



October 2011

OACSIM Management Support Division (MSD) Newsletter

Providing administrative information to OACSIM personnel

MSD "One Stop" – As part of our customer service enhancement process, MSD has created "One Stop" files on a multitude of processes we control or directly/indirectly support. The goal is to provide readily accessible information and forms to answer questions such as "Where do I get information concerning..." or "How do I request...". The MSD "One Stop" files are located on the share d network at [J:\ALL_Share\01A - MSD One Stop Files](#). For questions on the "One Stop" files, please contact Nancy Tennis at (703) 695-6995 or E-mail: nancy.tennis@us.army.mil.

Upcoming Key Events –

1-31 October	Energy Awareness Month
1-31 October	National Disability Employment Awareness Month
1 October	FY12 Begins
5 October	OACSIM Holiday Party Fundraiser, 1130-1300, CR 5B137A (OD area)
9-15 October	Fire Prevention Week
9 October	Army Ten Miler
10 October	Columbus Day (Federal Holiday)
10-12 October	AUSA Annual Meeting
14 October	LTG Lynch Leadership Development Program Session (RD Lead) – for GO/SES and COL/GS-15 personnel, 1430-1630, Pentagon Auditorium
6 November	Daylight Savings Time Ends (Fall Back One Hour)
7 November	ACSIM's Farewell Town Hall, 1500-1630, Pentagon Auditorium

Topics in this Month's Newsletter

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Welcome to OACSIM! – The following personnel joined OACSIM since the publication of our September 2011 newsletter. Please welcome them to the team.

- Installation Services Directorate: COL David Hall (IS Deputy), David Goldblum (ISE – internal reassignment)

- Operations Directorate: James Ayres (ODO – intern), Art Osgood (ODC), and the following ODB-Field personnel: Shirley Boaz, William Bull, Nelson Charles-Palacios, Lesly Chauvet, Nelson Cross, Anne Delp, Robert Demara, Lillian Dramis, Joseph Fallon, Joseph Fromal III, James Futrelle, Marvin Head, Alice Kearney, Kara Kopach, Jacques Larochelle, Jeffery Mack, Jahaira Marrero, William Mason, Erin Mauer, Jane May, Grady Myrick Jr., Joseph Newton, Glynn Ryan, Barbara Schwartz, Maurice Smith, Sandra Vermont, Betty Walker, and Arthur Weichert Jr.

- Resources Directorate: MAJ James Crowley (RDI)

Combined Federal Campaign (CFC) –The Information & Technology Directorate (ITD) has the lead for managing the 2011 OACSIM CFC. Mr. Cleo Green is the OACSIM CFC Campaign Manager. The OACSIM and ASA(IE&E) officially kicked off the 2011 CFC on 28 Sep 11 and the campaign runs through 15 Dec 11.

This year marks the 50th anniversary of the CFC, a campaign founded in 1961 by President John F. Kennedy to consolidate all charitable solicitations to Federal organizations into a single annual campaign. Last year, the OACSIM raised \$49K, which exceeded our goal, and we were awarded the President's Award. If you would like to contribute to the CFC, please contact your Directorate/Special Staff Office CFC Keyworker:

Executive Front Office:	Ms. Jessica Collins
IS:	Mr. George Cushman
IT:	Mr. Marlon Wilson
ODB:	Ms. Karen Wilson
ODC:	Mr. Tai Bui
ODF:	Ms. Pamela Fields
ODO:	Mr. Daniel Gardner
ODP:	Mr. Arthur Dymond
RD:	Ms. Alisa Skribner
MSD:	Ms. Stacy Cribb

MSD Division Chief OACSIM Climate Survey Feedback – We in MSD recognize the concerns our customers raised during the OACSIM climate survey. Some of these issues are being addressed by individual teams of interested employees overseen by SGM Anbiya as part of the survey feedback process.

At this time, I'd like to provide information on three recurring themes, MSD customer-service hours, MSD One Stop and GFEBS.

In April, with the DACSIM and Directors' concurrence, MSD began to close two afternoons per week to catch up on technical training and customer service improvements. We completed this training and, effective 9 Aug, reverted to closing only 1300-1600 on Thursday afternoons for our division staff meeting and follow-up on customer's issues requiring coordination outside of OACSIM. As always, emergency issues occurring when MSD is closed can be directed to Nancy Tennis or me for immediate resolution.

