Partnering with TJD/JI
See Pages 8 - 11 to read their story...
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This month’s focus

TJD/JI Associated

On the cover

The members of TJD/JI Associated gathered at the company’s garden to pose for a one-of-a-kind group photo.

From the Commander

Balance your life!

COL Francis Kosich
Commander

When I look around the District I see great things in those who make up our team - dedication, commitment, a sense of purpose, a willingness to get better, and pride in a job well done. Just as important is having balance in our lives. Stephen Covey calls it “sharpening the saw,” the adage being that a woodsman cuts more trees by pausing every so often to maintain the edge of his saw rather than continuing to cut trees with a dull blade. Recharging your batteries, taking time out, whatever you call it, balance is key to sustaining optimal performance.

Let’s face it, we take our work seriously. It’s why we’re successful, not to mention the fact that it’s too important not to... and we work hard at it. But who we are is not necessarily defined by what we do. More times than not, the difference between the two lies in our ability to lead lives balanced by other activities, experiences, or challenges which in turn helps us maintain our edge to excel as professionals when we are on the job.

Now, there are those who at times confuse leading a balanced life with lacking commitment. Leading a balanced life has nothing to do with working extended hours, coming in on a weekend, or being responsive to our customers and each other. This is the environment in which we perform. I maintain though, that in order to do what’s necessary to excel, one has to have an outlet to wind down, relax, and prepare for the next challenge. I know that this District is as committed to excellence, continual improvement, and making a difference on the peninsula as ever. I also know that the best way to do this is by recognizing the importance of getting away from the rigors and stresses of the job every once in a while. It’s one way we focus on taking care of people.

How does one live a balanced lifestyle when the environment is as unpredictable as ours? Here are a few tips:

1. Pick up a pastime. Golf, read, learn, sight see, volunteer, you name it. Spend time doing something you enjoy.
2. Take time off. You’ve earned it so plan for it and enjoy. Your family will enjoy it as well.

(continued on page 11)
During the next several months we will be experiencing the transition from fall to winter that creates an environment where viruses are easily transmitted.

School children, office worker and others who congregate in close proximity of other people are most likely to become ill from colds, sore throats and other assortments of upper respiratory ailments. There are many methods one can take to reduce their chances of becoming ill during this period but one of the easiest and least expensive methods is to "Wash Your Hands"

By frequently washing your hands you wash away germs that you have picked up from other people, or from contaminated surfaces, or from animals and animal waste.

What happens if you do not wash your hands frequently?

You pick up germs from other sources and then you infect yourself when you touch your eyes, nose, or your mouth.

One of the most common ways people catch colds is by rubbing their nose or their eyes after their hands have been contaminated with the cold virus. You can also spread germs directly to others or onto surfaces that other people touch. And before you know it, everybody around you is getting sick.

The important thing to remember is that, in addition to colds, some pretty serious diseases - like hepatitis A, meningitis, and infectious diarrhea - can easily be prevented if people make a habit of washing their hands.

When should you wash your hands?

You should wash your hands often. Probably more often than you do now because you can’t see germs with the naked eye or smell them, so you do not really know where they are hiding. It is especially important to wash your hands before, during, and after you prepare food.

Before you eat, after you use the bathroom, and after handling animals or animal waste. When hands are dirty, it is more frequent that people get sick.

What is the correct way to wash your hands?

First wet your hands and apply liquid or clean bar soap. Place the bar soap on a rack and allow it to drain.

Next rub your hands vigorously together and scrub all surfaces. Continue for 10 - 15 seconds or about the length of a little tune. It is the soap combined with the scrubbing action that helps dislodge and remove germs. Rinse well and dry your hands.

It is estimated that one out of three people do not wash their hands after using the restroom. So these tips are also important when you are out in public.

The use of an antibacteria soap is strongly encouraged and as an added suggestion for Korea we recommend you carry waterless soap or sanitary wipes since many establishments have what is known as a community towel for drying.

Washing your hands regularly can certainly save a lot on medical bills. Because it costs less than a penny, you could say that this penny’s worth of prevention can save you a $50 visit to the doctor.
Korea is a nice place to live and work.

I recently met a couple of Engineers from another Corps District who had come TDY to the Far East District. Interestingly enough, this was their first time to visit Korea. Before they visited Korea, they had preconceived ideas of the country based on hearing old stories and watching TV. They previously had the impression that the country was not very modern. They heard the food was not good and that people were rude. And TV even showed that because of anti-Americanism (i.e. protestors), the country might not be safe.

However when they arrived, my visitors were pleasantly surprised at how beautiful and modern Korea was. They were amazed at the wide streets, modern buildings, clean subways and the large shopping centers. They were really surprised at the number of large movie megaplexes showing first run movies. They thought the food was excellent and were surprised at the number and diversity of restaurants. All the people they met were very friendly and helpful.

It is apparent that impressions and perceptions are shaped by extreme images that may not be true. For example, the news media continues to present images of local protestors and threats from North Korea so that there may be a perception that it is unsafe in Korea.

The truth is, Korea is the safest place I have ever lived in. Most people that have worked or come TDY to Korea have said that they wouldn’t mind coming back again. I think that Korea is one of the best-kept secrets in an overseas assignment.

