



HR HIGHLIGHTS

PUBLISHED BY THE OFFICE OF HUMAN RESOURCES MANAGEMENT (O5)

VOLUME 2, ISSUE 2

AUGUST 2002

Inside this issue:

<i>DAS' Welcome</i>	1
<i>VA in the News</i>	1-2
<i>National HR News</i>	3
<i>Monthly Conference Call</i>	3
<i>OHRM Highlights</i>	4-6
<i>Training News</i>	6-7
*NEW <i>Comings and Goings</i>	8
*NEW <i>The Fun Corner!</i>	8

Greetings Everyone!

There is a group of HR professionals who responded to 289,733 calls last year, issued 869 certificates, processed 1,407 retirements and 63,679 Veterans Canteen Service allotments, classified 3,071 positions, closed 1,677 staffing actions, received a 4.8 customer satisfaction rating on a scale of 1 to 5, and accomplished many other HR projects they were assigned. This same group of employees managed the Federal Employees Health Benefits (FEHB) by processing 28,906 FEHB transactions. In addition, they received laudatory remarks from the Office of Personnel Management. This group of special people often remain in the background. The work they do is seamless to you, me and the general employee population. But, everyday, they display their dedication, strong work ethic, and commitment to excellence to those they serve, the nearly 226,000 VA employees.



Ventris C. Gibson

This group of HR professionals are the Shared Service Center employees in Topeka, Kansas. Congratulations to them for another successful year of exemplary service. Keep up the great work!!!!

Publisher's Note...

Welcome to the HR HIGHLIGHTS! I know it's been a while since our last issue and there have been many changes since then. I hope you will enjoy experiencing our exciting new looks and interesting new sections, as you keep up to date on the latest VA and HR happenings. We appreciate any feedback, suggestions or comments you may have. We want to make this newsletter the best it can be and we can not do that without you! We encourage everyone to submit articles, news, events, or any other information that would be suitable for inclusion in this newsletter.

Thank you.

VA in the News

2002 Leaders Conference an Overwhelming Success



OHRM/James A. Davis

Dr. Jacob Lozada, Assistant Secretary for Human Resources and Administration hosted the conference.

"...and the home of the Brave!" Atlanta Braves, that is. What better place than Atlanta, GA to hold the 2002 Leaders Conference! With attractions such as the Georgia Dome, Turner Field, World Trade Center Atlanta, and the Georgia World Congress Center, Atlanta has recently played host to many glitzy events, such as the 1996 Summer Olympics, Super Bowl XXXIV, and the Gospel Music's Stellar Awards. You can now add VA's 2002 Leaders Conference to that outstanding list of credits.

"Shaping the Future: Cultivating a Dynamic and Dedicated Workforce Through Excellence in Human Resources, Diversity, and Equal Employment Opportunity" was the theme for the conference and The Honorable Jacob Lozada, Assistant Secretary for Human Resources and Administration (HR&A) was the host for the

Continued on next page

Continued from Page 1

exceptional event. It was reported the participant list for the conference topped 800 VA employees. The list included Dr. Leo S. Mackay, Deputy Secretary for Veterans Affairs and Ms. Nora Egan, Chief of Staff. Anthony J. Principi, Secretary of Veterans Affairs, appeared via a specially taped broadcast message to everyone attending the conference. They each addressed deficiencies with our human resource practices, policies and procedures, and promise to tackle key issues and concerns relating to VA recruitment, diversity, equal employment and other human resource issues. They are dedicated to making VA an employer of choice.

Three divisions from HR&A sponsored this year's event: the Offices of Human Resources Management (OHRM), Diver-



OHRM/James A. Davis
Martin Luther King, III addresses the conference on key issues as they relate to our nation.

leaders are experiencing in the areas of diversity, human resources and equal employment opportunity, and to provide the necessary tools to deal more effectively with conflict and diversity issues. More specifically, the conference was designed to help executives re-channel negative instances of workplace grievances into positive utilization of agency resources which ultimately will provide the best possible service to our nation's veterans and their families.

