SLC meets in Okinawa

Emerging leaders, Senior leaders visit Shurijo Castle
From the Commander

Culture

Today I want to discuss the FED “culture” and how it makes us so successful. Our organizational culture is displayed everyday in how we interact with each other, how we get our work done, how we socialize, and how personal conflicts develop. All leaders are taught the importance of understanding their organization’s culture if they hope to successfully lead. So what is FED’s CULTURE?

What is culture? It’s how members of an organization do things. It is a combination of values, customs, traditions, and beliefs that, over time, has created a shared institutional attitude. From this culture springs common expectations regarding standards of behavior, discipline, teamwork, loyalty, selfless duty, and customs. I am sure that each of you has your own perception of what our culture is, but let me tell you some of my perceptions.

First, I believe most employees are very proud to work for FED. Every year the District makes a significant contribution towards improving the facilities and quality of life of US service members. Since 1957 FED has earned a reputation for quality work. From all of our customers I hear - “If you want it done right, get FED to do it.” This pride causes us to work even harder and dedicate ourselves to accomplishing each task correctly.

Secondly, FED has a unique workforce because it is half Korean National (KN) and half US civilians. Our KN employees come to FED with different background and experiences, and thus different attitudes, philosophies and beliefs. For instance many of our Korean employees work for FED for over 20 years, while our US employees usually stay less than 5 years. This is a strength for FED because our Korean employees bring continuity and historical knowledge while our US employees bring experiences from work at other Districts or agencies. This combination works extremely well in balancing old and new ways of doing things.

Next, our culture has been that the US employees are the interface with our customers while our Korean employees have been limited to technical positions. The result is that our US employees hold most of our supervisory positions. This is a natural alignment of responsibilities given the language difficulties; however, it also has unintended consequences. Our Korean employees have few opportunities beyond the KGS-11 level because there are few non-supervisory higher grades.

Respect for seniority is a Korean societal trait that also brings strength to the District. However, it can also inhibit junior KN employees from expressing their valuable opinions or challenging engineering judgments. US employees are less reluctant to challenge their seniors, although hopefully always in a respectful manner. As long as we always treat each other with dignity and respect, listening to opposing opinions only makes us a stronger organization.

FED needs all employees empowered to achieve their potential without organizational or cultural restrictions. Are you being held back from reaching your goals? Is it an FED cultural trait that prevents you from advancing? Remember that our culture is also a source of strength and one of the principle reasons we are so successful. Be proud of our culture but also don’t be hesitant to challenge the

(continued on page 12)
Safety & Health

Contractor Quarterly Safety Award

by Glenna B. Smith, SO

LG Engineering and Construction Corporation was selected as FED’s Outstanding Safety Contractor for the 1st quarter of FY02, for their efforts on Contract # DACA81-01-C-0020, Whole Barracks Renewal located at Camp Humphreys. All contractors working on projects for the US Army Corps of Engineers can be considered for this award. This award is for safe performance of work accomplished by the contractor during the quarter.

Each Resident Office reviews all of their contractors and projects using the Quarterly Contractors Evaluation Report, for the rating period and considers them for nomination.

In order to be eligible for nomination the contractor must have received an outstanding rating in all safety elements, which is verified through the Construction Contract Administrative Support System (CCASS) and the Contractors Performance Evaluation (DD Form 2626). Contractors must consistently demonstrate outstanding safety initiatives and have high marks for compliance to EM 385-1-1, Safety and Occupational Health Requirements Manual.

Resident Offices with contractors meeting the requirements present their nomination package to the selection board. The package is reviewed, voted upon and the selection is made.

LG’s commitment to Safety has earned them this award. LG has a proactive Safety Engineer and staff who continually strive to improve safety. During monthly safety meetings LG promotes safety by recognizing an employee for outstanding safety performance and presents them with an award.

Congratulations to LG Engineering and Construction Corporation and employees. Thanks for staying committed to safety and remember,

Company, was awarded Safety Coin # 100, on Feb 26th, for a greatly improved safety program.

Mr. Don Wood, QAR, Tongdunchon Resident Office, was awarded Safety Coin # 94 on Feb 8th, for excellent site safety.

Mr. Cho, Du-Ho, Project Manager for BECCO Construction Company was awarded Safety Coin # 95 on Feb 8th, for an excellent safety program.

Mr. Fred T. Davis, Deputy Chief, Construction Div., FED, was awarded Safety Coin # 98 on March 20th, for outstanding support in accident prevention.

Mr. Matt McCullough, Asst. Project Engineer, Seoul Project Office was awarded Safety Coin # 99 on March 12th, for excellent safety support.

FED Safety Day will be held May 22, 2002. If you would like to present a topic during Safety Day, have areas of concern or training topics that you would like to see addressed, please let us know here at the Safety Office.

Contractor Safety Certification Course is scheduled for 24-26 April at FED in the VTC room.

"There’s No Alternative For Safety''.

Safety News

Mr. Dong, Sang-Bum, Safety Engineer for Samwha Construction

Mr. Maeng, Won-jai, Senior Executive Vice President of LG Engineering & Construction Corp. receives the award from COL Gregory Kuhr, Commander, FED.
Greetings from the Deputy’s Desk. Spring has sprung, and with it comes a busy time of the year for us all. This spring is especially busy with special District events and visitors. I want to quickly update you all on some of these important upcoming District events and dates.