MSD One-Stop is set to migrate to SharePoint during October. This will eliminate some of the cumbersome issues associated with reaching the information you need. If you cannot find the topic you are looking for on One-Stop, or feel that the information provided is too generic to be of use, we are open to your suggestions. One-Stop is not intended to be "one size fits all" and, if there is additional information relevant to OACSIM that you feel would be useful on the site, please let us know.

FEEDBACK - If you have any feedback or recommendations on the content of this newsletter, please send responses to Ms. Marianne Eisenhauer-Wall, Chief, MSD, at (703) 695-7161 or E-Mail: marianne.eisenhauerwall@us.army.mil, or Ms. Mary Kay Collins, Deputy, MSD, at (703) 695-7164 or E-Mail: marykay.collins@us.army.mil.

Migration to GFEBs mid-year has been a challenge for our budget team as well as many of our other internal processes. There have been growing pains in becoming proficient in the new system and we acknowledge that execution paperwork has not flowed as quickly as in the past. The wait time for new government credit cards has also been long due to the revamped process within the GFEBs environment. Most of these issues have been resolved and we expect improvements in this area to continue as we all become more familiar with the new system. There have also been issues with "separation of duties" roles within GFEBs that were not an issue in the legacy system. We greatly appreciate the support we've received from John Anderson in ODF and Barbara Moore in ODB, both of whom stepped up and accepted GFEBs roles that MSD personnel could not perform due to conflicts of interest. John and Barbara were instrumental in our ability to successfully fund many of your critical issues at fiscal yearend close.

In addition to these issues, MSD is looking at a revised process for resourcing and recruitment requests that will greatly reduce processing time. We'll have more information on that next month as we work to gain leadership approval to implement.

Please feel free to contact me with additional comments or feedback or use our ICE link at:

http://ice.disa.mil/index.cfm?fa=card&service_provider_id=111939&site_id=341&service_category_id=1

Marianne Eisenhauer-Wall
Chief, Management Support Division

Human Resources (HR) Update –

Total Army Performance Evaluation System (TAPES) Update – As a reminder, support forms must be in place within 30 days of an employee's assignment to OACSIM. Per AR 690-400 employees must perform under an approved support form for a minimum of 120 days. Employees will not receive a special or annual TAPES appraisal until the minimum period of performance has been met.

Monetary performance awards, time-off conversion requests, or Quality Step Increases for GS-13 and above personnel who received an award from their Directorate Awards Pool Manager have been processed. As a reminder, performance awards are neither a guarantee nor an entitlement. It may take one to two pay periods before these awards are reflected on leave and earnings statements. If you were notified that you received an award and have not received it by 31 Oct 11, please contact your Directorate's MSD liaison as identified below:

IS and IT: Christine Bennett, 695-7126, or Brenda Brown, 695-7072

OD, RD, and Executive Directorate: Jeff Wickham, 695-7103, or Brenda Brown, 695-7072

Per OACSIM SACO Tasker 110811780, the new rating cycle for GS-13 and above personnel, who received an annual rating on 30 Jun 11, began on 1 Jul 11. New support forms must be on file with Nancy Tennis, OACSIM Personnel Systems Manager. The rating period is 1 Jul 11 – 30 Jun 12.

The rating period for GS 9-12 employees who were assigned to OACSIM on/or before 3 Jul 11, and have an approved support form in place for 120 days, ends on 31 Oct 11. Completed appraisals will be due to Nancy Tennis NLT 30 Nov 11 and the Directorate performance award pools will be conducted in the December timeframe. A tasker for completion of the annual appraisals for employees in this category will be issued in early October. Employees in this category should begin drafting their accomplishments now to ensure timely submission of their completed DA Form 7222-1 to their rater. Please remember that the DA Form 7222-1 must include the employee's, rater's, and senior rater's initials for the initial and mid-point counselings.

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In addition, MSD was notified on 30 Sep 11 of a new mandatory statement regarding supervisor hiring responsibilities which must be included in all supervisory employee performance objectives per Presidential directive and DoD requirement. More information will be forthcoming as this requirement is clarified.

