



Fifth Annual DCMA Employee Recognition Program

Outstanding DCMA Personnel of the Year

Ms. Rajkumari Bezwada, *Program Analyst, DCMA Headquarters*

Ms. Bezwada exemplifies DCMA's commitment to achieving organizational outcomes. She was instrumental in the successful collection and analysis of information in support of Base Realignment and Closure (BRAC) data calls. Her use of the Agency's Knowledge Management Web site to disseminate information during the BRAC process documented data hits in the thousands. Ms. Bezwada was also the key player in the fielding of Enterprise Planner, working to help resolve problems with this resource requirement collection program. According to a coworker, she "assures system changes result in the best outcome for the Agency."

Ms. Patricia Colby, *Quality Assurance Specialist/ DCMA Northern Europe, Rochester, UK*

Ms. Colby is responsible for the successful implementation of Wide Area Workflow (WAWF) on foreign currency-paid contracts within DCMA. As lead WAWF administrator, Ms. Colby also spearheaded its use throughout DCMA Northern Europe, and the processes she developed were provided to DCMA International for Agency-wide distribution. Ms. Colby demonstrated outstanding

leadership on the Advanced Digital Antenna Program (ADAP). Because of her extensive skills and Quality Assurance knowledge, the ADAP program is progressing successfully. Ms. Colby's customers hold her in high esteem, as she anticipates and gives priority to their needs.

Ms. Susan L. Hogge, *Team Leader, DCMA Singapore*

Ms. Hogge's dedication to customers is evident through her execution of performance-based management (PBM) and fulfillment of every aspect of the customer relations plan. Ms. Hogge and her team have successfully implemented PBM at DCMA Pacific and provided outstanding support to the U.S. Navy and U.S. Air Force. Additionally, she excelled in handling challenges concurrent with DCMA Malaysia's closing and rapidly established herself as the Team Leader in Singapore, efficiently rebalancing workloads. Ms. Hogge has led by example through actions such as completing graduate school courses and sponsoring new personnel.

Ms. Beth Kerr-White, *Contract Administrator & Administrative Contracting Officer, DCMA Denver*

Ms. Kerr-White has been serving as both an administrative contracting officer for the Central Operations Team and a contracts subject-matter expert for the Technical Assessment Group. Ms.



(From left) Ms. Rajkumari Bezwada, Ms. Patricia Colby, Ms. Susan L. Hogge and Ms. Beth Kerr-White

Kerr-White helped streamline processes such as contract pricing and closeout and has developed on-site training on numerous contract administration subjects. Ms. Kerr-White is considered a leader, team player and exceptional performer by colleagues, customers and contractors. She has a reputation for extensive knowledge, professionalism and dedication. She has challenged her team members to stretch their abilities and has provided feedback and mentoring.

**Mr. Michael Dale Merritt, Contract Administrator,
The Boeing Company**

Mr. Merritt is assigned as the Defense Corporate Executive at Boeing World Headquarters. He has provided extensive support to DoD and NASA personnel nationwide who manage Boeing's \$54 billion in contracts, and he is responsible for the oversight of overhead costs. Mr. Merritt has also developed training for federal procurement offices. Additionally, he is responsible for the Boeing Comprehensive Small Business Subcontracting program. Within DCMA, Mr. Merritt has integrated the various offices working on the Earned Value Management and Supplier Quality Assurance systems. His positive attitude makes him an outstanding asset.

Ms. Faye Nix, Management Analyst, DCMA Headquarters

Ms. Nix, a management analyst within the Customer Relations and Program Support Directorate, distinguished herself in the coordination of the successful stand up of the DCMA Customer Liaison Center in June 2005. Ms. Nix ensured that there was little disruption to the lives of customer liaisons. Her remarkable ability to relate to all employees made the transition much more manageable, and her communication skills were instrumental in avoiding problems. Ms. Nix is the ultimate team player, reflected by admiration from not only customer liaisons but also her fellow directorate team members.

**Mr. Joseph Pritt, Quality Assurance Representative,
DCMA East**

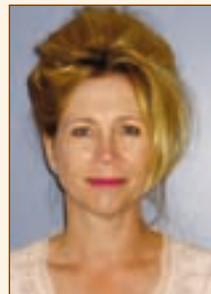
Mr. Pritt has been the driving force behind the Product Assurance (PA) Writing and Planning integrated product team (IPT), greatly enhancing DCMA's value to the customers, helping them achieve desired outcomes. Mr. Pritt's extensive knowledge of the quality assurance process has proved invaluable for this team. After the PA IPT was complete, Mr. Pritt continued on with the PA Production, Deployment, Operations and Support IPT as co-leader and was essential to the team's success. Senior leaders recognize him as an excellent example of fierce dedication to supporting the PA workforce.