On or about 14 May, we will honor Mr. Jack Church for his dedicated service as a Government Civil Servant with a retirement luncheon. Watch for upcoming fliers on the time and location. The District will host its annual Safety Day on Wednesday, 22 May. The Safety Office is planning a great day with your input. However, to make it successful, we need your ideas and participation. Please help us out. We’ll be looking for a new safety slogan too! On Friday, 24 May, we will farewell COL and Mrs. Kuhrat at the picnic area between buildings S-67 and S-68. The Divisions and Separate Offices will have the opportunity to say thanks and present their special gifts to the outgoing commander. I anticipate a fun, informal event in showing our sincere appreciation.

In June, we will host the visiting Chief of Engineers and his wife, LTG and Mrs. Flowers. In conjunction with the chief’s visit, BG and Mrs. Johnson will also honor FED with their presence. Both parties will participate in the District Change of Command scheduled for Monday, 10 June at 0900, here on the FED Compound. The incoming commander, COL Frank Kosich, will take command during the ceremony. Following COL Kosich’s reception, we will conduct a District Town Hall Meeting the next morning. We’re coordinating for a large ballroom to hold the meeting in, so again, watch for upcoming announcements on the exact location. LTG Flowers plans to depart Korea on 12 June.

Another important event is scheduled for Friday, 14 June, the District’s Organizational Day. This date allows COL Kosich to host the event and meet more of you, his new employees, and our school-aged children can participate because school is officially out for the summer that morning. We plan to continue with the same type of venue as the previous years with good food and games for everyone.

COL Kosich will depart Korea around 15 June to attend a USACE pre-command course and pack up his family for their PCS to FED. My replacement, LTC Paul Cramer, will arrive on 17 July. He is a former Project Engineer in the Tongduchon Resident Office, so he knows FED. I expect him to hit the ground running.

I will depart FED on 27 June, headed to Oregon as the Deputy for the Portland District. My family and I are excited to remain with USACE and live on the West Coast.

Expect to see more information on all of these important events. I will be forming and planning PDTs for the DE’s farewell event, Change of Command ceremony and Organization Day. We’re always looking for energetic volunteers and good ideas. Please join us.

As always, remain safe and think before you act. Practice good risk management principles and don’t forget: “There’s No Alternative for Safety.”

Serving the District and you!
The Chin Report

by Allen Chin,
Deputy for Programs and Project Management

RMB and SLC, what?

In case you’re wondering, RMB and SLC stand for Regional Management Board and Senior Leaders Conference. And if you didn’t know, the Pacific Ocean Divisions (POD) RMB was held 6, 7, and 8 Mar 02 in Tokyo, Japan and the POD SLC was held in Okinawa, Japan on 11-15 March 02. I had the good fortune to attend both events.

The RMB meets three times a year and the SLC meets once a year. The RMB consists of the Chiefs of Resource Management Office, PPMD, and Technical Division from each of the Districts within POD as well as the office chiefs from POD. The SLC consists of senior leaders from each District and POD; namely the Division and District Commanders, Division Chiefs and Staff/Chiefs. In this particular SLC, Emerging Leaders from throughout POD were invited to attend and participate.

The RMB topics presented and discussed were very exciting. I especially liked the discussion on “Battle Rhythm”. This is where we laid out the plan for our Regional Business Process. This process included reviewing our budget process, manpower, PMBP, ISO 9001 certification, etc. It will also assess the effect of our current processes on our customers and stakeholders.

Now I really like this part because we keep talking about PMBP, PDT ISO, etc. But this is where we will bring in our customers’ perceptions of how our business processes affect them. We also had a high intensity (fun) session with CH2MHILL who ran us through some PMBP exercises. On the last day of the RMB, we were treated with an enlightening presentation on the Learning Organization; something we should always strive to be.

Even though I thought the RMB was exciting and stimulating, the SLC was even more exciting because of the addition of the Commanding General and the District Commanders as well as the rest of the senior leaders from throughout POD. The SLC was packed with high-energy leaders, well-focused presentations, and lively breakout sessions. We even experienced the adventure of being the last occupants of old “vintage” billeting that was due to be demolished after our departure. A key focus of the SLC was for us to collectively refine the POD Campaign Plan, which directs us into a vision of where we want to go. The Emerging Leaders added a lot of spice to the SLC with their presentations on “Recruitment and Retention” and their astute observations of their senior leaders in action. Even though you may think that we experienced a harsh 12 hour workday everyday, we did find time to enjoy a Karaoke Night, Awards Dinner, and a Staff Ride.

The Battle of Okinawa Staff Ride was a highlight of the week and was an event where we all traveled by bus to various World War II battle sites in Okinawa and at each site, each District and POD gave a true account of the fierce battle. It was an amazing and sobering sight to walk into the elaborate tunnels where the Japanese soldiers were living and fighting from 1945.

The high energy level of the participants in both events was exciting and contagious. At the SLC, we benefited from having both the senior leaders and emerging leaders share their perspective and view of things from where they sit. This was all great stuff.

In conclusion, although the RMB and SLC were about looking at our processes from a regional perspective and charting a strategic plan for the future, they were also about having an enjoyable experience.
Emerging Leaders!

by Julie Park

Have you met the Far East District’s (FED) Emerging Leaders (ELs)? Do you know who they are and what they do? And more importantly, why they are emerging leaders?

Each year some outstanding individuals have been selected as the emerging leaders to represent each district in POD for two years. The Emerging Leaders Program (ELP) is a Division sponsored program open to all GS/KGS 09 through 12 grade levels. The program is designed to provide ELs with exposure to senior leadership and to give them opportunities to refine as well as examine their own and each other’s leadership skills.

