

THE

# AIRCRAFTSMAN



Dec 2012  
volume 9, issue 12



## CORPUS CHRISTI ICERAYS VISIT CCAD

Hockey team gives thousands of tickets to CCADers  
for Military Appreciation Game.

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december 2012

## THE **AIRCRAFTSMAN**

*The Aircraftsman is an authorized unofficial monthly publication for members of the Department of Defense. Contents are not necessarily the official view of or endorsed by the U.S. Government, the Department of Defense or the Department of the Army.*

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*On Cover: Corpus Christi IceRays Hockey team poses on an HH-60 Pave Hawk after handing out thousands of tickets to depot employees for the Military Appreciation game. Photo by Ervey Martinez*

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IT Specialist

**Commander**  
Col. Christopher B. Carlile

**Public Affairs Division Chief**  
Shawn Clark

**Editor and Graphic Designer**  
Alex C. Molina

### CONTRIBUTORS

Jose Rodriguez  
Brigitte Rox  
Daphne Martin  
Jaclyn Nix

Sharon Haynes  
Leo Gonzales  
Audrey Gossett  
Kiana Allen

Ervey Martinez  
Joe Wassmann  
Alex Molina  
Jameson Cardenas

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## Fun Facts

- December 7<sup>th</sup> is Pearl Harbor Day, the anniversary of the Japanese attack on the U.S. Naval base at Pearl Harbor. The attack began at dawn December 7, 1941. It crippled the U.S. Pacific Fleet and caused the U.S. to enter World War II.
- December 9<sup>th</sup> is the first day of Hanukkah.
- December 10<sup>th</sup> is Human Rights Day. The Day marks the anniversary of the Assembly's adoption of the Universal Declaration of Human Rights in 1948.
- December 18<sup>th</sup> is Bake Cookies Day. Young and old celebrate this day by baking their favorite cookies. Make a party of it, and bake cookies in groups with family, friends, kids and grandkids. Don't stop at baking just one kind of cookie. Try a new recipe, or two, or three.
- December 21<sup>st</sup> is Winter Solstice. Solstice is an astronomical event that happens twice each year, when the tilt of the Earth's axis is most inclined toward or away from the Sun, causing the Sun's apparent position in the sky to reach its northernmost or southernmost extreme.
- December 25<sup>th</sup> is Christmas Day (Christian). This day celebrates Jesus Christ's birth over 2000 years ago. Customs include lighting candles, exchanging gifts and using evergreen decorations to celebrate this day, the most widely observed Christian festival of the year. In most communities it is a family day.







# The Holidays

## Message from the Command Office

I'm going to begin by expressing how amazed I am by the entire team. I have never been part of a team as giving and caring as the one here at CCAD. Each year, you give more of yourselves for your friends, your neighbors and people you have never even met through efforts such as the Share Your Christmas Food Drive, Toys for Tots, Combined Federal Campaign, blood drives and Operation Christmas Spirit. We have seen some real heroes amongst our ranks and, honestly, I'm not surprised. CCAD is lucky to have so many people who put others before themselves. It's truly inspiring and I am humbled.

This year we wanted to do something special to show our thanks for all that you do. That's why we threw an Employee Appreciation Holiday Celebration—it was our little way of giving back to those who give so much of themselves. We also have the rare opportunity to grant the workforce Block Leave so you can spend time with your friends and family for all the hard work and dedication you do day in and out.

I realize that working here isn't always easy and that, sometimes, we put more into our work than we put back in our homes with our families. The work we do here is for the Joint Warfighter. They are our American heroes and they deserve the best support we can give.

But when your shift is up and you go off to your separate lives, you're the hero to someone back at home. This holiday season I want you to remember what's truly important. It's the memories we make with those closest to us—our friends and families—that will make our true legacy. I just ask that, whatever you do, whoever you spend your holidays with, please take care of yourselves and be safe.

My wife, Sandy, and I wish every one of you a very happy holiday season and we look forward to what the New Year brings for the whole CCAD family.



### CCAD E-Recycling Event

In support of the City of Corpus Christi's Recycle Week and the 5<sup>th</sup> Annual E-Recycling Event, Corpus Christi Recycling Department personnel came out to CCAD with presentations, free "goodies" and accepted electronics for recycling.

During this E-Recycling event, CCAD personnel were able to bring in their unwanted computers, computer accessories and other small

appliances for recycling. An information table was available so employees could learn more about services offered by the city for recycling electronics.

