



East Gate Edition

U.S. Army Corps
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Far East District

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Big picnic ends big year!

by Patrick Forrest

Don't worry, that smoke billowing from the picnic area between Buildings S-67 and S-68 on October 6 was only hamburgers. The Programs and Project Management Division (PPMD) hosted FED's annual picnic to mark the end of the fiscal year. PPMD's James Dalton served as Master of Ceremonies and about 330 members of the FED family feasted on American and Korean fare.

FED Commander COL Gregory Kuhr quantified our success in FY 2000: zero loss of life; only one work-related injury; 54 contracts valued at \$316 million; 261 orders worth almost \$39 million and 605 modifications worth over \$26 million. Deputy Commander LTC Charles Markham added figures illustrating the vast scale of our work. In short, FED's DA civilians, KN workers and contractors performed over 1¼ million eight-hour workdays and drove over half-a-million miles last year! We spent \$36.8 million of our \$37 million year-end budget, meeting all planning guidelines. Right in our compound, you may have noticed upgrades to several buildings, preparations for the new motor pool, and other projects.

Supervisory Architect Mr. Chai, Yeong M. received the Commander's Award. In recognition of the successful year, PPMD recognized 37 FED employees from other offices that often go unnoticed, but played a critical role in the success of the project delivery teams.

PPMD team leaders,
Bob Losey, Sam Han, Milton
Matsuyama, and Dick Byron

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Ms. Yun, Sun-han, and Mr. James Chin of the Engineering Division did a great job of cooking hamburgers at the year-end picnic on October 6, 2000.

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From the Commander



COL Gregory Kuhr

I appreciated the opportunity to address our employees stationed at the FED Compound during the Town Hall meeting on 12 October. For those of you who were unable to attend, look for an article about it in the November issue of the East Gate Edition.

As I stated at the year-end party, the District performed superbly in FY00. The countless hours, dedication and perseverance I witnessed was nothing short of remarkable. I take my hat off to you for a job well done!

I want to take this Commander's Corner to talk about some of the changes impacting the District. These are in no particular order or priority.

By January 2001 we hope to be fully paperless in our contracting process. We should have the capability to solicit contractors, provide digital versions of our plans and specifications, and receive proposals all electronically.

We are in the process of selecting a third architect-

engineer (A-E) firm to support the District. We currently have two other A-E firms on the compound, AMKOR and TJD. We will likely find office space on the compound and the new company hopefully will be on board by second quarter of FY01.

As I explained at the Town Hall meeting, there is a formal request to return the FED compound to the ROK government. The local authorities would like to use the land we occupy for construction of a new civic center. This issue will be negotiated between the US and the ROK government and this could take a number of years before we are required to move. Where we will move to is yet to be determined.

On 12 October, our Logistics Management Office hosted a terrific groundbreaking ceremony for a new motor pool facility. This new facility will enable us to demolish the old motor pool building, which has numerous safety hazards and frequently floods out during heavy rains. We should also see additional parking spaces once the project is complete. Other significant projects include a new security wall in selected areas, a new entrance into the District HQ building and some repairs to the KN mess hall.

The District has several major projects which will be

challenging and rewarding. On Yongsan these include the design and construction of the first family housing tower, the renovation of the 121st Hospital while it continues to operate, and the construction of new headquarters for US Forces Korea and for Eighth Army and a Battle Simulation Center. We also have several barracks renovation projects throughout the peninsula and the construction of a Visitor's Quarters at Osan Air Base. These projects and many others will be excellent opportunities for the District to demonstrate its commitment to excellence.

As many of you know there are many other areas undergoing significant changes. I welcome your suggestions and recommendations on any of these. I will continue to hold Commander's Sessions with designated employees every week in which I am available. If you would like to discuss your ideas with me, ask your Division/Office Chief to put you on the list for the next session. Again, thanks for the superior effort throughout FY00 and let's get even better in FY01!

Essays!
COL Greg Kuhr

Check out the Far East District web site at [Http://www.pof.usace.army.mil](http://www.pof.usace.army.mil)

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District Commander: COL Gregory S. Kuhr Public Affairs Officer: Gloria Stanley Photographer: Yo, Kyong-il

Safety

Knowledge is power. Knowledge can also be the difference between life and death. Let me give you a good example of what I mean. Last summer an employee of Dick's Last Resort Restaurant in Boston found a Refrigeration and Heating Ventilation and Air Conditioning (HVAC) repairman unconscious in the closed walk-in freezer. Nine 55-pound blocks of dry ice (solid carbon dioxide) had been placed in the freezer by the restaurant to lower the temperature to help preserve the food while the freezer was being repaired. As the blocks evaporated, dangerous levels of carbon dioxide built up in the closed freezer and overcame the repairman, who died the next day.