Workshops which focused on key related issues were provided and facilitated by some of VA's most knowledgeable officials and employees on the subjects. To assist with motivating and encouraging participants, some very powerful speakers, to include Ms. Cynthia Butler-Blucher (Jefferson Parrish School District, New Orleans, LA), Stephen M. Gower (the Gower Group), the Assistant Secretary for Policy and Planning The Honorable Claude "Mick" Kicklighter, and Martin Luther King, III, were invited to address the conference.

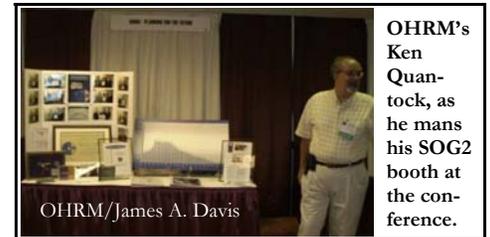
When asked, most participants said they loved the online registration, Atlanta as the host site, the beautiful hotel and adequate conference rooms, excellent atmosphere for the luncheons and banquets, selected topics for workshops and most of all, the selected keynote speakers.

Overall, the conference was a huge success. It was very well organized and kudos to everyone involved with planning the event. We can only imagine what's in store and hope to be a part of the 2003 National Leaders' Conference.



OHRM/James A. Davis
Mel Sessa, Director, OHRM, Workforce Planning, as he conducts a conference workshop.

sity Management and EEO (DM&EEO), and the Office of Resolution Management (ORM). The audience included VA Executives from Veterans Health Administration (VHA), Veterans Benefits Administration (VBA) and National Cemetery Administration (NCA), the Office of Employment Discrimination Complaints Adjudication, General Counsel, Regional Counsels, Human Resource Directors, EEO Professionals, and Alternative Dispute Resolution Coordinators. The conference was created to discuss the challenges VA



OHRM's **Ken Quantock**, as he mans his SOG2 booth at the conference.

VA's Women Veterans Honored

"Women Sustaining the American Spirit". What better way to close out Women's History Month than to honor our Women Veterans? The Federal Women's Program invited four of VA's top Senior Executive women veterans to serve on a panel and share stories of how their military experiences helped them have successful careers.

Serving on the panel was Ventris C. Gibson, DAS for HRM, Dr. Frances Murphy, Deputy Under Secretary for Health, The Honorable Robin Higgins, Under Secretary for Memorial Affairs and Irene Trowell-Harris, R.N., Director, Center for Women Veterans.

The panelists were asked to speak on several issues related to the military, such as why they joined, what did they learn, how it impacted their lives and what did they take away from it.

This format provided the audience with several encouraging and soul stirring stories. The panelists' answers ranged from being forced to join the military, to joining by choice, joining for the money or joining as a stepping stone to a better career.

One panelist's story gave us an encouraging look back at how she used to watch planes fly over the cotton fields with determination to one day get her own pair of "silver wings". Another panelist told of how she joined to get through medical school and another told of how she was forced to join by her father, but was given the opportunity to choose which branch to join. She said she "wanted to see the world", so she chose the Navy.

See *HONORED*, Page 7

National HR News

Bill to Grant Parental Leave Reintroduced, but Not Likely to Pass

Three House members, Reps. Carolyn B. Maloney (D-N.Y.), Thomas M. Davis, III (R-Va.) and Steny H. Hoyer (D-Md.) recently reintroduced legislation to grant federal employees six weeks of paid leave for the birth or adoption of a child.

They argue that many private-sector companies offer parental leave, but government employees have to use their sick or annual leave to stay home with their new child.

It does not seem likely that the legislation will win the Bush administration. Last year, OPM conducted a study and stated that they found very little evidence that offering paid parental leave would excite a turnover or improve hiring in

federal agencies.

"We believe employees can meet their family responsibilities with the many leave and work scheduling flexibilities that are already available to them", OPM said last year.

Hoyer said that in addition to recruitment problems, the government offers lower pay for many jobs than the private sector.

Maloney said she began seeking paid parental leave almost two years ago and "will fight until federal workers are afforded the rights to spend time with your family without penalties".

OPM to Give USAJobs Website a Makeover

Dick Whitford, Acting Associate Director for Employment Service at the Office of Personnel Management (OPM), reported that they are preparing to release their one-stop recruiting initiative in January 2003, with an overhaul to the USAJobs website.

