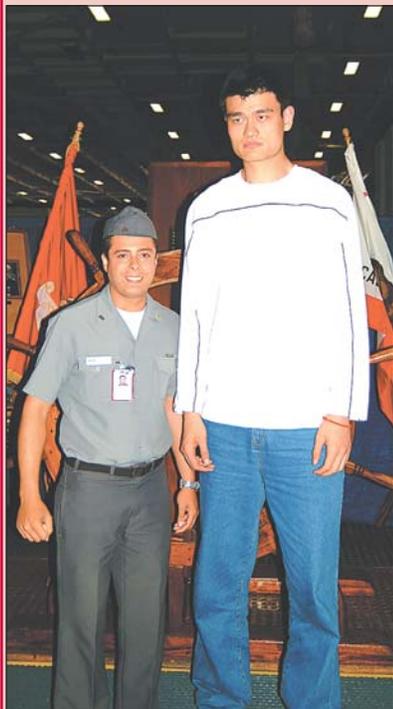
Youth Suicide Prevention Month  
Flag Day (June 14)  
Father's Day (June 20)

### On this day...

June 21, 1788 -- The U.S. Constitution was ratified.



## Yao's excellent adventure



*China's own Yao Ming of the Houston Rockets made a surprise visit to USS Stennis (CVN 74) recently, and LT Ricardo Morcillo, assistant director for FISCSD's Logistics Support Center, was one of the lucky ones to find out about the star's clandestine arrival. Morcillo, a native of Brazil and currently serving a two-year tour of duty at FISC, loves basketball and is just plain tickled to be posing with the big guy. But, despite the excitement of visiting an "awesome" Navy aircraft carrier, meeting crewmembers and fans, and being the center of everyone's attention during his visit, the 7-foot-6-inch Yao appeared a little distracted. Could he still be reeling from the Rockets' first round loss to the Los Angeles Lakers in the NBA playoffs? Inquiring minds want to know. (Photo by LT Ron Flanders)*



**Linda Allen**  
(Code 022)

**Occupation:** Procurement analyst.

**Birthplace:** Lubbock, Texas.

**I graduated from:** Dallas Senior High School, College Misericordia, Golden Gate University, and the Naval Postgraduate School.

**Hobbies:** Running, swimming, biking, and gardening.

**What brought me into Civil Service:** I was an active-duty Navy Supply Corps Officer and wanted to continue my career with the Navy.

**Nobody knows I am:** Well...then they would know!

**Pet peeve:** People who are pretentious, or who litter.

**If I could change something, I would:** Save and protect our natural resources.

**My secret to success:** Perseverance.

**If I could do it over, I'd:** I don't look back, I live in today and look forward to the future.

**I'd give anything to have met:** Eleanor Roosevelt.

**I've never been able to:** Roll my tongue.

**Favorite singer/group:** Steely Dan.

**The last good book I've read:** *The Long Road to Freedom* by Nelson Mandela.

**Favorite quote, motto or phrase:** "That which does not kill me, only makes me stronger."

**I wish I could stop:** Time.

**The one thing I like best about myself:** I don't give up.

**I am most proud of:** My family and my friendships.

**My most embarrassing moment:** Like I said, I don't look back. But, I'm embarrassed when I forget the name of someone I know.



*RDML William Kowba presents MMCS (SW/AW) Victor Lewis with his second Navy and Marine Corps Commendation Medal. Lewis was the Fleet Assistance Team's laundry systems maintenance specialist at FISCSD from March 2001 to May 2004.*

# MAX UNLEASHED

Howdy there friends and neighbors! Well, if you read last month's article, you may have noticed that my H and P (that's "Hunt and Paw" to ya'll) system for typing up my column went a little off the path. Just to put your minds at ease, I am Max *Unleashed* not Max *Unleased*! Sounded like I was being recalled or something. Anyway, my bad. I'll try using the front two instead of the hind two from now on.

Well, it seems like there's a heap of talking going on down here at the "Farm" about some kind of changes that are on the move. I don't know about you, but I have a hard time getting on to new fangled ideas, ways or things. I get the feeling that times are "ruff" right now, so I want to do my part to help in any way I can. So, I thought I would share some down home life lessons from this one dog's view. You know how people always say, "It's a dog's life." Well, let me clue you in on how we of the "canine corps" see that life.