In 1999, the ELP was updated to include that participants complete a project that will make an impact on the operation process of the Corps. In 1999, Ms. Sin, Hee-bok, RMO, Ms. Kim, Yong-son, IMO, and Mr. Curtis Lypek were selected as ELs. As the Class of 2000, this graduating class includes Mr. Lenny Kim, Project and Programs Manager, PPMD, Dr. Pak, Chung-pom, Supervisory Geologist, Geotech Branch, and Mr. John Ghim, Project Engineer, Hospital Resident Office, were selected. 2001 ELs were Mr. Steve Truong, Project Engineer, PPMD and Ms. Cho, Yong-wol, accountant, Resource Management Office. And finally, just a couple of months ago Mr. Gary Chaney, Central Resident Office, and Mr. Yu, Chae-hwang were selected as 2002 ELs to carry the torch for the next two years.

If you happen to run into these ELs, you should make an effort to talk with them about the ELP because it’s more than likely that you will want to become one yourself afterwards. You may be asking yourself, “What does it take to become an EL, and is there a specific skill or talent you need to have in order to be selected?”

Many of the ELP alums will tell you that they applied for the program with strong recommendations from their branch/office supervisors. However, such recommendation is not necessary. Any person with self-confidence and desire to elevate their leadership skill to another level can apply.

“I elected to participate in the program so that I can learn more about myself, grow and be more of a participant,” said Mr. Steve Truong, 2001 EL.

So, how does it exactly elevate your sense of leadership?

“It (ELP) forces you to be more vocal in speaking out on behalf of the Corps with a sense of purpose,” said Truong. “It makes you work harder as you are trying to squeeze more time into a day.”

Ms. Cho, Young-wol,
A group photo from 2002 Senior Leaders Conference, which was held in Okinawa, Japan in March.

bond that was built up during the training.”

As their ELP projects, 2000 and 2001 ELs worked on a Recruitment and Retention project, which the group representatives successfully introduced during the Senior Leadership Conference (SLC) at Okinawa, Japan. Along with ELs from other POD districts the group also discussed, brainstormed, and made presentations on this year’s main theme, “Building a Regional Business Center”. They also participated in discussion on the “Battle of Okinawa during WWII” as a team exercise.

The ELs were given the additional task of determining and presenting an initial proposal for transforming POD into a ‘Learning Organization’. Although a lot was accomplished during SLC, I expect that my fellow ELs in POD and I still have a lot of work to do,” said one of this year’s enthusiastic ELs, Mr. Yu, Chae-hwang.

The group conducted surveys and studies from FED to prepare for the project. To prepare for the discussion, each EL read up on the subject during their personal time.

So, you can see that it’s not just the title. As an EL you really have to put in a good amount of effort and your own time to improve and satisfy yourself.

Mr. Lenny Kim, a class of 2000 EL, talked about his feelings as he is close to graduating from the program. “I’m satisfied with the program. I wish I had more time to fully dedicate myself to the project, though.”

After all the hard work, the gains and benefits of the program are tremendous.

“I have learned about the human skills that are more delicate and subtle than the technical skills I have been trained for during my professional career,” said Truong.

As a newcomer to the program, a 2002 EL, Mr. Gary Chaney says, “By participating in this program, I may be able to put all the bits and pieces together from a corporate perspective which will help me to better understand the other side of the fence and solve problems in a more productive and professional way.”

Any advices for the future emerging leaders?

“This is serious stuff,” said Chaney. “Watch out what you ask for, you may get it.”
The Pacific Ocean Division (POD) and the Far East District (POF) participated in the Receiving, Staging, Onward Movement and Integration 2002 (RSO&I '02) Exercise from 20-27 March. This year's exercise was a little different from the past due to the addition of the following items.

- New Emergency Operations Center (EOC) on Camp Walker with twice the space that we used to have on Camp Henry.
- Second Fixed Tele-Engineering System. The first one is located in bldg S-81 on the FED Compound in Seoul and new one is in the POF EOC on Camp Walker.
- Secret Internet Protocol Router Network (SIPRNET, classified computer) connection to communicate with other agencies and individuals worldwide.
- Two LAN systems; one for unclassified and the other for classified information.

Due to the 11 September 2001 attack, all of the reservists normally support FED during the Joint Chiefs of Staff (JCS) Exercise were called to active duty in other locations. However, we received two reservists for one year tours to assist in the Emergency Management Office (EM) as well as 6 additional Troop Programs Unit (TPU) Reservists from other units came to assist us, plus a small core of POF personnel.

Prior to the exercise, EM sponsored a training class called Theater Construction Management System (TCMS). The instructors came out of Huntsville Engineering Support Center. TCMS is a software package that allows the engineers to quickly design projects to the initial standards. All the standard drawings are in English units. Our Engineering Division's Bob Kiehn has been working on developing a metric version of these drawings and a list of local materials.

The Advance Party, including Jerry Giefer, Pat Crays, Ken Pickler, Kyu Han, No-hyun Myong and Scott Lowdermilk departed on Monday, 18 March to open up the buildings, setup new equipment and perform a Communications Exercise (COMMEX) with POD. On Monday and Tuesday, the main body attended the TCMS class and a series of briefings on what to expect during the exercise.

On Wednesday, 20 March, the main body departed and convoyed down to Taegu and the Liaison Officers (LNOs) linked up with the HQs/Components they were supporting. Upon arrival, we received a message from POD that the Chief of Engineers wanted Korea to submit a video of FED wishing the Corps of Engineers happy birthday. The exercise participants did a Video Tele-conference with Engineering Research & Development Center (ERDC)
April 2002

in Vicksburg, MS, which recorded our message in both Hangul and English.