*Photo by Ervey Martinez*

### ESPS Naming Contest

For the ESPS (Electronic Shop Production System) "You Name It" contest, the top five names were announced and the prizes were presented to first, second and third place winners. Guadalupe Garcia (left) came out on top with his entry Asset Tracking Locating and Scheduling (ATLAS) as the new ESPS application name. Leticia Gonzales came out second with System Maintenance Asset Reporting & Tracking (SMART). Other entries included:

- 3<sup>rd</sup> Place: Where Is It? (WII)  
By Forrest Kelman
- Asset Internal Monitoring System (AIMS)  
By Nolan McCool
- Maintenance Activity Phase Integrated Tracking (MAP IT)  
By Joe Treviño

*Photos by Kiana Allen*



## CCAD EVENTS



### It's Toys For Tots time!

The mission of the U.S. Marine Corps Reserve Toys for Tots program is to collect new, unwrapped toys during October, November and December each year, and distribute those toys as Christmas gifts to less fortunate children in the community. Last year, CCAD donated more than 56 boxes of toys and 586 bicycles to the campaign. Donation boxes are located throughout Building 8. Let's make it a memorable Christmas for the children of South Texas. POC: CW4 George Aldridge, 961.0516. **Last day for donations is December 13<sup>th</sup>.**



### U.S. Marine Corps 237<sup>th</sup> Birthday Celebration

CCAD employee and veteran Guest of Honor Escort Edward Garcia (SSGT, USMC, retired) makes the first of three cuts in the 237<sup>th</sup> Marine birthday ceremony at CCAD.

Photo by Ervey Martinez



### Combined Federal Campaign 2012

This year the CFC has 292 Eagle Donors and has raised approximately \$800,000 to

deserving charities locally and around the world. The CCAD CFC loan executives would like to thank their key workers and the generous donors at CCAD.



### CCAD App

CCAD launched its very own mobile application (app) to put the latest news and information, including job openings, in the public's hands.

Released just this month, users can download this free app on their handheld devices, to include Apple and Android products.

CCAD's Public Affairs Division created the app as an official source for the latest news and developments at the only Army depot capable of sustaining rotary wing airpower for the Joint Warfighter.

Features include news videos every week and a pocket-sized edition of their monthly news periodical, The Aircraftsman. Users also have access to the entire story of CCAD's 51-year history, over 100 photographs, its latest annual report, official website and social media accounts on Facebook, Flickr and YouTube. Users can also find job announcements to the federal installation.

It took Protocol Officer and U.S. Army Veteran, Enrique (Leo) Gonzales, three months to build the app. The app serves as a resource for multiple audiences, including employees, partners, American taxpayers, U.S. military, veterans and decision-makers at the Pentagon and on Capitol Hill.

The app is an authorized official application that collects all public released digital media in one location and viewed on mobile devices. It has been created and is maintained by the CCAD Public Affairs Office. Content is not necessarily the official view of or endorsed by the U.S. Government, the Department of Defense (DoD) or the Department of the Army (DA).

## FITNESS

### December 2012 Fitness Schedule

Monday, December 3<sup>rd</sup>: Insanity  
 Thursday, December 6<sup>th</sup>: Turbo-Fire  
 Monday, December 10<sup>th</sup>: Tae-Bo  
 Thursday, December 13<sup>th</sup>: Rev-Abs  
 Monday, December 17<sup>th</sup>: Turbo Fire  
 Thursday, December 20<sup>th</sup>: Insantiy

Zumba every Tuesday and Wednesday in December.

ALL CLASSES WILL BE HELD WEATHER PERTMITTING

No classes will be held from Dec. 21–31.

Remember to go at your own pace. All classes are open to the CCAD workforce and contractor along with friends from other tenants on NAS-CC. **Classes are FREE OF CHARGE. Bring a mat and weight lifting gloves.**

**All classes will be held in the E-Street Gym in the boxing room. POC LaShaun Chappell, [lashaun.d.chappell.civ@mail.mil](mailto:lashaun.d.chappell.civ@mail.mil)**

## MORALE, WELFARE & RECREATION

### Youth Basketball League

Registration Deadline: December 21, 2012  
 Register at Youth & Teen Center, Building 1756  
 Season Begins: January 26, 2013  
 Registration Fee: \$50 per player  
 Ages 5–12

Youth ages 5–12 are invited to participate in the 2013 Youth Basketball League. Registration deadline is December 21, 2012. The season will start January 26, 2013. Cost is \$50 per player, which includes T-shirt, 6 weeks of play, and practice one night a week and a medal at the end of season. Birth certificates are required at the time of registration. Registration will not be processed until payment has been received and birth certificates have been submitted. A free required parents meeting/training will be held on Saturday, January 12, 2013 from 10 am until 11 am. This training is the Parents Association for Youth Sports (PAYS) and the certificate of training is good for one year. If you cannot attend the class, it can be taken online at <http://paysonline.nays.org/>. Cost is \$6 per family. Dependents of active duty military, DoD civilians and contractors working at NAS Corpus Christi are eligible to participate. Volunteer coaches are needed. If interested please contact the Youth Activities Center. A coaches training/meeting will be held on Tuesday, January 15, 2013 from 6 pm to 9 pm and Thursday, January 17, 2013. Both trainings will be at the Youth & Teen Center and attendance to both sessions is mandatory. Volunteer coaches must have current CPR & First Aid Certification. A CPR & First Aid certification class will be held on Saturday, January 19, 2013 from 9 am until 1 pm. For more information, please call 961-2355.