The U. S. Labor Department's Occupational Safety and Health Administration (OSHA) performed an investigation and found that the restaurant and the repair company allowed their employees to enter a space with an atmosphere that posed an immediate danger to life and health (IDLH). This was due to the carbon dioxide gas generated by the dry ice in the freezer. The concentration of carbon dioxide gas was in excess of 40,000 parts per million (ppm). Normal ambient levels of carbon dioxide are usually below 600 ppm.

In addition to the use of respiratory protection, the hazards could have been mitigated by

mechanical ventilation of the freezer, continuous atmospheric monitoring of the space with an oxygen or carbon dioxide analyzer and continuous monitoring of the repairman while he performed his duties in the freezer.

The final outcome of the OSHA investigation is that the employers received citations for serious violations. OSHA defines a serious violation as one in which there is substantial probability that death or serious physical harm could result, and the employer knew, or should have known, of the hazard. The total monetary penalty levied against the employers was \$77,000. That is not a large sum when you consider that a life was lost and could have been prevented if the applicable safety and health standards had been followed. If the employer had taken the time to review the hazardous properties of dry ice, and communicated the hazards to the employee, the danger could have been controlled.

The OSHA Hazard Communication Regulation (29 CFR 1910.1200) was passed in 1983 as part of the worker right-to-know movement. This regulation was written to prevent such accidents resulting from the use of chemicals. The intent of this regulation is to ensure that employers provide the hazard information to their employees. This also serves to empower the employees to be active participants in an employer's

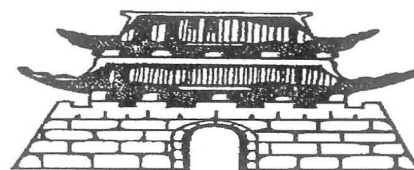
health and safety program.

The Hazard Communication Program requires the employer to develop a written program that includes the following: a current inventory of hazardous chemicals on the site, Material Safety Data Sheets (MSDS) for each hazardous material, proper labels on the containers, and training that includes the potential safety and health effects from exposure to the chemical.

The next time you go to use a chemical, whether at work or at home, look at the label for the hazard warnings. If you need additional information that is not on the label refer to the MSDS. If you need further assistance with identifying the hazards associated with a chemical or any other occupational health hazards call me at 721-7348 or send me an e-mail message.

Edward Primeau

*Industrial Hygienist
Safety and Occupational Health Office*



The Deputy's Word



*by LTC Charles Markham
Deputy Commander*

Hello again. Fall weather is finally here! I think Fall is the best time in Korea. Beautiful clear days with cool nights. The changing colors of the foliage are also a nice site. My wife and I recently traveled to the Mount Sorak area and greatly enjoyed the fall scenery, to include the East Sea. I highly encourage you to take some time and see Korea outside of Seoul and our work areas.

Recently our Division Commander, Brigadier General Castro, on a quick, two-day tour, visited us. As always, the District rose to the occasion and provided him a great view of the fantastic work we do in support of USFK. The briefings, project site tours, office visits and dinner were all done professionally and provided him the right information he needed to walk away with. BG Castro left with a positive feeling and expressed sincere thanks to everyone in the District for making his visit worthwhile and enjoyable. I too thank you for your support during the visit.

I had the opportunity to participate in a groundbreaking ceremony for a Community Activity Center at Camp Page, in Chun Chon. I was proud to represent the FED team and state that we will deliver a quality product to the Camp Page community! I have the same opportunity to speak at upcoming ceremonies at Osan Air Base and K-16 Airfield. I look forward to meeting our customers there and hearing how much they appreciate our work. We definitely make a difference here on the peninsula by providing needed facilities to our communities and the service members of USFK. I highly encourage you to attend a groundbreaking or ribbon-cutting ceremony and see the great anticipation and/or tangible results of our work. Again, FED is making a difference!

New construction and renovations are going on throughout our facilities, to include a couple of Resident and Project Offices. A new perimeter fence and mainte-

nance facility are being constructed on the FED Compound. Also a few of our offices are being upgraded causing the relocation of their work areas. The Central Resident Office at Osan AB and the Camp Page Project Office are moving into buildings currently under renovation. COL Kuhr wants to provide our employees with a safe, functional work environment. These moves and upgrades will help us attain this goal.