Our sizable Living Quarters Allowance enables us to live in a really nice place. Furthermore, now that we are getting Post Differential as well as Post Allowance, it is getting easier to save money.

The best part of working in Korea is the people at work and how easy they make your job. Because we’re all living in an overseas environment, we go out of our way to help each other out. I notice that people at work tend to socialize after hours more than in other places I have worked. There is an “Esprit de Corps” around the workplace where the “old hands” will help out the “newbies” on the team.

Once you’ve worked at the Far East District, you want to stay or renew your tour. For example, in looking at the 25 U.S. employees in my Division, 22 of them have worked more than one tour in Korea. That illustrates how enjoyable it is working in Korea.

I encourage everyone to spread the word to those who have never been to Korea and invite them to visit and see for themselves how nice it is to live and work here.
During an informal ribbon cutting ceremony on September 4, a small crowd gathered in the Far East District’s motor pool area to celebrate the opening of the brand new gas station.

With the state-of-the-art system, the new gas station was just another step taken by the District to improve its facilities as well as an opportunity to show its commitment to safety.

The old fuel pumping system was put in about 20 years ago and naturally with age, the fill tube was found to be leaking. The leak posed potential environmental and safety hazards to our working environment and its employees.

The new gas station has, as already mentioned, a state-of-the-art system, including an alarm system for leakages. It is also environmentally friendly, as the fuel tanks are encapsulated in vaults, preventing environmental spills into the ground.

In addition, the new system allows complete inventory of on-hand fuel in tank at any give time as well as remote control of the fuel pumps, which saves manpower and cost. The new dispensing system is much safer than the older system and it will keep the District up to the top level of safety and reliability standards.

“This is a ‘win-win’ project because it is taking care of the environmental problem and making our fuel dispensing system safer, and at the same time showing our commitment to taking care of the District’s facilities,” said COL Frank Kosich, Commander, Far East District, during the ribbon cutting ceremony.

However, the new gas station is not for everyone’s use. It is restricted for use by the government vehicles only, providing re-fueling capabilities for Corps vehicles and other government vehicles owned by the tenants of the compound such as the AAFES Headquarters, Stars and Stripes, and Depot Support Activities Far East (DSAFE).

To those involved in this yearlong project, completed by the construction contractor, PINEtree (continued on page 16)
Camp Humphreys welcomes the new Army Family Housing (AFH)

By Julie Park, PAO

Two years of waiting has finally paid off, and in style!

On September 25, phase 1 of Camp Humphreys’ new Army Family Housing (AFH) opened its doors to new tenants and many envious onlookers as guests attending the ribbon cutting ceremony included, LTG Charles H. Campbell, Commander, Eighth United States Army, BG John A. Macdonald, Korea Regional Office (KORO) Director, COL Frank Kosich, Commander, Far East District, COL Michael D. Clay, Commander, Area II, COL Edgar H. Yanger, Chief, Public Works Division, KORO, and Mr. Kim, Ho-yung, Senior Executive Vice President, Hyundai Engineering and Construction Co., Ltd.

This new Army Family Housing at Camp Humphreys is the beginning of many more to come in the near future, all in the Army’s effort to make Korea the assignment of choice and to accommodate additional soldiers expected to join the Camp Humphreys area as part of the U.S. Forces Korea (USFK) relocation plan. In total, USFK plans to provide 2,600 family housing units on post by 2008.

As the first Army-funded family housing for Korea, this stylish 5-story building includes a total of 52 units, consisting of 8 2-bedroom units, 36 3-bedroom units, and 8 4-bedroom units. In the following two phases, an additional 48 units are expected to be built in each phase. These housing units are also the first to allow KORO to support USFK’s goal of housing 25 percent of married personnel in Korea by 2010.

Supporting facilities include parking lots, a basketball court, tot lots, BBQ area, and landscaping. Each unit comes with all appliances including a dishwasher, cable TV and Internet service.

“The tenants will have the advantage of living on post within walking distance of child and youth services, new PX and commissary, and many other community facilities,” said Mr. Loren Chin, Project Manager for the project.

Prior to completion of this project, the Army community in Humphreys had a total of six family housing units, three for O-6 and above and another three for sergeant majors.

As mentioned by Mr. Kim, Ho-yung in his remarks, “it has been a long winding road,” as members of Project Delivery Team faced some major modifications. After the construction was underway, the project had to be redesigned from 60 units to 52 units, in an effort to enlarge some units and combine others. During this two-year effort, everyone overcame the challenges by focusing on the common goal of providing high-quality housing to the soldiers and their families.

LTG Charles H. Campbell, who gave coins to all PDT members for their undeterred commitment to constructing high-quality, state-of-the-art housing, spoke of his enthusiasm for the project.

“This is a day about investment,” said LTG Campbell. “An investment in soldiers and their families, and an investment in the Republic of Korea (ROK) - U.S. alliance.”

While speaking of the vitality of this AFH project to the Camp Humphreys area, LTG Campbell further emphasized the ROK-US alliance and our commitment to the security of the host country.