Whitford said newly modified features will give applicants the ability to track the status of their application, allow managers to select candidates based on qualifications, and even offer job applications.

The program is one of 24 electronic-government initiatives in the President's Management Agenda and one of 5 overseen by OPM.

New OPM Electronic Training Site

The new website launched by Office of Personnel Management (OPM) on July 23 will unify electronic training services across government, according to Kay Coles James, Director of OPM.

You can log onto the Gov Online Learning Center at www.golearn.gov. The site offers more than 30 courses in areas such as human resources, professional development, communications and customer service skills.

HR Monthly Conference Call

Please join us the 2nd Wednesday of each month at 3:00PM (EST), when we discuss various interesting HR topics.



The next set of conference calls are scheduled for September 11, October 9 and November 13.

To call in, dial 1-800-767-1750
**For more information contact
 Mr. Terry Young at 273-9821.**



OHRM Highlights

OHRM Employee to Chair 2003

The American Society of Training and Development (ASTD) has selected Blanco "Skip" High, VACO Office of Human Resources Management, to be Chair of the Program Advisory Committee (PAC) for the 2003 International Conference and Exposition. The ASTD conference is one of the nation's largest workplace performance and learning events. As Chair, Mr. High will oversee the body that screens and recommends the final slate of conference presenters and sessions. He has served as a member of the PAC for two years prior to being selected as Chair for the 2003 conference.

We congratulate Skip on his selection as Chair and thank him for his hard work to support the mission of the Department.

Summer Employment Program

The VA's Summer Employment Program, in conjunction with the Office of Personnel Management's (OPM) Summer Hire Program, kicked off May 18, 2002 and will run through September 30, 2002. The program offers meaningful work experiences and aids in the development of good work habits. The positions range from office support, trades and labor occupations, to positions in professional fields. Applications are typically accepted from December through April 15th. For more information on this program, please visit any federal agency's personnel office or visit OPM online at:

<http://www.usajobs.opm.gov/>

New OHRM Employee Relations Specialists Outbased in the Field

OHRM's Programs and Policies Service, Employee Relations Division recently hired two new Employee Relations Specialists that will work from remote VA locations. Catherine Baranek will be stationed at the Winston-Salem, NC VA Regional Office and Richard Watkins at the Cincinnati, OH VA Medical Center. These employees will work in virtual office settings and will perform their Central Office duties outside of the Central Office. The nature of their duties, modern technology and their ability to work independently, has afforded OHRM flexibility in attracting and hiring these high quality employees.

Baranek and Watkins will be responsible for preparing policy and advising on conduct, grievances, performance management and incentive awards matters for the Central Office. They will also be responsible for writing news articles on employee relations issues and develop information for the Employee Relations web page.

Ms. Baranek was most recently employed by VAMC Salisbury and began her federal career as a personnel management intern with the Department of the Navy in 1981. She transferred to the Augusta, GA VA Medical Center in 1993 as a Classification Specialist, after obtaining 10 years of experience in a variety of HR positions at various naval facilities. Catherine has a Bachelors of Science degree in Personnel Management and Industrial Relations from Oregon State University and a Masters in Business Administration from the University of West Florida.

Mr. Watkins joins OHRM by way of the Cincinnati, OH VA Medical Center. His background is quite interesting due to his role in HR matters prior to becoming a Labor Relations Specialist. He started his career with the VA in 1991 as a pharmacy technician. In 1995, while serving in that position, he was appointed Chief Steward of AFGE, Local 2031. Mr. Watkins was also elected Executive VP of the same local. As Executive VP, Mr. Watkins gained valuable knowledge and perspective to Employee and Labor Relations laws, rules and regulations. Because of his success working with management as a union representative, he was selected as the Medical Center's labor relations specialist in 1999 where he served until his selection to his current position. Mr. Watkins has dealt with the full range of Employee and Labor Relations duties including grievance handling, ULP's, MSPB appeals, disciplinary and adverse actions.

OHRM welcomes the new additions to their staff.



OHRM/ J. Davis

Richard Watkins and Catherine Baranek while visiting VA Central Office.