I am happy to say the District as a whole continues to operate safely. Mr. Bruce Barrett, POD Safety, recently visited FED and was satisfied with our safety program and results. However, always remember, "Safety is an Everyday Affair!"

Serving the District and you!



The letter “T”:

What does it have to do with team building in FED?

by Gloria Stanley

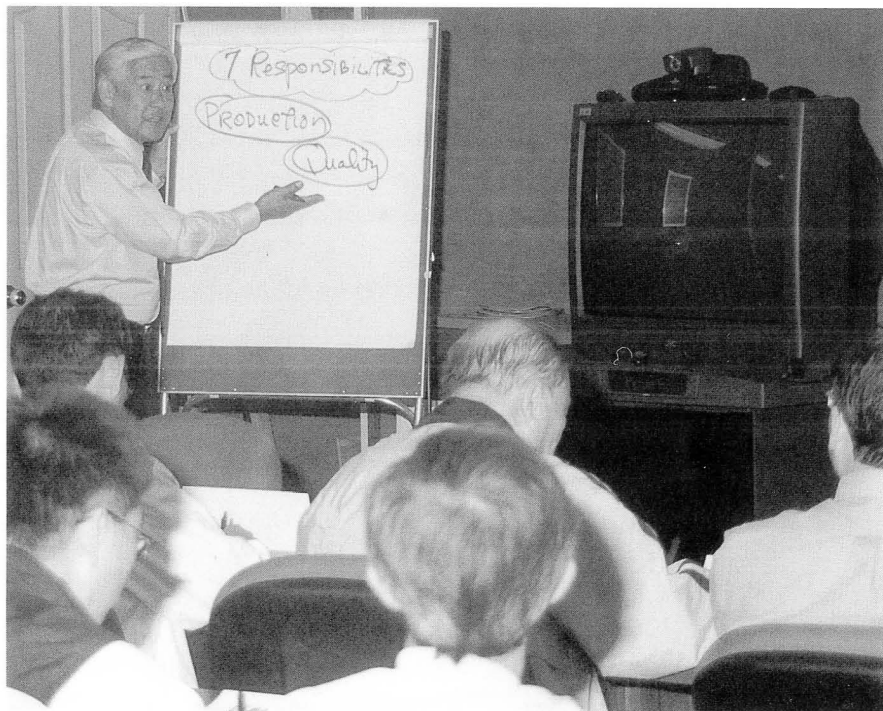
The letter “T” is part of an exercise Mr. Raymond K. Ohta, President, Pacific Training and Development Company, uses during a 7-hour training class on team building. District team members were invited to attend this class during the first two weeks of October 2000 as part of the district’s effort to invest in people and enhance the effectiveness of the district’s project delivery teams. Ohta conducted seven classes at the FED compound and two at Camp Humphreys. The classes were full every day with more people than had signed up for the class. Approximately 300 people received the training.

Mr. James Dalton, Deputy for Programs and Project Management, arranged for the class at FED after it was strongly endorsed by Mr. Ray Jyo, his counterpart at the Corps’ Honolulu District. The purpose of bringing the class to FED was to help us all work better as a team.

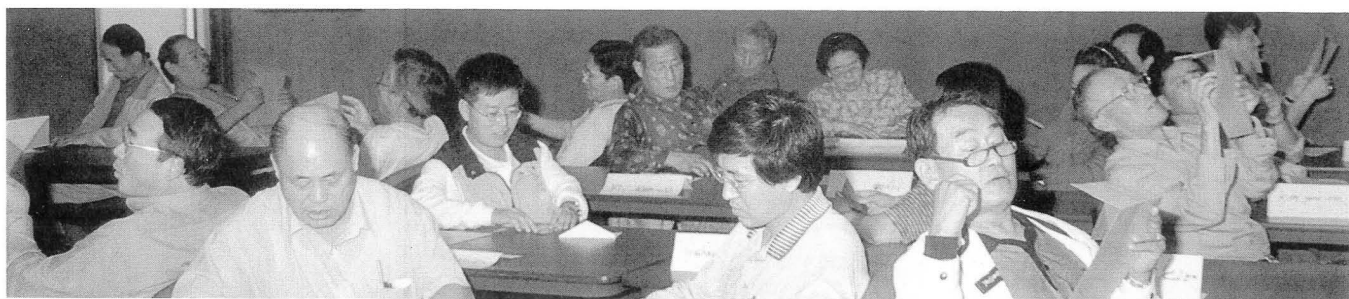
“The Corps as well as other government agencies and companies have recognized the strength of doing things as teams rather than as individuals,” Dalton said. “The Chief of Engineers decided the way for the Corps to do business is to use the Project Management Business Process and the core of that process is the Project Delivery Teams.”