To those of you folks who have tipped the tide and are over 50 years old, that meant that you had a "ruff" life, to you younguns that seems to mean things are real "cushy." Well, it's neither – or it's both – depending on how you view what's in your bowl! So, here is what I can offer ya'll to help get over the "hump."

**1. Know your job** – I know mine. I'm supposed to keep those pesky bird critters off the pier, tell my night watch person when there's a stranger around and help make folks feel good. These things I knew how to do – kind of already a part of me.

**2. Learn how to listen** – I know my job, but I had to learn how to listen. I have to pay attention when somebody needs me or wants to tell me something.

**3. Be willing to learn new things** – You really can teach an old dog new tricks – but that dog has to be willing to learn and as long as somebody is willing to teach me, I'm willing to learn!

**4. Give each other "atta boys"** – Boy, is that ever the best way to get me us to learn new things. I bet if that gets my tail wagging it will get yours going to!

**5. Figure out when to bark and when to stay** – Sometimes you have to ask questions to find out if you're on the right track, but sometimes you just have to lay low and watch before you go barking. Sniff out all the information, then bark (I mean ask).

**6. Keep a good attitude** – A friendly greeting and a smile go a long way. It makes you and everybody around you feel good.

**7. Take responsibility** – Now don't go hiding under the bed. Things aren't that bad. Find out what you can do, and hold your head up.

**8. Take a nap** – Ah, the best part. Always leave room in your schedule (no matter what) for a nap or a little down time. It helps you put things in the proper order and once you're rested, somehow things look a whole lot better than they did before.

**9. Live in the moment, not for the moment** – We don't wear watches and we don't understand what all the fuss about "planners" is. We just take each day as it comes, and we deal with the day at hand. Tomorrow is just another opportunity that we haven't seen yet.

**10. What can I learn from this?** – Hey, nobody's perfect! How can I learn from my mistakes if don't make any?

So, fellow FISCites, I'm part of the "pack" and I'm feelin' the winds of change right along with you.



Ah, to be "unleased" or "unleashed" – that is the question.

Drop me a line and share your experiences, thoughts, feelings or anything you want, with me and the rest of the group.

Here's one last *Maxism* before I go: "If what you want lies buried, dig until you find it." See ya' soon! Max signing out.



**Editor's Note:** If you have a question or comment for the "unleashed" one, go to either the FISCSD Extranet (log on using your PKI) at <https://www.sd.fisc.navy.mil> and click on the "Employees Questions/Comments" link in the upper left-hand corner of the home page. Or log onto the FISCSD Internet site at <http://www.sd.fisc.navy.mil> and at the bottom of the page, click the gray bar marked "Contact Us." On either site, just complete the form and fill in the message box with "Dear Max" then hit "Submit."

## Cards

continued from page 4

Services Exchanges offer the "Gift From the Homefront" gift certificate for merchandise at these exchange Web sites: [www.aafes.com](http://www.aafes.com), [www.navy-nex.com](http://www.navy-nex.com) or by calling toll free 1-877-770-GIFT. Gift certificates may be purchased to be mailed to service members and family members, or will be distributed to "any service member." Only authorized commissary and exchange patrons may redeem the gift certificates at military commissaries and exchanges, including those stores supporting deployed personnel around the globe.

## Nursing Home

continued from page 9

who these people are and what they represent. With everything that's happening in our world, this is the kind of thing that really matters," he said. "But watching how the residents responded to seeing us in our Navy uniforms was absolutely priceless."

Barbara Stump, the director of admissions and social services for Kearny Mesa said the patients were visibly moved by having representatives of the U.S. Navy there to celebrate with them. The hospital staff and other volunteers were affected as well.

"The visit from the Sailors was a very special part of our Nursing Home Week celebration," she said. "Many of our residents either served in the military or had a family member who served, but for those that didn't, having these Sailors come and share their experiences meant a great deal to them, and it's something they will always cherish and remember."

