

# A Celebration of DCMA's Greatest Resource

Annual Awards Presented at Commanders' Conference



by Ms. Katherine Crawford, Staff Writer

**A**t the DCMA Commanders' Conference in San Diego, Calif., November 17, 2004, 28 individuals and two teams from DCMA received awards for their outstanding contributions to the Agency. Maj. Gen. Darryl A. Scott, DCMA director, and Mrs. Sallie H. Flavin, DCMA deputy director, hosted the awards ceremony.

The evening was dedicated to employees and honored those who have demonstrated outstanding technical expertise and dedication to customer service, thereby helping DCMA to be a leader in acquisition excellence. In the words of Maj. Gen. Scott, "As DCMA continues to enable the Warriors to win, let us not forget the importance and strength of our people — DCMA's greatest resource...this [is a] celebration of great people doing great things." Mrs. Flavin emphasized the importance of distinguishing those who have made exceptional contributions as a way of ensuring DCMA's future success.



She asserted, "As DCMA faces many challenges, one of the keys to our future success is actively identifying, sharing and rewarding performance that shows a commitment to our core values — *One Team of Indispensable Partners, Keeping the Promise.*"

The excellence of DCMA's employees, recognized at this ceremony, is a testament not only to their personal accomplishments but also to the strength of the Agency as a whole. Their success is an extension and a reflection of the hard work and contributions of all DCMA employees.

## Outstanding DCMA Personnel of the Year Awards

### • Mr. Robert J. Ascolillo Jr.

*Logistics Management Specialist  
DCMA Aircraft Propulsion  
Operations GE Lynn*

Mr. Ascolillo is a member of the F414/F404 Program Support Team for the engines that



**(Above)** U.S. Air Force Maj. Gen. Darryl A. Scott, U.S. Air Force.

**(Bottom from left)** Mr. Robert J. Ascolillo Jr., DCMA Aircraft Propulsion Operations GE Lynn; Ms. Julie A. Dail, DCMA Dallas; and Ms. Pamela Gouldsberry, DCMA Virginia.

power the Navy's F/A-18 aircraft, and from December 2003 through July 2004 he served as acting program integrator. He performed both roles exceptionally and contributed significantly toward the achievement of customer and DCMA objectives.

• **Ms. Julie A. Dail**

*Supervisory Contract Administrator  
DCMA Dallas*

Ms. Dail supervises business team members at Raytheon's McKinney, Texas, office. Her proactive management techniques, strong belief in teamwork and effective leadership skills have enabled her to create a productive, efficient and harmonious team that consistently meets DCMA performance objectives and serves its many customers well.

• **Ms. Pamela Gouldsberry**

*Contract Operations Group Chief  
DCMA Virginia*

From June 2003 through July 2004, Ms. Gouldsberry was instrumental to her office's achievement of many performance goals, including closing 846 "Wynne List" contracts and ensuring that over 92% of expiring funds were not canceled. She also improved DCMA Virginia's delay notice coverage from 53% to nearly 100%.

• **Mr. Kenneth R. Hammond**

*Administrative Officer  
DCMA Pacific — Japan*

Mr. Hammond has made significant, long-lasting contributions to DCMA Pacific's organizational effectiveness. His most notable achievements are in the areas of human

resource management, where he developed and implemented a succession planning system; performance-based management (PBM); and the mission support office, where he designed a customer-centered, outcome-based system.

• **Mr. David D. Hulbert**

*Manager, Business and Industry  
DCMA Pacific — Korea*

During a period of substantial growth, Mr. Hulbert vastly improved customer relations by developing a program that increased customer confidence and resulted in a workload growth of 80%. He has also created a PBM system that is fully integrated into efforts regarding customer relations, risk management and self-assessment.

• **Mr. Jack D. Olson**

*Attorney Advisor  
DCMA St. Louis*

Mr. Olson, an attorney with significant experience in acquisition, volunteered for deployment to Iraq. As a member of the Coalition Provisional Authority's Oil-for-Food transition team, he dealt with complex contract management issues and personally negotiated the transfer of \$200 million in major electricity and telecommunications sector contracts.