For more information and/or questions, contact Nancy Tennis, (703) 695-6995, or E-mail: nancy.tennis@us.army.mil

Mass Benefit Transit Program (MBTP) Electronic Claims Process – Just a reminder, the DoD NCR MTBP will be converting to a monthly electronic claims process and benefit issuance via SmartBenefits for the November 2011 distribution. Please remember, employees who are participating in the MBTP must submit their electronic claim for benefits during the period 1-15 Oct 11. Click on the MBTP website at <http://www.whs.mil/dfd/info/SmartBen.cfm> for more information.

Teleworking and the MBTP – As a reminder, when you update your telework agreement/work schedule you must also update your MTBP information with the change. Employees do not receive MBTP benefits for the day(s) they regularly telework.

Documenting Position and Employee Eligibility to Telework – The Telework Enhancement Act of 2010 mandates supervisors to determine position and employee eligibility to telework and notify employees of their eligibility status. To meet this requirement, a tasker is forthcoming with instructions on how to document which positions and employees are/are not eligible for telework as well as updating the employee's eligibility status in "My Workplace".

USAJOBS Downtime – USAJOBS is the government's official site for posting vacancy announcements and hiring information. USAJOBS is scheduled to be down from 1-7 Oct 11. This down-time will impact all federal agencies. On 1 Oct 11, the Office of Personnel Management (OPM) assumed control of USAJOBS. Previously, content management of USAJOBS was provided via contractor. The timeliness of vacancy announcements and referrals may be delayed as the new system is bought on line. Most changes to USAJOBS will be transparent to seekers and staffers.

Use or Lose Annual Leave – We are fast approaching the end of the current leave year, 31 Dec 11. All civilian employees are responsible for scheduling their annual leave to avoid losing it at the end of the leave year. Managers and supervisors are responsible for ensuring that their employee's leave is properly scheduled and approved in advance, and used in a timely manner before the leave year ends to avoid forfeiture of excess leave. The maximum amount of annual leave an employee may carry over into the next leave year is indicated on the employee's leave and earning statement.

Employees who will otherwise lose excess annual leave may donate such leave to civilian employees participating in the Voluntary Leave Transfer Program (VLTP). The VLTP allows civilian employees to transfer annual leave to another civilian employee who needs leave because of a medical emergency.

If you need information on VLTP, please contact Mary Kay Collins, (703) 695-7161, or E-mail: marykay.collins@us.army.mil, or Dory Olney, 695-7048, or E-mail: dory.d.olney@us.army.mil.

Office of the Administrative Assistant (OAA) Post Base Realignment and Closure (BRAC) Support – A number of OAA services and operations have moved to Fort Belvoir, Virginia, to comply with BRAC. To assist HQDA customers with identifying new locations or procedures for affected services, flyers have been placed on the OAA Customer portal at <https://securewebcac.hqda.pentagon.mil/oaacustomer/flyer.aspx>.

Army Ten-Miler – Although the Army Ten-Miler registration is sold out you may still show your support by cheering on the Soldiers, civilians, family members and other participants at the starting point at the Pentagon (or anywhere along the race course) on 9 Oct 11 beginning at 0800. Each year tens of thousands of runners

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and spectators come to Washington, DC to join in this race classic. Produced by the U.S. Army Military District of Washington, the Army Ten-Miler proceeds support Army Morale, Welfare and Recreation, a comprehensive network of support and leisure services designed to enhance the lives of soldiers and their families. The race starts and finishes at the Pentagon, passing by DC landmarks including the Lincoln Memorial, Washington Monument, and the Capitol Building. The Army Ten-Miler builds Army esprit de corps, support fitness goals, and enhance community relations.

For more information, check out the website at: <http://www.armytenmiler.com>.

OACSIM Administrator's Training – The MSD will host their second Administrator's training on 5 Oct 11, Room 5C137A from 1330-1500. Some of the topics to be discussed are the new "USA Staffing" recruitment process, military/civilian awards and the updating of the Executive Administration Center. XO's are encouraged to attend.

Please contact Brenda Brown at (703) 695-7072, or E-mail: Brenda.brown5@us.army.mil to reserve a space.

New Physical Profile Procedures for Soldiers – As an update to Army Regulation 40-501, Standard of Medical Fitness, 23 Aug 10, permanent profiles must be reviewed and validated (not re-written) with every PHA or at least every 5-years for the US Army Individual Ready Reserve (USAR IRR). Profiles done on the old DA Form 3349 or not done in Eprofile will be updated to the revised form in Eprofile at the time of the USAR IRR Soldier's next PHA or when there is a change in the Soldier's medical or functional status, whichever comes first.