When the LNOs received a request for assistance from the HQs/Component engineer staff, that request was passed back to the Executive Officer/S-3. A determination was made if POF could fulfill the requirements or if we would use our Reach Back capability for assistance. There were several requests for assistance, which were passed via secure communications back to ERDC to get Subject Matter Experts (SME) to work the issue. Normally within a few days, answers were returned.

The Project Manager (PM) and TCMS crew were working on updating the Contingency Construction List (CCL). The CCL is a list of projects consolidated at USFK, prioritized and sent to FED for design. The projects would either be constructed by a contractor or by a troop unit. Several of these projects were sent to POD, who then divided them between POH and POJ for design assistance.

This exercise was a 24 hours operation, so yes, there were people working in the EOC around the clock. We did receive requests for information at all hours of the day and night. These were all handled in a very professional manner and we received good reports back from our customers.

My thanks to all the participants on a very well executed exercise. I look forward to working with the rest of you in upcoming exercises.

April Focus

Name: Rikky Rice
Job Title: Quality Assurance Representative, Osan AB
How long have you been with the Corps?: I served over 30 years in US Air Force. I'm a retired Chief Master Sergeant (E-9) and I started working with FED on November 1995. I worked in various assignments while serving in the Air Force. In Europe, I worked in Germany, France, Spain, Turkey and Greece. In the Middle East, I have been to Israel and Jordan. Finally, in the Far East, I have been in Japan, China and now Korea.
Family?: I am married with one son here in Korea.
Where were you born?: I was born in Panama, but on record my home town is Corpus Christi, Texas.
What do you think of FED?: I LOVE working for FED!

Question of Ethics

by Lawrence Vogan, OC

Chulsoo, a project manager, and Younghee, an engineer, are TDY in Malaysia as part of an FED team exploring a business opportunity assisting the Malaysian military in constructing a hospital at one of their installations.

While off duty, Chulsoo and Younghee see a print shop with ornate business cards displayed in the window and, since they gave out their last business cards at a meeting with Malay army officers, they decide to order some business cards for use on the job. After intense negotiations with the proprietor, Chulsoo and Younghee agree on the design and price for 500 business cards each. The design is patterned after a Malay Army Engineer card and the cost is USD25.00 each.

Chulsoo makes the purchase and charges it to his travel card. Younghee also purchases 500 business cards with cash. After returning from TDY, Chulsoo claims the cost of the business cards on his travel voucher. Younghee does not claim the cards on her voucher. Both Chulsoo and Younghee use the business cards in doing their jobs. If you were processing Chulsoo’s voucher how would you handle the claim for the business cards? Why? Is it appropriate for Chulsoo and Younghee to use the business cards as designed in their jobs?

(Answer on page 10)
Be aware of malaria!

by Edward Primeau, Safety & Health Office

In 1993 there was a resurgence of malaria in Korea. While malaria cases occur throughout Korea, areas north of Seoul have the highest incidence and risk of malaria transmissions. The following information is provided to inform FED employees about Malaria.

Malaria is a serious, sometimes fatal, disease caused by the parasite, Plasmodium vivax. Humans get malaria from the bite of a malaria-infected mosquito. The parasite goes from the mosquito's mouth to the person's blood. The parasite then travels to the person's liver, enters the liver's cells, grows and multiplies. During this time when the parasites are in the liver, the person will not yet feel sick. The parasites leave the liver and enter red blood cells; this may take as little as 8 days or as long as several months. Once inside the red blood cells, the parasites grow and multiply even more. The red blood cells burst, freeing the parasites to attack other red blood cells. Toxins are also released into the blood, making the person feel sick.

Symptoms of malaria include fever and flu-like illness, including shaking chills, headache, muscle aches, and tiredness. Nausea, vomiting, and diarrhea may also occur. Malaria may cause anemia and jaundice (yellow coloring of the skin and eyes) because of the loss of red blood cells.

For most people, symptoms begin 10 days to 4 weeks after infection, although a person may feel ill as early as 8 days or up to 1 year. P. vivax can relapse; it can rest in the liver for several months up to 4 years after a person is bitten by an infected mosquito. When the parasite comes out of hibernation and begins invading red blood cells, the person will become sick.

Prescription drugs can cure malaria. The type of drugs and length of treatment depend on the kind of malaria diagnosed, where the patient was infected, the age of the patient, and how severely ill the patient was at the start of treatment.

The first line of defense in preventing malaria is to prevent mosquito and other insect bites. The best way to do that is by using insect repellent on exposed skin. Wear long pants and long-sleeved shirts, especially from dusk to dawn. This is the time when mosquitoes that spread malaria bite. Ensure that all window and door screens are in good condition to prevent mosquitoes from entering your home or office.

Early diagnosis and treatment are important to minimize the seriousness of the infection. Therefore, if you or your family experience any of the above symptoms, consult your physician immediately.

If you have any questions please contact Mr. Edward Primeau, Safety and Occupational Health Office, 721-7114.

Answer to Question of Ethics

(From page 9)

DoD and DA policies do not authorize the commercial printing of business cards at government expense. There are only limited exceptions and those exceptions do not apply to Chulsoo’s purchase.

Within POD and its subordinate districts, all Commanders, Deputy Commanders, Special Assistants, Directors, Division, Office, and Branch Chiefs, all project managers, all regulatory, and their military equivalents are authorized to produce business cards in-house. District Commanders may authorize the purchase of business cards for additional staff positions within their Command at their discretion. Business cards produced within the organization will comply with the standard Corps business card design. Chulsoo is a PM and is therefore authorized to produce business cards in-house. He is not authorized to purchase them from a commercial source.