“The U.S. will go the distance,” said LTG Campbell. “We will stand firm in the defense of this country.”
PERFORMANCE EVALUATION INFORMATION FOR KOREAN NATIONALS

by Monte Howard, RMO

USFK 690-1, Chapter 14, covers the performance evaluation system for Korean Nationals. Rating periods normally cover one year. Under special circumstances an appraisal may occur in less than one year when an employee changes to another position. A rater may give an employee an annual performance appraisal in less than 12 months provided all of the conditions listed below are met:

- The employee has been under the performance requirements for at least 120 days (4 months);
- The employee does not have an annual appraisal for the rating year;
- The rate has been in the continuing position for at least six months

USFK Form 155EK (can be found in FormFlow) must be completed if the performance appraisal is for outstanding or unsatisfactory. The USFK Form 155EK does not have to be completed if the performance appraisal is satisfactory.

Annual performance appraisals may be postponed for up to three months when the rating official has not had enough time to observe the employee’s performance in the present assignment because the supervisor or the employee is newly assigned, or when the employee has not been performing the regularly assigned work because of extended details or absences, or when the extension is necessary to provide for a warning period.

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* Rating Elements and Performance Elements will be addressed in next month’s issue.

If you have any questions, please feel free to contact the Manpower Management and Employee Liaison Branch (MEL-B):

Monte Howard, Chief, MEL-B, 721-7060.
Sharon Roberts, 721-7056
Bok Yoon, 721-7076
We are all aware that the Far East District is a team of diversity, and each individual's uniqueness and dedication that make up this awesome group of professionals.

We are also aware that it is each individual's uniqueness and character that make up this awesome group of professionals. In this issue of East Gate Edition, the spotlight is on Thomas J. Davis/Jung-il Associated (TJD/JI), one of the district's oldest partners in A/E services. And over the years, TJD/JI has grown in size, capabilities, and experience, but has not grown old by any means.

Background

The Thomas J. Davis Company was established in the late 1960s in Southern California before relocating to Guam in the 1970s. In 1979, the company moved to Korea in a joint venture with a Korean architectural and engineering company, Jung-il Engineering, with its name, 'jung-il' adopted from the first rank stones of the Dusun Palace and Changduk Palace - a Korea-based Architectural and Engineering firm, founded in 1963, that is actively involved in A/E services in Korea. The company originally joined hands with another American A/E company called Adrian Wilson and so began the long history of TJD/JI's partnership with the Far East District.

Since 1979 TJD/JI has been carrying out its mission, "Achieve and maintain higher standards by improving - doing things better and doing things different," and so began the long history of TJD/JI's partnership with the Far East District.

By Julie Park, PAO
TJD/JI is a multi-disciplined engineering company comprised of architects, civil, structural, mechanical, electrical and cost engineers. All of its engineers and architects are U.S. registered professionals.

Currently, all of the company’s work consists of Corps projects, but it has done some work for the Navy and the U.S. Embassy in the past.

As explained by over 25 successful years of partnership, the TJD/JI’s goal is much like that of the District - producing high quality services and leading the profession by example. And in pursuit of this, the company is consistently renewing its knowledge and skills, and updating manpower to keep up with the ever-changing world of architecture and engineering.

For example, in 1999, the TJD/JI formalized a quality assurance/quality control section and in 2002, the company added a specifications section.

Projects

As one may guess, TJD/JI has been involved in too many projects over the years to even attempt to name all.

The company performs all architectural and engineering designs in-house. Only when specialized designs or expertise is required for a project, the company seeks for consultants from the States.

To help understand the different types of projects TJD/JI has worked on, here is a short list.

- Electrical studies and upgrade - CampsCarroll, Casey, Humphreys, Kunsan AB, Osan AB, Red Cloud, Stanley, New Mexico Range, and Yongsan

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Partnering with TJD/JI

(continued from page 9)

- Water systems - Camps Casey, Edwards, Howze, K-2, Kunsan AB, Osan AB, Page Red Cloud, and Yongsan
- Barracks - Camps Carroll, Casey, Castle, Chinhae, Coiner, Henry, Hovey, Humphreys, K-16, and Page
- Community Activity Centers - Camps Casey, Eagle, Greaves, Hovey, Howze, Humphreys, Red Cloud, Walker, and Yongsan
- Medical facilities - Essayons, K-16, Kimhae, Kunsan AB, Osan AB, Camp Page, Camp Walker, and Yongsan
- Schools and child care centers - Camps George and Humphreys, K-2, Osan AB, Camp Walker, and Yongsan
- Lodging - Camps Casey, Humphreys, Stanley, Walker, Osan AB, and Chinhae.

Who they are.

The TJD/JI team is made of 102 members. To efficiently operate this big group of architectural and engineering professionals it is divided into nine sections - administrative, architecture, civil, cost engineering, electrical, mechanical, quality management, quality verification, and structural.

Mr. David W. Dougherty, president, leads the TJD side of the company, as Mr. Song, Kee-duk, president, leads the Jung-il side of the TJD/JI. When the two are put together as TJD/JI Associated, Dougherty is in charge. Mr. Ralph Hayashi is the general manager and the chief engineer assisting Dougherty with overseeing and management of the entire company and its operations.

Hayashi, who has many years of experience in the private sector, speaks of the secret of success working with the government as understanding each government agency’s regulations as well as what the government wants.

One of the challenges of working for the Corps is that they must be knowledgeable in all disciplines of the work. This is the reason they are multi-disciplined with nine sections covering all areas of architecture and engineering.

