

Vol. 35 No. 6

# ST. LOUIS ARMY ENGINEER DISTRICT **ESPRIT**

GATEWAY TO EXCELLENCE

June 1998

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## FEB winners

Congratulations are in order for our winners at the St. Louis Federal Executive Board's annual awards ceremony.

In the Professional/Scientific category, Jeff Stamper, ED-DA, was one of three winners. Jeff was recognized for his innovative ideas for extending the length of existing locks on the Mississippi River at a minimum cost. In the photo at left he accepts his award from Captain Evans of the Coast Guard, Executive Board Chairman.



In the Team Performance category, the District's Ste. Genevieve Value Engineering team won the Team of the Year award. Not only did the team ensure the viability of the vital flood protection project by reducing the construction cost of this \$45 million project by more than \$8.4 million, but they developed a number of unique design innovations and operational improvements. Even after

the VE study was completed, the Engineering Division continued to make value-added improvements to the project design.

Mike Dace, team leader accepted the award for the team. Many people worked hard to assure the study's success. The multidisciplinary VE study team consisted of the following people: Billy Arthur, Terry Norris, Vick James, Charles Rhoads, Chris Groves from Shannon & Wilson and Gene Degenhardt, the VE study facilitator. Advisors to the team were: Steve Farkas, Ron Dieckmann, Mike Hamm and Jim Worts.





# Chief's Engineer Day message

Since the Battle of Bunker Hill at the birth of our nation, the Army and the United States have depended on the Corps of Engineers for state-of-the-art solutions to engineering challenges, and have demanded fast, efficient construction management to make those solutions reality. This past year has been no exception. When state and local governments needed help to prepare for El Nino storms, they called on the Corps of Engineers.

When the Environmental Protection Agency cleans up toxic waste, we are their partner-of-choice. The task may be methyl parathion in Chicago, lead and asbestos in Connecticut, mercury in Texarkana, or contaminated urban areas called brownfields anywhere in America, but the EPA wants the Corps to be there to help.

And we have such a great reputation in environmental cleanup that this past year Congress transferred the Formerly Utilized Sites Remedial Action Program (FUSRAP) to the Corps of Engineers. When the Department of Energy wanted to ensure that the Fermi National Accelerator Laboratory headquarters would be safe during renovation, they called on the Corps of Engineers for a safety inspection.

Whether the mission is building a new Army hospital at Fort Bragg, Air Force rocket test and launch facilities at Cape Canaveral, a storage facility in Russia for radioactive materials from dismantled nuclear weapons, or renovating the Kennedy Center for the Performing Arts and the Pentagon in the nation's capital, the Corps of Engineers has the reputation for getting the job done right.

I'm proud of these accomplishments, but I'm even more proud that the Corps is quickly reorganizing and positioning itself to continue effectively serving this nation in the next century. For nearly 50 years, we were organized for the Cold War, not the Information Age. The world has changed, and we must change with it.

I am proud to say that the Corps is responding to this challenge with the same can-do spirit that has been our trademark for 223 years. At headquarters we created the Office of Congressional Affairs and the Office of Interagency and Intergovernmental Support to make us more responsive to our government and to those who request our assistance. We reorganized the Directorate of Resource Management to give us greater speed and flexibility in allocating our funds.

Southwestern and South Atlantic Divisions are testing dozens of initiatives on a small scale, some of which we have applied to the entire Corps to improve our business processes. These include the division-wide Skills Registry, a database of individual technical skills so that project managers can easily find the talent they need for a project. We've also implemented the Business Center Initiative where all the districts in a division are treated as one unified business entity. This allows the division commander to distribute work among his districts to balance their workloads.

(Continued on page 9)

**The Corps of Engineers  
has the reputation for getting  
the job done right.**

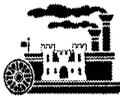


**US Army Corps  
of Engineers**  
St. Louis District

ESPRIT is an unofficial publication authorized under the provisions of AR 360-81. It is published monthly, by contract, in 1450 copies, by the Public Affairs Office, U.S. Army Engineer District, St. Louis. Views and opinions expressed in this publication are not necessarily those of the Department of the Army.

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# News Briefs

## Wappello Lake:

### Patrol MOA

The Corps at Wappello Lake has initiated an Memorandum of Agreement (MOA) with the Missouri Highway Patrol for the purpose of establishing a general framework of cooperation between the Patrol and the Corps (St. Louis, Little Rock, Kansas City, Memphis and Rock Island Districts). Missouri contains a portion of all of these districts. This agreement will provide a mutually beneficial opportunity to expand visitor services, education, and safety awareness through programs, projects and activities.