If the profile is temporary, the first "issued on" date information must be included. Temporary profiles for the same condition cannot exceed 12-months duration. The first "issued on" date for the original condition/injury is the start of the 12-month temporary profile limit, even if there are subsequent periods of time the Soldier is not profiled for that original condition/injury

For all temporary and permanent profiles completed in Eprofile, Soldiers may view and download their individual profile by going to Army Knowledge Online (AKO) website and clicking "My Medical Readiness Status", then click "Medical Non-deployable Profile", then click "View Detailed Information", and then click "My Profile" under forms.

Enhanced Officer Evaluation Report (OER) System – The following information is important for officers or senior rater of officers. Army Directive 2011-16, dated 15 Sep 11 announced several enhancements to the OER system which impacts OERS with an ending date of 1 Nov 11 or later. Included in this directive is the intent to reduce the number of short-term OERs (e.g. Change of Rater (COR)) and gives the senior rater the option of using a Memorandum of Input for departing raters vs. submitting a COR OER. Enhancements include the rater must comment as to whether the rated officer has initiated or completed an Army Multi-Source Assessment and Feedback/360 in accordance with AR 350-1; and senior raters will indicate the next three successive assignments appropriate for the rated officer rather than the current practice of listing three future assignments.

For more information, visit the Human Resources Command website at:
[https://www.hrc.army.mil/site/Active/TAGD/ESPD\(formerly MSD\)/ESO/ESO.htm](https://www.hrc.army.mil/site/Active/TAGD/ESPD(formerly_MSD)/ESO/ESO.htm).

Solicitation for Nominations for the Annual Secretary of the Army Awards – The Human Resources Management Directorate is soliciting nominations for the Secretary of the Army Annual Awards. Enclosed is the official announcement with additional information and nomination instructions. Although the Secretary of the Army Annual Awards Ceremony includes award recognition from multiple categories, this call for nominations is ONLY for the Decoration for Exceptional Civilian Service (DESC) and the Secretary of the Army Award for Valor.

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Information on the DESC can be found in AR 672-20, Chapter 8, Honorary Awards, para. 8-2, and information on the Secretary of the Army Award for Valor can be found at <http://cpol.army.mil/library/permis/5496.html>.

The deadline for submitting nominations to Christine Bennett, Management Support Division (MSD), is NLT 1700, 1 Nov 11. MSD will prepare the required HQDA Principal Official endorsement for all nominations received. Packets will not be accepted if received in MSD after the suspense date or missing required information as noted in the ALARACT at enclosure. All nominations must be submitted through the appropriate Director/Special Staff Office Chief before submission to MSD.

Questions should be directed to Christine Bennett, (703) 695-7126

Budget and Acquisition Update –

Change to the FY12 Resource Request Form (RRF) and Performance Work Statement (PWS) Template

– Effective 1 Oct 11, OACSIM Directorates/Special Staff Offices must use the FY12 revised RRF located at J:\All_Share\01A - MSD One Stop Files\Budget Information\Budget Forms. Additionally, all RRF contract requests should also include the OACSIM PWS template located at J:\All_Share\01A - MSD One Stop Files\Contracting Management\OACSIM PWS template - 23Aug11, NS3.doc.

Questions regarding this change, should be directed to Stacy Cribb, 695-7041, or E-mail: stacy.cribb@us.army.mil

Workforce Development and Training Update –

Solicitation for Applications for the Harvard University Program for Senior Executive Fellows (SEF) –

The OACSIM is soliciting nominations for the 21 Feb 12 - 16 Mar 12 course session of the Harvard University Program for SEF. Applications are due to MSD (Roxann Dent) by 1700, 1 Nov 11.

A full description of the course and the application process can be found in the ACTEDS FY 2012 Training Catalog at <http://cpol.army.mil/library/train/catalog/ch04husef.html>.

Please refer to SACO Tasker 110712499 for additional information. Please note that completion of the Civilian Education System (CES) Advanced Course is a mandatory requirement. A copy of the Advanced Course Certificate of Completion or copy of CHRTAS CES Advanced Course Credit Documentation must be included in the application packet.