The voucher processor should not approve Chulsoo’s request for reimbursement of the cost of the business cards. Further Chulsoo should not have used his travel card to purchase the business cards since they are personal items. Since the items are personal and not government purchased/produced business cards, they do not need to comply with the Corps standard but the regulation recommends that business cards comply with the standard design.
Did you know...

Traditional Kitchenware

Crockery and clay ware were an important part of daily life. Designed to reflect the surrounding nature, these pots were used to store and ferment Korean food, such as kanjang (soy sauce), koch ‘ujang (chilly paste), deonjang (soy bean paste), and kimch ’i.

Individual pots preserve their contents from spoiling and can keep kimch ’i fresh for a long time. The jars are made in special kilns through a method of reduction: flames and air are mixed into a fierce heat. Pine twigs are used to keep the flames intense, and the kiln’s smokestack and fuel-hole are closed to intensify the heat. The clay ware controls the humidity and helps purify the jars.

A Korean saying states that every house’s good taste comes from its Jangdokdae, which is the place where Koreans place the pots used to store fermented food.

Nanta

Just when you thought noise in and around your house was enough to drive you nuts, well, you haven’t heard anything yet. And you will be surprised to find that those annoying noises can be orchestrated into something worth a million ticket sales.

The show ‘Nanta’, a hit musical performance that taps out the traditional rhythms of Korea by using everyday household items, is about to sell its millionth ticket to audiences in and out of Korea. PMC Productions, the creator of ‘Nanta’, said it reached 997,763 in ticket sales on March 14, 2002, and its two daily performances at the Seoul Jungdong ‘Nanta’ theatre are nearly sold out for every showing. It is a rare accomplishment for a Korean performance production to draw such an audience.

According to PMC productions, ‘Nanta’ has put on about 2300 shows both in and out of Korea since it opened in ’97. Outside of Korea, it has shown in 16 countries and 81 cities. There have been repeat tours in the U.S., England, Japan, Taiwan, Germany, Austria and Netherlands. There have been 730,938 tickets sold within Korea and 266,6825 outside of Korea. 70% of visitors to the Jungdong ‘Nanta’ theatre are foreign tourists visiting Korea.

Nanta has received various awards and recognition in Korea, as it was recognized as the “Best Product of the Year” by Munhwa Ilbo and selected as one of “Korea’s Top 10 Attractions” by the Korean National Tourism Organization.

For more information and ticket reservations, visit these internet sites: www.cookinworldwide.com or www.nanta.co.kr.
FED bids farewell to its “sun-sang-nim”!

It was the biggest crowd and the longest award ceremony I have seen, ever, put together for one man.

On March 18, 2002 more than one hundred FED employees gathered together to say good-bye and thank you to one of its most respected and valuable employees, Mr. O, Sung-sik, Acting Safety, Occupational Health Office Manager.

Mr. O, born and raised in Hwang-Hae-Do, Korea, began his 22-year career with the Far East District in 1977 as a KGS-11, General Engineer. Since then, he worked as a KGS-12, Supervisory Civil Engineer and on to his most current position as a KGS-12, Acting Safety, Occupational/Health manager.

During his 22-years of service, he established himself as a priceless addition to the FED and took the responsibility upon himself to become the role model and a mentor to many of those who had the privilege of working with him. Moreover, he was referred to as a sun-sang-nim (teacher) by all for quality teaching and wealth of knowledge he shared with the FED as well as with the Korean contractors.


Mr. O and his wife, Ms. Yi, Ok-hee, have three children; Mr. O, Yung-su, Mr. O, Bong-su and Ms. O, Soon-hae. They also have five grandchildren.

We wish him and his family well and much happiness!

Members of FED Safety & Health Office pose for a family photo after the farewell luncheon for Mr. O, Sung-sik (seated, left) and his wife, Ms. Yi, Ok-hee (seated, right).

New Member

On March 1 CPT Adam Rauch joined FED on a one-year assignment from Las Vegas, Nevada. CPT Rauch is the new Security, Plans & Operations Officer. He graduated from Embry Riddle Aeronautical University with a bachelor’s degree in Aero Space Engineering. For fun, he enjoys volleyball, racquetball, softball, hiking and camping. He is married to Kathleen and they have two children, Jennifer (age 6), and Brittany (age 2).

Culture

(continued from page 2)

way we operate. Discuss your personal goals with your supervisor by using the Individual Development Plans (IDP), which is the supervisor’s contract to support your plan. Every employee should ensure they have an updated IDP signed by their supervisor.

I would be interested in your opinions about our culture and how you believe it affects our operations or your personal aspirations. Feel free to talk to me or send me an email note with your ideas. Each and every FED employee is invaluable to our mission and a member of our family.
사령관메세지

문화(Culture)

COL Gregory Kuhr

오늘은 FED의 문화와 이 문화가 우리의 성공에 미치는 영향에 대해 이야기하고자 합니다. 우리 조직의 문화는 각각의 직원들 간의 적절한 소통, 직원들 간의 사교, 그리고 업무 처리 방법 등을 통해 나타납니다. 성공적인 지도자는 각각 조직의 문화에 대한 이해와 중요성에 대해 배우길 원합니다. 그렇다면 과연 FED의 문화란 무엇일까요?