VA Career Intern Program Policy Issued

A just-approved change to VA Handbook 5005 on staffing paves the way for development/implementation of two-year Federal Career Intern Programs. This will help achieve the goal of fostering recruitment and selection of exceptional Federal employees in trainee grades such as GS-5, 7 or 9. Under the policy developed by the Office of Human Resources Management, VA Administrations and staff offices

may develop/implement Career Intern Programs, and should none exist at the Departmental of Administration level for a specific occupation, a facility may develop one. Those successfully completing a career internship may be noncompetitively converted to a competitive appointment. This policy can be viewed on the OHRM website.

For more information on this policy, contact Elodie Murray on (202) 273-9823.

OHRM Presents its First Employee of the Year Award

The process began November 2001, when the DAS for HRM solicited all VACO 05 employees, seeking nominations for an OHRM Employee of the Year.

Any VACO 05 employee could make a nomination or be nominated. You could have been recommended by your peers or a manager.

After reviewing all of the nominations, Amy D. Briggs, Personnel Management Specialist with OHRM's Policies and Program Service, was selected as OHRM's Employee of the Year for 2001.

A summarization of her nomination stated that she exemplifies OHRM. She is extremely conscientious about her work and supporting the mission of VA. She puts forth a maximum effort and does so in a highly effective, organized and focused manner. Amy was lauded as a very talented writer. She was asked to rewrite one of the biggest and most complicated legislative initiatives.

Although Ms. Briggs was not present to personally receive her award at OHRM's Employee Appreciation Ceremony, Dennis Curley accepted the award on her behalf.

For this honor, Ms. Briggs received a Special Contribution Award, a beautiful emerald crystal award, complete with the organization's new logo and a cash award.

Ms. Briggs' accomplishments have provided OHRM employees with the incentive to strive for the best.



OHRM/James A. Davis

Amy D. Briggs stands proudly with her award in hand.

OHRM Website Re-launched

Welcome! To the new OHRM website. This is the reception that greets visitors to OHRM's recently (May 2002) revamped intranet site. With Beate Kreiner as Webmaster and Kenneth Quantock providing general guidance and oversight, they have worked to create a new site that is both visually appealing and easy to navigate, even by the "computer challenged". It offers a plentitude of helpful HR information for specialists, managers and employees.

Chief assets of the site include updated sections of pay administration, benefits, employee relations, classification, staffing, and worklife. Here, the serious researcher will discover an abundance of information needed to accomplish the mission of the department. A detailed topical site directory, an enhanced search engine and a full page of contact information round out the newly launched website.

OHRM is committed to enhancing the VA's workforce and vitalizing its ability to compete as an employer of choice in the nation's workforce. To that end, we have incorporated a versatile range of advisory pages that answer questions and provide abundant guidance, whether it be daily operations or long-term initiatives. Newly issued HR policies and directives are also located there, as well as a treasury of helpful connections to other programs, services and available offices.

The provisions to sustain the journey through daily management that makes HR exciting and challenging can be found by accessing <http://vaww.va.gov/ohrm>. The site consists of 2,071 webpages with 16,063 internal and external links. Since its debut, the new website has accommodated over 130 job posting requests with over 12,000 visitors collectively viewing nearly 250,000 pages. If you haven't already, we recommend you check it out, and we are told that more changes are on the way.

How did VA Rate with its Next Generation of Employees?

Recent statistics show that only 6% of VA's nationwide workforce is less than 35 years of age. (See **GRAPH**, Page 7) OHRM not only promotes, but actively utilizes a number of employment programs designed to attract and provide excellent opportunities for young job seekers.

Some of the programs include the Stay-in-School, DC Summer Youth Employment, Presidential Management Intern (PMI), VA's Summer Employment, and the National Association for Equal Employment in Higher Education (NAFEO) programs, just to name a few.

Recently, while at the National Leaders' Conference in Atlanta, GA, "the **HIGHLIGHTS**" had an opportunity to hear a panel of five young VA professionals discuss how they felt about VA as an employer of choice. We also exclusively interviewed two employees in non-professional positions who also fall into that six percentile statistic to find out their opinions on employment with the VA.