The District has also entered into a MOA with the Missouri Equine Council for the purpose of promoting responsible stewardship of the natural resources. The goal of this agreement is to allow our lake projects an opportunity to develop a Challenge Cost Share Agreement for improving multi-use areas.

### Pass easier to get

The Vision and its associated Strategic Management Plan states that we must dramatically transform our approach to our customers and business processes. In the past the business practice for the sale of annual user-fee passes was not customer oriented and this made getting the product to the customer difficult. To better satisfy the customer, Wappello Lake has revolutionized our business practices, with the help of our partners, by making annual user-fee passes more accessible to our customers.

Five local businesses have entered into a Challenge Cost Share Agreement with us for the purpose of selling annual user-fee passes at their place of business. The feedback from the public has been positive and appreciative. Passes that in the past were difficult to obtain are now readily available to anyone at just about any time of the day or week.

### Trail Day

On June 6, Wappello Lake recognized National Trail Day through a cooperative effort with the Missouri Equine Council by providing the public an opportunity to participate in an organized trail ride on the Ozark Trail.

### Electric agreement

The lake has entered into a Challenge Cost Share Agreement with the St. Louis Drag Boat Association, Wappello Lions Club and Ozark Border Electric Cooperative to provide electrical services at a minimal cost to the government to a portion of Redman Creek Recreation Area. This area is commonly used for special events and will be asset to the Corps.

### District headquarters

### Banks scholarship

On May 1, Lattissua Banks-Tyler, a Public Affairs STEP was awarded a \$1000 scholarship from Alpha Phi Alpha fraternity. This scholarship is given in conjunction with six paid credit hours from Harris-Stowe State College. This is a

prestigious award given to one full-time student who has a GPA of 3.0 or better and shows excellence in both academics and leadership.



As of Fall 1997, Mrs. Tyler has a GPA of 3.8. Her hard work regarding school, her job and dedication to her family has been extraordinary.

An additional congratulations is in order for Lattissua and her husband Johnny for exchanging marriage vows on March 27.

We are the Gateway to Excellence and Mrs. Tyler is truly an example of excellence.

## Mark Twain Lake:

### Cicadas

Mark Twain Lake is in for the noisiest summer it has ever had and Missouri has not been this loud in more than two centuries. The reason? Missouri is home to several species of cicadas. Some are "annual" and are commonly heard and seen late in the summer. There are six species that are "periodical," only emerging every 13 to 17 years. The periodical cicadas emerge in "broods," in synchronized cycles.

This year is a unique year as two very large broods of these

(Continued on page 4)



# News Briefs (cont.) Free camping at Rend

black, red-eyed, three quarters to 1.5 inch singing sensations converge at the same time. This is the first time since 1777 that these two groups have emerged at once. So, enjoy the serenading. Their chorus will be strong and loud through early July.

## Reaching out

Park rangers continue to reach the community through water safety programs, career fairs, visitor center tours, nature hikes, boat shows and more. More than 9000 individuals have attended these programs and events since the beginning of the fiscal year at Mark Twain Lake.

Currently, school trips to the Visitor Center and the Power Plant Exhibit are occurring daily. Campfire programs will begin Memorial Day weekend and summer school programs will begin June 1. Summer has arrived.

## Carlyle Lake:

## Ethnic research

Carlyle Lake is one of five Corps projects selected as a location to conduct ethnic minority research. The research is being conducted by WES's Recreation Research Program Work Unit in Ethnic Culture and Corps Recreation participation. Saturday, May 16, Robert Dunn visited the project and conducted a focus group meeting with African-Americans who recreated at the lake. The purpose of the study is to examine minority recreation preferences and experiences at Corps projects. Administration of a survey instrument will be conducted in FY99.

By Tim Bischoff, Rend Lake Park Ranger

Have you ever been up to the top of the Arch? I have been to the top about a dozen times. But I didn't go up in the Arch until my family had lived in St. Louis County for about 10 to 12 years. We went because relatives from Arizona came to visit and wanted to see the view.

We often forget to look in our own backyard for fun when it comes time for a vacation. Look no further than Rend Lake. It is only a couple hours drive from St. Louis down Interstate 64 to I-57 South. Close enough for a weekend getaway and bountiful enough for a family vacation.