For more information contact ITT Office at 961.3961. You can also visit the MWR Facebook page @ <https://www.facebook.com/mwrcorpuschristi> for more events this month.



PHOTOS BY AUDREY GOSSETT



*CCAD Black Belt, John Herzer holding an inlet guide vane for the T700 engine.*



# Against All Odds

One man's journey of faith, hope and the understanding of what is truly important.

*BY JAMESON CARDENAS*



# In the entire Department of the Army, 47% of those who go through Black Belt training are actually certified.

The results are similar here at the Corpus Christi Army Depot, as 33% of its population are certified Black Belts after going through the training. Less than 1% of CCAD are currently certified.

Black Belts are basically “super analysts” that identify opportunities for improvement with applied statistical tools to determine what the data tells about that opportunity improvement. These programs, from Yellow Belts to Black Belts, directly correlate to the depot’s Lean Six Sigma certification. It is these change agents, process innovations and efficiencies that are the backbones for any company that looks to be successful over extensive periods of time in the world of business.

Richard Alvarado, Master Black Belt of CCAD, elaborates: “Having the Black Belts embedded in each directorate really helps that director to identify those areas of opportunity where we can actually save in cost, improve our delivery and also improve our quality, decreasing defects.”

A CCAD employee who recently went through this training is John Herzer, a Management Analyst for the Directorate of Engine Production. His Lean Six Sigma Black Belt project was for the inlet guide vanes for the T700 engine line.

These objects resemble kitchen shutters: they let the air in and out of the engines. He was informed of a high defect rate with this product. With this high defect rate, the cost issue is undeniable and complicates having the necessary parts to assemble the engine.

Along with his team of engineers, equipment specialists, a representative from the Research and Development Center (RDEC) and subject matter experts, studies were done to determine the soundness of the then-current process and its effectiveness, analyzing the product’s path through the numerous shops. A pilot program was implemented after the proper measures had been adhered to.

In this new process, the inlet guide vane’s defect rate came down to 3.5% and found \$828,000 in cost avoidance. “We maintain, sustain, and can feel the gain as we call it,” said Herzer.

This fiscal responsibility and operational improvement is definitely an honored feat, especially in the light of the difficulty and rarity of achieving a Black Belt certification at the end of it all. However, the greater feat is what Herzer overcame while this project was ongoing.

**“At the age of 43, I was diagnosed with squamous-cell carcinoma...I have cancer,”**

said Herzer. What had started out as a lump in his neck, thought of as a sinus infection, Herzer had a sonogram and MRIs done.

**He was told there was a 99% chance that it was noncancerous. The lump was removed, and the test results came back as otherwise.**



**CCAD was experiencing a 95% scrap rate with these particular guide vanes.**

“The internal burning- it’s a lot like being out in the sun getting sun burnt but from the inside out. I joke around and say it’s like putting your head in a microwave and turning it on and you’re cooking from the inside out,” said Herzer. He finished treatment in June.

Herzer returned to work, despite still feeling the ill-effects of the cancer like altered taste buds and considerable weakness. Feeling about 2–5% better a week, Herzer gave praise to his coworkers, or his “family here at work”, for providing phone calls and support through his journey. They ensured that safety accommodations were made for John while in the work environment, especially with the pain centrally located in his neck.

Herzer explained it was a journey of faith, hope and the understanding of what was important, a matter of staying focused.

“That’s what really helped me about coming back to work and finishing up this project was the fact that I had something to do and something that is important,” said Herzer. “The importance of Black Belt training, Yellow Belt, Green Belt, as well as just having general knowledge in the workplace...is real important. It’s important that we ensure that we put out a quality product on time and at a good cost to the customer, whether it is to that Soldier or that Sailor out there.”

Even as Herzer was ill, he helped Green Belt and Black Belt candidates as well as guiding four people to receiving their Yellow Belt certifications.

“If you can get involved in a Six Sigma project, take the plunge...there’s always someone to help you out,” said Herzer. “Don’t get discouraged. There’s plenty of people out there that will coach and mentor.”