And the leaders for each section are:

- Quality management section: Mr. Jimmy Umali
- Quality verification section: Mr. John Sullivan
- Architecture section: Mr. James Aquino, AIA
- Civil section: Mr. Johnson Kwock, PE
- Electrical section: Mr. Ray Correa, PE
- Mechanical section: Mr. Rodolfo Fernandez
- Structural section: Mr. George Yang, PE
- Estimating section: Mr. Thomas Valencia
- Administration section: Ms. Sheila Jackson

In addition, there are two project managers, Mr. Kim, Tae-hoon and Mr. Jerry Williams, PE, who interact closely with the Corps’ project managers on each project the company is involved in.

Mr. James Aquino, chief of architecture section, was working for TJD in Guam when he was assigned to Korea for an Osan Elementary School project 23 years ago. After the project ended, Aquino stayed on and now he is one of the senior members of the company.

Aquino says that one of the positive moves he noticed over the years is that the company has moved towards a team concept.

"We work in a multi-cultural environment... team effort becomes that much more critical as we must overcome the differences to focus on a common goal of producing a high quality product for the customer."

As Aquino mentioned, currently in TJD/JI a little less than a half of the total workforce is Filipinos.

Ms. Vina Vales is a mechanical engineer who’s been with TJD/JI for almost five years. Vales worked as a mechanical engineer...
engineer for a company in the Philippines and Saipan before joining TJD/JI. For Vales and many others from the Philippines, a rare opportunity to experience a different culture as well as the chance to grow professionally was what attracted them to join the company. “It’s very unique because I work for an American company so I work in an American culture, but outside work, I am surrounded by Korean culture,” said Vales. “This is a great working environment.”

Vales was one of the pioneers in the field of mechanical engineering for women when she was attending college in the Philippines. “I was the first to graduate from my school as a female mechanical engineer. The numbers have increased since then, but still there are less than five percent of females majoring in this field.”

Ms. Lim, Mi-sil, electrical engineer, is another ambitious female engineer in the company. Lim began working for TJD/JI in 1979 as a drafter and over the years she’s invested a lot of her personal time and energy to grow professionally. As a result, she’s one of only two Korean female engineers in the company.

“I love that I’m able to create and be creative with my work,” said Lim.

And during the interview I asked Lim when she feels pride in her job. To that question, I felt she gave an answer that represents the feelings of many, if not all, of those at the TJD/JI.

“I feel a great pride in designing a building or a bridge that will be used by and serve many people.”

- Lim, Mi-sil, electrical engineer

“I work in an American culture, but outside work, I’m surrounded by Korean culture...this is a great working environment.”

- Vina Vales, mechanical engineer

“Distinctively multi-cultured and impressively professional” is how I would summarize TJD/JI. And it should be noted that members of TJD/JI have mastered the ways of applying diversity and differences to their benefit. In addition, the workforce is determined and committed to self-development and team cooperation, all in pursuit of satisfying the customer. Sound much like our own team of the Far East District? Yes, and that’s why the partnership between TJD/JI and the Far East District is 25 years old and still going strong.

Balance your life!

(continued from page 2)

3. Work out regularly. The benefits are amazing. Two keys are doing so regularly and varying activities so boredom doesn’t set in.

4. Plan your work and work your plan. Ask yourself, do you manage your schedule or does your schedule manage you?

5. Don’t take your work home with you. All too often, little is accomplished. Relax, enjoy those around you, get a good night’s rest and hit it hard the next day.

So whether it’s spending time with family, taking a college course, or whatever, you owe it to yourself some “down-time.” Remember balance is an enabler.

Acknowledging this is half the battle. Doing something about... well, you know the rest.

See you on the ground...
Question of Ethics

by Song Kim, OC

House Vs. Hotel

When Javier Hernandez, a Justice Department employee based in Laredo, Texas, was temporarily assigned to Charleston, South Carolina, where his brother lived, he decided to live with his sibling. Hernandez rented the second floor of his brother’s house from March 1999 to August 1999, the duration of his assignment, making use of the bathroom, laundry, kitchen, and garage.

At the end of each month, Hernandez asked his agency to reimburse him what he would have paid had he lived in a hotel during that time based on the maximum allowable lodging rate for the area, $100 per day. His total came to $13,600.

On Dec. 3, 1999, the agency said it would give him only the costs his brother spent to accommodate Hernandez above and beyond his regular housing costs, and not the $100 a day lodging rate. The agency asked Hernandez to revise his per diem vouchers.

Later that month, Hernandez submitted an amended voucher request, claiming $43.53 per day and submitted his brother’s tax return to substantiate his claim. The agency said the tax forms were not sufficient, so Hernandez got his brother’s utility bills and submitted them as proof that his amended claim was valid.

The agency denied the request in the amended voucher because it “believe(d) the back-up documentation did not substantiate additional out-of-pocket expenses” incurred by Hernandez’s brother. The utilities and other services (electricity, cable television, and telephone) used by Hernandez were not segregated from the general household’s use of such services.

Hernandez appealed the case, but the General Services Board of Contract Appeals ruled with his agency. According to federal travel regulations (FTR), federal workers traveling on official business may only be reimbursed for additional costs their host incurs in accommodating them, if they are able to validate the costs and their agency says the costs are reasonable. 41 CFR 301-11.12 (c) (1998). The FTR is clear that such a traveler is entitled only to the additional cost the host incurred in accommodating the traveler.