문화란 조직의 직원들의 업무 및 생활 방식을 얘기합니다. 이것은 각자의 가치관, 전통, 풍습, 그리고 신념이 오랜 시간에 걸쳐 조화된 것입니다. 이러한 문화를 통해 행동의 기준, 질서, 팀워크, 성실, 그리고 업무에 대한 충성성을 공동의 의식이 생겨나는 것입니다. 여러분 모두가 문화에 대한 각자의 의견을 가지고 있으려 생각하였지만, 이런 기회를 통해 저의 의견을 여러분과 나누려고 합니다.

첫째, 많은 FED의 직원들은 FED에 대한 긍정적이고 일관된 방식으로 일하고 계실 거라 생각합니다. 때때로 FED는 미군의 생활의 질을 향상시키기 위해 많은 노력과 부자분을 하고 있습니다. 1957년 FED의 설립 이후, FED는 최상의 품질을 생산하기로 알려져 있습니다. 저는 저희의 고객으로부터, "일을 제대로 하려면 FED에 일을 의뢰해야 한다."는 노동 기술이 많이 듣습니다. 이러한 조직의 영향은 크게 엄밀하게 일함을 할 수 있도록 도와주는 활기차고 적응력을 갖춘 사람들도 합니다.


하지만 이러한 조화가 갖다주지는 직장의 한도를 잇지 않습니다. 지금까지 우리 조직의 문화는 US 직원들이 교육과 직업적 책임을 갖는 자리를 갖고 있고 KN 직원들은 다소 기술적인 자리를 제외하여 있었던 것이 사실입니다. 그리고 이러한 문화는 미국 직원들이 대체적으로 감독자의 자리를 종합 하는 결과를 초래하게 되었습니다. 이런 장벽을 고려했을 때에 저와 이런 동향은 당연한 수도 있습니다. 이것은 계획되지 않은 결과입니다. 이로 인해 우리의 KN 직원들은 KGS-11 이상의 자리를 승진하는 데에 어려움을 겪기도 합니다. 또, 많은 직원들은 고용을 위해 적극적으로 노력하는 조직의 역할을 지원하기로 약속하는 방식의 계약서를 작성할 수 있습니다. 모든 직원은 매우 감사하자, 회사의 모든 회장으로서 IDP를 소지하고 있도록 합니다.

저는 여러분의 의견이 들고 싶습니다. FED의 문화에 대한 토론, 문화가 우리들의 생명과 개인적인 목표에 미치는 영향에 대해 논의한 결과, 의견이 있으시면 저에게 그 의견을 들을 수 있는 기회를 주시기 바랍니다. 여러분 모두가 FED에 앉아서는 안될 자신의 일을 잊지 마십시오.
부사령관 메세지

일정 업데이트
- Calender Update -

by LTC Charles Markham
Deputy Commander

안녕하셨습니까? 이제 완연한 봄이 찾아왔습니다. 봄이라는 계절은 우리에게는 바쁜 일정의 시작을 뜻하기도 합니다. 특히 이번 봄은 당 지구의 이벤트와 외부 손님들의 방문으로 여느 봄보다 더 바쁜 것 같습니다. 그래서 여러분에게 이전 글을 통해 잡아 간단하게 앞으로 다가오는 주요 행사와 기념일을 정리 해 드리고자 합니다.

먼저 5월 14일에는 Jack Church 박사의 70년 전역 점심식사가 있습니다. 지금까지 그가 골수원으로 근무하며 보낸 세월과 그의 노고에 대한 경의를 표하는 날 이니만큼 장소와 시간을 알리는 이메일을 잘 보시고 즉시 참석하시기 바랍니다. 5월 22일은 FED의 Safety Day(안전의 날)입니다. 안전과 예는 성공적으로 이 날을 계획하기 위해 여러분의 아이디어와 참여를 부탁드리고 있습니다. 또한 현재 안전과 예는 새로운 안전 슬로건을 찾고 있으니 좋은 아이디어가 있으신 분은 안전과 연락 주시기 바랍니다. 5월 24일 금요일은 쿠어 사령관님의 작품 피크닉이 있습니다. 이 피크닉은 병장 S-67과 S-68 사인 피크닉 지역에서 열리는 예정이며 이날 각 사무실과 branch 에서는 각자의 특별한 직책 인사와 선물을 드릴 수 있는 기회가 있을 것입니다. 여러분의 많은 참여와 성원으로 이 특별 피크닉을 제미 있고 유익한, 그리고 정성들인 행사로 만들고자 합니다.

6월에는 공병과 LTG Flowers님과 그의 부인이 FED를 방문하시게 됩니다. 공병과의 방문과 동시에 테양량 사단의 BG Johnson님과 그의 부인도 함께 방문해 FED에 대한 경의를 표하는 행사를 가질 예정입니다. 그리고 이 두 손님들은 모두 6월 10일 9시에 있을 FED의 Change of Command 행사에 참여하실 예정입니다. 새로운 이십 COL Frank Kosich(프랭크 카시치 사령관)께서 이 행사에 대해 FED의 지휘를 맡게 됩니다. 이 행사 이후 다음 날 아침에 당 지구의 태안 목미림에 있을 예정입니다. 이번 태안 목미림의 장소는 결정되는 즉시 장소를 알리는 이메일이 발송될 예정이니 주의해 보시고 즉시 참석을 하시기 바랍니다. 이 행사를 끝으로 LTG Flowers님과 그의 부인은 6월 12일 한국을 떠나시기로 예정되어 있습니다.