OHRM/James A. Davis

LtoR: Cornelius McFadden, Sharia Barksdale, Ashli Evans, Janiel Bryant, Tara Parker, Shylan Scott, Nicola Reddock, Abdullah Wright and Nyah Bowles

See **YOUTH**, Page 6



THE NEXT GENERATION WORK GROUP as they share their experiences as young VA employees in Atlanta, GA at the Leaders' Conference. LtoR: Bonnie Yoon, William Vargas, Michelle Dominski, James Dehn and Elysium Drumm

There is enormous diversity in the young employees who shared their feelings with us about employment with VA. From this group, employees were hired via different employment

programs as well as normal competitive hiring procedures. Some had college degrees and others were current students. There were similarities in the views of this diverse group when it came to VA being an employer of choice, but we found a big difference in opinion when it came to their goals, objectives and primary employment concerns.

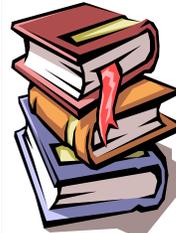
While the professionals applauded the benefits, training opportunities and job security, the interns voiced concerns about not having access to any. One professional encourage participants to take advantage of any opportunity and don't expect things to just come to you. "If you do your best, other things will start to happen for you", one panelist said. The interns we interviewed felt they have overwhelmingly contributed to the mission of VA and have definitely taken advantage of the opportunity given them. Yet, they were still facing not to exceed dates, in hopes of further employment with the department.

The panel of professionals in Atlanta shared their experiences as young VA employees and talked about concrete ideas that participants could take back to their organizations to help better recruit and retain more young people. The panel encouraged marketing VA, its mission, and available flexibilities, such as alternative work schedules and tuition repayment programs. They encouraged a broader use of intern programs, such as the PMI Program. They also endorsed the use of networking opportunities for younger employees to meet and share ideas, and advocated using young VA employees as recruiters, to get the message out about VA as an employer of choice.

When interviewing the two clericals, they were more concerned with finding ways to maintain current or obtain future employment with the government. They expressed disappointment about the lack of available information on transition opportunities, similar internships, and other employment inlets to the federal government. They too felt better advertisement aimed directly at youth, would attract more valuable employees, and clear any misconceptions that may exist about VA and its mission. "Word-of-mouth is the best (not to mention free!) advertising VA could do", they said, "but it goes with taking good care of current employees". "Who better to advertise than someone who has a personal testimony?"

Overall, they were said to be very pleased with the experience afforded them at VA, and felt the department was definitely on track to becoming an employer of choice.

Training News



USDA Graduate School's Executive Leadership Program (ELP) for Mid-Level Employees

This program, formerly known as the Women's Executive Leadership Program, is a 12-month nationwide program, open to both men and women in GS-11 through GS-13 positions, who have little or no supervisory experience. ELP provides residential training, developmental work experience, needs assessment and career planning, which gives participants the skills, experience and exposure to move into positions of more responsibility.

The full tuition payment and nomination deadline was July 19, 2002. Orientation sessions begin August 18th and will end August 23rd in Norfolk, VA.

The Human Resources Development Service (HRD) received a total of 12 nominations for the FY 2003 program. Jean Hayes, a Correspondence Analyst with the Office of Human Resources Management was selected to participate in the upcoming session along with :

Pamela McBride, Pamela Balsley, Ralph Bennett, Mary Brown, Cynthia Goodman, Michael Nacincik, Marybeth Olexy, Karen Palmer, Sherry Piegza, Brian Stewart and April Walker

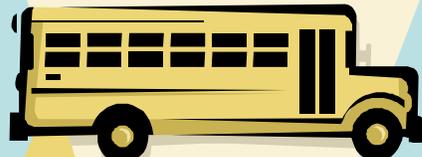
The Executive Leadership Program graduation ceremony for the Class of 2002 will be held on August 30, 2002 at the Renaissance Harborplace Hotel in Baltimore, MD. Congratulations to the following VA employees who will be commencing from the program:

Bonnie Gray, Elizabeth Hearn, Judith Jamison and Marian McConnell

For additional information on the MDC and ELP Programs, contact Ms. Cindy Hoffman at (202) 273-4911.