• **Ms. Susan A. Ortner**

*Traffic Manager (Transportation Officer)  
DCMA Orlando*

As a technical team leader, Ms. Ortner has been responsible for the team's performance and for providing technical advice, guidance and support to hundreds of Department of Defense (DoD) contracts and several buying



**(From left)** Mr. Kenneth R. Hammond, DCMA Pacific — Japan; Mr. David D. Hulbert, DCMA Pacific — Korea; Mr. Jack D. Olson, DCMA St. Louis; and Ms. Susan A. Ortner, DCMA Orlando.

commands. Ms. Ortner has been innovative in anticipating, planning and reacting to changes to her traditional transportation duties.

- **Mr. Don Peterson**

*Supervisory Program Analyst  
PLAS Program Office, Business  
Information Center*

Mr. Peterson serves as chief of the Performance Labor Accounting System (PLAS) and steward of DCMA's PLAS system, which accounts for labor by specific cost objective. Mr. Peterson and his staff have successfully predicted outcomes based on both maintenance of current workload levels and on prospective behavior-driven changes to business rules.

- **Mr. William Rosenberry**

*Quality Assurance Representative  
DCMA Central Pennsylvania*

Mr. Rosenberry goes to extraordinary lengths to protect the interests of DCMA's customers. For example, when a contractor moved the location of its factory, Mr. Rosenberry eased the transition. As a result, the contractor's performance has steadily improved, complaints have dissipated and customer representatives have been highly complimentary.

- **Mr. Sammy Joe Shaw**

*Technical Lead Quality Assurance  
DCMA Pacific — Japan*

Mr. Shaw is responsible for each aircraft that leaves the contractor's facility. He has overseen quality assurance on more than 13,450 individual, over-and-above maintenance actions, achieving a cost avoidance for the

customer exceeding \$620,000. He has also led the execution of over 2,500 quality audits.

- **Ms. Pam Tsusaki**

*Secretary  
DCMA Chicago*

Ms. Tsusaki is secretary to the deputy commander and the CMO contact for human resources, public affairs, the health benefits fair and awards programs. She is also president of the social committee and a recurring keyperson for the Combined Federal Campaign and Federal Executive Board's Employee of the Year program.

- **Ms. Betty Wilson**

*Program Analyst  
DCMA West — FBL*

Ms. Wilson is team lead for the daily operations of payroll and accounting. She was a key participant in the development of the DCMA Automated Time Attendance and Production System Graphical User Interface Concept of Operation and proactively planned and successfully implemented the system for live operation throughout DCMA West.

### **Herbert W. Homer Team Performance Award**

The Annual Herbert W. Homer Team Performance Award is presented in honor of Mr. Homer, who died aboard United Flight 175 at the World Trade Center on September 11, 2001. Throughout his entire career at DCMA, Mr. Homer was dedicated to improving efficiency, lowering costs and providing outstanding customer service. The DCMA team selected for this award exemplifies these high standards.



**(From left)** Mr. Don Peterson, PLAS Program Office, Business Information Center; Mr. William Rosenberry, DCMA Central Pennsylvania; Mr. Sammy Joe Shaw, DCMA Pacific — Japan; Ms. Pam Tsusaki, DCMA Chicago; Ms. Betty Wilson, DCMA West — FBL.



DCMA Pacific developed a PBM system with an infrastructure focused on customer and organization mission analysis; outcome assessment and evaluation; and PBM actions. The hardworking DCMA Pacific team is continually refining the system to better support the needs of its customers. Its efforts significantly improved customer relations, outcomes and measures.