**June  
14  
Flag  
Day**



### Flag Day facts...

- *The Flag should never be used as a receptacle for receiving, holding, carrying or delivering anything.*
- *When a flag is so worn and is no longer fit to serve as a symbol of our country, it should be destroyed by burning, but in a dignified manner. Many American Legion posts regularly conduct a dignified flag burning ceremony, often on Flag Day.*



**SK2 (SW)  
John Del Castillo  
(FISCSD SIMA)**



Storekeeper 2<sup>nd</sup> Class (Surface Warfare) John Geoffrey Del Castillo was born in the Philippines, where he graduated from high school at the Divine Word College of Urdaneta City in 1995. Del Castillo joined the Navy in 1999 because he was drawn to the job security it provided and wanted to continue his education. He also had a more personal reason.

"I joined because I wanted to make my parents proud," he said. "They were really happy with my decision to join the Navy and they knew that my life would become much better and have more direction."

Del Castillo was a non-designated seaman for his first assignment aboard USS *Kitty Hawk* (CVN 63) where he worked as the supply petty officer in Combat Systems. It was during this time he decided to strike for the storekeeper rate.

"I wasn't really sure what rate I should strike for," he said. "But after observing how dedicated the SKs on the ship were, and seeing their willingness to help others, and support the ship, I was satisfied and knew I wanted to become one."

FISCSD is only his second duty station since joining the Navy, but, in his young career, Del Castillo has been recognized with a variety of honors including Hard Charger of the Month at FISCSD's SIMA site in April 2003. He was awarded a Letter of Appreciation for being nominated as Sailor of the Year in 2004 and was selected as the Junior Sailor of the Quarter for the period of October to December 2003. But even more special to him was being recognized for his volunteer work for the San Diego community for programs like Meals on Wheels, several projects with Roosevelt Middle School, Kearny Mesa Convalescent Hospital and PacificCare Nursing Home.

"I volunteer because I like helping people and this is another way of showing my great appreciation for them supporting us as Sailors on land or at sea," Del Castillo said. "It's also fun, and I learn more about the people in the community. Being a good role model to the kids is also important. They need to see Sailors who not only serve our country, but are active in the community where they live."

Del Castillo plans to continue pursuing his education in the Navy and spend more time with his family. He credits his wife with helping him reach goals in his career and in life. "My wife is very happy with everything that I've accomplished as a Sailor," he said. "She is a part of my success and inspires me to make every day even better."

For hobbies, Del Castillo enjoys collecting basketball cards, fixing his car, playing basketball and exploring different places.

# Happenings around FISC San Diego

## Welcome aboard to these fabulous FISC faces



*Jody Wooden checked in at Code 050 as a budget analyst. Jody calls Chicago home and enjoys music, gardening and remodeling homes in his spare time. He's currently restoring a Cape Cod.*



*Linda Allen is the new Code 022 COMFISCS Small and Disadvantaged Business Utilization (SADBU) director. She enjoys running, swimming, biking and gardening in her spare time.*



*Gloria Rodriguez is the lead budget analyst for Code 050. Gloria's home is Oxnard, Calif. When there's time, she likes to relax and enjoy a great flick. Her favorite movie is Braveheart.*

### *Letter of Commendation*

**SK2 (SW/AW) Armie Aguiluz, SK2 Horatio E. Green, SK2 Maria E. Delgado, SK1 (SCW) Carlito G. Buenavista, YN1 (SW/AW) Stanley Mitchum, SK1 (SW) Elton Truesdale, SKC (SW) Grant Strawmyer, SK1 (SW) Rodney J. Ridenour, MM2 Artemio Delgado, Jr., SK3 Jacqueline Bautista, SK2 (SW) Raymond Paguia, SK2 (SW/AW) Felicia Wells, SK1 (SW) Wilbert N. Visaya, SK1 (SW) Sand D. Watkins, SKC (SW) Jose Medina-Garcia, SKC (SW) Noel L. Luna, SK2 Darlene Breese, SK1 (SW) Anthony Hinds, SK2 (SW) Enrico J. Yeatts, SKC Tammie L. Gallagher, SKCS (SW/AW) Eric Endoso, SK2 (SW) John Del Castillo, SK1 (SW/AW) Carmelita Braganza, SK2 (SW/AW) Jesus L. Arceo, SKCM (SW/SCW) Florian A. Pet, YN1 Barbara Joseph, SK2 (SW) Teodora Tapia, SK1 (SW) Alexander Norin, and SK1 (SW) David Momberg** of FISCSD's SIMA site from COMFISCS RDML William Kowba, for their support of the Navy's Community Service Program, resulting in FISCSD's SIMA site winning the

2003 CNRSW Community Service (Small Shore) Project Good Neighbor Flagship Award for the third consecutive year.

**SK1 (SW) Javier T. Tapico** for outstanding performance of duties as expenditure storekeeper at FISCSD's SIMA site from September 2003 to June 2004.