**Ms. Mary Grace Switlik, Deputy Director,
Homeland Defense Analysis Team, DCMA Industrial
Analysis Center**

In managing a newly assigned national mission for the Agency, Ms. Switlik has demonstrated superior skills that produced a results-oriented team of employees, outcome-based mission operational capability and extremely satisfied customers. Ms. Switlik was responsible for designing and building her new organization, which included writing performance standards and individual development plans; hiring and training new staff; and developing resource plans. Ms. Switlik's tactical-level accomplishments include the establishment of the DoD Defense Industrial Base (DIB) critical asset list and 11 comprehensive vulnerability assessments. She has inspired others to become more involved in enhancing customer service.

**Mr. Carlo A. Tursi, Contract Operations Supervisor,
DCMA Boeing Philadelphia**

Mr. Tursi directed DCMA activities supporting the termination of the multi-billion dollar Acquisition Category I Comanche Program. Due to his resourcefulness, the terminating contracting officer was able to return \$70 million to the Army. Mr. Tursi's



(From left) Mr. Michael Dale Merritt, Ms. Faye Nix, Mr. Joseph Pritt, Ms. Mary Grace Switlik and Mr. Carlo A. Tursi



DCMA Phoenix Team members

efforts also resulted in the reutilization of over \$340 million of property received on inventory schedules. He also developed a strategy to reduce procurement lead times for the Missile Defense Agency and assumed the role of contract management team supervisor at DCMA Boeing Philadelphia. Mr. Tursi's skills have contributed significantly to DCMA Boeing Philadelphia's outstanding customer support.

**Herbert W. Homer Team
Performance Award**

**DCMA Product Assurance Instructions and
Guidance Integrated Product Team**

- Mr. Michael Bath, DCMA West*
- Mr. Jeffrey Birkenholz, DCMA Twin Cities*
- Mr. Michael Buchanan, DCMA Aircraft Integrated Maintenance Operations*
- Mr. C. Ben Chaffman, DCMA Headquarters*
- Mr. John Deas, DCMA Headquarters*
- Ms. Christina Gallagher, DCMA Raytheon Tucson*
- Mr. Christopher Hall, DCMA West*
- Mr. Shaun Lanham, DCMA West*
- Mr. Richard Looney, DCMA East*
- Mr. Marty Makielski, DCMA Chicago*
- Mr. William Porzel, American Federation of Government Employees Council*
- Mr. Joseph Pritt, DCMA East*
- Mr. Roland Quitoriano, DCMA International*
- Mr. Stephen Sloboda, DCMA General Dynamics*
- Mr. Nicholas Verna, DCMA Lockheed Martin Delaware Valley*
- Mr. Mark Young, DCMA Headquarters*

PA Instructions and Guidance IPT members were selected based on their individual performance, technical expertise, reputation of striving for continuous improvement, customer focus and teaming skills. The team created an interdisciplinary approach to address the

segmented customer base, determine customer outcomes and translate outcomes into DCMA performance measures while focusing resources on high-risk projects. The goal is to assure technical personnel are utilized to obtain insight into suppliers' processes and foster a sense of PA community. The team developed a training program that provides both structure and sufficient flexibility for consistent application across the Agency.

**DCMA Team Performance Award
Combined Vehicle Armor Inspection Team
DCMA Phoenix and DCMA Roseville**

DCMA Phoenix

- Air Force Reserve Maj. Daniel J. McFeely*
- Army Col. Peggy R. Carson*
- Mr. Albert V. Godinez*
- Mr. Clayton Maddio*
- Mr. Hal Cook*
- Mr. Victor Dobney*
- Mr. John Guzzardi*
- Mr. Larry Santor*
- Ms. Kathy Smith*
- Ms. Sharon Misseldine*
- Mr. Dean Paavola*
- Ms. Jennifer Brown*
- Ms. Rose Hardt*
- Mr. Mark Paintner*
- Ms. Gloria Jacobson*
- Mr. Tom McCauslin*

DCMA Roseville

- Air Force Lt. Col. Charles B. Sherwin Jr.*
- Mr. David L. Degl'Innocenti*
- Mr. Stephen Imhoff*
- Mr. Robert N. Presley*
- Mr. Paul Davidson*
- Mr. William Miller*
- Ms. Sumire (Sue) Fujita*
- Ms. Roxanne Davidson*
- Ms. Diane Herrand*
- Mr. Gary Rusich*



DCMA Roseville Team members

Mr. Everet (Jim) Davis	Mr. Cressencio (Cris) Gomez
Mr. Charles Johnson	Mr. Joe Longo
Mr. William Connick	Ms. Gloria Henry
Ms. Vonya Johnson	Ms. Kathleen Kasteta
Mr. John Doering	Mr. Alvin Liero

The Combined Vehicle Armor Inspection Team was chartered to address post-production quality problems discovered with add-on armor kits for U.S. Army tactical vehicles in Iraq and Afghanistan. Through the team's efforts, on-hold vehicle armor kits bound for Iraq and Afghanistan were quickly cleared, ensuring fully compliant armor kits were delivered into the hands of the installers in theater. In addition, the team repaired the production system that caused the quality problems, which put the kits on hold. The changes to the quality system strengthened the vehicle armor defense industrial base. DCMA Roseville and DCMA Phoenix displayed attributes of a true professional team.