*Performance-Based Management Team,  
DCMA Pacific*

**DCMA Team Performance Award**

- |  |  |
|--|--|
| Ms. Rhonda Miller                                    | Ms. Susan Hogge                                |
| Ms. Lonnie<br>Klinkenberg                            | Mr. Larry Pigg                                 |
| Ms. JoAnn<br>DeOcampo                                | Ms. Terry Firmani                              |
| Mr. Rudy Valdez                                      | Ms. Susan Etienne                              |
| Mr. Kenneth<br>Hammond                               | Ms. Jeni Chung                                 |
| Lt. Col. David<br>Bethany,<br>U.S. Air Force         | Cmdr. Brian Fazzone,<br>U.S. Navy              |
| Senior Master Sgt.<br>Seth McKeel,<br>U.S. Air Force | Mr. Bill Pearson                               |
| Senior Master Sgt.<br>Joseph Beal,<br>U.S. Air Force | Mr. David Hulbert                              |
| Ms. Ana Brucelas                                     | Lt. Col. Stan<br>VanderWerf,<br>U.S. Air Force |
| Capt. Gary Wellman,<br>U.S. Air Force                | Capt. Jason Voorheis,<br>U.S. Air Force        |
| Ms. Margo Bell                                       | Ms. Young Chong                                |
| Lt. Col. Dempsey<br>Hackett,<br>U.S. Air Force       | Mr. John Hipple                                |
| Mr. Michael Harsha                                   | Mr. Terry Jarvis                               |
|  | Mr. Haskel Ward                                |
|  | Mr. Richard<br>Chumbley                        |
|  | Mr. Sam Shaw                                   |
|  | Mr. Hon Mu Pak                                 |
|  | Mr. Grant Walker                               |
|  | Mr. Randolph Kami                              |

This team's objective was to combine the efforts of DCMA and Northrop Grumman to develop sub-processes that would be required to closeout

contracts. Working with personnel from both organizations, the team used lean techniques on the closeout process to eliminate redundancy and duplication. The process is used for the duration of a contract, beginning with a contract award and ending when the contract is removed from Mechanization of Contract Administration Services (MOCAS), Section 9. The team's efforts resulted in a cohesive group of government and industry personnel from various functional specialties and improved closeout timeliness, from 20% to 100%. Successful practices have been exported to other Northrop Grumman sites and to DCMA.

*Contract Closeout/Canceling Funds Team,  
DCMA Northrop Grumman Melbourne*

- |                        |                    |
|------------------------|--------------------|
| Ms. Amanda<br>McKeever | Mr. Ralph Houseman |
| Ms. Diana Cameron      | Mr. Scott Souliere |
|                        | Mr. James Smelser  |

*Industry Team Members, DCMA Northrop  
Grumman Melbourne*

- |                          |                  |
|--------------------------|------------------|
| Mr. Art Hudson           | Mr. George Zoll  |
| Mr. Jack Lynch           | Mr. Tony Alenci  |
| Mr. Robert<br>Konczynski | Ms. Donah Morgan |
|                          | Ms. Susan Schulz |

*Industry Team Members, DCMA Northrop  
Grumman Ohio*

- |                     |                 |
|---------------------|-----------------|
| Ms. Jan Wilhelm     | Ms. Judy Warner |
| Ms. Alice Halvorsen |                 |

*Electronic Systems Center, DCMA Northrop  
Grumman Ohio*

- |                                 |                    |
|---------------------------------|--------------------|
| Ms. Gloria Bunnell              | Ms. Mary Cannon    |
| Ms. Rita Jones                  | Mr. Brian Humphrey |
| Ms. Deborah Bailey              | Ms. Sheryl Smith   |
| Ms. Deborah Miller-<br>Caldwell | Ms. Sue Leoney     |
| Ms. Debra Green                 | Mr. Ken Frische    |
| Mr. Rick Worrall                | Mr. John Thomson   |
|                                 | Mr. Bob Gustavson  |

**(Above - from left)** Members of DCMA Pacific's Performance-Based Management Team: Mr. Randolph Kami, Lt. Col. David Bethany, Ms. Rhonda Miller, Mr. Larry Pigg, Cmdr. Brian Fazzone, Lt. Col. Dempsey Hackett and Lt. Col. Stan VanderWerf.