For more information on training opportunities, contact

Human Resources Development Service



(202) 273-4911

We invite you to
"Get on the bus and come learn with us"

Online Training Available for VA Employees

ATTENTION!

Like a very large number of today's colleges and universities, VA has kept abreast of the latest in information technology and is now offering online training. What is online training you might ask?

Well, an online training course is a course that uses the power of the Internet to deliver class material to you. While the content is the same as a classroom course, there are no traditional class meetings. All work is submitted online via the Intra or Internet.

The new VA Learning Online (VALO) website is now available to all VA staff. Employees can log onto the site and begin their training immediately. It will allow employees to choose from a number of courses ranging from Business Management to Leadership Development. These courses, consisting of general education and college levels, can be completed from work or home 24 hours a day. All training can be done in 15 to 30 minute intervals and can be bookmarked for completion.

Online classes can require much more involvement on the part of the student than traditional classes. In an online class, students can't be passive. The student has to be constantly involved in the learning process. Many times, students find that online classes require much more self-discipline than regular classes. Some advantages of online training are:

*Instead of going to a classroom, you go to class using the Internet

*Instead of going to class at a specific time, you can attend class at your convenience, 24 hours a day

*Instead of raising your hand to ask a question or personal comment, you communicate privately with a Technical Assistant via email

To access the site via the Intranet, employees may enter the campus via the VA Learning University (VALU) website at <http://vaww.valu.lrn.va.gov/elearn.asp> or obtain access via Internet at www.vcampus.com/VALO. For new users, there is a link on the VALO homepage to click for username and password registration.

The Employee Education System produced VALO for the VALU with consultative assistance from OHRM's Human Resources Development Service. For more information about online learning contact Gary Trende of the Cleveland Employee Educational Resource Center at (440) 526-3030 x6697.



HONORED, Continued from Page 2



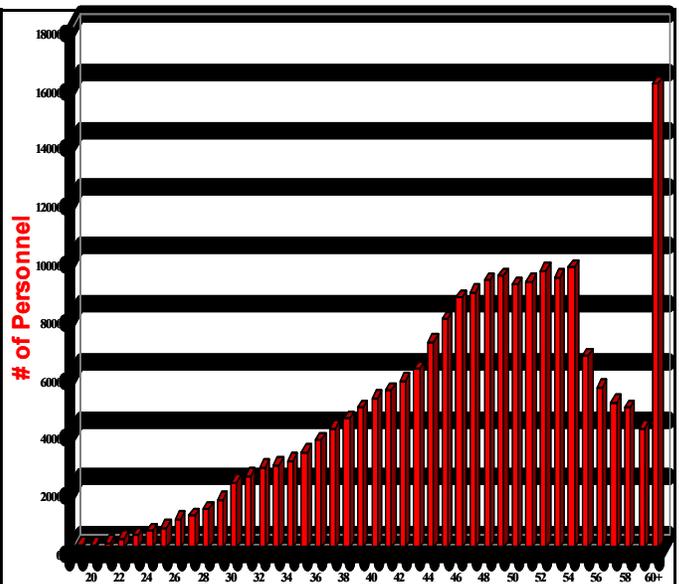
OHRM/James A. Davis

(LtoR): Elizabeth Olmo, (seated) The Honorable Robin Higgins, Dr. Frances Murphy, Ventris C. Gibson and Irene Trowell-Harris, R.N.

Just when you thought you heard it all, Sergeant Major Andrea Marks, the inspirational speaker for the program, delivered a powerful, tear-jerking message to all in attendance about her life experiences before and during the military. She told of her upbringing in the islands and how she had to take total care of several siblings. She spoke of her appreciation for the life and opportunities the military has provided her. Experiences she said she would never have gotten otherwise.

Overall, the program was a great way to not only close Women's History Month at the VA, but to give honor to women veterans worldwide.

GRAPH, From YOUTH, Page 6



Graph by Anthony Horty, OHRM, Office of Workforce Planning

This graph shows VA personnel by age as of September 30, 2001. On this graph you can clearly see that less than 6% of VA's workforce is under the age of 30.