Question:

If our employees goes for TDY and stays with a friend or relative, what does s(he) have to show in order to get reimbursed for lodging expense?

Both the Joint Travel Regulations (JTR) and our USACE transportation and travel management regulations enunciate that “when an employee lodges with friends or relatives (including members of the immediate family) with or without charge, the allowable cost for lodging, for computing per diem, is zero.” JTR, par. C4555-B3 and ER 55-1-2, par. 3-9(f).

Nevertheless, FTR allows a traveler on official business to be paid the following expenses when renting a room, apartment or other lodging on a long-term basis: (a) rental cost of a furnished dwelling; if unfurnished the rental cost of the dwelling and the cost of appropriate and necessary
furniture and appliances; (b) cost of connecting and disconnecting utilities; (c) cost of reasonable maid fees; (d) monthly telephone use fees; (e) if ordinarily included in the price of a hotel/motel room in the area concerned, the cost of special user fees. 41 CFR 301-11.15 (1998).

Therefore, even if an employee stays with a friend or relative, when the friend or relative is in the business of renting the living space for which the employee incurs occupancy costs and has entered into an arm’s-length business relationship with the traveler, the employee is entitled to the actual cost of lodging up to the maximum amount prescribed for the locality concerned.

In the case of Hernandez, claimant’s brother did not rent out the second floor of his house on a regular basis and claimant has not demonstrated that he entered into an arms-length transaction with his brother for rental of the premises.

If you plan on going TDY, staying with a relative, and claiming costs related to the stay on your voucher, you must be prepared to back up the claim with solid evidence sufficient to convince a skeptical examiner. Absent solid evidence, the claim will be denied.

Construction contractors, Krima and Yojin, receive recognition from the Far East District.

By Julie Park, PAO

Two of Far East District’s construction contractors, Krima Construction Corporation and Yojin Industrial Co. Ltd., received a letter of appreciation (LOA) from the District’s commander, COL Frank Kosich during a small ceremony on September 16.

Krima received the LOA for a superb performance on S-1600 Command Bunker project (September 02   August 03) for 19th Theater Support Command at Camp Henry and Yojin was recognized for equally high quality performance on S-315 Communication Building (September 02   July 03) for 1st Signal Brigade at Camp Walker.

Both projects called for completion in time for the Ulchi Focus Lens exercise in August 03, and in spite of major modifications the two projects’ PDT, including the contractor and customer, showed extreme team effort to not only meet the completion date but to complete the project with high quality.

Congratulations!

(From left to right) Mr. Chung, Ji-kuk, President of Yojin Industrial Co. Ltd., Mr. Huh, Kyu-chi, President of Krima Construction Corporation, and Mr. Lenny Kim, PPMD, look on as COL Frank Kosich, Commander, Far East District, announces their accomplishments.
Things to do...

World Ceramic Biennale 2003 Korea

From September 1 to October 30, the 2nd World Ceramic Biennale 2003 Korea will be held in three major ceramic cities, Icheon, Gwangju, and Yeoju. Each city is preparing a variety of exhibitions and unique programs for visitors to experience.

This ceramic biennale includes ‘International ceramic competition’ in which participated potters from 70 different countries will participate, ‘Now and Now’ a modern ceramic exhibition, and ‘500 Years of Korean Ceramics from Joseon Dynasty’, masterpieces of Joseon Dynasty Ceramics. Visitors can see the process of ceramic making at the ‘World Contemporary Ceramic Art’ exhibit and view ceramic art used in everyday life at the ‘Ceramic House’ exhibit. There are many exhibitions including the ‘World Top 10 Ceramic Brand’ exhibit, which features masterpieces produced by top global ceramic companies.

Visitors will experience how to make Korean ceramics and enjoy many performance programs.

This unique ceramic biennale allows you to experience the wonders of ceramic making. You can create your own masterpieces as well as enjoy seeing the elegant beauty of Korean ceramics all at the World Ceramic Biennale 2003 Korea.

Date: September 1 to October 30, 2003
Venue:
1. Icheon World Ceramic Center, Icheon, Gyeonggi-do
2. Joseon Royal Kiln Museum, Gwangju, Gyeonggi-do
3. World Ceramic Living Gallery, Yeoju, Gyeonggi-do

Inquire: +82-31-631-6504 (Korean)
Tourist Information: +82-31-1330 (Korean/English/Japanese/Chinese)
Website: http://worldceramic.or.kr (Korean/English)
Ticket Combined pass for all three venues:
- 19 years old and older, 6,000 won
- 13-18 years old, 4,000 won
- 12 years old and under, 3,000 won

Individual venue pass:
- 19 years old and older, 4,000 won
- 13-18 years old, 3,000 won
- 12 years old and under, 2,000 won
* A group of 30 visitors or more will save 1,000 won

Did you know...

Main Buddha in the Seokguram Rock Cave

[Date of Origin] Unified Silla Era (Mid 8th C.)
[Location] Gyeongju of Gyeongbuk
[Size] 3.26m in Height
[Classification] National Treasure No. 24

This Buddha image located at the center of Seokguram Rock Cave of Gyeongju is widely regarded as one of the most beautiful and artistically perfect Buddha images in the world.
Positive Relationships

Some negative thinkers actually work at getting others to think like they do. Just as you use positive affirmations to combat negative thoughts, you can develop a positive attitude by surrounding yourself with caring, positive people.