Our backyard has much to offer, including camping. If you are interested in trying your hand at camping for the first time or are a seasoned explorer, we have a place for you. And we can save you some money while staying at one of Rend Lake's campgrounds, too. As a St. Louis District employee, you may enjoy up to seven nights of free camping per season as one of our beautiful campsites. Well, almost free. As part of this program, we request that you complete a questionnaire about your experience at Rend Lake. The aim is to have help from the visitor/recreationist's per-

spective by identifying strengths and weaknesses that can only be seen by the people using the facilities. The information gained from these questionnaires is used to make improvements in the way we operate and what facilities/amenities we supply to our customers.

While you are at Rend Lake, you will find many programs to enjoy. Starting May 23, the Rend Lake Visitor Center will be open daily from 10 a.m. to 5 p.m. Also starting on that date, The Visitor Center will host the Environmental Science Series and the Sunset Series of Programs each Saturday throughout the summer recreation season. The Environmental Science Series features programs on topics such as birds of prey, archaeology, snakes and reptiles and environmental arts and crafts for kids of all ages to name a few. On Saturday evenings, you can learn a bit of the Southern Illinois culture through entertaining performances at the Visitor Center or stay in the campground and go to one of the interpretive programs.

Whether it be for a day or a week, Rend Lake is a great place to be. If the employee camping program interests you, please contact the Rend Lake Project Office at (618) 724-2493 or E-mail us at bischoff@smtp.mvs.usace.army.mil. See you this summer.

## New cabins

About seven of the twelve cabins at Eldon Hazlet State Park are nearing completion. The cabins were expected to open Memorial Day weekend, but cold weather,

wind and rain set back the completion date.

## Hawn memorial

On June 25th, Park Ranger Jim Hawn will be remembered with a  
(Continued on page 6)



By Debby Trimble, RM

ACOE is the Army Communities of Excellence competition. The St. Louis District is preparing its first submission for the "new" ACOE competition. What's new about it? ACOE submissions are now based on APIC.

So, what is APIC? APIC stands for Army Performance Improvement Criteria. The criteria are based on the Malcolm Baldrige National Award Criteria for Performance Excellence. The Baldrige criteria is the standard for world-class quality. It is a comprehensive and integrated change management framework, allowing an organization to assess its approach, deployment, and results of its effort to change. The Baldrige criteria focuses on self-assessment -- to identify strengths/weaknesses in planning and execution with emphasis on customer satisfaction. The Baldrige Criteria was reworded slightly to fit the unique nature of the Army's work and called Army Performance Improvement Criteria. It is a tool for assessing and improving the effectiveness of our organization and provides a framework for making sense of the multitude of theories, tools and approaches that are part of running an excellent organization.

Many think the ACOE competition as merely an annual competition that we have decided to enter. But, in fact, APIC is a way of doing business

that can, and will be, incorporated into all levels of our organization. The value in preparing an ACOE competition package is the feedback gained through self-assessment and the awakening of self-awareness. This assessment focuses on the entire community, with emphasis on internal and external facility excellence and customer care.

The Army Performance Improvement Criteria are built on a set of core values and concepts, which provide a foundation for integrating key business requirements within a results oriented framework. These core values and concepts are:

- \* Customer Driven Quality
- \* Leadership
- \* Continuous Improvement and Learning
- \* Valuing Employees
- \* Fast Response
- \* Design Quality and Error Prevention
- \* Long Range View of the Future
- \* Management by Fact
- \* Partnership Development
- \* Organizational Responsibility and Citizenship
- \* Results Focus

These core values and concepts are incorporated throughout the seven categories of the Criteria. The categories which must be addressed in our

ACOE submission, and the District's Champions for each category, are:

1. Leadership - Colonel Hodgini, District Engineer
2. Strategic Planning - Owen Dutt, Chief, Planning Division
3. Customer and Market Focus - Jerry Barnes, Deputy for Programs and Project Management
4. Information and Analysis - Major Emmett Wood, Deputy District Engineer
5. Human Resource Focus - Kathy Tober, Human Resources Officer
6. Process Management - Mel Baldus, Chief, Engineering Division
7. Business Results - Tim Hiller, Resource Management Officer

Our Category Champions will be mentoring and providing direction and assistance to the District's ACOE Team. The team will be gathering information, assessing the District's performance against the criteria, and documenting their assessment in the ACOE submission. Our ACOE Team is as follows:

- Rachel Garren & Roger Hayes, Construction-Operations Readiness Division
- Kathy Engelmann, Programs and Project Management Division
- Lloyd Coakley, Engineering Division
- Dawn Luebbert, Security and Law Enforcement Office
- Debby Trimble, Resource Management Office

From May through August, many of you will be asked to provide information and assistance to the ACOE Team. So, if you haven't heard about "ACOE" or "APIC" before now, chances are you soon will. If you are interested in more information about APIC, contact Debby Trimble, 314-331-8072.