**“It’s important that we ensure that we put out a quality product on time and at a good cost to the customer.”**

—John Herzer



# Awards AROUND THE Depot

Photos by  
Ervey Martinez &  
Kiana Allen



**Commander's Coin-Luther Jones Symposium  
Deputy Commander Kresten Cook**  
Christina Cavazos, Johnny Contreras, Natalie Flores,  
Ernest Forney, Harold Hoffmaster, Al Mirelez, Minda  
Perez, Ruben Rivera, Kathi Rodriguez, Gilbert Uribe,  
Chris Zuyus and Daphne Martin-Contract Employee



**Green Belt Training**  
(left to right): Kelley B. Cobb, David Rodriguez, Guada-  
lupe Alvarado, Jennifer Gonzales, Robert Kunicki and  
Richard Alvarado



**Green Belt Certificate**  
Deputy Commander  
William Braddy  
Rosetta Rojas



**Award for Civilian Service**  
Deputy Commander  
William Braddy  
Candice Santos



**Length of Service Recognition**  
Presented by Jamie Felgenhauer,  
Recap Division Chief  
(left to right) Astrid Hopkins-10 years, Brent Newton- 5 years, Marc Medallin-10 years



**Length of Service Recognition**  
Presented by Jamie Felgenhauer,  
Recap Division Chief  
(left to right) Michael Trautman-10 Years, Armando Valdez-10 years



**Aviation Safety Award of Merit**  
**Col. Christopher B. Carlile**

(left to right) DAC Mark LaPorta, DAC Mark Gentry, CW2 Trina Moreno



**Yellow Belt Certification**  
**Col. Christopher B. Carlile**

(left to right) Jesse Alvarez, Beverly Berryhill, David Dodson, Gene Morin



**Certificate of Appreciation**  
**Col. Christopher B. Carlile**

(left to right) Leonard Cantu, John Longoria



**Black Belt Certification**  
**Col. Christopher B. Carlile**

John Herzer

**On the Spot Cash Award**  
**Col. Christopher B. Carlile**

Tina Shaffer





The Corpus Christi IceRays pose on an HH-60 Pave Hawk after passing out ticket vouchers for the Military Appreciation Game.

## Local Hockey Team Breaks the Ice at Corpus Christi Army Depot

*By Jaclyn Nix*

*Photos by Ervey Martinez*

The Corpus Christi IceRays paid a special visit to the Corpus Christi Army Depot (CCAD) on November 14, 2012.

Approximately twenty-two members of the hockey team dropped in to promote Military Appreciation Night on November 17, against the Fairbanks Ice Dogs.

They kicked off their depot tour by meeting with CCAD leaders and directors before making their way through the hallways and hangars thanking artisans, support personnel, veterans and their families with vouchers to the upcoming game.

"In order to give back to the military and the service they provide for our country, it's very important for these players and young men to get the understanding and appreciation, but to also go through that experience," said Justin Quenneville, IceRays Head Coach and Director of Hockey Operations.

"I think everyone in the country should rally behind our troops," said Pat Dunn, IceRays General Manager. "This is the only thing that we can do in return for all their hard work and keeping us safe."

“Our [hockey] players get the opportunity to give back, shake [veterans’] hands, and give them some tickets to let loose and enjoy themselves,” said Quenneville.

The IceRays got a firsthand look at the production and maintenance done behind the scenes in the best kept secret in Army Aviation.

In front of a packed house of cheering hockey fans, Col. Christopher Carlile, CCAD Commander dropped the puck to kick off the big game at the American Bank Center.

“It’s quite an honor to have him come to the game and drop the puck,” said Dunn.