To have a strong work team you must define responsibilities. To do that, certain questions must be answered. What are the production and quality requirements? What is the cost? What methods should be used? What training is needed? Do we have a safe work environment? How do we maintain morale?

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Mr. Ray Ohta, President, Pacific Training and Development Company, discusses the seven responsibilities needed for successful teams.



Partners in the team building class work to complete the letter “T” exercise.

Ground breaks on new FED motor pool

by Patrick Forrest

In a way, you could call it “earth-shattering.” On 12 October, ten shovel-wielding dignitaries broke ground for FED’s new Motor Vehicle Maintenance Facility – better known as the Motor Pool – on the site of the current Motor Pool parking lot. Taking part in the ceremony were FED Commander COL Gregory Kuhr; Mr. Ha, Sang-Ku of SinWoo Construction and Industries Company Limited; Director of Public Works, 34th Area Support Group, LTC Worth; FED Deputy Commander, LTC Charles Markham; the oldest and youngest members of the Motor Pool, Mr. Chang, Tok-chu and Mr. Kim, Chong-yun; Chief of the Logistics Management Office, Mr. Bill Yerabek; Project Manager, CPT Paul Baker; Project Engineer-Seoul Project Office, Mr. Harry Kye; and Mr. Gil Kim of Design Branch, Engineering Division.

Soon FED mechanics will no longer have to work outside during wet or cold months in Korea. The new motor pool building’s five bay openings will be high and wide enough to accommodate our largest vehicles. The four-room facility will provide approximately 3000 square feet, or 275 square meters, of environmentally-and structurally- sound floor space enclosed by steel beams on a concrete slab. The old 1950’s era Motor Pool facility will be demolished. Completion of the new Motor Pool is scheduled for 27 February 2001 at a cost of \$449,527.25.

COL Kuhr also awarded Department of the Army Certificates of Achievement to the Project Delivery Team: Ms. Yong Riley, Mr. Sin, Yong-Taek, Mr. Chon, Kyong-Ho; Mr. Choe, Yong-To; Mr. Chon, Sung-Ho; Mr. Chon, San-Kon; Mr. Gil Kim and the departed Mr. Lester Lowe, Jr. (who will receive the award at Nashville District). COL Kuhr proudly noted that although he is FED’s Commander, “this is the first ground-breaking I’ve gone to in Korea. I get to do it on my own compound.” Mr. Ha, Sang-Ku of SinWoo Construction and Industries Company Limited offered that “with our technical know-how and experience, we promise you that this project will be completed without any incidents or accidents and on time.”



During the groundbreaking ceremony COL Gregory Kuhr, District Commander, presents certificates of achievement to the motor pool project delivery team members: Ms. Yong Riley, Mr. Sin, Yong-taek, Mr. Chon, Kyong-ho; Mr. Choe, Yong-to; Mr. Chon, Sung-ho, Mr. Chon, San-kon, and Mr. Gil Kim.

Big picnic ends big year!

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Everyone enjoyed great food at the year-end picnic hosted by the Programs and Project Management Division

assisted with presenting the appreciation plaques. Following are persons recognized by PPMD:

Contracting Division

Ms. Yi Tong Hui
Mr. Yi Hong Chong
Ms. Jean Ross
Mr. O Mun Han
Ms. So Son Ok
Ms. Kim Tok Kyong
Ms. Hwang Chong Sun
Ms. Fay Jones
Ms. Sue Ann Laughrey

Engineering Division

Mr. Yim, Chang-Su
Mr. Choe, Yong-To
Mr. Ben Gompers
Ms. O Hwa Chin
Mr. Yi Won Ho
Mr. Kim Sung Uk
Mr. Kim, Pyong Sop

Construction Division

Mr. Kerwin Donato
Mr. Wang Hui Chan
Mr. Bruce Kim
Mr. Choe Kwang Kyu
Mr. Sin Won Kyun
Mr. No Myong Yong
Mr. Yi Yong Ho
Mr. Bobby Davis
Mr. Kim U Kon
Mr. Choe Yong Kun
Mr. Pae Chin Soo
Mr. Kang Kil Su

Resource Management Office

Mr. Carlos Glover
Ms. Ma Sok Ku
Ms. Cho Yong Wol
Ms. Kang, Nae Hwa
Ms. Monte Howard
Ms. Kang, Pong-Ye

Information Management Division

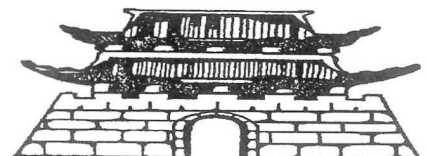
Ms. Song Bliss
Ms. Yu Un Hui
Mr. Cha Kwang Su

Mr. Dalton noted that far more FED team members deserved recognition than was possible. Door prizes included several bottles of wine and a JVC boom box won by Mr. Chang, Yong-Ung. LTC Markham said he "expects to give the same speech" next October to mark the end of a successful FY 2001.