## News Briefs (cont.)

dedication ceremony. A picnic shelter and bench at the Visitor Center will be dedicated in his name, along with renaming the Honkers Point Vegetative Management Area the James W. Hawn Access Area.

### Lake Shelbyville:

#### Owl nest

The Lake Shelbyville had some very interesting guests stay with them over the past couple of months. Great-Horned Owls nested here. You are probably saying big deal. Great-Horned Owls nest everywhere. And you would be right, but these owls nested on the Lake Shelbyville Dam. The pair of owls made their nest on one of the tainter gate arms. Two owlets hatched in February and left the nest about 60 days later. The picture below was taken when the owlets were five weeks old. The owls have not been seen since they left the nest, but hopefully are doing fine.



#### Bird feeder

Park Ranger Larry Gutzler is well known for his love of wildlife. *Birds and Blooms* magazine even recognized it and published the plans for one of the bird feeders that he designed. The plans for the bird

feeder were in the December/January 1998 issue. Larry does many other things to encourage birds to come to the area. He presents interpretive programs on how to invite wildlife to your backyard throughout the year. Part of these programs includes building bird feeders or houses that the participants can take with them. To encourage more birds to visit the visitor center area Larry built a large feeder that holds 35 pounds of birdseed and placed it in an area where visitors can enjoy our feathered friends.

#### Water safety

The staff at the lake has been busy promoting water safety this spring. In March the Springfield Journal -Gazette newspaper in cooperation the Corps sponsored a coloring contest. The lake provided water safety fun books for the contest. Children ages 5 to 11 could enter. All the entries were displayed during the Central Illinois Boat Show. The winners received gift certificates from Toys-R-Us.

Park Rangers Pam Doty and Stephanie Corley represented the Corps at the Festival for Young Children, which was held at Cross County Mall in Mattoon, Illinois, on April 4. Water safety hands-on activities were provided for the kids to do. About 500 children participated in this event. Park Rangers Stephanie Corley and Audrey Hillyer presented interpretive water safety programs to 250 fifth graders at the Shelby County Conservation Day on May 13.

To promote National Safe Boating Week, May 16-22, area grocery stores distributed bags to their shoppers that were decorated with water safety pictures and messages by local students. Area chil-

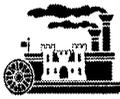


dren participated in a water safety coloring contest. Children ages 5 to 10 colored sheets that had water safety themes. The winners received life jackets from Stearns Manufacturing Company. All of the entries were displayed at the visitor center during National Safe Boating Week.

## Online service for federal employees

FedForce, a new online information service for federal employees, announced that the service is freely accessible on the Internet at <http://www.fedforce.com>. The online service provides, for the first time, a collaborative environment where federal employees can get information from many sources, share their own information, communicate with fellow employees on the issues of the day, and purchase multiple products through online ordering.

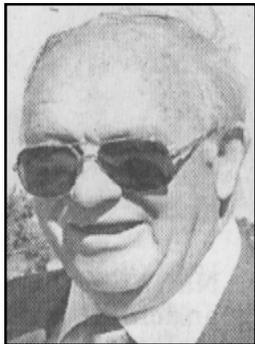
Information on the site is organized into six major sections: news, reference, events, forums, goods and services, and member services. While introductory membership to FedForce is free, some areas in the site are restricted to members who pay an access fee.



# Commander's Award for MESD director

## Two of District's finest recognized

Colonel Hodgini presented the Commander's Award for Public Service to Mr. Walter "Shang" Greathouse, former director of the Metro East Sanitary District. Mr. Greathouse underwent quintuple-



bypass heart surgery in mid-February. He announced his retirement as he went into the hospital for surgery.

Mr. Greathouse had been with the sanitary district for more than 20 years and director since 1984. The sanitary district is responsible for levees, water pumps and other flood control operations for much of the 100 square miles along the Mississippi River in Madison and St. Clair Counties.

The award is given to recognize service or achievements that contribute significantly to the accomplishment of the mission of the St. Louis District. The award cited Mr. Greathouse for his dedication which has contributed significantly to the health, safety and prosperity of the citizens of Southwestern Illinois. Under his direction, the sanitary district has worked in successful partnership with the St. Louis District to address many important water resource development and management issues.