**DCMA EEO Activity of the Year**

*DCMA East*

Accepting the award for DCMA East was Ms. Kimberly Appleton, EEO director, DCMA District East.

DCMA East has demonstrated outstanding performance in support of the DCMA Equal Employment Opportunity (EEO) Program's objectives. DCMA East implemented a plan to revitalize the Special Emphasis Program (SEP), an integral part of the EEO Program throughout the District. The EEO Office solicited nominations from the field for individuals to serve as special emphasis program coordinators (SEPCs) and provided posters and resource information to field offices in support of SEP recognition events. The recruiting effort resulted in 60 individuals being designated as SEPCs. DCMA East continues to support the Workforce Recruitment Program's efforts to hire college students with disabilities.

**Outstanding DCMA Employee with Disabilities**

*Ms. Kimberly Ann Burks*

*Management Support Office Clerk/Receptionist  
DCMA Lockheed Martin Fort Worth*

Ms. Burks has been an inspiration to all who work with her. Despite her physical challenges, she takes on new responsibilities without hesitation and

with an eagerness to learn. Ms. Burks goes well beyond what is expected of her, which is indicative of her courage and initiative. She is a type of goodwill ambassador and has touched many lives with her caring attitude and desire to achieve.

**Achievement in Equal Employment Opportunity by a Non-Line Manager**

*Ms. La Tanya Kelley*

*Quality Assurance Specialist  
DCMA Lockheed Martin Fort Worth*

Ms. Kelley's expertise, proactive attitude and outstanding performances as a quality assurance specialist and president of both the Federal Women's Program Council and Federally Employed Women's Council have significantly improved the EEO arena. Her commitment to achieve the goals of the EEO Affirmative Action Plan by fully integrating the workforce and her involvement with the EEO Council have resulted in greater involvement and better understanding for all groups concerned.

**Achievement in Equal Employment by a Line Manager**

*Col. Eric C. Weber, U.S. Marine Corps  
Commander*

*DCMA Boeing St. Louis*

Under Col. Weber's leadership, DCMA Boeing St. Louis substantially increased the visibility of its



**(Above)** Members of DCMA Northrop Grumman Melbourne Contract Closeout/Canceling Funds Team.  
**(Bottom from left)** Ms. Kimberly Appleton, accepting the EEO Activity of the Year award on behalf of DCMA District East; Ms. Kimberly Ann Burks, DCMA Lockheed Martin Fort Worth; and Ms. La Tanya Kelley, DCMA Lockheed Martin Fort Worth.

EEOs by increasing minority representation by 5% and entering into a student career experience program (SCEP) agreement with an Historically Black College and University (HBCU). This is the only such agreement in DCMA West. Col. Weber's actions have ensured that DCMA Boeing St. Louis' efforts with HBCUs are institutionalized and will remain in place well into the future.

### DCMA Heritage Awards

In August 2003, a new recognition program, the DCMA Core Values, Coat of Arms and Heritage Awards, was launched. This program was designed for Mrs. Flavin and her fellow deputies to recognize those personnel who demonstrate commitment to DCMA's core values of *One Team of Indispensable Partners — Keeping the Promise*.

There are three award levels: the first is the three-part Core Value Award, which recognizes exceptional performance in single contributions that display a commitment to one of the Agency's core values. The second level, Coat of Arms, is presented to high performing individuals who have received all three Core Value Awards. The third award level is named the Heritage Award and is given annually to the "best of the best" from all Coat of Arms recipients. Heritage Award winners represent the highest level of proven commitment and performance results to DCMA core values.

#### • Mr. Cornelius Bryant

*Traffic Management Specialist  
DCMA Dallas GBF*

Mr. Bryant exemplifies DCMA's Core Values of *Indispensable Partner* and *Keeping the Promise* through demonstrating a strong commitment to customers by continuing to "move the freight."