6월 14일 금요일에는 또 하나의 중요한 행사가 예정되어 있습니다. 바로 District’s Organizational Day입니다. 이 행사를 통해 새로 오신 카시치 사령관께서는 더 많은 여러분들을 만날 수 있을 것입니다. 또한 이날 DoD 교육은 공식 휴교를 하기 때문에 이 행사에는 여러분의 자녀분들도 참석할 수 있을 것입니다. 이날 행사는 지난 행사들과 마찬 가지로 맛있는 음식과 재미있는 게임이 가득한 것입니다.

코시치 사령관님은 6월 15일자 한국을 떠나 USACE pre-command 교육 코스를 거쳐 가족과 함께 한국으로 돌아오시게 됩니다. 저희 후임자가 되실 LTC Paul Cramer (폴 크레머 부사령관)께서는 7월 17일 한국에 도착하시게 됩니다. 그는 전 세계 지역 사무실의 프로젝트 엔지니어로 근무하기도 했으므로 FED에 대해 많은 지식을 가지고 있습니다. 저희가 FED에 도착하자마자 아무 문제없이 그의 임무를 잘 이행해 나갈 것으로 믿어 의심치 않습니다.

저는 6월 27일자로 한국을 떠날 예정입니다. 저희 친구 가족의 다음 목표는 미국 오리건 주의 포트랜드입니다. 그곳에서 저는 포트랜드 지구의 부사령관을 맡게 되었습니다. 저희 가족은 계속해서 USACE의 가족일 수 있는 것을 다짐하고 생각하며, 새로 시작하게 되는 미국 사무부의 생활에 대한 기대에 차 있습니다.

위에서 말씀드린 모든 행사와 친절한 여러분의 참여와 관심을 부탁드립니다. 이것은 저희가 계속하여 USACE의 가족일 수 있는 것을 다짐하고 생각하며, 새로 시작하게 되는 미국 사무부의 생활에 대한 기대에 차 있습니다.

마지막으로, 어느 때와 같이 항상 행동 전 안전을 생각하고, 우리의 안전 표어인 ”안전에 대한 대안은 없다”를 기억하시기 바랍니다.

Serving the District and you!
말라리아 조심하세요!!!

1993년 한국에도 처음으로 말라리아의 환원이 시작되었다. 말라리아는 한국 전 지역에서 나타나지만 특히 서울의 북쪽지역이 가장 높은 밀도의 말라리아 전염 발생률을 보인다. 다음은 FED에 제공된 말라리아에 관한 점이다.

말라리아는 말라리아병원증의 기생충에 의해 전해지는 심각하고, 치명적이며 할 수 있는 질병이다. 사람은 말라리아의 병원증에 감염된 모기에 물림으로서 말라리아에 걸리게 된다. 그 기생충은 모기의 입으로부터 사람의 피로 들어가며 사람의 간으로 이동한 후 간의 세포로 침입하고, 그곳에서 자라며 번식한다. 이 기생충이 간에 있는 그 간조직에 사람의 아픈것을 아직 느끼지 못한다. 그것이 간을 떠나 적혈구에 들어간다: 이것은 8일 내지 몇일이 걸릴 수도 있다. 일반 적혈구안으로 들어가면 그 기생충은 또 그곳에서 자라며 번식한다. 적혈구가 파열되면, 또 다른 적혈구를 자유롭게 공략한다. 이 과정에서 독소가 피속으로 방출되며, 그때부터 사람은 몸이 아픈 것을 느끼게 된다.

말라리아의 증상은 열과 감기와 같은 질병을 수반하며, 오한으로 몸을 태개되고, 두통과 근육통증, 피로함을 느낀다. 메스꺼움과 구토증, 설사가 또한 반박된다.

말라리아는 적혈구를 파괴하므로 빈혈과 활달 같은 증상을 보이기도 한다.

대부분의 사람들은, 감염이 10일에서 4주 정도의 증상이 나타나며, 왕래는 8일 간격으로 1년이 걸린후에야 아픔을 느끼기도 한다. P. VIVAX (기생충)는 재발될 수 있다: 왜냐하면 기생충은 감염된 모기에 물린 사람의 간에서 몇 달에서 몇 년까지 휴지기를 갖고 있을 수 있기 때문이다. 이 기생충의 동생에서 깨어나서 적혈구에 침입하기 시작하면, 사람은 그때부터 아픔을 느끼기 시작할 것이다.

적절한 약의 치료로 말라리아는 치유될 수 있다. 약의 형태나 치료의 기간은 진단된 말라리아의 종류, 감염된 지역, 환자의 연령, 또 초기치료까지 환자 의 질병의 정도에 따라 달라진다.

말라리아를 예방할 수 있는 첫번째 방법은 모기 또는 다른 곳에 몰리지 않는 것이다. 가장 좋은 방법은 노출된 피부로부터 곤충이나 벌레를 피하는 것이다. 특별히 해가 날 무렵에는 간바지와 소매가 있는 긴 셔츠를 입자. 지금이 바로 말라리아에 감염된 모기들이 피줄 시기이다. 때문에 모두 착용하고 문의 간바지를 잘 정검해 집이나 사무실 모기 둘어오지 못하도록 각별히 신경써야겠다.

따른 진단과 치료는 감염의 심각성을 줄일 수 있는 가장 중요한 일이다. 그 이유는 당신이나 당신의 가족에게서 위와같은 증상들이 보이면 즉시 의원에 가서 진찰을 받기 때문이다.

문의사항이 있으시면 안전과의 에드워드 프리모씨에게 721-7114로 연락주시기 바랍니다.

번역 : 진현정(안전과)

어버이날 .......

(Parent’s Day)

5월 8일은 어버이날이다. 모두가 알다시피 어버이 날은 조상과 어버이에 대한 은혜를 해어지고 어른과 노인에 대한 존경과 보호를 다지는 날이다.