DCMA Equal Employment Opportunity (EEO) Activity of the Year

DCMA East

DCMA East has provided outstanding command support for all EEO programs. Examples of DCMA East's activities include hosting a two-day EEO Counselor Refresher and Special Emphasis training conference for 27 field EEO counselors and celebrating such events as Women's History Month and Women's Equality Day. Other programs include the observance of Black History Month and Asian Pacific American Heritage Month, Special Emphasis Program recognition events, attendance at the Federal Dispute Resolution Conference in Phoenix, Ariz., and many affirmative action employment programs, such as the Workforce Recruitment Program. DCMA East also raised EEO awareness through training, worked on community outreach and assisted with complaint processing. (Award was accepted by Ms. Kim Appleton)

Outstanding DCMA Employee With Disabilities

**Mr. David Brian Viola, Systems Administrator
DCMA Orlando**

Mr. Viola is an "exceptional performer," who has not allowed a spinal cord injury, received in a motor vehicle accident, prevent him from embracing all aspects of Information Technology (IT) operations. He continuously seeks to improve both IT and DCMA business processes through automation and process re-engineering, and his analysis of hardware, software and telecommunications performance has maximized equipment capabilities. He has a common-sense approach to issues and tackles all tasks with commitment and enthusiasm. Mr. Viola is also involved in wheelchair marathons and has qualified for the highly selective Boston Marathon.

Achievement in Equal Employment Opportunity by a Line Manager

Mr. Ronald Leong, Deputy, DCMA Los Angeles

Mr. Leong is a strong advocate of education and has mentored many employees who desired to advance at DCMA. He has been instrumental in accommodating disabled employees, including offering Basic Sign Language Training for all employees on a voluntary basis when a deaf employee was identified. He diligently supports the Affirmative Action and Special Emphasis Programs' efforts and is an invaluable resource for securing outside resources for CMO activities, including teaming DCMA Los Angeles, Veterans Administration Health Care Systems and City of Los Angeles for a full day of diversity events.

Keystone Program Awards

Outstanding Keystone Employee of the Year

**Mr. James Tipton, Electronics Engineer,
DCMA Rockwell Collins Cedar Rapids**

Mr. Tipton has been a critical member of his team since reporting for Keystone Program training. Normally, he would have first shadowed more senior engineers, but when he was needed to take over primary responsibilities due to a lack of resources, he stepped up and demonstrated his capabilities. In addition, Mr. Tipton assumed the role of program integrator (PI) when the office was short on PIs. Mr. Tipton's deputy director considers him to be "one of the best, held in the highest esteem by his peers."

(Left) DCMA Roseville Team members



Outstanding Keystone Coordinator of the Year Award

Mr. Kenneth Friedman, Management Analyst
DCMA Santa Ana

Mr. Friedman has played a key role in revitalizing DCMA Santa Ana’s Keystone Program. He has worked directly with DCMA Santa Ana’s director on program issues and assured completion of tasks from quarterly feedback sessions. He proposed the “Think of Me” program, designed to encourage Keystone interns’ participation in special projects, and authored a Memorandum of Agreement piece entitled “Keystone on Loan,” created to assist other CMOs with their own Keystone programs. Additionally, Mr. Friedman participated as a Best Practice at the May 2005 Commanders’ Conference.

Outstanding Keystone Contract Management Office of the Year Award
DCMA Santa Ana

Ms. Leslie A. Gregg Ms. Faye McFall
Mr. Kenneth J. Friedman Mr. Randolph M. Kami

Of all their outstanding activities, DCMA Santa Ana is particularly commended for their Keystone Program this past year. The office created a program that featured personal involvement from Keystone interns, supervisors and the CMO Support Team. A three-year rotational training agenda was implemented as well as special management tools, institutionalized requirements and multiple training objectives, all of which enhanced the interns’ learning process. The CMO climate that was established over the year fostered Keystone intern development, involvement, innovation and higher learning through continuous feedback and support.