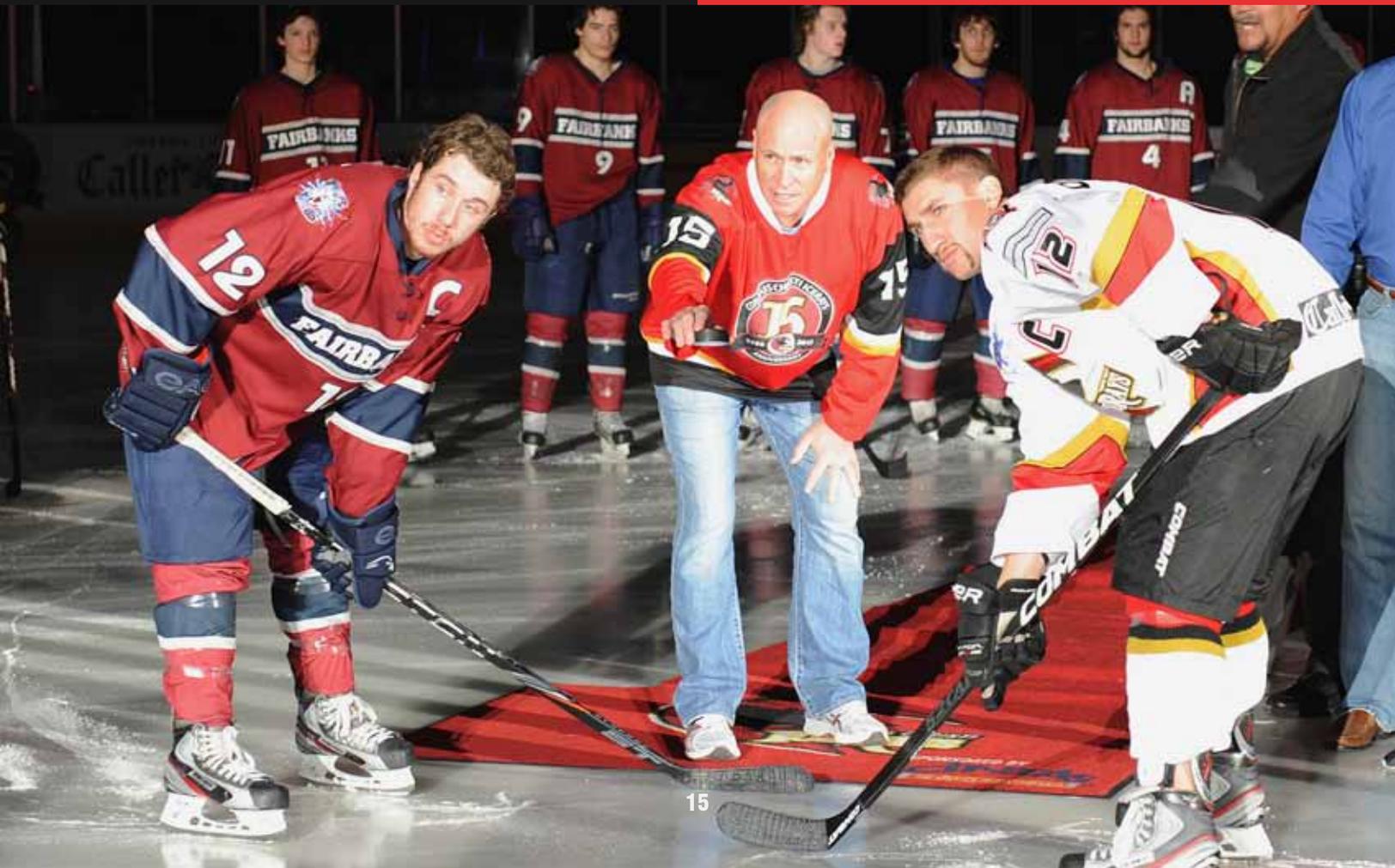
“It’s cool and funny that they were applauding us when really we should be applauding [you],” said Ryan Chiasson, IceRays Defenseman.

The IceRays are a Junior A ice hockey team in the North American Hockey League. The team hopes to host an annual Military Appreciation Night to make sure CCAD’s staunchest hockey fans get a seat. ■



Below: Col. Christopher B. Carlile drops the puck at the Military Appreciation IceRays Game.

Above: The IceRays hockey team passes out ticket vouchers to CCAD employees for the Military Appreciation game.



# UH-60 Hangar 46

## *Renovated Hangar Welcomes Increasing Black Hawk Workload*

BY JACLYN NIX & BRIGITTE ROX

PHOTOS BY KIANA ALLEN AND ERVEY MARTINEZ



CCAD employees work on infrastructure for the Hangar 46 renovation for the UH-60 recap program.

Right when the media would have you believing that budget cuts and the end to a lengthy war would reduce work for the military, the Corpus Christi Army Depot (CCAD) is gearing up for another productive year.

The joint service helicopter maintenance facility celebrated the move of one of its most active production lines to a larger, more modernized building, November 20.

With more than 2,000 units in the Army fleet, the UH-60 Black Hawk is the workhorse in the sky for Army. CCAD sustains every helicopter in the fleet through a recapitalization (recap) process—a program that takes older models of Black Hawks and modernizes them with more power and the latest technologies and capabilities.

When Black Hawks arrive at the depot's Hangar 43, they are typically worn down from intensive use on the field and are in need of structural improvements, strength and modification to coincide with the ten year life expansion it needs to prolong the fleet.

CCAD is the only facility in the Army's organic industrial base that can produce as many recapped UH-60s as it does, but as a tenant of a naval facility with limited real estate, CCAD's helicopter production is at the mercy of its already existing facilities.

"Hangar 43 was very cramped," said Jamie Felgenhauer, UH-60 Recap Division Chief, of the original hangar. CCAD could only fit so many aircraft under its roof. This created many challenges to the aircraft artisans who struggled to meet production goals. Their workspace was uncomfortably tight due to the sheer number of aircraft housed there.

In the past, it was said that the depot would not have the capabilities to produce 48 UH-60s until 2015, yet CCAD achieved that in 2011 and went on to produce 50 more in 2012.