Please contact Roxann Dent, OACSIM Workforce Development Program Manager, 695-7078, for further information. She is available to assist personnel in preparing their application package.

Interactive Customer Evaluation (ICE) Update –

ICE Coordinator Message – We are now seeing some progress with some of the new ICE sites that started 1 Jul 11. Since 1 Jul, we have had 127 ICE submissions, most of which were submitted in the last 30 days. Top numbers are for the ACSIM Events Site (44 for Town Hall), New Employees Brown Bag (16), Office of the ACSIM (12 for LDP events), and I&T SharePoint (12). We would like to see more comments, especially to the sites that have not received feedback. You can find the sites listed on the OACSIM website (most are on now, with all shortly). If you have comments or questions, please let me know by contacting Barry Robinson, 703-695-6969, barry.l.robinson@conus.army.mil or via my ICE site: http://ice.disa.mil/index.cfm?fa=card&service_provider_id=111944&site_id=341&service_category_id=1

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ALARACT 359/2011

DTG: R 211806Z SEP 11

THIS MESSAGE HAS BEEN SENT BY THE PENTAGON TELECOMMUNICATIONS CENTER
ON BEHALF OF DA WASHINGTON DC//DAPE-CPS-ES//

SUBJECT: SECRETARY OF THE ARMY ANNUAL AWARDS CEREMONY

1. THE FOLLOWING INFORMATION IS AN IMMEDIATE CALL FOR NOMINATIONS FOR
THE SECRETARY OF THE ARMY ANNUAL AWARDS CEREMONY.

2. NOMINATIONS ARE REQUESTED FOR THE FOLLOWING AWARDS AND WILL BE
CONSIDERED FOR INCLUSION IN THE AWARDS CEREMONY.

A. DECORATION FOR EXCEPTIONAL CIVILIAN SERVICE (DECS)

B. SECRETARY OF THE ARMY AWARD FOR VALOR

3. FOR INCLUSION IN THE CEREMONY, REPRESENTATIVES FROM THE FOLLOWING
OFFICES WILL ISSUE SPECIFIC GUIDANCE FOR THE SUBMISSION OF NOMINATIONS
TO THEIR PROGRAM.

A. SUGGESTERS OF THE YEAR

B. OUTSTANDING ACHIEVEMENT IN DIVERSITY & LEADERSHIP AWARD (3)

C. SMALL AND DISADVANTAGED BUSINESS UTILIZATION (SADBU) AWARD

D. AWARD FOR PUBLICATIONS IMPROVEMENT

4. THE SECRETARY OF THE ARMY ANNUAL AWARDS CEREMONY RECOGNIZES
CIVILIAN EMPLOYEES AND MILITARY MEMBERS FOR EXCEPTIONAL ACHIEVEMENTS
AND OUTSTANDING CONTRIBUTIONS TO MISSION ACCOMPLISHMENT.

5. CIVILIAN EMPLOYEES AND MILITARY MEMBERS MAY BE NOMINATED FOR THE
SUGGESTERS, DIVERSITY & LEADERSHIP/EEO, PUBLICATIONS AND SADBU
AWARDS. ONLY ARMY CIVILIAN PERSONNEL MAY BE NOMINATED FOR THE DECS
AND THE VALOR AWARDS. NOMINEES FOR THESE AWARDS MUST MEET THE
ELIGIBILITY CRITERIA ESTABLISHED FOR THESE AWARDS. COMMANDERS SHOULD
ENSURE THAT CIVILIAN EMPLOYEES AND MILITARY MEMBERS ARE CONSIDERED IN
THOSE CATEGORIES FOR WHICH THEY ARE ELIGIBLE.

6. NOMINATIONS FOR ALL AWARD CATEGORIES MUST INCLUDE THE FOLLOWING:

A. DA FORM 1256 SIGNED BY A COMMANDER OF AN ARMY COMMAND, ARMY SERVICE COMPONENT COMMAND, OR A DIRECT REPORTING UNIT. NOMINATIONS FROM SUBORDINATE COMMANDS WILL NOT BE ACCEPTED AT HEADQUARTERS DA.