On May 19, two of St. Louis District's "finest" were recognized at the USACE Construction Awards Ceremony. Lenn Martin from the



Lenn Martin accepts his award from MG Genetti.

Central Area Office was one of nine recipients Corps-wide, to receive the USACE Hard Hat of the Year Award for 1997. This was the Corps' eleventh presentation of this prestigious award. Established in 1987, this award recognizes the most outstanding field employee responsible for managing quality of construction in each Corps division/center.

Dennis Seibel from the Northern Area Office was one of nine recipients Corps-wide to receive the USACE Award for Construction Management Excellence for 1997. This was the Corps' fifth pre-

sentation of this award. Established in 1993, this award recognizes construction personnel exhibiting excellence in construction management-

contract administration activities, regardless of whether or not their duties and responsibilities include construction quality assurance.

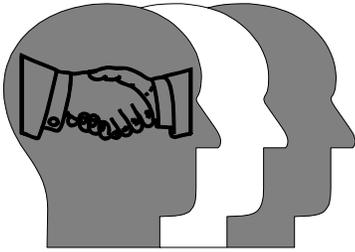
The awards were presented by MG Albert J. Genetti, Jr. at the Annual Area Engineer and Contracting Workshop in Dallas, Texas.

It was particularly significant and gratifying that the St. Louis District personnel captured both of these awards in the same year. This is especially significant since they were in competition with five other districts now in our division as opposed to three other districts in the past.

"HATS OFF" to Lenn and Dennis.



Dennis Seibel accepts his award from MG Genetti.



# EEO matters

## The state of Affirmative Action

Affirmative Action is clearly one of the most debated topics in the country today; from California to Washington D.C., forces for and against affirmative action are quickly lining up to defend their position on the issue. Amid the debate lie questions regarding the future of affirmative action. In attempting to gauge its future, it is important to examine affirmative actions origin.

### An Historical Overview

One hundred years after the end of the Civil War, The United States continued to struggle with issues related to race and equality. The social climate was such that the doors to employment were closed to fully qualified people, solely on the basis of their race, religion or national origin.

Title VII of the 1964 Civil Rights Act addressed this issue and made it unlawful for a state, local or private employer with at least 15 employees to engage in employment discrimination on the basis of race, color, religion, sex, pregnancy and national origin. It is unlawful for an employer to use these factors to fail to hire, discharge, or otherwise discriminate with respect to compensation, terms conditions, or privileges of employment, or limit or classify an employee applicant in any way that deprives or tends to deprive the individual of employment opportuni-

ties or otherwise adversely affects that persons status as an employee.

While the requirement under Title VII was for non-discrimination, affirmative action could be a part of a conciliation agreement or court order only after a finding of discrimination had been made. The remedy section for Title VII reads:

"If the court finds that the respondent has intentionally engaged in or is intentionally engaging in an unlawful employment practice charged in the complaint, the court may enjoin the respondent from engaging in such unlawful employment practice, and order such affirmative action as may be appropriate, which may include, but is not limited to reinstatement or hiring of employees...."

Executive Order 11246 issued by President Lyndon Johnson in 1965 prohibits race discrimination by federal contractors and requires affirmative action.

The prohibition against discrimination based on sex was added to the requirements under Executive Order No. 11375, which became effective in 1968.

Today, there are some 160 federal laws and regulations dealing with affirmative action. Regulations dealing with written affirmative actions plans were first issued in 1968, and then became more detailed in 1970 under the Department of Labors requirements. In essence, federal contractors were to develop a written affirmative action program that included numerical goals and

timetables for the hiring of minorities and women in those job classifications which had a smaller representation of these groups in proportion to their actual representation in the labor market. Educational institutions, which had federal contracts, are prohibited from employment discrimination on the basis of sex, race, color, religion and national origin.

Title VI of the Civil Rights Act of 1964 also had an impact on educational institutions. Under Title VI, federal funds can be withheld from any program or activity found in violation of discrimination based on race, color or national origin.

### Affirmative Action's future

While opponents of affirmative action argue that the measure is unfair, giving some groups an unequal advantage over others, proponents argue that no major changes have occurred since its inception which show that minorities have displaced non-minorities in the job market or the educational arena. The debate on affirmative actions future is sure to heat up as we near the coming presidential election.