Now with the challenge to produce even more, depot leaders had to look at resources they already had. They found an opportunity three hangars down at Hangar 46.



1. Hangar 43 sits empty after the move of the UH-60 recap program to Hangar 46
2. The floor of Hangar 43 is in renovation for the UH-60 recap program.
3. Renovated Hangar 46 begins receiving the transfer of UH-60 recaps from Hangar 43.

By moving its electrical and structural phases into a larger, technologically advanced and user-friendly hangar the move from Hangar 43 to 46 allows CCAD artisans to produce even more aircraft year after year.

The renovated hangar is also significantly safer for the aircraft and our artisans.

“Hangar 46 is a very nice, upgraded facility,” said Felgenhauer. “If anybody has an opportunity to come take a look at this hangar they should because this is what a structural hangar should be set up to look like.”

Hangar 46 will not only increase production for the Black Hawk fleet, but it also achieves a better flow from one workstation to the next. The renovation came equipped with a new elevator and office space to house the temporary duty and quality control teams, allowing for

smoother sailing toward their production goals through proximity. “It is a definite advantage to us, the way the hangar is set up and the way things are going,” said Jeremy Martin, Sheet Metal Mechanic. “It’s geared toward the mechanic and readily accessible for us to get the job done.”

“I think it is an encouragement to me and those around me getting the attention we need now with the newer building. We can put out more aircraft and it gives us what we need to get our work done,” said Martin.

Col. Carlile, CCAD Commander told a group of employees during Hangar 46’s ribbon-cutting ceremony, “You all are doing a great job and great work. Thank you for all you have done! I need you to find everything you can to do things better, faster and cost-effective because there is more work to come.” ■





# Tips to Manage Stress

## submitted by Safety Office

image courtesy of thinkquest.org

### What Are the Warning Signs of Stress?

Chronic stress can wear down the body's natural defenses, leading to a variety of physical symptoms, including:

- Dizziness or a general feeling of "being out of it"
- General aches and pains
- Grinding teeth, clenched jaw
- Headaches
- Indigestion or acid reflux symptoms
- Increase in or loss of appetite
- Muscle tension in neck, face or shoulders
- Problems sleeping
- Racing heart
- Cold and sweaty palms
- Tiredness, exhaustion
- Trembling/shaking
- Weight gain or loss
- Upset stomach, diarrhea
- Sexual difficulties
- Irritability, impatience, forgetfulness

Stress is a part of life, a normal response to demands either emotional, intellectual, or physical. It can be positive if it keeps us alert, motivated, and ready to avoid danger. It can be negative if it becomes chronic, increasing the risk of diseases like depression, heart disease and a variety of other problems.

Managing stress is important to your health. And it isn't so very difficult to do.

### How Does Stress Affect Health?

The body's autonomic nervous system has a built-in stress response that causes physiological changes to allow the body to combat stressful situations. This stress response, also known as the "fight or flight response," is activated in case of an emergency. However, this response can become chronically activated during prolonged periods of stress, which can cause wear and tear on the body—both physical and emotional.

Stress that continues without relief can lead to a condition called distress—a negative stress reaction. Distress can disturb the body's internal balance or equilibrium, leading to physical symptoms such as headaches, an upset stomach, elevated blood pressure, chest pain, sexual dysfunction, and problems sleeping. Emotional problems can also result from distress. These problems include depression, panic attacks, or other forms of anxiety and worry. Research suggests that stress also can bring on or worsen certain symptoms or diseases. Stress is linked to six of the leading causes of death: heart disease, cancer, lung ailments, accidents, cirrhosis of the liver, and suicide.

Stress also becomes harmful when people engage in the compulsive use of substances or behaviors to try to relieve their stress. These substances or behaviors may include food, alcohol, tobacco, drugs, gambling, sex, shopping, and the Internet. Rather than relieving the stress and returning the body to a relaxed state, these substances and compulsive behaviors tend to keep the body in a stressed state causing more problems. The distressed person becomes trapped in a vicious circle.

### Tips for Reducing Stress

People can learn to manage stress and lead happier, healthier lives. Here are some tips to help you keep stress at bay:

- Keep a positive attitude.
- Accept that there are events that you cannot control.
- Be assertive instead of aggressive. Assert your feelings, opinions, or beliefs instead of becoming angry, defensive, or passive.
- Learn and practice relaxation techniques; try meditation, yoga, or tai-chi.
- Exercise regularly. Your body can fight stress better when it is fit.
- Eat healthy, well-balanced meals.
- Learn to manage your time more effectively.
- Set limits appropriately and say no to requests that would create excessive stress in your life.
- Make time for hobbies and interests.
- Get enough rest and sleep. Your body needs time to recover from stressful events.
- Don't rely on alcohol, drugs, or food to reduce stress. Ease up on caffeine, too.
- Seek out social support. Spend enough time with those you love.
- Seek treatment with a psychologist or other mental health professional trained in stress management or biofeedback techniques to learn more healthy ways of dealing with the stress in your life.