(continued on page 16)
New Member

Mr. O, Sang-song from Incheon, Korea joined the Information Management Office as an illustrator. A graduate of Hanbat National University with a bachelor’s degree in Industrial Design, O is married to Ms. Park, Jung-hee and they have a 17 year-old son, Seung-u. O worked as an illustrator/auto pub technician at the Camp Ames Recreation Center, Camp Humphreys MWR and Camp Market DAPS from 1986 to 2003. O says he enjoys mountain climbing during his time off.

WE’LL KEEP YOU PUMPED!

(continued from page 5)

Co, Ltd., it meant more than just putting up a new gas station.

“This project was a great example of putting PMBP to its full use,” said Kenneth Pickler, Chief of Transportation. “All of the team members came together from all different levels and sections, to accomplish a single common goal, and it really paid off,” continued Pickler.

“This new gas station will benefit the District with a first class re-fueling facility for years to come.”

Farewell...

Far East District bid farewell to Ms. Rheta David on October 2, as she moved on to work in the Pentagon for the Assistant Chief of Staff for Installation Management (ACSIM) as a budget analyst. David arrived in the District in September 2001 as a program analyst in the Construction Division. On March 2003, David was promoted to be the Chief of Financial Analysis Branch in Resource Management Division and then took on the position as the Acting Chief of RM in May.

Good luck, Rheta!

Learning Organization Tidbits

(continued from page 15)

Why positive employees help an organization succeed.

A positive attitude, or outlook on life, can lead to positive behavior and create success. An upbeat, positive person draws other people like a magnet. After all, who would you rather be around - someone who is strong and motivated, with the confidence to keep moving forward, or someone who stays stuck in one place, thinking of reasons why things don’t seem to happen?

Common traits that Positive Thinkers have in a Learning Organization

- Optimism - a belief in and expectation of a positive outcome
- Enthusiasm - high levels of interest, energy, passion and motivation
- Belief - trust in oneself and others
- Integrity - personal commitment to honesty and openness
- Courage - willingness to take risks and overcome fears
- Confidence - in personal abilities, capabilities and potential
- Determination - relentless pursuit of a goal
- Patience - willingness to wait for opportunity
- Calmness - stress-free and balanced
- Focus - directed attention on goals and priorities

All employees are encouraged to send feedback about the LO tidbits or the LO concepts in general to the following email address on the Outlook global address book: DLL-CEPOF LO-FEEDBACK
사령관의 메세지

근형은 또 다른 무엇을 가능하게 해 주는 것

COL Francis Kosich
Commander

FED를 놓려 보다 보면 여러분의 모습에서 많은 흥미로운 점들을 발견합니다. 많은 사람들에게는 흥미롭고, 이해할 수 있는 흥미로운 목표, 노력 하는 자세, 그리고 자신의 일에 대한 자부심 같은 것을 담고 있습니다. 그러나 이런 것들 만으로 우리에게 중요한 것은 바로 살아 갈 뿐입니다. "성공하는 사람들의 7가지 습관"의 저자 Stephen Covey는 이것을 "나무를 키우는 것"이라고 말합니다. 이 놀라운 사실은 나무가 더 많은 나무를 자라기 위해서는 무단 비닐로 계속해서 나무를 키우는 일보다는 규칙적으로 작업을 즐기고 키울 것을 기록하는 것이 더 효율적인 것입니다. 여러분의 에너지를 희생하시면, 휴가를 다녀 오시죠. 그 표현이나 어린한 최고의 성과를 위해서는 여러분의 삶에 공정을 잃지 않아야 합니다.

사실, 우리는 우리의 임을 상당히 중요하게 생각하고 있습니다. 이것은 우리가 성공할 수 있는 큰 이유 중의 하나일지라도, 그 중요한 것은 우리 임을 성공히 받아들이는 것은 당연한 일이라는 것입니다. 하지만 우리의 임이 우리가 누구인가를 보다 정확하게 나타내지 않습니다. 그리고 우리의 직업과 삶, 즉 공부와 사의 차이는 이 두가지의 현재가 우리가 얼마나 잘 이루어졌는지에 관한 일이라고 합니다. 우리 가 사생활 중에서 하는 활동을 그리고 그로 인해 직장에서 되는 위험과 경험 을 통해 자신의 직장에서 다른 사람의 노하우와 경험이 가치가 될 수도 있습니다.

가끔, 주위를 보면 삶의 균형을 갖춘다는 것을 알게 한 책임감을 회피하는 것과 혼동하는 사람들도 볼 수 있습니다. 삶의 균형을 이루는 것은 어려운 과정이기 때문에, 무한한 시간이 없습니다. 많은 우리가 임을 하는 곳일 뿐이지 설명이 없음에 따라 이상한 것을 곤란이 믿고 있습니다.