On a regular basis, contractors and customers seek his help in expediting important shipments. He has increased customer loyalty and developed innovative opportunities to speed contractor deliveries. Mr. Bryant consistently seeks excellence in routing and processing important military shipments. He is very much a team player who unremittingly fosters extraordinary customer support and inspires others by his examples of excellence.

#### • Mr. Kenneth Underwood

*Program Integrator  
DCMA Northrop Grumman Baltimore*

Mr. Underwood has done exceptional work on the Future Combat System (FCS) Aerial Sensor Integrator Team, which was formed to prepare for and execute an FCS resource review. In addition, as program integrator on the Comanche Program, Mr. Underwood developed, at the customer's request, a process to notify the program manager of cost impacts due to rate changes. This is indicative of his constant efforts to go the extra mile in support of his customers. He is always out front, leading and developing processes in his pursuit of better serving his customers.

The annual Employee Recognition Program affords DCMA the opportunity to both recognize the impressive achievements of its employees and illustrate examples of the types of leadership that will ensure the Agency's success. DCMA is extremely proud to have such outstanding personnel as members of the DCMA community. These employees exemplify DCMA's commitment to enable its people to excel.



**(From left)** Col. Eric C. Weber, DCMA Boeing St. Louis; Mr. Cornelius Bryant, DCMA Dallas GBF; and Mr. Kenneth Underwood, DCMA Northrop Grumman Baltimore.

# The Transformation Leadership Awards

In conjunction with the Employee Recognition Program, four Transformation Leadership Awards were presented to honor those members of DCMA whose innovative and strong management resulted in particularly outstanding results. Mr. Brian Malloy, Ms. Leslie Gregg, Mr. Charles McAleer and Mr. William Ennis received awards consisting of a plaque and certificate, which were signed by Mrs. Flavin.

• **Mr. Brian Malloy**

*Director*

*DCMA Twin Cities*

As director, DCMA Twin Cities, Mr. Malloy made significant contributions in leading District and Agency transformation initiatives. His visionary leadership skills coupled with his contract management expertise made him the perfect candidate to lead the District's resource allocation pillar team. As a result, the District's business practices were transformed, ensuring the most efficient, effective method of realigning rapidly declining financial and staffing resources to better meet the needs of the Nation's 21<sup>st</sup>-century warfighting capabilities.

• **Ms. Leslie A. Gregg**

*Deputy Director*

*DCMA West*

As deputy director, DCMA West, Ms. Gregg distinguished herself as an inspirational leader whose bold innovation and strategic vision drove change. She developed and implemented a leadership program whose tremendous success led to its deployment Agency-wide. As a direct result of her outstanding leadership and strategic thinking, DCMA has earned and

maintained a reputation for excellence that is recognized throughout the DoD. Her untiring efforts have also made major contributions toward the success of her customers.

• **Mr. Charles S. McAleer**

*Deputy Commander*

*DCMA Boeing Philadelphia*

Mr. McAleer was recognized for his significant contributions in the establishment of outcome-based support agreements with customers. His outstanding leadership and dedication to the cultural transformation of DCMA Boeing Philadelphia achieved unprecedented results for program support of four ACAT 1 programs and established the benchmark for outcome-based actions for the entire Agency. Mr. McAleer's steady leadership drove organizational alignment with customers, and his successful practices were adopted by many other CMOs throughout DCMA.

• **Mr. William V. Ennis**

*Director*

*DCMA Industrial Analysis Center*

In his position as a nationally-recognized expert in defense industrial base capability/surge analyses, Mr. Ennis has made exceptionally noteworthy contributions to ensuring the U.S. industrial base is robust, competitive and technologically current. He has brought great leadership and innovation to his role as director, DCMA Industrial Analysis Center. His outreach efforts in support of the Defense critical infrastructure program and early warning system have received national acclaim.



(From left) Mr. Brian Malloy, director, DCMA Twin Cities; Ms. Leslie A. Gregg, former deputy director, DCMA West; Mr. Charles S. McAleer, deputy commander, DCMA Boeing Philadelphia; and Mr. William V. Ennis, director, DCMA Industrial Analysis Center.