(<http://www.webmd.com/balance/guide/tips-to-control-stress>)

# Making the Holidays More Positive

submitted by ASAP office



Holidays are joyful times of festive celebrations with family and friends. And yet for many, that image is far from reality. Loss, loneliness, and nostalgia can make holidays difficult for many people. Some people dread the holidays in secret, and they feel guilty about it.

## So, What Gives?

The very thought of the holiday season can send many into a funk. Why? Holidays are often filled with memories that become glorified as time passes, linked to loved ones who are no longer in your life. Divorce, death and distance are especially painful at this time. If you feel the holidays bearing down on you, you need to plan ahead.

## Quick Quiz

Take the following quiz to see if you could fall victim to the holiday blues. If you answer “yes” to any of the questions, you may need the following tips.

— Does the thought of holiday celebrations and customs make you feel sad instead of excited?

— Do you lack a support system to help you thrive instead of just surviving the holidays?

— Will you more likely experience stress and depression rather than a memorable holiday period?

## Ten Steps

### 1 Set Realistic Expectations.

Most holiday depression is caused by unrealistic expectations. Will you be the receiver of holiday joy or the giver? Plan how to achieve that goal and keep your expectations in mind, no matter what image is promoted by the media.

**2 Set a Budget.** How much money will you devote to this holiday? Avoid going into debt that might make you feel guilty and depressed. Plan, shop sales, compromise and stick to your budget.

**3 Avoid Hectic Schedules.** Get enough rest. Sit down with family and discuss your calendar. Choose and eliminate. Buy treats within budget instead of always baking and making.

**4 Regroup and Revitalize.** Set aside time for your favorite holiday story or movie. Create your own holiday environment, one with new traditions that will sustain, nurture and calm you. Turn on lots of lights to fight the shorter days that can prompt the blues.

**5 Make Plans. Get Structure!** Check the newspaper for house walks and community songfests. Plan your own party. Include those who've lost spouses or whose families are far away. Plan a fun post-holiday activity to look forward to later.

**6 Avoid Family Differences.** Heal past hurts through forgiveness or “letting go.” Share fun stories of family members now gone. Build an oral history to pass down with love and appreciation.

**7 Help Those Less Fortunate.** Visit a nursing home or help a less fortunate family. Volunteer at a shelter or soup kitchen. Make a list of blessings. Include challenges that may have built new strengths.

**8 Cultivate Spirituality.** Recognize and explore your spiritual beliefs during this season. Honor your customs and the beliefs behind them. Share and discuss them with family and friends.

**9 Avoid Excesses.** Don't eat or drink too much. Practice moderation with holiday favorites. Stick with a healthy, high protein diet. Keep your blood sugar stable to avoid mood swings.

**10 What the EAP Can Do.** If these tips don't help you feel better about the anticipated stress brought about by the holiday season, the EAP can help. The EAP will help you tackle the holiday blues and the empty feelings that you might be facing during this time of year. You don't have to suffer in silence or alone. Although you may see and hear the excitement of others, we know that it may not be that way for you. Together we will help you devise a personal plan to cope with the present. We'll help you capture the energy and excitement of the future as you face the coming New Year.

# The Recruiter



*CCAD Recruiter Israel Talamantez provides a potential applicant information about the depot and job opportunities at the depot.*

## Israel Talamantez Targets CCAD's Hard-to-Fill Positions

*by Jameson Cardenas, photos by Ervey Martinez*

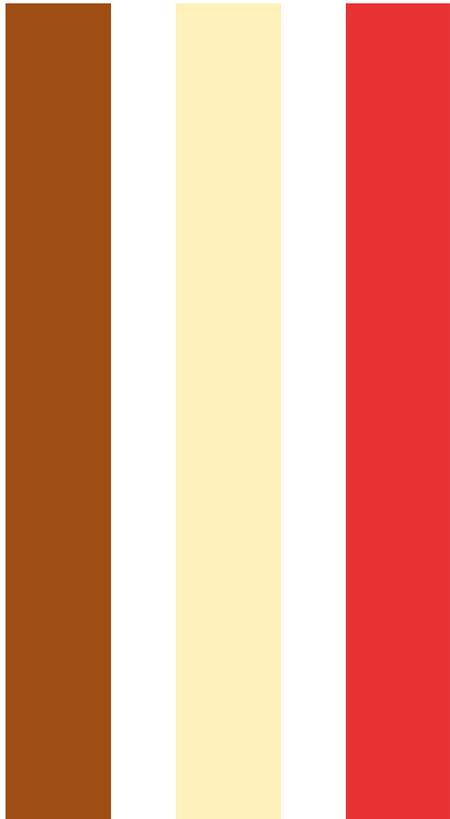
As the Former Command Sergeant Major of U.S. Army Accessions Command, Israel Talamantez has 22 years of recruiting skills that he brings to the Corpus Christi Army Depot (CCAD) as its new recruiter.