FED는 어느새와 마찬가지로 최고의 제품을 생산하는 데에 혜택을 하고 있고, 또 지속적인 자기 개발과 발전을 추구하고 있다는 것을 제시하고 있습니다. 그리고 이것을 가장 신속하게 효과적으로 이루어 지는 사람은 틀림없습니다. 많은 사람들은 그것을 정상으로 볼 수 있는지 정도로 불확실한 현실과 같은 상황에서 어떤 자녀를 들보고 균형을 찾기를 바랍니다. 여러분이 잘 찾기 바랍니다.

1. 휴가생활을 하십시오. 골프, 북, 시, 관광, 편의점, 또는 무엇인가를 배운다면 여러분이 즐길 수 있는 무엇인가를 하십시오.

2. 휴가를 때나 싸십시오. 여러분 모두가 충분히 그렇게만 자녀가 있는 만큼 휴가를 계획하시고 그날 떼나십시오. 가족들도 이런 시간을 많이 하고 싶습니다.

3. 규칙적으로 운동을 하십시오. 이어서 일어지는 효과는 말로 다 할 수 없을 정도입니다. 가장 중요한 것 두 가지는 바로, 규칙적으로 하는 것과 여러분이 운동을 하지 않도록 계획하는 것입니다.

4. 일에 대한 계획을 세우고 그 계획을 실천하십시오. 자신이 한 번 틀어 보십시오. 당신의 스케줄을 운영하고 있습니다가 아닌가, 아니면 스케줄에 꼬여 살고 계실까요?

5. 업무를 짓기까지 가지고 가지 마십시오. 집에 가지고 간다 하더라도 많은 성과를 익히지 못하고 다음 날 다시 돌아키로 가지고 오는 경우가 훨씬 많습니다.

여유로 가지고 길러온 마음으로 하루를 보내십시오. 그리고 충분한 휴식을 취한 후 다음날 좋은 컨디션으로 끝한 하루를 맞이하십시오. 가족과 함께 시간을 보내고, 대학의 무엇인가를 배우면, 그 무엇을 하더라도 좋으니 여러분 모두가 지난 날 잔인한 약식히 균형에 올 데가 휴식의 시간을 즐기십시오.

균형은 또 다른 무엇을 가능하게 해 주는 것이라는 것을 기억하십시오. 그리고 이것을 인식하고 실행하는 것이 시작의 반려이기도 기여할 것입니다. 여러분 자신을 위해... 다음은 말드리지 않아도 알아서 하시라 믿습니다.

그럼 현재에서 벗겠습니다.

코식 대령
렌져는 빛의 질이 다르다. 아침 점심 저녁의 햇살이 다 아름답다. 지금 다섯 살, 두 살인 내 아이들도 이곳에서 나처럼 행복한 삶을 살았으면 좋겠다."

랜져는 미국 최남단 주인 뉴멕시코의 토지이다. 해발 2135m, 로키 산맥 남쪽 꼭지락을 봐도 서쪽과 동쪽의 풍경이 달라버린다. 그만큼 랜져는 특별한 곳이다. 랜져는 햇살, 깔고 추운 밤, 봄과 구분된 공목, 점령권 수목예절이 넘치는 공이 가지와 흥분히 숨어 있는 풍경과, 미국 최고의 기록(단기)이자 최대의 자유와 해방의 공간으로 불리는, 아메리카 인디언과 예술가, 식지 않은 힘의 정신의 본형. 거기 세계 최대 경제대국하준 불질적 종료가 되어 서러운 방문객들의 찬탄을 자아내는

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보서리 없이 봉담봉률하게 마무리한 이도비 (adobe) 건축양식은 대표적인 샌타페이 스타일이다.

ساء타페이 문화의 지침을 이루는 것은 수천년을 이어온 인디언 문화이다. 그 위에 스페인 문화와 멕시코 문화, 다시 영국의 문화가 덧붙여졌다. 샌타페이가 세계적 문화 도시로 명성을 뽐내게 된 계기는 1900년대 초, 휴양지 동부 지역 예술가 들의 입단 이후다. 저숙과 랜드, 도시적 감성에 걸맞아서 있던 베인들은 샌타페이의 원시적이고 아름다운 풍광에서 큰 충격과 강렬한 예술적 영감을 얻었다.

이들은 허블한 페필론, 넓은 여도비 가옥에 동지를 돌고 전해온 새로운 감수성의 작품을 쏟아내기 시작했다. 강렬한 허블, 거친 바위산, 황량한 사막과 낮은 삼림양식, 이들에게 인디언이나 멕시코 문화는 필리만만한 투구와 찬란의 대상이었다. 1950년대 말부터는 히스패닉이 대거 브러디었다. 샌타페이가 갖고 있는 자유롭고 창의적인 분위기는 이렇게 여러 인종의 문화에 신화가, 소설가, 음악가, 히피, 광인, 심지어는 짐 해코먼, 로버트 레드프트 같은 유명 배우들의 아우라까지 함께해 젊은 오랜 유형의 결과 불어이다.

히스패닉은 17세기부터 이 땅의 주민 노릇을 해왔 다. 인구가 많은 만큼 영향력도 컸던 뿐이 많은 일상에서의 스페인어의 형식이 많이 남아있다. 히스패닉끼리는 스페인어로 대화를 하는 경우도 적지 없다. 이처럼 샌타페이의 주민은 영글로색슨이 아니라 히스패닉이다.