As the recent trend of court decisions appears to lean toward the removal of race and gender preferences, particularly those which offer different criteria for entrance into an organization based on race or gender, many organizations no doubt question how they may achieve diversity in their workplaces and classrooms without affirmative action. Recent holdings challenge the use of race as a basis for any employment decision, whether for affirmative action purposes or otherwise. Whatever the future political climate holds for affirmative action, it is sure to undergo transformation.



# Coming Lake Events

## **Carlyle Lake**

June 27 - Kaskaskia Duck Race  
 June 27 - Fireworks Spectacular  
 Sept. 12 - Conservation Day  
 Oct. 23-24 - Haunted Trail  
 Dec. 4 - Christmas Town USA Visitor Center  
 Lighting

## **Lake Shelbyville**

June 18 - Boater Safety Course  
 June 20 - Arts & Crafts Show  
 June 27 - Aqua-Fest Water Safety Carnival  
 July 3 - Dog-O-Rama Dog Show  
 July 4 - Fireworks Extravaganza  
 July 23 - Boater Safety Course  
 Aug. 8 - Lithia Springs Chautauqua Living History  
 Tours  
 Aug. 15 - Okaw Indian Festival  
 Oct. 1 - ECO Meet  
 Oct. 31 - Lithia Springs Trail of Terror

## **Rend Lake**

June 13 - E.S.S. Southern Ill. Beekeepers  
 June 13 - Kiwanis Fun Day  
 July 3-4 - Taste of Freedom Festival  
 July 18 - E.S.S. Reptiles  
 July 25-26 - Hunter Safety Class

Aug. 1 - Beach Blast

## **Mark Twain Lake**

June 27 - WaterFest  
 July 3-4 - Rodeo  
 July 4 - Fireworks  
 July 11-12 - Primitive Artifacts Weekend  
 Aug. 8-9 - Salt River Folklife Festival  
 Sept. 5-6 - Bullriding Assoc. World Championship  
 Finals  
 Sept. 19 - An Adventure in Astronomy  
 Sept. 25 - Environmental Education Fair  
 Oct. 3-4 - Missouri Mule Days

## **Wappapello Lake**

July 4 - Fireworks Festival  
 July 4-5 - Waterfest '98  
 Aug. 1 - Safety Awareness Day  
 Sept. 19-20 - 7th Annual Old Greenville Days  
 Nov. 27-Dec. 26 - 6th Annual Festival of Lights  
 Auto Tour

Rivers Project

June 12 - EDA Dedication and Environmental Fair  
 July 3 - Fireworks on the Mississippi  
 July 27-Aug. 7 - Careers in Science Program

## **Engineer Day message (cont.)**

All of this and more will allow the Corps' team members to do what they do best - serve this nation wherever they are needed. Their dedication has taken them across the globe this year from Cambodia to the Arctic Ocean, from Kuwait and Saudi Arabia to Russia. They continue to bravely serve in harms' way in Bosnia, during unexploded ordnance cleanups, and in disaster areas. Even cyberspace is becoming home to Corps people as virtual teams cooperate via e-mail and video teleconference to get the job done even though they are hundreds of miles apart.

Our nation is a better and safer place because of our people and their dedication. The current drive to reorganize is to free them from bureaucratic drag and give them

the funds, the tools and the positioning they need to do the job they have done so well throughout our history. I find the progress we are making very encouraging .

America became a superpower during the 20th century, the most technologically advanced nation in history. The Corps of Engineers helped make it happen, and our hard work now, guided by our Vision of the future, will ensure that our value and service continues without interruption in the 21st century.

Essayons!

**JOE N.BALLARD**  
 Lieutenant General, USA  
 Commander



# To your health

## Fountain of youth?

Scientists at Geron Corporation and the University of Texas Southwestern Medical Center have been able to prevent the loss of DNA at the ends of chromosomes.

Each time a cell divides it loses a little of its DNA, and when the DNA regions shorten enough, they signal a cell to stop dividing and die.

By preventing this loss researchers hope they can fight age-related conditions like vision loss, skin aging and heart disease.

## Ulcer/cancer risk

Most ulcers can now be cured by acid blockers and antibiotics which destroy the bacteria called *Helicobacter pylori*.

*The World Health Organization has now declared H. pylori to*

*be a class 1 carcinogen.* It will be implicated in the American Cancer Society's prediction of 22,600 cases of stomach cancer in the U.S. in 1998 and 13,700 predicted deaths.

If you have an ulcer, or think you may have an ulcer, it's important to get tested for *H. pylori*. A three-week medication treatment will destroy it.