Feel free to contact **HR Highlights** via e-mail anytime to submit news, articles, or other information that may be suitable for inclusion in this publication. We also invite any questions and comments.

Highlights@mail.va.gov

HR HIGHLIGHTS

This newsletter is published by the
Office of Human Resources
Management (05)

Ventris C. Gibson
DAS for Human Resources Management

Editor
James A. Davis

Editing Assistance
Robyn Hanna

CONTACT US

Mail:
Department of Veterans Affairs
Office of HRM (05)
810 Vermont Avenue, Northwest
Washington, DC 20420

Phone:
(202) 273-4920
(202) 273-5021

E-mail:
Highlights@mail.va.gov

Intranet:
<http://vaww.va.gov/ohrm/>

Fun Corner!



Who do you know?!

A	B	U	K	L	O	P	J	Y	H	Y	G	T	F	R	D
S	X	E	R	Y	A	A	D	A	Y	E	S	M	I	T	H
H	A	V	A	E	L	L	A	R	O	L	N	Y	E	R	S
U	M	P	B	L	L	K	V	G	U	R	I	S	C	T	R
G	M	P	O	A	E	U	I	G	N	U	S	U	L	R	Q
R	K	E	W	T	N	T	S	Q	G	C	A	R	A	E	U
U	R	R	L	S	W	I	L	L	I	A	M	S	Y	N	Y
E	E	R	E	L	S	Y	M	O	N	D	S	T	T	E	D
T	P	Y	S	W	E	G	R	O	S	S	Q	E	O	S	L
H	L	K	C	O	T	N	A	U	Q	R	I	R	N	R	A
A	A	A	Y	A	N	H	I	G	H	E	K	L	I	A	N
Y	S	A	W	O	L	F	R	E	Y	H	W	I	L	L	O
E	S	E	S	S	E	S	S	A	G	T	L	N	N	U	D
S	R	B	L	D	O	U	Y	O	A	N	P	G	E	G	C
G	I	E	K	B	Y	O	O	P	L	A	N	I	E	R	A
G	M	U	R	R	A	Y	Q	E	R	P	L	O	N	G	M

INSTRUCTIONS: Take some time and get to know your OHRM employees. In the above cross-word puzzle you will find the LAST name of all OHRM managers and a few other OHRM employees. There is a total of 40 LAST names in the puzzle. I'm sure you can't find them all! Happy Hunting!

Comings and Goings

OHRM extends a warm VACO welcome to our most recent additions: **Catherine Baranek, Richard Watkins, Marlee Garrick, Charles Rollins, Cindy Hoffman and Cynthia Vaughan.**

Interns: **Janiel Bryant, Jessica Lewis, Ashli Evans, Elizabeth Larson, Sharia Barksdale, Cornelius McFadden, Abdulah Wright, Tara Parker, Shylan Scott and LaTasha Douglas.**

Welcome to the **Workforce Information Systems Team (WIST)** who recently relocated back to VACO. Also, welcome back to **Vi Hunter** who has returned after a lengthy convalescence.

CONGRATULATIONS!!!

We want to welcome **Elijah Earl Royal**, born to 051B's **Nyah Bowles** on March 26 and **Ryan William Wolfrey** born to our Chief, Executive Resources **Angel Wolfrey** on July 25.

Best wishes and farewell to: Michelle Long, Darryl Greene, Evelyn Burton, Amy Briggs, Larry Staley and Ken Gross.

Quote of the Month

"Good, better, best, – never let it rest
Until your good is better and your better is best".

Submitted by V. Gibson

PUZZLE ANSWERS:

GIBSON, HAYES, ALPER, DAVIS, PERRY, SMITH, NYERS, YOUNG, YOO, SESSA, GROSS, CLAYTON, WILLIAMS, WOLFREY, WIL, PALKUTI, BEALE, CURLEY, HENSLEY, STALEY, STERLING, QUANTOCK, MELLEN, PANTHER, OSWALT, LARSEN, KING, MURRAY, LANIER, ABLES, MACDONALD, SYMONDS, SHUGRUE, LONG, MASI, GRAY, HIGH, ALLEN, DUNN, BOWLES