1900년대부터는 백인들의 진출이 늘어났다. 외나오지 않은 백인들은 히스패닉 소유의 땅과 절을 비싼 값에 구입하는 방식으로 이 도시에 봉인해 내었다. 하지만 속도는 느린 편이다. 다른 작가의 통로로 인해 새 건물 작업이 쉽지 않기 때문이다. 레이�示란드는 이 도시의 개성을 견습을 우려하기 위해 건축에 있어 매우 엄격한 규정을 적용하고 있다.

사립재정 직원인 로버트 예워는 가장 중요한 것은 지구상의 건물들은 지반을 수용할 수 있으며 이도비 양식을 활용해야 한다는 것이라고 말했다. 주변 크리며 보양, 외벽 색감, 현관의 디자인과 창문 높이까지 고려한다. 기존 건물을 개조할 때도 일정한 원칙에 따라 한다. 샌타페이의 밀집과 종류로 옆은 그 문화적 가치가 저작되는 만큼 작은 것 하나라도 소홀히 할 수 없다는 설명이다.

자료채용: 동아일보

도덕에 대한 질문

by Song U. Kim, OC

미국 텍사스, 라레도에 위치한 범부서에서 근무하고 있는 Mr. Javier Hernandez는 South Carolina의 Charleston으로 출장장을 갖춤때, 호텔에서 임시 마감 그 지역에 거주하고 있는 자신의 형의 집에 같이 기회였다.

Hernandez는 자신의 형이 살고 있는 집에 2층을 빌려 1999년 3월부터 같은 해 8월까지 거주하였으며 그 동안 형의 집에 있는 화장실, 세탁기, 부엌, 및 침실을 사용했다.

그리고 매달 말, Hernandez는 자신의 직장에서 자신이 호텔에 묵었을 경우 들었을 만한 숙박 비용인 하루 $100을 청구하였다. 그리고 그의 출장 비용의 총액이 $13,600이 되었다.

1999년 12월 3일, 그의 직장에서의 하루 $100의 숙박비가 아닌 Hernandez가 출장기간동안 형의 집에 거주한 결과 형의 평상시 생활비에서 추가된 급여를 지불하였다고 별도로 했다고 Hernandez는 자신의 Travel Voucher를 제공하였다.

얼마 후, Hernandez는 수정된 Travel Voucher를 제출하였고, 그 Voucher에는 하루 $43.53의 숙박비율을 청구하였으며 증명 서류로 그의 형의 세금계산서를 첨부하였다. 범부서에서는 세금계산서가 증명서류로서 부적합하다고 판단하였고 Hernandez는 형의 관리비 통지서를 추가 제출하여 자신이 제출한 수정된 청구서가 유효하다고 주장하였다.

범부서에서는, 청부된 서류로는 추가 비용을 증명 할 수 없다고 판정된다.는 판결로 수정된 청구 금액을 기각하였다. Hernandez는 사용한 관리비의 서비스(전기, 케이블 TV, 및 전화)비용이 전체 비용에서 분리되지 않았다는 이噱였다.


만일 우리 직원의 항약이 출장 기간 중 친구나 친지의 집에 머무르면, 그에 대한 출장 중 숙박비를 받기 위해서는 어떤 증빙서류를 제출해야 한다요?

Joint Travel Regulations (JTR)와 USACE Transportation and travel management regulations에 의하면, 직원이 출장중 친구 또는 친지(육친 포함)와 함께 묵게 되면, 무료 또는 요금을 부가하고 그에 대해 지급되는 숙박비는 없다(zero). JTR, par. C4555-B3 와 ER 55-1-2, par. 3-9(f) 근거.

하지만, FTR에 의하면 직원이 장기 출장 중 방, 아파트 또는 다른 숙박시설을 장기간 임대하는 것에 대해 다음과 같이 비용지불을 하고 있다: (a) 가구 및 생활도구가 제공된 주거지를 임대하는 비용; 가구 및 생활도구가 제공되지 않을 경우 주거지 임대비 및 필요한 가구 및 생활도구를 임대하는 비용; (b) 전기, 기수, 수도 연결 및 체결 비용; (c) 적절한 생활 도구의 비용; (d) 월 전화 요금; (e) 특별 사용 요금, 해당 지역의 호텔 및 모텔 요금에 포함될 경우. 41 CFR 301-11.15 (1998) 의거.

그러므로, 만일 출장 직원이 친구 또는 친지와 함께 묵는다면 해도, 그 친구 또는 친지가 숙박 사업을 하고 있거나 그 사업에 주거하는 것 자체로 그 출장 직원과 친구 또는 친지의 사이에 충분한 관계가 형성되었더라도 별 수 있다. 만일 직원은 해당 지역에 대한 지급 가능한 숙박 비용의 최대 금액까지 청구할 수 있다.

그러나 Hernandez의 경우, 그의 형은 숙박사업에 종사하고 있지 않는 상태에서 그 집의 2층을 나 주었기 때문에 그들 사이에 충분한 관계가 형성되었다고 별 수 없다.

만일 현재 출장을 준비하고 있고, 친지 또는 친구와 함께 있을 계획이라면, 이에 대한 출장 숙박비를 받기 위해서는 충분한 증빙 서류를 갖추어야 할 것입니다. 완벽한 증거가 없다면 숙박비용에 대한 청구는 기각될 것입니다.