If you have a family history of gastric cancer, it's even more important to be screened. A blood test for *H. pylori* is effective and inexpensive.

## New osteoporosis testing device

A portable device that uses ultra-sound, not X-rays, to measure bone density has been approved. Hologic Inc.'s Sahara measures

bone density at the heel. The patient slips a foot into the box, sound waves painlessly penetrate for 10 seconds, and the Sahara prints bone measurement results on a slip of paper. Its use is expected to become common.

## More efficient fat burning

Researchers at Tufts University say the fat burning process slows as women age. But their studies show that older women oxidize fats at rates comparable to younger women when they consume a small meal and a snack rather than a large meal. Oxidation of fat was reduced after eating a large meal.

## Fuel your body with liquids

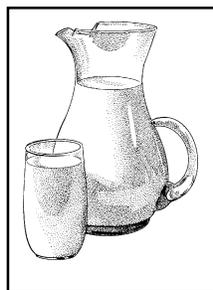
### Fill 'er up!

Why drink more when it's not one of those hot, sweaty days?

What if you are playing tennis or jogging when it's nice and cool?

In the early morning or on a breezy day, visible signs of sweat aren't there. It's easy to forget about supplying your body with enough water for peak functioning.

That could be a mistake. A report in the *Penn State Sports Medicine Newsletter* says that, if in the course of an activity, "a 150 pound



athlete loses two percent of body weight (three pounds), physical and mental performance can decrease by 20 percent."

That makes safety a factor as well as health. Dehydration can increase risk of an accident during your sports activity because it decreases mental alertness.

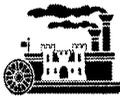
How to hydrate properly:

\* Drink two glasses of plain fluid two hours before the activity. Dur-

ing play, drink four to six ounces every 15 or 20 minutes.

\* For exercise that lasts under an hour, cool water is best. For vigorous activities that last longer, try a sports drink. Drink at least two cups of water for every pound lost during exercise.

\* Don't count beverages containing caffeine or alcohol as part of your needed water. These are actually dehydrating. And don't count milk, sweet fruit juices or salty drinks like tomato juice. Diluted fruit juice and decaffeinated coffee or tea may be counted as water.



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## Retiree Review

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By the Retiree Correspondent

The retirees, some old faithful and a new face, had their monthly luncheon on the 21st of May at the Salad Bowl. Although the crowd was rather small, everyone had a great time.

Ron Bockhorst, with his bride, said that he is glad to up and about. Last month he was one of the walking wounded. Seems that he has knee problems and it flared up real bad last month. After visiting the doctor, Ron was on crutches for a short time. Someone mentioned that maybe it is the sins of his past life, but good old Ron said, "Not, it is just age." He said that it happens about every year and now he knows what to do about it. He was congratulated for having a birthday this month. No mention of the number, other than to say it makes him a mature male.

Bob Lutz and his bride were in attendance. They are looking forward to the Division Golf Tournament in mid June. It is another opportunity to travel and play golf. Bob was one of the story tellers, with a story about being lost in the fog. You had to be there to enjoy it.

Lew Scheuermann and his bride mentioned that they are participating in the senior Olympics this weekend. Good luck to the both of you. That's how retirees live life - to the fullest. Lew was also congratulated for

having a birthday this month. He said it now makes him a very mature male. Lew also mentioned that he was with the Bakers and the Huizengas this past week. Everyone is doing fine except for some minor ailments.

Charlie Denzel mentioned that he, his bride and two other couples are leaving on an Alaskan cruise - seven days at sea and seven days on land. He was also one of the story tellers, with a tale about an ecumenical golf match. It was rather appropriate, since the subject of the golf tournament had just been discussed. He was also the Senior Retiree of the 90s. He also said that he sees John Jansen regularly. John volunteers about three days a week at St. Anthony's Hospital.

A newcomer was welcomed - Earl Greer. He said he was assigned to the Real Estate Division, working for Lyle Forth, and retired in 1984. He had hoped to see Lyle today, but wouldn't you know it, Lyle didn't make it. Earl, you'll just have to come back next month.

Bob Muffler made an appearance and apologized for not being able to stay and chat. He had an appointment and had to cat and run. That gave the rest of the retirees their chance to talk about attorneys.

Let's mark your calendars for June 18th and try to make it to the Salad Bowl at about 11 a.m. That's the third Thursday of the month. Hope to see you there.