**SK2 (SW) Felicia D. Wells** upon her discharge and reenlistment on June 1.

### *Letter of Appreciation*

**Robert Z. Legaspi** (Code 112) for outstanding customer service support as the logistics support representative for USS *Coronado* (AGF 11).

### *Navy and Marine Corps Achievement Medal*

**SK1 (SW) Joss J. Zolina**  
**LT Richard J. Dixon**  
**MMCS (SW/AW) Victor D. Lewis**

### *Congratulations to*

**LT Cielo I. Almanza** (Code 200) on his selection to attend Naval Postgraduate School.

The **NAVSUP Command Financial Management Team** on winning three prestigious awards. See the article on Page 4 for details. Team members include **Michael T. Madden**, NAVSUP Deputy Comptroller; **Robin Porterfield, Scott Dorsey, Roger Walton, Karen Rhoad, Thad Malone, Dale Criswell**, all on the comptroller staff at NAVSUP; **Chachi Gorman**, COMFISCS Comptroller, **Dave Ball**, FISCN Comptroller; and **Grace Betts**, comptroller staff at NAVICP.

### *A special thanks from*

CAPT Craig Herrick, Commander, USS *Peleliu* (LHA 5) to **Bill Cording, Al Legayada, Pam Obenschain, Bill Collins, Naomi Vedan, Joyce Babers, Juan Garcia** and **James Taylor with DDDC** and all others who assisted for outstanding support during *Peleliu's* recent underway.

### *Condolences to*

**Wes Dawson** (Code 100D) and **CDR Jocelyn Robinson** (Code 100C) on the passing of their fathers, and **Robby Robinson** (Code 112) on the passing of his brother.

# Pictures, pictures, pictures

## The SDSA tees off for a good cause



Participants in the San Diego Supply Corps Association Golf Tournament/Fundraiser take some time from the links to pose for a picture. The event, held at Singing Hill Country Club on May 27, marked the 50<sup>th</sup> Anniversary of the Navy Supply Corps School, and the turnover of the SDSA leadership from CAPT Basil Gray (SPAWAR) to CAPT Andy Brown (CNAP). A check for \$901 was made out to the Navy Supply Corps Foundation, which raises scholarship money for military enlisted and officer dependents. With this check, the SDSA has donated more than \$18,000 to the foundation over the past year. Pictured holding a life-size replica of the \$901 check are, from left to right, CAPT Gray, RDML Kowba and CAPT Brown. What's the significance of the number 901? It is the hull number for the USS Duarte, a fictitious ship used in the training of all Supply Corps officers while they're attending Supply Corps School. (Golf photos by LT Gil Penserga)



With a golf tournament there has to be a winner, right? Well, RDML Kowba presented top finisher, CDR David Pimpo, who is the COMNAVAIRPAC deputy force supply officer, with the grand prize of a round trip airline ticket (worth \$400) to anywhere in CONUS. Pimpo said he might use the ticket for a trip to Mechanicsburg, Pa., to attend his brother Mark's promotion to commander. It turns out that his brother is a Supply Corps officer working at Supply headquarters. Now, that's incredible.

Rey Paulino (Code 112) poses for a snapshot with and is congratulated by LCDR Stacey Jones, supply officer on board USS Shiloh (CG 67), after receiving a Letter of Commendation for outstanding supply support.



## Daddy's little girl



Every day is Father's Day for SKCM (SW) Mark Niess, FISCSD's command master chief, who recently spent some quality time at a Padres game at PETCO Park with his daughter, Amanda. The hats are pretty cool, don't you think? (Photo courtesy of the Niess family)

## Isn't she lovely?



SK2 (SW) John Del Castillo escorts 102-year-old Elsie Mikkelsen, a resident of Kearny Mesa Convalescent Hospital, to the dining area of the facility as SKC (SW/AW) Karin Mooth pins a colorful corsage around her wrist. For more on how our FISC Sailors spent one special Thursday afternoon, see our cover story. (Photo by LT Ron Flanders)

# The Back Page

## FISC San Diego Training Calendar for July 2004

To enroll in any of the following classes, call (619) 532-2038 (DSN 522) or send an e-mail to FISCSD\_Training@navy.mil. Supervisory approval is required.