B. EEO CERTIFICATION COMPLETED ON EACH NOMINEE PER GUIDANCE CONTAINED IN ARMY REGULATION 672-20, PARA 2-2.

C. BIOGRAPHICAL DATA INCLUDING EMPLOYMENT HISTORY.

D. PROPOSED CITATION CONSISTING OF 50 TO 60 WORDS. THE CITATION SHOULD HIGHLIGHT THE NOMINEES SPECIFIC ACHIEVEMENT.

E. ELECTRONIC PHOTOGRAPH FOR EACH NOMINEE SUITABLE FOR INCLUSION IN THE CEREMONY PROGRAM BOOKLET.

F. VERIFICATION OF THE COMMAND'S INTENT TO HAVE THE NOMINEES AVAILABLE FOR THE CEREMONY. (NOTE: NOMINATIONS CONSIDERED FOR PRESENTATION AT THE CEREMONY MUST BE BOARDED BY THE ARMY INCENTIVE AWARDS BOARD AND APPROVED BY THE SECRETARY OF THE ARMY. APPROVED NOMINATIONS WILL BE HELD FOR PRESENTATION AT THE CEREMONY SCHEDULED (DATE IS TBD), UNLESS THE COMMAND REQUESTS OTHERWISE.)

7. THE DEPARTMENT OF THE ARMY SUSPENSE DATE FOR SUBMITTING DECS AND VALOR AWARD NOMINATIONS IS 5 DECEMBER 2011. THE ARMY COMMANDS, ARMY SERVICE COMPONENT COMMANDS AND DIRECT REPORTING UNITS WILL SET THEIR OWN SUSPENSE DATES. ADDITIONAL SUSPENSE DATES ARE LISTED BELOW FOR THE OTHER AWARDS.

8. POINTS OF CONTACT FOR SUBMITTING AWARD NOMINATIONS FOR THE SECRETARY OF THE ARMY ANNUAL AWARDS CEREMONY ARE THE FOLLOWING:

A. DECS AND VALOR AWARDS: MS. DIANE C. WILLIS,
DIANE.C.WILLIS.CIV@MAIL.MIL, 703-325-8333, DSN 221-8333
AND MS. JOANN HOLMES, JOANN.HOLMES2.CIV@MAIL.MIL,
703-325-4354, DSN 221-4354, FAX 703-325-9050.

B. SUGGESTERS AWARD: DUE TO MS. VIVIAN COLLINS 18 NOVEMBER 2011,
703-545-0670, DSN 856-0670, FAX 703-602-7112, E-MAIL
VIVIAN.D.COLLINS.CIV@MAIL.MIL. ADDRESS: ARMY SUGGESTION PROGRAM
MANAGER, 9301 CHAPEK ROAD, FORT BELVOIR, VA 22060-5527.

C. SADBUC AWARD: DUE TO MS. CYNTHIA R. LEE 4 NOVEMBER
2011, 703-693-6116, DSN 227-6116, FAX 703-693-3898 OR E-MAIL,
CYNTHIA.R.LEE@US.ARMY.MIL. ADDRESS: OFFICE OF SMALL BUSINESS
PROGRAMS, 106 ARMY PENTAGON, WASHINGTON, DC 20310-0106.

D. DIVERSITY & LEADERSHIP AWARDS (3): NOMINATIONS DUE
NLT 1 NOVEMBER 2011 TO THE DEPUTY ASSISTANT SECRETARY OF
THE ARMY FOR DIVERSITY AND LEADERSHIP. ADDRESS: DIVERSITY &
LEADERSHIP OFFICE, (ATTN: LARRY STUBBLEFIELD), 111 ARMY PENTAGON,
WASHINGTON, DC 20301. AWARD CRITERIA AND ADDITIONAL INFORMATION WILL
BE PROVIDED BY THE DIVERSITY AND LEADERSHIP OFFICE UNDER SEPARATE
COVER. POC IS MS. MARGARET BARFIELD, MARGARET.BARFIELD@HQDA.ARMY.MIL,
703-696-0211, DSN 462-0211.

E. THE PUBLICATIONS IMPROVEMENT AWARD: NOMINATIONS DUE
NLT 1 NOVEMBER 2011 TO MS. CYLORIA DAILEY, 703-693-1467
OR E-MAIL: CYLORIA.DAILEY@US.ARMY.MIL. ADDRESS: ARMY PUBLISHING
DIRECTORATE, POLICY AND STANDARDS OFFICE, 9351 HALL ROAD, FORT
BELVOIR, VA 22060.

9. EXPIRATION DATE CANNOT BE DETERMINED.