DCMA Senior Leadership Awards

Mr. Steven T. Bogusz, Deputy Director, DCMA East
 Mr. Bogusz has been and continues to be one of the leading agents of change within DCMA. As an



DCMA Santa Anna Team members

inspirational leader with an innovative vision, Mr. Bogusz developed and implemented an evolving Leadership Program (Tier 2) for DCMA East to be deployed Agency-wide. Additionally, he assumed responsibility for leading the DCMA Human Resources organization during its period of transition to a headquarters center and worked to maintain and improve their level of service while transferring the operational support to another service provider. Mr. Bogusz’s contributions will have an impact for years to come.

Mr. Ron Genschmer, Deputy, DCMA Middle East

Mr. Genschmer is recognized for his exceptional accomplishments in leading DCMA’s implementation of PBM and execution of Contingency Contracting Administration Services (CCAS) support. Mr. Genschmer is the author of the widely praised *Contract Management Office Approach to PBM* and has mentored over 800 employees on the need to shift from focusing on internal processes toward focusing on customers. His understanding of the customer and ability to operate in a hostile environment have enabled DCMA to plan CCAS missions for *Operations Enduring Freedom* and *Iraqi Freedom*. His distinctive accomplishments reflect great credit upon himself, DCMA and DoD.

Mr. Stephen J. Herlihy, Deputy Director, Supplier Risk Management, DCMA Headquarters

Mr. Herlihy has distinguished himself in leading the Agency’s PBM initiative. His expert knowledge of contract management and PBM has led to



(From left) Mr. David Brian Viola, Mr. Ronald Leong, Mr. James Tipton, Mr. Kenneth Friedman and Mr. Stephen T. Bogusz

Agency-wide performance enhancements and the development of innovative approaches to organizational management and assessment. Mr. Herlihy worked with Workforce Development, District Operations and CMO personnel to deliver Quality Function Deployment (QFD) training. He is also the co-chair of the PBM Execution Team, which is working to expand Agency-wide understanding of PBM via small team visits. Mr. Herlihy's dedication to duty has significantly contributed to the increased effectiveness of DCMA.

Ms. Molly Marshall, Deputy Director, DCMA Northern Europe

Ms. Marshall's practical solutions to maximize scarce resources have earned the workforce's respect. In concert with her contractor counterparts, she ensured the delivery of key weapon systems and critical support requirements. Additionally, she successfully led an Agency-wide Individual Performance Plan (IPP) IPT chartered to move the Agency forward in translating customer outcomes into the workforce's individual work plans. The IPP IPT developed an implementation strategy, training plan and course materials and established a pilot program to test the system at various CMOs. Ms. Marshall continually reflects positively upon DCMA.

Ms. Carolyn Perry, Senior Associate General Counsel, DCMA Headquarters

Ms. Perry is recognized for leading Agency and Office of General Counsel ethics and personnel law programs, driving changes and being an inspirational leader. She has been the senior legal advisor for the Agency's efforts to negotiate a new collective bargaining agreement with the union that will govern management/labor relations. Previously, she was successful as the lead attorney in the petition to the Federal Labor Relations Authority to decertify three unions. Ms. Perry is esteemed for her personal integrity, and her contributions as a multi-disciplinary leader will benefit DCMA into the future.

Mr. Ronald J. Youngs, Deputy, DCMA Special Programs

Mr. Youngs' strategic vision drove the transition of the Special Programs organization into an acknowledged entity as the fourth Agency District. He provided stellar leadership on the classified portion of the Druyun Team Study, as well as contracting expertise on the "Restructuring Iraqi Oil" contract award. Additionally, Mr. Youngs contributed to the development of Agency policy in the area of executive selection process and was DCMA's first graduate from the Defense Leadership and Management Program. Mr. Youngs' leadership and outstanding professional skills have contributed to the success of his customers.

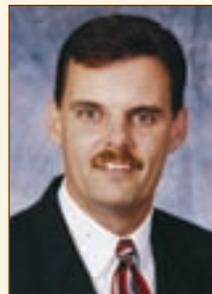


Mr. Douglas K. Grumblatt (right) and Mr. Keith Ernst

DCMA Heritage Award

Mr. Douglas K. Grumblatt, Engineer, DCMA Santa Ana

Mr. Grumblatt provided vital input into supply-side processes and major program delegations for the DCMA Santa Ana Delegation IPT chartered to develop an enterprise-wide Delegation Database. The database provided senior management with insight into workload, type of work and Letter of Delegation patterns. He also assisted the PBM Workshop IPT to design, develop, deploy and train DCMA personnel in designing performance-based measures of success. Mr. Grumblatt has continually sought to assist field personnel, join IPTs and give advice on complex customer issues, and his dedication is an inspiration to the entire workforce.



(From left) Mr. Ron Genschmer, Mr. Stephen J. Herlihy, Ms. Molly Marshall, Ms. Carolyn Perry and Mr. Ronald J. Youngs