For more information on training courses and programs, online learning, and your training record, log on to the Extranet at [https://extranet.sd.fisc.navy.mil/training\\_set.html](https://extranet.sd.fisc.navy.mil/training_set.html). These classes will be held at the FISC Broadway complex.

### Career Management Workshop

July 1, 8 a.m.-4 p.m.  
Bldg. 1, 3<sup>RD</sup> floor, Eagle Room

### DLA PC Link/Weblink

July 13-14, 8 a.m.-4 p.m.  
Bldg. 1, 3<sup>RD</sup> floor, Synergy Room

### Writing Standard Operating Procedures (SOPs)

July 15, 8 a.m.-10 a.m.  
Bldg. 1, 3<sup>RD</sup> floor, Synergy Room

### Dealing with Angry/Difficult People

July 15, 8 a.m.-4 p.m.  
Bldg. 1, 3<sup>RD</sup> floor, Eagle Room

### Pre-retirement FERS

July 20-21, 8 a.m.-4 p.m.  
Bldg. 1, 3<sup>RD</sup> floor, Nautical Room

### Myers-Briggs Team Dynamics

July 28-29, 8 a.m.-4 p.m.  
Bldg. 1, 3<sup>RD</sup> floor, Pacific Room

## Are you ready? Take charge of your career - It's your "business"

Terri Bratcher  
FISCSD Training Specialist

The suggestion that the world is changing at an extraordinary pace is one of those clichés that has been used and abused so much that all the worth connected to it has about worn off. Nonetheless, this is our reality and it is true. One of the ways in which repeated and sweeping change is most noticed is in our work lives.

Keeping a job today is like a Sailor trying to hang on the railing of a storm-tossed ship – you get washed overboard, briefly grab on to a piece of solid deck, only to get washed overboard by the next big wave.

Those moments of feeling some solid deck under our feet are getting the same

way, few and far between. This by no means is a doom and gloom message, but the handwriting is on the wall. The question is – are you reading it?

What would you do differently if you were the CEO of your own company? Well, you are. You are the greatest asset you have and how you market that asset is up to you.

If you were a self-employed entrepreneur, you'd probably be in a constant learning mode – reading books, newspapers, Web sites, attending seminars – continually honing your skills to assure your "product" stayed ahead of the curve to remain marketable. If you didn't you wouldn't get much business, as competition is tough in today's market.

Why not do the same for yourself right where you are now? What can you do to maintain a product that is in demand?

Start by assessing your current skills:

- What technical skills am I competent in?
- How developed are my interpersonal skills? (Sometimes referred to as "soft

skills," they include listening, speaking, writing, customer service interaction, problem-solving, decision-making, self-management, teamwork, and so on).

- What makes me unique or gives me a competitive edge over others in the same market?
- Do I have basic computer skills – Word, Excel, Access, and PowerPoint? What areas (technical, soft skills, computer) do I need to improve?

Once you have looked inward, look outward to see what opportunities are available and see how they match up with your current skills.

How current is your resume?

What, you don't have one? How do you expect to "advertise" your product without product identification?

Your resume is your ad in the Sunday newspaper – the two-minute commercial at the Super Bowl. It is what gets you noticed. If you don't have an up-to-date resume, run, don't walk to your computer and start typing. Once you have it honed, be sure to enter it into places where it will get seen such as the Department of Navy's Civilian Human Resources database, CHART (Civilian Hiring and Recruitment Tool) at <https://chart.donhr.navy.mil/>. If you don't put your product on the shelf, how do you expect anyone to make a purchase?

Begin today to think of yourself as your best resource. After all, it is a buyer's market and taking into consideration the number of products available, buyers can afford to be very picky. Be proactive rather than reactive, and make 'Brand You' the product of choice.

As Casey Stengel said, "There are three kinds of people: Those who make things happen, those who watch things happen, and those who ask, "What happens?""