Happy New Year, FED!



Supervisory architect Mr. Chai, Yeong M., received the Commander's Award from COL Gregory Kuhr, District Commander, during the awards presentations at the year-end picnic.



The letter "T"

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Successful teams share four characteristics: trust, respect, commitment to clear goals, and active cooperation. According to Ohta, the more you are committed to clear goals and actively working together (with mutual responsibility and accountability) the more you receive trust and respect.

Another important part of team building is providing five basic benefits for your customers: reliability, responsiveness, assurance, empathy and tangibles.

Ohta says if you want different results do things differently; don't do the same thing with greater intensity. He also emphasized Maslow's four stages of learning theory: (1) unconscious incompetence (2) conscious incompetence (3) conscious competence and (4) unconscious competence (it becomes automatic).

Now, back to the letter "T". Two people became partners and sat back-to-back. One partner was given an envelope with a simple, already assembled, jigsaw puzzle inside which was the shape of the letter "T". The other partner was given an unassembled puzzle which, when assembled, would form the letter "T". Each piece of both puzzles was a different color. The partner with the assembled puzzle tried to tell his partner how to assemble his puzzle without either partner looking at the other partner's puzzle. Simple, right! NOT EXACTLY! This was a lesson in what can happen when you make assumptions, and how people get frustrated when they're not really

communicating. The puzzles were exactly alike, right? WRONG! The same colors were used for the pieces of both puzzles, but not for the same shaped pieces. Therefore, the partner giving instructions (*assuming the puzzles were alike*) gave a lot of useless information and both would get frustrated because they (as this team) couldn't assemble the second puzzle.

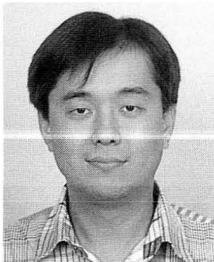
That is just one example of how Ohta keeps the class interesting throughout the day as he makes important points about behavior and developing strong teams. His goal is for people to understand they can't control others, only themselves.

Ohta said he really had tremendous support from James Dalton, that Henry Miyamoto was a great host, and he really enjoyed his experience and the warmth and graciousness of the people in Korea. It was his first experience with bilingual classes.

Dalton plans to bring a leadership course to FED in January and possibly bring back the team building class so those who missed the October sessions will have another opportunity to benefit from it.

New Team members

Mr. An, Kyu-ryang joined FED on Aug. 16, 2000 as an electrical engineer in the Design Branch. His home town is Bundang and he graduated from Kwang-Woon

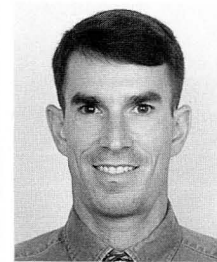


University with a degree in Electrical Engineering. Prior to joining FED he worked as an electrical engineer with KEPCO. He enjoys basketball and bowling.

Mr. Thomas Kwiat joined FED on Sept. 14 as a project manager in PPM for Osan projects. He graduated from Cornell University with a bachelor's degree and from the University of Washington with

a Master's degree in civil engineering. He recently transferred from the Camp Humphreys DPW environmental office. His home town is Utica, New York and he enjoys tennis, swimming, biking and music.

Mr. Edward Primeau joined FED



on Sept. 26, 2000, as an Industrial Hygienist in the Safety Office. He graduated from the State University of New York in Pittsburgh with a degree in Biology

(Microbiology). His home town is Cohoes, New York and he enjoys marathon running, mountain biking, and swimming. He comes to FED from Keller Army Hospital, USMC, West Point, New York.

Mr. Kim, Yong-chun joined FED



on Sept. 1 as a mechanical engineer in the Design Branch. He holds B.S. and M.S. degrees in mechanical engineering from Hanyang University. Prior

to joining FED he worked at Hyundai Engineering & Construction and POSCO Engineering and Construction Companies. He holds a professional engineering license from the State of Oregon. His hobbies and sports interests include reading, paduk, and hiking.