Working in the Directorate of Workforce Management, Talamantez hopes to bridge the gap between the depot and prospective skilled employees, including veterans, occupational and vocational students and graduate students.

These efforts are aided with numerous government programs like the Pathways Program for college students and graduates and the Army Career and Alumni Program (ACAP) for veterans. These programs are aimed at better staffing the federal workforce, which has been at a disadvantage in hiring when compared to the private sector. This is largely due, in part, to miseducation in what government programs offer and a lack of opportunity awareness amongst job-seekers.

Marc Escamilla, President of Del Mar College, visited CCAD on October 30<sup>th</sup> to tour the facilities. In light of the visit, the connection between the depot and college campuses abundant with skilled potential workers is of no question.

Talamantez explained that there were two reasons for the visit by President Escamilla: to explore the functionality and capabilities of the depot, and to also explore what other opportunities and partnerships can be had with Del Mar College and the depot for future hires.



“We came up with a few initiatives on how we can hire folks from Del Mar College, or at least take their applications for future hires,” said Talamantez. “Having a consistent presence at the campuses will reinforce to the students that we’re still hiring, and to keep us at the forefront of their minds as they determine where they’re going to work after they graduate college.”

Bringing veterans to CCAD is also a clear, major initiative.

“Hiring a veteran has many, many benefits. For one, they’re proven leaders. They’re certified in their craft and they’re highly trainable. A lot of these folks have been battle-tested in Iraq and Afghanistan, so they’re used to operating at a high operational tempo. It’s a win-win for the depot,” said Talamantez.

Veterans will continue to serve their country as a Department of the Army (DA) civilian, just as many of CCAD’s own artisans and support personnel are doing. This increased effort to bring on more of our servicemen and women will decrease the veteran unemployment rate for post 9/11 veterans, which is currently more than 10 percent.

Programs like Employee Partnership Initiative (EPI), Army Partnership for Youth Success (Army PaYS) and ACAP help veterans prepare for the transition to civilian life. They offer assistance for job hunts, resume writing and job interviews.

“[Finding jobs] is what we really want to do with today’s veterans for serving their country in two very prolonged wars in Iraq and Afghanistan,” said Talamantez.

***“People waited as long as 30 minutes in line just to speak with me about opportunities at CCAD.”***



*CCAD Recruiter Israel Talamantez speaks with a potential applicant about job opportunities at the depot.*

***“...we are the employer of choice for the Coastal Bend.”***

In the effort of branching out to our local veterans, Talamantez manned CCAD’s booth at a recruiting event at the Red, White, and You Veteran’s Job Fair on November 14th, hosted at the Sunrise Mall in Corpus Christi, TX.

“When veterans at the job fair were told that the depot had a representative there, they immediately began to form a line,” said Talamantez. “For the five hours that I was there, our line was never less than 10 deep. To me, this reaffirmed what we, at the depot already know: we are the employer of choice for the Coastal Bend.”

Talamantez went on to explain that this is so for two primary reasons, among many. First, CCAD has an important mission for our country and Defense. Secondly, CCAD is unique amongst DoD installations as a forward-minded operation with a progressive corporate culture.

“People waited as long as 30 minutes in line just to speak with me about opportunities at CCAD. This means that we are doing the right things at CCAD and great people want to join our team,” said Talamantez.

“I was proud to be the depot’s representative at the job fair and it was an honor for me to speak with so many veterans that so valiantly served our country during a time of persistent conflict.”

For more information on careers in government, visit the Office of Personnel Management’s website, [OPM.gov](https://www.opm.gov) or the Federal Government’s official Job Site @ [USAJOBS.gov](https://www.usajobs.gov).

# Profiles IN Professionalism



## **Danney Boren** IT Specialist

### **Where is your hometown?**

Hot Springs, Arkansas

### **Can you give me a brief job description?**

I serve as an Information Technology Specialist in the Customer Support Branch performing a wide range of technical tasks to configure, troubleshoot, and repair CCAD office automation equipment, peripheral, and software, including providing technical support for 5,000 plus users utilizing automated tools to resolve technical end-user problems. In short, I help customers with their computer and software problems.

### **What has been your greatest CCAD achievement?**

Making people happy and helping them with their computers.

### **Who has been your biggest influence at CCAD?**

My family and friends.

### **What do you enjoy most about working at CCAD?**

My co-workers—they are always willing to help each other.

# CCAD



## THE **AIRCRAFTSMAN**

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