사랑의 문화는 어른과 조상에 대한 존경과 그 은혜 를 해어지는 마음이 동안에 비해 부족할 것이라고 생각한 본인은 어버이날의 시작이 시사하였다. 사랑에 늘어지 않을 수 없었다. 어버이날의 시작은 사춘절의 첫날부터 4번째 일요일에 어버이의 영혼을 감사하기 위해 교회를 찾는 영구그리스의 풍습과 미국의 한 효자로부터 시작된 것이라는 것은 특별히 주저하지 않는 이상 쉽게 접할 수 없는 이야기이다.

인도가 이 글을 준비하며 말아낸 사실이다. 처음에는 어버이날은 "어버이날"이며, 미국은 "어버이의 날"과 "어버이의 날"이 따로 정해져 있는가에 대해 알아보는 글을 쓰려고 했다.

그것이 멋진한 현대 문화의 생활에 밀접한 관계가 있을 것이라는 생각을 했다.

어버이날의 유래를 살펴보면, 지금부터 약 100여 년 전 미국 버지니아 주 워싱턴 박물관에 안나 자이버스(Ann Jabez)가 어버이와 관련한 이야기를 달았는데, 병원과도 어머니가 사랑하는 어버이를 여의게 되었다. 소녀는 어버이의 갑자연 갑작히 휘두르고 그 산소 주위에 어버이가 왕성하게 노래하면서 카네이션 꽃을 심었다. 그리고 자신의 어버이 생전에 잘 모시지 못한 것을 회복하였다.

16세기에에서 계속
FED의 새가족

지난 3월 1일 Captain Adams Rauch 가 FED Emergency Office의 새 가족이 되었다. 그는 미국 데바다 주의 랜스 베이커 출신으로 미 육군 애비앙이었다. 그는 Embry Riddle Aeronautical University에서 우주공학을 전공하여 하사 학위를 받았다. 그는 터키, 러시아, 일본을 경유한 후 제3, 5단일 공병단의 RSO&I 훈련에 참가 한 경험이 있었다.

소녀는 어느 모임에 참석하면서 한 카네이션을 가져오고 말았다. 보신 사람들은 그 이유를 물어봤지만 그 소녀는 대답하기를 “여미또가 그의 고아인 아마나 산소에 있는 카네이션과 복잡은 줄을 알고 나갔다”라고 말하였다. 아마나 그 후 아마니를 잘 모시는 운동을 벌였고 1904년에 제소에서 아마니의 행사가 처음 개최되었다. 그러니 이 날에 아마니의 색안에 계시된 분은 봉은 카네이션을 기여에 달아 드리고, 아마니가 돌아가 신분은 자기 가족에 카네이션을 달게 되었던 것이다.

그 그루 예배에서 1914년 미국의 제 28대 대통령 T.W. 윌슨이 5월의 두 번째 일요일 아가주일 날로 정하였고, 점차 전세계적으로 관동화되었다. 우리 나라에서는 1956년에 5월 5일을 아기날로 정하였으며, 그 후 1972년에 명절을 아기날로 바꾸어 국가적인 행사로 삼고 있다.


부모에 대한 효성은 서양 사람들보다 동양 사람들이 마르 무역을 하였던가 한다. 한국의 조상들은 부모님에 대한 효성을 모든 행동의 근본으로 삼았고, 부모님을 위해서만 아니라 어려운 일이라도 해내었다. 세계의 모든 부모님은 자녀들을 위하여 희생이나 헌신의 표현을 무릅쓰고 우리를 길러 주시고 또

향상 격정을 하셨다. 그러니 자식인 우리는 이러한 부모님의 마음을 잘 알지 못하는 경우가 많다.

효란 어떻게 하는 것일까? 그것은 따름 아닌 부모님의 마음을 편안하게 해 드리는 것이다. 그러기 위해서는 부모님께 걱정 치저 드리지 않고 우리가 해야 할 일들을 열심히 하는 것이다.

위의 정보는 www.user.chollian.net/~mypc21/parents day.htm을 참고로 한 것이다.

도덕에대한 질문

질문: 학수는 프로젝트 메이저이고 영화는 엔지니어이다. 이 둘은 브리에이시아 군단의 병원을 건축하는 사업을 따오기 위해 FED의 팀원으로 브리에이시아를 총장 줄이다. 브리시간 이후 외출 중 이 둘은 한 인쇄소를 발견하고, 자신들의 마지막 병원을 브리에이시아 군 관계자와의 마찰에서 나와야 준 것을 기역, 이곳에서 새로운 병원을 만들기로 한다. 한참을 깊고, 또 깊은 과정, 각각 500만원의 병원을 만들어야 하고 디자인과 가격에 합의를 본다. 디자인은 브리에이시아 군 병원대의 디자인을 따르기로 하고 가격은 각각 (USD) 250만에 하기로 한다. 학수는 이것을 자신의 공무 여행 크레딧 카드로 결제하고, 영화는 현찰로 결제 한다. 봉사에서 돌아온 후, 학수는 명절에 대한 급여를 총장 정부에서 익혀 원구하고 영화는 명절 이용으로 지급한 급여에 대한 청구를 하지 않는다. 참고로, 학수와 영화 모두 공무 중 이때 만든 명절을 사용했다. 만일 당신이 학수의 수출 증명서를 처리한다면, 명절에 대한 청구 역을 어떻게 처리할 것이며, 그 이유는 무엇인가? 과연 학수의 영화는 팔레미야아에서 만든 명절을 사용했으나 봉사?