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## Everyone's invited to the District picnic

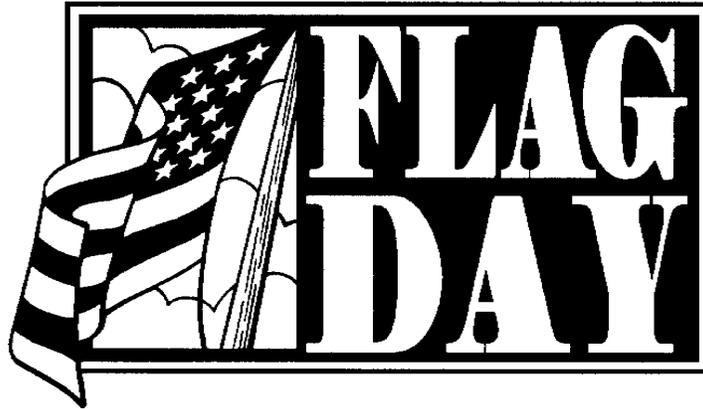
On Thursday, June 25th, from 9 a.m. to 3 p.m., everyone is invited to a day of fresh air, sunshine (hopefully) and fun (definitely) when the St. Louis District holds its annual picnic at Carlyle.

For the golfers there will be a tournament in the morning. Call Dennis Gilmore at 314-331-8574 for details. Other planned activities include a washer contest with prizes (contact Kelly at 331-8817), volleyball (contact John at 8799), water balloon toss, duck pond, dam tours, nature walk, walk/run, bingo, DJ, clown and a whole lot more.

Food will be provided by Patricks and tickets are \$4 each (your choice of two meats from a list of hotdogs, hamburgers or brats, baked beans, side salad, watermelon or fruit salad and cake for dessert). Contact Dianna at 8526 or Debbie at 8028 for tickets. Tickets will be sold until June 19th.

For the retirees, the 25th is the FOURTH Thursday of the month, so there's no conflict with the luncheon at the Salad Bowl. We'd love to see you out there.

The picnic will be in the McNair Group Camping Area off of Highway 50 just east of Carlyle. For more detailed directions call Carlyle Lake at 618-274-2008.



June 14 is the anniversary of the 1777 adoption of the stars and stripes as the U.S. Flag.

In the 221 years since that date, the flag's configuration changed as a star for each new state took its place on the banner of blue.

How Americans feel about their flag has never changed. No symbol has been so consistently honored.

Hearts beat faster as it passes on parade. It decorates homes on Flag Day and makes a patriotic statement about all who live within.

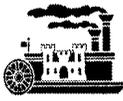
We salute the flag and share the Pledge of Allegiance which was written by the Ohioan Francis Bellamy.

It debuted in 1892 in a magazine called the Youth's Companion. Originally meant to be a pledge of patriotism for schoolchildren, it was quickly taken up by adults.

The Pledge stands today as first published except for the addition of the words "under God":

*I pledge allegiance to the Flag of the United States of American, and to the republic for which it stands, one nation, under God, with liberty and justice for all.*





# IF

A father's advice, written by Rudyard Kipling for his 12-year-old son, John, who was later killed while serving with U.S. forces in World War I.

If you can keep your head when all about you  
Are losing theirs and blaming it on you,  
If you can trust yourself when all men doubt you,  
But can make allowance for their doubting too,  
If you can wait and not be tired by waiting,  
Or being lied about, don't deal in lies,  
Or being hated, don't give way to hating,  
And yet don't look too good, not talk too wise.

If you can dream - and not make dreams your mas-  
ter;  
If you can think - and not make thoughts your aim,  
If you can meet with Triumph and Disaster  
And treat those two impostors just the same;  
If you can bear to hear the truth you've spoken  
Twisted by knaves to make a trap for fools,  
Or watch the things you gave your life to broken,  
And stoop and build 'em up with worn-out tools.

If you can make one heap of all your winnings  
And risk it on one turn of pitch-and-toss,  
And lose, and start again at your beginnings  
And never breathe a word about your loss;  
If you can force your heart and nerve and sinew  
To serve your turn long after they are gone,  
And so hold on when there is nothing in you  
Except the Will which says to them: 'Hold on!'

If you can talk with crowds and keep your virtue,  
Or walk with Kings, nor lose the common touch,  
If neither foes nor loving friends can hurt you,  
If all men count with you, but none too much;  
If you can fill the unforgiving minute  
With sixty seconds' worth of distance run,  
Yours is the Earth and everything that's in it,  
And - which is more - you'll be a Man, my son!